



Behaviour Management Policies

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Behaviour Management Policy

(Promoting Positive Behaviour)

At Barrowby Preschool we want every member of the setting community to feel valued and respected, and for each person to be treated fairly. We are a caring community, whose values are built on mutual trust and respect for each individual.

Our behaviour policy is therefore designed to support the way in which everybody can live and work together in a supportive way. We believe that all children are entitled to be cared for in an environment, in which they feel safe, therefore we aim to promote an environment where everyone feels happy, valued and secure.

We acknowledge that there are times when issues surrounding behaviour will need to be supported by adult intervention and we will use the behaviour management policy & procedure to guide us through this process.

Corporal punishment will not be given to a child for whom we provide early years provision. We will not use or threaten corporal punishment or any form of punishment which could have an adverse impact on the child's wellbeing.

Aims and Values

Personal, Social and Emotional Development is a core element of the Early Years Foundation Stage (EYFS). The EYFS states (Page 8) that PSED involves helping children to develop a positive sense of themselves, and others; to form positive relationships and develop respect for others; to develop social skills and learn how to manage their feelings; to understand appropriate behaviour in groups; and to have confidence in their own abilities.

We are committed to working in partnership with parents and carers in supporting children's development in all areas, including behaviour and we take into account children's age and stage of development. We recognise that there may be different expectations for children's behaviour at home and at Preschool. We therefore work closely with parents/carers to explain the ways in which we promote positive behaviour and to explain the ways we can work together to promote the same message to children.

At Barrowby Preschool, we aim to ensure the individual needs of all children are met by providing clear, consistent and developmentally appropriate expectations for behaviour guided by PSED in the Development Matters support guidance for the Early Years Foundation Stage.

All children will be supported to learn and develop respect, understanding and compassion, fairness and equality, kindness, confidence and self-esteem.

Respect: all children will be encouraged to have respect for themselves, for other people (their feelings, beliefs and values) and for the Preschool environment including equipment and property.

Understanding and compassion: all children will be supported to understand other people's views and experiences and to be caring and tolerant towards others

Responsibility: all children will develop an increasing ability to make choices and take responsibility for their own actions. In particular we help children to develop an understanding of the consequences of their behaviour.

Fairness and equality: all children will develop an understanding of how to be fair to all: how to share and give everyone an equal chance (within the context of everyone having different needs). All staff will demonstrate this behaviour in their actions also.

Kindness: staff will support children to promote acts of kindness to each other and to assist children in ways of being gentle towards each other.

Staff will support the use of positive reinforcement: to acknowledge considerate behaviour, reinforcing positive behaviour developing children's confidence and self-esteem.



As part of the induction procedure, all staff will be made aware of the procedure to support positive behaviour according to clear, positive, consistent guidelines. Staff will make every effort to act as good role models to children by behaving in a friendly and considerate manner themselves, creating an atmosphere of respect and value for one another. Parents / carers using the setting will be supported in a partnership approach towards achieving these aims.

Staff will work effectively together as a team and show a fair and consistent approach to incidents. They will discuss any concerns with parents / carers in an attempt to understand and identify possible causes of negative behaviour.

Physical intervention will only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children, an adult or serious damage to property. Where physical intervention is used it will be recorded in the incident log and parents / carers will be informed on the same day when picking up the child or as soon as is reasonably practicable.

Staff will focus directly on positive features of the child's behaviour.

Barrowby Preschool has a named person who has overall responsibility for behaviour management. The named person is the Preschool Manager and they have the necessary skills to advise other staff on behavioural issues and knows how to access expert advice if necessary. The named person will be encouraged to attend training to update their knowledge on a regular basis.

Supporting behavioural strategies and procedures

Where negative behaviours are recognised or observed staff will intervene appropriately, in a clear, calm and positive manner, to support children to reconcile conflict. This will be done with an age appropriate approach.

