

1. POLICY ON MANAGING BEHAVIOUR

Supporting Positive Behaviour

- A key element of supporting positive behavior in our service is teachers developing a relationship with each child to know what the child enjoys and some of the situations they find difficult. Each teacher will also develop a relationship with the child's family to ensure that if what the child enjoys or finds difficult changes during the year that the parents feel comfortable to approach the teacher and inform them.
- Staff will at all times be role models in how they play, speak and interact with children.
- Staff will always use a calm tone of voice, use language to help children understand positive decisions, go to the child's eye level when explaining feelings.
- Rules in each classroom will be clear, age appropriate and simple.
- Upset children will always be comforted by staff.
- Role play activities will be used to encourage children to practice positive behavior strategies.
- Outdoor play will give children the opportunity to run and explore.
- No activity will involve children having to sit for long periods of time and children will always have the choice to move to a different activity if the current activity does not interest them.
- Play areas will be laid out in a way that supports children's natural curiosity which will allow them to develop their interests and become engrossed in their play.

Anticipating inappropriate behaviour

As mentioned above, a key element of supporting positive behavior in our service is via teachers developing a relationship with each child to know what the child enjoys and some of the situations they find difficult. This helps each teacher to anticipate and preempt inappropriate behavior and in so far as possible help the child avoid triggers. Documented observations on each child will also help the teacher develop an understanding of what the child likes and dislikes.

Strategies for Supporting Children

- While we recognize that all behavior exhibited by children has some meaning to the child, at times this behavior may pose a danger to the child or other children.
- Minor behavior issues (such as children fighting over a toy) will result in staff adhering to the following steps:
 - **Calmly approach the situation** – get down to the child's eye level and try to put yourself in the child's shoes.
 - **Acknowledge feelings** – help the child/children to explain how they are feeling as often children don't have the language to explain their feelings which can lead to more frustration.
 - **Remain neutral** – give each child the opportunity to tell their side of the story. Be patient as children can often take some time to explain their side.
 - **Acknowledge the issue** – after listening to each side simply describe the problem so that the children can understand both sides.

- ***Together come up with a solution (or for younger children simply suggest one)*** – for older children this will also encourage children to learn the art of compromising.
- ***Follow up and ensure the solution is implemented*** – ensure the children adhere to what is agreed as this will give them confidence in the process for any future conflicts.

Managing moderate behaviour issues

Moderate behaviour issues occur when inappropriate behaviour becomes more of a regular occurrence.

The following plan will be put in place for moderate behaviour issues:

- Having identified a moderate behavior issue staff will observe the child to identify any triggers of the behavior.
- When the inappropriate behavior occurs the steps above will be used to resolve the issue.
- The matter will be discussed with the child's parent/guardian.

Managing challenging behaviour issues

- In the event of a child's behavior being considered dangerous to themselves or others a staff member will remove the child from the room where necessary in order to protect all using the service. The child will be given adequate time to calm down and a staff member will discuss the behavior with the child calmly.
- The incident will be recorded by the relevant teacher and discussed with the child's parent/guardian.
- If a child's behaviour is recurring or becomes severely challenging the service will implement the following strategies:
 - The child's teachers will hold a meeting with the premises manager to discuss the behaviour and develop a plan to help the child overcome the issues.
 - The teachers of the child will continue to observe the child to try to establish a trigger of the behavior. Observations will be discussed with the parent/guardian of the child.
 - Any behavior plan will be developed in collaboration with the parent/guardian of the child.
 - Parent/guardians will be supported if it is necessary to contact any relevant external professionals.
 - If the behaviour is a child protection concern the Child Protection Policy will be implemented.
 - All conversations and information gathered are highly confidential and will be stored in line with our confidentiality policy.
 - Judgment will be used in every situation to ensure the plan is in the best interest of the child.

The following practices are prohibited:

- Physical or corporal punishment;
- Practices that are exploitive, intimidating, disrespectful, physically or emotionally harmful;
- The use of time out or "bold chairs"