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Mucky Pups Pre-School

Promoting positive behaviour policy

Mucky Pups Pre-School believes that children flourish better in an environment where everyone knows what is expected of them and where children are free to develop in their play and learning. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive caring and respectful behaviour will be encouraged and praised at all times. The setting actively promotes British values and encourages children to develop a respect for themselves, other people and their surroundings.

At Mucky Pups we are consistent in the levels of behaviour we expect from the children taking in to account the children’s ages and development stages. We try to encourage children to take responsibility for their own safety and the safety of their peers, we try to show how their behaviour can impact the safety of themselves and others. Restrictions to a child’s desire to explore and develop their own ideas are kept to a minimum.

We aim to:

* Recognise the individuality of all children and understand that some behaviour is common in younger children such as biting. (See Biting policy)
* Encourage and praise when children moderate their own behaviour, for example having consideration for others and respecting the environment.
* Encourage children to participate in a wide range of different group activities which give children the opportunity to interact with adults and peers in an appropriate way.
* Ensure that all staff promote positive role models for children. Staff must always lead by example and must communicate and act towards all children and staff in a respectful and acceptable manner.
* Encourage parents and other visitors to the setting to be positive role models and challenge any poor behaviour shown.
* Ensure we work in partnership with parents/carers by communicating openly with them and to ensure a consistent approach to behaviour management between the setting and home environment.
* Ensure a consistent approach to behaviour management throughout the entire staff team.
* Praise children and acknowledge their positive contributions and attitudes.
* Promote non-violence and encourage children to deal with conflict in a peaceful and age appropriate way.
* Ensure our behaviour standards are appropriate to the children’s level of understanding.
* Ensure a key person is in place to ensure good relationships are built and maintained with children and their families.
* Provide activities and stories to help children learn about accepted behaviours.
* Promote British values in an age appropriate way throughout our everyday practice.
* A named person must be in place who has overall responsibility for issues relating to behaviour management.

The named person(s): **Stephanie Simpson &** **Leah Mooney** will:

* Advise other staff on behaviour issues
* Keep up to date and feed back to staff any updates to legislation and research
* Support changes to policies and procedures in the setting
* Access relevant sources of expertise where required and act as a central information point for all involved
* Ensure staff uphold the set behaviour management policies and procedures within the setting
* Provide support or information for parents
* Update their training regularly and ensure all staff training remains up to date and relevant

The named person will be responsible for managing behaviour and will train staff appropriately in accordance with behaviour management. The named person will ensure that their knowledge remains up to date with current legislation and research and will actively support and advise on changes to be made to the settings policies and procedures. They will be also responsible for sourcing any relevant training which is needed.

When children behave in unacceptable ways:

* Physical punishment/ corporal punishment such as smacking will never be used or threatened
* Staff will never raise their voices in a threatening way.
* We will use our in-house traffic light code of behaviour as a basis for our behaviour ethos. This is available to all staff, student’s volunteers and parents either in the setting or on our website. This is displayed within the setting for reference.
* Physical intervention will only ever be used for the purpose of averting immediate danger or injury to any person (including the child) or to manage a child’s behaviour if absolutely necessary. A record will be kept of any such interventions and the child’s parents will be informed on the same day or as soon as reasonably practical.
* We recognise that there may be times where children have regular occasions where they lose control and may need individual techniques to restrain them. This will only ever be carried out by staff who have completed appropriate training and with a signed agreement from parents. An incident report will be completed following any such occasion.
* Children will not be singled out or humiliated in anyway. Where children use unacceptable behaviour they will, wherever possible, be redirected to alternate activities. Discussions with children will take place as to why their behaviour was unacceptable, respecting the children’s level of understanding and maturity.
* It will be always be made clear to the child/ren after an episode of misbehaviour that it is the behaviour that is not welcome and not the child/ren.
* It will be decided how to deal with a particular type of behaviour depending on the child’s age, level of development, and the circumstances regarding the behaviour. For older/mature children this may involve giving the child opportunity to talk and think about what has happened. All staff at Mucky Pups work hard to support children in developing empathy and children will only be asked to apologise if it is agreed that they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate.
* The behaviour coordinator(s) will ensure that staff can reflect on their own responses towards behaviour and provide guidance and support if needed.
* Unwanted behaviour is dealt with in the moment at Mucky Pups and is then moved on from. Parents may be informed of their child’s misbehaviour if is particularly challenging or repetitive. In this instance parents will be asked to meet with the behaviour coordinator and/or keyworker to discuss the behaviour and ensure behaviour management is consistent both at home and in the setting.
* In some cases, we may request additional advice and support from other professionals, such as an educational psychologist.
* We support children in developing non-aggressive strategies to enable them to express their feelings.
* Observations of the child’s behaviour may be undertaken if deemed necessary, for example; to try to identify and resolve any behavioural concerns or triggers for unwanted behaviour. From this individual behaviour plans can be developed with support from parents.
* All records including incident forms will be kept confidential. We will ask parents to read and sign any incident reports regarding their child.
* We support all children to develop positive behaviour, and make every effort to provide for their individual needs.

Anti-bullying

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling. Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong. Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. Any form of bullying is unacceptable and will be dealt with immediately.

At Mucky Pups staff follow the procedure below to enable them to deal with challenging behaviour:

* Staff are encouraged to ensure that all children feel safe, happy and secure.
* Staff are encouraged to recognise that active physical aggression in the early years is part of the child’s development and that it should be channelled in a positive way.
* Children need to be helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways.
* Staff are encouraged to intervene when they think a child is being bullied, however mild or harmless it may seem.
* Staff will initiate games and activities with children, when they feel play has become aggressive, both indoors or out.
* Any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour.
* If any parent has a concern about their child, a senior member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the setting.
* All concerns will be treated in the strictest confidence.

Date policy was adopted on: 9th August 2018 Date for review: 9th August 2019

Signed: Position: