

Behaviour Management Policy

St. Martini Pre-Primary School (RF) NPC
(hereinafter referred to as SMPPS)

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1. Playground Rules

At the Kindergarten we do not:

- Throw sand
- Climb on the walls
- Pick flowers
- Play “fighting” with others
- Drive against others with the wheel toys
- Urinate where it is not appropriate (e.g. garden or on the floor next to the toilet)
- Play at the washbasins and flood the area
- Play in the hall or foyer
- Hit or bite others
- Use swearwords
- Bully peers
- Push others walking up or down the stairs, slide down the banister
- Run away or hide deliberately from staff
- Swear at adults, backchat or give cheeky answers

2. Bullying

2.1 What is bullying

Bullying is deliberate or aggressive and persistent behaviour towards others with the specific intention of hurting that person.

This behaviour can be:

- Physical: hitting, kicking, pushing or any other form of violence.
- Verbal: name-calling, spreading of rumours, teasing, racial abuse, making threats.

- Emotional: exclusion of an individual, tormenting, humiliating someone.
- Sexual: unwanted physical touching or sexually abusive comments.
- Cyber: threatening or abusive phone calls or SMS messages.

2.2 Response to bullying

All members of staff have a responsibility to respond quickly and effectively to incidents of bullying.

- Ensure that the children all know that bullying will not be tolerated or ignored!
- Ensure that children know that they will be supported if they choose to disclose information about an incident.
- Where appropriate, invite parents of all children involved in a problem situation to a meeting to discuss the problem.
- Ensure that all incidents are recorded appropriately, and any agreed actions are followed through.
- Support for the victim
 - Offer immediate discussion with a staff member.
 - Reassure the child that appropriate action will be taken.
 - Support the child in re-building his/her self-esteem and confidence.
 - Advise both sets of parents of each such incident.
- Support for the “bully”
 - Young children who bully others, must learn that bullying is unacceptable and that there are consequences for this behaviour.
 - Provide support and encourage the child to change his/her behaviour through discussion, trying to establish why the child has resorted to bullying and explaining why his/her behaviour should change.

3. Discipline

At the Kindergarten we promote an environment in which the children develop self-discipline, self-control, and positive self-esteem in an atmosphere of mutual respect and encouragement. Punishment (consequence) is action taken against inappropriate behaviour to correct it and restore harmonious relations.

- Children must never be punished physically by hitting, smacking, slapping, kicking, or pinching.
- No one should threaten to physically punish a child. Teachers must use positive guidance to help them.
- Proper, age appropriate “time out” is acceptable. After 2 minutes the teacher / adult will go back to the child and discuss the reason he/she was placed in “time out” and why such behaviour is unacceptable.
- If a child repeatedly displays unacceptable behaviour, the parents may be called in to consult with the teacher.

- A child may be referred to a specialist (Psychologist, Play Therapist) for an assessment and intervention.
- If parents ignore a recommendation by the Kindergarten or a therapist, they may be asked to temporarily remove their child from the Kindergarten to protect the other learners.

This policy was adopted on at and is in full force and effect at SMPPS. Where necessary all the parents have been informed of this policy. All our employees have a good understanding of the contents of this policy and if at any time any of the clauses in this policy are contravened, normal disciplinary sanctions, as per the Basic Conditions of Employment Act, will be taken.

Directors (chair of board)

Name

Signature

Directors (chair of MC)

Name

Signature

Principal

Name

Signature