

EXPLORERS POLICY AND PROCEDURES

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Learning appropriate behaviour is a gradual process and adults working with children will need to guide them through it. Explorers believe that children flourish best in a secure, ordered environment where they know the boundaries and are therefore able to develop their play and learning without hindrance.

In order to achieve this and to promote desirable behaviour, Explorers will endeavour to:

- Consistently re-enforce actions such as kindness, helpfulness and willingness to share with praise and encouragement.
- Ensure that all staff constantly exemplify standards of friendliness, courtesy and care on which children can model their own behaviour.
- Ensure that the expectations of the setting are consistently applied, so that children have the security of knowing what to expect and can build useful habits of behaviour.
- Develop positive relationships to enable children to better understand, express and deal with their feelings. This is important in the development of self-esteem and therefore, behaviour.

When a child transgresses, a number of strategies may be used. However, Explorers will endeavour to ensure that:

- The child understands that it is the behaviour and not the individual that is undesirable.
- Situations are met in a calm, patient, sensitive, considerate manner.
- Investigations into the cause of the transgression take place (for example; the developmental stage/age of the child/children involved).
- Parents/carers are informed, if relevant.
- In the event of recurring problems, the staff will work in partnership with the child, parents/carers, and the committee, to identify an appropriate course of action.

Possible Behaviour issues:

a. Rough and Tumble Play

Young children will often engage in play that has aggressive themes, such as superheroes and weapon play. Some children may appear preoccupied with these themes but their behaviour is not hurtful or bullying.

Explorers recognise that teasing and rough and tumble play is normal for young children and acceptable within limits.

Fantasy play may also contain violent dramatic acts, for example, blowing up or shooting! These themes often refer to baddies and goodies and as a consequence offer opportunities for teaching moments exploring concepts of right and wrong.

b. Hurtful Behaviour

Explorers take hurtful behaviour very seriously. Most children under the age of five will at some stage hurt or say something hurtful to another child, especially if emotions are running high at the time.

This behaviour should not be labelled bullying at this stage as this hurtful behaviour in children under the age of five is momentary, spontaneous and without real intention to hurt the feelings of the recipient involved.

- Explorers recognise that pre-school children have not yet developed the means to manage intense feelings and may be sometimes overwhelmed. Explorers will support the child in managing these feelings by calming the aggressor and the recipient.
- Children will be offered repeated experiences to develop sharing and turn taking skills.
- When hurtful behaviour becomes problematic, staff will work with parents/carers to identify the cause and work towards finding a solution together.
- If no solution can be found, further advice and support will be sought from the area Senco.

c. Bullying

Explorers take bullying very seriously. Bullying involves the persistent physical or verbal abuse of another child or children. It is characterised by intent to hurt, often planned, and accompanied by an awareness of the impact of the bullying behaviour.

A child who is bullying has reached a stage of cognitive development where he or she is able to plan to carry out a premeditated intent to cause distress to another. Bullying usually occurs in children five years old and over.

- If a child bullies another child or children, Explorers will show bullied child/children that their concerns will be listened to and acted upon.
- Staff will intervene to stop the child that is bullying from harming other children.
- Staff will explain to the child doing the bullying why his or her behaviour is not acceptable.
- Staff will reassure the bullied child/children.
- Staff will keep parents/carers informed of all incidents of bullying.
- EXPLORERS DOES NOT CONSIDER CORPORAL PUNISHMENT IN ANY SITUATION.

EXPLORERS WILL NOT LABEL CHILDREN WHO BULLY AS 'BULLIES'.

This policy was adopted at an Explorers committee meeting held on

Date: 15/07/2022

Approved by:

Kelly Groves – Chair Person

Anna Swinburn - Supervisor