**Managing Agression and Challenging Behaviour – including bullying**

**Behaviour Management Policy**

**Statement Of Intent**

Maine Integrated Playgroup believe that children and adults flourish best in an environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self discipline and self esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

* Boundaries governing the behaviour of children will be discussed and agreed within the playgroup and explained to all newcomers, both adults and children.
* All staff in the playgroup will ensure that boundaries are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
* All staff will try to provide a positive model for the children with regard to friendliness, care and courtesy.
* Staff in the playgroup will praise and encourage positive behaviour such as kindness and willingness to share.
* Staff will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
* Staff will approach children at their physical level and make eye contact with the child.
* Children will be spoken to in a quiet assertive tone of voice.
* Staff will take time to listen to children’s ideas and thoughts and strive to treat children with equal concern thus avoiding children being labelled which can lead to a negative image.

When children behave in unacceptable ways:

* Physical punishment such as smacking or shaking will be neither used nor threatened.
* Children will never be sent out of the room.
* Techniques intended to single children out and humiliate individual children such as the ‘naughty chair’ will not be used.
* Children who misbehave will be given one to one adult support in seeing what was wrong and working towards a better pattern.
* Distraction or diversion techniques may be used. However it is important to remember that this is not a solution to the problem and that children need to understand what is and is not acceptable behaviour.
* If a child continues to be disruptive and display inappropriate behaviour they may be asked to come away from activities and sit down for a short time until they have calmed down and understand why this ‘time out’ has been necessary.

**Goals**

* Children are encouraged to use the equipment properly to ensure their safety.
* Children are encouraged to take turns and to show consideration to each other.
* Children are encouraged to make friends and make new children feel welcome
* Children are encouraged to wash their hands after using the toilet and before snack time
* Children are encouraged to become independent at snack time, for example, pour own milk/water and butter own toast.
* Children are encouraged to be responsible for the playroom.

**Boundaries**

* Children are discouraged from acts of undesirable behaviour.
* Children are discouraged from acts of verbal abuse
* Children are discouraged from running within the playroom
* Children are discouraged from throwing sand or water.
* Children are discouraged from destroying play equipment.

**Undesirable behaviour**

* Hitting, spitting, kicking, pushing or any other physically aggressive behaviour which causes distress to other children.
* Name calling, racist or sectarian remarks, or swearing.

**Goals and Boundaries are achieved by / through:-**

* Positive and consistent role modelling by adults- both in their language and behaviour.
* Consistency of routines
* Sufficient equipment to avoid conflict.
* Observing children’s behaviour and noting antecedents to plan for early intervention
* Encouraging and rewarding positive aspects of children’s behaviour.

N.B. A naughty chair will never be used as this can cause humiliation to a child and affect their self worth.

* In cases of challenging behaviour, such as racial or other abuse, the leader will discuss with the staff team how to manage the behaviour and plan how to address the problem in a positive and supportive way. The leader will discuss the matter with the child’s parent/carer and record incident and action to be taken. This information will be kept in the child’s file.

N.B. Advice on handling challenging behaviour can be sought from the Early Years Specialist.

* Parents will be kept informed of any inappropriate behaviour and any measures taken by staff to address it. The parents will be involved in this process should it be ongoing behavioural difficulty.
* In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
* Staff will not shout or raise their voices in a threatening way.
* Staff in the playgroup will make themselves aware of and respect other cultures.
* All behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children’s level of understanding and maturity.
* Recurring problems will be tackled by the whole playgroup team in partnership with the child’s parents. Objective observation records will be used to establish an understanding of the cause.
* Staff will be aware that some kinds of behaviour may arise from a child’s additional needs.
* Staff will monitor children’s behaviour on a daily basis. When all avenues have been exhausted the group will meet with the parents to discuss their child’s behaviour and it may be agreed between parents and staff that this group is not the most suitable for your child.

Definition of aggressive intimidating behaviour

“The wilful conscious desire to hurt, threaten or frightened someone”

                                                                             (Tattum and Herbert 2000)

Intimidating aggressive behaviour is highly distressing and damaging for children, and will not be tolerated in the playgroup. Any complaint by parent/carer that their child is, or may be suffering from intimidating aggressive behaviour will be fully investigated by the designated member of the staff for child protection.

**This policy has been adopted by the playgroup committee at a meeting on**

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**Witnessed by ­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Playgroup Leader)**

**Witnessed by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Position on committee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**