



PARENT HANDBOOK

Heritage Green Child Care Centres, EarlyON and School Age Programs

Web Site: www.hgchildcare.com Fax: (905)573-3006

“Imagination is more important than knowledge. For while knowledge defines all we currently know and understand, imagination points to all we might yet discover and create”

Albert Einstein

Updated November 22nd , 2022

Main Site

Heritage Green Child Care

360 Isaac Brock Drive
Stoney Creek ON L8J 2R2
905 573 3822
hgcc@hgchildcare.com

Heritage Green Mount Albion Early Learning and Child Care

Mount Albion Elementary

24 Kennard Street
Stoney Creek, ON L8J 2E5
mountalbion@hgchildcare.com
hgma@hgchildcare.com
905 531 3822 (school age program)
Child Care Centre: 905 578 5545

Heritage Green St James

St James the Apostle Catholic Elementary School

(temporary location at Our Lady of the Assumption)

29 John Murray Street	55 Highway 20 East
Stoney Creek ON L8J 1C5	Stoney Creek ON L8J 2W9
stjames@hgchildcare.com	
905 929 3822	

Heritage Green Tapleystown

Tapleystown Elementary

390 Mud Street East
Stoney Creek, ON L8J 3E6
tapleystown@hgchildcare.com
905 541 7390

Dear Parents:

The Executive Director, Supervisor and Staff welcome your child and family to our Centre. We look forward to having a pleasant association with you. We have prepared this handbook so that you will know what you can expect from us and what we will expect of you. We have included many of our policies and procedures, so that our operations are transparent and informative. Our practices are guided by the Child Care Early Years Act, 2014, the College of Early Childhood Educators' Code of Ethics and Standards of Practice, How Does Learning Happen? and our own Policies and Procedures. If you have any questions or concerns, please contact us and we will be happy to help you.

Thank you,
Karen Tabone, B.A.,H.Dip.Ed.,R.ECE
Executive Director

Program Statement

Heritage Green Child Care Inc 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 and their families as competent and able, 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 care 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 Heritage Green Child Care Inc. 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 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 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 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 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:

Our goals and the approaches to achieve these goals, are observable and measurable.

All children and staff have the right to equitable learning opportunities that help them achieve their full potential as engaged learners and valued members of society. Thus, all Early Childhood Operators and Educators have a professional obligation to advance equity. They can do this best when they are effectively supported by the early learning settings in which they work, and when they and their wider communities embrace diversity and full inclusion as strengths, uphold fundamental principles of fairness and justice, and work to eliminate structural inequities that limit equitable learning opportunities. We commit to fostering a compassionate, accepting, and inclusive environment in our organization and in each of our child care centres.

- All staff will promote the health, safety, nutrition and well-being of each child by providing a clean and safe environment, nutrition based on the 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. Housekeeping will ensure a clean and safe environment reducing known allergens and providing clean toys and equipment.
- All staff will support positive and responsive interactions among the children, parents, and child care providers. The Director, Supervisor and Board of Directors will support this through the hiring of qualified, responsive, and well-trained Early Childhood Educators who support families in their role as primary caregivers, and understand the needs of each child as an individual. Staff will be involved in ongoing training so they are up to date on all new legislation and regulations, as well as new practices and approaches. Staff will greet each child and family in a warm and caring manner. Staff will build relationships with each child and their family through conversation and sharing of information. The needs of each child will be considered in the context of family composition, values, culture and language. Staff will facilitate peer interactions and help each child to build respectful relationships with their peers.
- 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 ECEs 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. Staff will model appropriate behaviour and engage children in conversations in order to assist in their language

development. All staff will offer opportunities to each child to problem solve and will facilitate where necessary to build strong peer to peer relationships.

- All staff will foster the children’s exploration, play and inquiry by providing a variety of activities, and an environment rich in content, that encourages choices, and active play, supported by qualified, attentive and interactive Early Childhood Educators. Planning will be visible to all families as well as documentation, supporting that planning. Observations that inform planning will also be available to all families. Staff will make learning visible through transparent practices and engaging all children in daily activities.
- 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, and be inclusive of all children, including children with individualized plans. Educators will be responsible for introducing new ideas, interests, facts, concepts, skills and experiences to widen the child’s knowledge and life experiences. These will be evident in the classroom and documentation. The documentation will make each child’s learning visible, will assist each child in reflecting on their experiences, and the value of their experiences, and promote dialogue between the child and their family.
- All Early Childhood Educators need to be reflective practitioners who learn about children through listening, observation, 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.
- Each child will experience indoor, and two hours of outdoor play (weather permitting) daily, as well as a time to rest and sleep if needed, quiet and active times, always being mindful of each child’s needs and parental direction. These activities will be indicated on the child’s daily log or the classroom posting for preschoolers. Planning will be evident in the classroom and documentation will support that planning.
- 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 and posted communication tools. Communication needs to come from all members of the organization, the Board of Directors, the Director, the Supervisor and all staff. Parents will be informed of their child’s daily activities and each child’s progress will be discussed with the family as necessary.
- 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, counsellors, etc., this will be an important part of the centres support to all children and their families. Individualized plans will be created for all children with special needs. These plans will be devised in collaboration with staff, parents and the necessary professionals. Three of our centres are located in schools, so relationships with principals, faculty and teachers are critical. 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.

- The organization will provide ongoing opportunities for educators to engage in critical reflection and discussion with others about pedagogy and practice, to support continuous professional learning. Each staff member will have a membership to ASCY, will be offered time to attend workshops or seminars. Staff will meet as a team and as an organization monthly. Staff will share ideas, reflections and 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 healthy professional relationships that encourage growth and offering support and mentorship. Staff will be given the opportunity to mentor other staff and students. They will be given opportunities to visit other centres and build relationships. The Board of Directors, which consists of past and present parents, will be able to monitor and reflect on all practices. Important information will be provided to all families. The Supervisor along with the Board will review practices annually and report back to the all parents. The Supervisor will maintain contact with all families, keeping them informed of staff changes, important events and community resources.

- **Our Extended Day Programs: Before, After School Days, & Full Day PD Day/Camp Programs**

Our extended day program for school age children is in keeping with our vision, to provide children and families with a seamless day from child care to the school day. At this particular age, children are looking for challenges and opportunities to help plan their activities all while building self-esteem and discovering their talents through social, emotional, physical and cognitive play. Our overriding goal is to support children through this discovery and provide environments that are safe, fun, hands-on and play-based. The staff build on their relationships with each school and find opportunities to collaborate on mutual goals.

Program Statement Implementation Policy

- All staff, students and volunteers will read the Program Statement and sign off in the Policy and Procedures Sign Off binder prior to employment or prior to interacting with children, and when the statement has been modified, and on an annual basis.
- The Director or Supervisor will review all sign offs by staff, students and volunteers and sign the review sheet to indicate that the process has been completed. The Director must be confident that the staff, volunteer or student is fully aware, and understands the Program statement and its implementation.
- Each classroom will maintain a binder containing observations, plans and documentation to support their understanding of the program statement. Copies of the documentation, relevant to their child, will be shared with all parents or guardians of the children in the program.
- The Director or Supervisor will meet on a regular basis with each team to establish a clear understanding of the program statement, to support staff in their delivery of the

Program Statement and to aid the staff in self-reflection, to be recorded, and added to the binder on a regular basis. The Director will view each staff as competent and able, and give them time to be heard and respected, and to reflect on their own performance and their contributions to the environment and the development of each child in their care. The Director or Supervisor will use all observations, interactions and conversations to monitor all staff.

- Staff will reflect on How Does Learning Happen, by working through the reflection exercises in the document, by reviewing their observations and engaging children in meaningful activities, by maintaining communication with parents and building trusting relationships with the families, by working with their co-workers to create a safe and healthy environment and by taking the time to engage in self-reflection in a regular basis.
- The above implementation policy will ensure that the program statement and the approaches will be observable and measurable.

