

Positive Guidance Policy

Rationale:

This policy applies to staff, student teachers, parents and visitors to the Centre. Ill treatment of adults (including staff) and children is not tolerated within the YMCA Community Early Years Learning Centre. Staff and management have strategies in place to ensure the holistic needs of children are being met which sometimes involves dealing with inappropriate behaviour from children.

Objectives

- To implement the principles and strands of Te Whāriki into our programme ensuring all children's needs are met.
- To ensure that each child is given positive guidance to resolve conflict and behave appropriately, and having regard to the individual child's stage of development.
- Management and staff will be accepting of all children; each individual will be given respect and dignity.
- Children's rights will be respected and their self-esteem and social competence will be nurtured.

Prevention Strategies

- Staff will ensure the daily set-up of plenty of interesting, age appropriate activities in which the children can constructively become fully engaged.
- Children will be encouraged to work alongside their peers, sharing and turn-taking with equipment.
- Staff have been employed for their ongoing passionate drive to work with children, therefore their interactions with the children will be positive and reflect this commitment.
- As a child spends more time in the Centre s/he will learn the routines and the understanding of what appropriate behaviour consists of.
- Staff will use praise as a positive reinforcement for children.
- There is an expectation that all staff will remain current with theory and what are developmental behaviours as opposed to aggressive/learnt behaviours. Professional development, dialogue and reflection strategies will support this.
- All staff will be supervised by the Person Responsible at all times while children attend the Centre. As the roll increases, the Person Responsible will increase to two to provide and ensure suitable coverage. (1;50)