

# Happy Days Pre School (Navenby)

## Behaviour Management Policy

Happy Days Pre School (Navenby) aims to encourage self-discipline in the children, developing their consideration to others, their surroundings and property, by praising and acknowledging positive actions and attitudes. We aim to ensure the individual needs of all children are met by providing clear, consistent and developmentally appropriate expectations for behaviour.

We acknowledge that there are times when issues surrounding behaviour will need to be supported by adult intervention and we will use the behaviour management policy & procedure to guide us through this process.

**Corporal punishment will not be given to a child for whom we provide early years provision. We will not use or threaten corporal punishment or any form of punishment which could have an adverse impact on the child's well being.**

Happy Days Pre School (Navenby) intends to:

- Encourage co-operative and caring behaviour at all times.
- Support children to develop a sense of respect for one another.
- Develop children's social skills and support children to acknowledge what is acceptable behaviour.
- Develop children's self esteem, self discipline and confidence.
- Acknowledge considerate behaviour.
- Practice positive reinforcement.
- Support children to resolve conflict.
- Support children to recognise and understand emotions.
- Support children to understand and acknowledge inappropriate behaviour.
- Never shout aggressively, physical restraint or humiliation to manage behaviour.
- Use developmentally appropriate strategies for managing behaviour.
- Record incidents of inappropriate behaviour and liaise with parents where necessary.

As part of the induction procedure, all staff will be made aware of the procedure to manage behaviour according to clear, positive, consistent guidelines. Staff will make every effort to act as good role models to children by behaving in a friendly and considerate manner themselves, creating an atmosphere of respect and value for one another.

Staff will be made aware that it is totally unacceptable to physically or verbally harass any child. Where such an incident occurs, the disciplinary procedure will be implemented.

Staff will work effectively together as a team and show a fair and consistent approach to incidents. They will discuss any concerns with parent/carers in an attempt to understand and identify possible causes of negative behaviour.

Positive behaviour will be praised and each child starts every day with a 'clean slate'.

Staff will attempt to focus directly on positive features of the child's behaviour.

Happy Days Pre School (Navenby) will have a named person with overall responsibility for behaviour management. **The named person is Caroline Stallwood**

## Behaviour Management Procedure

- Where unacceptable behaviour is recognised or observed staff will intervene appropriately, in a clear, calm and positive manner, to support children to reconcile conflict.
- Staff will employ distraction techniques and discussion (where age appropriate), explaining why the behaviour is unacceptable, whilst reassuring the child that it is the behaviour, not the child that is being questioned. At this stage staff will work with the child to agree what is required to improve the behaviour including the rewards and sanctions to be used in managing the behaviour.
- Where the behaviour continues, parent/carers will be invited into the setting to discuss the situation and support the management of behaviour by working together to ensure a consistent approach between setting and home.
- Where there continues to be no improvement in behaviour, a further meeting will be arranged with parents/carers to discuss the situation in more detail to establish/identify any underlying issues/difficulties. A further action plan with a consistent approach between home and setting will be agreed and where appropriate, this stage may include referral to external agencies for additional support/assessment i.e. Behaviour Therapists and support from the Birth to Five Service, with parent/carer consent.
- Suspending or expelling a child from the setting will only be used as a last resort where other strategies have failed and the behaviour of the child is having a negative impact on the other children in the setting.

This policy has been adopted by Happy Days Pre School (Navenby)

Signed on behalf of the setting by:

..... Chairperson – Michelle Nunn

..... Manager – Caroline Stallwood

Date: