**Neatishead and Barton Preschool**

**Behaviour Management Policy**

Our setting believes that children flourish best when their personal, social and emotional needs are met and where there are clear developmentally appropriate expectations for their behaviour. Children need to learn to consider the views and feelings, needs and rights of others and the impact that their behaviour has on people, places and objects. This is a developmental task that requires support, encouragement, teaching and setting the correct example. It is central to the philosophy of the Preschool that all staff should be positive at all times towards the children, towards each other and towards the Preschool. We have five Golden Rules which underpin our behaviour strategies. These are:

1. Sharing is caring
2. Have kind hands
3. Use kind words
4. Indoor voices
5. Walk indoors

The Golden Rules are reinforced constantly throughout the day but especially during Good Morning time.

**Maggie Russell** is the setting’s Behaviour Co-Ordinator and works with the Supervisor the child’s key worker and other staff on issues concerning behaviour. Maggie will attend training sessions and be responsible for the cascading of information to the Preschool team.

**Procedure for dealing with unacceptable behaviour**

Unacceptable behaviour in this context includes any form of verbal comments, disruption, physical or hurtful behaviour towards anybody or themselves.

* An immediate verbal response to the action is given
* A gentle explanation to the child as to why the behaviour was unacceptable (linked to our Golden Rules)
* If unacceptable behaviour persists, the child will be withdrawn from the situation and distracted with another activity. A staff member will discuss the behaviour with the child, supporting them in understanding the outcomes of their actions and learning how to cope more appropriately.
* Parents will be informed when collecting their child of the incident.
* Preschool staff and parents will work together to promote wanted behaviour.
* If unacceptable behaviour persists a behaviour plan will be put in place with input from parents and the child’s key worker.

Everybody, Preschool staff and parents, will be consistent in their approach to behaviour management. We will familiarise new staff and volunteers with the setting’s behaviour policy and its guidelines for behaviour. We will follow these procedures in a way that is appropriate to the maturity of the child and the misdemeanour. Any form of bullying is unacceptable and all inappropriate behaviour will be discussed at each child’s level.

• Group discussions about acceptable behaviour within the environment will be held during staff meetings.

• Physical intervention may only be used if a child is going to cause harm to themselves or others including both children and teachers. Minimal intervention will be used by members of staff who have attended appropriate training (e.g. Step On training). We do not restrain. If staff have had to use physical intervention on a child then a record would be kept. If challenging behaviour persists then staff would complete an Individual Risk Management Plan.

• Parents will be informed by the manager or their child’s Key Worker if their child has displayed challenging behaviour in the Preschool. An incident form will be written and parents will be required to sign.

• Staff continually model kind and respectful behaviour and use positive language when dealing with situation e.g. “Remember we walk indoors” rather than “Don’t run”. Staff use a variety of stickers and certificates to reward good behaviour.

We support each child in developing self-esteem, confidence and feelings of competence and to develop a sense of belonging in our group.

**Links to other relevant policies**:

* Safeguarding policy.
* Touch policy

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Signed on behalf of the Committee

Name of Signatory

Role of Signatory

Date

Date to be reviewed