

# Behaviour Management Policy

(updated 29 September 2020)

We aim to work with the children to enable them to develop self-discipline and self-esteem in a safe environment of mutual respect and encouragement. We promote positive behaviour and have developed strategies for dealing with unwanted behaviour. We work closely with parents to support children who may be demonstrating unwanted behaviour, sharing strategies and providing additional one-to-one time for the child if they are in need of extra emotional support.

To promote positive behaviour we have implemented the following:

- We have developed some simple rules for the provision. These are explained to everyone in the provision. We involve the children in helping to agree rules wherever possible.
- Posters displaying the rules in a pictorial format are clearly visible to the children as a reminder.
- All adults in the provision ensure that the rules are applied consistently, so that children have the security of knowing what to expect and learning right from wrong.
- All staff try to provide a positive role model for the children with regard to friendliness, care and courtesy. Modelling polite manners such as saying "please" and "thank you".
- Staff praise and encourage desirable behaviour such as kindness, turn-taking and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

Bad behaviour should be dealt with firmly whilst leaving the inner self of the child untouched. In line with the Montessori principle of non-interference, or observation, children should be given the opportunity to resolve minor conflicts and misdemeanours by themselves.

When children behave in undesirable ways, we will follow the procedure outlined below:

- Children who misbehave will be given one-to-one adult support in talking about what was wrong and why and how to behave more appropriately.
- In cases of serious misbehaviour, such as racial, bullying or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame. Parents will be informed.
- In any case of misbehaviour it will always be made clear to the child or children concerned that it is the behaviour and not the child that is unwelcome.
- Staff will not shout or raise their voices in a threatening way.
- Physical punishment, such as smacking or shaking, will be NOT be used or threatened. Such behaviour from any member of staff would be classed as gross misconduct, which could lead to instant dismissal.
- Children will never be sent out of the room by themselves.
- Techniques intended to single out and humiliate individual children such as a "naughty chair" will not be used. Sarcasm or words that might humiliate the child will never be used.
- Staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Staff will be aware that some kinds of behaviour may arise from a child's special needs. They will work with the SENDCo to develop strategies to support the individual child's behaviour. Observation will be used to identify the reasons for strange behaviour, and in order to inform the child's parents, and any agencies involved.

Other relevant policies regarding behaviour include, anti-bullying, biting and restraint.