



## Mountain Community Children's Centre Inc.

### Positive Guidance of Children's Behaviour Policy

**Rationale:** Children are growing individuals who are learning about their emotions and how to express themselves, they sometimes are governed by physical actions rather than words.

**Aim:** To outline the guidelines staff will use to help children identify and direct their emotions and physical behaviour within acceptable limits whilst at the Centre.

#### Implementation:

According to child development theorists, age is a contributing factor to the way in which children express their emotions and intent. With this understanding staff at Mountain Community Children's Centre will become familiar with the different characteristics of infants, toddlers and young children and work together with individual families, other professionals and the Director, to help establish guidelines to support each child whilst at the Centre.

Only primary contact staff or casual staff filling a primary contact role will participate in behaviour guidance. That means that whilst on the premises, family members will not direct children other than their own. Volunteers will not direct children's behaviour but may inform staff of specific incidences and students will not be the primary facilitator in behaviour management, but to meet study needs may work in conjunction with a primary contact staff member to positively guide children's behaviour. If these individuals act outside of these guidelines the Room Leader, Primary Contact Staff or Director may intervene and clarify our Policy.

While understanding that infants and young children may not have the verbal language or social/emotional understanding to express themselves in words, staff will attend to children who are upset, crying or demonstrating behaviour that is not calm. Staff will interact with the child to determine what the matter is and act accordingly to meet their physical (for example nappy, drink, injury) or emotional (anxious, sad, hurt) needs.

In the case where a child is demonstrating aggressive behaviour towards others, staff will use language according to the child's developmental understanding to try to determine what the matter is. ***At no time is it acceptable for children to hurt others, place themselves in a position of danger or damage equipment.*** Staff will always use calm, soothing tones to identify the inappropriateness of the child's behaviour, whilst explaining the consequence of their actions. (The consequence will be determined upon the incident but may include \*removal from the immediate area until the child calms down, \*apologising to the injured party or \*restoring equipment that has been disheveled). Within child protection guidelines, staff will not use physical punishment (hitting or verbal threats) while helping the child to calm down. Staff will not leave the child isolated or unattended but will remain either cuddling and/or reassuring the child, alternatively the staff member will stay close in the immediate vicinity.

If the aggressive child is able to identify the problem staff will work together with the child to identify that hurtful / aggressive behaviour is inappropriate. Staff will always work towards helping the child foster behaviour based upon control of self and an understanding of and appreciation other people's needs, rights and feelings. Staff will also teach children to identify and use words to express themselves.

Staff will document ongoing behaviour issues and work in conjunction with the child's family to determine strategies to help guide the child's behaviour. In the case where it is deemed additional professional expertise may be required staff will discuss the options with the child's family and work together with the family and/or other professionals to help the child develop to their full potential. In the case of inappropriate sexual behaviour staff must notify the Director as there may need to refer to our [Child Protection Policy](#). Otherwise the incident is to be documented in a [Record of Incident](#) and kept in the child's file. While maintaining confidentiality for the children, the parent guardian of each child involved must be informed upon arrival at the Centre of the incident and sign three copies of the [Record of Incident](#).

Staff will participate in ongoing professional development in regards to guiding children's behaviour. This may be conducted through Registered Training Organisations or within the Centre.