Heritage Green Child Care wants to ensure that all children have a safe and positive experience that promotes their growth as a learner. To this end, the Director or designate will observe staff interactions with children ensuring that they align with our program statement and beliefs in adult-child interactions. The following practices are not supported by our facility:

1. corporal punishment of the child
2. physical restraint of the child, such as confining the child to a high chair, car seat, 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
3. locking the exits of the child care centre or home child care premises for the purpose of confining the child, or confining the child in an area or room without adult supervision, unless such confinement occurs during an emergency and is required as part of the licensee's emergency management policies and procedures
4. 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
5. depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding, inflicting any bodily harm on children including making children eat or drink against their will

In the event that the Director or Supervisor observes or is made aware of any practice that is not supported, they will address the issue with the staff member according to the strategies outlined in the Disciplinary Policy that is outlined in the Operations Manual.

Additionally, all Early Childhood Educators have made a commitment to abide by the standards of their profession as set out in the College of Early Childhood Educators Code of Ethics and Standards of practice. All Early Childhood Educators hold themselves accountable, and will use the Code of Ethics, the Standards of practice and the CCEYA to guide their decisions and practice.

We keep records pertaining to the implementation of, and staff adherence to, our Program Statement, for 3 years.

- **Note:** References and information in this living document are extracted from:
 1. “How Does Learning Happen?” Ontario’s Pedagogy for the Early Years; and
 2. Ministry of Education’s Extended Day Program.

History and Inception of Heritage Green Child Care

Heritage Green Child Care Inc. is a Non-Profit child care centre, which commenced operation on November 10, 1993. We opened with only six children and three staff, but within one year, were filled to capacity. We acquired a Purchase of Service Agreement with The City of Hamilton, and began what was to become an excellent relationship with Early Childhood Integration Services and now Community Living. We have grown over the years to serve hundreds of families. From 2003-2016, Heritage Green Child Care Inc. participated in Raising the Bar, an accreditation program for quality care. Currently, Heritage Green Child Care Inc. participates in HEYQP-Hamilton Early Years Quality Project in collaboration with the City of Hamilton and Affiliated Services for Children and Youth.

Due to the high need for quality and affordable before and after school care within our community, Heritage Green Child Care Inc. opened a second licensed site in September of 2006. To support the needs of the parents, Heritage Green School Age Program, offered before and after school care for children attending both Mount Albion and St. James the Apostle Schools from a community room in a local church. In September of 2014, our Mount Albion School Age Program opened from within Mount Albion School. In September 2017, our St. James school age program moved into St. James the Apostle school, thus closing the original Heritage Green School Age Program and creating Heritage Green St. James. Heritage Green Tapleystown opened in September of 2015. In 2016, our EarlyON site opened at St. James the Apostle school and was relocated to our current site, located within Valley Park Recreation Centre in May of 2022. In January, 2022, Heritage Green Child Care Inc. opened its second child care site, Heritage Green Mount Albion Early Learning and Child Care from within a new child care wing at Mount Albion School.

Governance

All programs within the Heritage Green Child Care Incorporation are governed by Board Members who control its’ operation under Regulations required by law set forth by the Consumer and Corporate Affairs Branch of the government as well as the Ministry of Education.

Other agencies that govern our operation are the Regional Health Board and the Municipal Fire Department. These regulations as well as a Ministry approved Operations Manual and Board Members Manual is the framework used by the Board to operate the Centre. Under the Board Members are the Director, Assistant Director, Supervisors and Assistant Supervisors as well as the remaining program staff and support staff. The Board is required by law to have a specific composition and specific positions to be filled. They must also have internal bylaws, which are

used to govern it. These must be approved, and consist of responsibilities of members, parliamentary procedures and election procedures. There are currently four members on the Board who fill the positions of President, Vice President, Secretary, and Treasurer. There is also a requirement to have one third parent user on content on the Board; we currently have four volunteers. It is the responsibility of the Board to ensure regular planning is carried out, all legal requirements are met, fair personnel policies for the staff are established and maintained, financial viability of the Centre is followed, ensure that quality child care and education compliments parent's child rearing responsibilities, carry out annual board and program evaluations, make informed decisions and maintain an overview of the Centre's operation on behalf of the general membership.

The parents of the children enrolled in the Centre play a key role in its operation. They are responsible for the nomination and election of the Board and the evaluation of the Program and the Board.

National Child Care Plan

Heritage Green Child Care is proud to be registered with the Canada Wide Early Learning and Child Care System (CWELCC).

The National Child Care Plan will:

- Reduce child care fees for children ages 0 to 6 (up to the end of the month that they turn 6) in licensed programs that are accessed all-year-round (including licensed day camp programs) with reductions starting in 2022 until fees are approximately \$12 a day by September 2025
- Increase access to licensed child care spaces (in centres and in homes) in our neighbourhoods
- Strengthen quality early learning and child care programs and opportunities for children and families across the licensed, non-profit sector
- Support Early Childhood Educators
- Create more inclusive spaces for every child and family to belong

Waitlist Policy

There is no cost to a parent or guardian to put their child/ren on a waitlist for any site within our organization. Families can join the waitlist from our website at hgchildcare.com. The parent/guardian will be notified at that time, the length of the wait list and the availability of care. The parent/guardian may call the Centre at any time to inquire about their place on the waitlist and the possibility of care for their child/ren. If a spot becomes available, the Supervisor will call the parent/guardian and inform them of the start date. The parent/guardian will then fill the application forms and return them to the Centre along with the child's immunization record, as well as a completed Pre-Authorized Debit Form (PAD). There is a \$125 non-refundable fee that is due at time of registration. Out of the \$125, \$25 is a one-time registration fee. The remaining \$100 will be applied to your first month of fees. The \$125 is non-refundable once the parent/guardian has signed all the forms pertaining to their child's enrolment and has

established a start date. The CWELCC reduction rate will be applied to the \$25 portion of the registration fee which brings the total to \$11.81. Therefore, for children 5 and under, the non-refundable fee will be \$11.81. An invoice for this fee will be emailed to you once the PAD form has been received. Your spot will only be held once this payment has been made. Extenuating circumstances may be considered for a refund and will be at the discretion of the Director. Preference will be given to children who already have a sibling enrolled in one of our Centres.

Please see Addendum at end of handbook for child care rates and reductions for December 1st to 31st, 2022 and January 2023.

September Registration for School Age Children

If you are registering your school age child for a September start at one of our before and after school programs, you will be sent a copy of the enrollment package to complete at the time they are put on the waitlist. Once confirmation of a spot becomes available, you will be contacted to confirm a start date. At that time, you will be required to complete and return a Pre-Authorized Debit form. A \$125 non-refundable deposit will be required once your child has been given a spot in the program and has established a start date. Out of the \$125 non-refundable deposit, \$25 is a one-time registration fee. The remaining \$100 will be applied to your first month of fees. For registration of a child under the age of 6, the CWELCC reduction will be applied to the \$25 portion of the registration fee which brings the total to \$11.81. Therefore, for children 5 and under, the non-refundable fee will be \$11.81. An invoice for this fee will be emailed to you once the PAD form has been received. Spaces will first be given to children already registered in the program who wish to add or change days. Spots will then be given to siblings of children enrolled in any program within the organization, in order to keep families together. Families seeking full time will also have a higher priority.

All deposits made to hold a spot are non-refundable for both child care and school age spots. Should you choose to cancel your request for care once the deposit has been made, it will not be returned. Only extenuating circumstances may be considered for a refund and will be at the discretion of the Director.

