

Behaviour Policy

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. There is a designated 'behaviour management' member of staff who supports our team when operating within this policy – namely our Childcare Manager.

We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.



In order to achieve this:

- ☺ All adults provide a positive model for the children with regard to friendliness, care and courtesy and to offer strategies for handling any conflict.
- ☺ Rules governing the conduct of the group and behaviour of the children are discussed and agreed within the Ark and explained to all newcomers, both adults and children.
- ☺ All adults at The Ark ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- ☺ Adults at The Ark praise and endorse desirable behaviour such as kindness and willingness to share. We operate age appropriate reward systems to recognise both group and individual positive behaviour and highlight any particular role models.
- ☺ As part of induction training for all staff, the ideas and philosophies regarding a positive approach to the behaviour of children will ensure that all staff encourage praise and enthusiasm from all children and each other. This is achieved through emphasising the importance of praise in order to encourage positive behaviour in both adults and children.
- ☺ We take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour



When children behave in unacceptable ways:

- ☺ They are given one to one adult support in seeing what is wrong and how to cope more appropriately. Where appropriate this might be accomplished by a period of 'thinking time' with an adult.
- ☺ Children are never be sent out of the room by themselves.
- ☺ Physical punishment, such as smacking or shaking, is never used or threatened.
- ☺ Techniques intended to single out and humiliate children such as the 'naughty corner' are not used.
- ☺ Physical restraint, such as holding, will be used only to prevent physical injury to children or adult and/or serious damage to property. Any significant event of this sort will be recorded, and the parent informed the same day.
- ☺ In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.
- ☺ In any case of misbehaviour, it is always made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- ☺ Bullying or behaviour that involves physical or mental intimidation is not tolerated and the situation will be actively addressed.
- ☺ Adults do not shout, or raise their voices in a threatening way.
- ☺ Adults at the Ark make themselves aware of, and respect a range of cultural expectation regarding interactions between people.
- ☺ Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
- ☺ Recurring problems will be tackled by everyone at the Ark, using objective observation records to establish an understanding of the cause. Staff at The Ark work closely with parents/carers to ensure a consistent approach to each situation.
- ☺ Adults are aware that some kinds of behaviour may arise from a child's special needs.