

Behaviour Management and Anti-Bullying/Harassment Policy

This policy has been developed in line with

- EDC policies and procedures
- The Early Years Learning Framework
- Keeping Safe (Child Protection Curriculum)

Behaviour is an expression of feelings. Behaviour communicates needs, anxieties, concerns, pride, and happiness. Our role is to help the children in our care express their feelings in a manner that shows care and respect for others and in a way that supports their personal needs.

When we are safe, happy and feel supported we are best able to grow and learn.

At Morphett Vale East Kindergarten we believe that...

Children and adults in our kindergarten community have the right to feel...

- | | | |
|-------------|-------------|-------------|
| * Trusted | * Secure | * Supported |
| * Respected | * Accepted | * Cared for |
| * Valued | * Emotional | * Safe |
| * Welcomed | * Have Fun | |

With this right comes the responsibility for everyone to display...

- | | | |
|-------------------------------|-------------------------|-----------|
| * Tolerance to Diversity | * Fairness | * Honesty |
| * Their emotions | * Respectful Behaviours | * Equity |
| * Cooperation & Collaboration | | |

Behaviours we will encourage to maximize positive interactions are...

- Caring for others
- Inclusive and acceptance of all peoples
- Sharing of activities and resources
- Age appropriate positive interactions and language
- Helping and supporting each other
- Talking through conflicts
- Taking responsibility for their own actions
- Protective Behaviour skills ie. "Stop! I don't like it when you....."
- Praise and celebration
- Negotiation and cooperation
- Encouraging children's voice

Behaviours we will discourage are...

- Being hurtful, emotionally and physically
- Harassment / Bossiness / Bullying
- Being disrespectful

- Bad language
- Inappropriately questioning peoples differences

How can staff support the site behaviour policy and the process?

- Modelling verbal and non-verbal behaviours that are respectful and inclusive of all children and their families.
- Engaging the children in developing the sites behavioural expectations and goal setting
- Shared discussion - staff and children, looking at potential problems and managing current issues
- Meeting with children to discuss what makes them feel safe and unsafe at kindy.
- Modelling and supporting children in problem solving, negotiation and conflict resolution skills
- Explicitly teaching and facilitating conflict resolution strategies and child protection strategies so children can protect themselves from inappropriate behaviour of others.
- Noticing and acknowledging appropriate behavioural responses by children
- Managing inappropriate behaviour immediately when it occurs.
- Calmly discussing the inappropriate behaviour with the child/children involved
- Determining logical consequences for the inappropriate behaviour with the child.
- An adult supporting the child with "time in" the activity or social situation.
- When inappropriate behaviour continues to occur, after discussion and supported "time in", then "time out" away from the activity may be necessary.
- Ensuring that the children understand why things are happening.
- Having a calm routine
- Supporting children to adjust their behaviours to cope with change
- Maintaining consistency with the policy
- Adopting a team approach - staff with staff, staff with children and staff with parents/caregivers.
- Communicating with parents/caregivers both informally and formally. Parents or staff may arrange an interview time for longer conversations. All conversations remain confidential.
- If necessary and with parent support developing an individual learning plan to help teach a child appropriate behaviour at kindergarten.
- Where staff and families need extra help to manage a child's inappropriate behaviour, a departmental referral form for special services will be completed.

Parents and caregivers can support the site behaviour policy by...

- Reading the behaviour policy and seeking clarification if needed.
- Working in partnership with the kindergarten staff to support a unified approach.
- Discussing with staff any concerns
- Informing staff of any changes in the child's home life
- Supporting staff by adopting similar expectations at home

This policy was endorsed by the Governing Council on

Date :17/3/13.....

Chairperson :Nicole Williams.....

Director :Kerri Willmott.....

Reviewed: 19/6/15

Chairperson: Renee Henley

Director: Kerri Willmott