

# KRISHNAMURTI FOUNDATION TRUST

## INWOODS SMALL SCHOOL (including EYFS)

### BEHAVIOUR MANAGEMENT POLICY AND PRACTICE

Last Review Date	August 2017
Policy endorsed by	The Trustees & Head Teacher
Policy is maintained by	Head Teacher
ISI reference	A1,A4, E11
Next review date	August 2018
Review body	Head Teacher

#### **Introduction**

We believe that children flourish best when they are free to play and learn without fear of being hurt or unfairly restricted by anyone else. We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and the environment.

We work with parents to address any recurring unacceptable behaviour, and decide jointly how to respond appropriately. Children's unacceptable behaviour will be handled in ways that are appropriate to their ages and stages of development. The head teacher has the overall responsibility for issues concerning behaviour and will access relevant sources of expertise when needed. All the staff keep themselves up-to-date with research and thinking on how to help children understand themselves, and understand how their behaviour can affect others and their learning.

#### To encourage appropriate behaviour, we aim:

- to provide positive models of behaviour ourselves by treating children, parents and one another with friendliness, care and courtesy
- to give directions and support to the children in clear and non-reactive ways
- to help the children find solutions to their problems, e.g. by encouraging listening, friendly communication and sharing and by using tools such as the Five Problem Solving Steps.
- to encourage values such as kindness and willingness to share
- to be consistent in our responses
- to give the attention to the child who has been unfairly treated
- to help children understand their actions and find calm and clear ways of expressing themselves
- to always question the behaviour and not reject the child
- to ensure that the children always feel valued and cared for

#### If a child shows unacceptable behaviour, we might:

- redirect the child to a new focus or activity

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- lead the child away from the situation and engage him/her with an adult-led task to refocus the child's attention and enable him/her to calm down
- remove the child from the situation to a quiet place away from the group to spend some time together with an adult
- state clearly the behaviour we observe as unacceptable
- monitor their behaviour
- come up with a contract of acceptable behaviour
- come up with agreed consequences
- discuss with the school or group as a whole to diminish focus on one person, but to reinforce acceptable behaviour and strategies

### **Corporal Punishment**

The school rejects the use of corporal punishment or the threat of corporal punishment under any circumstances, and is seen to be in complete contradiction to the stated intentions of Inwoods Small School.

### **In the event of misbehaviour**

If the child misbehaves at Inwoods on several days and the above steps have not been helpful, we ask the parent to be available to collect the child. If we are unable to calm a child, we will take the other children to another space, while one staff member stays with the child who is upset. When the behaviour of a child is consistently disruptive and/or there is a cause for general concern, we will, after discussions with the child's parents on a regular basis, consult with other professionals and implement an action plan to target the concerns.

Each new child comes to Inwoods on the basis of a term's trial. If at the end of this term the child has not settled, we may suggest that the child needs a different setting with specific support systems to meet his/her needs. It is possible also that a term's trial may be extended if we deem it appropriate. If the child has been at Inwoods longer and a problem arises, every effort will be made with parental support to reintegrate the child into the group. However, if necessary, the parents may be advised to remove the child from the school.

### **Anti-Bullying**

Bullying is any behaviour that causes pain or distress to another and can include name calling, being unfriendly, taunts, gestures, excluding or ignoring, teasing, sarcasm, spreading rumours, abusive comments, and physical acts such as pushing, kicking, hitting etc. The school is committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and if it does occur, incidents will be dealt with promptly. There should be a climate where pupils intervene themselves and tell staff.

#### If a child bullies another child or children:

- we intervene to stop the child harming another child or children
- we explain to the child doing the bullying that her/his behaviour is not acceptable
- we give reassurance to the child or children who have been bullied
- we help the child who has done the bullying to understand his/her actions
- we give the children involved the chance to talk together and better understand the situation and resolve the hurt
- we do not label children who bully

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- when children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour
- when children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving

### **Holding**

A child may be held under the following circumstances:

- If the child is causing injury to themselves or others
- If the child is causing serious damage to property
- If the child is running out of Inwoods' grounds or away from the group when we are on walks and outings

We would do this by adopting a calm and measured approach. No action will be taken which may cause an injury. If a child hurts other children, we will take the other children to another space and give attention to anyone who has been hurt while one staff member stays with the child. Parents will be informed of any incident when we have needed to hold a child. When a situation has arisen whereby it has been necessary to hold a child, we would meet with the parent/s and agree a procedure that is acceptable for all. This will be written down and kept in the child's file.

### **Monitoring**

Most incidents requiring teacher intervention will be briefly recorded, especially those involving aggression, dishonesty, lack of safety, disrespect of property or violence. If a certain child becomes involved in many of these incidents, they may be shadowed and the staff observations recorded and put in their file. The parent will be informed if their child is being shadowed. Often the shadowing itself changes the situations, but if any resolutions need to be decided, staff will meet with or without the parents to come up with these solutions and inform the parents of the steps to be taken. If appropriate, the child/ren will be involved in these resolutions.

When situations have arisen whereby a child's behaviour is repeatedly unacceptable, requiring holding, consequences and/or anxiety in staff and children, staff will meet with parent/s to agree a procedure(s) that is acceptable for all. This will be written down and the agreement will be kept in the children's file.

### **EYFS**

The Welfare requirements of the EYFS state that children's behaviour must be managed effectively and in a manner appropriate for their stage of development and particular individual needs. We aim to encourage good interpersonal skills and help children acquire a social empathy. Children need to have set boundaries of behaviour for their own safety and the safety of others. We aim to set boundaries in a way that helps the child develop a sense of the significance of their own behaviour, both on their environment and those around them.

Physical intervention will only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or an adult, to prevent serious damage to property or in exceptional circumstances. If physical intervention is necessary, it will be recorded in the incident book and the parents will be informed on the same day or as soon as reasonably practicable.

The Head Teacher is to be kept fully informed, especially if the behaviour of a child continues to be challenging over a period of time.