



## BEHAVIOUR MANAGEMENT AND BULLYING POLICY

### Belief Statement

The staff at O'Sullivan Beach Children's Centre, believe we should work effectively together, to create and provide a safe, predictable, respectful, learning environment, for all.

### All Children have the right to feel.....

Safe	Secure	Respected	Supported
Welcomed	Trusted	Accepted	Included

As staff, will have developmentally appropriate expectations of children's behaviour, and aim to support their self-regulation, emotional development, language skills, and foster the child's understanding and development of Protective Behaviours.

Our Behaviour Management Policy is based on Early Childhood Pedagogy, and current research, including the Language of Listening, SMART Strategies, Circle of Security, Strength Based Practice, You Can Do It program, and Sensory Integration.

**Our goal is to help children develop into considerate and effective learners, who will be aware, self-disciplined and contributing members of our community.**

### We will achieve this by;

- Creating and ensuring a safe physical and psychological environment, for all.
- Providing an environment, free from Bullying.
- Providing a responsive, developmentally appropriate curriculum.
- Modelling and acknowledging behaviour that demonstrates care and respect, for others.
- Encouraging children's efforts to behave positively and appropriately.
- Working in partnership with parents to support pro-social behaviour.
- Use "Say What You See" Language. (Sandra Blackard 2005-09)
- Use the strategies of, "Feelings, Limits, and Options".
- If children are having difficulty making appropriate choices they will have "Time In", with trusted staff, until they are calm and ready to play in a safe manner.
- Explicit teaching of appropriate behaviours and play skills, building on individual's children's strengths.
- Assessing children's behaviour and reviewing programs and current practice, for individual needs.
- Seeking further advice, and support for persistent behaviour issues.
- In consultation with parents to work together to support their child.

### As Parents You can help by;

- Maintaining an open honest relationship with staff.
- Have realistic expectations of children's behaviour.

- Being aware of our Behaviour Management Policy.
- Encouraging your child's conflict resolution skills and Self Help strategies.  
E.g. 'Stop it I don't like it'. Seek help from staff.
- Listening and responding to your child's needs, naming their emotions.
- Supporting staff to address children's behaviour.

If you have any concerns, please speak to staff, or raise your concerns with the Director.

## Bullying

Bullying is a repeated verbal, physical, social, or psychological behaviour that is harmful and involves the misuse of power by an individual or group, towards one person or another.

As Staff we acknowledge that Bullying is unacceptable.

We will work in a developmentally appropriate way to support strategies that promote positive interactions between children, fostering resilience, self-confidence, conflict resolution skills, and Protective Behaviour strategies, for all. Building on children's development and understanding of care and empathy.

Please see staff with any concerns about Bullying, so we can work together, in a sensitive way, to resolve these concerns.