



Brenchley Pre-School Limited

Behaviour Management Policy

Statement of intent

Our pre-school 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 provide an environment in which children learn to consider the views and feelings, needs and rights, of others and the impact that their behaviour has on people, places and objects. We encourage the children to play in an open environment where they will learn social skills and develop in the areas of self-esteem, self-control and respect for others. We aim to develop an atmosphere of respect for other people and property. Children will be helped to understand that certain behaviour is not acceptable or appropriate within the Pre-School setting because it is either unsafe or unfriendly.

Methods

- We have a named staff member who has overall responsibility for issues concerning behaviour. This is Sian Scovell

- We require the named person to:
 - keep herself up-to-date with legislation, research and thinking on promoting positive behaviour and on handling children's behaviour where it may require additional support;

 - access relevant sources of expertise on promoting positive behaviour within the programme for supporting personal, social and emotional development ; and ensure that any training she receives it is disseminated to staff so that they receive the best knowledge on supporting children.

- Staff members will apply rules consistently so that children know where they stand are able to develop appropriate standards of behaviour.

- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.

- We require all staff, volunteers and students to use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development - for example distraction, praise and reward.

- We familiarise new staff and volunteers with the pre-school's behaviour policy and its rules for behaviour.

- We praise and endorse desirable behaviour such as kindness and willingness to share. Children will be asked to acknowledge and apologise if they upset someone else to promote mutual respect.

- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.

- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately. A member of staff will take the child aside to establish the problem and determine a solution and reflect on more suitable behaviour.
- Children will always be reassured that it is the bad behaviour and not the child that is unwelcome and explanations of discipline will be given rather than blame.
- We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Any physical intervention will be recorded in our Incident Book and the parents will be informed on the same day by the Manager or in her absence the Deputy.
- 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 explanations rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development - for example by distraction, discussion or by withdrawing the child from the situation. Staff are aware that some behavioural difficulties may result from a child's special needs.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key person. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately with their ideas and strategies to use for their child.

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children. We take this sort of behaviour very seriously. We do not use the phrase bully but refer to it as hurting someone

If a child hurts another child or children:

- we intervene to stop the child harming the other child or children;
- we explain to the child why her/his behaviour is inappropriate;
- we give reassurance to the child or children who have been hurt;
- we help the child who has done the hurting to say sorry for her/his actions and to gather information of how the other child feels now they have been hurt;
- we make sure that children who have been hurt receive praise when they display acceptable behaviour;
- we do not label children who hurt others;
- when children do hurt others, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour; and
- when children have been hurt, we share what has happened with their parents, explaining that the child who did hurt another is being helped to adopt more acceptable ways of behaving.

Biting

Biting is a natural developmental stage that many children go through. It is usually a temporary condition that is most common between thirteen and twenty-four months of age. The safety of the children at the Pre- school is our primary concern. The pre-school biting policy addresses the actions the staff will take if a biting incident occurs. Toddlers bite other toddlers for many different reasons. A child might be teething or overly tired and frustrated. He or she might be experimenting or trying to get the attention of the carer or his peers. Toddlers have poor verbal skills and are impulsive without a lot of self-control. Sometimes biting occurs for no apparent reason. If a child may become angry or frustrated. The staff members will maintain a close and constant supervision of the children at all times.

The following steps will be taken if a biting incident occurs at our Pre-school

- The biting will be interrupted with a firm "No...we don't bite people!"
- Staff will stay calm and will not overreact.
- The bitten child will be comforted.
- The wound of the bitten child shall be assessed and cold compress applied if needed. The parents of both children will be notified of the biting incident
- Staff will remove the biter from the situation. The biter will be given something to do that is satisfying.
- Confidentiality of all children involved will be maintained.
- The bitten area should continue to be observed by parents and staff for signs of infection.
- If it gets serious, the child will be observed or shadowed by a carer (e.g. Shadowed for 10 mins at a time without hindering their play or activities) and the observations will be monitored to see why the biting is reoccurring.
- The child will be given appropriate activities (sensory activities) to help cope with the biting.

We are committed to providing the highest standards of care for children.

This Policy was reviewed at a Management Meeting held on Friday 2nd November 2018



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Mrs Victoria Relle - Chairman of Brenchley Pre-School Limited