

**Policy on Behaviour Management**

It is central to the philosophy of Belton Pre-school that all staff should be very positive at all times towards the children, towards each other and towards the pre-school. Any issues or problems arising with children, other members of staff or parents should be discussed in private with the manager of Belton Pre-school. The passing of negative comments about parents, other staff or children is not acceptable in any form.

We recognise that children will pick up inappropriate language and may use this in an inappropriate manner (for example racial comments) without realising this may be the case. If this happens the parent must be contacted immediately, and the difficulty pointed out. The parent must be requested to work with the child to show the child that the comments the child has made are not acceptable within the pre-school.

Where the parent refuses to accept that the child has made these comments or seeks to justify the comments on the grounds that they are valid, or just “child talk”, and that the child “doesn’t really mean it” staff must insist that action is taken to stop the child behaving in this way, and that the justifications or excuses are not acceptable.

The incident must be written down in the child behaviour incident book. If the child shows no sign of improvement in their behaviour the child’s parents must be sent a written warning, explicitly stating what the child is saying and that it is unacceptable and warning the parent that the child will be excluded from Belton Pre-school if the behaviour does not stop within a set period.

Belton Pre-school will endeavour to work and support the family and child using various strategies to distract the child and give praise/rewards for improvements. However, if the behaviour shows no sign of improving and other children’s safety and wellbeing are a concern, the pre-school will have no alternative but to exclude the child. Please note that this action will be only taken as a last resort.

Unacceptable verbal behaviour within this context includes any form of racist comments, verbal bullying and swearing. Unacceptable physical behaviour will be dealt with in the same way.

We have a “No Smacking policy and staff will respond calmly and reasonably to the children. We aim for social education rather than confrontation.

Staff at Belton Pre-school are committed to using positive techniques to modify unacceptable behaviour. Techniques such as redirecting children, early intervention to prevent disagreements children cannot handle, anticipation of and elimination of potential problems with equipment, timetabling and so on.

When applying sanctions, the age and stage of development of the child will be taken into consideration. Sanctions will be given at the time and be relevant to the action or actions and be fair. Staff will always explain clearly to a child why their behaviour is unacceptable and the reasons for applying the particular sanction.

If a child’s behaviour is causing concern the parent will be involved and agreed course of action taken to enable the child to progress and develop. Physical punishment of any sort is forbidden as in depriving a child or forcing a child to consume food or drink and humiliating or frightening a child by a member of staff will result in disciplinary procedures.

Procedure for dealing with unacceptable behaviour

A copy of this should be signed by each contracting parent to signify their agreement.

Unacceptable behaviour within this context includes any form of racist comments, verbal bullying and swearing. Any unacceptable behaviour by a child will be dealt with by staff in the following way:

* An immediate verbal response to the action.
* A gentle explanation to the child as to why the behaviour was unacceptable.
* If unacceptable behaviour persists, the child will be withdrawn from the activity/group for a short period.
* Parents will be informed if we feel that a child’s behaviour is particularly worrying.

We will follow these procedures in a way that is appropriate to the maturity of the child and the misdemeanour.

Please sign to confirm your understanding:

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent of: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed:……………………………………………………….…………… Date Reviewed: …………………………..