



BEHAVIOUR MANAGEMENT POLICY

Current Version
2.0

Behaviour Management Policy

We believe that children and adults flourish best in an ordered environment, in which everyone knows what is expected of them. Children need to develop their play and learning without fear of being hurt or hindered by anyone else. We aim for a situation in which children can develop self-discipline and self-esteem, in an atmosphere of mutual respect and encouragement.

To help children know what is expected of them and to encourage appropriate behaviour, we:

- have simple guidelines governing the conduct of the group and the behaviour of the children; these are explained to children and adults, as required.
- ensure that the guidelines are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- expect our staff to provide a model for the children with regard to friendliness, care and courtesy.
- will praise and endorse desirable behaviour such as kindness and willingness to share.
- will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- we follow a '5 step Conflict Resolution' procedure to support our children. All staff are familiar with the process and the 5 steps are displayed around the room so that all adults are able to give a consistent approach to the children. Staff will model empathy and being sorry to increase our children's understanding of the feelings of others.

The 5 steps are as follows:

1. **STOP.**
2. **Listen to each other.**
3. **Think about solutions (Step one - suggest two solutions, 'What do you think is best').**
4. **Do what you have agreed.**
5. **Tell an adult if it worked.**



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When children behave in unacceptable ways:

- physical punishment, such as smacking or shaking will not be threatened or used.
- children will never be sent out of the room on their own.
- techniques intended to single out and humiliate individual children such as the "naughty chair" will not be used.
- children who misbehave will be given one-to-one support, from a member of staff, in seeing what was wrong and working towards a better pattern. Where appropriate, this might be achieved by a period of "time out" with a member of staff.
- we follow the 5 steps above.

In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame. In any case of misbehaviour, 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 or raise their voices in a threatening way. Staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's levels of understanding and maturity. Recurring problems will be tackled by the whole Pre-school, in partnership with the child's parents/carers; using objective observation records to establish an understanding of the cause. Staff will be aware that some kinds of behaviour may arise from a child's special needs.