



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-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the pre-school and explained to all newcomers, both children and adults. They will be displayed in pictorial form in all classrooms.
- All adults in the pre-school 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 provide a positive model for the children with regard to friendliness, care and courtesy.
- Adults in the Pre-School will praise and endorse desirable behaviour such as kindness and willingness to share.
- Staff will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- On occasions when negative behaviour arises staff will:
 - a) investigate any possible reasons for negative behaviour (new baby in the home, tiredness, illness, etc.)
 - b) assess the situation and see if children can resolve disagreements themselves
 - c) remain calm
 - d) listen to what the child has to say
 - e) talk about the consequences of the behaviour on a one-to-one basis with the child in seeing what happened and working towards a better pattern, encouraging apologies. Where appropriate this might be achieved by a period of “time out” with an adult, but children will never be sent out of the room by themselves.
 - f) In some cases it may be necessary to involve other agencies in providing advice and support with parents/carers consent. Staff will observe and monitor a child who persistently displays negative behaviour.
- Corporal punishment (smacking, slapping or shaking) is illegal in childcare settings and is never, under any circumstances, used in pre-school.

- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately by means of explanations rather than personal blame.
- 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.
- Behaviour, which is giving the staff cause for concern, will be recorded on an individual 'Incident Record' and discussed with parents/carers. These discussions will not take place in front of the child and will be regarded as confidential. This is to ensure that we can work on any difficulties together and provide consistency between home and pre-school.
- Footprints will not tolerate bullying in any form under any circumstances. We consider bullying to be any persistent behaviour, directed against an individual, which is intimidating, offensive or malicious and which undermines the confidence and self-esteem of the recipient. Examples of bullying include:
 - a) Verbal or physical threats and intimidation
 - b) Persistent negative comments
 - c) Humiliating someone in front of others
 - d) Unjustified, persistent criticism
 - e) Offensive or abusive personal remarks
 - f) Constantly changing targets in order to cause someone to fail
 - g) Making false allegations
 - h) Monitoring unnecessarily and obtrusively

Legitimate, constructive and fair criticism of a person's performance or behaviour at work is not bullying. If you ever have any concerns please speak to the child's Key Person or Manager immediately. Staff, children and parents work together to create a happy and reassuring environment for all.

- Adults in the pre-school 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 level of understanding and maturity.
- Recurring problems will be tackled by the whole pre-school, in partnership with the child's parents, using objective observation records to establish an understanding of the cause. If we feel our current behaviour strategies are being exhausted, we will endeavour to seek further support and guidance from professional agencies.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.
- It is the responsibility of all staff to ensure that the requirements of this policy are met and to attend training as necessary. The pre-school Manager has overall responsibility.

This policy was adopted by Footprints Pre-school

Date: _____

Signed by: _____
On behalf of Management (Manager, Owner, Chairperson)

Review Date: _____

Please note this is a guide to a policy and procedure. It is not meant to be directly copied and it is highly recommended that all members develop documents specific to their service and needs. This is not an exhaustive list and there may be other essentials required.