

Positive Guidance Policy

RATIONALE

At Karori Childcare Centre (KCC), the emotional well-being (mana atua) of tamariki is of paramount importance. We are committed to creating an environment where tamariki are respected, supported, and encouraged to develop positive social skills and self-regulation. Positive guidance helps tamariki learn boundaries, develop empathy, and resolve conflict in a safe and nurturing way. Our approach reflects our belief that every tamaiti is unique and deserves to be treated with care, dignity, and consistency.

PROCEDURES

The following guidelines will be explained to the tamariki and applied consistently by the kaiako. When a tamaiti exceeds limits, a kaiako will immediately discuss this, in simple terms, with the tamaiti. If the tamaiti is extremely upset or angry, kaiako will wait until the tamaiti has calmed down before beginning a discussion.

- Tamariki are encouraged to care for each other and respect each other.
- Tamariki will be supported to verbally express their feelings if they don't like a situation. E.g. "Please don't punch me, it hurts" and "stop".
- Tamariki will be allowed time and space to solve problems verbally and constructively, without necessarily needing an adult.
- The feelings of tamariki will be acknowledged, with opportunities given for them to express their feelings appropriately.
- Tamariki will be helped to understand and live by the principle of manakitanga.

Kaiako will focus on the positive aspects of behaviour and development, through nurturing their self-esteem and increasing their independence.

Tamariki are encouraged to care for each other and respect each other as individuals. Kaiako act as good role models, respecting each tamaiti, listening, and interacting warmly with each tamaiti individually. The kaiako recognise and treat each tamaiti as an individual.

"One-on-one time" with a kaiako away from the activity or group will be used when a tamaiti is in danger of causing harm to herself/himself, other tamariki, staff or centre equipment. At no time will any tamariki be left unattended.

- Relievers and students should refer to kaiako for advice regarding positive guidance.
- Where inappropriate behaviour persists, mātua/whānau will be informed and involved in developing an individual positive guidance plan. The positive guidance plan should be applied at home and the centre. It is acknowledged that consistency between home and centre is effective in helping tamariki learn clear limits and boundaries. If it does not appear to be effective, the plan will be reviewed after a fortnight.
- In serious circumstances, kaiako may deem the behaviour unmanageable in the centre environment. This usually happens when the behaviour is regularly harmful to the tamaiti, to others, or to the environment. If the behaviour of a tamaiti continues to be unmanageable by the adults around him/her, the whānau of the tamaiti will be asked to give permission for a referral to learning support within the Ministry of Education. Learning support can provide strategies and support to the tamaiti, the kaiako, and the whānau. No tamaiti will be excluded from Karori Childcare Centre because of learning support needs.