We help children look after themselves by:

- Praising them: focusing on the positive things they do
- Helping them to recognise their feelings and express themselves in an acceptable way
- Encouraging them to ask for help from peers as well as adults
- Encouraging their attempts and identifying with a view to planning for their interests
- Building their independence through self-help skills
- Encouraging them to see the good in others
- Encouraging them to learn from each other

We help children to care about others by:

- Using conflict resolution strategies and keeping calm
- Modelling appropriate behaviour
- Working on and reinforcing the understanding of feelings, e.g. in circle time
- Naming and making feelings clear including the consequences of their actions: reflecting back to children
- Being aware of the power of language, i.e. not being confrontational or negative
- Boosting self-esteem
- Giving time to listen and help them to acknowledge their responses sensitively

We help children to be polite by:

- Saying "Good morning" and where appropriate "Please" and "Thank you" (we model behaviours we want them to copy)



Encouraging children to wait their turn

Talking one at a time: listening to each other without interrupting when someone is already speaking

Giving children clear messages and by setting an example

We ask children to look after equipment by:

Encouraging children to use equipment appropriately

Teaching them about health and safety

Playing games, e.g. in circle time and considering, "How do we look after this?"

Washing the bikes, toys etc.

Reminding them to tell us about breakages

Looking after the equipment ourselves and therefore modelling it

We help children to care about the environment by:

Making it as attractive as possible

Cleaning tables

Tidying up together

Displaying children's work

Picking up rubbish

Providing labelled storage

Looking after indoor and outdoor plants

Explaining proper care and use of areas (painting area, home corner, sand pit etc.)

Noticing, acknowledging and praising 'careful handling' and modelling it

Sharing responsibility

There will also be a regular assessment of the environment to ensure that it is not having a negative impact on behaviour and that all children's needs are being met.

Examples of Behaviour and Strategies

Children display a range of behaviours at this age, most of which are to be expected for their age and in particular when they are new to a Preschool environment. Staff may be expected to deal with behaviour, such as inappropriate shouting out, having a 'tantrum', snatching and walking away at tidy-up time etc. Intervention will be low key and may include one of the following:

Using a positive statement, e.g. "If you want to throw something, you could go outside and throw a ball"

Explaining any concerns e.g. "If you lean back on your chair you may fall over"

Giving choices

Having a group discussion or circle time about visual pre-school codes

Staff will deal with more challenging behaviour by:



Labelling the behaviour not the child, e.g. saying “I don’t like it when.....” or “It’s not okay to....”

Using non-confrontational language, e.g.” When sand is thrown.....” instead of “When YOU throw the sand...”

Where behavioural difficulties continue, parents / carers will be further invited into the setting to talk with relevant staff. By working together home and preschool will explore possible underlying causes and share positive strategies in order to ensure a consistent approach between setting and home. An action plan to be shared by preschool and home will be agreed and reviewed to monitor outcomes.

A minority of children may need additional or different support, beyond that of other children of the same age.

Support for these children, in collaboration with parents / carers may involve setting up an Additional Support Plan with specific targets related to behaviour (please refer to Special Educational Needs and Disabilities Policy). Where appropriate, this stage may include referral to external agencies for additional support / assessment with parents / carers’ consent.

In the unlikely event that support for SEND does not provide positive outcomes a core-group will be established in liaison with parents / carers under the guidance of the EYCC Service.

Anti-bullying

Bullying is defined as a persistent physical, verbal or emotional abuse of another child or children. It is often planned and most bullies are aware of the impact of their actions. All alleged incidents of bullying will be taken seriously and investigated giving consideration to the age and stage of the development of the child.

We aim to:

Re-assure the victim that they will be listened to and every effort will be made by the staff to help and support them.

Not label children as bullies or victims

Establish facts surrounding the allegations including experiences of the child at home or elsewhere.

Be vigilant to the signs and symptoms of abuse. If staff are concerned that safeguarding is the root cause of the behaviour they will refer to the safeguarding policy and procedure.

Recognise that children who bully have often been bullied or are being bullied themselves.

Help a child that has been bullying to recognise and understand the implications of their actions

Discuss with the parents / carers of the child who has been bullying the situation and strategies for managing the behaviour.

Discuss the situation with the parents / carers of the child who has been bullied and offer reassurance that the situation is being dealt with.

Record all relevant details of the alleged bullying on an incident form.

Children attending the setting will be supported to become more assertive and develop their self-esteem.

Equipment, resources and activities will be used to promote positive relationships and anti-bullying.

