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OTHER DOCUMENTS/ LEGISLATION TO BE REFERENCED:	<ul style="list-style-type: none"> <li>• Health and Wellbeing Policy</li> </ul>

### Purpose

The Diocese of Maitland-Newcastle (the Diocese) is committed to the delivery of services consistent with the principles and standards detailed in the resource *Integrity in the Service of the Church* and ensuring that these services support the health and wellbeing of children in our care.

The purpose of this policy is to achieve the values defined in the policy statement by providing a developmentally appropriate behavioural guidance structure for all staff and others working with the children.

### Policy

St Nicholas is committed to the safety and wellbeing of all children, staff and volunteers in attendance. We believe:

- That all children need a safe and secure environment, and positive interaction with adults and other children.
- In encouraging positive behaviour in all children and ensuring that all children are respected and valued as individuals.

- That setting limits for behaviour is important for the safety and protection of children, others and the environment.
- In helping children learn the consequences of their behaviour and thus develop an understanding of how their actions affect others.
- In involving parents/guardians in issues relating to the guidance of their child's behaviour.

## Definitions

For the purpose of this policy:

- Normal challenging behaviour means behaviour that disrupts others or causes disputes between children, but which is part of normal social development.
- Unacceptable behaviour means ongoing behaviour of children who have not responded to the strategies set out under procedures in this policy.
- Once-off or ongoing behaviour that is placing the individual concerned, other children, staff or adults at risk.

## Scope

The policy relates to all staff, volunteers, parents/guardians, children, and the Management Committee. The only complaints dealt with by this policy are those relating to the unacceptable behaviour of a specific child or children and guidance of the behaviour by staff. This policy should be read in conjunction with the Complaints Policy.

## Policy Context

This policy should be read in conjunction with the Health and Well Being Policy and National Frameworks (see resources below).

## Relationships to Standards

Std 1: Education Program and Practice

Std 2: Children's Health and Safety

Std 5: Relationships with Children

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## Responsibilities

The Service Director/Nominated Supervisor is responsible for conducting routine checks to ensure staff comply with the policy.

The Area Services Manager is responsible for the review and implementation of actions to ensure the health and well-being of children.

All employees (paid or unpaid) are responsible for the health and well-being of children and reporting of any breaches in the policy.

All families are responsible for reading and complying with this policy so that the health and wellbeing of all children in the care of St Nicholas is maintained.

## Legislative/Professional Guidelines

Education and Care Service National Law Act 2010.

Education and Care Service National Regulations (Amended 2018).

Child Wellbeing and Safety Act 2005

Disability Discrimination Act 1992

Belonging, Being & Becoming – The Early Learning Years Framework for Australia

Early Childhood Australia (ECA) Code of Ethics (2006):

<http://www.earlychildhoodaustralia.org.au/our-publications/eca-code-ethics/>

Guide to the National Quality Standard, ACECQA

Supporting Children to manage their own behaviour – a NQS information Sheet:

[https://www.acecqa.gov.au/sites/default/files/2018-04/QA5\\_Supporting%20children%20to%20manage%20their%20own%20behaviour.pdf](https://www.acecqa.gov.au/sites/default/files/2018-04/QA5_Supporting%20children%20to%20manage%20their%20own%20behaviour.pdf)

Inclusion Support Program (ISP), Department of Education and Training

<https://www.education.gov.au/inclusion-support-programme-isp>

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