

▶▶▶ BEHAVIOUR MANAGEMENT POLICY 2018

YMCA Programmes are designed to provide children with an enjoyable, secure and safe place to spend their time where they will be treated with dignity and respect.

- ▶ Their health is promoted; their emotional wellbeing is nurtured and they are kept safe from harm.
- ▶ Along with their families they know they have a place where they belong, they feel comfortable with the routines, customs and regular events; they know the limits and boundaries of acceptable behaviour; and links with the family and wider world are affirmed and extended.
- ▶ Children are affirmed as individuals and they are encouraged to learn with and alongside others; and have equitable opportunities for learning.
- ▶ Children will develop nonverbal and verbal communication skills for a wide variety of purposes; and experience stories and symbols of their own and other cultures; and discover and develop different ways to be creative and expressive.

We aim to be a place where children want to come to have fun in an engaging, stimulating and friendly environment. Our approach to behavior management will make our programmes a safe environment for children to spend their out of school hours.

The YMCA recognizes that all behaviour occurs due to a child's attempts to get their needs met. The key to effectively managing behavior is creating a child centric environment which meets the needs of the children attending. This is facilitated by these steps:

- ▶ Regular feedback from children and parents
- ▶ Programme planning and review
- ▶ Developing strong home-programme relationships
- ▶ Creating child friendly environments

All staff will receive regular competency based training in Behaviour Management.

Feedback:

The YMCA encourages regular feedback from parents and children using our services. Refer to the YMCA Complaints and Feedback Policy.

Programme Planning and Review:

All programmes will have a written term/day plan which reflects the interests and needs of children using the service. Refer to the YMCA Programme Planning Policy.

Home-Programme relationships:

The YMCA recognizes that strong relationships between the programme, children and their families, is key to meeting belonging and esteem needs of children. Strong relationships will be fostered through regular communication with parents/caregivers, family-based activities and opportunities for parents/caregivers to engage with the programme.

Child-friendly environments:

All YMCA programmes will operate in an environment that is safe, secure and engaging for all participants. Staff will follow all child safety practices (Refer to Child Safety Policy) and will set up an environment that has a minimum of four child-centred areas. These areas will include a quiet space, and active play space.

All YMCA programmes will have clearly defined boundaries, both physical boundaries and expected behaviour boundaries.

Research shows that the primary mechanisms for learning are via connection, contracting and consequences. Therefore, our staff put effort into connecting with each child based on their interests and needs. Positive expectations of behavior (and the limits) are agreed in a collaborative way with the children and these are centred around the YMCA values of caring, respect responsibility and honesty. These values are clearly displayed onsite.

Children will be encouraged to settle their differences in a peaceful manner.

YMCA staff will demonstrate acceptable behaviours during the course of their interactions with all children. Their role modeling will encourage positive and responsible behaviour within the areas of:

- ▶ Socially-accepted behaviour
- ▶ Interaction with peers
- ▶ Maintaining a safe and caring environment

Staff will use voice intonations, facial expressions and explanations as methods of discipline used to encourage desired behaviour. Shouting at children should be avoided. Positive behaviours will be encouraged by diverting children to more appropriate activities, showing appreciation for appropriate behaviour, and building on each child's strengths and achievements. We promote an appreciative and strengths based culture.

Parents/guardians/approved persons who wish to discipline their own children whilst in the center will not at any time use any form of corporal punishment or use unacceptable language.

Incident Management

Where children do not, or cannot, comply with the behavior expectations we will, as a first step:

- ▶ Advise the child/children that their actions are inappropriate and provide guidance on appropriate behavior
- ▶ Use positive reinforcement of favourable behavior

Where necessary a few minutes sitting away from the group to reflect on their behaviour may be chosen to emphasize displeasure of the behaviour. This is referred to as "Time out". It is important that children are aware of the reasons why they have been placed into "Time out".

The duration of "Time Out" will be determined by the behavior, a general guide being 1 minute for every year of age but no more than 15mins unless safety is compromised. (Where safety of self, others or environment is compromised "timeout" may extend beyond 15mins). The child must sit in the "Time Out" position and observe the children's correct and acceptable behaviour until the staff member tells them it is time to resume play – or the child initiates a return and demonstrates that they have learnt the lesson. No further punishment will be given and the child will be reminded, in positive terms, of the expected behaviour before returning to the group or activity.

If children consistently display unacceptable behaviour the senior staff member will ensure:

- ▶ The expectations of the child's behaviour are realistic and appropriate to their developmental level.
- ▶ The child understands the limits
- ▶ The child's needs are being met
- ▶ The child isn't copying observed behaviour
- ▶ Events at the centre have not encouraged the behaviour
- ▶ Consequences of the behaviour do not encourage it to persist
- ▶ All staff in contact with the child consistently follows strategies.

The Centre manager/Senior staff member is available to discuss and assist with any concern a parent or staff may have in respect of a child's behaviour or participation in the programme.

If the unacceptable behaviour persists the manager will follow the below steps:

- ▶ Arrange a meeting with the child's parent/caregiver to discuss behaviour issues and find out if there are strategies the family uses at home that we can learn from.
- ▶ Continued poor behavior may lead to the co-development of a Behaviour Management plan which will be used to manage the behavior of the child.
- ▶ If behavior does not improve, the YMCA (in conjunction with the Parents) may seek advice from an appropriate agency or professional. The cost of this intervention to be covered by the Parents, unless funding is available.
- ▶ If all methods fail to result in an improvement in behaviour, and in consideration of the health and safety and duty of care to the other participants, the YMCA may choose to withdraw the child from the programme.

BEHAVIOUR MANAGEMENT GUIDELINES- step by step response guide

The following step by step guide will assist you to develop a systematic response to inappropriate behaviours that you observe:

