



# Hingham Playgroup



## Behaviour Management Policy

We believe that children and adults flourish best 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 by anyone else. We aim to develop an atmosphere of respect for other people and property. Children will be helped to understand that certain behaviour is not acceptable or appropriate within the playgroup setting because it is either unsafe or unfriendly.

To achieve this:

- Staff will treat all children with respect and help them feel a valued member of the group.
- Children will not be smacked, shaken or treated roughly, nor will such treatment be threatened.
- Children will not be singled out or humiliated. If a child does need to be removed from a situation then an adult will take them to a quiet area for time out, and help them see what was wrong and how we can work towards a better pattern. The adult will stay with them and engage them in another activity.
- If a child upsets another child, they will be asked to see if the other child is all right. An immediate response of 'sorry' is not accepted if the child does not mean it, but is merely saying the word in the hope of being able to continue playing. We encourage the child to say why they are sorry and reflect upon their actions in a supportive manner.
- Children will be encouraged to seek out an adult to resolve conflicts and not inflict revenge.
- Staff will model behaviour that they would expect from children and show care courtesy & good manners.
- Staff must appreciate that not everyone has the same values and what is acceptable to one person may not be acceptable to another. Staff

should never judge a child's behaviour but simply state that 'We don't do that here'. Terms such as 'nice' and 'naughty' should be avoided.

- Adults should not shout or raise their voices in a threatening way. In any case of misbehaviour staff should go to the child and not call across the room, unless there is immediate danger.
- Staff should handle inappropriate behaviour in a calm, but authoritative manner. Any discipline should be clear, short and to the point. It must be made clear that it is the behaviour and not the child that is unwelcome. If for any reason a member of staff feels a situation is slipping out of their control then another team member should take over and the first move away from the area. Children should never feel intimidated or upset by our manner and, where possible, staff should talk at their level.
- Limits will be set to help children control their own behaviour. Too many rules are confusing for young children and easily forgotten. The limits imposed will always be clear and a reason for the rule will always be given. For example, we do not run inside because we may bump into the furniture and hurt ourselves or we may hurt someone else.
- Any rules will be applied consistently. Directions and commands given to children will always be followed up with actions. For example if a child throws a toy, it will be taken away. Account will be taken of the age and stage of development of each child.
- Adults will intervene and redirect, if necessary, to prevent disagreements developing those children cannot handle.
- Staff should never say "No" to a child without offering a reason or alternative. Wherever possible positive action should be enforced, for example instead of saying 'Don't run' we use 'We only walk inside because it's safer'. Alternatively the child can be asked 'What might happen if you run?' Praise or thanks should then be given when the child behaves in the appropriate manner.
- We aim to help the children see the consequences of their actions and to treat others as they would wish to be treated.
- Children have equal rights and those rights will be protected. For example, children have a right to play with a toy and not have it snatched away by another child. They will be allowed to finish playing with it, and then give it to the other child.

- Praise will be given when children behave in a friendly, caring way and when they show kindness and are willing to share.
- We will aim to give each child positive attention and praise throughout the session to avoid a situation in which children only receive attention for undesirable behaviour.
- The pre-school does not intend to bring to the attention of parents every misdemeanour and children need to learn to handle, and control, minor conflicts. Where serious misbehaviour occurs which poses a danger to themselves or others, then the incident will be recorded and the parents informed.
- If there is a recurring problem, parents will be invited into the group for a discussion. We will work with, and support, the parents to encourage a better pattern of behaviour.
- Staff will be aware that some kinds of behaviour may arise from a child's special needs and objective observations will be carried out to establish an understanding of the cause of any problems.
- We aim to give children ownership of the rules within the setting and encourage them to offer the rules of acceptable behaviour in good mornings, also giving the reasons why we have these rules.
- We also encourage them to join in the annual creation of a rules board to be displayed in setting to assist in ownership.

Named staff for behaviour management - Nicola Hindle and Paula Willmott

Last review date	November 2010
Reviewed/agreed by staff team / date	
Reviewed/agreed by committee/date	
Signed on behalf of committee	
Print name/date/role	

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Date of next review	November 2011
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