

LITTLE SPONGES MONTESSORI

BEHAVIOUR MANAGEMENT

At LITTLE SPONGES MONTESSORI, we aim to work with the children to enable them to develop self-discipline and self-esteem in a safe environment of mutual respect and encouragement. We promote positive behavior and have developed strategies for dealing with unwanted behaviour. We work closely with parents to support children who may be demonstrating unwanted behavior, sharing strategies and providing additional one-to-one time for the child if they are in need of extra emotional support.

The Head of LITTLE SPONGES MONTESSORI is the named person for the management of Behaviour.

To promote positive behaviour we have implemented the following:

- We have developed some simple rules for the setting called HOUSE RULES. These are explained to everyone and the children are involved in helping to agree rules wherever possible
- A poster displaying the rules is displayed.
- All adults in the setting ensure that the rules are applied consistently, so that children have the security of knowing what to expect and learning right from wrong.
- POSITIVE LANGUAGE is always used when addressing the children.
- All staff tries to provide a positive role model for the children with regard to friendliness, care and courtesy.
- Modelling polite manners such as saying “please” and “thank you”.
- Staff praises and encourages desirable behavior such as kindness, turn-taking and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behavior.

When children behave in undesirable ways we will follow the procedure outlined below.

- Children who misbehave will be given one-to-one adult support in talking about what was wrong and why and how to behave more appropriately. Where appropriate this might be achieved by a period of “time out” with an adult.
- In cases of serious misbehavior, such as racial, bullying or other abuse, the unacceptability of the behavior and attitudes will be made clear immediately, but by means of explanations rather than personal blame. Parents will be informed.
- In any case of misbehaviour it will always be made clear to the child or children concerned that it is the behaviour and not the child that is unwelcome.
- Staff will not shout or raise their voices in a threatening way.
- Physical punishment, such as smacking or shaking, will NOT be used or threatened. Such behaviour from any member of staff in the setting would be classed as gross misconduct, which could lead to instant dismissal.
- Children will never be sent out of the room by themselves.
- Techniques intended to single out and humiliate individual children such as a “naughty step/ or chair” will not be used.
- Staff will make themselves aware of and respect a range of cultural expectations regarding interactions between people.

- Staff will be aware that some kinds of behaviour may arise from a child's special needs. They will work with the SENCO to develop strategies to support the individual child's behaviour.

Other relevant policies regarding behaviour include, anti-bullying, biting and restraint (see below).

Anti-Bullying

We will not permit any form of bullying at LITTLE SPONGES MONTESSORI.

Bullying can be:

- physical: pushing, kicking, hitting, biting etc
- verbal: name-calling, sarcasm, rumour-spreading and teasing
- emotional: excluding, ridicule, humiliation, tormenting
- racist: taunts, graffiti and gestures.

Anti-Bullying Procedure

If your child is being bullied:

- we will reassure them that the bullying is not their fault
- tell them that we care about them and are on their side
- we will give them lots of praise, encouragement and responsibilities to help them feel valued
- we will work with you to help the child to develop techniques to deal with the bully — assertiveness, walking away etc.

If your child is the bully:

- we will reassure your child that we still care about them but it is their behaviour we do not like and implement strategies to help them overcome this type of unacceptable behaviours
- we will discuss the matter with you, not in front of your child, to see if there are any problems that may have triggered the bullying. If you have any concerns regarding your child please discuss them the HEAD OF LITTLE SPONGES. It is much better to deal with these problems before they become major issues.

Biting

Biting can be an uncomfortable subject for parents of both the biter and the child who is bitten. We hope that this policy will explain how we deal with biting at LITTLE SPONGES. Please do discuss any concerns you may have regarding this issue with the Head.

If your child is known to bite we would prefer to know in advance. Children bite for a variety of reasons. This may be because they are teething, frustrated, exploring using their mouth, asserting their independence and wanting to gain control, maybe of a toy, or they could be stressed. It may also be because they want to gain attention.

We will work with you and your child to establish when and why they are biting. We will observe the child closely to see if certain conditions or situations trigger the behaviour and then work with them to try and avoid the incidents occurring. This may involve altering the child's routine, giving them more one-to-one attention, or if it is because a child is teething, ask the parent to provide suitable teething resources.

We will ensure that if a child is bitten that they are comforted and given lots of attention. We will ensure that any first aid is applied correctly, if required, and the incident will be recorded in the Incident book and parents will be asked to sign it.

If your child bites then we will remove him/her from the situation. We will explain to the child, according to their age and understanding that biting is unacceptable behaviour. For a younger child this may be by the tone of voice and facial expressions rather than lots of words. It may be necessary for the member of staff dealing with the incident to exclude the child from an activity and use "time out" until they are calm enough to return. We will also encourage the child to apologise to the child they have bitten and work with them to develop strategies to help them deal with the reasons.

Restraint

Staff at LITTLE SPONGES MONTESSORI, are not permitted to use any form of corporal punishment. In some exceptional circumstances it may be necessary to physically restrain a child in order to prevent:

- personal injury to themselves
- personal injury to another child or adult
- Immediate danger of death to themselves
- Immediate danger of death to another child or adult
- serious damage to property.

Under these circumstances staff will not be in breach of the law.

The staff at LITTLE SPONGES MONTESSORI will make the judgment to physically restrain a child only when there is a real or potential danger. The child will only be restrained by holding them until the danger has passed and they will be released as soon as it is safe to do so. The child will then be spoken to, preferably in a quiet area. They will be calmed and reassured by the staff. An explanation will be given to the child as to why they were restrained using language appropriate to their understanding. Parents will be informed as soon as possible of the incident. Any occasions when restraint is used will be recorded on a Restraint Record Form completed by the member of staff responsible for the restraint and include witness's signatures. Parents will be requested to sign the form and be provided with a copy.