

3. Behaviour Management Policy

Version number	Dates produced & approved	Reason for production & revision	Author	Locations	Proposed next review date
V1.0	Jan 2010	First adopted	Committee	Dropbox.com	
V2.0	Jul 2016	Reviewed	C Timbrell	Dropbox.com Website	July 2017
V3.0	April 2017	Reviewed, updated & version controlled	K Coupe & N Jeffreys-Jones	Dropbox.com Website	April 2018
V4.0	June 2018	Reviewed	E Sellers	Dropbox.com Website	June 2020
V5.0	Oct 2018	Included references to forms	K Coupe & E Roberts	Dropbox.com Website	Oct 2020
V6.0	29 Apr 2019	Updated in line with Keeping Children Safe in Education (KCSiE) 2018	K Coupe & E Roberts	Dropbox.com Website	Apr 2021
V7.0	19 Apr 2021	Updated in line with KCSiE 2020. More information on bullying and clarification on when physical intervention is required	K Coupe	Dropbox.com Website	Apr 2023
V8.0	25 Apr 2022	Updated as follows: <ul style="list-style-type: none"> • reference to the Gloucestershire Safeguarding Children Board (GSCB) to Gloucestershire Safeguarding Children Partnership (GSCP); • Keeping Children Safe in Education (Sept 2021) – cyberbullying • inclusion of list of associate policies and procedures as per GCSP Section 175/157 safeguarding audit 2022 	K Coupe & R Burton	Dropbox.com Website	Apr 2024

Statement of Intent

North Nibley Pre-school believes that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

Aim

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

Methods

- We have a named person who has overall responsibility for issues concerning behaviour. The named person is **Rebecca Powell**. Though daily implementing is shared between all staff.
- We require the named person to:
 - keep up-to-date with legislation, research and thinking on promoting positive behaviour and handling children's behaviour;
 - access relevant sources of expertise on handling children's behaviour; and
 - check that all staff have relevant training on handling children's behaviour, and periodically update them on developments via staff meetings.
- We require all staff, committee members, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We require all staff, committee members, volunteers and students to use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development – for example distraction, praise and reward.
- We familiarise new staff, committee members and volunteers with the Pre-school's behaviour management policy and its rules for behaviour.
- We expect all members of North Nibley Pre-school – children, parents, staff, volunteers and students – to keep to the rules, requiring these to be applied consistently.
- We work in partnership with children's parents¹. Parents are regularly informed about their children's behaviour by their key person. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.
- We praise and endorse desirable behaviour such as kindness and willingness to share.

Strategies for children who engage in considerate behaviour

- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of – and respect- those used by members of the Pre-school.
- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- We never send children out of the room by themselves.
- We never use physical punishment, such as smacking² or shaking. Children are never threatened with these.

¹ See also Policy 15 Parental Involvement

² Corporal punishment and smacking are unlawful in all schools and educational settings.

- We do not use techniques intended to single out and humiliate individual children.
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of our Pre-school Leader and are recorded on an Incident Form. A parent is informed on the same day and signs the Incident Book to indicate that he/she has been informed.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes by means of explanations rather than personal blame (children and their parents). These incidents are recorded³.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development – for example by distraction, discussion or by withdrawing the child from the situation.
- Where the setting judges that a child's behaviour presents a serious risk to themselves or others, a robust risk assessment will be written, reviewed regularly and, where relevant, a physical intervention (PI) plan will be included. If a PI plan is anticipated, this will be written and shared with the parents/carers to confirm their agreement. Where any PI has taken place, the setting will record the incident and subsequent actions and report it to the Playleader, Chair of Committee and the child's parents/carers.

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children. Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through. North Nibley Pre-school takes bullying very seriously. Some examples of bullying – noting the age of our children – are:

- Physical: pushing, kicking, hitting, pinching and other forms of violence or threats;
- Verbal: name calling, persistent teasing;
- Emotional: excluding tormenting, ridicule or humiliation;
- Racist: racial taunts or gestures (ie. copying what they have seen an adult do); and
- Social: unwanted physical contact
- Homophobic: any hostile or offensive action against lesbian, gay males or bisexual or those perceived to be these above;
- Cyberbullying: the use of information communication technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

If a child bullies another child or children:

- we intervene to stop the child harming the other child or children;
- we explain to the child doing the bullying why her/his behaviour is inappropriate;
- we give reassurance to the child or children who have been bullied;
- we help the child who has done the bullying to say sorry for her/his actions;
- we make sure that children who bully receive praise when they display acceptable behaviour;
- we do not label children who bully as "bullies";

³ Discrimination and Racial Abuse form

- when children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour; and
- when children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

Child sexual violence and sexual harassment

North Nibley Pre-school takes this form of abuse very seriously. Reports of sexual violence and sexual harassment are likely to be complex and require difficult professional decisions to be made, often quickly and under pressure. Ultimately, any decisions are made on a case-by-case basis, with the designated safeguarding lead (DSL) (or a deputy (DDSL)) taking a leading role and using their professional judgement, supported by other agencies, such as children's social care and the police as required.

The Pre-school's initial response to a report from a child is important. It is essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe. The starting point regarding any report will always be that sexual violence and sexual harassment is not acceptable and will not be tolerated. We recognise that such reports could become part of a statutory assessment by children's social care and/or part of a criminal investigation. We will ensure that:

- a victim will never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment;
- nor will a victim ever be made to feel ashamed for making a report.

Our Safeguarding children and child protection policies, together with those advocated by the Gloucestershire Safeguarding Children Partnership (GSCP) will dictate exactly how reports should be managed. We will follow the guidance outlined in Keeping Children Safe in Education 2018⁴.

When there has been a report of sexual violence, the DSL (or DDSL) will make an immediate risk and needs assessment. The risk assessment will be recorded (written or electronic) and kept under review. At all times, North Nibley Pre-school will be actively considering the risks posed to all their children and putting adequate measures in place to protect them and keep them safe.

The DSL (or DDSL) will ensure they are engaging with children's social care and specialist services as required. Where there has been a report of sexual violence, it is likely that professional risk assessments by social workers and or sexual violence specialists will be required.

As always when concerned about the welfare of a child, all staff will act in the **best interests** of the child. In all cases, North Nibley Pre-school will follow the general safeguarding principles as set in Keeping Children Safe in Education 2018. Immediate consideration will be given as to how best to support and protect the victim and the alleged perpetrator (and any other children involved/impacted).

Early Help

North Nibley Pre-school may decide that the children involved do not require statutory interventions, but may benefit from early help. Early help means providing support as soon as a problem emerges, at any point in a child's life. Providing early help is more effective in

⁴ Part 5: Child on child sexual violence and sexual harassment

promoting the welfare of children than reacting later. Early help can be particularly useful to address non-violent harmful sexual behaviour and may prevent escalation of sexual violence. For more information on this see Policy 4 Safeguarding Children and Child Protection.

Further guidance

- Special Educational Needs and Disability Code of Practice: 0 to 25 years (updated May 2015).
- Prevent Duty (Home Office – March 2016).
- Keeping Children Safe in Education 2021
- www.gloucestershire.gov.uk re [Early Help](#)

Associated policies and procedures

- No 4 : safeguarding children and child protection