This policy has been adopted by Barrowby Preschool

Signed on behalf of the setting by:

.....Chairperson



Policies and Procedures

.....Manager

Date:

Review Date:



Parental Behaviour Policy

At Barrowby Pre-School we are very fortunate to have a parent body which is supportive and friendly. We recognise that the success of the pre-school is dependent on a strong partnership between all members of the pre-school community: children, parents, staff and committee. This partnership must be based on a polite, positive and respectful relationship. For this reason, we continue to welcome and encourage parents/carers to participate fully in the life of our pre-school. Any reference in this policy to a "Parent", includes any parent, guardian, carer or other individual with "parental responsibility" (as defined in the Children Act 1989) for a child attending Barrowby Pre-School.

The purpose of this policy is to provide a reminder about the expected conduct from our Parents and visitors. We ask that all members of the pre-school community follow these principles:

- We all respect the caring ethos of our pre-school.
- Both Parents and staff need to work together for the benefit of the children.
- All members of the pre-school community should be treated with respect and, therefore, we must all set a good example in our own speech and behaviour.

In this context, threatening, violent or abusive behaviour, against any members of our pre-school community, is unacceptable and will not be tolerated. All members of our community have a right to expect the pre-school to be a safe place in which to work and learn. Where the behaviour of Parents or visitors falls below expected standards, the pre-school will take appropriate action.

Parental conduct

Parents are asked to communicate with each other and with other children, as well as all members of staff in a respectful and courteous manner; a manner in which they themselves would wish to be addressed.

Parental access

Normal permitted times on the premises are at drop-off in the morning (9:00) and at pick up (12:00 & 13:00 or 14:00 & 15:00) Access onto the pre-school property at any other time is by appointment only.

Behavioural Incidents

In order to support a peaceful and safe pre-school environment, the pre-school cannot accept Parents or visitors exhibiting the following:

- Conduct which undermines the safe and calm environment in the pre-school, either in the pre-school entrance, classroom, around the pre-school site, immediately outside the pre-school or anywhere the pre-school is being represented (sports and open days/pre-school journey/day trips etc.)
- Using loud or offensive language, such as swearing
- Displaying an unacceptable amount of anger and aggression.
- Threatening physical violence to a member of the pre-school community.
- Damaging pre-school or personal property.
- Abusive telephone calls, emails, letters or other forms of written communication.
- Defamatory comments about pre-school staff, committee or other Parents on social media sites.
- Sexual abuse
- Racial abuse



- The use of physical aggression towards another adult or child. This includes physical punishment of one's own child.
- Approaching someone else's child in order to chastise them.
- Entering the pre-school premises without authorisation

Any example of such behaviour shall, for the purposes of this policy, constitute a "Behavioural Incident". If any such incidents are reported by a Parent to the school, but haven't been witnessed by a member of staff, evidence will be required to substantiate these claims.

INAPPROPRIATE USE OF SOCIAL MEDIA SITES

Social media websites are being used increasingly to fuel campaigns and complaints against pre-schools, pre-school staff, committee and in some cases other Parents/children.

The Senior Leadership Team & Committee of Barrowby Pre-School consider the use of social media websites being used in this way as unacceptable and not in the best interests of the children or the whole pre-school community.

Any concerns you may have must be made through the appropriate channels by speaking to the Manager or the Committee so they can be dealt with fairly, appropriately and effectively for all concerned.

In the event that any Parent is found to be posting libellous or defamatory comments on Facebook or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site. All social network sites have clear rules about the content which can be posted on the site and they provide robust mechanisms to report contact or activity which breaches this. The pre-school will also expect that any Parent removes such comments immediately.

In serious cases the pre-school will also consider its legal options to deal with any such misuse of social networking and other sites. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by a Parent to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of pre-school bullying. Thankfully such incidents are extremely rare.

PROCEDURES

The pre-school has processes in place for dealing with Behavioural Incidents. Any Behavioural Incident will be reported to the Manager, and the appropriate procedures will be followed. This may include verbal warnings, written warnings and/ exclusion from the pre-school premises or the withdrawal of the child's place.

At any stage, the pre-school may report serious incidents of abusive and threatening behaviour to the Police. The pre-school has a responsibility to ensure that any act of actual or threatened violence is referred to the Police immediately.

This policy has been adopted by Barrowby Preschool

Signed on behalf of the setting by:

.....Chairperson

.....Manager

Date:

Review Date: