



## **BEHAVIOUR MANAGEMENT POLICY**

We believe that children and adults flourish best in an organised environment in which everyone knows what is expected of them and children are free to develop their play and learning without being scared of being hurt or hindered by anyone else. We aim to help children develop self discipline and self esteem in an atmosphere of mutual respect and encouragement.

### **In order to achieve this :**

- All adults will encourage the children to be polite, to share, to take turns, to be co-operative, to tell the truth, to have respect for each other and for the equipment, to do as a member of staff asks them
- All adults will be fair and consistent – which ever adult is in charge of an activity/session will have the same response and expectations as the other staff
- All staff will praise good behaviour
- All adults in the setting will ensure that the rules are applied consistently, so that the children have the security of knowing what is expected of them within the setting
- All adults will provide a positive model for the children with regard to friendliness, care and courtesy
- Physical punishment, such as smacking or shaking will neither be used nor threatened
- Adults will not shout or raise their voice in a threatening way
- Adults will be aware that some kinds of behaviour may arise from a child's special needs, this may require the involvement of the INCO (special education needs officer) with the parents permission.

### **When children behave in unacceptable ways :**

- If a child hits, kicks, pushes or is unkind to another child they will be spoken to by a staff member who will tell them that they are not allowed to do this, they will be encouraged to say sorry to the other child/children or adult
- Consistently bad behaviour will mean the removal of the child from the toys/equipment they are playing with, with either one to one support with an adult, or moving to other activities
- In any case of misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame
- Parents will be informed if any unacceptable behaviour continues, or if any incident is considered serious enough. This may result in a parent being requested to come and collect the child early from a particular session.

At Shekinah we will work alongside the parents, if persistent unacceptable behaviour over a period of time, which regularly interferes with the learning of the particular child, or that of the rest of the group, which is not improved by the behaviour management techniques usually employed in the playgroup (as above), will result in an individual behaviour management programme being drawn up for the child.

Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's understanding and maturity.

Behaviour Management Co-ordinator, - Miss Amanda Reed (*manager*).