

**PARENT
HANDBOOK**

Just 4 Moms & Kids Children's Centre Parent Handbook

Table of Contents

Cover Page
Table of Contents
Program Statement
Child Guidance
Inclusion Policy
Children with Needs Relating to Overall Development
Registration/Enrollment Policy/Waitlist Policy
Orientation Policy
Service Termination/Withdrawal
Immunization Records
Fee Policies (CWELCC)
Programs offered
Hours of Operation/Closures/Water or Power Outages
Arrival/Departure/Release of Children
Alcohol Policy/ Smoking Policy
Separated/Divorced Parents Policy
Role of Parents and Guardians/Parent Code of Conduct
Process for Expressing Concerns Policy
Centre Newsletter
Annual General Meeting/Board Membership
Annual Parent/Guardian Survey
Centre Facebook Page & Website
Parent/Teacher Communication
Off-Site Activities/ Summer Camp Trips
Safe Walking Policy
Sleep Policies
Children's Belongings Policy
Craft Materials/Water Play Tables/Play Pools
Health Evaluations and Daily Health Checks
Ill Health Policies
Medication Policies/Allergy Policy
Anaphylactic and Medical Needs Policy
Responding & Reporting Accidents & Injuries
Posting of Serious Occurrence
Emergency Management Policy
Privacy Policy
Supervision of Volunteer/Student Policy
Child Abuse Policy
Sample Menu

Program Statement

Just 4 Moms & Kids Children's Centre is dedicated to supporting children's learning, development, health and well-being through caring and responsive Early Childhood Educators, who focus on active learning, exploration, play and inquiry, and who see children as competent, capable of complex thinking, curious, rich in potential, and as active participants in all aspects of the program.

A key feature of the Child Care and Early Years Act, 2014, is the focus on strengthening child programs and ensuring high quality experiences for children. The CCEYA authorizes the Minister of Education to issue policy statements regarding programming and pedagogy for the purpose of guiding operators of child care and early year's programs. *How does learning happen?* Ontario's pedagogy for the Early Years (2014) is the document used by Just 4 Moms & Kids Children's Centre. The document has a strong pedagogical focus, indicating that the pedagogy is not a prescriptive formula that lays out a specific curriculum or activities but instead challenges the status quo and explores how learning happens for children. *How Does Learning Happen?* is organized around four foundational conditions that are considered essential to optimal learning and healthy development for children:

Belonging

Belonging refers to a sense of connectedness to others, an individual's experiences of being valued, of forming relationships with others and making contributions as part of a group, a community, the natural world.

Well-being

Well-being addresses the importance of physical and mental health and wellness. It incorporates capacities such as self-care, sense of self, and self-regulation skills.

Engagement

Engagement suggests a state of being involved and focused. When children are able to explore the world around them with their natural curiosity and exuberance, they are fully engaged. Through this type of play and inquiry, they develop skills such as problem solving, creative thinking, and innovating, which are essential for learning and success in school and beyond.

Expression

Expression or communication (to be heard, as well as to listen) may take many different forms. Through their bodies, words, and use of materials, children develop capacities for increasingly complex communication. Opportunities to explore materials support creativity, problem solving, and mathematical behaviours. Language-rich environments support growing communication skills, which are foundational for literacy.

The four foundations apply regardless of the child's age, ability, culture, language, geography, or setting. Unlike a structured curriculum, the conditions are high states of being that children naturally seek for themselves and should not be viewed as separate elements.

GOALS & APPROACHES

- All staff will promote the health, safety, nutrition and well-being of each child by providing a clean and safe environment, nutrition based on Canada's Food Guide, access to drinking water throughout the day, limited transitions, eliminating any environmental issues that may cause undue stress to the child, unnecessary disruptions to play and reducing hazards that may cause injury. Educators will familiarize themselves with all information concerning any medical conditions, exceptionalities, allergies, food restrictions, medication requirements, and parental preferences in respect to diet, exercise and rest time.
- All staff will support positive and responsive interactions among the children, parents, and child care providers. Management Team will support this through the hiring of qualified, responsive, and well-trained Early Childhood Educators and assistants who support families in their role as primary caregivers and understand the needs of each child as an individual.
- All staff will encourage children to interact and communicate in a positive way, and support their ability to self-regulate; acknowledging that each child is competent, curious and rich in potential. Staff will support self-regulation in children (defined as the child's ability to gain control of bodily functions, manage powerful emotions and maintain focus and attention) Self-regulation in early development is influenced by a child's relationship with the important adults in that child's life, including the ECE's and assistants in the program. All staff will provide the experiences, support and encouragement that help young children learn to self-regulate, which is a crucial component of quality care.
- All staff will foster the children's exploration, play and inquiry by providing a variety of activities throughout the day, and an environment rich in content, that encourages choices, and active play, supported by qualified, attentive and interactive Early Childhood Educators and assistants.
- All Staff will provide child-initiated and adult supported experiences. The Early Childhood Educators will observe the children and use that information to plan and create a positive learning environment that is based on the interests of the child and supported by all the adults in the child care environment. Educators will be responsible for introducing new ideas, interests, facts, concepts, skills and experiences to widen the child's knowledge and life experiences.
- All staff will work collaboratively to plan for and create a positive learning environment in which each child's learning and development will be supported. All staff need to be reflective practitioners who learn about children through listening, observation, pedagogical documentation, and discussion with others, (families in particular), to understand children as unique individuals. They will observe and listen to learn how children make meaning through their experiences in the world around them, and use this to have meaningful interactions, and engage children on a daily basis.
- To ensure that we are meeting the needs of all the children in our Centre and are fostering their growth: All staff will ensure that each child will experience indoor play, and at least two hours of outdoor play daily (min. of an hour in the AM and an hour in the PM - weather permitting), as well as a

time to rest and/or sleep if needed, quiet and active times, always being mindful of each child's needs and parental direction.

- All staff will foster the engagement of ongoing communication with parents about the program and their children. Regular and ongoing communication with parents is an important component of the day. Communication may be in person, by phone, e-mail or through written or online communication tools. Communication needs to come from all members of the organization, the Board of Directors, Supervisors, Administrator and all program staff.
- Staff will involve local community partners and allow those partners to support the children, their families and staff. Parents will be directed to resources outside of the centre if necessary, and community partners such as early year's services, speech therapists, support services, occupational therapists, etc., will be an important part of the centres support to all children and their families.
- We view the community as a valuable resource and our educators plan learning opportunities to engage the community in our programs. We seek out opportunity to share our knowledge and to learn from others in the community.
- Just 4 Moms & Kids will support its staff or others who interact with children in relation to continuous professional learning. The organization will provide ongoing opportunities for educators to engage in critical reflection and discussion with others about pedagogy and best practices, to support continuous professional learning.
- All staff will build a climate of trust, honesty and respect in the workplace, working collaboratively in order to provide a safe, secure, healthy and inviting environment for all children and their families, building and maintaining professional relationships that encourage growth and offering support and mentorship.

To ensure that all staff are following our program statement and are meeting the needs of all the children in our program by supporting their learning, development, health and well being, we will use documentation, observation and self reflection to review the impact of strategies on the children and families that we serve. Our Program Statement will be reviewed on an ongoing basis following the Program Statement Implementation Policies.

CHILD GUIDANCE

Just 4 Moms & Kids Children's Centre wants to ensure that your children have a safe and positive experience that promotes their growth as a learner. Just 4 Moms and Kids believes that child guidance should be approached in a positive manner with an emphasis on self regulation. Along with positive adult interactions, children who are learning to self regulate, can begin to manage their own behaviour and learn how to take responsibility for their actions.

The Goals we strive for when using a positive child guidance approach are to:

- Give children a sense of belonging
- Support children's developing ability and efforts to self-regulate

- Promote kind, compassionate and positive interactions
- Nurture the ability to cope with social challenge and develop complex thinking skills.
- Foster the overall well-being of each child including their physical and mental health (ex. self-care, self-esteem, sense of self and independence)
- Provide ongoing opportunities for physical and verbal expression through body, voice and use of materials.
- Foster ongoing communication with children and their families about the child's social, emotional, cognitive, and physical development. The different forms of communication may include direct interaction with parents, written notes, emails and monthly newsletters, photographs, videos, formal and informal observations, "How does learning happen" worksheets, use of the SeeSaw app, as well as documentation bulletin boards.

The Goals we strive for when using a positive child guidance approach are to:

- Give children a sense of belonging
- Support children's developing ability and efforts to self-regulate
- Promote kind, compassionate and positive interactions
- Nurture the ability to cope with social challenge and develop complex thinking skills.
- Foster the overall well-being of each child including their physical and mental health (ex. self-care, self-esteem, sense of self and independence)
- Provide ongoing opportunities for physical and verbal expression through body, voice and use of materials.
- Foster ongoing communication with children and their families about the child's social, emotional, cognitive, and physical development. The different forms of communication may include direct interaction with parents, written notes, emails and monthly newsletters, photographs, videos, formal and informal observations, "How does learning happen" worksheets, use of the SeeSaw app, as well as documentation bulletin boards and binders.

Prohibited Practices

It is your responsibility as a staff, student, volunteer or parent to act in a positive and respectful way with children.

The following practices are not supported by our facility:

- (a) corporal punishment of the child.
- (b) physical restraint of the child, such as confining the child to a high chair, stroller or other device for the purposes of discipline or in lieu of supervision, unless the physical restraint is for the purpose of preventing a child from hurting himself, herself or someone else, and is used only as a last resort and only until the risk of injury is no longer imminent.
- (c) locking the exits of the child care centre for the purpose of confining the child or confining the child in an area or room without adult supervision.

(d) use of harsh or degrading measures or threats or use of derogatory language directed at or used in the presence of a child that would humiliate, shame or frighten the child or undermine his or her self-respect, dignity or self-worth.

(e) depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding.

(f) inflicting any bodily harm on children including making children eat or drink against their will.

The above prohibited practices apply to interactions between staff, students, volunteers and parents. Disrespectful or aggressive behaviour (such as yelling or hitting etc) towards staff, students, volunteers or parents shall not be permitted by anyone on the premises of Just 4 Moms & Kids. Failure to comply with any or all of these policies may result in measures as stated below.

Inclusion Policy

At Just 4 Moms & Kids we promote our quality child care and inclusive practices in order to best meet the needs of the children, families and staff of our Centre. All children are welcome to attend Just 4 Moms & Kids regardless of ability, need, background, culture, religion, gender, family composition or economic circumstances. Through inclusive practice, we aim to enhance the physical, emotional, social and intellectual needs of each child. We strive to make strong partnerships with families through open communication keeping the best interest of the child as a top priority.

Enrollment

- * No family will be excluded from the program, as long as we are able to meet their needs.
- * All children may attend the Centre's regular days and hours of operation based on their needs.
- * Financial assistance through Child Care Services may be available to families in need.
- * All children will be placed on a centralized wait list according to registration date.

Staffing

- * Our inclusion policy forms an important aspect of the recruitment of staff within the Centre. Applicants will not be excluded from being considered for a position based on their needs, background, culture, religion, gender, family composition or economic circumstances. Positions will be offered based on competency, qualification and enthusiasm for the position.
- * Upon commencement of employment and annually thereafter, all staff are made aware of our inclusive practices and must sign off that they have read and understood our policies.
- * All staff are encouraged to attend training pertaining to inclusion as part of their Fostering Brants Growth PD hours. Staff are encouraged to share their knowledge with other team members.
- * Annual goals are set during performance reviews.

Programming

- * With necessary supports put in place when needed, all children will be able to participate in the full program to the best of their abilities.
- * We will work with community agencies to acquire any assistive resources a child may need.
- * All staff members will work together with all outside agency staff to implement any recommendations/goals into the program.
- * Programs will be flexible to accommodate for each individual child's needs.
- * Programming staff will regularly engage with parents to facilitate information sharing and to ensure parents are involved in planning for their child's learning and development.

Parents

- * Parents will be encouraged to contribute to our programs by providing information or resources illustrating aspects of their lives, culture or community.
- * Parents will be encouraged to attend interagency meetings. The Centre will strive to accommodate any requests to ensure their ability to attend.
- * Supervisors will actively recruit parents to become a member of the Board of Directors.

Staff Meetings

- * At each staff meeting, the needs, goals and accomplishments of children will be discussed as a team.
- * At each meeting, staff will be encouraged to discuss any issues they may be experiencing related to inclusion.
- * Staff from outside agencies will be invited to attend our staff meetings to provide training, resources and participate in discussions related to inclusion.

Children with Needs Relating to Overall Development That Requires Additional Support Policy

Just 4 Moms & Kids aims to provide an inclusive active learning environment that supports all children's uniqueness, dignity and development. Children with special needs are first and foremost children, with the right to be included in all aspects of their community. Children with special needs will be admitted to the child care program after consultation with the family, a Supervisor and any outside agencies (if necessary) has taken place and it has mutually been agreed upon that Just 4 Moms & Kids is able to meet the needs of the child. All children will be able to participate in the full program to the best of their ability. Through regular collaborations a strong support system will be created with the family, outside agencies, management and program staff. Any reasonable adjustments will be made to accommodate the child. Program staff will monitor the child's development and their progress in the program through observations and regular reviews on an individual basis. Just 4 Moms & Kids will aim to provide for any need that has been identified.

- * Staff will work closely with the parents and use their knowledge and expertise when planning their program.
- * The Centre will work collaboratively with outside agencies to assist in meeting the child's individual needs.
- * Any in-service training will be provided to staff when required.
- * The child's progress will be documented and discussed with parents on a regular basis.
- * Up to date records of each child will be kept on file: Consent Forms, Referrals, Home Visits and Assessments.

Registration/Enrollment Policy

To register for Just 4 Moms & Kids, families must register with the Brantford/Brant OneList online registry at <https://brantford.one.hsn.com>. Our centre will receive a notification from OneList that a family has been added to the waitlist. If space is available, a supervisor we will notify the family of the space and ask them if they are interested in arranging a tour of the Centre before they decide if they wish to take the available spot. During the tour a Supervisor, Administrator or staff designate will show them around the Centre, discuss the curriculum, and address any questions or concerns they may have. If the family chooses to accept the position, an enrollment package will be given/sent to parents.

Prior to the child's start date, the enrollment package and calendar must be completed and emailed or handed into the office. Upon enrollment, a welcome letter will be emailed along with a copy of our Parent Handbook. Parents are encouraged to refer to the handbook for Centre policies.

Upon enrollment, parents then become members of Just 4 Moms & Kids Children's Centre. Membership allows you to attend our Annual General Meeting (usually in October) which gives you an opportunity to become a member of our Board of Directors. All families are encouraged to attend the AGM.

Waitlist Policy

Purpose

This policy and the procedures within provide for waiting lists to be administered in a transparent manner. It supports the availability of information about the waiting list for prospective parents in a way that maintains the privacy and confidentiality of children. The procedures provide steps that will be followed to place children on the waiting list, offer admission, and provide parents with information about their child's position on the waiting list.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for a child care centre that maintains a waiting list to have related policies and procedures.

Policy

General

- Just 4 Moms & Kids will strive to accommodate all requests for the registration of a child at our centre.
- Where the maximum capacity of a program has been reached and spaces are unavailable for new children to be enrolled, the waiting list procedures set out below will be followed.
- No fees will be charged to parents for placing a child on the waiting list.
- A Supervisor will be responsible for monitoring the waiting list.

Procedures

Receiving a Request to Place a Child on the Waiting List

A supervisor or (designate in their absence) will receive parental requests to place children on a waiting list via OneList, an online centralized registry. Children are categorized on our list based on date of initial contact and the type of care required (Infant, Toddler, Preschool or School Age) Any family that calls or comes into the centre inquiring about care will be referred to the OneList to become registered prior to being added to our waitlist. Any family requiring help accessing OneList will be offered help doing so.

Placing a child on the Waiting List

1. The OneList will place a child on the waiting list in chronological order, based on the date and time that the request was received.

Once a child has been placed on the waiting list, a supervisor or designate will inform parents of their child's position on the list when it has been requested by the parent.

Determining Placement Priority when a Space Becomes Available

1. When space becomes available in the program, priority will be given to J4MK staff first and then siblings of current J4MK childcare families. Existing families wanting to add additional days are given priority over families on the waitlist. If a Family has signed their child up for a full-time spot but a part time spot opens up first, the family will be contacted and given the opportunity to stay on the waitlist or accept the part time spot in order to get their foot in the door.

Once these children have been placed, other children on the waiting list will be prioritized based on program room availability and the chronology in which the child was placed on the waiting list.

Offering an Available Space

1. Parents of children on the waiting list will be notified via email or phone call that a space has become available in their requested program.
2. Parents will be provided a timeframe of 24-48 hours in which a response is required before the next child on the waiting list will be offered the space.

Where a parent has not responded within the given timeframe, a supervisor or designate will contact the parent of the next child on the waiting list to offer them the space.

Responding to Parents who inquire about their Child's Placement on the Waiting List

1. A supervisor will be the contact person for parents who wish to inquire about the status of their child's place on the waiting list.

A supervisor will respond to parent inquiries and provide the child's current position on the list and an estimated timeframe of the child being offered a space in the program.

Maintaining Privacy and Confidentiality

1. The waiting list will be maintained in a manner that protects the privacy and confidentiality of the children and families on the list and therefore only the child's position on the waiting list will be provided to parents.

Names of other children or families and/or their placement on the waiting list will not be shared with other individuals.

Additional Procedures

1. If a family defers a spot, their position on the waitlist will be amended to the date of the change.
2. A childcare spot is guaranteed once the enrollment is complete and a contract is signed.
3. It is the family's responsibility to occasionally contact the centre to confirm their spot.

Orientation Policy/ Child Transitions

New families to the Centre will be encouraged to bring in their child for play visits. During this time, they may allow their children to explore the program in their presence, while being able to converse with their child's new teacher. The staff responsible for the child's care will review the enrollment package/file, and answer any questions the parents/guardians may have. The staff will also be responsible to sign off on the file.

When children are "graduating" to another group (*Example: from Toddler to Preschool*) Children will engage in "play visits" prior to officially moving groups to make the transition to the new room smoother. Files must be sent up to the child's new group for the teacher to review and sign off on.

Service Terminations

Parents must follow all of Just 4 Moms & Kids Policies and Procedures. Failure to comply with the guidelines set out in these policies and procedures could result in termination of service.

Families must give two weeks written notice to the Supervisor or Administrator prior to the withdrawal of their child. If notice is not given, families are responsible for the two weeks fees instead. At the time of withdrawal, accounts must be in good standing. Families are responsible for retrieving their income tax receipt for that year. A cost of \$10 will be applied for replacement receipts.

Withdrawal Due to Special Circumstances

In the event that an individual's behaviour is causing excessive disruption to the program, harm to others or harm to the property of Just 4 Mos & Kids, a family may be withdrawn from the program. This extreme measure would only take place after consultation with the child's family. All decisions that are made are made considering the best interest of all of the children enrolled

in the Centre. Just 4 Moms & Kids reserves the right to withdraw services for the following reasons:

1. A child's behaviour is consistently causing excessive disruption to the program; harm to other children or harm to the property.
2. A parent's refusal or inability to abide by the policies and procedures as set out in the Parent Handbook.
3. A parent's conduct being harassing, belligerent, abusive or in any other manner inappropriate.
4. Outstanding fees- either regular childcare fees or any other fees such as late pick up fees.

PROCEDURE FOR DISCHARGE DUE TO CHILD'S INAPPROPRIATE BEHAVIOUR

Each situation involving extreme behaviours and issues will be monitored and assessed by a supervisor and if necessary, the Board of Directors. Each family and child will be treated with respect and dignity and procedures and recommendations will be made with the best interest of all children in mind. Two weeks notification may or may not be given if a family is asked to withdraw a child. Regular fees and fees due during notice will be levied. Parents are required to sign an acknowledgement when the care has been withdrawn.

PROCEDURE FOR DISCHARGE DUE TO PARENT ISSUES

Just 4 Moms & Kids recognizes that parents, as our clients, must be treated with the utmost respect. In the event that a parent's behaviour is such that could be construed as harassing, excessively rude, belligerent, racist or is in any other way creating tension or fear, a family may be withdrawn from the programs. Each situation is assessed and reviewed individually and in consultation with a supervisor, Board of Directors and the Harassment Code of Ontario.

Immunization Records

Upon registration, parents must fill out an immunization form from the Brant County Health Unit and attach a copy of their up-to-date immunization form.

If children have not been immunized due to religious beliefs, a Statement of Conscience or Religious Belief form for religious/conscience objections must be completed by a "commissioner for taking affidavits" (i.e. must be notarized)

Statement of Medical Exemption form for medical exemption to immunization must be completed by a doctor or nurse practitioner

All immunization records are kept in each child's file and children's information is added to our online Board of Health File.

Parents are responsible for updating their local Health Unit of their child's updated immunizations. Just 4 Moms & Kids will be notified by the Health Unit of any child whose immunizations are not up to date and we will issue a suspension letter to the parents from the Health Unit. Failure to comply by the date indicated on the letter will result in immediate suspension from the Centre until the issue has been resolved.

Fee Policies

Just 4 Moms & Kids has enrolled in the Canada-wide Early Learning and Child Care (CWELCC) System between the Province of Ontario and the Government of Canada. As a first step, child care only **base** fees were reduced on December 1, 2022 and reduced again effective January 1, 2023. (See Below) Fee reductions through the CWELCC is for children under the age of six years old, retroactive to April 1, 2022. This means that we will be providing eligible families with a rebate on fees equal to the amount of the decrease to which they are entitled between April 1 – November 30, 2022

The Ontario child care fee subsidy program will also continue to be available for eligible families. As we move forward, we will continue to communicate more details with families. If you would like more information about the CWELCC System, please visit <https://www.ontario.ca/page/canada-ontario-early-years-and-child-care-agreement>

BASE FEE SCHEDULE – Effective January 1, 2023

INFANT (up to 18 months)	\$ 21.97/day \$ 109.85/week
TODDLER (18-30 months)	\$17.25/day \$86.25/week AM Half Day: \$12.00/day
PRE-SCHOOL/JKSK (2 ½ - 5 years)	\$15.83/day \$79.15/week AM Half Day: \$12.00/day
BEFORE AND AFTER SCHOOL (44 months – 5yrs)	\$12.00/day \$ 60.00/week
BEFORE OR AFTER SCHOOL (44 months – 5yrs)	\$12.00/day \$60.00/week
BEFORE AND AFTER SCHOOL (6-12 yrs)	\$17.00/day \$85.00/week
BEFORE OR AFTER SCHOOL (6-12 yrs)	\$12.75/day \$ 63.75/week
CAMP (6-12 yrs)	\$29.00/day \$145.00/week

In order to secure your child's spot in our program, Just 4 Moms & Kids requires that your monthly calendars are submitted on or before the due date indicated on the calendar. Monthly invoices will be sent via email to families at the beginning of the following month.

(eg - September Invoices will be sent out the beginning of October). Invoices will outline the fees billed for the number of days your child was booked in for and any additional charges such as stat fees or fundraising fees for the month. Payment for invoice balances must be received in full within 30 days of invoice receipt. If payment is not fully made within 60 days, services will be suspended.

If you are making a cash payment, make sure to get a cash payment form filled out (located above the mailbox outside of the Office). Just 4 Moms is not responsible for any cash lost without a cash payment form.

A late fee payment of \$5.00 (non base fees) will be charged for any outstanding calendars handed in after the stated due date, and \$2.00 (non base fees) for each additional business day it is late. This late fee does not guarantee that a spot will be available for your child.

Your monthly calendars are an agreement for a certain number of days per month. If your child does not attend for illness or any other reason, those days still need to be paid for, as we have scheduled staff accordingly. Two weeks written notice is required for cancelled days or withdrawal of your child from the Centre. If notice is not received, full program fees will be charged.

**If your child is going to be late or absent from the program, families must notify the Centre (via email, phone call or seesaw message) by their child's regular drop off time that is indicated on your calendar. Failure to notify the Centre repeatedly may result in suspension of services. After 3 missed notifications a meeting will occur between the supervisor and parents/guardians to discuss next steps to resolve the issue.

A permanent space cannot be guaranteed if a parent wishes to temporarily withdraw their child. In this case, the child would be placed on our wait list until a spot becomes available.

Fundraising Fee (Non Base Fee)

A \$7.00/month fundraising fee will be billed to each family. Fundraising activities will still occur throughout the year to give the opportunity to bring down the costs to families. Participation in these fundraisers will be optional. Families who wish to participate in the fundraising activities will be credited the profit amount from items sold up to a maximum amount of fundraising fees billed.

All money raised goes toward program supplies and maintenance within the centre. Fundraising helps to keep our tuition fees low.

NSF Fees (Non Base Fee)

A \$30.00 fee is charged for NSF cheques, and the Centre reserves the right to refuse any further cheques.

Statutory Holiday Fees (Base Fee)

Statutory holiday fees are applicable for: New Years Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labor Day, Thanksgiving Day, Christmas Day and Boxing Day. If a holiday falls on the weekend, the holiday will be observed on the Monday immediately following or on a day decided by our Board of Directors.

Statutory holiday fees are calculated by 7% of the total number of days your child attends the Centre on the given month the stat holiday is in. This amount is to a maximum of 1 regular day of daycare as per your child's fee schedule.

Subsidy Policy

Parents who are involved with Subsidy Programs are responsible for their portion of the agreement made with Child Care Services: Brant/Brantford, Haldimand/Norfolk and Oxford. All other fees are the responsibility of the family (Late fees, Fundraising fees, NSF charges, and any extra days that are not covered by the subsidy agreement)

Parents who start with our services before subsidy is arranged will be required to pay regular daycare care fees until confirmation from Child Care Services is received. If subsidy is back-paid, parents will be reimbursed up to the back-paid date.

