



## Behaviour Management Policy

### **Statement of Intent**

Brambly House believes that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else

### **Aims**

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

### **Methods**

- Tamsyn and Andrea have overall responsibility for issues concerning behaviour.
- Tamsyn and Andrea will:
  - Keep themselves up-to-date with legislation and research and thinking on handling children's behaviour.
  - Access relevant sources of expertise on handling children's behaviour, and check that all staff have relevant in-service training on handling children's behaviour. We keep a record of staff attendance at this training.
- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy. This is addressed regularly in staff meetings and through engagement with Surrey's guidance on *Supporting the Social and Emotional Well-being of Children in Early Years Settings* and Early Year's Alliance Behavioural Management Training on an annual basis.
- We require all staff, volunteers and students to use positive strategies for handling and conflict stages of development. For example, distraction, praise and reward adopted the 6 Steps To Conflict Resolution Strategy
- We familiarise new staff and volunteers with the pre-schools behaviour policy and its guidance around behaviour.
- We expect all members of the setting; children, parents, staff, volunteers and students to keep to boundaries, requiring these to be applied consistently.
- We praise and endorse desirable behaviour such as kindness and willingness to share.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of and respect those used by members of the setting.
- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- We never send children out of the room by themselves.
- We never use physical punishment, such as smacking or shaking, children are never threatened with these.
- We do not use techniques to single out and humiliate individual children.



### Behaviour Management Policy (Continued)

- Positive Touch/Handling-We only use physical touch, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and names of witnesses) are brought to the attention of Tamsyn Hendry and Andrea Thornton and are recorded in our Incident File. A parent is informed on the same day and signs the Incident File to indicate that he/she has been informed. 2 staff members are trained in positive handling.
- We support all staff in keeping themselves safe and ensure space is given to a child when displaying a physical outburst, making every opportunity to keep the child safe whilst protecting themselves as well from physical injury.
- In cases of serious misbehaviour, such as racial or other abuses, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development – for example by distraction or discussion.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key person. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately. We meet regularly with parents whose children are on an ABC behaviour plan.
- We hold half termly seminars and half termly open discussion in conjunction with the SENCO to support parents in managing behaviour and Social and Emotional Well-Being and Sleep Workshops termly with a Sleep Consultant.

#### **Bullying**

Bullying involves the persistent physical or verbal abuse of another child or children. We take bullying very seriously.

If a child bullies another child or children:

- We intervene to stop the child harming the other child or children.
- We explain to the child doing the bullying why her/his behaviour is inappropriate
- We give reassurance to the child or children who have been bullied
- We help the child who has done the bullying to say sorry for his/her actions
- We make sure that children who bully receive praise when they display acceptable behaviour
- We do not label children who bully
- When children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour
- When children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

This policy was adopted at a meeting of Brambly House Montessori School

*Tamsyn Hendry and Andrea Thornton*

Date 11/9/24