**St George Preschool CIO**

**Behaviour Management Policy**

**Aims:**

* To provide a structure for positive behaviour management within the setting.
* To provide flexibility in the responses of staff to children’s behaviour.
* To provide a supportive framework for children and staff to manage behavioural issues.
* To provide support to parents and carers regarding the management of their children’s behaviour.

**Information**

Inappropriate behaviour refers to non-negotiable actions and may include discriminatory remarks, harm to self or others, bullying or destruction of equipment.

Consideration will be given to the reasons why a child might present certain types of behaviour i.e. Boredom, feeling unsettled or unhappy, not feeling listened to, an un-stimulating play setting or medical reasons.

Rough and tumble play and play that has aggressive themes, such as superhero and weapon play, is normal for young children and acceptable within limits. Staff will judge if such play becomes hurtful or inconsiderate and will then deal with it by implementing the procedures outlined in this document for dealing with inappropriate behaviour.

**Policy**

* All interactions with children will occur in ways which are appropriate for the children’s ages and stages of development.
* Staff will be positive role models for behaviour.
* Play opportunities and activities will be varied and well planned so that children remain engaged and interested.
* Children will not be labelled (i.e. difficult etc) and staff will always consider the underlying reasons for behaviour.
* Staff will use appropriate positive language when referring to a child’s behaviour
* Staff will act together to discuss and resolve incidents, maintaining consistency throughout.
* Staff will ensure all children feel valued and respected at all times.
* Staff will take positive steps to avoid situations in which children receive attention for undesirable behaviour.
* Staff will encourage children to express their strong feelings without physical or verbal aggression.
* Staff will support children to manage behaviour themselves by helping them to find solutions to situations and deal with their emotions appropriately.
* Staff will always praise positive behaviour and give positive feedback to parents.
* Staff will never use physical punishment of any form and children will never be threatened with them.
* Staff will only use physical restraint, e.g. holding, to prevent physical injury to themselves, others or equipment/property.
* Staff will not raise their voices in a threatening way.
* A named member of staff will be responsible for behaviour management.

The named member of staff responsible for behaviour management in the setting is: **Sharon Carstairs.**

She will:

* Keep up to date with legislation
* Research current behaviour management practices, where appropriate
* Identify additional behaviour management strategies for children with additional needs
* Access other agencies, where necessary
* Provide support to staff around behaviour management issues
* Ensure they and other staff have relevant up to date training and that they record details of this.

**Procedures for Dealing with Inappropriate Behaviour**

In situations where adult intervention is required, staff will remain calm and consider most appropriate response, depending on the details of the incident, age and level of understanding of the individual.

Staff will:

* Stop hurtful or disruptive behaviour at once.
* Gather information by asking children what happened
* Restate the problem for clarity
* Acknowledge children’s feelings whilst explaining why certain behaviour is not acceptable
* Explain consequences of actions or ask children for solutions to the situation. Offer ideas if children unsure.
* If physical or verbal aggression occurs – this will be addressed immediately. The child may be removed to another area of the room if deemed appropriate. A child will never be left in a room on their own.
* In the event of physical contact being necessary, the adult will exhibit calm body language, acknowledge feelings and explain actions. When the situation is calm, explanations can be given as to why their behaviour was not acceptable.

**Very Young Children**

We recognise that dealing with children under three may vary to those aged over three. In these situations staff will:

* Remain calm and patient
* Offer comfort to intense emotions and try to calm children through holding and cuddling

**Recurring Inappropriate Behaviour**

Where inappropriate behaviour is ongoing, staff will;

* Investigate if there is an underlying cause
* Liase with parents/carers and the SENCO
* Work with the child’s parents/carers to develop and implement an action plan where manageable targets will be set and regularly reviewed
* Contact other professionals for support and information

**Procedure for Promoting Positive Behaviour**

* With the help of the children, a simple code of behaviour will be drawn up
* Attention will be given for positive behaviour when the child does not seek it
* Considerate behaviour such as kindness and willingness to share will be acknowledged
* Children’s efforts and achievements will be acknowledged

**Recording**

All behaviour management issues will be recorded on an incident record. This will be written in a non-judgemental manner, be confidential, accurate and signed by the member of staff involved and the parent/carer. If physical intervention is required this will be recorded on an incident form and parent/carer informed on the same day. Staff will be aware to include any triggering factors, how many children involved, types of physical intervention used, for how long and to what force.

Any injuries to staff or children will also be recorded in the accident book.

Date agreed: September 2017 Review Date: September 2018

Signed by: Sharon Carstairs Signature:

Role of Signature: Preschool Manager

**Registered charity no: 1173714 Ofsted no: EY552624**