

Guiding Behaviours Policy

Our Guiding Behaviours Policy at Kids Klub Centre is provided to ensure a safe and healthy learning environment in which each child can feel secure, respected, and valued. Each child will be encouraged and supported to develop positive relationships with peers and staff. Staff will strive to be positive role models, showing respect for children, parents, co-workers, and their environment. They will be continually gaining knowledge the more they interact with each individual child and build positive relationships over the time spent.

Kids Klub believes that being preventative can eliminate the need to intervene in conflict resolution and by setting up these preventive strategies in their environment we are setting up each child for success. When intervention is needed Kids Klub Staff will follow the Intervention steps to ensure a positive resolution

Prevention

Kids Klub Staff will:

- Establish clear, consistent, and simple boundaries at their facilities.
- State these limits in a positive way rather than focusing on the negative.
- Focus on the behaviours rather than on the child.
- State what is expected, rather than posing a question.
- Provide choices.
- Allow time for children to respond to expectation.
- Reinforce appropriate behaviour with both words and gestures.
- Ignore minor incidents.
- Encouraging children to use the staff as a resource.

Intervention

Kids Klub Staff will:

- Gain a child's attention in a respectful way.
- Remind a child about the guidelines set.
- Acknowledge feelings before setting limits.
- Redirect or divert when appropriate.
- Model problem-solving skills.
- Use natural and logical consequences.
- Provide opportunities for children to make amends.

****At no point will Kids Klub Staff:*

- *Shove, hit, confine, or physically restrain.*
- *Belittle, degrade, deprive, or humiliate.*
- *Use food as a reward for behaviours.*
- *Subject any child to any forms of abuse.*

Parents/guardians are encouraged to question staff if they are unclear about the handling of any incident within the facility. As partners guiding your child through these key development years, it is desirable that staff and parents work closely and honestly together. Staff will be pleased to discuss any questions you may have about any aspect of the Guiding Behaviours Policy.

Kids Klub's Code of Conduct

To ensure a safe and enjoyable experience for all children in our care, it is important that children behave in a manner that does not compromise the safety and respect of other participants and staff. Our Managers and Staff will work to correct and manage behaviour by using calm and clear direction and guidance as listed above. If a child is unable to co-operate and/or manage their behaviour in a programs and ratios, especially any physical behaviour such as touching or hitting, and/or runs away from the group the following steps will be taken:

- Step 1: Manager will discuss with parent behaviour concerns and document incidents.
- Step 2: If behaviour does not improve a written warning will be sent to parent / guardian from our Executive Director (or Programs Coordinator).
- Step 3: If there has not been a satisfactory improvement in behaviour, Kids Klub retains the right to terminate care should safety be compromised.

Care Plans

For children requiring extra support or accommodation for a specific diagnosis, behavioural, physical, emotional, intellectual and/or communicative reasons, a Care Plan must be developed. The development of the Care Plan will be a team approach and will be in consultation with the parents/guardians, health care professionals, staff members and anyone else the parent would like to include. A Care Plan will be an evolving resource and will be reviewed annually or when any changes have been made to the overall care of the child. All staff working with your child will be made aware of the Care Plan put in place.