Registration

A child cannot be admitted to the Centre without the completion of the appropriate forms. These include personal information about your child, health records, emergency and medical information, and any permission forms. When completing the registration package, include the days of the week that your child will attend the Centre. To allow for proper staffing, schedules of children must remain constant for each week. We are unable to accommodate a varying schedule of days that correlates to shift work etc. All forms should be given to the Supervisor prior to your child's first day. A play visit or visits before your child can be enrolled is mandatory.

Parent Agreement

All parents are required to sign an agreement with Heritage Green Child Care Inc. prior to the child attending the Centre. The form is to protect both the parent and the Program's interests. For some new parents, there are many questions about the Centre that can only be answered

once the child is enrolled. It is for this reason that HGCC offers a two-week trial period. If families are unsure as to whether or not childcare is for them or will not fully meet their needs, they may pay only for two weeks instead of a full month's fees.

Immunization

Your child must have been immunized to attend our program. For information on what immunizations are necessary, please contact your doctor or your local public health office (905 546 5250) If your child is not immunized, for either medical, conscience or religious beliefs, the Centre requires a completed affidavit, that has been notarized. In the event that your child is not immunized, and an outbreak of a vaccine preventable disease occurs, your child will be excluded from attending the program for the duration of the outbreak. For school age children, all immunization information will be given to the school, not the school age program except if an affidavit is required. Then a copy will be given to the school age program as well.

Fee payment Policy/ payment options

Payment is expected before service and is due on the first of every month. If payment is not received, your service may be suspended. Child Care fees must be paid by the first of each month. Heritage Green Child Care uses preauthorized debit (PAD). The PAD agreement will be included in your registration package; this form must be completed and returned within 2 weeks of being offered a spot to secure the space. You will be emailed a link to set up and confirm your banking information through our payment provider called Plooto. The down payment of \$125 will then be withdrawn from your account. Once your child attends the program, payment will be taken automatically from your bank account on the 1st of every month or next business day. A monthly invoice will be sent via e-mail 10 days prior to the PAD. There is a \$30 charge if your payment is returned NSF. Other arrangements concerning payments will be made with the Supervisor on an individual basis only. If payment is not received, your service may be suspended. An official income tax receipt will be issued to you in **January**.

Winter Closures

Winter closures due to weather will be determined based on the location of the program. Programs located within an HWDSB school will be closed if HWDSB closes their schools. Programs located within an HWCDSB school will be closed if HWCDSB closes their schools. The Heritage Green Child Care site (located at 360 Isaac Brock Drive), will close if both HWDSB and HWCDSB close due to bad weather. If the school closes during the day due to inclement weather, the programs will NOT open in the afternoon and you will be required to pick your child up from school. Child care programs will contact parents directly if their programs were to close early.

Statutory Holidays

Full child care fees are to be paid for any sick, absent days, statutory holidays, vacation or storm closures that fall on your child's scheduled days. We cannot accommodate rotating schedules; your child's days must be the same every week. Fees are also applicable for statutory holidays during the year. These include: New Year's Day, Family Day, Good Friday,

Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving, Christmas Day, and Boxing Day. Heritage Green Child Care Centres close early on Christmas Eve and New Year's Eve.

All sites will also close for one to two days per year so that staff can participate in a full day of professional development. We will notify families as soon as possible with the dates of these closures so that families will have ample time to make alternate arrangements for care. Fees will not be charged for this day.

Illness

When your child is ill and will not be attending the child care or the school age program, please inform the Centre as soon as possible. This can be done via e-mail, text message or phone call. Again, you will still be required to pay your regular fees if your child does not attend.

Exclusion of a child

Communicable diseases can be spread quickly in a setting where children play closely together. It is very important to assess your child prior to bringing them to the child care facility. When your child is ill, they must be kept at home until they are symptom free. Sending your child to the centre when they are ill exposes other children and makes them vulnerable to the illness.

This policy on illness has been developed in consultation with the Public Health Department.

You should not bring your child to the centre if they have:

- VOMITTING OR DIARRHEA (diarrhea is 2 or more loose, watery bowel movements within 24 hours)
- FEVER (i.e. temperature above 38oC or 100.4oF) unless related to teething, with no other symptoms
- EARACHE or any drainage from the ear
- EYE IRRITATION with discharge or redness
- UNUSUAL or UNEXPLAINED RASHES or SKIN IRRITATIONS
- OPEN/WEEPING LESIONS/BLISTERS
- SORE THROAT
- SEVERE COUGH

Children who become ill while at the centre will be separated from the other children with a staff member, while waiting to be picked up from the centre. This is done to help limit the spread of illness to other children and staff. Frequent hand washing, toy disinfecting and other precautions will be done regularly to prevent illness.

If your child has been excluded from the childcare centre for any of the following illnesses, their return day will be as follows, as long as the child is well enough to fully participate in the program:

- Chicken Pox- until fever goes away and spots have crusted over with scabs
- Diarrhea with no known cause- until 24 hours after last bout of diarrhea
- Diarrhea caused by E.coli or Shigella- until two consecutive negative stool specimens, or poop samples are taken, 24 hours apart
- Diarrheas from Giardia- until 24 hours after last bout of diarrhea
- Diarrhea from Norovirus- until 48 hours after the last bout of diarrhea

- Diarrhea from Salmonella or Campylobacter- until 24 hours after the last bout of diarrhea
- Flu- until 24 hours after fever (without the use of fever reducing medication)
- Hand, Foot, Mouth- until fever free for 24 hours (without the use of fever reducing medication). It is recommended that the child stays off until sores on hands and mouth area dry up to prevent secondary infections
- Head lice- until 24 hours after the first treatment was applied and all nits and eggs have been removed
- Hepatitis A- until one week after the start of jaundice
- Impetigo- until 24 hours after starting antibiotics
- Measles- until 4 days after the rash started
- Meningitis-bacterial or viral- until the child is better. Decision is to be made by a doctor and must accompany a Dr's note to return.
- Mumps- until nine days after swelling started
- Pertussis (whooping cough)- until five days after starting antibiotics or until three weeks if not treated
- Pinkeye with yellow or white discharge- until 24 hours after antibiotic treatment
- Pinworms- until 24 hours after starting treatment
- Pneumonia- until fever free for 24 hours (without the use of fever reducing medication) and 48 hours after starting antibiotics if prescribed
- Ringworm- until 24 hours after starting treatment; keep child from any form of water play until treatment is complete
- Rubella- until 7 days after onset of rash
- Scabies- until 24 hours after starting treatment
- Scarlet fever- until 24 hours after starting treatment and 24 hours after being fever free (without the use of fever reducing medication)
- Strep throat- until 24 hours after starting treatment and 24 hours after being fever free (without the use of fever reducing medication)
- Tuberculosis- Call Public Health Services at (905) 546-2063
- Vomiting- until vomiting stops for 24 hours or it is determined that the vomiting is caused by a non-infectious condition
- Any other illness/virus- exclusion period will be individually determined by the Supervisor and Executive Director, who will make the decision based on information available from Hamilton Public Health and the World Health Organization.

Children will not be excluded for the following illnesses or conditions unless the child is unable to participate fully in the program and must be fever free for 24 hours without using a fever reducing medication:

- Cold sores, unless they are severe
- Cytomegalovirus infections or CMV
- Ear infections, unless they are severe
- Fifth disease, also called Parvovirus B19, Erythema Infectiosum and slapped face syndrome
- Asymptomatic giardia
- Hepatitis B
- HIV

- Irritated eye without discharge
- Roseola
- Thrush and Candida diaper rash
- Shingles
- Common cold

Medication

All medications given to your child must be accompanied by a Medication Record, please ask the Supervisor for this form. Staff cannot administer medication unless it **is prescribed by a doctor** and must be in the original container with the child's name, time, dosage, name of medication and doctor clearly labeled.

