

Holmes Chapel Community Pre-school

Holmes Chapel Primary School, Middlewich Road, Holmes Chapel, Cheshire CW4 7EB

Registered Charity Number 1017112

Member of the Pre-school Learning Alliance

Behaviour Management Procedure

Holmes Chapel Community Pre-school believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour. We aim to teach children to behave in socially acceptable ways and to understand the needs and rights of others. We recognise that each child's developmental stage and individual needs will influence the strategies that we use in supporting their behavioural issues.

A member of staff is nominated as the person responsible for Behaviour Management within the setting, however the Pre-school Supervisor has overall responsibility for our behaviour management policy.

Duties of the Staff

- 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 manage and guide children's behaviour according to the setting's behaviour management policy.
- We work in partnership with children's parents. Parents are informed, as necessary, about their children's behaviour by their key person/Supervisor in charge. We work with parents to address recurring inconsiderate behaviour, using our observation records to help us to understand the cause and to decide jointly how to respond appropriately.
- We never send children out of the room by themselves.
- We do not remove toys or activities that are the focus of a conflict as a 'punishment'.
- We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
- We use physical restraint, or intervention, only to prevent physical injury to children or adults and/or serious damage to property.
- When there is an instance of one child deliberately marking or harming another an incident form shall be filled out for both children. In order to protect confidentiality the identity of the other child involved will not be disclosed to the parents or carers. Upon completion of the incident forms the parents of both children concerned will be confidentially informed by the Supervisor or Deputy. The parents will be requested to sign the form which will be filed in the incident folder.
- We do not use techniques intended to single out and humiliate children such as ridicule or sarcasm.
- We do not shout or raise voices in a threatening way to children.
- 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 explanations rather than personal blame.

Children under three years

When children under three behave in inconsiderate ways we recognise that strategies for supporting them will need to be developmentally appropriate and differ from those for older children.

We recognise that very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this.

Common inconsiderate or hurtful behaviours of young children include tantrums, biting or fighting. Staff are calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk

about them to help resolve issues and promote understanding.

Bullying

Bullying within an Early Years setting is unlikely; however any concerns or allegations from parent, child or staff member will be taken seriously. Bullying includes the persistent physical, verbal or emotional abuse of another child or children.

There are three agreed defining features of bullying:

- The victim is targeted by an individual or group on a regular basis
- There is intention to harm or humiliate
- There is a power imbalance, the victim is fearful of those targeting him or her.

When all of the above are happening, it is highly likely that this is a bullying situation. A child who is bullying has reached a stage of cognitive development where he or she is able to plan to carry out a premeditated intent to cause distress to another. This is rarely the case for children under five.

See **Appendix 1** for strategies for dealing with Hurtful Behaviour, Inconsiderate Behaviour, Bullying and Rough and Tumble play

Last Review Date: November 2018

Next Review Date: November 2019