Behaviour Management and Anti-Bullying Policy.

The Policy on Behaviour Management and Anti-Bullying focuses on the rights of the individual child and the group of children who are attending our kindergarten. Respect for the child and the welfare of those around the child is valued.

Our Policy aims to:
- Acknowledge positive behaviour,
- Develop confidence and independence,
- Encourage a positive self image and sense of wellbeing,
- Develop empathy for others.

The children are encouraged to be responsible for their actions and their surroundings, which fosters concern and care for self, others and the environment. If a child uses inappropriate behaviour the child is redirected and a staff member discusses the behaviour and appropriate alternatives with the child.

However, if the behaviour warrants discipline the first step taken is to ask the child:
- to stop,
- to talk to the child about his/her behaviour and the effect these are having on those around him/her,
- then a staff member will discuss with the child more appropriate behaviour and options.

If the child continues with the inappropriate behaviour the process is repeated and it is explained to the child what the consequences of their behaviour may be.

If the behaviour still continues, then, depending on the child’s age and the circumstances the child:
- will be physically removed from the situation and an alternative found or
- have a discussion with a staff member about the inappropriate behaviour and whether they are ready to rejoin the play situation or group activity.

Any other child involved will have follow up discussions with a staff member, if necessary.

If a child is hurt, the child who incurred the hurt will be directed to care for hurt child and stay with this child until s/he is ready to rejoin the play or group activity.

Behaviour management is always developmentally appropriate and the child’s own personality and background taken into consideration. Staff will not intervene unless necessary and will always attempt to help children gain skills in dealing with conflict situations themselves. Language used will be positive and will offer suggestions on, ‘what to do’ and not, ‘what not to do’ which is more appropriate for this age group. Finally staff will attempt to have situations resolved with a win-win for all involved. In this way a positive self image is enhanced and the child experiences a sense of empowerment.

Staff are not permitted to punish children physically, verbally, or emotionally.

While we acknowledge parents vary in the type and degree of discipline they choose, it is expected that whilst in the kindergarten, parents respect the staff position and support this policy. Similarly, rules are provided for the children’s protection, safety and well being and we would like parents to support the staff in reinforcing the following rules whilst their children are at kindergarten:
- Please do not interrupt group times (older or younger children are welcome to join our group times as long as they sit quietly and join in appropriately)
- no running inside
- no hitting, pushing or kicking
- no bad language
- no biting

This Centre promotes a Child Protection Program and other associated programs like, “You Can Do It” which helps to develop positive dispositions in children.

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