



## 8. BEHAVIOUR MANAGEMENT POLICY

In our Pre-school we aim to provide a safe and happy environment where all children and adults are valued and treated with equal respect. Cultural or religious beliefs, and home circumstances will be taken into account.

We believe that a child's confidence and self-esteem will flourish in an environment of praise, loving care and good example. This will teach the child self-discipline and lead to socially acceptable behaviour and emotional maturity. This is encouraged by caring supervision and by providing a large variety of activities, suitable to the age and stage of development of the children. As the children grow older we aim to encourage self-reliance and independence, for example by giving them tasks of responsibility.

The activities we provide are designed to support the children's Personal Social and Emotional Development. We help the children to feel valued and welcome, developing close relationships with them so that they can develop a sense of belonging within the group. We try to support each child in developing self-esteem, confidence, pride in their achievements and respect for others. We encourage considerate behaviour such as kindness and willingness to share, and we support their social skills through group times, role play and stories. Praise and rewards such as stickers are used to reinforce good behaviour.

We recognise that young children are not always able to regulate their own emotions. A sensitive adult can help them understand their feelings, provide comfort and find acceptable solutions when they are upset or angry.

We do not expect children to behave the same all the time. From time to time, all children display unacceptable behaviour. This is a normal part of a child's development, and with careful guidance, behaviour can be modified, so that the child can realise his or her potential within the group.

When unacceptable behaviour occurs, an adult will intervene in a manner appropriate to the individual needs of the child. Usually a word to the child concerned is enough for them to continue playing happily. If the problem continues, the unacceptable behaviour will be explained to the child at the time, in language that they understand and they will be encouraged to say sorry if appropriate. If this is not successful, they may be asked to leave that activity for a short time and an alternative activity will be offered. All incidents are dealt with at the time and praise for good behaviour is given as soon as possible. If the behaviour is liable to cause injury to the child, other children or adults, or damage to property, reasonable physical restraint will be used and this will be noted in our Incident book. In no circumstances will physical punishment or any other sanctions that negatively affect the self-esteem of children in our care be used.

Bullying in any form will not be tolerated. Bullying involves the persistent physical or verbal abuse of another child or children. If bullying occurs, immediate steps are taken to intervene

- i. to prevent the child(ren) from being harmed,
- ii. to explain to the child doing the bullying why the behaviour is not acceptable
- iii. to comfort and reassure the child(ren) who have been bullied.
- iv. Parents will be informed so that we can work together.

We work in partnership with parents and keep them informed about their child's behaviour, discussing strategies used at home and at Pre-school so that we respond consistently. We maintain confidentiality at all times, seeking permission from parents before consulting external agencies, unless matters of a Child Protection nature arise (see Safeguarding Policy).

We require all staff, volunteers and students to provide a positive model of behaviour and to be familiar with and adhere to our Behaviour Policy. The Manager has overall responsibility for issues concerning behaviour and will keep up to date with relevant legislation and courses, and will ensure staff have appropriate training. All staff members and helpers should report any issues of concern to the leader of the session who will give guidance on the strategies used and report any ongoing concerns or matters of a serious nature such as bullying to the Manager.

Incidents involving injury or harm of any kind will be noted in our Accident or Incident book as appropriate. Our observation records may also be used to help us to understand the cause of recurrent inconsiderate behaviour. Where appropriate, support will be sought from the Special Educational Needs Adviser for the London Borough of Sutton and / or Behavioural Support teams to assist us in setting appropriate targets and responses.

Reviewed March 2017