

Behaviour Management Policy

Clever Cloggs believes that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised in an environment where children learn to respect themselves, other people and their surroundings. We encourage children to be independent and make their own choices within the safety of our group's boundaries.

We aim to set these boundaries in a way which helps the child to develop a sense of control for their own behaviour. These boundaries have been set for the children's own safety and the safety of their peers. Adults offer security and consistency to all children and introduce them into an environment where someone other than their parent or regular carer encourages positive behaviour and social skills, restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- Highlight communication between all staff to provide consistency and a whole team approach.
- Encourage self-discipline, consideration for each other, our surroundings and property.
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills.
- Work in partnership with parents and carers by communicating openly.
- Praise children and acknowledge their positive actions and attitudes ensuring that children see that we value and respect them.
- Encourage all staff working with the children to accept responsibility for implementing all policies.
- Promote non-violence and encourage the children to deal with conflict calmly.
- Provide a key person system enabling staff to build a strong and positive relationship with children and their families to recognise the individuality of all our children.
- Have a named person who has overall responsibility for issues concerning behaviour.

For many children, coming to Pre-school will be their first experience of having to accept authority from people other than their parents. This may be confusing for some children.

Pre-school is always concerned with safety, care and respect for each other. Children, who behave inappropriately by abusing another child or adult, either physically or verbally, will be required to talk through their actions and apologise where appropriate. The child who has been upset will be comforted by another child or adult if requested and an adult will confirm that the other child's behaviour is not acceptable. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child.

When children behave in unacceptable ways:

- Physical punishment will not be used nor threatened in order to control behaviour.
- Staff will not raise their voices in a threatening way.
- Staff within the nursery will redirect the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity. Sometimes key persons will use their circle time to reinforce behaviour and emotional feelings.

- In any case of misbehaviour, 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.
- How a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he or she has done. It may also include talking about their actions and discussing the choices available to them, which may lead to them apologising for their actions and in some cases given time out.
- Parents will be informed if their child is unkind to others or if their child has been upset through the actions of another child.
- In all cases inappropriate behaviour will be dealt with at the time. Parents may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the pre-school. In some cases we may request additional advice and support from other professionals, such as an educational psychologist or child guidance counsellors.
- children need to develop non-aggressive strategies to enable them to stand up for themselves so that adults and children listen to them; they need to be given opportunities to release their feelings more creatively.
- Significant negative behaviour that has taken place, will be recorded and shared with Parents/carers and a discussion will take place to work together addressing any issues. Records kept and shared are signed by parents and carers.
- Through partnership with parents/carers and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour, from these observations and discussions an individual behaviour modification plan will be implemented.
- Children will be distracted from the negative situation and supported in a different activity or environment, if necessary for their own well-being and that of others in the group.
- Children demonstrating unacceptable behaviour may be given 'time out' with a member of staff, during this time out an adult will wait for the child to hear the adults quiet voice to talk about the actions prior to time out and re-enforce why the child was given time out. This explanation will try to ensure that the child understands it is the behaviour and not the child that is unwelcome and if continuous behaviour to try and get the child to tell them their thoughts and feelings of the situation.
- Techniques intended to single out and humiliate children such as a 'naughty chair' will not be used.
- When staff notice a situation may be getting out of hand and the children are unable to negotiate together to sort out their differences, or a child is subject of another child's unwelcome behaviour, they will step in interacting with the children to find a solution. They will follow up verbally with an explanation and give positive praise as much as possible.
- Children displaying challenging behaviour will be encouraged to stay within the safety of our boundaries by offering them choices. This will encourage independent decision-making but also help to distract from challenging behaviour. This is all part of the learning process of what is right and what is acceptable and unacceptable.
- Children who use inappropriate language will be asked not to use it with an explanation why and the incident recorded, if consistently used the records will be shared with the parents. The pre-school and parents will try and work together to try and find substitute words to use.
- Staff will set examples to the children and show themselves as positive role models, encouraging politeness by always saying please and thank you, but being consistent to help children to work to our boundaries, showing respect to their peers and the pre-school's equipment.

Policy Number. 7
Policy Date: Jan 2011
Reviewed: December 2014

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- A child will only be restrained physically if in danger of injuring him/herself, another child or adult or damaging property. Incidents will be recorded and the parents informed on the day.
- Positive behaviour is built upon and undesirable behaviour played down. Rewards of stamps, stickers or other rewards will be given for positive behaviour.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs and use specific guidelines from other professionals to support them.
- A child who is in receipt of unacceptable behaviour from another child may be comforted if they request it and be reassured; this may involve giving cuddles. All situations where this is happening will be monitored and parents informed on collection or before if the key person and management feel they should know earlier.
- The key person will use resources and activities as educational tools to help children to explore and develop their own feelings and emotions.

