



Behaviour Management Policy

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-esteem and self-discipline in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- The Special Educational Needs Coordinator (SENCO) also acts as the Behaviour Management Officer.
- All staff will have access to training on Behaviour Management.
- All staff in the Playschool will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
- Staff will encourage children to use their own ideas to resolve problems (conflict resolution) and consult with them when creating rules/boundaries.
- Staff in the Playschool will praise and endorse desirable behaviour such as kindness and willingness to share.

When children behave in unacceptable ways:

- Physical punishment, such as smacking or shaking, will never be used nor threatened.
- Children will never be sent out of the room by themselves.
- Techniques intended to single out or to humiliate individual children will not be used.
- Children who misbehave will be asked to apologise where appropriate, and will be given one to one adult support in seeing what was wrong and working towards a better pattern. The Supervisor will use their discretion on whether it is necessary to inform the parents or not.
- Where appropriate this might be achieved by a period of time out with an adult whilst still remaining in view of other members of staff.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame. For serious cases of abuse of any type, the words spoken and/or misbehavior, along with any action taken, will be recorded and stored confidentially.
- 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.



- Adults in the Playschool will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's levels of understanding and maturity.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.
- With recurring behaviour problems, a record of the behaviour will be made in the Playschool Incident Book in order to establish if there are patterns or triggers to the behaviour. The Supervisors will liaise directly with the parents in a confidential manner to resolve the problem. If the anti-social behaviour persists, the parent would be expected to attend the sessions with their child. However, if it is felt the behaviour is persistently affecting the other children, and no progress is being made, we reserve the right to exclude the child. This, we stress, would be a last resort.

Bullying

Bullying involves the 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 his/her 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 his/her actions. Names will not be discussed unless in exceptional circumstances.
- We make sure that the child who bullies receives praise when they display acceptable behaviour.
- We do not label children who bully.
- When a child bullies, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour.
- When a child has 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. Support will be given to the child who has been bullied to find ways of asserting themselves/building self esteem.

Biting

We understand that biting incidents are upsetting for children and parents but they usually arise from frustration or some other cause.



If a biting incident happens, we will:

- Immediately remove the biter, saying “biting is wrong – it hurts” and redirect their play.
- The victim will be comforted and first aid administered, if needed.
- An accident report will be written and parents of the biter and victim notified at collection time. If the bite breaks the skin, parents will be contacted immediately, advice will be given for both the victim and the biter to seek medical attention if applicable.
- An incident report will also be completed, detailing information on the circumstance of the biting to determine the cause.

If the biting continues, staff will devise a strategy plan with the parent based on the information from the incident reports. This may involve allocating a member of staff to shadow the child and reinforce appropriate behaviour.

The parent of the child will be consulted. We will always try to work to resolve the behaviour issue, rather than exclude any child.

Reviews

This policy is held on the Playschool’s Website (www.polesdenlaceyplayschool.co.uk) and in the policy folder in the cloak room. This policy will be reviewed periodically, as and when required.

This policy was adopted at a meeting of the Playschool Committee held on 3rd July 2006 and signed by Rowena Wilson on behalf of the Playschool.

This policy was reviewed and changes agreed at a committee meeting held on:

Date	Signed on behalf of the Playschool
27 th April 2009	Natasha Holden, Chair of the Committee
29 th February 2012	Nichola Hooper, Chair of the Committee
2 nd February 2015	Alison Harding, Chair of the Committee
13 th June 2017	Natasha Matthews, Chair of the Committee
5 th March 2019	Natasha Matthews, Chair of the Committee
13 th July 2021	Ellie Pragnell, Chair of the Committee
3 rd March 2023	Ellie Pragnell, Chair of the Committee