



# BEHAVIOUR POLICY



Gladstone Views Primary School OSHC

# **Gladstone Views Primary School OSHC – Behaviour Policy**

## **Purpose:**

The purpose of this Behaviour Policy is to create and maintain a safe, respectful, and positive environment for all children attending Gladstone Views Primary School Outside School Hours Care (OSHC) service. This policy outlines the expectations, guidelines, and procedures for managing and promoting positive behaviour in a way that fosters social, emotional, and cognitive development.

## **Scope:**

This policy applies to all children, staff, parents, and guardians involved in the OSHC program, including before and after school care, and vacation care programs.

## **Core Values:**

Respect: Respect for others, property, and the environment.

Responsibility: Being accountable for one's actions and decisions.

Safety: Ensuring a physically and emotionally safe environment for all.

Fairness: Treating all children equitably and without discrimination.

Integrity: Acting with honesty and transparency in all interactions.

## **Behaviour Expectations:**

To promote a positive, respectful environment, all children are expected to:

- Treat others with kindness, respect, and courtesy.
- Use appropriate language and communication.
- Follow instructions given by staff and show respect for authority.
- Engage in activities safely, using equipment and materials properly.
- Take responsibility for their own actions and the impact they have on others.
- Respect the rights and belongings of other children and staff.
- Resolve conflicts peacefully, seeking help from staff when needed.
- Follow the centre's rules, procedures, and routines.

## **Positive Behaviour Reinforcement:**

We encourage positive behaviour by:

- Acknowledging and rewarding good behaviour with praise, stickers, or other positive reinforcement.
- Encouraging children to reflect on their positive actions.
- Setting achievable goals for children to work towards positive outcomes.
- Offering opportunities for leadership, responsibility, and choice.

## **Management of Challenging Behaviour:**

In cases where a child's behaviour disrupts the safety or well-being of themselves or others, the following steps will be taken:

Verbal Warning: The child will be given a calm and clear reminder of the expected behaviour and the consequences of their actions.

Time-Out: If the disruptive behaviour continues, the child may be given a short time-out to reflect on their behaviour in a designated quiet area.

Parent/Guardian Notification: If a child's behaviour continues to be a concern, the parents or guardians will be informed and asked to collaborate on finding a solution.

Behaviour Plan: In more severe or ongoing cases, a Behaviour Plan may be developed in consultation with parents, staff, and any relevant support services to ensure the child receives the appropriate guidance and assistance.

Exclusion: As a last resort, a child may be temporarily or permanently excluded from the service if their behaviour consistently endangers the safety or well-being of others or violates the core values of the program.

## **Bullying and Harassment:**

Bullying, harassment, or discrimination will not be tolerated at any time. All children are encouraged to report any incidents of bullying, and staff will take immediate action to address such concerns by:

- Speaking with the children involved and addressing the issue in a constructive manner.
- Involving parents/guardians if needed.
- Providing education on respect, kindness, and inclusion.

## **Communication with Parents/Guardians:**

Open and respectful communication between staff and parents/guardians is essential in maintaining a positive behaviour management process. Staff will:

- Regularly communicate with parents about their child's behaviour and well-being.
- Share any concerns, patterns of behaviour, or improvements made by the child.
- Collaborate with parents to develop strategies for supporting positive behaviour at home and at the OSHC service.

### **Staff Training and Support:**

- All staff will receive ongoing professional development to manage and support children's behaviour effectively and positively.
- Staff will be trained in de-escalation techniques and conflict resolution strategies.
- Regular reflection and team meetings will be held to ensure a consistent and collaborative approach to behaviour management.

### **Review and Evaluation:**

This policy will be reviewed regularly to ensure it remains relevant and effective in promoting a safe, respectful, and supportive environment. Any amendments or updates will be communicated to parents, staff, and children.

### **Conclusion:**

The OSHC Behaviour Policy is designed to create a positive environment where all children feel safe, valued, and able to develop their social and emotional skills. By working together, children, staff, and parents can contribute to a community that fosters respect, responsibility, and fairness.

Review Date: March 2026