



BEHAVIOUR MANAGEMENT POLICY AND PRACTICE

Footprints aims to provide a caring, inclusive and secure environment in which children are supported to develop their play and learning. 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 appropriate to their age and stage of development and special need(s) that they may have.

In order to achieve this:

- We will work in partnership with parents and other professionals.
- Children will be involved in devising rules and boundaries so that they understand the reasons for them.
- The policy governing the conduct of the group and the children's behaviour will be discussed and agreed within Footprints and explained to all newcomers, both children and adults.
- All adults in Footprints will ensure that behaviour is managed consistently so that children have the security of knowing what to expect and can build up useful habits.
- Adults will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- The named person responsible for behaviour management will oversee the implementation of this policy and review it regularly.

When children behave in unacceptable ways:

- They will be given one-to-one adult support in seeing what was wrong and how to cope more appropriately. If necessary this might be accomplished by a period of 'time out' with the adult.
- Staff use *6 step approach to conflict resolution (Highscope)
- Children will never be sent out of a room on their own.
- Physical punishment, such as smacking or shaking, will be neither used nor threatened.
- Children are taught strategies to help them approach turn - taking and dealing with unwelcome behaviour from others.
- Strategies intended to single out and humiliate individual children such as the 'naughty' chair will not be used.

- Physical restraint, such as holding, will be used only to prevent physical injury to children or adults and or serious damage to property. Any significant event of this sort will be recorded and the parents informed the same day.

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- It will always be made clear that it is the undesirable behaviour that is unwelcome and not the child.
- Adults will not shout or raise their voices in a threatening way.
- Comfort and support will be give to the other children if they become upset the incident.
- Any behaviour problems will be handled in a developmentally appropriate way, respecting individual children's level of understanding and maturity.
- Recurring problems will be investigated by the pre-school leaders, using objective records to establish an understanding of the cause.
- We adopt an unbiased approach to each situation.
- Adults will be aware that some kinds of behaviour may arise from special needs.
- Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in Footprints Pre-school Playgroup.

Anti-bullying:

Any behaviour which causes a child to feel intimidated or hurt, whether verbal or physical is considered bullying and will not be tolerated. We have a pro-active approach towards preventing such behaviour. The adults model positive behaviour, encouraging mutual respect and consideration amongst the children.

We also aim to prevent bullying in these ways:

- Children's confidence and sense of self-worth will be boosted at every opportunity.
- Children are encouraged to discuss ways of resolving their relationship problems.
- Any concerns about possible bullying will be investigated swiftly, logged on an Incident Form and the relevant parents informed in confidence.
- If concerns persist, we will consult with the parents regarding further action to be taken.
- We will make every effort to address the needs of both the victim and the bully, liaising with any appropriate agencies and professionals (e.g. our Area SENCO) if necessary.

The person with responsibility for behaviour management is Lynne Edwards

Date reviewed.....20th June 2013

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