



PROHIBITED PRACTICES POLICY

WEST NIPISSING CHILD CARE CORPORATION

POLICY

Purpose

Young children benefit from an affirmative approach that encourages positive interactions with other children and adults, rather than a negative or punitive approach to managing undesirable behavior.

To provide guidance that promotes the healthy development and self-esteem of children and to provide supervisory staff with methods of managing prohibited practices, the *West Nipissing Child Care Corporation* has developed this policy by the requirements of the Child Care and Early Years Act, 2014, Regulation 137/15, Section 48 (1), as specified below:

48 (1) Concerning a child receiving child care services in a child care center operated by the licensee or in premises where the licensee supervises the provision of such services, no licensee shall permit:

- a) the child to be subjected to corporal punishment;
- b) the physical restraint of a child, including restraint in a high chair, car seat, stroller or another device for disciplinary purposes or as a substitute for supervision, except where the physical restraint is intended to prevent the child from harming himself or herself or another person and is used only as a last resort and only until the risk of injury is no longer imminent;
- c) that exits from the child care center or family child care facility are locked to confine the child, or the confinement of the child to an area or room without adult supervision unless such confinement occurs during an emergency and is required by the licensee's emergency management policies and procedures;
- d) the use of harsh or degrading measures, threats or derogatory language towards or in the presence of the child that may humiliate or frighten the child or that may damage the child's dignity or self-esteem;
- e) depriving the child of the satisfaction of his or her basic needs for food, drink, shelter, sleep, use of the toilet, clothing or bedding;
- f) physical harm is inflicted on the child, including making the child eat or drink against his or her will. O. Reg. 137/15, s. 48; O. Reg. 126/16, s. 34.



To protect children's emotional and physical well-being, the provisions in this policy prohibit physical punishment and other harmful disciplinary practices. They set out clear guidelines for prohibited practices to promote the overall well-being of children and are implemented in every child care center, family child care home and program we supervise.

To ensure that they are understood by all, staff, providers, students and volunteers of the *West Nipissing Child Care Corporation* receive an orientation session upon hiring or placement, before interacting with children. In addition, these statements are reviewed and signed once a year, and/or whenever they are amended.

ADMINISTRATIVE GUIDELINES

Basic Desirable Behavior Management Practices

Child behavior management practices should meet the following criteria:

- Be used positively and consistently;
- Be applied as soon as possible after the inappropriate behavior occurs;
- Be developmentally appropriate for the child;
- Be relevant to the inappropriate behavior;
- Be designed to help the child adopt the desired behavior;
- Be discussed with the parents in the event of any difficulty with the child.

The following techniques should be used to manage the behavior:

- Discussion with the child to identify desired behaviors;
- Direct the child's energies to another activity;
- Provide positive reminders of inappropriate behavior;
- Ignore the inappropriate behavior if it does not endanger the health and safety of the child and others around him/her;
- Redirect the child to a closely supervised activity;
- Provide positive reinforcement of the desired behavior, both verbal and non-verbal.

Prohibited Practices

In accordance with Regulation 137/15, Section 48 (1) the prohibited practices outlined in this document are never permitted in a child care facility. In addition, no employee, provider, volunteer of the licensee, or student in training with the licensee shall engage in (e.g., use) any of these practices:

- Inflicting corporal punishment on a child (e.g., hitting, squeezing more than normal, pushing, forcing the child to consume food);
- Physically restraining a child in a high chair, car seat, stroller or another device for disciplinary purposes;
- Locking the exit doors of the child care facility to confine a child;



- Using harsh or degrading measures, threats or inappropriate language towards a child to humiliate, frighten or damage the child's dignity or self-esteem;
- Inflicting bodily harm on the child by causing the child to eat or drink against her or his will;
- Screaming at a child: Repeatedly, consistently raise the tone of voice in an attempt to gain obedience or to threaten the child;
- Restricting the child's usual physical or psychological comfort, e.g., deprivation of food, shelter, clothing.

Disciplinary Action will be Selected Based on the Following Criteria:

- The severity of the offence;
- The risk or potential danger to the child;
- Present or past performance of the person indicated;
- Frequency of the incident;
- Past actions taken.

1. To make a well-informed decision, the Executive Director of the program shall consider the following criteria:

- The severity of the case;
- The potential or actual risk or danger to the child;
- Present or past performance of the person involved;
- Past actions taken.

Disciplinary Action for Failure to Follow this Administrative Directive

For employees and providers :

1. Verbal warning;
2. Written warning;
3. Dismissal.

For students and volunteers:

1. Verbal warning;
2. Termination of placement or volunteer work.

Evaluation of Implementation of the Prohibited Practices Policy

The supervisor regularly observes, notes and supervises employees, providers, students and volunteers in action. In addition, the supervisor shall:

- Review the policy annually with employees, students, volunteers and providers,
- Have the policy signed by all new employees, students and providers once a year.



I _____, (employee, provider, student, volunteer) understand and support the West Nipissing Child Care Corporation's *Prohibited Practices Policy*.

Signature _____ Date: _____