



## **29. BEHAVIOUR MANAGEMENT POLICY**

**Statement of Intent:** Our setting believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

**Aim:** We aim to teach children to behave in socially acceptable ways and to understand the needs and rights of others. The principles guiding management of behaviour exist within the programme for supporting personal, social and emotional development.

**Methods:** All our staff have responsibility for supporting each child's personal, social and emotional development, including issues concerning behaviour.

- The Supervisor together with the staff are responsible for managing children's behaviour in an appropriate way.
- The Supervisor and staff are responsible for reviewing the behaviour management policy, annually.
- All staff are required to keep up to date with legislation, research and thinking on promoting positive behaviour within the programme.
- We ensure that all staff have the relevant in-service training on promoting positive behaviour.
- We recognise that codes for interacting with other people may vary between cultures and all staff are required to be aware of, and respect those used by members of our setting.
- We require all staff and volunteers to provide a positive model of behaviour by treating children, parents, carers and one another with friendliness, care and courtesy.
- We ensure all new staff members and volunteers familiarise themselves with our settings behaviour policy and sign to say they have read the guidelines for behaviour management. We therefore expect all members involved at Forest Row Community Pre-School to keep to the guidelines, requiring these to be applied consistently.
- We will share strategies that have been agreed for an individual child amongst the staff and volunteers to ensure a consistent approach from all and to promote a more successful outcome.

We work in partnership with our children's parents. Parents will be regularly informed about their child's behaviour by their Key Person. We work with parents to address recurring inconsiderate behaviour, using our observation records to help us to understand the cause and to jointly decide how to respond appropriately. Parents should also frequently be

involved in celebrating good behaviour and effort so that at all times parents and staff present a united and consistent interest in the children's welfare and progress.

### **Strategies with children who engage in inconsiderate behaviour:**

- We require all staff and volunteers 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 may include, for example, acknowledgement of feelings, explanations as to what is not acceptable and supporting children to manage their feelings so that they can learn a more appropriate response.
- We will ensure that there are sufficient popular toys, resources and activities available so that children are meaningfully occupied without the need for unnecessary conflict over sharing and waiting for turns.
- We acknowledge and encourage considerate behaviour such as kindness and willingness to share.
- We support each child within our setting in developing self-esteem, confidence and feelings of competence.
- We support each child in developing their sense of belonging within our Pre-School so they will always feel valued and welcomed.
- We avoid creating situations in which children receive adult attention only in return for inconsiderate behaviour.
- When children behave in an inconsiderate way, our staff help them to understand the outcomes of their actions and support them in learning how to cope more appropriately.
- We never send children out of a room by themselves.
- We never use physical punishment, such as smacking or shaking.
- We do not use techniques intended to single out or humiliate individual children.
- In cases of serious misbehaviour, such as racial or other abuse, we make it clear immediately that this behaviour and attitude is unacceptable, by means of explanations rather than personal blame.
- We **do not** shout or raise our voices in a threatening manner to respond to the children's inconsiderate behaviour.
- Ideally we give a child a choice of an outcome e.g. "J, you can either come and do this activity, or you can sit there and watch us. What do you want to do?"

### **Use of physical intervention:**

The term physical intervention is used to describe any forceful physical contact by an adult to a child such as grabbing, pulling, dragging, or any form of restraint of a child such as holding down. Where a child is upset or angry, staff will speak to them calmly, encouraging them to vent their frustration in other ways by diverting the child's attention

- Staff should not use physical intervention – or the threat of physical intervention, to manage a child’s behaviour unless it is necessary to use “reasonable force in order to prevent children from injuring themselves or others or damaging property”

If “reasonable force” has been used for any of the reasons shown above, parents are to be informed on the same day that it occurs. The intervention will be recorded as soon as possible (what happened, what action was taken and by whom, and the names of witnesses) and brought to the attention of our Supervisor and/or Deputy Supervisor, ensuring that it is clearly stated when and how parents were informed.

**Children under three years:**

- When children under three behave in an inconsiderate way 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 will require sensitive adults to help them with this.
- Common inconsiderate or hurtful behaviours of young children include tantrums, biting, and fighting. Our staff will remain calm and patient and will offer comfort to these intense emotions, helping each individual child to manage their feelings and talk about them to help resolve issues and promote understanding.
- We acknowledge and encourage good and considerate behaviour by giving praise and by giving rewards as appropriate.

**Strategies for children who engage in good behaviour:**

- Good behaviour should be encouraged at all times
- Good behaviour is defined as polite manner of speech and deed and consideration for the safety, needs and feelings of others.
- Staff can help to promote such behaviour by always using a polite and respectful manner with the children, by praising effort, thoughtful actions or sharing of toys, and by giving reward stickers for outstanding effort or thoughtfulness.

Whenever an opportunity presents itself staff should talk about safe behaviour and safety should frequently feature within the planned topics or activities. Subjects covered should include road safety, hand washing, dental health, food and diet, kitchen safety, stranger danger, care of animals and others.

Updated	Reviewed	Next Review
January 2015		January 2016
	July 2016	July 2017
	November 2017	November 2018

Chair of the Committee’s signature: .....

Supervisor’s signature: .....

Deputy’s signature: ..... Date: .....