

## **PEACE CHILDCARE Ltd.**

### **Behaviour Policy for Before and After School Care**

PEACE Childcare Ltd. seeks to create an environment in all our centres which encourages and reinforces good behaviour. Children do bring to PEACE a wide variety of behaviour patterns but we aim to have a standard of acceptable behaviour established on the basic principles of respect, consideration, honesty and responsibility.

In the event of the behaviour of a child being unacceptable

#### **WE AIM:**

- ◆ To ensure that all children are given a measured response from the Child Care Workers within the Centre.
- ◆ To ensure any sanctions applied are not out of proportion to the offence.
- ◆ To prevent any child being treated in an unfair, inconsistent or irrational manner.
- ◆ To ensure that the child understands expectations.
- ◆ To ensure that the parents/carers are involved in any behavioural problems as a matter of course.
- ◆ To set certain limitations and practices to which all children adhere.
- ◆ To identify behavioural problems and reach a solution.
- ◆ To promote positive behaviour.

#### **OUR DEFINITION:**

Disruptive or detrimental behaviour comes in many shapes and forms and therefore it is expected that Child Care Workers within PEACE Childcare show judgement when dealing with individual cases. The following types of behaviour are considered unacceptable (It should be noted that these examples do not constitute an exhaustive list)

- ◆ A child being aggressive towards other children/adults.
- ◆ A child using abusive language.
- ◆ A child abusing equipment.
- ◆ A child standing on or throwing furniture.
- ◆ A child who disrupts the room by excessively being loud.
- ◆ A child who deliberately spoils/destroys another child's work.
- ◆ A child who calls another child names, or any other form of bullying.
- ◆ A child leaving the premises without permission.
- ◆ In general a child who refuses to accept the "rules" i.e. unacceptable social behaviour.

#### **RESPONDING TO UNACCEPTABLE BEHAVIOUR**

It should be noted that any form of complaint will be acknowledged by the staff and action will be taken relevant to the case. All reports and files are confidential.

It is requested that the relevant Centre Manager be advised by parent/carer if a child is having any difficulties at home or at school as this may have a bearing on the child's behaviour.

Most instances of poor behaviour are relatively minor and can be adequately dealt with by centre staff.

In the case of more serious disruptive behaviour, the first level of action is a consultation meeting between the staff member involved and the parent/carer concerning the unacceptable behaviour of the child.

If the issue is not resolved and the child continues to behave in an unacceptable way, the second level of action is the Centre Manager arranging a consultation meeting with parent/carer about the unacceptable behaviour of the child.

In the event of a child showing continual unacceptable behaviour, at the discretion of the Centre Manager, all information will be documented in an incident report book. This will be signed by the staff involved at the end of each session, and shown to the parent/carer. The Services Manager is to be informed of all the incidents that have taken place.

In the event that there are more than 3 incidents within a two week period or in the rare event of a child being a serious threat to the safety of others, the Services Manager will provide all relevant documentation to the Chairperson of PEACE's board of directors.

At the discretion of the Centre Manager the parent/carer will be asked to attend a meeting with the Services Manager and Chairperson to discuss the issues that have occurred and attempt to find a solution to the problem. The meeting will be confidential.

If the situation continues without resolution, the Services Manager will refer to PEACE's Board of Directors, who will then take appropriate action. This could result in the child being excluded from PEACE for a period of 1 week.

In exceptional circumstances, the services of PEACE Childcare can be permanently withdrawn.

The parent/carer will be formally notified in person by the Services Manager.

Please note: All actions and records are treated confidentially.

### **WHAT IS ACCEPTABLE STAFF RESPONSE?**

When dealing with disruptive/unacceptable behaviour staff will demonstrate a positive manner at all times.

Child Care Staff should make sure that the children understand the "rules" and regulations of the service.

Child Care Staff should be assertive, clear and specific in all communications as well as being good listeners.

### **IN THE EVENT OF A CHILD SHOWING DISRUPTIVE BEHAVIOUR-**

Children who have behavioural issues will always be offered support and care within this Centre.

Parents will be offered support and guidance if needed.

In the first instance it should be explained to the child that their behaviour is unacceptable.

If the incident is repeated, the child should be withdrawn from the area where the disruption is being caused. The Child Care Worker should calm the child if necessary and explain the reasons why he/she is being withdrawn from the area. An alternative activity should be offered. If the child's behaviour improves then they can return to the area of their choice. If behaviour continues to be disruptive, the child should be excluded from the activity for the rest of the session.

In the case of a continuous pattern of disruptive behaviour, the events should be reported to the Centre Manager who will explain the matter to the child that their behaviour is unacceptable. Their parents/carers will be informed.

- ◆ The Child Care Worker should have an understanding of acceptable and unacceptable behaviour and be able to manage unwanted behaviour.
- ◆ The Child Care Worker should make sure that the children are given adequate supervision.
- ◆ The Child Care Worker is expected to have a basic understanding of child development, child's individual needs, likes and dislikes and treat each child as an individual
- ◆ The Child Care Worker should understand their role, with ways in which they can contribute positively to children's behaviour.
- ◆ It is an objective of all staff to work as a responsive team in the care and development of children while promoting positive behaviour at all times.

**UNDER NO CIRCUMSTANCES SHOULD THE FOLLOWING OCCUR:**

- ◆ A child smacked or removed bodily from an area.
- ◆ A child placed in an area designated as a "naughty area", told to face a wall, to stand in the corner of a room, or to sit in a naughty chair" (It is perfectly acceptable to ask the child to sit down away from other children, to calm down and think about the situation).
- ◆ A child shouted at, demeaned or ridiculed.
- ◆ Having food or drinks withdrawn.
- ◆ A child left unattended.
- ◆ Promotion of negative attitudes.

Child Care Workers will be offered support in terms of guidance and training. The Discipline Policy will be given to all parents/carers of children using this service. The parents/carers sign the Registration Form agreeing to the terms and conditions, on registering with PEACE Childcare.

**Reviewed Monday 15<sup>th</sup> February 2021**

**Signed: ..... (Chairperson) ..... (Date)**