



Supporting and Managing Behaviour Policy

Policy Statement

It is the priority of Grace Park Montessori to support and guide all children to manage their own behavior and to resolve conflicts that arise. Children are here to learn new experiences and their coping strategies may be tested. All staff support and encourage children to regulate their behavior and they have adopted strategies to deal with both position and challenging behavior.

Principle

This policy is underwritten by the *Child Care Act 1991 (Early Years Services) Regulations, 2016*.

Rationale

We at Grace Park Montessori believe that children should be encouraged to grow and develop to their full potential in a suitable environment, where they know what is expected of them, and where clear limits are set, appropriate to their age and stage of development and any special needs they may have. We aim to work towards a goal where children will develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Procedure

- At Grace Park Montessori, the teaching staff have an affectionate and caring attitude towards the children in their care. The curriculum is age appropriate.
- Our staff models and mirrors appropriate behaviour and displays a calm demeanour and pleasant tone at all times. They always treat the children with respect and dignity.
- All staff use positive methods of supporting behaviour that encourage self-control, self-direction, self-esteem and cooperation. The all of above is done by encouraging positive behavior and actively managing challenging behavior
- We strive to establish a relationship of trust and love with the children by encouraging them to talk and by listening to them attentively.
- Any rules are kept clear and simple and are age appropriate.
- Play activities are used to play out challenging situations and story time is used to talk about feeling and how we react when we are upset or frustrated.
- Activities are varied throughout the session to keep the children stimulated and focused and to ensure that children are not sitting for long periods of time.

Anticipating Inappropriate Behaviour

Each child has a 'Key Worker' who is responsible for building a positive relationship with the child and his or her family and who can gather information and knowledge concerning the child, including, his or her likes and dislikes. Through the 'Key Worker' system we can thereby anticipate any difficulties of challenging behavior before they arise. Key workers work closely with their key children and aim to be in a position to begin anticipating a child's reaction and behaviour knowing what is likely to upset a child's mood or behaviour, knowing when to step-in or just observe from a safe distance.

Strategies for Supporting Positive Behaviour

- Maintaining a serene and respectful atmosphere at all time in our premises
- Setting the example by staff behaviour and always using appropriate language
- Encouraging each child to express his or her feelings in a respectful way
- Listening to the child intently and acknowledging the child feelings and opinions

- Never inflicting corporal punishment on a child, nor do we engage in any practices that are intimidating, disrespectful or degrading to any child.
- Always displaying a positive attitude in resolving conflicts
- Gathering information when conflicts arise and restating the problem calmly
- Seeking solutions and ideas from the children for resolving the problem
- Children are taught that bullying, fighting and hurting one another is not an acceptable behavior
- Catching children being good and rewarding good behaviour (e.g. helping the teacher to set up the table, - 'That was very nice of you; thank you.')

Managing Challenging Behaviour

In case of a child displaying a challenging behaviour the child's 'key worker' will do the following:

- Physically remove the child from the situation causing the behaviour and bring him/her to an area of the room away from the other children. Staff will remain with this child.
- We (key workers) bend at child level and establish and maintain eye contact with the child. We maintain a calm attitude at all time
- We firmly explain that the one witnessed is not an acceptable behaviour
- We ask the child what happened and to express his/her feelings and we teach the child how to positively react next time he/she feels like doing the same thing again
- We ask the child to apologize so that she/he has the opportunity to acknowledge that

her/his behaviour was wrong

- If the child continues displaying the same disruptive behaviour we explain him/her that next time he will be sent to time out (seating for a while away from the activity and the other children), one minute for every year of his/her age
- If a disruptive behaviour has caused an accident between two children we record the accident on our Accident / Incident book and proceed to talk to the parent / carer of the children involved.

Ongoing Challenging Behaviour

- If a child's behaviour is ongoing or becomes severely challenging the service will implement the following strategies:
- The staff team will carry out a meeting to discuss the behaviour and plan out going forward to help the child overcome the issues.
- The child's key worker will carry out a number of observations to try establish a trigger of the behaviour. All observations will be discussed with the family.
- A plan will be drawn up in collaboration with the staff team and family of the child.
- If necessary, the family will be supported to contact any relevant external professionals.
- If the behaviour is a child protection concern the Child Protection Policy will be implemented.
- All information gathered and discussed will be stored securely and all conversations are highly confidential.
- All meetings, plans and observations will be recorded and stored in the child's record in a locked cabinet.
- The staff will always work in the best interest of the child using their best judgement in situation which can be demanding and stressful on all involved.

Practices Prohibited

- Corporal or physical punishment
- Any practices that are disrespectful, humiliating, intimidating and/or that are emotionally or physically harmful to or neglectful of the child.
- The use of bold chairs or time outs.

This Policy is to be read in conjunction with our

- Health & Safety Policy
- Risk management Policy
- Staff training Policy

This Policy was adopted by Grace Park Montessori on _____.

Signed by: _____

Jozefa Chrobak
Directress

Reviewed on:	
Reviewed on:	
Reviewed on:	
Reviewed on:	
Reviewed on:	