Administering Medication

The Centre will administer non-prescription medication to a child only if approved by a doctor and prescription medication to a child only if a doctor prescribes it. **Only** the Supervisor, Assistant Supervisor or designate in the absence of both the Supervisor and Assistant Supervisor will administer the medication. Medications that are administered on a regular basis such as inhalers may be given by the full-time staff in the classroom. Appropriate forms must be filled in and signed and kept on file both in the child's file and the child's classroom. This must be approved by the Supervisor

All medications must be in its original container with the child's name, dosage and name of the medication and the doctor's name. Medication in a sibling or parents name will not be administered

No over the counter medications such as Tylenol, Advil, Motrin or Cough medication will be administered by any staff unless accompanied by written recommendation by the child's doctor, and a signed parent/guardian consent form. This also applies to all homeopathic medication

Procedures of administering medication:

- 1) Written permission must be given by the parent/guardian of the child by filling out a "Medication Record" located outside the office
- 2) The "Medication Record" must be maintained for each child on a daily basis while administering the medication
- 3) On the "Medication Record", the parent will include such details as time, dosage, side effects, storage and any special instructions. Staff must check that the parent's written instructions match any instructions printed on the original container and that the medication is NOT expired.
- 4) The Supervisor or designate will sign the "Medication Record" each time the medication is dispensed. Completed medication forms will remain in the child's file for three years
- 5) The medication will remain in its original container, clearly labelled with the child's name, purchase date, name of medication, dosage and instructions for storage and administration

- 6) All medication must be stored as directed and in a locked container. Any medication that has to be refrigerated will be stored in the fridge in a locked container. Non-prescription medication will be stored in the Supervisor's office in a locked container
- 7) Side effects should be watched for after giving the child medication. If a child becomes ill, notify the Supervisor
- 8) Please make sure all medication goes home with the parents at the end of the day with the exceptions of onsite inhalers or Epi-pens
- 9) Staff are to give completed medication forms to the Supervisor or designate immediately. Staff are also responsible for taking note of the medication schedule and reminding the Supervisor/designate of the scheduled times for administering the medication
- 10) All medication must be inaccessible to children
- 11) Leftover medication must be returned to the parent or guardian
- 12) All medication must be dispensed in a well-lit area

Anaphylactic Policy

Anaphylaxis is a serious allergic reaction and can be life threatening. The allergy may be related to food, insect stings, medicine, latex, exercise etc. The anaphylaxis policy is intended to help support the needs of a child with a severe allergy and provide information on anaphylaxis.

Parents

1. The parent will inform the centre of any anaphylactic allergies upon enrollment.
2. The parent will complete the Anaphylaxis Medical Plan which outlines the procedures to be followed in the event the child has an anaphylactic reaction. This should include how to recognize the signs and symptoms of anaphylaxis and how to administer medication.
3. The parent will sign a statement agreeing to the method of training provided to staff.
4. The parent will provide a minimum of two Epi-pens. If the child is registered in the School Age Program, indicate the location of the second Epi-pen on the Medical Plan as it may be located in the school office.

Staff/Students/Volunteers

1. Staff/students/volunteers will be made aware of any children in the centre at risk for anaphylaxis.
2. Staff/students/volunteers will review the centre's Anaphylactic Policy and any Anaphylaxis Emergency Action Plans prior to employment/placement and annually from then on. Under Sabrina's Law no one can opt out of this.
3. Reviews will be documented with a signature and date.
4. Staff will be trained annually on the administration of an Epi-pen
5. Staff training will be documented with a signature and date.

The Anaphylaxis Emergency Action Plan

1. The Anaphylaxis Emergency Action Plan will be posted throughout the centre. Eg. The office, classrooms, kitchen. In the School Age Program, a copy will be posted in each

classroom that the child may be in as well as a copy kept in the program's binder and emergency bag.

2. A copy of the Anaphylaxis Emergency Action Plan will be kept with the Epi-pen.
3. The Anaphylaxis Emergency Action Plan will include the location of the emergency medicine and the expiry date of any medication.

Emergency Medications

1. Epi-pens and any other medication that is part of the child's Anaphylaxis Emergency Action Plan, will be kept in the office, unlocked and easily accessible to staff. Children attending the School Age Program are required to wear their Epi-pens at all times in a pouch around their waist.
2. If a child is at risk of anaphylaxis due to an insect sting, one Epi-pen will be kept in the office. The other Epi-pen and other medication that is part of the child's Anaphylaxis Emergency Action Plan will be kept in a pouch in the child's classroom. The pouch will be taken outside onto the playground during outdoor time. The pouch will be kept in the shade.

Diagnosis of Anaphylaxis

At least 1 symptom:

***THROAT** - itching, tightness/closure, hoarseness

***LUNG** - shortness of breath, cough, wheeze

***HEART** – weak pulse, dizziness, feeling of passing out

*If these symptoms are present alone this is sufficient for an anaphylaxis diagnosis

AND/OR

2 of 4 symptoms

MOUTH – itching, swelling of lips and/or tongue

SKIN – itching, hives, redness, swelling

GUT – vomiting, diarrhea, cramps

NASAL – sudden intense sneezing/congestion

***** DO NOT HESITATE TO GIVE EPI-PEN *****

Reduce the Risk of Anaphylaxis

1. Parents are not to bring outside food/drink (aside from water) into the classroom. Parents are not to bring food items to celebrate holidays such as Halloween, Easter, and Valentine's Day etc. Non-food items are welcome.
2. If parents are providing a food substitute due to dietary restrictions (e.g. Celiac Disease) it must be peanut and tree nut free
3. Any food substitutions must be labeled with the child's name.
4. Staff/Students/Volunteers will be aware of the food they are consuming on their lunch or break and take necessary precautions to prevent cross contamination. E.g. Handwashing, avoid eating in the classroom.
5. Staff will use latex free gloves.

Administering Epi-pen

1. Hold firmly with the orange tip pointing downward. Remove blue safety cap by pulling straight up. Do not bend or twist.
2. Swing and push orange tip firmly into mid-outer thigh until you hear a "click". Hold on thigh for several seconds.

3. When Epi-pen is removed the orange needle cover automatically extends to cover the injection needle, ensuring the needle is never exposed.

Epi-pen Storage

- always store in carrier tube
- keep at room temperature, do not refrigerate
- Epi-pen can be exposed to temperature between 15 C to 30 C
- protect from light
- do not store in a vehicle. Occasionally check the solution through the viewing window, make sure it is not brown, discoloured or cloudy
- do not expose to direct sunlight
- do not store in a vehicle
- do not drop
- keep in outer case
- Occasionally inspect the solution through the viewing window, the solution should be clear. Replace if discoloured or contains particles.

All children who bring food or drinks to the child care site due to allergies or dietary restrictions must ensure that the items are peanut/tree nut free and are labelled with the child's name on it. Food and drinks brought from home will not be shared with other children and are only to be provided at the discretion of the child care supervisor.

All school age children are required to bring a bagged lunch for full day programs. All HGCC centres are peanut/nut free zones. It is important to respect this policy in order to keep all children safe.

Service Termination

If circumstances change and you plan on altering your child's schedule to fewer days or withdrawing your child from the Centre, please note that we require **WRITTEN NOTICE** two weeks in advance of the withdrawal date. Fees must be paid up to and including your child's last day, prior to withdrawal. Payment in lieu of notice will apply in the event that withdrawal notice is given within less than two weeks of the child's final date of attendance. This payment shall be equal to two weeks of fees regardless of attendance. For example, if only one-week notice is received, fee payment for two weeks will be applied to the account. (the week attended plus the additional week) Parents would have the option of continuing to attend for the final week as well.

