

Behaviour Management - Policy and Practice

The pre-school manager has responsibility for implementing and monitoring the pre-school's behaviour management policy. We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and where 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-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- All adults try to provide a positive model for the children with regard to friendliness, care and courtesy and to offer strategies for handling any conflict.
- Rules governing the conduct of the group and the behaviour of the children are discussed and agreed within the pre-school and explained to all newcomers, both children and adults.
- All adults in the pre-school 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 in the pre-school praise and endorse desirable behaviour such as kindness and willingness to share.
- We take positive steps to avoid situations in which children receive adult attention only in return for undesirable behaviour.

When children behave in undesirable ways;

- Any behaviour problems are handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
- In cases where a child persistently behaves in an undesirable fashion, the child is given one-to-one adult support in seeing what behaviour is undesirable and how to cope more appropriately. Where appropriate, this might be accomplished by a period of "time out" with an adult.
- Children are never sent out of the room by themselves.
- Physical punishment, such as smacking or shaking, is neither used nor threatened.
- Techniques intended to single out and humiliate individual children such as the "naughty chair" are never used.
- Physical restraint, such as holding, is only used to prevent personal injury to children or adults and/or serious damage to property. Any significant event of this sort is recorded (on an incident report form), and the parent informed the same day.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes is made clear immediately, but by means of explanation rather than personal blame.
- In any case of misbehaviour, it is always made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- Adults do not shout, or raise their voices in a threatening way.
- Adults in the pre-school make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Recurring problems are tackled by the whole pre-school, using objective observation records to establish an understanding of the cause.
- Adults are aware that some kinds of behaviour may arise from a child's additional needs.

Bullying

- Any bullying behaviour, whether physical, verbal or psychological, either to children or to adults, will not be tolerated in the pre-school.
- If parents should ever have any concerns that their child might be the victim for such unwanted behaviour they should speak to the pre-school manager at the first available opportunity.

- It is pre-school policy to help children to learn appropriate ways of dealing with unwanted attention such as bullying. This is done through sensitive discussion and through supportive role-play.
- Children who exhibit bullying behaviour will be helped to understand, without incrimination, that this behaviour is unacceptable.

***This policy was adopted at a meeting of the pre-school held on
.....(date
Signed on behalf of the pre-school***