



Seedlings Pre School  
St Johns Memorial Hall

Mobile: 07525 731424

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## Behaviour Management Policy

### Statement of intent

Children grow and develop to their fullest potential when they can play happily and freely within the setting without fear of being physically hurt, excluded, unfairly treated or emotionally hurt by anyone else.

### Aim

Our aim at Seedlings is to provide each child with a safe and secure environment in which they can play freely and happily. We will build understanding and respect for themselves, others and their environment. We will help them to understand their boundaries and what is acceptable behaviour.

### Method

- Seedlings has a named person who has overall responsibility for issues concerning behaviour – **James Bruton** – who is required to keep up to date with current legislation, research and thinking on handling children's behaviour. They will also be responsible for ensuring that all staff have relevant knowledge and training on handling children's behaviour.
- All staff are familiarised with the pre school's behaviour management policy and this is available and accessible to staff and parents at all times during a session.
- All staff and volunteers are expected to provide a positive model of behaviour and must treat all children, staff, parents/carers and pre school visitors with respect, friendliness, care and courtesy.
- We promote a list of 'Golden Rules' within the setting, these are simple rules regarding the way we wish to behave and act and are laid out simply and straightforward to enable the children to understand, remember and follow them. All staff and parents/visitors are also expected to follow and apply these guidelines consistently when in the pre school setting.
- Behaviour management should be based upon using positive strategies that help the children to find solutions and understanding of their behaviour/conflict in ways which are appropriate for their age and stage of development – for example: distraction, reward and praise.
- We praise and promote positive and desirable behaviour such as kindness, sharing etc.
- We endeavour to avoid situations where children only receive adult attention as a result of undesirable behaviour.
- We never send a child out of the room by themselves and do not isolate or single out a child for undesirable behaviour. At times it may be appropriate for the child to have some quiet time to help them calm down and understand what their behaviour meant but they will not be isolated such as being placed on a 'naughty step', however it may be deemed appropriate to remove them from the situation, for instance if they were in the garden and repeatedly throwing sand despite having been asked to stop a number of times then they may be taken away from the sand or garden into the setting momentarily to help stop the situation. When a child has behaved in an unacceptable way then we help them to understand and see what was wrong, how it affected others or their environment, how they might handle it differently and how they could avoid it happening again.
- We never use physical punishment such as smacking or shaking and children will never be



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## Pre School

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threatened with these punishments.

- In cases of serious misbehaviour such as racial or other abuse we make it clear immediately the unacceptability of the behaviour and attitudes by means of explanation rather than personal blame.
- We do not shout at the children in a threatening way to respond to children's behaviour.
- We work in partnership with children's parents and carers to promote positive behaviour and handle undesirable behaviour. Parents are kept regularly informed about their child's behaviour by means of the Home-School book and by one to one discussion with their key worker. We work with the parents to address recurring unacceptable behaviour, using objective observation records to help us understand the cause and decide together how best to respond.

### Physical Intervention

- On certain occasion we may have to use physical intervention with a child. We will only use physical intervention or restraint if there is danger of the child:
  - Physically injuring themselves
  - Physically injuring staff or other children
  - Causing damage to property
  - Escaping from the pre school setting
- Forms of physical intervention that may be used:
  - Picking up a child in the usual way by picking them up around the waist/under the arms
  - Taking the child by the hand
  - Restraining the child from behind by hugging them with your arms while their arms are by their side – this is the approved method for physically restraining a child and is often advised to use for children who may have ASD or other developmental difficulties that make it difficult for them to manage their emotions appropriately. The hugging will be done firmly but not such that it could hurt the child in any way, it is designed to help the child feel calmer. This will generally only be used in extreme cases where a child may need the support to calm themselves down or have become too agitated to be held in a usual manner. If this form of physical restraint is used then parents will be notified.
- Forms of physical intervention that will **never** be used:
  - Lifting a child by their arms – this applies to any circumstances as children's arms can be delicate and easily hurt by lifting in this way
  - Pulling a child along forcefully by their arms – children may be taken by the hand and led but they will not be forcefully pulled
  - Pushing a child
- If physical intervention is used then it will be recorded on our Physical Intervention Record sheet. This will record the child's name, reasons for the intervention, staff who were present, parent's name if they were present, time and date of the event. Parents will be asked to sign if we have had to use physical restraint as opposed to physical intervention.



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### **Bullying**

Bullying is the persistent physical or verbal abuse of another person or persons. If a child is bullying another child or children:

- We intervene to stop the child harming the other child/children
- We explain to the child who is doing the bullying why their behaviour is inappropriate and how it is affecting others
- We give reassurance to the child/children that has been bullied
- We help the child who has been bullying to apologise for their behaviour by modelling this action
- We make sure that children who bully others receive praise when they display positive and acceptable behaviour
- We do not label any child as a bully
- When children bully others we share and discuss with the parents of all children involved what happened, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving and how we intend to manage the situation going forwards to prevent it reoccurring.

**Policy Reviewed:** April 2017

**Written by:** Jennifer Bruton – Pre School Owner