

## Discipline policy- taken from GCCS Health and Safety Manual

The staff at Glenora Child Care Society view themselves as facilitators to child's learning. We believe that as adults, we have the necessary tools to be productive members of society therefore we can lend those tools to children until they can learn and use them effectively and independently. Our approach to children's learning is **guidance before discipline and discipline rather than punishment.**

We use many appropriate strategies such as **positive verbal guidance, reinforcement of appropriate behaviour, ignoring inappropriate behaviour, offering choices, facilitating problem solving with children, natural and logical consequences, reminders, re-direction and compromise as our problem solving techniques.** It is our goal to develop a sense of empathy within each child and to focus on the positive aspects of their behaviors rather than the negative. Any disciplinary action must be reasonable in the circumstances.

We will always approach children at their level and acknowledge their feelings about the particular situation. As children become more independent our **problem-solving techniques** become "conversations" and include the child's understanding of what the natural consequence should be. Older children will participate in class meetings to discuss safety rules. A child who is endangering himself or herself, another child or the environment will be re-directed within the room to another play area. It is our role to provide a safe environment for every child.

### **Employees are not permitted to use the following forms of discipline with children:**

- a) Physically hitting a child or hurting a child in any way including pushing, pulling, pinching, or squeezing.
- b) Harsh belittling or degrading verbal or non-verbal actions that could humiliate a child or undermine his/herself respect.
- c) Denial of usual comforts, including affection, clothing, bedding, food or shelter.
- d) Confinement in a room or structure, isolation or physical restraint of any kind of a child will lead to disciplinary action, including dismissal.

\*\*\* Glenora Child Care Society reserves the right to remove a child from our care without notice if we at any time feel children, families or staff members have reason to fear for their physical or emotional safety. Our goal is to provide an emotionally and physically safe and trusting environment for all children, families and staff members\*\*\*