Late Fee Payment Policy (Non Base Fee)

A \$1.00 per minute fee is charged after 6:00pm according to the Centre's clock. The parent or guardian will be asked to sign a late payment fee form and the staff member will submit the form to the office. Parent/guardian will receive an invoice indicating the amount owed to the specific staff member on duty.

This policy affects all programs at this Centre.

It is very important that you make every effort to call the Centre in the event of an emergency, which will delay your child's pick up. If your child is still at the Centre at 6:15pm, and we have not heard from you, the emergency contact person you have provided will be called.

The Centre reserves the right to discontinue services if lateness becomes an ongoing issue.

If we cannot contact parents or emergency contacts by 7:00pm, the Children's Aid Society will be notified.

Program Descriptions

A full listing of our programs can be found on our website www.j4mk.com

We offer the following programs

- * Infant (0-18 months)
- * Toddler (18-30 months)
- * Preschool/JK/SK (30 months – 6 years)
- * School Age (3.5 years – 12 years)
 - * Before & After School
 - * Camp – Summer, Christmas break, March break and School PA Days (6 –12 yrs)

Hours of Operation

Just 4 Moms & Kids hours of operation are from 6:30am – 6:00pm, Monday through Friday, excluding statutory holidays. Our half day program (toddler & preschool) runs from 6:30am to 12:00pm. Infant program runs from 7:00am – 6:00pm.

Christmas Closure

The Centre will be closed December 24-26, 31 and January 1. If these days fall on the weekend the Board of Directors will choose which business days the Centre will close instead. It is possible that Just 4 Moms & Kids will have extra closure days during the Christmas break. The number of days the Centre will be closed will be based on enrollment needs. A minimum of 4 weeks' notice will be given of any additional closures.

Inclement Weather Policy

Just 4 Moms & Kids recognizes that Inclement Weather may temporarily prevent the availability and operations of its services. As these situations can, at times, create difficult and dangerous travel and work conditions, this may interfere with the normal business operation of the Centre. Just 4 Moms & Kids places importance on maintaining everyone's safety, while continuing to deliver essential services to families.

Just 4 Moms & Kids will endeavor to remain open to accommodate the needs of parents. However, closure may be decided taking into consideration:

- School Board closure
- Student Transportation Services Brant Haldimand Norfolk (STSBHN) cancellations
- No power or water at the Centre
- Extreme weather conditions
- Discussion between Centre Supervisor and Administrator

Should the STSBHN cancel transportation and close schools in Zone 3 due to inclement weather, Just 4 Moms & Kids will also close as it is within this designated zone. If the STSBHN does not close or they have not made a decision by 6:30am then Just 4 Moms & Kids will remain open. If severe weather develops during the day, an early closure will be considered. Parents will be advised and requested to pick up their child/children as soon as reasonably possible. It is the parent's responsibility to call the Centre in the morning to check on the operational status. If a closure is in effect the answering machine will be updated to notify parents. Every effort will be made to have an email or Seesaw notification sent out indicating the Centre will be closed.

**Before and After School – J4MK will no longer be offering full day care for school age children if their school or bus gets cancelled after 6:30am and the Centre remains open. Please check your School Board's website prior to leaving for the daycare. Unfortunately, if a decision is made by the School Board after you drop off, you will be notified and be required to make arrangements to pick up your school age child/children.

Water or Power Outage

In case of power outage for an extended period of time, Just 4 Moms & Kids will make a decision regarding an early closure. Just 4 Moms & Kids will take every effort to ensure safe procedures are made when a power outage occurs. Outside food may be ordered for the children to avoid food hazards if food cannot be held to a safe temperature and food in cold storage will be assessed and disposed of if fridge temperatures go above 4 degrees Celsius. If there is no water access for an extended period of time, Just 4 Moms & Kids will take every effort to ensure children stay hydrated and clean. Bottled water may be used to wash hands and drink. In more lengthy periods of no access to water, parents will be notified of the situation and parents will be asked to pick up their child/ren if directions from Public Health indicate those actions should be taken.

Arrival/Departure and Release of Children from the Program

Parents are responsible for escorting children to their appropriate rooms and acknowledging the staff on duty. This allows staff to perform a quick wellness check, sign children in on their attendance sheet and assist with your child's drop off. At the end of the day parents must talk to or acknowledge the staff on duty so they can inform you about your child's day and then sign your child out before they are taken home. *Attendance records are kept on file for a minimum of three years and are provided to governing bodies for review when requested.

Parents are responsible for retrieving their children's belongings from their cubbies at the end of the day.

All outside classroom doors will be locked during the day except when children are playing outside. Parents can access the Centre using the daycare's main entrance which is secured by an access code that will be provided to families upon enrollment.

Purpose

This policy and the procedures within help support the safe arrival and dismissal of children receiving care.

This policy will provide staff, students and volunteers with a clear understanding of their roles and responsibilities for ensuring the safe arrival and dismissal of children receiving care, including what steps are to be taken when a child does not arrive at the child care centre as expected, as well as steps to follow to ensure the safe dismissal of children.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for policies and procedures regarding the safe arrival and dismissal of children in care.

Policy

General

- Just 4 Moms & Kids will ensure that any child receiving child care at the child care centre is only released to the child's parent/guardian or an individual that the parent/guardian has provided written authorization the child care centre may release the child to.
- Just 4 Moms & Kids will only dismiss children into the care of their parent/guardian or another authorized individual. The centre will not release any children from care without supervision.
- Where a child does not arrive in care as expected or is not picked up as expected, staff must follow the safe arrival and dismissal procedures set out below.

Additional Policy Statements

*Children may only be released to an adult (a person 18 years and older) At the supervisor's discretion permission for a person aged 16-17 may be given after a meeting has taken place with the parent/guardian and the person is deemed responsible.

*Children will not be release to anyone who appears to be under the influence of drugs or alcohol.

*A court endorsed custody order must be presented and kept on file to prove legal custody and visitation arrangements for separated/divorced parents in the event one parent is trying to restrict access for another parent.

Procedures

Accepting a child into care

1. When accepting a child into care at the time of drop-off, program staff in the room must:
 - greet the parent/guardian and child.
 - ask the parent/guardian how the child's evening/morning has been and if there are any changes to the child's pick-up procedure (i.e., someone other than the parent/guardian picking up). Where the parent/guardian has indicated that someone other than the child's parent/guardians will be picking up, the staff must confirm that the person is listed on the child's enrollment form located in the classroom emergency binder or where the individual is not listed, ask the parent/guardian to provide authorization for pick-up in writing (e.g., a note, email or Seesaw message).
 - document the change in pick-up procedure in the daily written record.
 - sign the child in on the classroom attendance sheet.

Where a child has not arrived in care as expected

1. Where a child does not arrive at the child care centre and the parent/guardian has not communicated a change in drop-off (e.g., left a voice message, email, seesaw message or advised the closing staff at pick-up), the staff in the classroom must:
 - inform the supervisor (or the administrator in the absence of the supervisor) then they must commence contacting the child's parent/guardian no later than 9:30am. Staff shall first send a message to the parents/guardians using the Seesaw App. If a response is not received within 15 minutes the Supervisor will send an email to the parents/guardians listed on the child's enrollment form. If a response is not received after another 15 minutes, the Supervisor will then proceed with the following steps

Call in order until you reach someone. (Leave a message if no answer)

*Parent/Guardian #1 (as indicated on the enrollment form)

*Parent/Guardian #1 Work Number (as indicated on the enrollment form)

*Parent/Guardian #2 (as indicated on the enrollment form)

*Parent/Guardian #2 Work Number (as indicated on the enrollment form)

*Emergency Contact #1 (as indicated on the enrollment form)

*Emergency Contact #2 (as indicated on the enrollment form)

*Emergency Contact #3 (as indicated on the enrollment form)

Procedure for children who do not get off the school bus

Before the bus leaves, the staff member must ask the bus driver if the child got on the bus. If no, the staff member must immediately notify the supervisor (or the administrator in the absence of the supervisor) who will immediately proceed with the following steps

Call in order until you reach someone. (Leave a message if no answer)

*Parent/Guardian #1 (as indicated on the enrollment form)

*Parent/Guardian #1 Work Number (as indicated on the enrollment form)

*Parent/Guardian #2 (as indicated on the enrollment form)

*Parent/Guardian #2 Work Number (as indicated on the enrollment form)

*Send an email

*Send a Seesaw message

*Emergency Contact #1 (as indicated on the enrollment form)

*Emergency Contact #2 (as indicated on the enrollment form)

*Emergency Contact #3 (as indicated on the enrollment form)

- If the Supervisor is unable to confirm the child's absence after completing the above steps, they will notify the Board of Directors and the local police department will be contacted.
2. Once the child's absence has been confirmed, program staff shall document the child's absence on the attendance record and any additional information about the child's absence in the daily written record.

Releasing a child from care

1. The staff who is supervising the child at the time of pick-up shall only release the child to the child's parent/guardian or individual that the parent/guardian has provided written authorization that Just 4 Moms & Kids may release the child to. Where the staff does not know the individual picking up the child (i.e., parent/guardian or authorized individual),
 - confirm with another staff member that the individual picking up is the child's parent/guardian/authorized individual.
 - where the above is not possible, ask the parent/guardian/authorized individual for photo identification and confirm the individual's information against the parent/guardian/authorized individual's name on the child's enrollment form or written authorization.

Where a child has not been picked up as expected (before centre closes)

1. Where a parent/guardian has previously communicated with the staff a specific time or timeframe that their child is to be picked up from care and the child has not been picked up after 1 hour from their indicated time, the Head Teacher or most senior staff in the classroom shall contact the parent/guardian via Seesaw and advise that the child is still in care and has not been picked up.
 - Where the staff is unable to reach the parent/guardian via Seesaw, staff will then call Parent/Guardian #1(leave a message if no answer), then try Parent/Guardian #2 (leave a message if no answer). Where the individual picking up the child is an authorized individual and their contact information is available, the staff shall

proceed with contacting the individual to confirm pick-up as per the parent/guardian's instructions or leave a voice message to contact the centre.

- Where the staff has not heard back from the parent/guardian or authorized individual who was to pick up the child, the staff shall wait until 6:00pm and follow the procedure below.

Where a child has not been picked up and the centre is closed

1. Where a parent/guardian or authorized individual who was supposed to pick up a child from care and has not arrived by 6:00pm, staff shall ensure that the child is given a snack and activity, while they await their pick-up.
2. One staff shall stay with the child, while a second staff proceeds with calling the parent/guardian to advise that the child is still in care and inquire their pick-up time. In the case where the person picking up the child is an authorized individual, the staff shall contact the parent/guardian first and then proceed to contact the authorized individual responsible for pick-up if unable to reach the parent/guardian.
3. If the staff is unable to reach the parent/guardian or authorized individual who was responsible for picking up the child, the staff shall contact authorized individuals listed as emergency contacts on the child's enrollment form.
4. Where the staff is unable to reach the parent/guardian or any other authorized individual listed on the child's enrollment form (e.g., emergency contacts) by 7:00pm the staff shall proceed with contacting the local Children's Aid Society (CAS) 519-753-8681. Staff shall follow the CAS's direction with respect to next steps.

Staff will only release children from care to the parent/guardian or other authorized adult. Under no circumstances will children be released from care to walk home alone

Date Policy and Procedures Updated: December 15, 2023

Alcohol/Drug Policy

If any adult comes to pick up a child at Just 4 Moms & Kids and alcohol or drug use is detected, the staff member will attempt to discourage the person from driving. The staff may offer to call a cab or encourage the adult to call a friend or family member for a ride. If the adult disregards the staff member's suggestions, we will then notify the police of the situation after the adult leaves the building, (when warranted C.A.S. will be contacted). The person's license plate, colour and model of the car will be noted and given to the police.

Smoking Policy

As stipulated in the Smoke Free Ontario Act, no smoking or vaping is permitted on the property of the Scotland Community Centre/J4MK at any time by staff, students, volunteers, visitors or parents/guardians.

Separated/Divorced Parents Policy

Only those people indicated on the registration forms will be allowed to pick up a child from the Centre unless written authorization is given to a member of the management team. In the event

that a parent is requesting that another parent be restricted from picking up a child, a court endorsed custody order must be presented and kept on file to prove legal custody and visitation arrangements.

Information about the child will only be given to the custodial parent. If non-custodial parent(s) are requesting information regarding the child's daily activities at the Centre, written permission must be given from the custodial parent(s).

Just 4 Moms & Kids does not consent and will not allow the Day Care Centre to be a place for access and for exchanges between separated parents.

