



BEHAVIOUR MANAGEMENT POLICY

Ferryfield playgroup is committed to promoting positive feelings and developing children's self-esteem by encouraging and supporting children through any difficult situations whilst helping the children to develop their own self-discipline.

- Staff will provide a positive role model for children to emulate.
- Staff will endeavour to create an open and friendly atmosphere where children and adults respect each other and their environment.
- Staff will praise and encourage acceptable behaviour.
- Staff are aware of age / stage appropriate behaviour.
- Staff will use appropriate language, get down to the child's level and establish eye contact when talking to a child.
- Staff will endeavour to provide children with the appropriate language to express themselves.
- Staff will deal sensitively with children that have been behaving inappropriately, offering fair and consistent treatment.
- Staff also recognise that to the injured party, whether or not an act was deliberate or accidental makes little difference to how they are feeling. However whether an act was deliberate or accidental does make a difference to the perpetrator and staff will react to the situation appropriately and ensure everyone involved receives adult support.

Ferryfield playgroup recognises that from time to time, despite all the best efforts of staff, children will transgress. In such circumstances disapproval of the action is registered immediately.

- Disapproval may take the form of
 - a firm warning
 - saying no
 - removing a child from the activity
- Once the incident has been dealt with, staff will build bridges to enable the child / children to reintegrate positively with the group and the people involved.
- With very young children it may not be appropriate to deal with the incident when it occurs and in this instance a group discussion at circle time will be used to discuss behaviour.
- Children will never be shouted at in a threatening way. Children will never be smacked, shaken, humiliated, ridiculed, isolated, threatened or made to feel unwanted or undervalued by any adult whilst in the care of Ferryfield playgroup.
- When a child's behaviour gives continued reason for concern, the staff at Ferryfield playgroup will make every effort to understand why a child is acting that way.

- Staff will consult with parents / carers to identify how the child can be supported.
- Staff will respect the confidentiality of the situation.
- Where there is repetitive unacceptable behaviour staff will be supported by management in the use of appropriate behaviour strategies. Parents / carers will be involved and kept informed.
- Temporary and / or permanent exclusion from playgroup will be a last resort.
- Any exclusion will be a management decision.

Changes in routine and environment, illness, lack of communication, fear, frustration

The following list of indicators to possible violent behavior is not exhaustive:

- Restless behaviour
- Deliberate provocative conduct
- Facial expression/body language
- Attention seeking
- Reactions to instructions
- Tension
- Threats
- Verbal abuse
- Influence of alcohol
- Possessive behaviour

Adopted by the Committee

Date

August 2015