



**a new
concept
of after
school.**

DUBLIN - IRELAND

Policy on Behaviour Management - Including Managing Challenging Behaviour

1. Introduction

This policy outlines the principles and procedures for managing behaviour within our service. It ensures that all children receive age-appropriate guidance and support in a safe and respectful environment. The policy applies to all staff, parents, and children within the service.

2. Age-Appropriate Behaviour Management

Our behaviour management strategies are meticulously crafted to align with the developmental stages of the children in our care. We recognize that children of different ages exhibit distinct behaviours, needs, and capabilities. Consequently, our approach is not one-size-fits-all but is instead tailored to suit these varying developmental stages.

For infants and toddlers, our focus is on gentle guidance and positive reinforcement, understanding that at this stage, children are just beginning to explore their environment and learn social cues. We use simple language, distraction techniques, and lots of praise to encourage desirable behaviours and discourage unwanted ones.

For preschool-aged children, we incorporate more structured techniques, such as clear and consistent rules, routines, and expectations. At this stage, children are developing their sense of autonomy and social skills. We use methods like time-outs, redirection, and role-playing to help them understand the consequences of their actions and learn how to manage conflicts with peers.



For school-aged children, our strategies become more sophisticated, reflecting their advanced cognitive and emotional development. We engage them in discussions about behaviour, encouraging them to reflect on their actions and understand the impact on others. Techniques such as problem-solving sessions, setting personal goals, and logical consequences are employed to help them develop self-discipline and responsibility.

By adapting our behaviour management techniques to the developmental stages of the children, we aim to create an environment that fosters positive behaviour, supports emotional growth, and effectively manages conflicts. This tailored approach ensures that each child receives the guidance and support appropriate for their age, promoting a harmonious and nurturing atmosphere.

3. Expectations and Rules

The service has clear expectations and rules to guide behaviour. These include:

Respect for all individuals.

Safe and responsible behaviour.

Listening and following instructions from staff.

Sharing and taking turns.

These rules are communicated to children in a way that is understandable and appropriate for their age.

4. Managing Age-Appropriate Conflict and Challenging Behaviour

Conflict and challenging behaviour are managed relative to the child's developmental stage. Strategies include:

Redirecting attention to positive activities.

Using calm and consistent language.

Offering choices to empower children.

Implementing time-outs for reflection if necessary.

Engaging in restorative conversations post-incident.

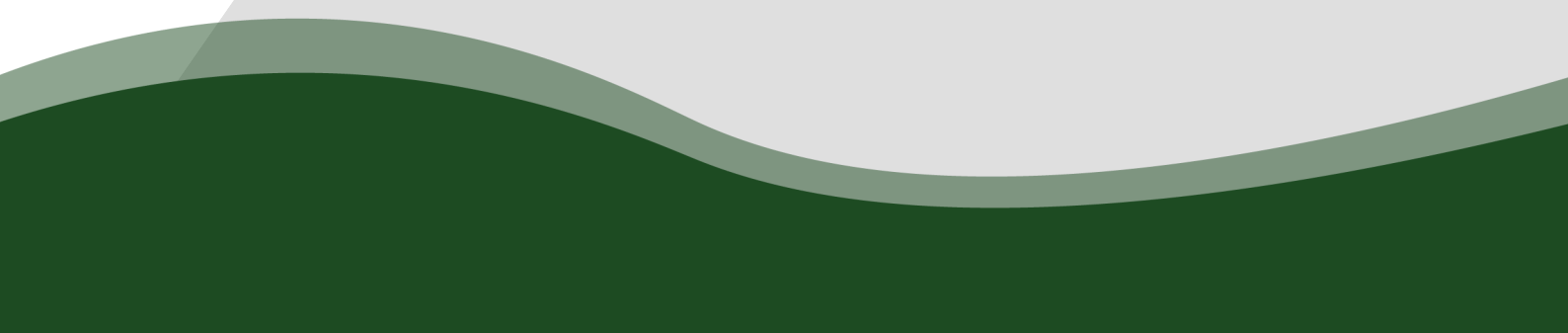
5. Promoting Positive Behaviour

We incorporate positive behaviour into our practice by:

Providing regular positive reinforcement and praise.

Setting clear and achievable goals.

Modelling appropriate behaviour.





Creating an inclusive and supportive environment.
Implementing a reward system for positive behaviour.

6. Prohibited Practices

The following practices are strictly prohibited:

Use of corporal punishment.

Use or threat of disrespectful, degrading, exploitative, intimidating, isolating, emotionally or physically harmful, or neglectful practices.

Any form of bullying.

Restraint of children by unapproved methods.

7. Bullying Management

The service has a specific policy to identify, respond to, and manage bullying. This includes:

Educating children about bullying and its effects.

Encouraging children to report bullying.

Intervening promptly and effectively in bullying incidents.

Supporting victims and addressing the behaviour of those who bully.

Engaging parents in addressing bullying.

8. Staff Training

All staff will be trained in behaviour management techniques, including:

Positive reinforcement strategies.

Conflict resolution.

De-escalation techniques.

Safe physical intervention methods, where necessary.