Hours of Operation

The Program opens at 7.00 am and closes promptly at 6.00pm.

Late Fees

Late fee charges will apply after 6.00pm. The fee of \$15.00 for the first 15 minutes or part thereof (per child) past 6.00pm, and \$1.00 per minute following that. Calling ahead is appreciated and expected but it does not excuse you from paying the late fee. The Centre closes promptly at 6.00pm, please ensure that your child is picked up before this time. If you cannot be contacted, and no one on your emergency list can be reached, at 7pm, child services will be called to pick up your child, so it is important to call as soon as possible to inform us that you are late. WE understand emergencies happen, but we expect you to take measures to ensure that other people can pick up your child. The late fee will be charged to your account. If this becomes an ongoing problem; the Centre will ask you to make alternate arrangements for care.

General Program Information:

Ratios of staff to children

Infant: 1 to 3

Toddler: 1 to 5

Preschool: 1 to 8

Kindergarten: 1 to 13

School age: 1 to 15

Drop off and Pick up

We must insist that you bring your child into the room and personally greet a staff member so that they are aware your child has arrived. The same applies for the evening. Please say goodnight so that we can mark your child off on the attendance and tell you about your child's day.

Pick Up

Please make sure that if you cannot pick up your child, you inform your child's teacher who will be picking them up by phone or in person. **Please do not e-mail.** Please make sure:

- The person is familiar to your child
- Is on the authorized list to pick up your child
- Has and is willing to show a picture I.D.
- Is over the age of 16.

An intoxicated person (yourself included) will be denied access to pick up any child for safety reasons. Please make sure that the person designated to pick up your child has an appropriate car seat for your child

Nutrition

Lunch and snacks, following recommendations from Canada's Food Guide will be provided. Menu plans are posted in the classroom. Any changes made to the lunch or snack schedule will also be noted accordingly. All HGCC sites are peanut and nut free. Children who attend the child care program will receive a morning snack, hot lunch and afternoon snack. Children who

attend the before and after school program will receive a snack in both the morning and afternoon. For full day camp programs in the school age program, children will be required to bring their own lunch. Parents/guardians are encouraged to pack a lunch as well as snacks. These snacks should adhere to Canada's Food Guide and include one item from each food group. A few examples are: grain breads, dairy products such as milk or cheese, vegetables, yogurt, cold meats, eggs, soy butter or pastas. Please ensure that an ice pack is kept in your child's lunch bag to keep food at the proper temperature throughout the day.

Food allergies will be posted in the child's room. Medical plans will be in place for any children with food allergies and allergy list/food restrictions and plans will be posted in all rooms that the child may go to. All precautions will be made to protect children with food allergies. Food brought from home will not be shared with other children. Special food kept on site for children due to allergies or food restrictions will be labelled with the child's name on it and will not be shared with other children.

Parking

Please do not park directly in front of any child care doors. Please do not idle the car or leave any children in the car unattended at any time.

HGCC site (360 Isaac Brock): Right side of the building only.

Mount Albion: please park in the parking lot closest to the child care and Kindergarten door

St. James: please park in the main parking lot of the school

Tapleystown: Please park in the parking lot closest to the old school house, to the left of the main entrance.

School Age Professional Activity Days and Camps

PA days, March Break, Summer Camp and Winter Camps are offered at each of our school age sites and are optional to families. These programs are offered on a first come first served basis, first to families who attend our before and after school programs, then to families who have attended before and families who have a sibling in the child care, and then to outside families. Full day programs run from 7:00am until 6:00 pm. (With the exception of the early closure on Christmas Eve and New Year's Eve). The location of the sites will be announced prior to signing your child up. Calendars of activities for the camps are available approximately four weeks prior to the commencement of camp.

Field trips and off-site activities may be included during March Break and Summer Camp. During Professional Activity and early dismissal days, your child may walk to a city playground for physical activity. This will be fully supervised by staff following the policies and procedures for off site visits to the playground. There is NO registration fee if your child is already enrolled in any of our child care or school age program or have attended a previous year.

Child Care Trips

Children at the childcare do not take any trips on any form of transportation. Any trips will be on foot or in a stroller. These trips would be to the local fire station, parks or a neighborhood walk.

Children’s Personal Belongings

Please ensure any items are labeled with your child’s name. Heritage Green Child Care Inc is not responsible for any lost or damaged items.

Fire Drills

Each program has a written procedure for fire drills that has been approved by the local fire department. Every staff member is familiar with this procedure, and each room has specific instructions for moving the children safely out of the building. The procedures are posted in each room and drills are carried out once a month.

Minor Accident or Injury

If your child sustains a bump, bruise, scrape or cut while at the program, appropriate First Aid will be administered. (i.e. ice, Band-Aid and lots of TLC). Our staff will complete an accident report and a parent/guardian’s signature will be required at the end of the day. All accident reports are kept in the child’s file for future reference and parents will receive a copy. If the injury is of a more serious nature; parents/guardians will be notified immediately by a phone call.

Concussion Policy

Heritage Green Child Care Inc. is committed to providing a safe and healthy environment for all children, and is committed to taking steps to reduce the risk of injury. The child care program run in our stand alone HGCC site, as well as our programs run out of a HWDSB building will follow the Concussion Directive as set out by the Hamilton Wentworth District School Board. Programs run out a HWCDSB building will follow the Concussion Directive as set out by the Hamilton Wentworth Catholic District School Board. Before and After School Programs will report any serious injuries including concussion to not only their program supervisor, but also the Principal of the school immediately and will follow up with the Principal in the days and weeks following the injury.

Pandemic Policy

Heritage Green Child Care Inc. is required to follow guidelines set out by the Public Health Agency of Canada, Ontario Ministry of Health, and the Regional Public Health/Medical Officer of Health for proper infection prevention. Our responsibility is to ensure infection prevention practices are carried out properly to prevent the spread of illness among employees, placement students, children and volunteers. Policies and procedures are assessed and monitored to ensure our employees, placement students, and volunteers are consistently and carefully carrying them out.

Role of Parents in the Program

We would like all parents to feel free to stay, visit and observe the program. In doing this we improve communication between parents and teachers.

Lice Policy

If a staff member suspects a case of lice, a notice will be sent home to all parent/guardians who have children that are in the same group of that child. Staff members may check children's hair for lice if there is a case of lice within their group. If lice or nits are found on your child, a call will be made to the parent/guardian to notify them of the situation and to request for you to pick up your child immediately. We ask for parent/guardians to carry out their due diligence to limit the spread of lice by checking their child regularly for lice and treating any suspected cases as necessary. Children can only return once they have been treated and are nit free.

Parent Issues and Concerns

Parents/guardians are encouraged to take an active role in our child care centres and regularly discuss what their child/children are experiencing with our program. As supported by our program statement, we support positive and responsive interactions among the children, parents/guardians, child care providers 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 Heritage Green Child Care Inc and will be addressed. 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 one to two 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 a Children's Aid Society).

Conduct

Heritage Green Child Care Inc. strives to foster a safe and inclusive environment for all children, families, staff and community partners within our child care sites and recognizes the importance of positive interactions, communication and role-modeling for the children in our programs. Therefore, harassment and discrimination will not be tolerated from any party. If a parent/guardian and/or staff feels uncomfortable, threatened, abused, or belittled, they may immediately end the conversation and report the incident to the Executive Director. If the program is located in a school, the Principal will also be notified of the incident.

Types of behaviour that are considered to be serious and unacceptable may include but are not limited to:

- Shouting, either in person or over the telephone
- Inappropriate posting on social media which could reflect negatively on a staff member, child/family member in the centre or the Organization
- Pushing, hitting, slapping, punching, kicking or any other physical attack
- The use of aggressive/rude hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing or insulting language
- Racist or sexist comments
- Speaking in an aggressive/threatening tone
- Physically intimidating (e.g. standing very close)

Unacceptable behaviour may result in possible suspension or termination of services, require police involvement and/or legal action.