Just 4 Moms & Kids has no legal obligation to make the Centre available even if the Centre is designated in a Court Order that specifies the Day Care Centre as the exchange location without proper legal notice to the Centre of any proceeding or the Centre's prior written consent.

Any dispute between parents at the daycare Centre, or in the surrounding area will result in any of the following:

- a) immediate discontinuation of daycare services for one or both parents.
- b) issuance of a notice to one or both parents under the trespass act prohibiting one or both parents and/or others from being on Just 4 Moms & Kids premises.
and/or
- c) the police will be called

In the interest of all our children and families, the daycare centre will not become a centre for disputes between parents. All parents are asked to conduct themselves appropriately, and if they cannot, they will lose their privileges at the Centre immediately.

Role of Parents and Guardians

Parents and/or Guardians are an integral part of Just 4 Moms & Kids Children's Centre. It is of utmost importance that there is a good relationship between parents and/or guardians and staff to ensure the best care for your child. Communication is key to this continued success. Parents are welcome to the Centre at any time to observe and talk with a staff member. Parents are also encouraged to participate in various levels of the organization's operations when appropriate. The first priority for the staff is the children and therefore extended conversations may not be appropriate while staff are supervising children. For issues that may require more than a few minutes, parents should arrange a time to call or meet with staff. Suggestions from parents may be reflected through programming and scheduling. All staff will maintain open lines of communication with parents to allow this input to be effective. Suggestions may also be made by the parents through the Annual Parent Survey or at any time through email, phone, SeeSaw App or the "Mail Box" located outside of the office. We encourage parents to participate in activities at the Centre and assist with fundraising events. Parents may be able to volunteer and accompany Staff on field trips. A criminal reference check and VSC need to be submitted to the office prior to anyone volunteering. Checks cannot be more than 6 months old. Upon enrollment we encourage parents to bring their child for one or more play visits before their start date. This way children can explore their new classroom with the comfort of their parent/guardian being there, while parents/guardians are able to meet the classroom teacher and ask any questions they may have.

After enrollment some parent's roles and responsibilities include but are not limited to:

- Submit monthly calendar along with payment(s) by the given due dates.

- Provide appropriate indoor and outdoor clothing/footwear daily, as well as daycare necessities including diapers, wipes, diaper cream, extra clothing, blanket, cup
- Update Contact information as changes arise. (ex.work info, address, emergency contact information)
- Update the Board of Health and J4MK of any new immunizations your child has received
- Notify J4MK of the diagnosis of any Communicable diseases (ex.pink eye, hand foot and mouth, Chicken pox)
- Address questions or concerns with staff or Supervisors in an appropriate and timely manner.
- Maintain a cooperative relationship with daycare staff, students and volunteers.
- Attend the Annual General Meeting
- Participate in Seasonal fundraisers or pay a fundraising fee in lieu of participation.
- Read all communication from J4MK including emails, weekly newsletters, information distributed to family files, monthly classroom newsletters as well as communication from teachers using the SeeSaw app.
- Inform the Centre in a timely manner if your child is going to be late, absent or leaving early. (This is applicable for all programs)

PARENT CODE OF CONDUCT

We all have the right to be safe and feel safe in our daycare community. Just 4 Moms & Kids sets clear standards of behaviour that apply to all individuals involved in our childcare centre including: parents or guardians, staff, students/volunteers, visitors and/or Board members. These standards apply whether they are on centre property or at off-site centre events and activities. All members of Just 4 Moms & Kids are to be treated with respect and dignity regardless of race, creed, sexual orientation, disability, or any other grounds protected by Ontario's Human Rights Code. All adult members have the responsibility to act as models of good behaviour. Foul language (swearing, name-calling, shouting) is not appropriate. Individuals engaging in such behaviour will be asked to leave the premises immediately. Inappropriate behaviour or harassment of any kind towards a child, parent or staff will result in immediate intervention up to and including the family's expulsion from the centre and/or police intervention. This type of behaviour includes but is not limited to harassment or intimidation by written note, email, words, gestures and/or body language. No weapons are allowed on the Community Centre property / Childcare Site or at any function operated by Just 4 Moms & Kids. The consequences for failure to comply will include but is not limited to: the family's suspension or expulsion from the Centre. The privacy and confidentiality of our parents/guardians, staff, student/volunteers and children is important to us. All concerns and comments should be addressed with the appropriate staff member. Should this discussion not address your concerns, the next step is to review the situation with a supervisor. Failing resolution with a supervisor, the matter will be referred to the appropriate member of the Board of Directors. Gossip and public criticism are unacceptable. Any pictures taken in one of our programs or during events are for the private use of the family only. If other children besides your own are in it, these pictures cannot be posted in an on-line/public forum without the consent of the other families involved. Parent Issues and Concerns

Policy and Procedures

Purpose

The purpose of this policy is to provide a transparent process for parents/guardians, the child care licensee and staff to use when parents/guardians bring forward issues/concerns.

Definitions

Licensee: The Board of Directors along with Supervisors - licensed by the Ministry of Education responsible for the operation and management of Just 4 Moms & Kids

Staff: Individual employed by Just 4 Moms & Kids (Registered ECE's and Non-ECE's)

Policy

General

Parents/guardians are encouraged to take an active role in our child care Centre and regularly discuss what their child(ren) are experiencing with our program. As supported by our program statement, we support positive and responsive interactions among the children, parents/guardians and staff, and foster the engagement of an ongoing communication with parents/guardians about the program and their children. Our staff are available to engage parents/guardians in conversations and support a positive experience during every interaction.

All issues and concerns raised by parents/guardians are taken seriously by Supervisors, Admin Staff, Board of Directors and Staff of Just 4 Moms & Kids. Every effort will be made to address and resolve issues and concerns to the satisfaction of all parties and as quickly as possible.

Issues/concerns may be brought forward verbally or in writing. Responses and outcomes will be provided verbally, or in writing upon request. The level of detail provided to the parent/guardian will respect and maintain the confidentiality of all parties involved.

An initial response to an issue or concern will be provided to parents/guardians within 2 business day(s). The person who raised the issue/concern will be kept informed throughout the resolution process.

Investigations of issues and concerns will be fair, impartial and respectful to parties involved.

Confidentiality

Every issue and concern will be treated confidentially and every effort will be made to protect the privacy of parents/guardians, children, staff, students and volunteers, except when information must be disclosed for legal reasons (e.g. to the Ministry of Education, College of Early Childhood Educators, law enforcement authorities or Children's Aid Society).

Conduct

Our Centre maintains high standards for positive interaction, communication and role-modeling for children. Harassment and discrimination will therefore not be tolerated from any party.

If at any point a parent/guardian, or staff feels uncomfortable, threatened, abused or belittled, they may immediately end the conversation and report the situation to the supervisors who will then consult the Board of Directors.

Concerns about the Suspected Abuse or Neglect of a child

Everyone, including members of the public and professionals who work closely with children, is required by law to report suspected cases of child abuse or neglect.

If a parent/guardian expresses concerns that a child is being abused or neglected, the parent will be advised to contact the [local Children's Aid Society](#) (CAS) directly.

Persons who become aware of such concerns are also responsible for reporting this information to CAS as per the “Duty to Report” requirement under the *Child and Family Services Act*.

For more information, visit

<http://www.children.gov.on.ca/htdocs/English/childrensaidd/reportingabuse/index.aspx>

Escalation of Issues or Concerns:

Where parents/guardians are not satisfied with the response or outcome of an issue or concern, they may escalate the issue or concern verbally or in writing to The Board of Directors.

Issues/concerns related to compliance with requirements set out in the *Child Care and Early Years Act., 2014* and Ontario Regulation 137/15 should be reported to the Ministry of Education’s Child Care Quality Assurance and Licensing Branch.

Issues/concerns may also be reported to other relevant regulatory bodies (e.g. local public health department, police department, Ministry of Environment, Ministry of Labour, fire department, College of Early Childhood Educators etc.) where appropriate.

Contacts:

Breanna Lindley, RECE - Supervisor - 519-446-3059 or j4mk@rogers.com

Emily McGrattan, RECE - Administrator - 519-446-3059 or j4mk@rogers.com

J4MK Board of Directors – j4mkboard@gmail.com

Ministry of Education, Licensed Child Care Help Desk: 1-877-510-5333 or childcare_ontario@ontario.ca

Brant County Health Unit - 519-753-4937

County of Brant Police Dept - 519-449-5831

County of Brant Fire Dept. - 519-446-3915

Ministry of Environment - 905-521-7650

Ministry of Labour - 1-800-531-5551

College of Early Childhood Educators - 416-961-8558

Centre Newsletter

Each week a Centre newsletter will be emailed to our parent email list to keep parents/guardians up to date on our Centre news and activities. Classroom newsletter will be emailed on a monthly basis or a hard copy will be printed for those without email/internet access. Regular classroom updates will also be provided via our Seesaw App. A Community Board is also available to families in the main entrance, informing parents and guardians of any upcoming workshops and informational brochures.

Annual General Meeting – Board Membership

Each year, an Annual General Meeting takes place in order to review the finances of the centre from the previous year, and to vote for a new Board of Directors. All parents/guardians are encouraged to attend this meeting. Anyone wishing to participate on the Board of Directors is strongly encouraged to do so.

Our Board of Directors attends monthly meetings to discuss centre business.

As many of you already know Just 4 Moms and Kids Co-Operative Corporation is a not-for-profit organization. As a co-op J4MK is owned by its members, which consist of all parents with children enrolled. That means all of you. Being a not-for-profit organization means that there are no members shares or other financial benefits to being a member. However, being also co-operative means that we are a democratic organization, all members have a voice in how J4MK runs. The primary method for expressing that voice is by electing a board of directors.

The commitment to being part of the board is a a year - minimum of 12 meetings for about 1-2 hours. Furthermore, the board is required to cast e-votes (via email) on any urgent issues which may arise. The board is ultimately accountable for the members (parents of children) of J4MK

Serving on the board provides a unique way to be involved with the organization which cares for your and many others children. As a member of the board, you can directly influence the future of J4MK. It requires the diverse experience, knowledge and talents that the members of the board provide to effectively run J4MK. We welcome all parents of J4MK to take part in the board nomination and election process.

BOARD OF DIRECTORS ROLES AND RESPONSIBILITIES

PRESIDENT

The President shall chair, direct and maintain the focus of all meetings of the Board of Directors

- supervise the affairs of the Corporation (Daycare)
- sign all documents requiring his/her signature,
- and perform any other duties assigned by the Board
- time commitment – 2-20hrs per month

The President only casts a deciding vote at a meeting in the case of a tie.

VICE-PRESIDENT

The Vice-President shall perform the President's duties when the President is absent or unable to perform them;

- and perform any other duties assigned by the Board.
- time commitment – 2-15hrs per month

The Vice-President shall chair, direct and maintain focus of the Annual General Meeting

The Vice-President is entitled to one vote at Board meetings

SECRETARY

The Secretary shall give notice required for meetings of the Board of Directors;

- attend all meetings and record all minutes of these meetings in books kept for that purpose.
- keep a current list of the members of the Board of Directors and their telephone numbers.
- receive any resignations given to him/her.
- and perform any other duties assigned by the Board
- time commitment – 2-6hrs per month

The Secretary is entitled to one vote at Board meetings

TREASURER

The Treasurer shall report on the transactions completed and on the financial position of the

- Corporation (Daycare) to the Board of Directors;
- co-operate with the Auditor of the Corporation (Daycare)
 - review the financial transactions of the Corporation (Daycare)
 - and perform any other duties assigned by the Board
 - time commitment – 2-10hrs per month

The Treasurer is entitled to one vote at Board meetings

The Treasurer may be requested to assist the Supervisor in a limited manner from time to time.

PARENT REPRESENTATIVE

A Parent Rep shall attend all Board meetings and assist the Executive Officers with the decision making regarding the Corporation (Daycare)

-time commitment – 2-6hrs per month

A Parent Rep is entitled to one vote at Board meeting

Responsibilities of a Board Member

1. A Board member is expected to maintain confidentiality of any and all matters learned in the course of functioning as a member.
2. Be an active and committed participant in the affairs of the Corporation (Daycare).
3. Be involved in Board meetings and functions.
4. Know and maintain the lines of communication between Board and Staff members. Concerns of Staff members should be taken to the Supervisor, who will then discuss the matter with the Board as seen necessary.
5. Be informed about the background of issues in order to discuss them reasonably.
6. Be regular and punctual at all Board meetings. If unable to attend, give early notice to the President or Secretary.
7. Read the relevant minutes before the meeting.
8. Notify the President of new items and raise matters of interest.

General Functions of the Board of Directors

1. Have a commitment to and understanding of the purpose, policies and programs of the day-care.
2. Represent the daycare in the community.
3. Acquire a clear understanding of the daycare's financial position.
4. Serve in a volunteer capacity, without remuneration or profit.
5. Be able to work and participate within a group.

Annual Parent/Guardian Survey

In order to ensure that the policies and procedures being implemented by Just 4 Moms & Kids are meeting the needs of the families enrolled in the Centre, a confidential survey is completed and distributed annually. Parents and guardians have the opportunity to express their concerns and/or appreciation, and to provide feedback that may be helpful to the Centre. Communication with Centre staff is crucial to a positive relationship between families and the Centre.

Facebook Page

<https://www.facebook.com/#!/groups/246793388782293/>

Website

www.j4mk.com

Parent/Teacher Communication

Classroom teachers will give parents/guardians information about how their child's day was by use of email, smart phone apps and/or communication books. Information such as meals/snacks, toileting/diapering, and naps will be shared on white boards.

Classroom teachers will conduct developmental assessments (Ages & Stages) for each child in their class within 3 months of starting at the Centre, and upon classroom changes. The results will be shared with parents when completed, and passed on to the next teacher upon a classroom change. If there are areas of concern, your child's teacher may refer you to the services of our Resource Teacher from Lansdowne Children Centre with your consent.

If at any time parents wish to speak to their child's classroom teacher, a meeting or telephone conference can be arranged.

When children are moved from one class to the next, a process of integration will occur. This process may include classroom visits ahead of time. Changes of schedule will be considered as well, especially with infants and toddlers. Parents will be notified at the beginning of this process, and kept up to date on how the child is coping. The child's information sheet will be passed on to the new classroom teacher when the move occurs.

"How Does Learning Happen" bulletin board are present for all classrooms. Pictures of the children are used so parents are able to see how their children spend their days. Brief descriptions of the activity and what the children are learning will accompany the pictures. As these pictures are replaced, they will be moved to a binder located in the classroom. Pictures will also be sent to parents on our Seesaw App for parent to view and be kept up to date on how their child is doing throughout the day.

The use of our Seesaw App allows ongoing communication with the classroom teachers throughout the day. Parents/guardians are able to contact the classroom teachers directly if they have any questions regarding their child. (Please keep in mind that staff may not have an opportunity to respond immediately but will do so as quickly as possible) The children's safety and well-being is always first priority so most concerns will be answered during sleep time as staff have the time to respond then. This app allows staff to share information with parents/guardians giving them information on how their child's day has been and the aspect of sending pictures of the children enjoying the various activities throughout the day. Communication is key to a successful day for the children. Staff are happy to speak to all parents/guardians at drop off or pick up if possible but we will gladly around a time for parents to speak with staff whether it's in person, on the phone or via a Zoom meeting. Parents are also encouraged to call the Centre or email the office should they require a quicker response from the Centre.

Off-Site Activities

During the year children will be going on walks to different locations throughout Scotland. These locations may include:

* Optimist Park

* Fire Station

*Butterfly Garden

*Post Office

*Library

Safe Walking Policy

Staff-child ratios will remain the same as required by the Ministry of Education when going for a walk off Centre property. In case of a staff member taking a group to the park, etc. for any length of time, a second staff shall also be in attendance, for emergency purposes.

Sidewalks should be used wherever possible. If crossing the street is necessary, this should be done at corners and crosswalks, when there is absolutely no traffic coming in either direction. Staff members should have a cell phone on them at all times to ensure assistance if needed.

Sleep Policy

Purpose

Children's sleep and rest, play an integral part in a child's well-being and development. The purpose of this policy and procedures described within is to provide staff, students and volunteers with rules and procedures to follow to safeguard children from harm, injury or death while sleeping.

The procedures provided for placing children under 12 months of age on their own backs for sleep align with the requirement to meet the recommendations set out in Health Canada's document entitled "[Joint Statement on Safe Sleep: Preventing Sudden Infant Deaths in Canada](#)".

Procedures for monitoring sleeping children reduce the risk of harm or injury so that caregivers can look for and identify signs of distress and implement immediate responses to protect the health and safety of children.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for sleep policies for child care centres.

Policy

General

1. All children will be provided with the opportunity to sleep or engage in quiet activities based on their needs.
2. Children under 18 months of age will be provided time to sleep based on their individual schedules, and will be assigned to a crib.
3. Only light, breathable blankets will be used for infants.
4. All children 18 months and older will be provided time to sleep for a period of no more than two hours each day, and will be assigned to a cot.
5. Where children are sleeping in a separate sleep room or area, their names will be listed on the sleep room door so that staff can immediately identify which children are present in the room/area.

Placement of Children for Sleep

6. Children under 18 months of age will be placed in their assigned cribs for sleep.
7. Children over 18 months of age who sleep will be placed on individual cots for sleep.
8. All children who are younger than 12 months of age will be placed on their backs to sleep in accordance with the recommendations set out in Health Canada's document entitled "[Joint Statement on Safe Sleep: Preventing Sudden Infant Deaths in Canada](#)", unless other instructions are provided in writing by the child's physician. Parents of these children will be advised of the centre's obligation to place their child(ren) to sleep on their backs.

Consultation with Parents

9. All parents of children who regularly sleep at the child care centre will be advised of the centre's policies and procedures regarding sleep at the time of their child's enrolment and/or any time the policies and procedures are revised, as applicable. This information will be available to parents in the enrolment package and in our parent handbook.
 10. The classroom Head Teacher and when applicable a supervisor will consult with parents about their child's sleeping arrangements at the time of enrolment and at any other appropriate time (e.g. when a child transitions to a new program or room, or at the parent's request).
 11. Written documentation (Getting to know you form) will be kept in the classroom binders to reflect the sleep patterns identified by their parent, and updates to the documentation will be made whenever changes are communicated to the child care centre.
 12. All sleep arrangements will be communicated to program staff by their supervisor after meeting with the parent/guardian.
 13. Parents will be advised by the classroom head teacher of any significant changes in their child's behaviours during sleep and/or sleeping patterns.
 14. Staff will document their observations of changes in a child's sleep behaviours in the daily written record and will communicate these changes to the parent.
- Any changes in sleep behaviours will result in adjustments being made to the child's supervision during sleep time, where appropriate, based on consultation with the child's parent.

Direct Visual Checks

15. Direct visual checks of **each** sleeping child (i.e. every child placed for sleep in a crib or cot) will be conducted to look for indicators of distress or unusual behaviours. Direct visual checks will be documented by staff on a chart in the sleep room / area.
 16. Direct visual checks are not required for children engaging in quiet activities, but these children will be supervised at all times.
 17. For infants (children under 18 months of age), direct visual checks will be completed at a frequency based on consultation with each parent and may be increased based on the observed sleeping patterns and/or medical needs of each infant.
 18. The frequency of direct visual checks and the steps to complete them will depend on the typical sleep patterns of each child and their age, as identified in the sleep supervision procedures provided in this policy.
- Staff will ensure that all sleep areas have adequate lighting available to conduct the direct visual checks of sleeping children.

Use of Electronic Devices

19. Where electronic devices are used to monitor children's sleep, staff will:
 - i. not use electronic sleep monitoring devices to replace direct visual checks;
 - ii. check the monitor daily to verify that it is functioning properly (i.e. it is able to detect and monitor the sounds); and
 - iii. actively monitor each electronic device at all times.

Procedures

Age Group	Frequency of Direct Visual Checks*
Infant	According to each infant's needs as identified by their parent, or at least every *15 minutes.
Toddler	*Every 30 minutes
Preschool and/or Kindergarten (where applicable)	*Every 30 minutes

* **This is the minimum frequency of direct visual checks.** Should a child have symptoms of illness (e.g. a cold) or if there are other issues or concerns related to the child's health, safety and well-being during sleep, the frequency of direct visual checks must be increased. The individual needs of each child during sleep as identified by the parent and/or the child's physician must be followed at all times.

Children's Belongings Policy

What should my child bring to daycare?

PLEASE LABEL ALL OF YOUR CHILD'S ITEMS!

We are not responsible for lost/stolen/broken items.

Upon enrollment your child will be assigned a cubby area/basket to store their extra clothes/coat/boots etc. Your child's teacher will also place any crafts or special items in the cubby to go home. Please keep your child's space tidy.

For the comfort of all children attending Just 4 Mons & Kids, it is important that at least one change of clothes remains in your child's cubby or in their backpack at all times. This should include clothing that is appropriate for the weather and the season and should be monitored for size and changed if necessary. A complete set should include: a top, a pair of pants/shorts, underwear, and socks. Also, it is important to note that to meet regulations as set out in the Child Care and Early Years Act, children in a full day program play outside for a minimum of one hour in the morning and one hour in the afternoon. Certain items as snow pants & coat, hats, boots, and two pairs of mittens should be brought every day during the cool/cold seasons and sun hats brought each day in the summer. Please send your child with proper outdoor footwear as well as indoor footwear. (i.e. shoes/slippers)

In the event that your child requires changing during the day and does not have appropriate clothing, a parent may be called and asked to either bring a set of clothing or pick up the child as the Centre has limited spare clothing available. Please label all articles of clothing brought to the program to prevent loss

Morning snack (breakfast), lunch, and afternoon snack are provided daily. The menus are based on a 4-week rotation and are changed up spring/summer and fall/winter. The menus contain nutritionally balanced foods as suggested by the Canada Food Guide and CCEYA. The menu is posted on the bulletin board outside of the kitchen and is distributed weekly to parents via our email newsletter. Any changes are posted on the kitchen's menu and classroom teachers will identify the changes in the classroom seesaw app. Children with a food allergy, sensitivity, or restrictions are provided with alternatives. Our Centre is a "Nut Free" environment. Due to the increased and seriousness of allergies to peanuts and tree nuts, Just 4 Moms & Kids will ensure any food brought into the Centre is nut free including foods that indicate may contain traces of nuts. Since this allergy can be life threatening, the centre does not allow ANY food to be brought into the centre unless it is approved by a supervisor or administrator. Where there is an exception made, the food brought in must be clearly labeled with the child's name. Are foods that do not obviously contain nuts or could have traces, which could also be life threatening to a child with an allergy. This includes any birthday cakes, chocolates or any other type of treat.

Any treats brought into the Centre must be made by a licensed kitchen. Homemade goods are prohibited.

Parents are able to provide their children with a blanket and a comfort item such as a stuffed animal for rest time if desired. Items will be sent home weekly to be washed unless required to be done more frequently. Please only bring toys to the Centre on the day that your child participates in "Show and Tell" or "Toy Day." These toys should be non-violent and safe in nature. J4MK is not responsible for any lost, stolen or damaged toys.

If your child requires diapers/pull-ups, please bring them in with your child. You are welcome to bring diapers daily/weekly, or bring a new pack to be used as needed. Please label the diapers and baby wipe containers. If your child requires cream, please feel free to bring that in as well. (a non prescription form will need to be filled out) Children begin to use the toilet at different ages and stages of their development. Verbal and non-verbal cues are helpful to this process to communicate needs to the staff and parents. Washroom routine should be a fun, non-threatening and non-stressful time. Staff are aware of the individuality of each child and will actively communicate observations, suggestions and questions to parents/guardians on a regular basis. Parents must bring in plenty of spare clothing when their child is going through this process and be patient. It is important that children are given the freedom to progress at their own speed during this process as it does take time to master this skill and accidents will happen. It is also common for children to regress temporarily at some point.

Craft Materials

To ensure optimum safety for the children, special consideration is given to the materials that are being used for crafts. Labels are examined to see whether materials contain hazardous ingredients. We take precaution as to keep materials away from the children that say "keep out of reach of children". We make an effort to use the least number of scented materials and more water-based products. At times, children are allowed to play with food items such as cereals, grain and noodles; we ensure that the products are disposed of every week and immediately if they become wet. Once an activity is completed, the children's hands are always washed.

Water Play Tables

Children have a lot of fun with water play tables. Water tables are filled with fresh water each time they are used. They are cleaned and disinfected after every use along with the toys and materials that were used in the play. We ensure the children and staff wash their hands before and after water play. When there are children who are well enough to participate in the program but are feeling a little "under the weather", water play will be offered as an individual activity or alternate activities will be provided for the day.

Play Pools

Just 4 Moms & Kids limits the use of play pools for water activities for children. Sprinklers, hoses, or individual water buckets are a safer alternative during outdoor programming during the warmer months. Play pools can be used without water for activities such as reading books or a ball pit. If a play pool is used for water play, a staff member will be situated right beside the play pool and children will be supervised at all times, NO EXCEPTIONS. As soon as the activity is done, the water will be immediately dumped.

Health Evaluations and Daily Health Checks

Each child's health will be assessed upon their arrival to the Centre. If ill health develops during the day, parents will be notified immediately. Symptoms of ill health will be recorded by the staff in the child's file and the classroom daily log.

Children who are unable to go outside or participate in the program due to illness will be sent home. An Ill Health Form will be filled out by a staff member, and parents will be required to sign off indicating that they understand that their child's symptoms must be improving for 24 hours, or follow their health care providers exclusion period before returning to the program.

