Behaviour Management Policy

Little Oaks Pre-School Brackley

We at Little Oaks believe that children and adults flourish best in an environment where everyone knows what is expected of them and children are free to develop their play and learning in a supportive environment where risks are assessed and children can feel secure. 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.

To achieve this, behaviour expectations will be discussed and revisited by staff and the Management Committee on a regular basis to ensure consistency.

All members of staff will:

- Ensure that expectations are consistent, so that children have the security of knowing what to expect and can build up useful habits of behaviour. Ensuring that behaviour management is a regular agenda item at staff meetings will support this aim.

- Provide positive modelling for the children with regard to friendliness, care, courtesy and respect.

- Praise and endorse desirable behaviour such as kindness and willingness to share.

- Take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

- Support children to label and understand their emotions and teach them strategies to help regulate their emotions. Adults will reassure children that experiencing different emotions is normal and support children to be able to self-regulate their expression and reaction to different emotions. Activities will be planned to support their emotional well-being, including a regular well-being group where the child's voice is encouraged and adults role model how they are feeling that day.

All volunteers within Little Oaks will be expected to abide by our Behaviour Management policy and our expectations will be made clear to them. This is the responsibility of the Room Supervisors.

When children behave in unacceptable ways:

- Physical punishment, such as smacking or shaking, will be neither used nor threatened. Physical restraint will only be used in extreme circumstances where a child could cause physical harm to him/herself, another child or adult. If this is used it will be recorded on the child's records and the parents or carers will be informed.

- Children will never be sent out of the room by themselves.

- Techniques intended to single out and humiliate individual children such as the "naughty chair"

will not be used.

- Children who struggle to behave in an acceptable way will be given one-to-one adult support in understanding what was wrong and working towards a better pattern. The staff are always to be mindful that any action must be relevant to the individual's age/stage of development and put activities into place to help channel the behaviours or actions.

- Where appropriate this might be achieved by a period of "time out" with an adult.

- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately but by means of explanations rather than personal blame.

- In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.

- Adults will not shout, or raise their voices in a threatening way, however they will use a firm, calm voice.

- Staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

- Any behaviour challenges will be handled sensitively, respecting individual children's level of understanding, maturity and circumstances in individuals' home life that could be attributing to behaviour changes.

- Recurring problems will be tackled by the whole setting, in partnership with the child's parents, using objective observation records to establish an understanding of the cause. Parents will be able to help us understand a child's behaviour and we can thereafter work together to provide support and help.

- Staff will seek to reassure parents with regular meetings and to discuss appropriate actions to be taken. Most behaviours are age-appropriate but where behaviours are such that we need additional help or support to meet the child's needs, we will seek that support from outside agencies. This will be done after consultation with parents or carers.

- If a child's behaviour was such that we judged it to be a risk to other children's physical safety or mental wellbeing then we would seek to put in extra support. For example, extra members of staff.

- In very extreme circumstances we may have to take the decision that Little Oaks is unable to provide the support and expertise needed for an individual child and may have to, sadly, take the decision that the child should not attend Little Oaks. This would only be taken after consultation between staff, parents and other professionals. It would be made very clear to the parents and child that it was the behaviour and not the child that was not welcome. We would work towards a time when the child could return to Little Oaks.

- Adults will be aware that some kinds of behaviour may arise from a child's special needs and will take advice from the SENCO where appropriate.

- We expect parents and carers to respect staff's professional judgment at all times regarding what is "acceptable" behaviour and would offer help, advice and support to parents to help them understand that no child's behaviour is "perfect".

Rough and Tumble Play:

- Rough and tumble play and "superhero" role play is often noisy and active but this will not be seen as problematic behaviour in itself. In fact, it will be recognised that for many children this type of active learning is essential for their development, so will make sure that space is available for these children to engage in their play, for example, using the outside area.

- The usual rules of acceptable behaviour will be applied during this type of play. That is that children should include others, share resources and not physically harm another child.

- There will be times when such play is not acceptable. For example, during quiet story time. Here it will be explained to the child that it is not that the play is unacceptable it is only that the time is wrong.

In summary, we at Little Oaks will recognise that young children cannot be expected to keep their emotions in check in the same way that an adult can. We therefore recognise that hurtful behaviour is often part of a child's normal development and as such it is our role to guide, nurture and support children through this stage. We also recognise that "boisterous" play should not be deemed unacceptable and that we should apply the same expectations of behaviour to this type of play as we do to quieter activities.
The member of staff with responsibility for monitoring the implementation and reviewing this policy is the Early Years Manager.

Parents, Carers and Volunteers:

- As we would expect staff behaviour to be respectful and courteous to parents, carers and volunteers in the building, we, as staff expect the same in return.

- If we feel an adult is being intimidating, either physically or verbally, a staff member would, in the first instance, direct the adult to the Managers who will try to resolve the issue.

- If she/he feels that the behaviour is still unreasonable, they will ask the adult to leave the building.

- The opportunity will be given to further discuss the matter at a mutually convenient time for both parties. The meeting will be minuted and attended by the Chair of the Committee and we would hope in this time that the matter would reach a satisfactory conclusion for both parties.

Date of Review	Summary of Changes Made	Signed on behalf of the committee	Role of signatory
November 2014 – 2024	Historic policy reviews	N/A	N/A
November 2025	Policy reviewed and new review table added	A Lawrie	Trustee
DD/MM/YYYY			
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Policy effective from November 2014