Please refer to the Parent Issues and Concerns policy and the Escalation of Issues and Concerns policy located in this handbook for the appropriate way of addressing any issues or concerns.

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, Ontario College of Teachers, College of Social Workers etc.) where appropriate.

<p>Contacts: Ministry of Education, Licensed Child Care Help Desk: 1-877-510-5333 or childcare_ontario@ontario.ca or Director at 905 573 3822</p>

Procedures

Nature of Issue or Concern	Steps for Parent and/or Guardian to Report Issue/Concern:	Steps for Staff and/or Licensee in responding to issue/concern:
<p>Program Room-Related</p> <p>E.g: schedule, sleep arrangements, toilet training, indoor/outdoor program activities, feeding arrangements, etc.</p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> - the classroom staff directly <p>or</p> <ul style="list-style-type: none"> - the supervisor or licensee. 	<ul style="list-style-type: none"> - Address the issue/concern at the time it is raised <p>or</p> <ul style="list-style-type: none"> - Arrange for a meeting with the parent/guardian within one to two business days. <p>Document the issues/concerns in detail. Documentation should include:</p> <ul style="list-style-type: none"> - the date and time the issue/concern was received;
<p>General, Centre- or Operations-Related</p> <p>E.g: child care fees, hours of operation, staffing, waiting lists, menus, etc.</p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> - the supervisor or licensee. 	<ul style="list-style-type: none"> - the name of the person who received the issue/concern; - the name of the person reporting the issue/concern; - the details of the issue/concern; and - any steps taken to resolve the issue/concern and/or information given to the parent/guardian regarding next steps or referral.
<p>Staff-, Supervisor-, and/or Licensee-Related</p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> - the individual directly <p>or</p> <ul style="list-style-type: none"> - the supervisor or licensee. <p>All issues or concerns about the conduct of staff, etc. that puts a child's health, safety and well-being at risk should be reported to the supervisor as soon as parents/guardians become aware of the situation.</p>	<p>Provide contact information for the appropriate person if the person being notified is unable to address the matter.</p> <p>Ensure the investigation of the issue/concern is initiated by the appropriate party within 2 business days or as soon as reasonably possible thereafter. Document reasons for delays in writing.</p>
<p>Student- / Volunteer-Related</p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> - the staff responsible for supervising the volunteer or student <p>or</p> <ul style="list-style-type: none"> - the supervisor and/or licensee. <p>-</p> <p>All issues or concerns about the conduct of students and/or volunteers that puts a child's health, safety and well-being at risk should be reported to the supervisor as soon as parents/guardians become aware of the situation.</p>	<p>Provide a resolution or outcome to the parent(s)/guardian(s) who raised the issue/concern.</p>

Emergency Management Policy

Heritage Green Child Care Inc has an emergency management policy. This policy covers but is not limited to, the following emergencies: Fire, gas leak, utility failure, criminal activity, lock down, winter storm, imminent storm, first aid incident, child abuse, missing child, and serious violent activity in the vicinity of the school.

In the event that one of the above occurs, all parents/guardians will be notified by phone or e-mail. In the event that the children are evacuated off site, Mount Albion and St James children will be taken to Heritage Green Child Care at 360 Isaac Brock Drive (905 573 3822) and Tapleystown children will be taken to the Tapleystown United Church at 413 Mud Street (905 662 2677). Children at the 360 Isaac Brock Child Care Site will be evacuated to the Heritage Green Nursing home or the Seventh Day Adventist Church. Check the voicemail of the child care centre for a contact phone number. This will be given out once the children are settled into the evacuation site.

Emergency Closure Policy (other than weather related)

In the event that the Child Care Centre or any of the Before and After School Programs are unable to safely accommodate children upon opening due to flood, fire, loss of power, heat or water, vandalism etc., the following procedure will be followed:

- Staff will attempt to notify each family by a phone call to tell them of the closure. If staff can not access the phone numbers, a notice will be posted on the website and Facebook page. An email will also be sent to each family notifying them of the closure and when they expect the program to reopen. Families will be kept notified of any developments and when the program will reopen as soon as possible by email.
- Credit or refund will not be given unless the closure lasts for an extended period of time (3 days) and the program can not be placed at an alternative location.
- Under any of the above circumstances, if closure of the Child Care Centre is expected to exceed five working days, every effort will be made to move the centre to an alternate suitable location, based on Ministry of Education and the local municipal government approval.
- All decisions regarding centre closure will be made at the discretion of the Executive Director, and Board of Directors, taking into consideration the safety and health of the children. This will be communicated to parents with as much notice as possible.

School Closure Policy (due to strike)

In the event of a closure of a Before and After School Program due to a strike with any union member employed by HWDSB and HWCDSB, every effort will be made to provide full day care during the length of a strike.

If a full day program can be offered in the school:

- Families can register their child, on a first come, first served basis for any full day strike program. Only children who are registered in the Before and After school program can attend the full day program during the length of the strike.
- Credit or refund for Before and/or After school fees will not be given to families who do not attend the full day strike program. This may be revised based on the length of the strike, and will be decided on a case by case basis. All parents will be notified of any changes to this policy.

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- Families who register for the full day strike program will pay only the difference of the full day fees and that of which has already been paid that day for the before and/or after school fees.

If a full day program cannot be offered in the school:

- Fees paid for the Before and After School Program will be credited on the following month's invoice if the strike lasts for more than 3 days.

Pandemic Policy

Heritage Green Child Care Inc. is required to follow guidelines set out by the Public Health Agency of Canada, Ontario Ministry of Health, and the Regional Public Health/Medical Officer of Health for proper infection prevention. Our responsibility is to ensure infection prevention practices are carried out properly to prevent the spread of illness among employees, placement students, children and volunteers. Policies and procedures are assessed and monitored to ensure our employees, placement students, and volunteers are consistently and carefully carrying them out.

Monitoring of Prohibited Practices and Disciplinary Action

The following are prohibited practices at Heritage Green Child Care Inc and may result in immediate termination of employment:

No staff shall:

- corporal punishment of the child
- physical restraint of the child, such as confining the child to a high chair, car seat, 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
- locking the exits of the child care centre or home child care premises for the purpose of confining the child, or confining the child in an area or room without adult supervision, unless such confinement occurs during an emergency and is required as part of the licensee's emergency management policies and procedures
- 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
- depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding
- inflicting any bodily harm on children including making children eat or drink against their will

Procedures and practices for facilitation of self-regulation and child guidance:

- All children will be guided in a positive manner that is appropriate to their age and developmental level
- Staff will model or demonstrate proper procedure, or behaviour, with a direct explanation
- Staff will use clear language, supportive voices and encouragement
- Staff will use positive verbal guidance, which is non accusatory and respectful; labelling, and validating a child's feelings, and clarifying the rules and responsibilities.
- Staff will actively listen to all children and respond in a sensitive manner.
- Staff will state rules and requests in a positive tone
- Staff will reinforce appropriate behaviour, using social reinforcement such as a smile, or a hug, an activity reinforcement, such as engaging in a desired activity, effective praise, that is selective, specific and positive and/or asking the child to engage in self-reflection, assisting them to recognize their own accomplishments
- Staff will ignore **non** disruptive inappropriate behaviour
- Staff will offer choices, this gives children some control over their own behaviour, it shows respect for them as individuals and encourages independence
- Staff will redirect the child by offering a purposeful alternative or giving them a choice of activities
- Staff **will facilitate problem solving** to help the child resolve conflicts
- Staff will use logical consequences that make an obvious connection between the child's behaviour and the action that follows.
- Staff will demonstrate awareness of each child's abilities and difficulties e.g. lagging skills

Redirection is the method of solving difficult situations. A staff member will aid the child in leaving the problem area and will be given guidance to find a new area of interest. The child may be given a choice of activities. If this method does not work then the child will be instructed to sit out for a time of reflection. **THIS IS NOT A TIME OUT.** The child will sit with a staff member while the child is given time to think about their actions. When the child appears to be clam and ready to return to the activities of the room, the staff member will assist them in returning to the activity or finding a new one.

