

PROMOTING POSITIVE BEHAVIOUR



Rackheath Bombers Pre-school aims to promote acceptable behaviour and respect for others. Staff are aware of their influence as role models and therefore promote positive behaviour and mutual respect at all times. Volunteers and students are also expected to set good examples. In the event of what may be considered unacceptable behaviour staff must never resort to physical punishments, or the threat of them. Adults do not use physical restraint unless necessary to prevent physical injury to the child, other children, adults or serious damage to property. Any such occurrence should be recorded in the incident book and reported to parents/carers on collection of the child.

All adults should have a consistent approach to behaviour. There should be clear rules of acceptable and unacceptable behaviour, which the children are able to understand. Staff consult with children about rules and explain why they are needed. Examples of acceptable behaviour would be showing care and consideration for others and equipment and complying with safety rules. It is essential that good behaviour receives praise and that each child is treated as an individual, taking into account their level of understanding and maturity. All staff and helpers use scripts with the children to keep consistency, for example: "Kind hands, Walking feet, take turns, kind words."

Unacceptable behaviour is challenged while preserving the child's self-esteem. Staff focus on the behaviour that needs to be changed rather than criticising the child themselves. Examples of unacceptable behaviour would be aggression to others, deliberate damage to property and targeting of a child. When dealing with unacceptable behaviour staff should use early intervention and distraction techniques such as redirection to a different toy or activity. They should also explain why the behaviour is unacceptable and help children resolve conflict by finding appropriate solutions. Staff should inform the parent/carer of any behavioural problems at the earliest opportunity and the situation monitored.

The behaviour coordinator will put a behaviour tracker and regular review meetings in place with the parent/carer along with the child's key person. It may be depending upon the behaviour and the time of day the behaviour occurs that a child's hours are reviewed to get the best possible outcome for the child. If, after applying the usual strategies there is no improvement, staff will consult with the parents/carers and work with the school and other outside agencies to further support the needs of the child.

Pre-school staff are all asked to attend 'Step On' training which is a positive behaviour management course. A refresher course is then regularly attended by the behaviour coordinator who will feedback any updates to staff.

Rackheath Bombers will identify a member of staff to have responsibility for Promoting Positive Behaviour. This position is currently held by Danielle Webb.