



## Whiteley Pre-School Behaviour Management Policy

Children flourish when they know the boundaries and expectations of their day. Children learn best through an enabling environment where they feel safe and secure.

At Whiteley Preschool we have an appointed SENDCO (**Jemma Baker**), who is experienced in behaviour management. In addition, we seek advice for behaviour management from the Hampshire Behaviour Support Team and our Inclusion Co-ordinator. This policy should be read in conjunction with our Physical Handling policy.

We support children with behaviour management through the following ways: -

- We provide an environment that has boundaries, see preschool rules in each group.
- Ensuring that staff and volunteers are positive role models by treating each other with respect in a caring and professional manner and being aware of their own behaviour.
- Explaining our policy to all new staff at the pre-school
- Be consistent in our approach so that the children are used to the level of behaviour that is expected from them.
- We recognise positive behaviour and encourage parents to share their childrens achievements with their keyworker
- We will work as a team to highlight challenging behaviour, ascertain why it is happening and implement strategies to support the child, family and each other
- We will not label a child
- We will not make assumptions about a child
- Completion of ABCC forms where necessary.
- All staff follow any behaviour plans which are put in place.
- Staff have a duty to be aware of their surroundings, so they notice and deal with all unwanted behaviour and support other staff when they require it.

When a child behaves in an unacceptable way we will:

- Explain in a calm and non-threatening manner, suitable to the child's development level, why the behaviour is unacceptable.
- We will try and get the child to understand their own feelings.
- Work with the child's parents to address recurring unwanted behaviour and we will use unobtrusive observation to understand the cause and decide jointly the way forward.
- Never use physical punishment, such as smacking or shaking. Equally children are not threatened with said punishments
- Ensure that the child is never singled out or made to feel humiliated
- Use advice provided by Hampshire Behaviour Support Team, such as techniques like attends and positive reinforcement
- All staff will support each other and be consistent in their approach

- Distract or redirect the child, use humour, when appropriate
- Use verbal strategies such as “when you...then you..”
- Use clear visual, emotions cards/sand timers.
- Not shout, shouting is unacceptable, and we will not humiliate or frighten children.
- Children will be supported to develop in the three Prime areas of learning – Personal Social and Emotional, Physical and Communication and Language development.

If a child is hurt by another, we will ensure their safety and support them emotionally. (A member of staff will support the child who is hurt, and another member of staff will support the other child). As part of our good practice we encourage and support children to manage and understand their feelings and behaviour. Resources such as feelings boards and role modelling photographs are used as well as staff being good models showing how they manage their different feelings.

Physical handling (see separate policy) is only used to prevent injury to the child themselves, other children, adults in the setting or to equipment. All physical handling is recorded in the correct manner and brought to the attention of the parent within 24hours of the physical handling taking place.

We will never use corporal punishment on a child and will use safeguarding procedures (See Safeguarding / child protection policy) to ensure we have taken all reasonable steps to ensure that this does not happen. We will not threaten a child with corporal punishment or threaten any punishment which could adversely affect a child’s well-being.

### **Incident Forms**

When a child injures another child through physical actions for example biting. We will ask the parent to sign an incident form. This is to record and observe when the incident happened, where it happened and if there was a reason why it happened. Recording incidents will support staff and to understand why the behaviour has taken place. The child who has caused the injury will then be supported with their emotions and be given strategies on how to deal with their behaviour.

### **Supporting staff**

Staff are supported by **Jemma Baker**, the behaviour co-ordinator and **Andrea Hill**, the settings manager. Staff are provided with in house training and encouraged to support each other. All staff are expected to manage children’s behaviour, and this may mean going outside their comfort zone. If a staff member has had to deal with challenging behaviour, they are given the opportunity to discuss the situation, their feelings and the outcome.

This policy was adopted on:

Date: 09<sup>th</sup> July 2014

Reviewed 9<sup>th</sup> January 2019

Signed:..... Chairperson