Child Self-Regulation and Facilitation Policy

The Staff at Heritage Green Child Care recognize the connection between emotional well-being and social and cognitive development in all children and they are committed to fostering each child's autonomy and independence, and by helping every child develop the ability to self-regulate.

We do not use time out or any other form of discipline; instead we teach children how to manage their own behaviour through the methods mentioned below:

Self-regulation requires a child to develop the ability to manage his emotions and control bodily functions as well as maintain focus and attention (Gillespie & Seibel, 2006). Children develop at different rates in all of the developmental domains and this is true for self-regulation also. Since self-regulation is a complex process that allows children to control their attention,

thoughts, emotions and behaviors, it warrants intentional planning on the part of the teacher (Bodrova & Leong, 2007).

Self-regulation is not a skill that develops in isolation. Physical behaviors are the first behaviors children are able to self-regulate, such as thumb sucking in infancy. Toddler behaviors might include intentional coordination of walking and reaching to obtain a wanted toy. Emotional behaviors, such as spontaneous sharing of a toy with a peer, come later. Emotional self-regulation includes children gradually learning how to manage their emotions, which leads to children interacting with their peers and adults more effectively when they are upset, frustrated or embarrassed (Kolestelnik, Whirren, Soderman & Gregory, 2009). Behavioral self-regulation includes the ability to inhibit one's actions and remembering and following rules (Blair, 2009). This form of self-regulation takes practice and repeated learning opportunities before children demonstrate self-regulation over their behavior. The most complex, and last to develop, form of self-regulation is cognitive self-regulation. Cognitive self-regulation appears in four year olds as they develop their ability to plan (e.g., what they are going to do in learning centers) and utilize proper responses (e.g., listening when a story is read).

Children develop and learn different strategies based on different emotions. Individual differences, including temperament, and the ability to control reactions are important in understanding self-regulation.

Why is the ability to self-regulate important?

The critical window for self-regulation takes place from birth to age five when children develop the foundational skills for self-regulation. During this time, adults are helping children to build the necessary skills that are critical to regulate thinking and behavior demonstrates empathy to peers. As Riley, San Juan, Klinkner & Rammingner (2008) point out in *Social and Emotional Development; Connecting Science and Practice in Early Childhood Settings*, "The ability to inhibit one's own actions does not come naturally to children; they must learn it" (p. 66).

How do children learn to self-regulate?

Self-Regulation in the body:

Self-regulation helps us manage the combination of energy and tension we feel in our bodies. Children have some skills to deal with stress and challenges but sometimes the effort to manage their feelings is exhausting and they cannot cope. The Educator can support children in the following way:

- Helping children slow down and get their energy level into the right state for a situation by giving lots of one on one-time, physical contact such as hugs or holding their hand, offering fidget toys or activities to keep their hands busy, teaching relaxation or encouraging physical activity.
- Helping children get energized when they feel listless or bored by engaging them in physical activity, outdoor play time, and games, and by motivation by the adult, through a show of increased energy.
- Helping children identify their own energy level and what they can do to feel better.
- Meeting the child's basic needs, and understanding how they feel in their bodies

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- Building a positive and caring relationship with each child, will teach children how to care for themselves.

Self-Regulation and Emotions

Emotional self-regulation means being able to understand and manage emotions, a child must be able to manage their fears and anxieties and control their feelings when necessary. The Educator can assist the child in the following ways:

- Comfort and support children when they are upset
- Share in their joy when they are happy
- Teach children to talk about their feelings, it helps children develop awareness of emotions
- Be a good role model when managing your own emotions, let children see you control your feelings
- Focus on how a child feels physically when upset, sometime a hug or helping them take deep breathes, assists the child in managing their emotions. Remember that by getting to know the child the adult will be able to find out what works for each child, for some children it may be leaving the room, helping with a task, having a drink of water and or sitting in a quiet place

Self-Regulation of Thinking

Self-Regulation also involves developing thinking and learning skills, like memory, reasoning and problem solving. Good thinking skills enable children to make good decisions about their behavior and interact with other children. How can we help children develop these skills?

- Reduce noise and distractions in the classroom
- Remove excess art work and posters on the walls
- Create more natural light in the classroom, turn off fluorescent lights when possible, use smaller sources of light, like table lamp, or natural sunlight
- Reduce strong smells such as cleaning products, food smells, perfume etc
- Talk to the child about topics they are interested in and extend the conversation, to capture their interest
- Read to the child and talk about the book, allow them time to recall the story and add to it through discussion, support their ideas and value their input
- Develop planning and problem-solving skills by playing card and board game, puzzles, following directions, making models from instructions, helping an adult to fix or make something, games that involve following steps
- Define age-appropriate limits to help a child know what is expected of him/her.

A child's ability to use their thinking skills is greatly affected by how they feel, both emotionally and physically.

Social Self-Regulation

Social self-regulation is about being able to adapt our behaviour and thinking to match social situations. The Educator can support the child in the following way:

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- Teach children to understand and respond to non-verbal cues like tone of voice, facial expression and body language
- Teaching children to take turns in conversation
- Help them to understand how emotions affect other's behaviour
- Help children build empathy
- Educators can model appropriate responses by participating in conversations with children and facilitating peer-to-peer support when conflict arises
- Educators can provide hints and prompts to assist children in self-regulation. This support may take the form of answering a question, assisting them in completing an activity, or providing words for a child's action. The adult may model self-talk to demonstrate the use of "talking things out" to help make a decision. Suggesting a child observe a peer when that child has managed their strong emotions in a positive way is another example of modeling.

Child Care Accommodation Policy

Heritage Green Child Care Inc. is committed to creating a program that is inclusive and barrier-free to ensure the full participation of all children. Heritage Green Child Care Inc. aims to foster an environment that encourages and supports accommodation requests by collaborating with parents/guardians on strategies to accommodate the needs of their child.

In working towards this goal, the organization will strive to provide support for and facilitate parent/guardian requests for accommodation consistent with the protected grounds outlined by the Ontario Human Rights Code and the Child Care and Early Years Act and AODA.

Heritage Green Child Care Inc. is committed to striving to the extent possible to accommodate children who have behavioural issues related to a disability when administering this policy. The organization will, where it is possible and reasonable to do so and does not cause undue hardship, alter existing practices, adopt new policies or practices, adjust the program or centre once the parent/guardian has provided the appropriate documentation supporting the request for accommodation.

Purpose

The purpose of this policy is to provide the organization with:

- A clear statement of the obligations and responsibilities that are inherent in the organization accommodation process
- Set out guidelines and standards for the implementation of this policy
- Recognizing the need for accommodation can be either requested by a parent/guardian or recognized by a staff member working with the child

Objectives

Within the guidelines and requirements of the Ontario Human Rights Code and the Child Care and Early Years Act the organization is committed to:

- Ensuring that each request will be considered individually, on a case-by-case basis, to determine accommodation requirements
- Working to eliminate barriers that prevent children from accessing or participating in the program
- Achieving a culture and program environment that is supportive of children including reviewing policies to ensure that they are not discriminatory

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- Ensuring compliance with all applicable legislation and the organization's policies
- Establishing an efficient and timely accommodation process that is consistent
- The organization will develop (jointly with the parents/guardian and the treating physician if appropriate) an accommodation plan that respects the dignity of the individual child, promotes integration and full participation and respects confidentiality
- Clarifying roles, responsibilities, and accountabilities for the accommodation process
- Ensuring all parents/guardians are advised of their right to be accommodated.