If the staff is unable to contact the child's parents, individuals on the emergency contact form will be contacted.
** Parents are encouraged to keep their emergency information up to date. **

Regular Ill Health Policies – Non Covid-19 Related

ELEVATED TEMPERATURE

An elevated temperature is considered to be 101 F. At the discretion of the room teacher and a Supervisor, the parents or emergency contact will be notified and the child will be sent home. They will not be able to return to the Centre for 24 hours after the symptoms have subsided without the use of fever reducing medication. 48/hrs in an outbreak.

DIARRHEA

When a child experiences diarrhea (a loose watery bowel movement) up to 2 times in one day, the parents or emergency contact will be notified and the child will be sent home. They will not be able to return to the Centre for 24 hours after the symptoms have subsided. 48/hrs in an outbreak

**** This will NOT apply in cases where the cause is known to be food allergies or a reaction to medication. ****

VOMITING

If vomiting is one of several symptoms, or it occurs more than once in a day, at the discretion of the room teacher and the Supervisor, the parents or emergency contact will be notified and the child will be sent home. They will not be able to return to the Centre for 24 hours after the symptoms have subsided. 48/hrs in an outbreak.

RED OR DISCHARGING EYES

Red or discharging eyes may be a symptom of conjunctivitis (pink eye) and at the discretion of the room teacher and a supervisor, the parents or emergency contact will be notified and the child will be sent home. If there is a concern about conjunctivitis, it will be recommended that the child be seen by a health care provider. If conjunctivitis is confirmed and a prescription drug is administered then the child can return to the Centre after 24 hours of being on the medication.

UNDIAGNOSED SKIN RASHES OR INFECTIONS

The parents or emergency contact will be notified and the child will be sent home if they are observed to have a suspicious rash, unusual eruptions or lesions which could indicate chicken pox, measles, ringworm or impetigo. It will be recommended that the child be seen by a health care provider. Children must follow the recommended exclusion period given by the health care provider.

Medication Policy

Purpose

The purpose of this policy and the procedures outlined within is to provide clear direction for staff, students and volunteers to follow for administering drugs or medication to children at the child care centre and for appropriate record-keeping.

Where the term drugs and/or medications is used in this policy, the term refers to any product with a drug identification number (DIN), with the exception of sunscreen, lotion, lip balm, bug spray, hand sanitizer and diaper

cream that is not used for acute, symptomatic treatment. For the purpose of this policy, drugs and medications fall into the following two categories, unless otherwise specified:

Prescription, intended for acute, symptomatic treatment; and

Over-the-counter, intended for acute, symptomatic treatment.

The policy and procedures support children's health, safety and well-being by setting out measures to:

- (a) ensure children receive only those drugs or medications deemed necessary and appropriate by their parents;
- (b) reduce the potential for errors;
- (c) ensure medications do not spoil due to improper storage;
- (d) prevent accidental ingestion;
- (e) administer emergency allergy and asthma drugs or medications quickly when needed; and
- (f) safely administer drugs and medications according to established routines.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for the administration of drugs and medication in a child care centre.

Policy

Parental Authorization to Administer Medication:

Whenever possible, parents will be encouraged to administer drugs or medications to their children at home if this can be done without affecting the child's treatment schedule.

Prescription and over-the-counter medications for acute, symptomatic treatment will only be administered to a child where a parent of the child has given written authorization to do so by completing the child care centre's Medication Authorization form. The Medication Authorization form must be accompanied by a doctor's note for over-the-counter medications.

The authorization must include a schedule that sets out the times the drug or medication is to be given and the amounts to be administered.

Where a drug or medication is to be administered to a child on an "as needed" basis (i.e. there is no specific schedule or time of the day for administration), instructions outlining signs and symptoms for administering the drug or medication and the appropriate dosage must be indicated. In addition, the Medication Authorization Form must clearly indicate the situations under which the medication is to be given, including observable symptoms.

Examples may include:

- **'when the child has a persistent cough and/or difficulty breathing'; and**
- **'when red hives appear on the skin', etc.**

Prescription/over-the-counter skin products (with a DIN) that need to be administered for acute or symptomatic treatment will only be administered to a child where a parent of the child has given written authorization to do so by completing the child care centre's Medication Authorization form.

Medical Authorization Forms will be reviewed with parents every six months or upon room change to ensure the dosage continues to be accurate (e.g. based on the child's age or weight).

As long as sunscreen, lotion, lip balm, bug spray, hand sanitizer and diaper cream are non-prescription and/or are not for acute (symptomatic) treatment, and due to their longer-term daily usage, these products:

- (g) must have a blanket authorization from a parent on the enrolment form;
- (h) can be administered without an Medication Authorization form; and
- (i) do not require record-keeping

**** Parents must sign off on an authorization form for Over the Counter products such as sunscreen, moisturizing skin lotion, lip balm, insect repellent, hand sanitizer and diaper cream in order for staff to administer the products to children.**

Drug and Medication Requirements

All drugs and medications to be administered to children must meet the following requirements:

All drugs and medications must be stored in their original containers as supplied by a pharmacist, or their original packages. Medications that have been removed from their original package or transferred into a different container will not be accepted or administered to children.

All drug or medication containers must be clearly labelled with:

- (j) The child's full name;
- (k) The name of the drug or medication;
- (l) The dosage of the drug or medication;
- (m) Instructions for storage;
- (n) Instructions for administration;
- (o) The date of purchase of the medication for prescription medications; and
- (p) The expiry date of the medication, if applicable.

The information provided on the written parental authorization must match with all the requirements listed above.

Where information is missing on a drug or medication label and/or the written parental authorization does not match the label on the labelled container, the child care centre will not accept or administer the medication until the label and/or written parental authorization accurately contains all the required information.

Over-the-counter epinephrine purchased for a specific child can be administered to a child with an individualized plan and emergency procedures for an anaphylactic allergy as long as it is accompanied by a doctor's note and is clearly labeled with the child's name, the name of the drug or medication, the dosage, the date of expiration and the instructions for storage and administration.

Drugs or medications purchased by staff, students or volunteers for their own use will be kept inaccessible (e.g. stored in locker versus left in a purse in the classroom) to children and will not be administered to children at any time, except where written parental authorization to administer has been obtained (e.g. hand sanitizer).

Drug and Medication Handling and Storage:

All drugs or medications will be kept inaccessible to children at all times in a locked container or area (e.g. in a refrigerator or cupboard). There are exceptions for emergency medications as outlined below:

- (q) Emergency medications will never be locked up and will be made easily accessible to all staff while being kept out of the reach of children, including during outdoor play periods and off-premises activities.
- (r) Where a child has written permission to carry their emergency allergy or asthma medication, precautions will be taken to ensure that these medications are not accessible to other children (e.g., in cubbies or backpacks that are unattended).

In case of an emergency, all staff, students and volunteers will be made aware of the location of children's emergency medications at all times. (Pink Emergency Bag in each classroom)

Emergency medications will be brought on all field trips, evacuations and off-site activities.

Any topical products or drugs/medication in the first aid kit will not be used on children to clean or treat wounds. Children's cuts and wounds will be disinfected in accordance with local public health recommendations.

All drugs and medications for children will be stored in accordance with the instructions for storage on the label. Medication requiring refrigeration will be stored in the refrigerator in a locked container.

Where drugs or medications are past their expiry date, they will be returned to the parent of the child, where possible, and this will be documented on the Medication Authorization Form.

Any drugs or medications remaining after the treatment period will be returned to a parent of the child, where possible, and this will be documented on the Medication Authorization Form.

Where attempts have been made to return a drug or medication to a parent and the parent has not taken the medication home, the person in charge of drugs and medications will ensure that the efforts made to return the drug or medication have been documented in the appropriate staff communication book (e.g. daily written record), and the drug or medication will be returned to a pharmacist for proper disposal.

Drug and Medication Administration:

- **Drugs or medications will be administered according to the instructions on the label and only with written parental authorization.**

Designated person(s) in charge of medications will deal with all drugs and medications to reduce the potential for errors, whether on or off the premises. Where the person(s) is absent, they will delegate this responsibility to another individual. The name of the individual who has been delegated and the duration of the delegation will be documented in the appropriate staff communication book (e.g. daily written record).

A drug or medication will only be administered from its original container as supplied by a pharmacist or its original package, and where the container is clearly labelled as outlined under the Drug and Medication Requirements section of this policy.

A drug or medication will only be administered using the appropriate dispenser (e.g. syringe, measuring spoon/cup, etc.).

To support the prompt administration of emergency medication:

- (s) Emergency medications may be administered to a child by any person trained on the child's individualized plan at the child care centre; and
- (t) Children will be allowed to carry their own asthma or emergency medication in accordance with this policy, the drug and medication administration procedures, and the child's individualized plan, where applicable.

Drugs or medications that are expired (including epinephrine) will not be administered at any time.

Record-Keeping:

Records of medication administration will be completed using the Records of Medication Authorization form every time drugs or medications are administered. Completed records will be kept in the child's file.

Where a child's medication Authorization form includes a schedule setting out specific times to administer the medication and the child is absent on a day medication would have been administered, the child's absence will be documented on the Medication Authorization form to account for all days during the treatment period (excluding weekends, holidays and planned closures).

If a dose is missed or given late, reasons will be documented on the record of Medication Authorization Form and a parent will be notified as soon as possible as it may impact the treatment schedule or the child's health.

Where a drug or medication is administered 'as needed' to treat specific symptoms outlined in a child's Medication Authorization form or individualized plan and emergency procedures for an anaphylactic allergy (e.g. asthma, fever, allergic reaction), the administration and the reason for administering will be documented on the Medication Authorization form and in the appropriate staff communication book (e.g. daily written record) and in the child's symptoms of illness record. A parent of the child will be notified or a listed Emergency contact if a parent can't be immediately reached.

In the event a parent forgets to bring in a child's medication

***For non-life-threatening treatment - which has a specific schedule and end date.**

Examples may include:

Amoxicillin

Eye drops

Puffers

Ear drops

Parents must notify a classroom teacher who will then document it in the daily log as to why the child is not receiving the medication on the specified day as indicated on the medical authorization form.

***For non-life-threatening treatment – that's to be administered on an on-going as needed basis.**

Examples may include:

Puffer

Benadryl

Medication can only be administered when the parent brings it to the Centre. If a child requires the medication but the parent forgot to bring it in, the staff members will contact the parent requesting guidance on how to proceed. Should the child's symptoms become life threatening, 911 will be called. This information will be documented in the daily log

***For life-threatening treatment – parents are requested to leave the medication at the Centre.**

Examples may include:

Epi Pen

Puffers

Insulin

In situations where this medication is not left at the Centre, and a parent forgets to bring it in and the child requires the medication to be administered, 911 will be called, the parents will be notified and the situation will be documented in the daily log.

Medication brought into the Centre for transportation purposes only will not be administered to the child.

Examples may include:

Child has medication in their backpack as they are going to a different household.

Child has medication in their backpack that is administered at school

Parents are responsible for notifying a staff member of the medication so the child's backpack can be stored out of reach of other children as a safety precaution and the information will be documented in the daily log.

Confidentiality

Information about a child's medical needs will be treated confidentially and every effort will be made to protect the privacy of the child, except when information must be disclosed for the purpose of implementing the procedures in this policy and for legal reasons (e.g. to the Ministry of Education, College of Early Childhood Educators, law enforcement authorities or a Children's Aid Society).

Allergy Policy

Upon enrollment, children with identified food allergies will be added to our Allergy Postings. Allergies will be posted in each classroom, the kitchen and any other area in which children may be present.

All participants in the program which include staff, students and volunteers will review the allergy postings before they begin employment, placement or volunteer duties and regularly thereafter. The kitchen staff will be responsible for altering the menu according to allergy needs of individual children.

*****Just 4 Moms & Kids is a Nut Free Centre*****

Outside Food Policy

Just 4 Moms & Kids encourages a supportive nutrition environment by not allowing outside food or beverages to be brought in by the parents/guardians and offers children the same meals and snacks, at regularly scheduled times (see below for exceptions).

Rationale

Children are capable and competent eaters with a curiosity to learn to eat a variety of foods. A supportive nutrition environment provides opportunities to support the four foundations of optimal learning and development which are belonging, engagement, expression, and wellbeing

This policy gives children the opportunity to try a variety of safe and nutritious foods to develop healthy eating behaviours.

- A variety of foods and beverages are offered to meet the Ontario Ministry of Education licensing requirements (Canada's Food Guide and Nutrition for Healthy Term Infants).
- Food is prepared using safe food handling practices.
- Food offered is free from food allergens of concern to children with food allergies or sensitivities, preventing adverse reactions.

When no outside food is brought into the centre and when all children are provided the same food to eat:

- Children are more likely to feel included and engaged with their peers and educators during meal and snack times, which helps supports their learning.
- Children are supported to come to the table hungry and ready to eat nutritious food offered at meal and snack times
- Conflict between children may be avoided.
- Parents don't feel "pressured" to provide outside food for special days.
- It provides safer and more inclusive eating environment for children with food allergies and other restrictions.
- Food safety can be ensured and monitored through the entire process of food purchasing, preparation and serving.
- Parents/guardians are aware of all the foods being offered to their children.
- Ensure that children are not exposed to food marketing and advertising while in the child care centre.

