



St. Michael's Children's Centre  
Behaviour Management Policy

**AIM STATEMENT**

We provide a safe, supportive Christian environment for all the community, where we work together to be successful learners.

**‘Together we succeed’**

St. Michael's Children's Centre believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

We encourage children to behave in socially acceptable ways and to understand the needs and rights of others. We do this by ensuring that all adults working in the Centre are familiar with our behaviour management policy/procedures. This policy applies to all activities and services provided by the Centre and by partners using the Centre.

All adults including staff, volunteers, students and partners are required to:

- Promote positive behaviour by being positive role models by:
  - Using praise for good behaviour
  - Being consistent and giving the same response
  - Communicating with other staff, children and parents
- We work in partnership with parents to promote positive behaviour management strategies and techniques by providing advice and support, parenting programmes such as the Nurturing Programme or the Tripple P (Positive Parenting Programme) and by being good role models.

Unacceptable behaviour needs to be addressed using the following techniques:

- We require all adults to use positive strategies for handling any unacceptable behaviour, by helping children find solutions in ways which are appropriate for their ages and stages of development.
- We praise considerate behaviour such as kindness and willingness to share.
- We support each child in developing self esteem, confidence and feelings of competence.
- We avoid creating situations in which children receive adult attention only in return for unacceptable behaviour.
- When children behave in unacceptable ways, we help them to understand the outcomes of their actions and support them in learning how to cope more appropriately.
- We use positive language when dealing with unacceptable behaviour e.g. "Can you walk?" rather than, "Don't run." At all times we use a quiet voice in response to unacceptable behaviour.
- We use physical restraint, such as holding, only to prevent physical injury to children or adults and/or serious damage to property.
- Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the Centre Manager. The child's parent is informed on the same day.
- We do not shout or raise our voices in a threatening way to respond to unacceptable behaviour.

Children under three years

- When children under three behave in unacceptable ways, we recognise that strategies for supporting them will need to be developmentally appropriate and differ from those for older children.
- We recognise that very young children are often unable to regulate their own emotions, such as fear, anger or distress, and require sensitive responses to this.

#### Rough and tumble play and fantasy aggression

Young children often engage in play that has aggressive themes - such as superhero and weapon play; some children appear pre-occupied with these themes, but their behaviour is not necessarily a precursor to hurtful behaviour.

- We recognise that rough and tumble play is normal for young children and acceptable within limits. We regard these kinds of play as pro-social.
- We will develop strategies to contain play that are agreed with the children, and understood by them, with acceptable behavioural boundaries to ensure children are not hurt.

#### Bullying

Bullying is characterised by intent to hurt, often planned, and accompanied by an awareness of the impact of the bullying behaviour.

If a child bullies another child or children:

- we help the child who has carried out the bullying to recognise the impact of their actions and that this behaviour is not acceptable;
- we discuss what has happened with parents and work out with them a plan for handling the child's behaviour;
- 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.

#### WE AIM

To promote good behaviour by being positive role models, playing with the children and practising good behaviour.

Staff need to:

- ◆ Be positive.
- ◆ Praise good behaviour.
- ◆ Be consistent and give the same response.
- ◆ Communicate with other staff, children and parents.

**Positive behaviour will be acknowledged at all times.  
This Policy will be reviewed every 2 years**

Updated January 2015

Review Date January 2017