

P02 Behaviour Policy

Updated September 2023

This policy should be read in conjunction with policy P13 Safeguarding Child Policy and PC05 Guidance for Safer Working Practices.

Legal Requirements

Providers must not give corporal punishment to a child for whom they provide early years provision and as far as reasonably practicable, shall ensure that corporal punishment is not given to any such as child by

- Any person who cares for, or who is in regular contact with children
- Any person living or working on the premises.

An early years provider who without reasonable excuse, fails to comply with this requirement commits an offence.

A person shall not be taken to have given corporal punishment in breach of the above if the action was taken for reasons that include averting an immediate danger of personal injury to, or an immediate danger of death of, any person (including the child).

Providers must not threaten corporal punishment or use or threaten any form of punishment which could have an adverse impact on the child's well-being.

Providers must have an effective behaviour management policy which is adhered to by all staff.

Objective

Adults caring for children in the provision are able to manage a wide range of children's behaviour in a way that promotes their welfare and development.

How we achieve this

- The policy is fully understood and followed by all staff.
- We have a named behaviour management person (see separate Roles and Responsibilities list).
- The play leader and staff create an environment that encourages good behaviour.
- Adult handling of behaviour is consistent and developmentally appropriate, respecting individual children's level of understanding and maturity.
- Physical punishments, or the threat of them, are not used.
- A child will never be made to feel embarrassed, frightened or inadequate as a form of punishment.

- Adults do not use any form of physical intervention, e.g. holding, unless it is necessary to prevent personal injury to the child, other children, an adult or serious damage to property.
- Any incident is recorded and the parent informed of the incident on the day.

The staff has the responsibility to manage behaviour within the group, consulting with the play leader and directors. If the play leader feels that a child's behaviour becomes unacceptable they will consult the parents and a My Plan will be drawn up and put into action. This will be a confidential document for staff and the child's parents only. Parental permission needs to be gained before a My Plan can be drawn up.

If the play leader feels that behaviour becomes such that the group cannot support it any more, outside agencies will be contacted.

Parents who are staying for a setting in session are reminded of the behaviour policy particularly with regard to their own children, when attending playgroup.

Good behaviour is encouraged and verbal praise given where appropriate. Distraction, discussion, praise and reward will be given or used to deflect negative behaviour. Children are made aware of behaviour expectations through circle time, books etc. and staff use language appropriate to child's stage and age.

Discussions also take place where necessary with a child as to why it was not acceptable to behave in a certain way and try to help them think the process out so they can apply it the next time or think before they act. We use the Highscope 6 step plan for conflict management. This is shared with parents where necessary.

Highscope Conflict Resolution Steps:

- **Approach calmly, stopping any hurtful actions.** Place yourself between the children, on their level; use a calm voice and gentle touch; remain neutral rather than take sides.
- **Acknowledge children's feelings.** Say something simple such as "You look really upset;" let children know you need to hold any object in question.
- **Gather information.** Ask "What's the problem?" Do not ask "why" questions as young children focus on that what the problem is rather than understanding the reasons behind it.
- **Restate the problem:** "So the problem is..." Use and extend the children's vocabulary, substituting neutral words for hurtful or judgmental ones (such as "stupid") if needed.

- **Ask for solutions and choose one together.** Ask “What can we do to solve this problem?” Encourage children to think of a solution but offer options if the children are unable to at first.
- **Be prepared to give follow-up support.** Acknowledge children’s accomplishments, e.g., “You solved the problem!” Stay nearby in case anyone is not happy with the solution and the process needs repeating.

Care should be taken in planning activities to ensure there is sufficient equipment to go round thus avoiding bad behaviour.

For the safety and well being of all children, certain standards of behaviour must be maintained, and children are taught which actions are unacceptable at Ridgeway Playgroup, some examples are listed below.

ACCEPTABLE BEHAVIOUR AND STANDARDS WE WORK TOWARDS

- Being Kind
- Helping others
- Saying ‘please’ and ‘thank you’
- Learning boundaries
- Taking turns
- Table manners (eating nicely, not throwing food)
- Sitting quietly in groups when needed
- Listening to others

UNACCEPTABLE BEHAVIOUR AT PLAYGROUP

- Fighting
- Kicking
- Hitting
- Throwing
- Running
- Being destructive towards others work or games
- Rudeness
- Mistreating equipment, books, toys
- Bullying and peer-on-peer abuse
- Biting
- Spitting

This policy was agreed by Trustees and Staff of Ridgeway Playgroup October 2017

Review Date: September 2024