

## Behaviour Management Policy

Physical or emotional chastisement (i.e. humiliation) is not acceptable within this establishment.

Any member of staff found to be using such methods is liable to instant dismissal in accordance to our disciplinary procedure.

It is of course essential to take into account when assessing a child's behaviour their age and stage of development. This is essential in deciding what is 'unacceptable' and how to manage/monitor the undesirable behaviour.

We have in place at St Bernard's a designated 'Behaviour Management Person' who has received training to deal with many complex behavioural situations. Chloe Bufton is our named person and is available at all times to offer further advice and support or to work closely with parents/carers to establish a way forward. Outside agencies may be included or advised when planning an appropriate action plan.

Undesirable behaviour can be managed in various ways for example, through distraction, praise, reward and discussion.

If a child's behaviour is becoming increasingly difficult to manage (i.e. bullying, physical contact, biting etc), staff should firstly try and access the behaviour to hopefully establish a reason for the situation and work with colleagues to prevent these arising and reinforce good behaviour at all times. Observations will be taken and recorded.

However should the 'unacceptable' behaviour become more apparent and more difficult to manage, it will be necessary to request a meeting with the child's parents. This enables us to discuss the appropriate methods of dealing with the unwanted behaviour. The parent's wishes will be documented on our incident form (a copy is enclosed) and regular review meetings will be arranged to assess the progress. All staff necessary will be informed of the outcome of the meeting to ensure continuity at all times, therefore hopefully the behaviour will become less apparent. Outside agencies may also be involved at this level.

Unacceptable behaviour will be reviewed and taken into account when staff organise extra curricular activities. Management reserves the right to remove any child from a planned outing whose behaviour may impact on the group and the likely hood of this becoming a potential safeguarding issue. A risk assessment will be completed if necessary.

Any incidents revolving around 'Biting' please refer to our Biting policy.

Outside agencies are accessible if more advice and support may be needed. The completed incident form will be placed on the child's personal file. Our confidentiality policy applies at all times

| Date of policy | Signed on behalf of the setting | Date of review |
|----------------|---------------------------------|----------------|
| September 2015 |                                 | 2022           |