Exceptions to this policy:

- Special dietary concerns (such as food allergies) or feeding arrangements detailed in written instructions from a parent/guardian labelled with the child's full name, date the food arrived at the child care centre and the parent advises of all ingredients.
- Food for infants, with written instructions from a parent/guardian.
- Expressed breast milk that is labelled with full name and date.
- Emergency situations
- If parents wish to bring in a treat for a special occasion, it must be from a licensed bakery or grocery store and must be guaranteed peanut/nut free. This treat must also be approved by a supervisor prior to it being brought in as there may be other allergies present.

Anaphylactic Policy

Purpose

Anaphylaxis is a serious allergic reaction that can be life-threatening. It requires avoidance strategies and immediate response in the event of an emergency. These policies and procedures are intended to help meet the needs and save the lives of children with severe allergies and provide relevant and important information on anaphylaxis to parents, staff, students, volunteers and visitors at the child care centre.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for an anaphylactic policy for child care centres. The requirements set out in this policy align with [Sabrina's Law, 2005](#).

Policy

Individualized Plans and Emergency Procedures for Children with Life-Threatening/Anaphylactic Allergies

Before attending the child care centre, the supervisor/designate will meet with the parent of a child to obtain information about any medical conditions, including whether the child is at risk of having or has anaphylaxis.

Before a child attends the child care centre or upon discovering that a child has an anaphylactic allergy, an individualized plan and emergency procedures will be developed for each child with anaphylaxis in consultation and collaboration with the child's parent, and any regulated health professional who is involved in the child's care that the parent believes should be included in the consultation

All individualized plans and emergency procedures will include a description of symptoms of an anaphylactic reaction that are specific to the child and the procedures to be followed in the event of an allergic reaction or other medical emergency based on the severity of the child's symptoms.

The individualized plan and emergency procedures for each child will include information for those who are in direct contact with the child on a regular basis about the type of allergy, monitoring and avoidance strategies and appropriate treatment.

All individualized plans and emergency procedures will be made readily accessible at all times to all staff, students and volunteers at the child care centre and will be kept on a bulletin board in each of the classrooms, the kitchen and main hallway as well as in each of the classroom binders.

All individualized plans and emergency procedures will be reviewed with a parent of the child every 6 months or upon the child moving to the next age group to ensure the information is current and up to date.

Every child's epinephrine auto-injector must be carried everywhere the child goes.

Strategies to Reduce the Risk of Exposure to Anaphylactic Allergens

The following strategies to reduce the risk of exposure to anaphylactic causative agents must be followed at all times by employees, students and volunteers at the child care centre.

- Do not serve foods where its ingredients are not known.
- Do not serve items with 'may contain' warnings on the label in a room where there is a child who has an individualized plan and emergency procedures specifying those allergens.
- Ask the caterer or cook to provide the known ingredients for all food provided. The ingredients will be reviewed before food is served to children to verify that causative agents are not served to children with anaphylactic allergies.
- In cases where a child has food allergies and the meals and snacks provided by the child care centre cannot meet the child's needs, ask the child's parent to supply snacks/meals for their child. All written instructions for diet provided by a parent will be implemented.
- Ensure that parents label food brought to the child care centre with the child's full name and the date the food arrived at the child care centre, and that parents advise of all ingredients.
- Ensure proper nutrition is being met. The centre's cook and parents who are authorized to bring outside food are required to follow the Canadian Food Guide. Foods and beverages that contain few or no essential nutrients, and/or contain high amounts of added salt, sugar or unhealthy fats should be avoided.

- Ensure all food brought into the centre is nut free.
- Where food is provided from home for children, ensure that appropriate supervision of children is maintained so that food is not shared or exchanged.
- Encourage parents who serve foods containing allergens at home to ensure their child has been rid of the allergens prior to attending the child care centre (e.g. by thoroughly washing hands, brushing teeth, etc.)
- Do not use craft/sensory materials and toys that have known allergens on the labels.
- Share information about anaphylaxis, strategies to reduce the risk of exposure to known allergens and treatment with all families enrolled in the child care centre.
- Make sure each child's individual plan and emergency procedure are kept-up-to-date and that all staff, students, and volunteers are trained on the plans.
- Refer to the allergy list and ensure that it is up to date and implemented.
- Update staff, students, and volunteers when changes to a child's allergies, signs and symptoms, and treatment occur and review all updates to individualized plans and emergency procedures.
- Update families when changes to allergies occur while maintaining the confidentiality of children.
- Communication with Families - The partnership and involvement of parents with J4MK staff is important to promote healthy eating. Just 4 Moms & Kids, will email weekly menus and post the monthly menu outside of the kitchen. Any changes to the menu will be documented and parents will be notified through classroom communication apps.
- Update or revise and implement the strategies in this policy depending on the allergies of children enrolled at the child care centre.

Communication Plan

The following is our communication plan for sharing information on life-threatening and anaphylactic allergies with staff, students, volunteers, parents and families.

Parents will be encouraged not to bring foods that contain ingredients to which children may be allergic.

Parents and families will be informed about anaphylactic allergies and all known allergens at the child care centre through postings on doors, email communication and welcome letters.

A list of all children's allergies including food and other causative agents will be posted in all cooking and serving areas, in each play activity room, and made available in any other area where children may be present.

Each child with an anaphylactic allergy will have an individualized plan and emergency procedures that detail signs and symptoms specific to the child describing how to identify that they are having an allergic reaction and what to do if they experience a reaction.

Each child's individualized plan and emergency procedures will be made available and accessible wherever the child may be present while receiving child care.

The Supervisor, cook or any other individuals who collect groceries on behalf of the child care centre and/or other food handling staff, where applicable, will be informed of all the allergies at the child care centre, including those of children, staff, students and volunteers. An updated list of allergies will be provided to the cook as soon as new allergies are identified. A supervisor or designate will communicate with the cook about which foods are not to be used in food prepared for the child care centre and will work together on food substitutions to be provided.

The child care centre will communicate with the Ministry of Education by reporting serious occurrences where an anaphylactic reaction occurs in accordance with the established serious occurrence policy and procedures.

This communication plan will be continually reviewed to ensure it is meeting the needs of the child care centre and that it is effectively achieving its intended result.

Drug and Medication Requirements

Where drugs or medications will need to be administered to a child in response to an anaphylactic reaction, the drug and medication administration policy will be followed including the completion of a parental authorization form to administer drugs or medications.

Emergency allergy medication (e.g. oral allergy medications, puffers and epinephrine auto-injectors) will be allowed to remain unlocked or carried by children with parental authorization so that they can be administered quickly when needed.

Training

The supervisor will ensure that the classroom teachers and/or all staff, students and volunteers who provide care to the child receives training from the parent of a child with anaphylaxis on the procedures to follow in the event of a child having an anaphylactic reaction, including how to recognize the signs and symptoms of anaphylaxis and administer emergency allergy medication.

Where only the supervisor/designate has been trained by a parent, the supervisor/designate will ensure training is provided to all other staff, students and volunteers at the child care centre.

Training will be repeated annually, and any time there are changes to any child's individualized plan and emergency procedures.

A written record of training for staff, students and volunteers on procedures to be followed for each child who has an anaphylactic allergy will be kept, including the names of individuals who have not yet been trained. This will ensure that training is tracked and follow-up is completed where an individual has missed or not received training.

Confidentiality

Information about a child's allergies and medical needs will be treated confidentially and every effort will be made to protect the privacy of the child, except when information must be disclosed for the purpose of implementing the procedures in this policy and for legal reasons (e.g. to the Ministry of Education, College of Early Childhood Educators, law enforcement authorities or a Children's Aid Society).

Children with Medical Needs Policy

Some examples of life-threatening medical needs are as follows but not limited to:

Seizure is a general term that refers to a sudden malfunction in the brain that causes someone to collapse, convulse, or have another temporary disturbance of normal brain function, often with a loss or change in consciousness.

Diabetes a disease in which too little or no insulin is produced or insulin is produced but cannot be used normally resulting in high levels of sugar in the blood.

Asthma A common lung disorder in which inflammation causes the bronchi to swell and narrow the airways, creating breathing difficulties that may range from mild to life-threatening. Symptoms include shortness of breath, cough, wheezing, and chest tightness.

Purpose: To have An Individualized plan to follow when a child has been diagnosed with a medical condition.

Intent: This policy is to help support the needs of a child with medical conditions and provide some information and awareness to parents, staff, students, and visitors at our Centre.

Policy:

- 1) As a communication plan for providing information on life threatening medical needs an **Individualized Plan for a Child with Medical Needs** will be posted in each classroom, the kitchen, and included in each classroom binder.
- 2) An **Individualized Plan for a Child with Medical Needs** will be developed with input from the child's parent or guardian and the child's physician, for each child. The **Individualized Plan for a Child with Medical Needs** will be used to capture all relevant information including:
 - Steps to be followed to reduce the risk of the child being exposed to any causative agents or situations that may exacerbate
 - A description of any medical devices used by child and any instructions related to its use
 - A description of the procedures to be followed in the event of an allergic reaction or other medical emergency.
 - A description of the supports that will be made available to the child care centre.
 - Any additional procedures to be followed when a child with a medical condition is part of an evacuation or participating in an off-site field trip.
- 3) All participants in the program *staff, students and volunteers* will review the individual Emergency Action Plan for each child before they begin employment, placement or participation. Training on the administration of the medication or use of medical devices will be provided to each staff member, and they will sign off on the date and whom they received training from. Staff, students and volunteers will sign off on each Emergency Action Plan if there is a change/update and on an annual basis of the Emergency Action Plan which indicates they are aware of the postings.
- 4) The parents will sign the **Individualized Plan for a Child with Medical Needs** to give their consent and to acknowledge that all information is accurate. This individual plan will be reviewed by the parent at least every six months to ensure it remains current with the revisions done as needed. It is also the parent's responsibility to notify staff immediately if there are any changes to the **Individualized Plan for a Child with Medical Needs** and to provide the Centre with detailed instructions and training involving medication and/or equipment. Detailed instructions may be outlined in partnership with support staff or other outside agencies (ie Support staff, nurses).

Responding & Reporting Accidents & Injuries

In any circumstance where a child is hurt leaving any form of mark while in the care of Just 4 Moms & Kids, an accident report form will be filled out by a staff member.

A staff member will review the form with the child's parent/guardian at the end of the day. However, if the injury is to the child's head regardless of the severity the parents/guardians will be notified immediately as a precautionary step.

The parent/guardian must sign the accident form, validating they were informed of the incident. A copy of the form will be sent to the parent via email.

If the accident or injury is of a serious nature, 911 will be called first and then parents will be notified of the situation. If the injury is serious but not to the extent that 911 needs to be called, parents will be contacted immediately or emergency contacts if parents cannot be reached to advise them of the injury and make a recommendation that a trip to a health care provider or hospital is needed.

Serious occurrence procedure must be followed after the child has been cared for.

Serious Occurrence Policy

Purpose

The purpose of this policy and the procedures within is to provide clear instructions for staff, students and volunteers to follow for how to identify, respond to and report a serious occurrence. It ensures that there is a plan to deal with any serious incidents that may affect the health, safety and well-being of children and those working directly with children, and that these serious incidents are addressed by the child care centre and reported to the Ministry of Education for review.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for policies and procedures with respect to serious occurrences for child care centres.

Policy

Identifying a Serious Occurrence

- a. Under the *Child Care and Early Years Act, 2014*, serious occurrences are defined as:
the death of a child who received child care at a child care centre,
abuse, neglect or an allegation of abuse or neglect of a child while receiving child care at a child care centre,
a life-threatening injury to or a life-threatening illness of a child who receives child care at a child care centre,
an incident where a child who is receiving child care at a child care centre goes missing or is temporarily unsupervised, or
an unplanned disruption of the normal operations of a child care centre that poses a risk to the health, safety or well-being of children receiving child care at the child care centre.

Reporting a Serious Occurrence

Staff will notify the licensee, supervisor or designate of a serious occurrence as soon as they become aware of the incident.

All serious occurrences will be reported to the Ministry of Education in the Child Care Licensing System (CCLS) within 24 hours of the licensee, supervisor or designate becoming aware of the occurrence.

Identifying information such as children or staff names will not be included in the serious occurrence reports.

If CCLS cannot be accessed (e.g. where CCLS or an internet connection is unavailable), the licensee, supervisor or designate will notify the program advisor (PA) assigned to the licence by email or by telephone within 24 hours of becoming aware of the occurrence. A serious occurrence report will be submitted in CCLS as soon as the system can be accessed.

Where a Ministry of Education PA cannot be reached by telephone, a voicemail message will be left to notify the PA of the incident.

