



ALDGATE KINDERGARTEN

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BEHAVIOUR GUIDANCE (including bullying and harassment)

Rationale

All children have the right to feel secure and to learn and develop in a safe environment. Behaviour is an expression of feelings. Behaviour communicates needs, anxieties, concerns, pride, happiness...our role is to help the children in our care to express their feelings in a manner that shows care and respect for others.

We encourage children and adults to:

- be respectful towards other people, the environment and our resources
- keep ourselves and others safe
- care for each other
- share, cooperate and collaborate with others
- interact positively
- develop independence skills

As a staff team we promote positive behaviour and interactions by:

- being good role models, interacting with positivity and respect
- celebrating children's and our own efforts
- using effective communication techniques
- working together with families to develop common goals for a child's well-being, learning and development
- engaging children in the development of behaviour expectations and consequences of inappropriate behaviours
- ensuring that limits are reasonable and understood by all children and adults
- facilitating negotiation and conflict resolution, using positive verbal and non-verbal guidance
- never intentionally causing a child or another adult to feel rejected, insecure, embarrassed or ashamed
- providing an enriching and engaging program that enables each child to experience success, a sense of wellbeing, and opportunities to express feelings through sensory and other forms of play
- demonstrating empathy and sensitivity to each child – supporting them to adjust their behaviours.

Unacceptable behaviours include:

Being emotionally hurtful, putting others down, physically harming another person, harassment, bossiness, being disrespectful, bad language, bullying and shouting at others. We all make mistakes sometimes and say things we don't really mean, but deliberate and repeated actions towards others which involve the misuse of power are referred to as bullying and harassment. This is not acceptable and will be managed in collaboration with families.

We will respond to challenging behaviours by:

- reminding children of expectations and limits and the reasons for these
- supporting children to problem solve, negotiate, find resolutions and manage emotions appropriately
- supporting children to empathise with others and restore relationships
- calmly removing others from the vicinity of a child whose behaviour is unacceptable
- communicating with and involving children's families at the earliest opportunity (this includes families of children who are the recipients of another child's unacceptable behaviour)
- assessing children's learning and development and reflecting and/or reviewing our program, practices and routines to ensure that they support positive behaviours
- planning, implementing, monitoring and reviewing individual behaviour plans with families and support services
- being aware of our limitations and seeking assistance when required