



Behaviour Management

Board Approval: December 2018

Due for Review: December 2020

Responsibility of: Betsy Burdis

Policy Statement

Finglas Childcare Ltd aim to manage children's behaviours through creating a warm, caring environment in which children and adults feel valued and respected. We concentrate on encouraging positive behaviour in the Early Years Setting (EYS) and assist children to express themselves in positive ways. By encouraging and acknowledging their positive actions and attitudes we hope that children see that we value and respect them and through a parallel process respect and value for others is then fostered in the children.

We feel that this coupled with the High Scope 6 steps to conflict resolution and positive role modelling will have positive effects on children's behaviour. This Behaviour Management Policy lays out how behaviour is managed in the Early Years Settings run by Finglas Childcare Ltd.

Rationale

We have compiled this Behaviour Management Policy to provide staff and parents with a comprehensive guide on how we manage behaviours within our Early Years Settings. We engage the children in resolving their conflicts so the social skills they will need as they progress through life are practised, such as problem solving, turn taking, sharing and seeing others points of view. In the EYS the High Scope method of conflict resolution is used, although all children are individuals with their own strengths and nuances we will always manage behaviour with a positive attitude.

Sometimes staff may observe a child to see if there is a trigger to a specific behaviour. In the case of very young children adults may also repeatedly model the desired behaviour while using age appropriate language.

In line with the Child Care Regulations (The Child Care Act 1991 (Early Years Services) Regulations 2016 we will ensure that no corporal punishment is inflicted on any child attending the EYS. We shall also ensure that no practices that are disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful are carried out in respect of any child in our care.



Scope of Policy

This Behaviour Management policy applies to all parents/guardians, FCL & non FCL staff, volunteers, students and Board of Management members who are in contact with children in any of our Early Years settings.

Behaviour Management Policy and Procedure

The staff of Finglas Childcare Ltd promotes appropriate behaviour by:

- Building trusting relationships with the children in our care and getting to know them
- Acknowledging positive behaviour
- Providing choice for the children in their activities
- Providing children with personal space
- Having set daily routines
- Modelling appropriate behaviour
- Sharing their attention among the children and making time to listen to them
- Recognising and treating children as individuals and respecting them as such
- Consistently engaging children in resolving their conflicts so the social skills they will need as they progress through life are practised, such as problem solving, turn taking, sharing and seeing others points of view.
- Ensuring correct staff: child ratios are implemented and organising staff so all areas are supervised
- Anticipating inappropriate behaviour in the EYS and intervening before an incident may occur.

The staff of Finglas Childcare Ltd manage inappropriate behaviour by:

- Implementing the High Scope 6 steps to conflict resolution
- Helping children to cope with their emotions through naming them (eg 'you look sad, angry' etc)
- Offering comfort to children throughout the process
- Explaining the EYS "rules" to children: No hurting bodies No hurting feelings
- Dealing with any incidents immediately
- Using active listening skills



- Being respectful by not talking about the child in front of other adults or children
- Giving children advance warnings that if behaviour continues they may be removed from activity
- Maintaining appropriate staff: child ratios to enable one to one attention at certain times
- Observing persistent behaviour over time to get an insight into possible triggers or patterns
- Offering follow up support

Practices that are prohibited

- Physical punishment (no slapping, rough handling, physical restraint)
- Verbal abuse, bad language or shouting
- Humiliation, Ignoring
- Talking negatively about/to a child
- Labelling children
- Disclosing confidential information
- Discussing inappropriate topics in front of children

Sometimes staff may observe a child to see if there is a trigger to a specific behaviour. In the case of very young children adults may also repeatedly model the desired behaviour while using age appropriate language. Parents/guardians will be informed if their child persists with an undesirable behaviour or if their child has been unusually upset. In all cases inappropriate behaviour will be dealt with in the EYS at the time by Early Years staff. Parents/guardians may be asked to meet with Senior Early Years staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between home and EYS. If the Early Years practitioner(EYP) needs to talk with a parent they will be called aside at collection time and informed calmly of the incident or the parent will be asked to meet at their nearest convenient time. The EYP will seek advice and information from the parent and together they will agree a plan of action. This will not be done in the presence of the child. In some cases we may request additional advice and support from the Early Years Development Manager(EYDM), other Early Years Professionals or make referrals with the parents' permission.

The EYDM will meet with staff and discuss the issue, support in observations of the child and discuss appropriate actions to be implemented. If there is still a concern regarding the behaviours another meeting with the parent will be held and the parent advised that we would like to contact other Early Years Professionals to assist for example a Public Health Nurse, Dublin North City Primary Care Team or Access and Inclusion Model(AIM).



If a parent/guardian has a concern they should not hesitate to speak to the senior Early Years practitioner in their child's room.

Agencies Contact Details

Early Years Development Manager	0868551822
Fionn Ghlas EarlyYears Hub	01 8641992
Willow Tree Creche	01 8640944
Oak Tree Creche	01 8362024
St Bridget's Creche	0857485854
AIM	01 511 7222
Wellmount Health Centre	01 8567700
Ballygall Health Centre	01 8845000
Primary Care Team	01 8467005