

Stower Vale Pre-School

BEHAVIOUR POLICY

Stower Vale Pre-School has simple rules and guidelines to support good behaviour in the setting. These are dependent on staff acting as good role models at all times and being consistent and fair in their approach to children.

Expectations of behaviour are appropriate to the age and stage of development of the child. Opportunities are taken throughout the day to promote children's sense of self-worth through giving attention and praise.

Instructions given to children are simple and clear and explanations are always given of why something should be done. The setting has a set of 'Golden Rules' which are displayed in photographic & word form for the children to clearly understand & be involved in making. Negative language is avoided as far as possible but, when behaviour is unacceptable, it is made clear to the child that it is the behaviour and not the child that is disapproved of.

If any child appears to have a persistent behaviour problem, it will be investigated fully and recorded in the child's records to help determine the cause and to put in place strategies to address the problem. Parents will be fully involved in this process. Any specific incidents will be recorded in the Incident Book, which the parents will be asked to sign.

Corporal punishment will not be administered at any time by staff or parents/carers on the premises.

Children will be removed from the situation that is causing the problem and talked to calmly about their behaviour by a member of staff.

Unacceptable behaviour includes: Kicking, hitting, pinching, biting, punching, spitting, hair pulling, throwing, snatching, threatening behaviour and bad or hurtful language.

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (including cyber-bullying via text messages or the internet). It might be motivated by actual differences between children, or perceived differences. There are several different types of bullying:

Emotional

Ignoring, excluding, tormenting, e.g. hiding books, threatening gestures being deliberately unkind, laughing to cause distress, humiliating, making someone do something they do not want to do.

Verbal

Name-calling, teasing, writing unkind notes, sarcasm, spreading rumours, swearing.

Physical

Hitting, kicking, pushing, punching or any use of violence, taking or hiding belongings, deliberately damaging work or possessions, chairs, books, property etc, extortion, unwanted physical contact.

Racist

Taunts, gestures relating to race, religion or culture.

Sexual / Sexist

Unwanted physical contact or sexually abusive / offensive comments. This may be characterised by name calling, comments about appearance. Making comments of a sexist nature. Homophobic because of, or focusing on, the issue of sexual orientation.

Disability

Incidents relating to special educational needs (SEN) or disabilities (SEND). Incidents relating to appearance or specific health conditions can also be included.

Cyber

All areas of the internet, such as email and misuse of internet chat rooms and social network websites. Threats using mobile technology by text messaging and calls. Misuse of associated technology, i.e. camera and video footage. Bullying is not: One-off incidents of name calling, exclusion, physical harm, etc.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults at school and home should be aware of these possible signs and that they should investigate if a child:

is unwilling to go to school

- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- comes home with clothes torn
- has possessions which are damaged
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

All staff will respond calmly and consistently to all allegations and incidents of bullying in the setting. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved, both victim and bully, whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

Incidents will be reported to the Playleader in the first instance who will follow Safeguarding procedures along with the setting's DSO.

If the incident refers to staff or management, in the first instance the Playleader should be spoken to or the Committee Chairperson should it involve the Playleader/manager. The Disciplinary and Grievance Policy will be followed should it be needed.

BEING SEEN TO TAKE ACTION IS AS IMPORTANT AS TAKING ACTION – SILENCE AND SECRECY NURTURE BULLYING.

Linked Policies

Disciplinary and Grievance Policy
Safeguarding Children
Acceptable Use Policy
Internet Policy
Misuse Policy