



South Turrumurra Out of School Hours Care

Turrumurra Public School Kissing Point Rd
Turrumurra 2074 NSW (02) 9144 4769



Behaviour Management

Policy

At South Turrumurra OOSH we believe all children should feel safe, secure, and supported. We aim to guide behaviour through positive language and role modeling. This provides children with opportunities to self-regulate and manage their emotions in a safe and supported environment, whilst developing positive and respectful relationships with educators and peers.

South Turrumurra OOSH works closely with Turrumurra Public School in guiding children's behaviour and align practices where possible. We aim to promote our core messages of respect, responsibility, and safe play. Through aligning our behaviour management processes with the school we aim to create consistent and clear expectations for our children.

Legislative Requirements & Related Policies

- Education and Care Services National Regulations (155, 156, 73, 74, 76)
- My Time, Our Place Learning Framework for School Age Care
- Turrumurra OOSH Philosophy
- UN convention on the Rights of the Child
- Service Policy: Providing a Child Safe Environment Policy
- NSW Department of Education – Bullying of Students – Prevention and Response Policy

Procedure

- South Turrumurra OOSH on the following core values to guide our behaviour management approach:
 - Respect
 - Responsibility
 - Safe Play
- South Turrumurra OOSH believes that positive language and role modeling are key to guiding behaviour so staff undergo regular training in these areas. We strive for a consistent approach across all educators.
- South Turrumurra OOSH aligns with TPS regarding child behaviour and behaviour management processes, where appropriate. We believe this is the ideal approach to provide continuity and clear expectations for our children.
- We will monitor the trends of problematic behaviour (including locations and activities) and adjust our practices to best minimise unwanted behaviours.



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Processes

- South Turrumurra OOSH will provide guidance and opportunities which will allow children to regulate their own emotions and correct their own behaviours. However, if a child repeatedly engages in inappropriate behaviour, a system of reminders, warnings and consequences will be implemented.
- A child will receive a written reminder for repeated behaviour issues, which will be documented and handled in-Centre. They will receive a second reminder, should issues recur. A third reminder being issued will result in a warning and a meeting with the child's parents to discuss the issue. A serious incident, as deemed by the coordinator, will result in a warning with no reminders. If a child should accumulate 3 warnings within a 6-month period, bookings may be suspended or cancelled.

First Reminder

The educator will complete a reminder form with the child, explaining the reason for the reminder and guiding them towards an acceptable behaviour choice for next time. The form will be signed by the child and the educator.

Second Reminder

The educator and coordinator will complete a reminder form with the child, explaining the reason for the reminder and guiding them towards an acceptable behaviour choice for next time. The form will be signed by the child, coordinator and the educator.

Third Reminder / First Warning

A third reminder will result in an official warning. A warning can also be given without reminders if the behaviour is deemed serious enough. The child's parent/guardian(s) will be contacted, and the coordinator will meet with them to discuss the issue(s). The incident and meeting will be documented and signed by the coordinator and parent/guardian(s). It will be brought to the attention of the parents that if 3 warnings occur within a 6-month period, then a suspension or cancellation of bookings may occur.

Second Warning

A second warning will follow the same procedure as the first.

