



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 particular 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 a 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-esteem and cooperation. 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.
- 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 feelings and how we react when we are upset or frustrated.
- Activities are varied throughout the session to keep the children stimulated and focused.

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 gathers information and knowledge concerning the child. Through the 'Key Worker' system we try to anticipate difficulties around challenging behavior before they arise. Key workers work closely with the children and aim to anticipate a child's reaction knowing when to step-in and when to observe from a safe distance.

Strategies for Supporting Positive Behaviour

- Maintaining a serene and respectful atmosphere.
- 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 and acknowledging the child's feelings and opinions.
- Never inflicting corporal punishment on a child, or intimidating or degrading to a 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 problematic behaviour.
- Children are taught that bullying, fighting and hurting one another is not acceptable behavior
- Acknowledging positive behaviour and reinforcing it

Managing Challenging Behaviour

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

- Removing the child from the situation causing the behaviour and talking to the child one to one.
- Working at the child's level and maintaining eye contact with the child always remaining calm
- Explaining that the behaviour in question is unacceptable
- Allowing the child to express his/her feelings and teaching the child how to positively react next time
- Asking the child to apologize so that she/he has the opportunity to acknowledge that her/his behaviour was unacceptable
- If behaviour has caused an accident between two children we record the accident in our Accident / Incident book and to talk to the parents involved.

Ongoing Challenging Behaviour

If a child's challenging behaviour is ongoing the service will implement the following strategies:

- The staff team will meet to discuss the behaviour and to create a plan to help the child
- The child's key worker will carry out observations to establish what triggers the behaviour
- Parents will be advised and will be expected to listen, respectfully, to the expert views of the staff and to cooperate in developing a joint plan for managing the behaviour in question
- Where possible, the family will be advised to seek external professional help
- If the behaviour is a child protection concern the Child Protection Policy will be implemented
- All information gathered will be stored securely and confidentially.
- The best interest of the child is paramount in all decisions.

Practices Prohibited in the Pre-School

- Corporal or physical punishment of any child
- Disrespectful, humiliating, intimidating or other harmful behaviour towards a child.
- Disrespectful, intimidatory or verbally abusive behaviour towards any member of staff.

This Policy is to be read in conjunction with the

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

Signed by: *Jozefa Chrobak*

Józefa Chrobak
Directress

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