



# SAMPLE BEHAVIOUR GUIDANCE POLICY

As an organization that provides care to children of newcomer families it is our belief that we should support the child's settlement through positive interactions that support their exploration and learning.

It is our expectation that CNC staff will strive to meet the physical, emotional and intellectual needs of the individual children in the program. They must, at all times, be cognizant of the culturally sensitive issues and settlement needs of the child, ensuring positive experiences for them and creating a friendly atmosphere.

CNC staff will promote positive behaviours using the following guidelines:

## **Learning Environment**

- Physical set up of the CNC space is safe and promotes a sense of belonging and respect
- The environment supports the child's exploration and learning based on their needs
- The planned program promotes developmental needs of the children
- Children are supervised at all times
- Interactions are positive and value the child as an individual
- CNC Staff are aware of their health and safety responsibilities

## **Expectations of Children's Behaviour**

- Have a broad understanding of children's development and appropriate behaviours
- Actively consider the individual child's needs and abilities within the context of being part of a newcomer family
- Plan and provide a program according to the individual needs of the children

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Supporting Child Care in the Settlement Community / Soutenir les services de garde d'enfants dans la communauté d'accueil





- Work with the family to understand the experiences of the child and how it may impact their behaviour
- Provide feedback on any behaviour issues in a positive and timely manner

### **Positive Approach**

- Adult behaviours, both verbal and non-verbal, are respectful and inclusive of all children and families
- Model and encourage problem solving and conflict resolution
- Acknowledge appropriate behaviour displayed by the children
- Help children to understand expectations and consequences of their behaviours
- Encourage appropriate behaviours by building on the child's strengths
- Provide opportunities to practice appropriate behaviours
- As a team, use a consistent approach

### **Value the child and family**

- Demonstrate an awareness that the child's behaviours is influenced by their temperament, life experiences, cultural and family context
- Encourage families to communicate their ideas and any information about the child that may effect behaviour
- Ensure parents understand the approach to behaviour guidance, including what is and is not acceptable
- Maintain the confidentiality of the child and family

The following practices are considered unacceptable and will not be tolerated:

- A. Use of physical punishment, including hitting, spanking, slapping, or pinching a child, including the shaking or excessive rocking of an infant,



- B. Verbal abuse or threatening a child,
- C. Harsh, degrading or humiliating measures in public or in private, including threats of physical punishment,
- D. Depriving a child of food, water, clothing, bedding, or opportunities for physical activities or outdoor time,
- E. Locking exits for the purpose of confining a child or locking a child in any room, and
- F. Isolating a child in a room or play area where the child cannot be seen or supervised.

**Contravention of the Behaviour Guidance policy may result in immediate dismissal.**

at

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CNC staff / volunteer

Organization

have received a copy of the Behaviour Guidance Policy and have read and understand it. I agree to abide by the policy.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date of completion

\_\_\_\_\_  
Witness Signature

\_\_\_\_\_  
Date