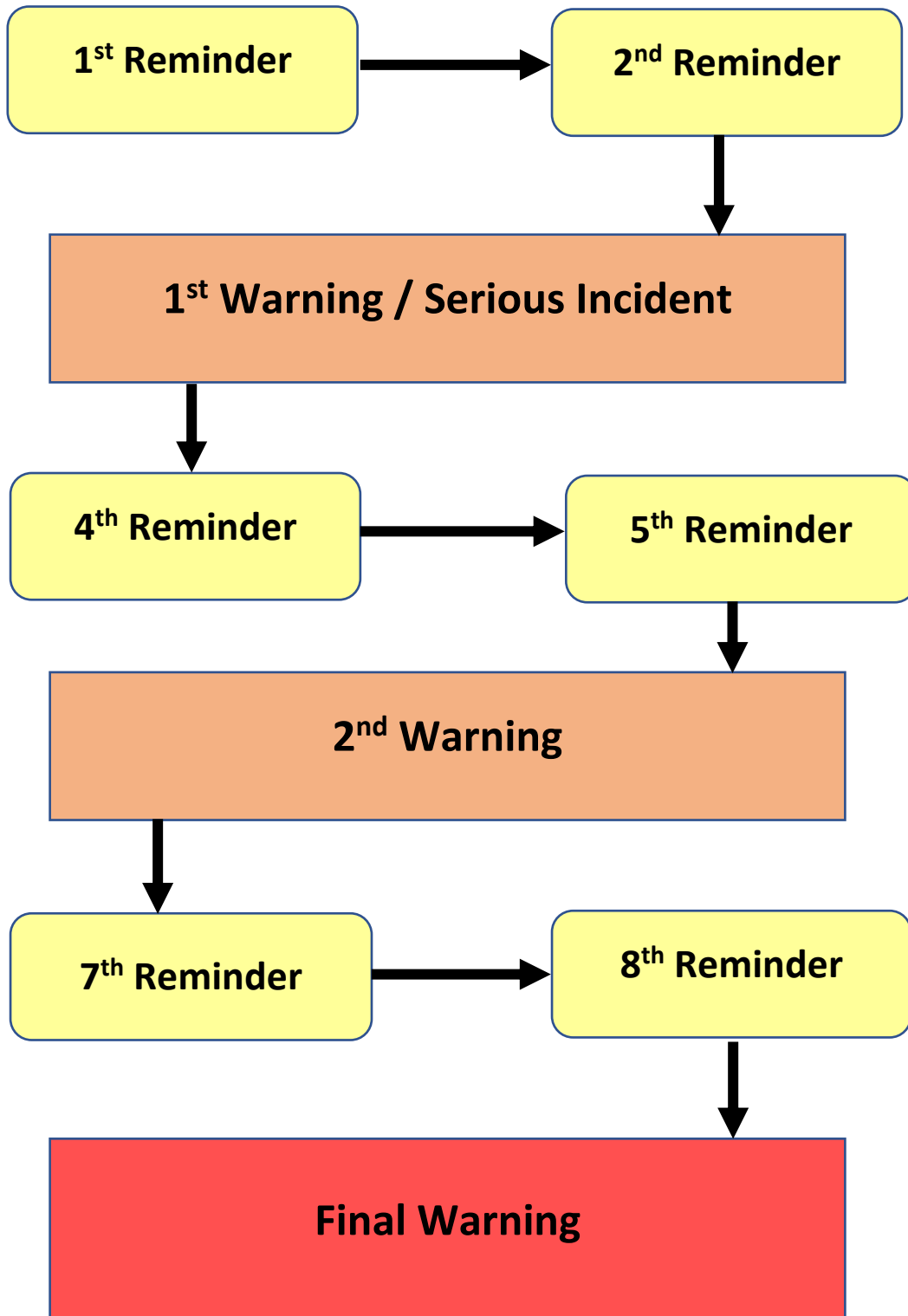
Third Warning

If the child receives nine reminders in a six-month period and all correctional methods have been exhausted by OOSH educators, a final warning will be issued. A meeting will be held between parent/guardians of the child, the coordinator and a representative of the parent committee. The meeting will be documented and results taken to the parent management committee which will decide on the proceeding course of action. The child's bookings will be suspended, pending the PMC decision, for a maximum of 21 days.



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Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over other person(s) who feel unable to stop it from happening. It can be obvious or discreet. Bullying behaviour is repeated, or has the potential to be repeated, over time. Bullying of any form or for any reason can cause immediate and long-term harm to those involved, including bystanders. One-off incidents and conflicts between equals are not defined as bullying. Children who have been bullied are more likely to experience depression, anxiety, loneliness, and lower self-esteem.

- South Turrumurra OOSH does not tolerate bullying of any form.
- We will work closely with children, families and TPS to monitor and minimise incidents of bullying whenever they arise.
- Educators will role model behaviours and work with children to create an OOSH culture that deters bullying.
- South Turrumurra OOSH recognises that not all children will feel comfortable disclosing that they have been bullied. If an educator suspects bullying is occurring, they will discuss their concerns with the coordinator. The coordinator may then choose to discuss the issue with the child's teacher and/or parent(s). Changes in behaviour or suspected instances of bullying will be documented in the noted occurrences diary.
- We recognise as well that parent/guardians will at times, hear about incidents of bullying before we do. We encourage parents and guardians to reach out to us if their child mentions any incidents of bullying involving themselves or others.
- The child(ren) being bullied and child(ren) bullying will then be placed on the TLC list and discussed at the daily staff meetings. This will ensure that all educators are aware and can pay closer attention to prevent further bullying.