



BEHAVIOUR POLICY FOR CHILDREN AND PARENTS

At Fusion Pre-School Southdown we want all our children and staff to enjoy a safe, happy and supportive environment. Fusion Pre-School Southdown is committed to promoting an atmosphere within the club that is based on mutual respect between parents/carers, staff and children. We will promote consistent and positive behaviour throughout the setting so that everyone can enjoy themselves and feel safe and happy.

We believe that children's development and learning will flourish best when their personal, social and emotional needs are understood, supported and met as well as where there are consistent, clear, fair and developmentally appropriate expectations for behaviour.

As children develop, they learn about boundaries, the difference between right and wrong, to consider the views, needs and feelings of others and to consider the impact that their behaviour may have on other people and their environment. To support the development of these skills, staff will encourage and model appropriate behaviours and offer interventions and support when children struggle with conflict and emotional situations.

In order to manage children's behaviour in an appropriate way all staff adhere to the Statutory Framework for The Early Years Foundation Stage (2021) guidance relating to 'Managing Behaviour' whilst consistently applying strategies outlined by the Hertfordshire TABS Training.

Staff will respect children as individuals and children are encouraged to understand that they are accountable for their own behaviour. It is important that children understand the expected standards of behaviour.

We promote efficient communication between parents/carers and children. It is inevitable that as children develop and learn, there are times when some may need more support and guidance than others when their behaviour is not acceptable. Ultimately, we aim to manage behaviour using clear, consistent and positive strategies.

Fusion's designated members of Staff responsible for Behaviour Management is **REBECCA WILKINS and SHAHEDA QUIUM (SENCO)**

Supporting positive behaviour.

Staff recognise and celebrate positive behaviour; supporting children as they develop an understanding that positive behaviour can be rewarding in itself and bring about positive experiences and feelings in others.

We support and encourage the children's positive behaviour by:

- Providing and encouraging positive relationships with adults and peers.
- Modelling positive behaviours.
- Providing routine, structure and clear, consistent boundaries.
- Acknowledging and celebrating success.

Strategies:

- **Relationships** - Having positive relationships with children and acting in a consistent and fair manner is the most effective way of ensuring a positive and engaging learning environment.
- **Modelling** - Using words and actions that demonstrate the responses we are trying to encourage in children.
- **Consistency** - Working out the best way to support each individual child and ensuring that approaches to that child are consistent.
- **Scripts and Routines** - Staff use agreed words and actions which are most effective in achieving the desired outcome for an individual child. Staff always use visuals, signing, real objects and simple repetitive language to support children's speech, language and communication difficulties.
- **Positive Phrasing** - Disempowering challenging behaviour by offering positive phrasing, limited choices and appropriate consequences.
- **Planning Ahead** - Ensuring that responses to likely negative behaviour are planned in advance to ensure that staff are aware of what to do and are not taken by surprise.

Any incidents of a serious nature, such as racial abuse, inappropriate language and bullying will be challenged immediately and dealt with. The serious nature of the incident will be recorded. The parent/carer will be informed and asked to countersign. If further action is necessary, this will be agreed and discussed with the child and parent/carer and recorded.

If any child/ren at Fusion has an IEP (Individual Educational Plan) we will support this and use specific strategies for the child/ren.

Aggressive/ Unacceptable/ Inappropriate Behaviour- Fusion Pre-School Southdown does not tolerate from any person, whether a parent/ carer or visitor: bullying; aggressive, confrontational or threatening behaviour; or behaviour intended to result in conflict. Fusion Pre-School Southdown is a place of safety and security for the children who attend and for the staff who work here.

Unacceptable behaviour from Parents/Carers:

Unacceptable behaviour includes, but is not limited to, the following:

- Shouting at members of staff, whether in person or over the telephone
- Physically intimidating a member of staff, eg standing too close or blocking their exit
- Using aggressive or abusive hand gestures, eg shaking a fist towards another person
- Any other threatening behaviour, both physical and verbal
- Swearing
- Physical violence: pushing, hitting, slapping, punching or kicking
- Spitting
- Racist or sexist or otherwise abusive comments.

At Fusion we do not tolerate such behaviour whether it is directed at the staff or at any of the children in our care.

Procedure- If a parent/carer or member of the public behaves in an unacceptable way towards a member of staff or a child attending Fusion Pre-School Southdown, we will take the following steps:

- In order to ensure the safety of the children and to limit possible distress, we will remove them from the vicinity of the incident.
- The Leader or member of staff will seek to resolve the situation through calm discussion.
- If the individual wishes to make a complaint we will encourage them to follow our Complaints Procedure, or to complain directly to Ofsted if they so choose.
- If the individual continues to behave in an aggressive and intimidating manner, we will insist that they calm down or leave the premises immediately.
- If the individual refuses to calm down or leave the premises, the Leader will contact the police without delay.

When the immediate incident has been resolved, the Leader and staff involved will complete an incident form and the Leader will decide whether it is appropriate to ban the individual from the premises for a period of time. The decision will consider both the seriousness of the incident and whether the individual has behaved aggressively before. If we decide that a ban is appropriate, we will write to the individual concerned to inform them of the reasons for the ban and its duration.

Physical Intervention/Restraint- Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. If a member of staff need to physically restrain a child, there will always be 2 members of staff present and the Leader will be notified immediately, and an Incident Form completed. The Incident will be discussed with the parent/carer as soon as possible.

If staff are not confident about their ability to contain a situation, they should call the Leader or in extreme cases, the Police. If needed, we will call the parents to collect if children or staff are in significant danger and harm.

All serious incidents will be recorded in an Incident Report and kept on file. This may build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our **Safeguarding Policy**.

Anti-Bullying- Fusion provides a supportive, caring and safe environment in which all children are free from the fear of being bullied. Bullying of any form is not tolerated at Fusion, whether carried out by a child or an adult. Staff, children and parents/ carers will be made aware of Fusion’s position on bullying.

Bullying behaviour is unacceptable in any form. Bullying is persistent and targeted negative behaviour between children. Bullying can include physical intimidation, verbal and emotional, psychological, abuse and threats.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.

Psychological: Behaviour likely to create a sense of fear or anxiety in another person.

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel ‘left out’ of a game or activity, passing notes about others or making fun of another person.

Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person’s appearance.

Racial harassment: can take any of the forms of bullying listed above but is motivated by the victim’s colour, race, nationality, or ethnic or national origins.

All Staff at Fusion Pre-School Southdown recognise the difference in bullying and normal play that often has elements of the above.

Adopted on:	Last reviewed on:	Reviewed on:	Next review Date:
20/07/2022	N/A	N/A	July 2023
<i>Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements: Introduction [3.2] Managing behaviour [3.50-3.54] and Child Protection [3.7].</i>			
Signed and approved:	Fusion Pre-School Southdown		