

Expectations for adult behaviour

Adults working with children will:

- foster harmonious working relationships with other adults, including parents/caregivers and staff;
- model appropriate behaviour and respectful relationships with other adults as well as with children and whānau;
- always speak respectfully and be aware of body language when interacting with others;
- affirm the positive in their approach to child guidance;
- be consistent and reliable in their behaviour with children;
- demonstrate empathy with children's feelings;
- help children to recognise and regulate their feelings and to express them in appropriate ways;
- have realistic expectations of what children at different stages can be expected to do or cope with;
- establish a few clear and consistent rules about what is acceptable and what is unacceptable behaviour;
- encourage children to care for equipment, the environment, and other people;
- use the management of behaviour as a positive opportunity for learning appropriate social skills, and for thinking about concepts such as justice;
- use clear, simple, and friendly direction;
- value mistakes as learning opportunities;
- be objective when assessing children's behaviour and avoid a deficit view;
- consider the child's behaviour within the context of the environment.

Inappropriate practice for adults working with children includes:

- inflicting verbal or physical punishment;
- isolating children;
- labelling children with derogatory words;
- shaming or comparing children;
- ignoring unacceptable behaviours (with the exception of planned ignoring).

Kaiako should only consider using physical intervention as a last resort, where harm to the child or someone else is imminent, and no other options are available to avoid the harm.

Staff accused of or observed engaging in inappropriate practice ***will be suspended*** pending full investigation.

The Protected Disclosures Act 2000 encourages employees to disclose and report information about serious wrongdoing in the workplace. This Act provides protection for employees who make such a disclosure from criminal and legal retribution and outlines the internal procedure to be followed when investigating the matter.

Who can you speak to if you have a concern?

Date: Signed by member of staff: