

NAME OF POLICY:

**MANAGING BEHAVIOUR INCLUDING MANAGING AGGRESSION AND CHALLENGING BEHAVIOUR INCLUDING BULLYING.**

**Name of Setting: Montessori Pre School Helen's Bay**

**Overall Aim of Statement:**

We believe that children and adults develop best in a kind, safe and nurturing 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. 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. A child's stage of development and individual needs will be considered when managing behaviour.

**Specific Objectives/Statement and Procedures:**

The aim of Montessori Helen's Bay is to encourage a strong committed professional team of staff who work together well in harmony to provide good quality child care and education for the children attending. Staff are expected to be positive role models for the children.

In our Pre school we believe that children should have the freedom to explore and develop their learning without fear of being hurt or hindered by anyone. If a child is having difficulty settling in during an activity they will be quietly be asked to choose another activity. Physical punishment will never be used or threatened. Adults will not raise their voice in a threatening way. Any behaviour that indicates or causes problems will be monitored and observed and we will try to sort out the issues by having regular staff meetings and observation notes. If necessary we will invite the parent/carer in for an informal chat and work on a plan to support the child.

Our good practice guidelines (pinned to the noticeboard and gone through with staff at induction) include techniques such as "distraction" "jolly along" and explaining to the children how we would like them to behave.

Staff understand the need to speak to the children in a kind respectful manner if they wish the same in return. We refrain from shouting across the room.

Each child must be kept occupied and engaged with exercises that are short, interesting and achievable.

## **Policy: Anti Bullying**

### **Overall Aim of Statement**

We believe that children and adults develop 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. 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.

### **Specific Objectives**

We strongly believe that our school should be a happy place for children and adults and that no one should have their time with us spoilt by the words and/or actions of another. Through our policy and practice we intend to ensure that all members of our school community understand that:

No form of bullying is acceptable

Everyone should report incidents of bullying, including witnesses

We will support victims of bullying

We will explain to those bullying the consequences of their actions and help them modify their behaviour

We respond to incidents calmly and without aggression thus avoiding reinforcing the message that it is alright to bully if you have power

We seek staff, parental and peer group support to counter bullying at all times.

We will always listen

### **Preventing Bullying**

We recognise that there are times of the day when instances of bullying are more likely to occur such as during free play or outdoor play. All supervising staff are made aware of our policy of the procedures to follow and of the need for vigilance. In addition to this, all members of our school are encouraged to speak out against bullying, including reporting incidents they may have overheard or witnessed.

### **Support.**

We understand that children need to be supported in developing skills through the curriculum to cope with future situations. Children who are being bullied may display any of the following characteristics: sensitivity, low self esteem, passivity, timidity and or clumsiness. They may look 'different', have poorer social skills or may be affected by parental attitude. However a 'different' child who is independent and confident may not experience any difficulties.

In offering Support, we:

- Always listen
- Give support through helping them develop coping strategies
- Encourage them to speak out and tell an adult what has happened
- Encourage co-operative activities with other children
- Aim to develop self esteem and confidence
- Reassure them they have our support and that it is not their fault
- Inform/Involve other staff and or parents and carers
- All nursery adults take reports /incidents of bullying seriously
- Respond calmly and taking action as quickly as possible to establish exactly what has happened by listening to and talking with those involved.
- Depending on the severity of the incident, we may use some/all of the following strategies:
- Comfort, support and reassure the victim
- Encourage empathy with the victim from the bully
- Make it clear to the bully what was wrong with the behaviour and why
- Encourage the bully to try to make amends
- Inform parents and carers
- Record specific dated incidents in individual children's records
- Share concerns at a whole staff meeting.

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