

POLICY AND PROCEDURE

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POLICY NAME	Relationships with Children (Quality Area Five)
POLICY TYPE	Childrens Services
PURPOSE	<ul style="list-style-type: none">· To ensure that the dignity and rights of all children are upheld at all times within Northside's Early Childhood Education Centres. This includes all children, regardless of age, ability, culture, ethnicity, family history and circumstance.· To ensure that all children are provided with the opportunity to interact and develop respectful and meaningful and positive relationships with themselves, each others and early childhood Educators.· To ensure that all Northside Educators at Northside Early Childhood Centres are meeting or exceeding the requirements of The National Quality Framework (including the EYLF, the NQS and the National Law).
SCOPE	This policy applies to all Northside staff members. Specifically all Northside staff members who are employed in Northside's Early Childhood Education Centres. This includes all Educators (Room Leaders, Cooks, Assistants, Early Childhood Teachers) and Centre Directors.
DEFINITIONS	<p>Northside: Northside Community Service, including all Services operated by both Community Services and Children's Services business units.</p> <p>Staff member: Any person, paid or unpaid, engaging in work or representing the interests of Northside Community Service.</p> <p>Educators: early childhood practitioners who work directly with children in early childhood settings</p> <p>The rights and dignity of a child are deemed to not be upheld when a child is;</p> <ul style="list-style-type: none">· Physically restrained· Shouted out, yelled at, smacked· Grabbed, pulled, kicked, punched, pushed· Ignored, belittled, isolated, humiliated, excluded
POLICY	<p>This policy is to ensure that <i>the dignity and rights of every child are maintained at all times</i> and respectful and equitable relationships are developed with every child. Specifically;</p> <ul style="list-style-type: none">· Interactions with each child are warm, responsive and build trusting relationships· Every child is able to engage with Educators in meaningful, open interactions that

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	<p>support the acquisition of skills for life and learning.</p> <ul style="list-style-type: none"> · Each child is supported to feel secure, confident and included.
<p>PROCEDURE</p>	<ul style="list-style-type: none"> · The Centre Director(Nominated Supervisor) is to ensure that all staff members at their respective Centres have read and signed this policy at the commencement of their employment · The Centre Director is to ensure that each centre staff member has read and understand their individual responsibilities outlined in Quality Area Five (National Quality Standard). · The Centre Director is to ensure that each staff member has read, understands and signed off on Northside's process for raising grievances and complaints, including the Whistleblowing Policy (to be drafted).
<p>RELATED DOCUMENTS & ATTACHMENTS</p>	<p>Northside Community Service policies: Code of Conduct Policy Child Protection Policy Whistleblowing Policy</p> <p>The National Quality Framework, Including National Care and Education Law and The Early Years Learning Framework The United Nations Convention on The Rights of the Child ACT Children and Young People ACT ECA Code of Ethics and Statement of Intent</p>



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