

# Behaviour Management Policy:

At Tir na nOg Preschool a loving, affectionate and respectful attitude and manner are displayed towards children. We encourage each child to be independent and self-directing leading towards them eventually becoming truly responsible for their own behaviour.

We believe at Tir na nOg Preschool that all children have a right to discipline that should not be confused with punishment. If a child is in an environment that provides positive behaviour, unacceptable behaviour will diminish in time as the child learns and grows.

Staff at Tir na nOg Preschool will work together with the parents in order to implement effective ways of managing children's behaviour. Behaviour modification needs to involve all adults who have close contact with the child. This enables the rules to be consistently reinforced in both preschool and in the home.

## **The Role of Adults:**

Adults must be loving, patient, and firm to help children to learn that it makes sense to act in certain ways. Discipline based on trust, respect, love and consistency helps children to build self-esteem and self-discipline.

Adults can help children to avoid inappropriate behaviour by helping them to understand rules and guidelines. When children do something inappropriate, adults can help them look at the consequences of their actions and think about what they can do to make things better.

Staff of Tir na nOg Preschool recognise that it is important to understand the expectations of parents/carers regarding behaviour guidance strategies used in the preschool before children first come to use our service. Staff members will keep open lines of communication with families on an ongoing basis in relation to maintaining behaviour guidance strategies and practise.

## **Daily Interactions in Playschool:**

- Staff members must interact frequently and positively with children.
- Staff members will be available and responsive to children.
- Children should be spoken to in a calm, friendly, positive, respectful manner.

- All children regardless of race, religion, family background, culture, gender or ability must be treated with respect and consideration.
- Independence in children should be encouraged, as they are ready.
- Children's efforts, achievements and feelings will be acknowledged by sincere encouragement leading to growth in self-esteem and self-discipline.
- Children should be generally kept comfortable, relaxed, happy and involved in play and other activities.
- Pro-social behaviours among children must be recognised and encouraged.
- Staff expectations for children's social behaviour should be developmentally appropriate – children's level of understanding and maturity must be taken into account.
- Children must be encouraged to verbalise feelings and ideas
- Parents/carers should be encouraged to comment on children's reactions to discipline.
- Staff members should model appropriate behaviour and plan activities that help children learn about right and wrong.
- Children must never be humiliated, segregated or have food withheld.
- Children should be distracted from unwanted behaviour.
- When behaviour is unacceptable, staff members will explain why simply to the child/children.
- Children should be helped to find solutions to conflict.

**Physical Restraint May Need to be Used But Only:**

- To prevent an accident such as a child running across a road.
- To prevent injury, eg. If a child is having a temper tantrum.

Any such intervention will involve minimum force for minimum time.

**Note:** Staff giving comfort by holding a child when they are distressed is not physical restraint; however this should only take place when it is acceptable to all persons concerned.

### **Records Must be Kept of Significant Incidents to Include:**

- The child's name.
- Time and location of the incident
- Events leading up to the incident
- The nature of the incident
- Others involved
- Witnesses
- How the situation was handled
- Whether restraint was used, what form and the reason for it
- Consequences

Recurring problems will be dealt with in an inclusive manner following observations and involving the child's parents/carers and other appropriate adults.

Tir na nOg Preschool will endeavour to assist children in developing self-esteem and positive behaviour patterns in the following way;

- Praising or criticising the behaviour rather than the child
- Encouraging and building a child's self esteem
- Using play and games with rules to help the child and understand boundaries
- Staff leading by example as children imitate behaviour
- Being consistent by meaning 'No' when they say 'No'
- Clarifying rules and expectations of behaviour
- Reinforcing positive behaviour at all times, ie. displaying paintings, rewards, etc..

In order for behaviour modifications to work effectively rules must be established and the children need to be aware of them. Behaviour, which will not be tolerated in Preschool, is as follows:

- Physical aggression
- Verbal aggression
- Excessive temper tantrums



Such behaviour will be dealt with by using the three following stages;

1. A member of staff will speak to children displaying inappropriate behaviour.
2. A child will always be given several opportunities to change their behaviour before being asked to go on Time Out, therefore it is the child's decision to go on 'Time Out'.
3. If the unpleasant or inappropriate behaviour still continues the child will be removed from the situation in 'Time Out' for an age appropriate length of time. This is one minute for every year, ie. a 2 year old would only ever go on 'Time Out' for 2 minutes. 'Time Out' allows the child to calm down and regain control.

Tir na nOg Preschool will inform parents of all action taken regarding the behaviour of their child. If a child continually displays any of the above mentioned behaviour, the management and staff of Tir na nOg Preschool will work together to try and rectify negative behaviour patterns. However, if the negative behaviour continues to be displayed within the Preschool environment, it is at the discretion of the Management to ask the parents involved to take their child out of Tir na nOg Preschool subsequent to a written warning.