



Policies

BEHAVIOUR MANAGEMENT POLICY

Hatch Warren Under Fives and Kempshott Under Fives Preschool, hereafter referred to as the “Preschool” aim to provide an environment in which the management committee, staff and parents work together with the children to help them develop into responsible young people. The children are encouraged to accept responsibility for their own behaviour, accepting the consequences of their actions, and are helped to develop their sense of self-respect and respect for others and their environment.

We acknowledge that some children need help to develop appropriate behaviours and they will be supported in this.

We expect all members of the Preschool - children, parents, staff, volunteers and students – to adhere to the principles and apply them consistently.

Principles

We believe children respond and learn best in an environment that:

- Reinforces appropriate behaviours and praises children for what they are doing right;
- Provides positive models of behaviour through friendliness, politeness, care and courtesy;
- Enables children to monitor their own behaviour and work towards improvement ;
- Praises and endorses desirable behaviour such as kindness and willingness to share;
- Specifies the consequences of inappropriate behaviour and is consistent in applying these.

Inappropriate behaviour

On occasion, children may demonstrate inappropriate behaviour through a physical or vocal performance. Children may, for example, push, bite or kick. Regardless of the child’s behaviour all staff are required to respond to children in a calm and positive manner, using only measures and practices that are recognised as good practice. We recognise the importance of positive behaviour, self-control and independence though positive behaviour management strategies to enable children to develop social, emotional and behaviour skills.

Positive Behaviour Management Strategies

An understanding of positive behaviour strategies available enables us to deal with any situations effectively as possible. Just as each child is individual, circumstances of inappropriate behaviour can vary. Therefore the chosen strategy used will be reflective of the individual child/children involved and the circumstance:

Strategy	Pupils' response
Choice	Gives children some control over the situation; the child is less likely to initiate point-blank refusal.
Take-up time	Watching and waiting is, in a way, issuing a challenge. We need to be clear about expectations.
Partial agreement	Yes, you may have been playing but I would like you to...'
When-then direction	This is trying to avoid the negative - 'No, you cannot go out because you have not put your coat on' becomes 'When you put your coat on, then you can go out'.
Privately understood signals	For drawing the class together or to monitor the noise level. Build in sharing times. Reflect upon intervention in terms of teaching and learning as against control intervention.

Tactical ignoring	May be appropriate for attention-seeking behaviour. This could be an example of secondary behaviour so try to focus on the primary behaviour by concentrating on the child and not the behaviour. Ignore the 'target' child but praise the nearby child. If target child changes their behaviour, praise them.
Redirect behaviour	By reminding the children what they should be doing and trying to avoid getting involved in discussions about what the pupils are doing wrong. It may be possible to focus their attention on the required task.
Consequences and sanctions	These should be thought out in line with preschool policy, and be implemented clearly and consistently.

The ABC approach to managing behaviour

The ABC approach to managing behaviour is based on the premise that by focusing and dealing purely on the behaviour, you are unlikely to alter or reduce its frequency. Through observations it is possible to find the cause of the behaviour and try and eradicate the antecedents so the behaviour no longer occurs. We are able to use this method should reoccurring circumstances of inappropriate behaviour arise. Negative attention can reinforce difficult, challenging or unacceptable behaviour. The use of the ABC approach may assist with managing inappropriate behaviour more effectively. The ABCs are:

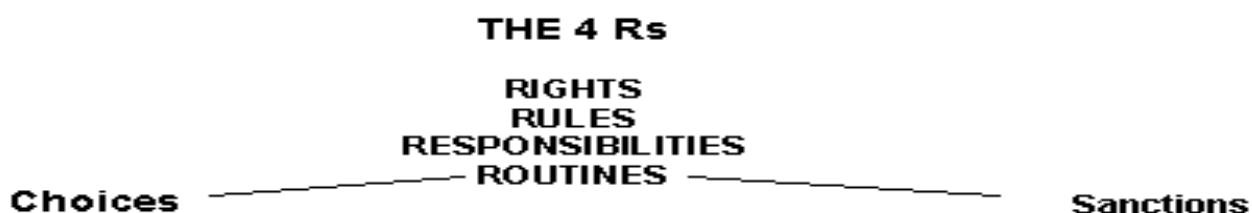
A - antecedents - What has prompted the behaviour?

B - behaviour - How is challenging, unacceptable or difficult behaviour expressed? What is the goal of that behaviour: attention seeking, demonstrating power, seeking power, or is it escape by withdrawal?

C - consequences There will be consequences to inappropriate behaviour, which may result in extreme and difficult situations, or the consequences may be fairly minor. Consequences follow for both adults and children.

We also understand that the style of communication, body language and the language used are significant and powerful factors in setting a positive and purposeful climate. Most children are responsive to the '4 Rs' of behaviour management that we are able to promote, in terms of:

- understanding the **rights** of others to learn;
- seeing the need for **rules**;
- accepting and conforming to **routines**;
- exercising appropriate **responsibility** for behaviour.



Physical Intervention

We will only ever use physical intervention in an exceptional circumstance when other options have been exhausted or where they cannot be considered, perhaps in an emergency. If we believe a child can cause harm to themselves, another child, a member of staff or serious damage to property then we may use physical intervention. A record of the incident will be kept on file and parents/carers will be notified within 24 hours of the incident. We will, however, never use or threaten any form of punishment which could have an adverse impact on the child's well-being.

Management of inappropriate behaviour

- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- We never use, or threaten to use, physical punishment or restraint. We do not shout or raise our voices in response to inappropriate behaviour.
- We do not use techniques intended to single out and humiliate individual children.
- In cases of serious misbehaviour we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
- We handle children's unacceptable behaviour in ways which are appropriate to their age and stages of development – for example by distraction, discussion or by withdrawing the child from the situation.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by the child's 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.

The Preschool Manager is responsible for supporting and ensuring staff are able to deal with behaviour issues, and is required to:

- Implement current legislation;
- Keep up-to-date with research and thinking on handling children's behaviour;
- Access support from relevant professionals when appropriate;

- Instruct new staff and volunteers in the preschool's behaviour policy and its rules governing behaviour;
- Identify staff in-service training needs relating to behaviour. A record is kept of staff attendance at training.

Bullying

Bullying involves **persistent** physical or verbal abuse of another child or children. We take bullying very seriously.

If a child bullies another child or children:

- We intervene to stop the child harming the other child or children.
- We explain to the child doing the bullying why their behaviour is inappropriate.
- We give reassurance to the child or children who have been bullied.
- We help the child who has done the bullying to say sorry for their actions.
- We make sure that children who bully receive praise when they display acceptable behaviour.
- We do not label children who bully.
- When children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour;
- When children have been bullied we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

If a parent is concerned about any incident of bullying they are asked to come in to discuss the matter with the Preschool Manager. Other members of staff may not be aware of any incident because the child has not spoken to anyone in school and the incident has not been observed by an adult. It may be therefore that a child's concerns or fears are picked up at home. Parental concerns are taken seriously and any alleged incident will be investigated. Wherever possible action will be agreed with parents of all the children involved. If this is unsuccessful the adult should follow the complaints procedure.

This policy was adopted at a meeting of the Preschool held on:

Signed on behalf of the Preschool _____