



Behaviour Management Policy



Statement of Intent

At **Little Jesters** we believe that children flourish best when they know how they are expected to behave and are entitled to play and learn without fear of being hurt or unfairly restricted by anyone else.

Our Aims

We aim to provide an environment in which acceptable behaviour is encouraged, unacceptable behaviour is dealt with appropriately and where children learn to respect themselves, other people and their environment. We understand that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

Methods

The Pre-school Leader has overall responsibility for issues concerning behaviour.

The Pre-school Leader will:-

- keep up to date with legislation and research and thinking on handling children's behaviour;
- Have access to relevant sources of expertise on handling children's behaviour; and
- check that all staff have relevant in-service training on handling children's behaviour. We keep a record of staff attendance at this training.

All staff will:-

- provide a positive model of behaviour by treating children, parents and each other with friendliness, care and consideration.
- use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development - for example distraction, praise and reward.
- be made aware of the pre-school's behaviour policy and its rules for behavior.
- keep to the rules, and apply them consistently so children know what's expected of them and feel safe.
- work with parents to help children learn the rules.
- work with parents to understand and respect differing codes of behaviour because of cultural diversity.
- be aware that some kinds of behaviour may arise from a child's special needs.
- ensure that children who behave inappropriately know that it is the behaviour not them that is unwelcome.
- praise and endorse desirable behaviour such as kindness and willingness to share. They will avoid creating situations in which children receive adult attention only in return for undesirable behaviour.

Inappropriate behaviour is different for different ages of children and stages of development but may include, for example

- refusing to share and take turns with other children; aggressive behaviour of any kind such as hitting, kicking or pushing; unkind words, name-calling and racist remarks. deliberate defiance of a member of staff

When children behave in inappropriate ways:

- their actions and the possible consequences will be discussed calmly with them by a member of staff.
- If staff are finding behaviour persistently difficult to deal with, we may wish to use observation records to establish an understanding of the cause. In addition we would discuss the way forward with the parents to determine if there is an underlying cause such as problems at home or change in family circumstances. We would aim to find a common approach with parents/guardians/carers.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development - for example by distraction, discussion, redirecting the child or by withdrawing the child from the situation and sometimes even giving them a short period of "time out" from activities.

N.B. The following ways of dealing with inappropriate behaviour will NOT be used or threatened under any circumstances at Little Jesters

Physical punishment such as smacking or shaking Deprivation of needs Humiliation or ridicule; Leaving a child alone in a room.

- Physical restraint of a child will only be used where in the judgement of the staff there is real or potential danger of injuring himself/herself or others or of damaging property. Any significant event of this sort will be recorded in our Incident book and the parent/carer informed on the same day and will sign the Incident Book to indicate that he/she has been informed.

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children. We take bullying very seriously.

If a child bullies another child or children:

- we intervene to stop the child harming the other child or children;
- we explain to the child doing the bullying why his/her behaviour is inappropriate;
- we give reassurance to the child or children who have been bullied
- we make sure that children who bully receive praise when they display acceptable behaviour;
- we do not label children who bully;
- when children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour;

When children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

Reviewed Spring Term 2015

This policy will be reviewed Spring Term 2017