



Positive Behaviour Guidance

Approval: November 2019

Review: November 2021

POLICY STATEMENT:

Bondi Before & After Care believes that children have the right to feel physically and psychologically safe. We aim to provide an environment where all children and educators feel safe, cared for and relaxed and which encourages cooperation and positive interactions between all persons (My Time, Our Place Outcome 1).

This behaviour management policy is based on guidance, redirection consistency and positive reinforcement. Educators will aim to guide rather than control the behaviour of the children in our care.

Basic rules will be established based on safety, respect for others, order and cleanliness and will be communicated to all families, children and educators along with consequences for inappropriate behaviour. The service recognises the importance of children's input into developing the basic rules and helping to determine appropriate consequences for inappropriate behaviour (My Time, Our Place Outcome 2). Our service promotes a positive approach to managing the behaviour of all children. Children will be encouraged to resolve problems, defeats and frustrations where appropriate. This can be achieved by exploring possible solutions, and helping children self regulate, understand and deal with their emotions. This will depend on the child's age and level of development (My Time, Our Place Outcome 3).

The service will ensure no child being cared and educated for by the service is subjected to any form of corporal punishment or any discipline that is unreasonable in the circumstances.

The service will ensure that every reasonable precaution is taken to protect children being cared for or educated by the service from harm and any hazard likely to cause injury.

PROCEDURES:

Guidelines

- Educators will ensure that expectations relating to children's behaviour are clear and consequences for inappropriate behaviour are consistently applied.
- Educator's will act as a positive role model for acceptable behaviour and encourage and reward acceptable behaviour.
- Educators will have access to training and support in positive approaches to behaviour management. This will be made available as part of the training budget.
- Whilst at the service, we expect that the children will comply with the following basic rules:
 - Be respectful, Be Safe Be a Learner & Be a Good Friend. Educators will collaborate with children at the beginning of each year children to decide what are the specific expectations under these rules, including:
 - Respect each other
 - Respect other people's property and that of the service
 - Share with other children and be inclusive
 - Accept and respect individual needs and differences
 - Clean up after activities

- o Be polite to educators and to each other
- o Follow the instructions from educators
- o Play only in the allocated areas and as directed by educators and not enter areas that educators have designated as “out of bounds”
- o Remain in the supervised area of the program until the authorised person collecting them has signed them out
- o Not participate in physical fighting (play or real), for example, spitting, throwing toys, stones or dangerous objects.
- o Not bully or engage in any form of aggressive behaviour
- o Use appropriate language at all times.

Guiding Children’s Behaviour:

- Steps that educators take towards establishing good behaviour management include:
 - o Establishing positive relationships, which are the foundation for building children’s self-respect, self- worth and feelings of security
 - o Observing children to identify triggers for challenging behaviours. Paying attention to the child’s developmental level and any program issues that may be impacting on the behaviour
 - o Using positive approaches to behaviour guidance. Some of these include positive acknowledgement, redirection, giving explanations, encouragement, giving help, collaborating to solve problems and helping children to understand the consequences and impact of their behaviour
 - o Supporting children by providing acceptable alternative behaviours when challenging behaviour occurs
 - o Ensuring limits are consistent, carried out in a calm, firm manner, followed through and that children are helped to behave within the limits
 - o Involving the family and the child in appropriate ways in addressing challenging behaviour
 - o Using other professionals when necessary to help with behaviour guidance, for example, the Inclusion Support Facilitator (ISF)
 - o Identifying children’s strengths and building on them
 - o Seeking support from other educators and management.

Correction Steps:

- When a child’s behaviour is deemed inappropriate to either themselves or others, or if a child’s behaviour is intrusive to another person’s enjoyment, then educators will actively intervene and take steps to attempt to resolve the situation.
- Inappropriate behaviour can include bullying, being uncooperative, not listening to reasonable requests from educators, or consistently disregarding the basic rules. In these instances, the following steps will be taken:
 - o The educator will explain to the child that this type of behaviour is inappropriate.
 - o The educator will re-direct the child to a different activity within the room (or outdoors).
 - o If aggressive or inappropriate behaviour continues, the child will sit away from the group to calm down and think about their actions. After a short period of time, the educator will have a discussion with the child with respect to their actions, and then the child will return to play.
 - o A discussion will be held with the child’s family when the child is collected.

d) Persistent inappropriate behaviour:

- If inappropriate behaviour continues over a period of time, a meeting between educators, nominated supervisor, child and family will be arranged. The meeting agenda will cover:
 - Alternative approaches to behaviour guidance
 - The child's life outside the service
 - Any problems that may be causing the behaviour
 - A mutual strategy for improving behaviour will be discussed and closely monitored by educators, the nominated supervisor and the child's family. Should it be necessary, and with the consent of the family, advice and assistance will be sought from relevant external specialists to address the matter.
- In extreme cases, to protect other children and educators, the service reserves the right to exclude the child from the service; this may be a temporary or permanent measure. Exclusion will only be considered after:
 - The child's family has been notified and given the opportunity to discuss their child's behaviour
 - Educators, Nominated Supervisor and Approved Provider, have given careful consideration to the problem.
 - Adequate support and counselling is sought (if necessary)
 - Clear procedures have been established for accepting the child back into the service.

CONSIDERATIONS	
Education & Care Services National Regulations	73, 74, 76, 155, 156, 157, 168
National Quality Standard	1.2, 2.3, 3.1, 3.2, 5.1, 5.2, 6.1, 6.3
Service Policies & Documentation	<ul style="list-style-type: none"> ● Confidentiality ● Enrolment & Orientation ● Providing a Child Safe Environment ● Interactions with Children ● Management of Incident, Injury and Trauma ● Child Protection
Other	<ul style="list-style-type: none"> ● Children (Education and Care Services National Law Application) Act 2010 ● UN Convention on the Rights of the Child ● My Time, Our Place