



Behaviour Management Policy

We work hard at All Saints Wise Owls to pay close attention to the promotion of a kind and caring environment. We promote an atmosphere of respect and consideration. Adults are respectful of children and each other. We actively encourage the children to show kindness and respect to their peers and the adults. This Behaviour Management Policy recognises the need for adults to intervene and support children in times of conflict. This is done in a respectful and supportive way that promotes learning for all of the children involved.

The Manager (Nic Hare) is the named person with responsibility for Behaviour management in the setting. If required she will meet staff to discuss any concerns and offer advice and strategies for supporting a child in the setting. Staff employed in the setting will not use physical punishment, nor will they threaten to use it. If a staff member speaks to a child regarding their behaviour the parents will always be informed of the incident and the outcome. If a child is hurt in the setting by another child the parents of both children will be informed. An explanation of the incident will be given whilst maintaining the confidentiality of the other child involved. The Behaviour Management Policy is talked through with parents during settling in. During daily chats, we encourage parents to share any concerns they have about their child's behaviour. We then plan together how best to support the child, ensuring a consistent approach at home and in the setting.

As adults in the setting we aim to:-

- Promote British Values
- Treat each child as an individual and with respect
- Encourage each child to treat others with respect
- Observe each child and assess their well-being.
- Understand the context in which the child is growing up.
- Work closely with parents, listening and discussing their child's needs with them
- Speak kindly to others and with children
- Pay particular attention to transition periods for children
- Acknowledge children's difficult feelings with them.
- Encourage children to talk about behaviour they do not like and to say how they want to be treated.
- Offer real choices to children.
- Review Behaviour Management strategies with staff team at least annually to ensure a consistent approach
- Use routines, rituals and agreed rules to ensure expectations are clear to children.

When children face difficulties we aim to:-

- Observe the child and try to discover and understand when and why the challenging behaviour occurs and what the trigger may be.

- Talk to the child about why this behaviour is not acceptable and what the consequences of it are to him/herself and to others
- Communicate with parents as to the best approach to use
- Monitor the effectiveness of the agreed approach
- With parents consent seek the help of colleagues from the setting Senco and/ or other agencies.

We ask Adults & Children:-

- Not to shout (except for help)
- Not to hurt others feelings.
- Not to physically hurt others
- To ask for help if they are being hurt or bullied
- To look after each other
- To look after resources
- To learn ways in which they can keep themselves safe.
- Not to treat someone in a way that they would not like to be treated themselves.

When struggles and difficulties remain, advice maybe sought by the pre-school from the health team, children center or the settings Early Years Consultant with the permission from parents/carers. Signed permission will be kept in children's files.