

10. Behaviour

At Melbourn Playgroup and Out of School club our aim is to provide an environment where all children are valued and respected and which enables them to learn, feel safe and fulfil their potential.

To achieve this aim, we expect all staff:

- ✚ To be welcoming and inclusive
- ✚ To promote equality of opportunity
- ✚ To treat children as individuals
- ✚ To have a clear and consistent approach to behaviour
- ✚ To develop good relationships with the children and parents
- ✚ To keep themselves up-to-date with legislation, research and thinking on promoting positive behaviour

Promoting Positive Behaviour

At Melbourn Playgroup and Out of School club we believe it is extremely important to promote positive behaviour. We want children to learn to behave through positive experiences which promote positive feelings.

We ensure that staff do this by:

- Role modelling expected behaviour
- Ensuring there are clear routines and expectations
- Being consistent
- Using positive reinforcement
- Giving feedback and recognition
- Using a restorative approach
- Working in partnerships with parents
- Providing the children with positive experiences

Supporting children

If children need further support with their behaviour the following strategies may be used:

- Giving children limited choices
- Distraction
- Using logical consequences
- Using reflection, repair and restore

Challenging Behaviour

If normal practice is not working to manage the behaviour of an individual child, we will use the following additional ways to help support that child.

- Regular meetings with parents, Senco and any other settings attended.
- Use of all or some of the following tools to understand the child and the behaviour and to plan the best approach for that child:
 - Supporting positive behaviour plan
 - Risk assessments
 - ABCC forms
 - Roots and shoots
 - Anxiety mapping
 - Individual child plans
 - Home/setting communication book
- The setting alongside the parents may seek professional support through the EHA (Early Help Assessment) process.
- The setting will offer support to the parents, child and staff.
- The setting will ensure all staff and parents of the child are aware of any plans put in place to ensure consistency of approach.
- If it is felt the child may be a danger to other children or property the child who is presenting challenging behaviour may be guided into another room/area. Alternatively, the other children in the setting can be taken into another area to allow the child to calm down safely. In this

circumstance two adults will always be present with the child in the room or area and they will never be left on their own.

- In extreme cases, where all reasonable approaches have been tried, or where the safety of the child, other children, or staff cannot be ensured, exclusion may be considered.

Physical Intervention

In extreme circumstances there may be occasions when physical intervention may be necessary. Any intervention needs to be proportional to the situation and will need to be recorded afterwards and parents informed. This sort of intervention will only be used as a last resort and any alternative strategies should be considered first.

Only in the following situations would physical intervention be considered:

- when a child may harm themselves
- when a child may harm others.

Bullying

If a child bullies another child or children:

- we show the children who have been bullied that we are able to listen to their concerns and act upon them;
- we intervene to stop the child who is allegedly bullying from harming the other child or children;
- we explain to the child doing the bullying why her/his behaviour is not acceptable;
- we do not label children who bully as 'bullies';
- we recognise that children who bully may be experiencing bullying themselves, or be subject to abuse or other circumstance causing them to express their anger in negative ways towards others;
- we discuss what has happened with the parents of the child who did the bullying and work out with them a plan for handling the child's behaviour; and
- we share what has happened with the parents of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.
- Staff will ensure confidentiality when discussing bullying issues.

- Victims of bullying will receive regular contact from their key worker after the incident in order to provide pastoral support.

This policy was adopted at a meeting of	Melbourn Playgroup and Out of School Club CIO Management Committee
Held on	25/02/19
Date to be reviewed	2019/20 cycle
Signed on behalf of the management committee	
Name of signatory	Lisa Bamber & Jane Shepherd
Role of signatory (e.g. chair/owner)	Co-chairs