

Behaviour Management – Policy and procedures

Stalbridge pre-school aims to promote an environment where positive behaviour is strongly fostered through routines and expectations and where children will learn to have respect for themselves, others and their environment.

In order to achieve this Stalbridge Pre-School will:

- Ensure that all staff, volunteers and students are aware of our Behaviour Management Policy and work to promote its aims.
- Ensure that staff present themselves as positive role models.
- Set clear boundaries and goals through well planned routines so that children can learn what is expected of them.
- Use ‘Golden Rules’ that help children learn what is expected of them.
- Use positive strategies when handling conflict between children, taking into account the views of each child.
- Manage unacceptable behaviour consistently.
- Take into consideration children’s ages, stage of development and any special educational needs when dealing with undesirable behaviour.
- Avoid situations where children only receive attention from unwanted behaviour.
- Praise positive behaviour, however minor, promoting self esteem and encouraging children to seek attention through acceptable behaviour.
- Staff will use distraction methods to discourage unwanted behaviour
- Use stories and other resources to promote and re-enforce positive behaviour.
- Explain to children why their behaviour is not acceptable, making them aware that it is the action and not them that is not acceptable.
- Will help the children say sorry when they have shown inappropriate behaviour towards another person.
- Will keep a log of persistent unwanted behaviour

Consequences and handling of unacceptable behaviour:

- Though children need to learn to manage conflicts staff will intervene if it becomes clear that they need support to reach an agreement.
- Staff will intervene immediately if the incident involves bullying of any form towards another child or children.
- Staff will handle unwanted behaviour in a consistent way by:
 1. Asking the child to stop the unwanted behaviour explaining why it is not acceptable.
 2. If the child needs reminding again staff will explain what the consequences will be if they continue with the unwanted behaviour.
 3. If the unacceptable behaviour continues to disrupt other children/activities or could cause harm to themselves or others they will be removed from the situation and given a short period of ‘time out’ with a member of staff at a different activity/resource.
 4. After a maximum of 5 mins they will be asked if they’d like to go and play or continue with the activity they have become involved in.
 5. If persistently unacceptable behaviour occurs see ‘partnerships with parents’
- Staff will not raise their voices or speak to children in a threatening manner.
- Staff will only use physical restraint, such as holding if a child is physically harming themselves, other children, adults or equipment – if this has been necessary the incident will be recorded with

date, what happened, how it was handled, who dealt with it and who witnessed it, parents will be notified of the incident upon collection of their child and asked to sign the report.

Behaviour management continued:

Working in partnership with parents/cares:

- We will make parents aware of our policy and procedures for behaviour management when their child is due to join our setting.
- Inform parents if we have concerns regarding a pattern of inappropriate behaviour.
- Discuss incidents of unwanted behaviour with parents in a confidential manner.
- We will discuss any forms of bullying with both/all sets of parents concerned, we will not name any other parties involved.
- Invite parents in to discuss re-occurring behaviour concerns and work out a development plan, outlining strategies we will both use to promote positive behaviour.
- Ask parents to give their permission for us to speak to other professionals such as Health Visitors if it is felt that they could offer support, we will also suggest that parents seek advice from their Health Visitor if we feel it is appropriate.
- Invite parents to make us aware of and come in and discuss any concerns they may have regarding their child's personal, social or emotional development.

Monitoring and evaluating:

- Staff will look at reasons for inappropriate behaviour through observing and monitoring and consider whether changes to supervision or the way resources and activities are offered could be changed to promote positive behaviour.

Stalbridge Pre-School will not find the following behaviour acceptable by anyone involved in the Pre-School whether staff, students, volunteer, parents or children:

- Bullying in any form, either verbal or physical.
- The use of bad language.
- Aggressive behaviour towards children, members of staff or equipment.

No forms of physical punishment or punishment that will humiliate will be used.

This policy was adopted at a committee meeting on:

Signed on behalf of Stalbridge Pre-school:

Role: