

Behaviour Code of Conduct



Rationale

At Elizabeth Park Preschool we strive to provide a quality education program in a happy, safe and secure environment which meets the needs of all children. The Preschool also recognises the importance of family in the development of children's early lives and as such places importance on working with families in mutually respectful partnerships.

Overriding considerations to this policy

All adults working with the children are legally bound under the Child Protection Act 19. to respond to abuse and neglect of children.

1. TITLE

Behaviour Code of Conduct

2. PURPOSE

To ensure that children, families and staff have a safe environment, and consistency and clarity around acceptable behaviour and guidance measures that will be implemented.

3. SCOPE

The following people are expected to behave in a respectful manner and comply with this code of conduct:

- Employees of the Department for Education and Child Development
- Governing Council Members
- All service provider personnel delivering programs or services at the Preschool
- All service provider visiting the Preschool Children
- Parents/carers of Children
- Volunteers working within the Preschool
- All others involved with the Preschool

4. POLICY DETAILS

Be Respectful

We are respectful of ourselves and other people. We are respectful of the ideas and feelings of others. We are respectful of the environment, equipment and other materials.

Be Safe

We work, learn and play safely to help keep ourselves and others from getting hurt.

Be Cooperative

We solve our problems by talking and listening to each other respectfully to find a solution. When we cannot solve a problem ourselves, we ask for help.

Be Supportive of Learning

We are open to our learning and the learning of others.

We understand that at times children may display inappropriate behaviour for a variety of reasons. The developmental capabilities of each child will always be considered when determining both expectations for behaviour and consequences of inappropriate behaviour.

The following behaviours by children, staff, parents and others involved in the Preschool are unacceptable:

- All forms of bullying or harassment (physical, verbal, emotional, social or cyber bullying), including comments, actions, or visual displays that are intentional, hurtful and repetitive.
- All forms of abuse (sexual, physical or psychological), including verbally, in writing or otherwise discrimination against any person or group because of their race, colour, ancestry, nationality or place of origin, ethnic background, religion, age, sex, gender-determined characteristics, sexual orientation, marital and family status, source of income, political belief, and physical or mental disability.
- Actions that put another person at risk of harm, including violent physical acts (with or without a weapon) and threatening someone.

We actively strive to create an environment that supports the health, safety and wellbeing of the children by:

- Having realistic and developmentally appropriate expectations for behaviour.
- Setting up the environment and materials to encourage appropriate behaviour and reduce potential for inappropriate behaviour.
- Planning a program based on children's interests, developmental and cultural needs.
- Establishing consistent yet flexible schedules and routines that help children gain trust, security and self-control.

We create a positive environment for children, parents, staff and others involved in the Preschool by:

- Developing positive relationships, including making time to talk and listen.
- Establishing clear, consistent, expectations.
- Explicitly teaching children about preschool expectations.
- Working together to solve problems.
- Modelling and encouraging appropriate behaviour.
- Providing family support to assist families to make changes.
- Providing information for staff regarding DECD Employee Assistant Programs.

We will consistently respond to inappropriate behaviour by children, families, staff and others involved in the Preschool by:

- Informing people of expectations.
- Reminding people of expectations.
- Using a respectful approach to explain why a behaviour is inappropriate and what behaviour is expected.
- Talking only about the behaviour, not labelling the person.
- Directing the child or young person to a safe place. We use a soothers space and PITW language for positive reinforcement and direction.
- Responding sympathetically and acknowledging feelings.
- Establishing natural, logical consequences.
- Facilitate pathways to access additional services as needed.

Depending on the severity and frequency of the behaviour, we will consider further steps such as:

- Using behavioural analysis to learn what may be contributing to a child's inappropriate behaviour and how to help reduce or replace the behaviour.
- Having a formal or informal meeting to discuss concerns and to develop an action plan to encourage appropriate behaviour.
- Accessing outside resources for help, such as Medical, Therapeutic or Advocacy/Cultural Advisory Agencies.
- Make a formal complaint if the behaviour involves discrimination or harassment.

In extreme cases, we will take additional steps such as:

- Initiation disciplinary processes against a staff member.
- Suspending or withdrawing services because of a child's or family member's inappropriate behaviour.
- In the case of a visitor or volunteer not allowing the person not to return to the Preschool.
- Contacting the police if the behaviour is illegal such as abuse, assault or threatening another person.
- Withdrawing from partnerships agreements with agencies.

5. MONITORING, EVALUATION AND REVIEW

Oversight: Patrick Moran, Principal

Implementation: All Educators

Monitoring: Patrick Moran

References:

Early Childhood Australia Code of Ethics

SA Public Services Code of Ethics

DECD – Practices with Children

Early Years Learning Framework

Manitoba Childcare Safety Charter

United Nations Rights of the Child

United Nations Human Rights

South Australia Equal Opportunities Act

Disability Discrimination Act

Policy Implementation – September 2015

Policy Ratified – September 2015