



## **Behaviour Management**

We believe that children and adults flourish best in an environment in which everyone knows what is expected of them. Children should be free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to help children to develop self-esteem and self-discipline during their time with us.

### **Practice**

- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the setting and clearly explained to all new staff, volunteers, students, parents and children. These rules will be simplified for the children's understanding and used as 'Golden Rules' which are reinforced regularly as well as being displayed around the setting.
- All adults in the setting will ensure that the rules are applied consistently.
- All adults will provide a positive role model for all children.
- All adults in the setting will praise and endorse desirable behaviour.
- We will take positive steps to avoid a situation where children receive attention only in return for undesirable behaviour. Ignoring certain behaviour as long as it doesn't endanger the child or cause upset or harm to other children (or adults) can be effective. Using distraction techniques or anticipating and diverting certain behaviour can also be effective. Adults need to know and understand each child individually to be able to deal effectively with their behaviour as that child needs
- It will always be made clear that it is the behaviour that is in question and not the child.
- Adults will not shout or raise their voices in a threatening manner. Only if the child is in immediate danger or is causing immediate danger to another child or adult should voices be raised to avert the danger.
- Any behaviour problems will be handled in a way appropriate to the child's age and stage of development. All staff should be aware of the children's age and stage of development and the different triggers for unwanted behaviour as well as the different ways of dealing with unwanted behaviour.
- Recurring problems will be dealt with in partnership with the parents, and if necessary the management, using observations, record keeping, planning and individual learning plans to try to ease the problems. Assistance may be requested from local Dorset Early Years staff. All other avenues will be tried before a family is asked to remove their child for a specific period of time - usually only a session.
- Adults in the setting will be aware that some kinds of behaviour may be due to a child's additional needs. In this case the SENCo will work with the child and the adults in the setting to achieve a desirable outcome. Individual needs may be met by increasing knowledge and understanding of that particular need or additional training may be sought to meet those needs.
- It may be necessary to take steps to get further help for a child and embark on a special needs course of action. The setting will work in full partnership with the parents, gaining their permission and reassuring them. Everything will be explained in full to the parent before action is taken.
- Staff will continue to undertake further training in behaviour management to understand and manage techniques better. Parents may also be encouraged to undertake training to assist them in applying consistent behaviour management in the home environment.

- Staff will use their regular supervision time to discuss individual children's needs and ensure all needs are being met or worked towards.

Allsorts reserve the right to exclude a child in extreme circumstances where all other courses of action have been taken.

Reviewed September 2022