

BEHAVIOUR MANAGEMENT POLICY AND PRACTICE

(The Behaviour Management Co-Ordinator is Gill Knight)

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

A child with poor self-esteem is unlikely to behave well, 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:

- Key person. will make it their goal to introduce themselves to parent/carer and child in the first week of term, an initial profile of the child's development so far and a form to register the child's home experiences will be given to the parent for completion; this forms the initial basis for the key person's assessment.
- Adults will provide equally for all children (no matter what the behaviour or developmental level) the love and care they expect and deserve from the adults in their life.
- All adults will try to provide a positive model for the children with regard to friendliness, positive non-verbal communication, care and courtesy and to offer strategies for handling any conflict.
- All adults in the pre-school will 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 behavior.
- Adults in the pre-school will praise whenever they can and endorse desirable behavior such as kindness and willingness to share.
- We will take positive steps to give individuals time and attention to avoid a situation in which children receive adult attention only in return for undesirable behavior.
- Curriculums and equipment will be varied and will differ each session to promote interest and participation; equipment will be changed through the session if interest dwindles.
- Children will be encouraged to help make the rules, the reasons they are in place will be regularly discussed.
- Children will be encouraged to take on some responsibility, for example hanging their coats on their named peg, identifying their name, helping to pass out drinks/ food when required, tidying up.

When children behave in unacceptable ways:

- They will be given one-to-one adult support in seeing what was wrong and how to cope more appropriately. Where appropriate, this might be accomplished by a period of 'time out' with an adult; use of cue cards and sand timers.
- They will never be sent out of the room and left by themselves.
- Physical punishment, such as smacking or shaking, will not be used, threatened nor accepted in the pre-school environment.
- Techniques intended to single out and humiliate individuals such as the 'naughty chair' will not be used.
- Physical restraint, such as holding, will be used only to prevent personal injury to children or adults and/or serious damage to property. Any significant event of this sort will be recorded, and the parent informed the same day.

In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behavior and attitudes will be made clear immediately, but by means of explanations rather than personal blame.

In any case of misbehavior, 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.
- Adults in the pre-school 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 level of understanding and maturity.
- Recurring problems will be looked at by the whole pre-school, using objective observation records to help establish an understanding of the cause.
- Adults will be aware that some behaviour may arise from a child's special needs.

This policy was adopted at a meeting of Nutkins pre-school held on.....

Signed on behalf of Nutkins pre-school by