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Charity ref: 1147389  
Ofsted: EY457353

## **Behaviour Management Policy**

### **Statement of Intent**

The Children's Ark believes that children behave best when their personal, social, emotional needs are met and when there are clear and developmentally appropriate expectations for their behaviour.

### **Aim**

We aim to teach children to have consideration for others and understand their needs and rights. These principles are part of the Early Years Foundation Stage.

### **Methods**

- The manager has overall responsibility for behaviour, with Deputy/Lead Practitioners and Pre-school leader taking responsibility in his/her absence.
- All staff, volunteers, students and parents who are visiting or helping at the Ark are required to provide a model of considerate and positive behaviour and are informed of our policy at induction.
- Older children, dependent on levels of understanding are consulted about rules for the Ark and are taught to set and use rules themselves. Younger ones are taught the rules through pictures, role modelling and the use of persona dolls and puppets.
- Parents are informed of the Ark's behaviour policy through the prospectus, through newsletters and on the parents' information sheet.
- We work in partnership with parents to address recurring inconsiderate behaviour. We may refer the child to the Senior Locality Senco if necessary, with the agreement of the parents.
- Staff are required to find positive ways of addressing inconsiderate behaviour. The approach to doing this will of course vary according to the child's developmental level. Children are helped to see the consequences of

what they have done, recognise how they and others are feeling, and find better ways to deal with the situation. Staff are calm and patient and may need to offer comfort to children with intense emotions.

- Children are frequently acknowledged and praised for thoughtful, caring and considerate behaviour. We aim to develop children's feelings of self esteem, confidence and competence.
- Shouting in a threatening way, physical or humiliating punishment is never used, nor are children threatened with these.
- We use physical restraint such as holding the child, only to prevent physical injury or serious damage to property.
- If an incident occurs where injury or damage occurs, parents are informed at the end of the session and will be asked to sign the incident record book.

## **Bullying**

We take bullying very seriously. It is not accepted by the Children's Ark when it is caused by children, staff, parents or any other adult in the group. Bullying involves the *persistent* physical or verbal abuse of another person. It is characterised by a premeditated *intent* to hurt and an *awareness* of the impact of the bullying behaviour. As such, bullying is unlikely to occur in children who are at a developmental stage below that of a typical five year old.

However, if concerns about children are brought to our attention:

- Staff will discuss ways of supporting all those involved. These will probably include close observations of children involved.
- Parents will be informed as to what action staff intend to take.
- Close monitoring of the effectiveness of these actions will take place.
- If actions are not effective and/or parents are still concerned, separate meetings will be arranged with parents to discuss next steps. All meetings will be minuted, and the leader or manager, and a committee member will be present.
- If the situation still cannot be resolved, advice will be sought from other professionals

This policy was adopted at a staff meeting of The Children's Ark:

Signed.....

Print Name.....

Dated.....

And at The Children's Ark committee meeting:

Signed by chairperson..... Print Name.....

Dated.....

Date of review.....