

Busy Bees Behaviour Policy

(Cross reference to Child Protection Policy, SEND Policy, Key Person and Partnership with Parents/Carers Policy, Children in Care and Looked After Children Policy, Staff Supervision Policy, Staff Behaviour Policy, Equality of Opportunities and Diversity Policy, Confidentiality Policy)

Our Manager (Hailie Sturt) is responsible for Behaviour Management.

Busy Bees Playgroup believes that everyone has the right to enjoy their session without fear of being hurt or unfairly restricted by anyone else. We ensure every child is aware of the boundaries and rules that should be followed. Staff support the children, and ensure every child is listened to and understands who they can turn to for help.

We aim to provide an environment that promotes acceptable behaviour and where children can learn to respect themselves, other people and the environment and equipment. We believe that promoting positive behaviour is important within our community, as it leads to social and moral acceptance and helps children form relationships, have self-esteem, personal pride and a positive outlook.

Through play-based activities children are encouraged to talk about feelings and to know how to react to other children who are hurting them or being unkind. We use everyday interactions during play and times such as tidy up time and meal times as opportunities to promote positive behaviour.

Busy Bees staff, volunteers and students are required to model appropriate behaviour and to treat each other and the children with friendliness, care and courtesy. All staff are required to consistently use positive strategies for managing children's behaviour, and to find ways to help children resolve their difficulties appropriate to the child's age and stage of development. We recognise that codes for interacting with other people may vary between cultures and ensure these are respected and valued. We familiarise new staff, students, volunteers and parents/carers with our behaviour policy and its guidelines for behaviour.

Busy Bees staff praise acceptable behaviour, such as kindness to others, good listening, playing nicely together, helping to tidy up, walking inside and a willingness to share. Our 'Busy Bees Golden rules' are simple and clear and are used to give the children clear understanding of the behaviour that we aim to promote at Playgroup. Parents are asked to support and respect these rules to give consistency to the children. Pictures of the simple rules are displayed and drawn to children's attention when necessary. Immediate rewards

in the form of verbal praise and a star or sticker are given to the children when they show understanding and follow the Golden rules.

Unacceptable behaviour includes spitting, scratching, hitting, pushing, bad language, pinching, biting, and deliberately spoiling the toys. Parents/carers will be informed of any serious and repeated unacceptable behaviour and a plan to change the behaviour will be discussed with the parents/carers and implemented. Busy Bees will not bring every misdemeanour to parents/carers' attention. It is important for children to learn to manage and control minor conflicts. Staff will use observations to assess potential triggers or reasons why a child is behaving inappropriately. It is made clear that it is the behaviour and not the child that is unacceptable. Following the observations, plans are then put in place to support the child, and we will review our practice to see if any changes to the routine, layout of the room, investment in new equipment or resources, or specialist staff training will be required.

Positive guidance will be used, such as intervention, anticipation and elimination of potential problems and triggers. Children will be encouraged to seek out an adult to resolve conflicts and not inflict revenge. Consequences for young children must be immediate and relatively short, such as being moved to another area of play while they calm down. Busy Bees staff endeavour to use positive language always and to explain why certain behaviour is not acceptable (for example throwing the sand – hurts other children, makes the floor slippery). Terms such as 'naughty' and 'bully' should not be used. In cases of misbehaviour staff will go over to the child to discuss their behaviour. However, if there is an immediate danger, they may be required to shout across to the child.

If it is necessary to remove a child from a situation because they have persistently hurt another child or deliberately damaged equipment or spoilt another child's activity, a staff member will take the child to another area and talk through the problem and engage the child in another activity. Physical intervention may need to be taken for averting immediate danger or personal injury to any person, including the child or to manage the child's behaviour if necessary. On occasions where physical intervention is used, parents/carers will be informed on the same day, or as soon as reasonably practicable. All situations will be logged on a Behaviour Sanctions Form. If any physical intervention were to leave a mark on a child, the incident will be recorded on an accident or incident form and parents/carers will be asked to sign that they have been told about the incident. Busy Bees will inform the LADO and follow any advice given.

Staff will attend courses to help understand difficult behaviour and if necessary the Special Needs Co-ordinator will draw up a My Plan with the parents/carers and seek outside guidance if required. We will work with the parents always to improve the situation, this may include cutting the child's sessions to just mornings to help manage the child's

behaviour. If in very rare circumstances a child's behaviour becomes such that Busy Bees cannot support the child any more, then child's parents/carers will be asked to make alternative arrangements. Likewise, if a parent/carer is unable to accept our policies and procedures it will be suggested that they may wish to look for a different setting.

Parents/carers staying for a session or helping on walks etc must refer unacceptable behaviour problems to staff and are asked to be confidential and not discuss behaviour or difficulties of children with other parents/carers. Behaviour witnessed on one day may not be the normal behaviour for a child. If we have concerns of any nature we will discuss it with the parent/carer involved and they should not hear it from anyone else.

Bullying We are open to the possibility that instances of peer to peer abuse can occur and will deal with such instances in-line with this policy and our Child Protection Procedures. Bullying involves the persistent physical, emotional or verbal abuse of another child or children.

If a child bullies another child or children, we will:

- Intervene to stop the child harming the other child or children.
- Explain to the child doing the bullying why his/her behaviour is unacceptable.
- Give reassurance to the child or children being bullied.
- Make sure the child who has done the bullying receives praise when they display more acceptable behaviour. When a child has been bullied we will discuss with the parents/carers what has happened and work out a plan with them for handling behaviour.