



Policy and Procedure for Managing Children's Behaviors

Principle

All positive behavior is encouraged and praised. Concerns or behavioural change are discussed with the parents. We believe that inappropriate behaviour in a child attending our facility should be corrected in a caring, constructive and consistent manner. We follow a behavioural management and codes that encourages self-control, self-correction, self-esteem and co-operation.

All staff will support the children to regulate their behaviour and will have a number of strategies to deal with both positive and challenging behaviour

If child abuse or neglect is suspected, it is managed in line with the service's child protection and welfare policy.

Supporting Positive Behaviour

- 1.** We apply simple rules fairly and consistently. We encourage children to respect themselves, each other and property. We aim to provide happy, caring environment with challenging activities.
- 2.** Rewards are not offered to encourage good behaviour; in the same way the child is not punished when negative behaviour occurs. We believe that both positive and negative behaviour happen for a reason. A compromise is often a solution, for example, if you tidy up your work I shall put the child in "Quiet Time" for a maximum of four minute (We calculate on the age of the child). They will be asked to think about their behaviour and how they can rectify it. Once they have done this, they will be invited back to the group.
- 3.** Children and staff are encouraged to apologise to each other. We feel this fosters good ground rules and boundaries.
- 4.** Role modelling will include: explaining feelings, using a calm tone of voice, getting down to the child's eye level, giving choice to the children, using language to help children understand positive decisions, waiting and checking for the child's understanding
- 5.** Books and storytelling are used to talk about feelings and what we can all do when we are angry, upset or frustrated. Schedules, routines and transitions serve as a framework from which children gain trust, security and order and are a pathway to positive behaviour management.
- 6.** Each child is assigned a "Key Educarer" who is responsible for getting to know each child and his/her family. This is important for gathering information and knowledge about the whole child.



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The Key Educarer will carry out observations through the process of ‘tuning-in’ and playing alongside the children getting to know their likes and dislikes and emerging interests. Through their key role they are in a position to begin anticipating a child’s reaction and behaviour knowing what is likely to upset a child’s mood or behaviour, knowing when to step-in or just observe from a safe distance.

Managing Severe and Challenging Behaviour

Problems Challenging behaviours are frequent and repeated actions by a child that impacts significantly on other children or the child himself/herself, or their ability to engage in the daily activities, and which fails to improve under the usual behaviour management strategies or requires ongoing intensive one-to-one management to keep under control. The behaviours may have been present from the start, gradually worsening as the child gets older or involve a deterioration of their behaviour from a previously normal pattern. If a child’s behaviour is considered dangerous to themselves or others, the Educarer will carefully remove either the child or the other children from the situation. This is in order to protect all using the c crèche. The child will be given time to become calm and the Educarer will help guide him/her with his/her behaviour. The Key Educarer will record the incident and discuss it with the family. If a child’s behaviour is ongoing or becomes severely challenging the service will implement the following strategies:

Strategies for Supporting Children

- The Educarer and Crèche Manager will meet the parents to discuss the behaviour and develop an action plan for going forward to help the child overcome the issues.
- The child’s Key Educarer will carry out a number of observations at different times of the day to try to establish a trigger for the behaviour. All observations will be noted and discussed with the family.
- If necessary, the family will be supported to contact any relevant external professionals.
- If the behaviour is a child protection concern, the Child Protection Policy will be implemented.
- All information gathered and discussed will be stored securely and all conversations are confidential.
- All meetings, plans and observations will be recorded and stored in the child’s record in a locked cabinet.
- The staff will always work in the best interest of the child using their best judgement in situations which can be demanding and stressful on all involved.



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Biting Strategies

Use age appropriate behaviour guidance strategies for children who are biting. This includes working with the biting child on resolving conflict or frustration in a more appropriate manner, including using language the child is able to understand, and labelling emotions for children.

Staff will attempt to keep frustration levels of children low by providing several toys of the same variety, having smaller groups of children, e.g. inside group/outdoor group. Staff will change the environment, routines or activities as necessary.

Staff can implement strategies such as closely observing or shadowing a child demonstrating ongoing biting behaviours in order to identify possible triggers and intervene where possible to minimise incidents.

Staff will look for ways to promote the children's sense of security and stability, through ensuring a 'no surprise' routine. Maintaining a predictable schedule ensures children understand and are able to anticipate the progression of the day.

- All strategies to be based on individual children's needs and stage.
- Families of children biting should be consulted throughout the process so that they can assist in the management of the behaviour.

Prohibited Practices

- Corporal punishment - Any physical force which is used with intent to cause some degree of pain or discomfort, such as hitting, spanking (refers to striking a child with an open hand on the buttocks or extremities with the intention of modifying behaviour without causing physical injury), shaking, slapping, twisting, pulling, pinching, squeezing, or biting is prohibited.
- Practices or the threat of any practices that are disrespectful, degrading, exploitative, intimidating, emotionally or physically harmful or neglectful will not be carried out on any child while attending the service.

Supporting Staff

- Staff are given a copy of the behaviour management and emotional support policy as part of their induction in Named Service and sign to say that they have read and understood



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the policy. Staff receive training at induction on the behaviour management techniques that are used in Named Service.

- Staff are supported with behaviour management and emotional support of children in their care through ongoing training, support and supervision with management and availability of information on best practice in relation to behaviour management and emotional support in an early years setting.
- A copy of this policy is available in each room for staff to easily access. A copy of specific techniques we use for managing behaviour are available to staff. Staff receive training on these techniques as needed.
- This policy is reviewed on a yearly basis with the input of staff.
- Staff share information as needed, in a confidential manner, to ensure consistency across the service when supporting children's behaviour.
- Staff are aware of the language that they use when speaking to children. Staff focus on positive commands when encouraging children to modify their behaviour. Using 'do' instead of 'don't', for example.

Working with Parents

Policy and Procedure for Managing Children's Behaviors It is our policy to work in close collaboration with parents. We recognize and value the role of parents in managing children's behaviour. It is our policy to inform parents, at the environment stage, of the policies and procedures in relation to behaviour. Management will explain how behaviour is dealt with so a consistent approach can be adopted. Parents are encouraged to tell staff of any difficulties that they are experiencing at home and to inform them of any situation that might impact on child behaviour such as bereavement, illness, relationship breakdown, a new baby etc. If a parent needs to be contact in relation to a concern about behaviour it is our policy to do this in a consultative rather than a complaining manner and staff will endeavor to work in partnership with the parent to develop a strategy for dealing with the situation.

Contact Information

If you need more information about this policy, contact:

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Policy Created

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Signatures

	Name and position	Signature
Approved by	Pooja Patidar, Manager	
Approved by		

Review Date

Date this policy will be reviewed	26-Aug-2025
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