All updates to serious occurrences will be reported in CCLS through update reports until the serious occurrence has been closed by the Ministry of Education.

Where the Ministry of Education requests updates to a serious occurrence in CCLS, these will be provided as soon as possible through update reports.

Serious occurrences reported to the Ministry of Education will be documented in the daily written record.

Posting a Serious Occurrence Summary (Notification Form)

Within 24 hours of becoming aware of a serious occurrence, The Supervisor or Assistant Supervisor will complete a Serious Occurrence Notification Form in either CCLS or using the form available in Appendix A.

The form will provide a summary of the serious occurrence and of any action taken by the child care centre.

The summary will not include identifying information (e.g. names and ages of children, staff, or program rooms) and will contain gender-neutral language.

The summary will be posted on the bulletin board in the front hall outside of the office which is visible and accessible to parents for a minimum of 10 business days, regardless of the serious occurrence type and the status of any related investigation.

All serious occurrence summaries will be retained for 3 years from the date they are created or last updated (whichever date is most recent).

Concerns about the Suspected Abuse or Neglect of a Child

If any person, including a person who performs professional duties with respect to children, has reasonable grounds to suspect that a child has suffered, or is at risk to suffer, physical or emotional harm or sexual exploitation or molestation inflicted by the person having charge of the child, the person will report the suspicion directly to a children's aid society (CAS).

Suspected abuse or neglect that will be reported will include physical, emotional and sexual abuse and/or neglect.

Where a parent expresses a concern that a child is being abused or neglected, the parent will be advised to contact their local CAS directly. The person who becomes aware of these concerns is also required to report the concerns to the local CAS.

Emergency Management Policy

Just 4 Moms & kids has developed an Emergency Management Policy that has been reviewed by all staff, students and volunteers. In the event of an emergency evacuation, parents or emergency contacts will be notified by telephone as soon as it is safe to do so.

Privacy Policy

As of January 1, 2004, the Government of Canada requires all organizations to have a privacy policy in place and appoint a Privacy Officer. Just 4 Moms & Kids will ensure that all personal information gathered about our parents, guardians and children is kept confidential. Should it be necessary to disclose such personal information, Just 4 Moms & Kids will seek consent to do so.

Our key principles are:

Collecting and Using Information: When personal information is collected, Just 4 Moms & Kids will

explain how it will be used and will obtain your consent to collect, use and disclose your personal information. Just 4 Moms & Kids will only collect information that is required to provide our service to families and/or for licensing or legal purposes.

Limiting Use and Disclosure of Information: Just 4 Moms & Kids will only use your information for the purposes for which we have obtained your consent. We will only provide your information to other parties:

- When we have your consent
- When we are required or permitted to do so by law

Protecting Information: Information will be kept on file for 3 years after the child has left the program. We will protect your information and dispose of it by means of shredding or other permanent methods.

Providing Information Access and Accuracy: We will provide families with access to their personal information that we keep about them. We will do our best to keep personal information accurate and up-to-date. Families will also have the opportunity to challenge the accuracy of our information.

Respecting and Responding to Privacy Concerns: We will respond to your requests for access to your personal information within a 30 day period. Concerns regarding privacy issues should be confidentially addressed to: Just 4 Moms & Kids Supervisor - Privacy Officer, 85 Simcoe St. Scotland, ON N0E 1R0

Source and Information Gathered	Purpose for Gathering	May Be Disclosed To
<p>Registration Form</p> <p><u>Child's Information:</u></p> <ul style="list-style-type: none"> * Name * Address * DOB * Gender * Medical Info * Restrictions <p><u>Parent's Information:</u></p> <ul style="list-style-type: none"> * Name * Address * Contact info – Phone and email * Relationship to Child * Employer Name, Address and Phone # <p><u>Emergency Contact:</u></p> <ul style="list-style-type: none"> * Name * Address * Phone #'s * Relationship to Child 	<ul style="list-style-type: none"> * To process the registration form and attendance sheets. * Contact information for emergency purposes. * For program fee payment purposes. * To ensure that an adult can pick up and assume responsibility for the child in the event of an emergency when parents can not be reached. 	<ul style="list-style-type: none"> * J4MK Staff – Management, RECEs, Non-RECEs, Cook. (FT/PT) * J4MK Board of Directors * Licensing Inspectors: Ministry of Education, Public Health. * Companies contracted by Just 4 Moms & Kids: <ul style="list-style-type: none"> Accountant – for year-end auditing purposes
<p>Registration & Medical Form</p>	<ul style="list-style-type: none"> * Information used in the case of a medical 	<ul style="list-style-type: none"> * J4MK Staff – Supervisors, RECEs, Non-RECEs, Cook. (FT/PT)

<u>Child's Information:</u> * Name * DOB * Doctor's name, address and phone #s * Medical Conditions provided by parents e.g. Allergies, epilepsy, diabetes	emergency * For adequate supervision with respect to medical requirements of the child e.g. allergy to certain food	* 3 rd Party Staff – Lansdowne Support Staff ECE Students Volunteers * Medical Practitioners / Emergency Personnel
Other * Custody agreements or arrangements between parents Staff Information:	* To ensure the child is released to the appropriate guardian	* J4MK Staff – Management, RECEs, Non-RECEs, Cook. (FT/PT)
* Name * DOB * Doctor's name, address and phone #s * Immunization Records * Medical Conditions e.g. allergies, epilepsy, diabetes * Emergency Contact * SIN * Banking Info * Police Check / Offense Declaration	* To process the employment contract. * Contact information for emergency purposes. * Information used in the case of a medical emergency * For payroll purposes * For licensing purposes	* J4MK Staff – Management * J4MK Board of Directors * Licensing Inspectors: Ministry of Education, Public Health. College of ECE * Companies contracted by Just 4 Moms & Kids: Accountant – for year end auditing purposes

Supervision of Volunteer/Student Policy

Purpose

Just 4 Moms & Kids welcomes both placement students and volunteers into the various programs offered in our child care program. We believe it is a valuable part in gaining experience in a child care environment. Volunteers and students also play an important role in supporting staff in the daily operation of child care programs.

This policy will provide supervising staff, students and volunteers with a clear understanding of their roles and responsibilities.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for policies and procedures regarding volunteers and students for child care centres.

Policy

General

Students and volunteers will always be supervised by an employee and never permitted to be alone with any child or group of children who receive child care.

Students and volunteers will not be counted in staff to child ratios.

A supervisor and classroom head teacher will be responsible for the orientation procedures to help volunteers and students understand the operation of the program and the expectations for their placement/volunteer experience. An orientation checklist will be completed and job expectations will be discussed and agreed upon.

Student - An individual in a college or university program focused on early learning or family education or in a high school cooperative education program, who does a supervised field placement as part of their curriculum under the supervision of a staff member. Learning expectations for a placement student are set by their respective educational facilities and monitored by the supervising staff member.

Volunteer - An individual who offers their services in an unpaid capacity to provide program support, under the supervision of a staff member.

Student and Volunteer Supervision Procedures: Roles and Responsibilities

The licensee/supervisor must:

*Ensure that all applicable policies, procedures and individual plans are reviewed with students and/or volunteers before they start their educational placement or begin volunteering, annually thereafter and when changes occur to the policies, procedures and individualized plans to support appropriate implementation.

*Ensure that all students and/or volunteers have been trained on each child's individualized plan.

*Ensure that a vulnerable sector check (VSC) and annual offence declarations are on file for all students and/or volunteers in accordance with the child care centre's criminal reference check policy and procedures and Ontario Regulation 137/15.

*Ensure that expectations are reviewed with students and/or volunteers including, but not limited to

- how to report their absence;
- how to report concerns about the program;
- report to the Centre at the agreed upon times and dates
- job duties
- What to do in case of an emergency

Inform students and/or volunteers that they are never to be included in staff to child ratios or left alone with children.

Appoint a classroom supervising staff to the students and/or volunteers, and inform them of their supervisor responsibilities.

Inform students and/or volunteers of their duty to report suspected child abuse or neglect under the Child and Family Services Act.

The classroom supervising staff must:

*Ensure that students/volunteers are never included in staff to child ratios.

*Ensure that students/volunteers are supervised at all times and never left alone with children.

*Introduce students and/or volunteers to parents/guardians.

*Provide an environment that facilitates and supports students' and/or volunteers' learning and professional development.

*Provide students and/or volunteers with clear expectations of the program in accordance with the established program statement and program statement implementation policy.

*Provide students and/or volunteers with feedback on their performance.

*Work collaboratively with the student's practicum supervising teacher.

*Monitor and notify the centre supervisor of any student and or volunteer misconduct or contraventions with the centre's policies, procedures, prohibited practices or individual plans (where applicable) in accordance with the child care centre's written process for monitoring compliance and contraventions.

*Provide students and/or volunteers with an atmosphere which is friendly and supportive.

*Provide students and/or volunteers with the appropriate training to complete their assigned duties safely.

Students and/or volunteers must:

- *Maintain professionalism and confidentiality at all times, unless otherwise required to implement a policy, procedure or individualized plan.
- *Notify the supervisor or designate if they have been left alone with children or have any other concerns about the child care program (e.g. regarding staff conduct, program statement implementation, the safety and well being of children, etc.).
- *Submit all required information and documentation to the licensee, supervisor or designate prior to commencing placement or volunteering, such as a valid VSC.
- *Review and implement all required policies, procedures and individualized plans, and sign and date a record of review, where required.
- *Review allergy lists and dietary restrictions and ensure they are implemented.
- *Respond and act on the feedback and recommendations of supervising staff, as appropriate.
- *Report any allegations/concerns as per the "Duty to Report" under the *Child and Family Services Act*
- *Complete offence declarations annually, no later than 15 days after the anniversary date of the last VSC or offence declaration (whichever is most recent) in accordance with the child care centre's criminal reference check policy.
- *Provide an offence declaration to the supervisor/designate as soon as possible any time they have been convicted of a Criminal Code (Canada) offence.
- *To complete all job expectations as set out by the child care licensee and/or the supervising staff.
- *To complete all requirements as set out by the learning expectations for a student by their respective educational facilities and monitored by the supervising staff member.
- *To obtain written permission from the child care licensee and a parent/guardian should a child be involved in and/or observed for any school assignment

Child Abuse Policy
Reporting Child Abuse and Neglect

Responsibility to report a child in need of protection CFSA s.72 (1): If an employee of Just 4 Moms & Kids Children's Centre has reasonable grounds to suspect that a child is or may be in need of protection, the employee must promptly report the suspicion and the information to the Brant Family and Children's Services.

Ongoing duty to report: CFSA s.72 (2): The duty to report is an ongoing obligation. If an employee has made a previous report about this child and has additional reasonable grounds to suspect that a child is or may be in need of protection, that employee must make a further report to the Brant Family and Children's Services.

Persons must report directly: CFSA s.72 (3): The employee who has reasonable grounds to suspect that a child is or may be in need of protection must make the report directly to the Brant Family and Children's Services. The employee must not rely on anyone else to report on his/her behalf.

Reasonable grounds to suspect: You do not need to be sure that a child is or may be in need of protection to make a report. "Reasonable Grounds" are what the average person, given his/her training, background and experience, exercising normal and honest judgment, would suspect.

Special responsibilities of professionals and officials, and penalty for failure to report CFSA s.72 (4), (6.2): The Act recognizes that persons working closely with children have a special awareness of the signs of child abuse and neglect, and a particular responsibility to report their suspicions, and so it is an offence to fail to report. Failure to report a suspicion that a child is or may be in need of protection is liable on conviction to a fine of up to \$5000.00.

Never confront a parent without talking to Brant Family and Children's Services first.

Report suspicions immediately to the
Brant Family and Children's Services.
(753-8681)

**** It is always better to err in favor of the child rather than the parent. This Centre's responsibility is to the children.**

Sample Menu

Week 4	
Monday	Breakfast: Cereal, Milk, Water Lunch: Homemade Meatloaf, mashed potatoes, corn, Fruit, Milk Snack: Veggie Sticks with hummus dip, Water
Tuesday	Breakfast: Waffles with Syrup, Milk Lunch: Honey Garlic Pork, Rice, Green Beans, Fruit, Milk Snack: Homemade Fruit Salad, Graham Crackers, Water
Wednesday	Breakfast: Scrambled Eggs & Toast, Water Lunch: Sausages, Perogies, Carrots, Fruit, Milk Snack: Apples and Cheese, water
Thursday	Breakfast: Yogurt with fruit, Water Lunch: Homemade Beef Vegetable Stew & Bread, Fruit, Milk Snack: Watermelon, Bread Sticks, Water
Friday	Breakfast: English Muffins with Honey, Milk Lunch: Penne Chicken Alfredo with Peas & Carrots, Fruit, Milk Snack: Rice Cakes and Bananas, Water

Handbook updated *December 27, 2023*

Covid-19 policies are available upon request and/or upon registration