



# Behaviour Management Policy

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## **Purpose**

Little Footsteps Occasional Care will ensure that interactions between staff and children contribute to the establishment of a democratic atmosphere where the basis for the children's future development is formed.

## **Policy Statement**

Children are encouraged, through positive interaction with adults and other children, to gain social skills that will allow them to develop into confident and competent individuals.

We believe this is achieved by ensuring that children experience consistent and positive approaches to behaviour guidance, in an environment that encourages and reinforces acceptable behaviours, appropriate to the child's developmental capacities, needs and cultural background

This policy ensures that Key components to enable a democratic atmosphere

- Social equality: Children and adults are of equal worth. Little Footsteps Occasional Child Care staff will show respect to all children, acknowledging that each child is of equal worth no matter what their age, gender or background.
- The adult is an effective leader and acts as a guide. Children have a right to be heard, to participate in decision making and to take responsibility for their own behaviour. Children will have their independence acknowledged by contribution.
- Mutual respect: Children have a right to be treated as adults would wish to be treated. Staff will listen to children and will not be judgmental or humiliate them.
- Each person will accept the other for whom and what they are and will show understanding of the other's beliefs and values. Staff will show respect for the children's feelings and avoid sarcasm or revenge.

### **Trust:**

Staff will show trust between themselves and the children. They will allow children the right to take responsibility for their own behaviour. Children will be encouraged to act appropriately within their development level. Consistent limits will be applied to enable this to occur. This will give children the courage to grow and develop a positive attitude towards themselves and others.

### **Shared responsibility:**

Staff and children will have the opportunity to contribute to, and share responsibility for the effective functioning of the group. Children will be encouraged to share responsibility when it is appropriate to their level of development. The sharing of responsibilities will enable children to feel they belong and are accepted.

**Cooperation:**

Staff will work together with children in a cooperative, Flexible manner so that the needs and opinions of all are considered. Staff will act as appropriate models to encourage this. Through cooperation, children will experience a sense of self-worth and an understanding that all staff believe that their needs are as important as their own.

**Encouragement:**

Staff will take every opportunity to encourage appropriate behaviour from the children. Acceptable and constructive behaviour will be encouraged so that the child's sense of belonging will be developed.

## **BEHAVIOUR GUIDANCE POLICY**

### **POSITIVE BEHAVIOUR GUIDELINES**

At Little Footsteps Occasional Care, children are encouraged, through positive interaction with adults and other children, to gain social skills that will allow them to develop into confident and competent individuals.

We believe this is achieved by ensuring that children experience consistent and positive approaches to behaviour guidance, in an environment that encourages and reinforces acceptable behaviours, appropriate to the child's developmental capacities, needs and cultural background

Staff will use consistent strategies that set the limits of realistic behaviour, according to the individual child's age and mental, physical and emotional development, to enhance self-esteem and encourage self-control.

These strategies will include:

- Encouraging children to express their feelings in an appropriate manner;
- Providing encouragement and attention for appropriate behaviour;
- Developing simple achievable rules for all children, such as:

Be gentle with toys and each other.

Share and take turns.

Respect each other's differences and personal space.

Walking Feet inside only

- Making reasonable requests that are set using clear simple language;
- Focusing on the behaviour not the child themselves e.g. using "I" messages and non-blaming language;
- Providing children with choices in a stimulating, yet safe and supervised environment.

## **MANAGING CONFLICT BEHAVIOURS**

When a conflict situation arises, the aim is to resolve the conflict in a way that is positive and appropriate to the age of the child and the particular situation. Staff will provide the following strategies to assist in resolving conflict or difficult situations:

- Suggest alternatives to the inappropriate behaviour;
- Explain clearly why a particular behaviour is unacceptable including the impact of the behaviour, using assertive communication. For example “When you (inappropriate behaviours) I feel (emotional response) and I would prefer it if (positive statement about alternative behaviour)”.
- Encourage the child to talk about their feelings;
- Redirect the child to another activity;
- Praise the child when appropriate behaviours are displayed;
- Ensure the environment and program activities allow for choices in terms of numbers of toys/equipment and a balance of active/quiet activities for both indoor and outdoor spaces

## **WHEN CONFLICT BEHAVIOURS CONTINUE**

If a child continues to repeat inappropriate behaviour (such as biting, hitting, kicking etc.), and is distressing other children and is not responding to any of the behaviour management techniques listed above, the Child Care staff will implement the following steps.

- Discuss the behaviour with the parents, drawing attention to the notes made in the Observations Chart (appendix 1), and establish a course of intervention strategies or actions that will help with the child’s inappropriate behaviour;
- Brief the Primary Nominee of above situation and decide a course of action;
- Following approval from parents, seek guidance from appropriate professionals;
- If above steps are unsuccessful, inform the Primary Nominee of the above who will then meet with parents and establish a course of action;
- If other children are at risk because of ongoing inappropriate behaviours, then other options may be discussed. This could include varying access to the service.