

4. Behaviour Management Policy

Statement of Intent

We believe that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

Aim

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and the environment.

Methods

- Krisztina Wiltshire has the overall responsibility for issues concerning behaviour. Any incidents of physical punishment by staff or parent on duty will be reported to the named person, the parents and to Ofsted.
- A simple explanation of the rules and the reasons behind them, followed by distraction or redirection of the child can often be correction enough. Any correction will at all times be consistent, fair and will take into account the stage of development of the child.
- We use physical restraint, such as holding, only to prevent physical injury to children or adults and/or damage to property.
- Details of such events (what happened, what action was taken and by whom, and the names of witnesses are recorded in an incident book) The child's parents/carer are informed on the same day.
- Behaviour management will be consistent and all Staff follows the same guidelines.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of and respect those used by member of the setting.
- We require staff to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour. We work with parents to address recurring unacceptable behaviour, using confidential observation records to help us understand the cause and decide jointly how to respond appropriately.

Behaviour management of children who engage in inconsiderate behaviour

Unacceptable behaviour is any behaviour which causes discomfort to others and/or a breach of safety, for example, physical violence, emotional disturbance, deliberate vandalism and being continually disruptive.

- We require all staff to use positive strategies for handling any inconsiderate behaviour, by helping children find solutions in ways, which are appropriate for the children's ages and stages of development. Such solutions might include, for example acknowledgement of feelings, explanation as to what was not acceptable, and supporting children to gain control of their feelings so that they can learn a more appropriate response.
- We ensure that there are enough resources and sufficient activities so that all of the children are meaningfully occupied.
- We acknowledge considerate behaviour such as kindness and willingness to share.
- We support each child in developing self-esteem, confidence and independence.

- We support each child in developing a sense of belonging in our group. So that they feel valued and welcome.
- We do not shout or raise our voices in a threatening way to respond to children's inconsiderate behaviour.
- We always separate the child from the behaviour and describe the behaviours we value e.g. 'we need to walk because' rather than 'don't run'.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes by means of explanation rather than personal blame.

Children under three

- When children under three behave in inconsiderate ways we recognise that strategies for supporting them will need to be developmentally appropriate and differ from those for older children.
- We recognise that very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this.
- Common inconsiderate or hurtful behaviours of young children include tantrums, biting or fighting. Staff, are calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk about them to help resolve issues and promote understanding.

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 help the child who has done the bullying to say sorry for his/her actions;
- 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 way of behaving.

If behaviour continues arrangements for a SENCO representative to work with the parents and if necessary involve other professional bodies with the parents consent.

Adults Behaviour Policy

Children are affected by the behaviour of the adults around them, therefore all adults that attend Coaley Village Playgroup (Staff, Committee Members and parents/carers) are expected to display good behaviour as set out in the policy at **ALL** times.

Key principles for all adults in the setting:

- ❖ Understand and follow all policies and procedures
- ❖ Be professional
- ❖ Listen
- ❖ Empathise
- ❖ Trust each other
- ❖ Take responsibility
- ❖ Be sensitive
- ❖ Have patience
- ❖ Have respect
- ❖ Develop interpersonal skills
- ❖ Be self-aware
- ❖ Remember you are part of a team

The following extract is taken from Gloucestershire EYDCP Quality Assurance Scheme.

Playgroup members will need to:

- ❖ Have common aims
- ❖ Listen to each other
- ❖ Be prepared to negotiate
- ❖ Develop a common ethos
- ❖ Be respectful of each other's viewpoints
- ❖ Abide by policy decision
- ❖ Take advantage of training opportunities and disseminate this within the Playgroup
- ❖ Commit to always trying to improve upon our previous best

Coaley Village Playgroup **will not** accept, in the building or in any part of the school grounds, any:

- ❖ Form of aggression or threatening behaviour
- ❖ Violence aimed at any child (including siblings). This includes punishing any child by slapping, smacking or shaking them.
- ❖ Verbal abuse, including verbal criticism, shouting, crudity, gossip or discrimination.
- ❖ Drunkenness or any behaviour affected by excess alcohol.
- ❖ Smoking
- ❖ Form of discrimination, including by race, religion, gender, culture, language or ability.
- ❖ The use of any foul language.
- ❖ Malicious damage to equipment and premises

Coaley Village Playgroup will issue **one verbal** warning; if the behaviour does not improve then **one written** warning will be issued. Depending on the seriousness of the behaviour in question, exclusion of both parent/child from Playgroup can be enforced at the Committee's discretion.

Staff's behaviour will be dealt with in accordance with the Discipline Procedure Policy.