



Heronswood Pre-School & Wraparound

BEHAVIOUR POLICY

We believe that children and adults flourish in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered.

We recognise that children are individuals and that a child's stage of development, personal circumstances and special needs, might be reflected in their behaviour and should therefore be reflected in our responses to their behaviour.

We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- All adults will provide a positive role model and will offer strategies for handling conflict.
- Rules governing behaviour expectations will be discussed and agreed within the setting and explained to all newcomers.
- All adults will ensure that the rules are applied consistently so that children know what to expect and can develop useful habits of behaviour.
- Adults will acknowledge and reinforce positive behaviour.
- Adults will take positive steps to avoid a situation where children receive attention only in return for unwanted behaviour.
- *When children behave in unacceptable ways they will be given one to one support in seeing what was wrong and how to cope more appropriately.*
- Children will never be sent out of the room by themselves.
- Physical punishment will neither be used nor threatened.
- Adults will use techniques and strategies agreed within the group and the effectiveness of such techniques will be monitored and discussed.
- Physical restraint will be used only to prevent injury or serious damage to the child, other children, adults or property. Any event of this sort will be recorded in the incident book and the parent informed.

Procedure for dealing with unacceptable behaviour:

1. In the first instance, the key workers will deal with the situation themselves, as it occurs and inform the parent/carer.
2. In the second instance, the Manager/Deputy Manager will deal with the situation themselves, as it occurs and then also inform the parent/carer.
3. If the behaviour does not improve the Head of School will speak to the child in question and inform the parent/carer.
4. If the behaviour still does not improve a formal meeting will be called with the Head of School, Manager and parent/carer.
5. The final warning is in the form of a letter to the parent/carer, detailing the consequences if the behaviour continues.
6. The manager may then suspend the child for **3** sessions if there is still no improvement, and this should be communicated in writing to the parents, giving them the opportunity to arrange a confidential meeting. The manager should keep a record of such meetings.
7. If a child is suspended for **9** sessions in one year, the manager may exclude the child permanently. This should be communicated in writing to the parents, giving them the opportunity to arrange a confidential meeting. The manager should keep a record of such meetings.

Person responsible for Behaviour Management in the setting is - Pat Croom

Policy written – February 2017

By Pat Croom – Pre-School Manager

Ratified by Governors – May 2017

Policy to be reviewed – February 2019