

# WWC BEHAVIOUR POLICY

The Winnipeg Winter Club is committed to helping children develop to their fullest potential; every individual who enters our door is required to treat all others and their property in a positive and respectful manner. We believe that all decisions relating to how situations are handled will be made “based on the developmental capabilities of the individual child”

The Winnipeg Winter Club shall not permit, practice, or inflict any form of physical punishment verbal or emotional abuse, or denial of physical necessities for any child in attendance.

Physical punishment includes striking a child, either directly or with an object, shaking, shoving or spanking the child. It also includes forcing a child to repeat physical movements, or any other action carried out which results in physical injury to the child.

Verbal or emotional abuse includes any harsh, belittling, or degrading response by an adult in the centre, which would humiliate or undermine a child’s self-respect.

The denial of physical necessities includes normal comforts such as shelter, clothing, food, bedding or toileting.

In the situation where it has been determined that discipline is required, the following steps will be take.

1. The child will be approached on a one-to-one basis by the staff member. The staff will get down to the child’s level, make eye contact and speak in a calm and non-threatening manner, directly to him/her.
2. Staff will actively listen to all parties involved.
3. Staff will encourage and assist the child with solving the problem as well as coming up with a workable solution for all.
4. The staff will explain (if necessary) and ensure that the child understands what is expected of him/her, and why his/her actions were in question.
5. The staff will redirect the child by offering choices.
6. Should the behavior persist, the staff will give a warning to the child. The warning will be direct and with a natural consequence. E.g. “Keep the craft supplies at the craft table or you will have to leave the craft table.”
7. Should the behavior persist, put another child or staff in an unsafe situation or infringe on the rights of others, the child will be removed from the group. The time removed will be based on the child’s development level. After a brief time, the staff and child will discuss the incident together. They will then be directed back into the program.
8. The parent/guardian or alternate pick-up person (in that order) will be informed of the behaviours that took place during the visit by the Junior Lounge or Babysitting Centre care provider.

9. Should the unacceptable behavior continue throughout the visit, and if it is of an aggressive nature, the WWC'S "Aggressive Behavior Policy" will be implemented.

Please note: parents will be informed of incidents that inflict injury upon another person, or that are recurring in nature. In the case of recurring behaviors, it may be necessary to meet with the Coordinator

## Aggressive Behavior Policy

As Babysitting Centre & Junior Lounge care providers, it is our responsibility to ensure the physical safety and total well-being of *all* children within our care.

The WWC Junior Areas has the following policy regarding aggression:

Aggression means, "any physical, emotional or verbal act which may result in placing him/herself, other children and/or staff members within the centre in an emotional, physical, harmful, hurtful or unsafe situation. "

In dealing with aggressive behavior, the following procedures will be followed:

1. The child will be removed from the group and the WWC's BEHAVIOR MANAGEMENT POLICY will be implemented by staff, to redirect the child and to stop the aggressive behavior.
2. If the aggressive behavior continues, the parent/guardian or alternate pick-up person (in that order) will be contacted to immediately pick up the child. Documented report(s) of the incidents will be kept on record.
3. Once the parent has been called on occasions relating to aggressive behavior, the parent will be informed of any impending decisions.

The WWC has the right to a) impose a suspension of care privileges; b) limit the child's hours of attendance or; c) permanent suspension

Please note: Any aggressive, violent or intentional aggressive behavior that endangers the child, other children, staff, equipment, or building cannot be tolerated. In these extreme cases, the child will be automatically suspended for three days or have their spot permanently revoked without prior warning.

Once again, we state that the number one priority is the welfare, safety, and security of all children and staff within our program.