9. Managing Cyber Bullying

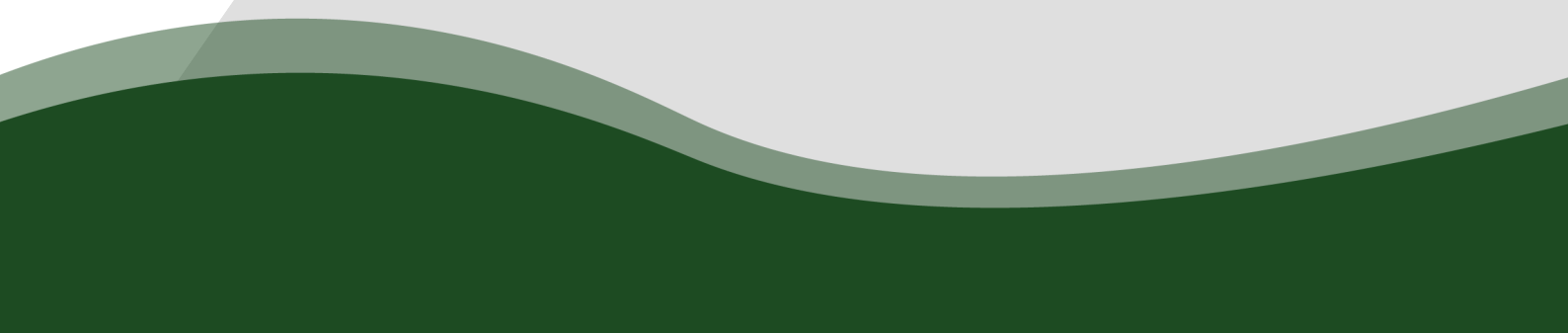
The policy addresses cyber bullying by:

Educating children about online safety and respectful online behaviour.

Monitoring children's use of technology within the service.

Encouraging children to report any incidents of cyber bullying.

Taking immediate and appropriate action to address reported incidents.



10. Communication of Policy

This policy will be communicated to all staff, parents, and children through:

Staff meetings and training sessions.

Parent newsletters and meetings.

Age-appropriate discussions and activities with children.

Availability of the policy document on the service's website and in the service's handbook.

11. Procedure for Unaccompanied Child Leaving the Service

If a child leaves the service unaccompanied and without authorization, the following procedure will be followed:

Immediate search of the premises and surrounding area.

Notification of the child's parents/guardians.

Contacting local authorities if the child is not found promptly.

Incident report to be completed and reviewed to prevent future occurrences.

The room Leader and room Supervisor will be the responsible to communicate with parents and authorities.

12. Physical Intervention

Staff may physically intervene to prevent injury to the child or others or to prevent significant damage to equipment or property. Such intervention must:

Be used only as a last resort.

Ensure no pain is inflicted upon children.

Be followed by completing an incident report.

Be communicated to parents/guardians.

Use approved, evidence-based methods.

Be performed by staff trained and certified in the method.

This policy ensures that our approach to behaviour management is consistent, respectful, and effective, fostering a positive environment for all children in our care.

13. Review and Amendments

This policy will be reviewed annually or as needed to ensure its effectiveness and compliance with current regulations and best practices. Amendments will be made as necessary and communicated to all stakeholders.

14. Staff Training and Support

All staff will receive ongoing training and support to ensure high standards of care and effective behaviour management. This includes:

- **Guidance in Practice:** Regular workshops, mentoring sessions, and resource-sharing to guide staff in implementing developmentally appropriate practices.
- **Support in Care:** Structured support systems for staff to discuss challenges, share strategies, and enhance their ability to respond to the needs of children effectively.
- **Positive Reinforcement Techniques:** Training on methods to recognize and encourage good behaviour in children.
- **Conflict Resolution and De-escalation:** Skills for resolving conflicts calmly and addressing challenging behaviours in a constructive manner.
- **Collaboration and Communication:** Encouraging teamwork and clear communication among staff to foster a supportive work environment.

15. Harm to a child by a staff member/volunteer

- Procedures to Manage Risk:
 - Recruitment Procedure: Conduct thorough interviews and reference checks.
 - Garda Vetting Procedure: Ensure all staff/volunteers are Garda vetted before commencing work.
 - Supervision Procedure: Staff should not be alone with children; implement buddy systems for supervision.
 - Managing Allegations Procedure: Have a clear process for reporting and managing allegations of abuse

16. Inadequate supervision leading to accidents or injuries

- Procedures to Manage Risk:
 - Supervision Procedure: Ensure staff understand safety protocols and supervision standards.
 - Training and Induction Procedure: Train staff in child safety, first aid, and emergency response.
 - Risk Management Procedure: Regularly assess and address hazards in the physical environment.

17. Unauthorized individuals accessing the premises

- Procedures to Manage Risk:
 - Access Control Procedure: Secure entry points and ensure only authorized individuals are allowed.
 - Sign-In/Sign-Out Procedure: Use the ChildPath System for tracking who enters and exits the premises.
 - Supervision Procedure: Assign staff to monitor entrances during program hours.

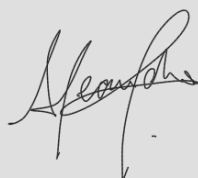
18. Failure to report incidents of abuse or neglect

- Procedures to Manage Risk:
 - Reporting Procedure: Train staff on mandatory reporting requirements.
 - Child Protection Policy: Include clear steps for identifying and reporting concerns.
 - Safeguarding Training Procedure: Provide ongoing training on child protection legislation and guidelines.

Ongoing Staff Support Initiatives

- **Supervision and Feedback:** Regular supervisory sessions to provide feedback and address any challenges staff face in their practice.
- **Professional Development Opportunities:** Access to external courses and certifications in child care and behaviour management.
- **Open-Door Policy:** Ensuring staff feel comfortable discussing concerns or seeking advice from management.

This addition ensures that staff feel well-prepared and supported in providing high-quality care, while also maintaining consistency with the values and expectations outlined in the existing policy.



Last update: 02/05/2025