

Policy Name	Promoting and achieving positive behaviour
Date Issued	January 2012
Author / Owner	Hagbourne Pre-School

Statement of Intent

Our Pre-school believes that children flourish best when they know how they are expected to behave and they should be free to play and learn without fear of being hurt or unfairly restricted by anyone else

Aim

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment

Method

All our staff, have a responsibility for supporting personal, social and emotional development, including issues concerning behaviour. Co-staff will liaise closely with the Key Workers of the children concerned.

- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We require all staff, volunteers and students to use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development for example distraction, praise and reward.
- We familiarise new staff and volunteers with the Pre-schools behaviour policy and its rules of behaviour.
- We expect all members of the Pre-school – children, parents, staff, volunteers and students – to keep to the rules, requiring these to be applied consistently.
- We praise and endorse desirable behaviour such as kindness and willingness to share.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- We recognise that codes of interacting with other people vary between cultures and require staff to be aware of, and respect, those used by members of the Pre-school.
- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- We never send children out of a room by themselves.
- We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
- We do not use techniques intended to single out and humiliate individual children.
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of our pre-school leader and a parent is informed on the same day.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanation rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages 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 their 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 staff regularly discuss behaviour within the setting.

- All Staff attend behaviour management courses as appropriate.

Children under three years

- When children under three years old behave in an inconsiderate way, we recognise that the strategies for supporting them will need to be developmentally appropriate and may differ from those for older children
- We recognise young children are sometimes unable to regulate their own emotions, such as fear, distress or anger, and require sensitive adults to help them do this
- Young children often show inconsiderate or hurtful behaviour, including tantrums, fighting or biting. Staff are to remain calm and be patient, offering comfort to intense emotions, to help the child manage and talk about their feelings. The aim is to help promote understanding and resolve issues
- If tantrums, fighting or biting occur frequently, we try and find and understand the underlying cause – such as change in home life.
- Behaviour issues, may be a result of ‘separation anxiety’, if the child has not settled in well
- We aim to build a strong relationship between the child and their Key worker, providing security for the child, which will help reinforce positive behaviour

Behaviour Procedure

Guidelines for behaviour procedure to be followed as age appropriate and child’s understanding.

- Always go down to the child’s level.
- Speak in a calm, clear voice altering tone to appropriate situation.
- Ask questions and always listen to what the child is saying.
- Remind the child of our rules and show them the visual boards.
- Give the child choices and consequences and if possible use distraction.
- If necessary, give verbal warnings and make all staff members aware to ensure the warning is carried through and consistent.
- If time out is necessary use 2 minute timer and explain to the child the reason for this.

If there are behaviour problems which are continuous the Key Person will discuss this with the manager and then with the child’s parents/carer. If needed reward tactics will be put into place for example reward charts, marbles jar etc.

Biting Procedure

- If you foresee an incident, change tone of voice, this may stop the incident.
- Remove the child from a potential situation wherever possible.
- Reinforce rules and boundaries of preschool repeatedly.
- When an incident has taken place, a member of staff is to comfort the child who has been bitten.
- Remove the child who has bitten, in firm tone talk about how they have made the other child sad.
- Use age-appropriate language to ask them how they would feel.
- Report in accident and incident book.

Talk to parents/carers of both children.

This policy was reviewed and updated (where required) on 17th January 2024 (date)

Reviewed/updated by Sophie Garland (Chairperson)

Reviewed/Updated by _____ (Manager)