



## **Policy: Behaviour Management**

We provide “positive guidance” to children in an environment that nurtures a child's self respect, self worth and security. We believe that this will encourage children to behave in a way that is acceptable in the childcare environment. Stepping Stones Child Care Centre staff receives Professional Development training on behaviour management and guidance annually.

We consider unacceptable behaviour to be:

- Harming another child, staff member, another parent or visitor physically (biting, hitting, pinching, punching etc)
- Aggressive or rude language to other children, staff members, family members and visitors
- The violent destruction of Centre equipment or furniture; and
- Bullying with the desire to hurt, threaten or frighten someone.

Methods of decreasing unacceptable behaviours:

- The acknowledgement of acceptable behaviour, by physical or verbal contact, eg: encouragement, thanks, smiles etc
- Role modelling by staff using appropriate language and physical gestures
- Structuring the environment to suit children's individual needs
- Planned patterns of restful and active play to prevent over-excitement
- Staff using language that suits a child's developmental stage
- The provision of flexibility in routines being consistent in setting limits and expectations
- The encouragement from staff for children to be responsible for their own behaviour and to set their own limits
- Providing supportive environments to limit the possibility of bullying occurring
- Staff will be flexible with the daily room routines but remain consistent in setting limits and expectations
- Staff in the older children's rooms will set aside times in the self help section of their program to discuss topics of learning empathy and compassion for others, how to feel confident in front of others, and develop the skills for resilience towards bullying and being bullied
- Individual Rooms develop simple Room Rules/Limits in consultation with the children. Staff will assist the children with becoming familiar with these room rules/limits.

When unacceptable behaviours are exhibited:

- Staff will try to distract the child, defusing the situation, and staff will attempt to redirect the child to another experience
- Staff will use positive language when an unacceptable behaviour is displayed by a child, for example: “do try and speak to your friends nicely” instead of- “DON'T SPEAK LIKE THAT”

- Staff will help children to realise the consequences of their actions, for example: “When you bit Lucy, it made her hand very sore, and now there is a mark there”. (to a three year old).
- If any of the above procedures are still not working, carers will sit the child away from the rest of the group for no more than two minutes. They will then explain to the child about what they have done that is inappropriate, what they could do next time and then engage the child in another experience with their peers. If there are ongoing issues in the Junior Preschool and Preschool rooms, staff will take immediate steps to discuss or role play the area of concern. Children will be encouraged to participate in these steps so they can learn to help their peers and themselves to understand their feelings, and remain confident in their environment.

If unacceptable behaviours continue:

- 1 Staff will meet with the family, and will work together to develop strategies for the child in diminishing the unacceptable behaviour. This will ensure that consistency in dealing with the behaviour exists between parents and Centre staff
- 2 If parents and staff cannot reach a solution to deal with the behaviour, then Centre staff will work together with parents to refer the child to appropriate specialist staff. Eg: Speech Pathologist, Behavioural Therapist etc
- 3 Staff will work closely with parents and specialist staff to monitor the child's progress and document subsequent assessments of initial meeting. Staff will develop consistent strategies in conjunction with specialist staff to assist in the development of positive behavioural patterns in the child and offer support to parents
- 4 Regular observations and developmental checklists of all children will occur as per Stepping Stones Child Care Centre Programming Planning policy
- 5 After steps 1 – 4 have been implemented, and in the event a child continues to display behaviour which puts the safety and wellbeing of others at risk, cancellation of care at Stepping Stones Child Care Centre may result. This final step will only be implemented after all other avenues have been sought and implemented
- 6 In the event a parent/s or legal guardian of a child displaying challenging behaviours refuse to acknowledge and work with centre staff to reach an appropriate solution for the challenging behaviour/s, the child's enrolment may be cancelled. Cancellation of the child's enrolment at Stepping Stones Child Care Centre is at the discretion of the Centre Director.

To ensure maximum Occupational Health and Safety standards are reached at the Centre, staff will ensure the following:

- If children are exhibiting violent physical behaviours (ie: hitting, kicking etc.), staff will ensure that the child is in no physical danger, by removing hazards (eg: chairs, tables, toys etc.) Staff will try not to physically restrain the child as this may increase the risk of injury to staff members or children. By physically restraining this also means staff will not use any form of violent behaviour to overpower a child engaged in hitting, slapping, yanking, biting etc. Staffs that are seen using any of the above mentioned actions may face disciplinary and legal actions.
- If staffs are unable to calm the child who is displaying violent behaviours, staff will remove the other children from the immediate environment. The family will then be called to collect their child, and a staff member will stay with the upset child until a family member arrives. Management, staff and the family will then convene at the earliest time to consider unacceptable behaviour steps.

**Supporting Documents:**

- Safety
- Program Planning

**Source:**

- Young Children's Behaviour – Second Edition  
Practical Approaches for Caregivers & Teachers  
By Louise Porter
- Behaviour Management in context  
.... A very good place to start  
Magarey Institute, Children and Youth Health – South Australia
- Guild Insurance – Risk Management Guide for Child Care  
Section 3 / Occupational Health & Safety
- Early Childhood Australia  
Surviving the bully in early childhood – without the broomstick  
[www.earlychildhoodaustralia.org.au](http://www.earlychildhoodaustralia.org.au)
- Therapy ACT, Department of Housing and Community Services [therapyact@act.gov.au](mailto:therapyact@act.gov.au)
- Behavioural Support Unit, Belconnen Community Services Inc [bcu@belcomserv.com.au](mailto:bcu@belcomserv.com.au)  
(Phone: 6264 0200)
- ACT Inclusion Support Agency [inclusion@commatwork.org](mailto:inclusion@commatwork.org) (Phone: 6287 3330 / 1800 228 772)
- [www.parentlink.act.gov.au](http://www.parentlink.act.gov.au)
- dhcs ACT, ACT Childcare Services Standards, February 2009
- The Department of Education and Early Childhood Development VICTORIA – Children's Services Regulations 2009

**This policy links to the following CCQA Principles:**

Quality Practices Guide (2005) - Principle 1.1 & 1.2

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