



## **Behaviour Management Policy**

**Policy:** Kids Kinetic is committed to fostering a positive and respectful environment for all children and staff. This policy aims to promote positive behaviour through clear rules, positive reinforcement, and consistent consequences for inappropriate behaviour.

### **Procedures:**

#### **1. Develop a Code of Conduct:**

- 1.1 Clear Expectations:** Create a detailed code of conduct outlining the expected behaviour for children and staff. This should include respect for others, cooperation, and following directions.
- 1.2 Accessibility:** Ensure the code of conduct is easily accessible to all children, parents, and staff. Display it prominently in classrooms and common areas.

#### **2. Positive Reinforcement:**

- 2.1 Reward Systems:** Implement reward systems, such as stickers, certificates, and privileges, to reinforce positive behaviour.
- 2.2 Praise and Recognition:** Provide verbal praise and recognition to children for displaying appropriate behaviour. Highlight positive examples during group activities.

#### **3. Consistent Consequences:**

- 3.1 Fair Disciplinary Actions:** Establish a consistent framework for addressing inappropriate behaviour, ensuring consequences are fair and proportionate to the behaviour.
- 3.2 Reflection Time:** Use time-outs or reflection periods to help children understand the impact of their behaviour and encourage self-regulation.

#### **4. Staff Training:**

- 4.1 Behaviour Management Techniques:** Train staff on effective behaviour management techniques, including conflict resolution, de-escalation strategies, and positive reinforcement methods.
- 4.2 Ongoing Professional Development:** Provide regular professional development opportunities to keep staff updated on best practices in behaviour management.

#### **5. Involving Children in Setting Expectations:**

- 5.1 Collaborative Rule-Making:** Involve children in the process of setting behaviour expectations. This can include group discussions and activities where children help create classroom rules.

**5.2 Ownership and Responsibility:** Encourage children to take ownership of their behaviour and understand their role in maintaining a positive environment.

## **6. Communication with Parents:**

**6.1 Regular Updates:** Keep parents informed about their child's behaviour, both positive and negative, through regular communication channels such as meetings, emails, and progress reports.

**6.2 Collaborative Problem-Solving:** Work collaboratively with parents to address any behavioural issues, involving them in the development of strategies to support their child.

## **7. Monitoring and Review:**

**7.1 Regular Assessment:** Regularly assess the effectiveness of behaviour management strategies and make adjustments as needed.

**7.2 Feedback Mechanism:** Provide a mechanism for children, parents, and staff to give feedback on the behaviour management policy and its implementation.

## **Detailed Steps**

### **1. Develop a Code of Conduct:**

- **Step 1:** Form a committee including staff, parents, and, where appropriate, children to develop a comprehensive code of conduct.
- **Step 2:** Draft clear and concise behaviour expectations and guidelines.
- **Step 3:** Review and approve the draft with senior management.
- **Step 4:** Distribute the final code of conduct to all stakeholders and display it in prominent areas.

### **2. Positive Reinforcement:**

- **Step 1:** Design various reward systems that cater to different age groups and individual needs.
- **Step 2:** Train staff on how to effectively implement and manage these systems.
- **Step 3:** Regularly monitor the effectiveness of the reward systems and make necessary adjustments.
- **Step 4:** Celebrate successes and recognize positive behaviour in group settings.

### **3. Consistent Consequences:**

- **Step 1:** Establish a clear framework for addressing inappropriate behaviour, including a tiered approach to consequences.
- **Step 2:** Communicate this framework to all staff, children, and parents.
- **Step 3:** Ensure consistent application of consequences across all settings and by all staff members.
- **Step 4:** Review incidents and outcomes regularly to ensure fairness and effectiveness.

### **4. Staff Training:**

- **Step 1:** Identify key behaviour management techniques and create a training program.
- **Step 2:** Schedule and conduct regular training sessions for all staff.
- **Step 3:** Provide resources and support for ongoing learning and development.
- **Step 4:** Evaluate the impact of training through observations and feedback.

## 5. Involving Children in Setting Expectations:

- **Step 1:** Organize group discussions and workshops where children can voice their opinions on behaviour expectations.
- **Step 2:** Facilitate activities that allow children to create rules collaboratively.
- **Step 3:** Incorporate children's input into the final set of behaviour expectations.
- **Step 4:** Regularly revisit and revise the expectations with children to keep them relevant and effective.

## 6. Communication with Parents:

- **Step 1:** Establish regular communication channels such as newsletters, emails, and meetings.
- **Step 2:** Inform parents of their child's progress and behaviour consistently.
- **Step 3:** Create opportunities for parents to participate in behaviour management strategies.
- **Step 4:** Work collaboratively with parents to develop and implement individualized behaviour support plans.

## 7. Monitoring and Review:

- **Step 1:** Set up a system for tracking behaviour incidents and outcomes.
- **Step 2:** Conduct regular reviews of behaviour management practices and their effectiveness.
- **Step 3:** Gather feedback from staff, children, and parents on the behaviour management policy.
- **Step 4:** Make data-driven adjustments to the policy and procedures as necessary.

### **Implementation and Review:**

This policy will be reviewed annually to ensure its effectiveness and alignment with the goals and values of Kids Kinetic.

**Reviewed: July 2024**