



Kingsdown Pre-school Behaviour Management Policy and Practice

Aim

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

We aim to work towards a situation in which children can develop self-regulation and self-esteem in an atmosphere of mutual respect and encouragement.

To achieve this:

- We have a designated Behaviour Management Coordinator - Jeanette Thomson who has undertaken training. All other staff are encouraged to access training in behaviour management.
- All adults are expected to provide a positive role model for the children with regard to respect, friendliness, care and courtesy and to offer strategies for dealing with any conflict.
- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the group and explained to all newcomers, both children and adults.
- All adults in the pre-school will ensure that the rules are applied consistently so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- Adults will always positively reinforce rules and boundaries.
- Adults in the pre-school will help the children to challenge bullying behaviour appropriately.
- Adults in the pre-school will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- Adults in the pre-school will make themselves aware of, and respect, a range of cultural expectations regarding interaction between people.
- Adults will be aware that some kinds of behaviour may arise from a child's Special Education Needs and Disability (SEND)
- Adults in the pre-school are aware that children's behaviour may change due to circumstances that are happening outside of pre-school. We aim to build and maintain positive relationships with parents/carers and encourage them to share changes in family circumstances to enable the staff at pre-school to support their child at these times. Examples of these may include a new baby, a bereavement or a separation.

When children behave in unacceptable ways:

- They will be given adult support in working out what was wrong, recognising the consequences of their actions and how to cope more appropriately
- The feelings of all children involved in any incidents of undesirable behaviour will always be acknowledged and staff will support children to deal with their feelings in an acceptable way.
- Physical punishment, such as smacking or shaking, will be neither used nor threatened.
- Techniques such as a naughty chair are not used.
- Physical restraint, such as holding, will be used only as a last resort to prevent physical injury to children or adults and/or serious damage to property. If physical restraint is used, this will be recorded, and the parent informed the same day.
- In cases of serious misbehaviour, such as racial abuse or bullying, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanation rather than personal blame.
- In any display of undesirable behaviour it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- Adults will not shout in an aggressive or threatening way.
- Any behaviour problems will be tackled by the whole pre-school, using objective observation records to establish an understanding of the cause.
- The setting will record episodes of unwanted behaviour including events leading up to the behaviour to identify if there is a pattern
- Strategies will be put in place to support the child

Further support and advice

- If staff feel there are continuing concerns regarding a child, sensitive discussions will be arranged initially between parents and the key person. This can then include the behaviour management coordinator and /or manager as appropriate. The need for staff and parents to talk about any problems or worries is vital.
- In some cases it may be necessary for staff to seek advice and support from an outside agency. This can be done initially through the local authority's Equality and Inclusion Team and then through a LIFT meeting
- If parents have any concerns of their own, staff will be available at a mutually convenient time for parents to share these. They can be sign posted to the local children's centre, health visitor or the setting can make an Early Help referral with parental consent.

This policy will be reviewed annually or sooner if needed

This policy was reviewed by the pre-school on 13 November 2021

Signed on behalf of the pre-school by A Bridges