



Positive Guidance Policy

Rationale

To ensure all staff, volunteers and students are aware of how to deal with children's behaviour, and to make parents aware of positive and alternative methods to use with their children.

At This Centre

- Every child is given respect and dignity.
- Every child is given positive guidance prompting appropriate behaviour with regards to the child's stage of development.
- Every child is given positive guidance using praise, encouragement and avoiding blame or harsh language.
- Children will be given guidance, but such guidance will never involve any form of physical ill treatment, solitary confinement, immobilisation or deprivation of food, drink, shelter or protection.

Purpose

- Ensuring consistency between employees in dealing with children's behaviour.
- To create a positive environment where children can take responsibility for their own actions and respect others.
- To ensure all children are treated in an appropriate manner and feel safe.
- To ensure parents are aware of positive and alternative methods of discipline, so staff and parents can work together in order to ensure consistency between the centre and home.

Guidelines

Parent Support

Senior staff members will be aware of where to access information on positive methods of behaviour guidance. They will be able to make this information available or refer parents to this upon request.

If staff are concerned about an aspect of a child's behaviour which has been occurring over a period of time, a senior staff member will discuss the issue with the child's parents or whanau to determine any

underlying causes. An agreement will be made between parents or whanau and the Centre Management on managing the child's behaviour to enable consistency between the centre and home.

Staff Training and Support

Employees will be encouraged to attend courses in managing children's behaviour. All new employees, visitors, and students will be given clear guidelines on how to manage children's behaviour in an acceptable and positive manner. All teachers will have time for discussion (at staff meetings) on issues that have arisen regarding child management to ensure staff can be consistent in dealing with children's behaviour, and feel supported by each other.

Surrounding employees will not interfere, unless asked to help, when another staff member is managing a child's behaviour, unless the child is in danger of being hurt physically or emotionally. If a staff member is not happy about the method of behaviour management being used by another staff member, student or volunteer, they may approach the staff member involved or alternatively they can approach management without delay with their concerns so it can be dealt with in an appropriate manner.

Employees are aware that any information about a child's behaviour is confidential between the teachers and that child's family.

Encouraging positive behaviour in children:

- At this Centre children will have clear boundaries and limits. Instructions will be clear, and children will be given advance warnings of things such as meal times, tidy up time, time to move inside, etc...
- Children will be encouraged to set their own limits and staff will value mistakes as learning opportunities
- Teachers will use redirect children to more acceptable behaviour and offer choices to a new activity when necessary.
- Listening when children talk about their feelings and frustrations.
- Guiding children to resolve conflicts and modelling skills that help children to solve their own problems.
- Patiently reminding children of rules and their rationale as needed.
- Role modelling peaceful conflict resolution.
- Positively guide behaviour in consultation with parents and whanau.
- Staff will provide a stimulating environment, thus eliminating negative behaviour that may come from a child being 'bored.' Staff will spontaneously introduce new things like a quick run around outside, or a 'lion hunt.'
- All employees will recognise they are role models for the children.
- Employees, students, visitors, parents and whanau will not use any form of corporal punishment, hitting, smacking, biting, teasing, shaking, pushing, kicking, poking, pulling etc., nor must they ridicule, frighten, humiliate, neglect, threaten, or confine any child whilst in the centre, or on a centre outing. Breaching the conditions of this Policy will be considered serious misconduct and will result in disciplinary action.
- Students and volunteers will not be required to deal with managing a child's behaviour until they,

and management, feel they are ready, and then only under close supervision and guidance from a teaching staff member.

- Teachers and those dealing with children's behaviour will always focus on the positive aspects of the situation.

Adults will actively intervene to prevent non-accidental injury and abuse. This intervention will be reported to the Centre Supervisor immediately.