Child Care Responsibilities

- Respect and dignity of the parent/guardian by accepting a parent's/guardian's request for accommodation in good faith
- Advise parents/guardians of available accommodations, support services and resources
- Ensure that the accommodation provided meets the specific circumstances, while at the same time working to ensure general accessibility for all children in terms of spatial and physical requirements
- Ensure the necessary steps are taken to determine what modifications might be required for a child to participate fully in the program
- Be inclusive by ensuring that the parent/guardian participates in the process
- Consult with appropriate specialists, obtain expert advice where needed to determine individual accommodation requirements
- Ensure that all accommodation requests are considered on an individual basis
- Limit requests for information to those reasonable related to the nature of the need or limitation, and only for the purpose of facilitating access to the program
- Deal with accommodation requests in a timely manner
- Ensure that the child care environment is welcoming and that all children treat one another with respect
- Take immediate remedial action in situations where bullying and harassment is or may be taking place, and
- Educate all staff and placement students about disability-related issues
- Take an active role in ensuring that alternative approaches and accommodation solutions are investigated, review various forms of accommodation and alternative solutions up to the point of undue hardship
- Work to identify an appropriate accommodation which meets the needs of the child in an equitable and financially responsible manner

Parents/Guardians Responsibilities

- Inform the organization of the need for an accommodation related to disability in writing to the Executive Director/Supervisor
- Provide sufficient information regarding limitations and restrictions that impact the child's ability to be able to participate in the program
- Cooperate and be involved in the development and implementation of a reasonable accommodation plan based on the child's current abilities
- Communicate and be involved in the development and implementation of a reasonable accommodation plan based on the child's current abilities

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- Communicate any known accommodation needs to the Executive Director/Supervisor to facilitate the accommodation process, parents/guardians will not unreasonably withhold such information
- Provide the organization with all medical and/or other relevant information that pertains to the accommodation request
- Provide the organization with any changes to the child's medication or circumstances that may require a change in the accommodation plan
- Participate in the accommodation process. The organization reserves the right to determine the nature of the accommodation
- Communicate any issues or problems with the accommodation plan in writing to the Executive Director/Supervisor as required

In the event that staff or parents/guardians feel that the program is not meeting the developmental, social, or behavioural needs of a child, the following plan will be put into place.

1. A meeting with the parents, director, classroom educators and other relevant professionals, such as resource teachers (if required) will be arranged to discuss how to better support the child. An accommodation plan will be developed
2. Upon request, information such as documentation of the child's behaviour, can be provided to the parent/guardian to assist with referrals to support services such as Contact Hamilton, Speech Therapy, Behavioural Support through Ron Joyce or any other service available to the child and child care.
3. The amount of time the child attends the program may be shortened (switching from full days to half days).

If all steps are taken, but the situation continues to be an issue, a meeting will be arranged to discuss the child's participation in the program. The meeting will include all relevant parties including parents/guardians, educators and the Director. The safety of other children is imperative and must remain our top priority. Therefore, in extreme cases, terminating care, and whenever possible, assisting the family to find alternate care, may be considered.

Challenging Behaviours

Young children are learning how to interact with others, follow routines, to be part of a group and interact with children and adults in an age appropriate manner. There will be times when children display undesirable behaviour such as pushing, hitting and biting. This is normal and age appropriate behaviour that will be supported through redirection, and learning to self-regulate to support the well-being of the child.

However, if a child displays behaviours that are beyond the spectrum of what is considered appropriate for their age, the child care staff will work closely with the family to provide support, tools and resources to help the child better manage their behaviour. This may involve requesting resources from outside service providers to help support staff to acquire skills or information to support the child. It is expected that families will follow the advice of the staff and other professionals involved so that the child is being supported in a consistent way at both the childcare centre and at home. All communication between the staff and families will be verbal as well as written so that the process can be clearly documented.

The well-being of all the children in the program, as well as the educator will also be taken into

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consideration. At times, even with support in place, the child may not be able to manage their behaviour appropriately and the long-term impacts for all involved have to be considered. HGCC acknowledges that some resources have a lengthy waitlist and staff will support the child during this wait period. In the event a parent refuses to seek help or acknowledge the behaviour, and/or the behaviour causes an unsafe environment for other children and staff in the program, the child may be asked to leave the program. While efforts will be made to provide a reasonable time to arrange for alternate care, situations will be assessed on an individual basis.

Safe Schools

Heritage Green Child Care Before and After School programs are committed to assisting children in self-regulation, and building on the four foundations of How Does Learning Happen? We also want to foster a positive school climate in line with the Boards of Education policies. Children will be encouraged to problem solve whenever possible. However; if a child is in danger of injury or damage to the surrounding area is apparent, then staff will intervene.

In a situation where a child is aggressive towards other children or staff, the staff member may be required to call the parent to pick the child up. Inappropriate language, bullying, intimidation, discrimination, disrespectful or aggressive behaviours cannot be tolerated. Every effort will be made to work together with our families and children to increase the child's self-regulation skills in order to prevent repetition of these behaviours. Please be aware however, that after repeated incidents of the above behaviours, your child may be suspended from the program or asked to leave.

Child Care Supervision Policy for Students and Volunteers

Heritage Green Child Care Inc. stands firmly on the vision that all children enrolled in the centre will be effectively supervised at all times. It is the operators' responsibility in accordance with Day Nursery Act Regulations that every child who is in attendance in a day care location is supervised by an adult at all times (DNA Regulation 262).

Under no circumstances will direct unsupervised access be granted to anyone under the age of 18 years and who is not an employee of Heritage Green Child Care Inc. Volunteers, Co-Op Students and Placement Students are not to be counted in staffing ratios.

The intent of this policy is to ensure the following: to help support the safety and well-being of all children in the centre, and to provide direction to staff in regards to the supervision of Volunteers, Co-Op Students and Placement Students.

Vulnerable Sector Check Policy

Policy:

A Vulnerable Sector Check must be completed for all full time, part time staff, and volunteers working with the children (over the age of 18) and students prior to placement at Heritage Green Child Care Inc. If a person over the age of 18 cannot obtain a Vulnerable Sector Check, they will be required to obtain a Criminal Reference check. Findings of Guilt under the Youth Criminal Justice Act within the applicable disclosure period may appear on a Vulnerable Sector Check or Criminal Reference Check.

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Procedure:

All staff, volunteers and students are required to obtain a Vulnerable Person Criminal background check prior to their placement at Heritage Green Child Care Inc. The successful applicant, student or volunteer is responsible for all costs involved with the check. A Vulnerable Sector Check can be obtained from the central police station on King William Street in Hamilton, or on line, and can take up to 30 days.

A positive Vulnerable Sector Check does not necessarily preclude hiring of the potential candidate. A decision will be made after the agency has looked at the nature of the offence(s), including the circumstances surrounding the charges and convictions, and the specific duties of the potential employee or volunteer. Other considerations could include references from past employers and rehabilitative and other efforts subsequently made by the candidate.

If a Vulnerable Sector Check cannot be completed prior to hiring, a conditional offer will be in place until the reference is received. At that time, the offer can be rescinded should the agency consider it appropriate. The candidate will not be left alone at any time with a child, until the Vulnerable Sector Check has been received.

The use of information obtained through the Canadian Police Information Computer system regarding outstanding criminal code charges and criminal code convictions for which a pardon has not been granted does not contravene the Ontario Human Rights Code.

A copy (a copy of the VSC will be signed by the Director after viewing the original) or the original VSC will be kept on file, and renewed every five years. Every year after the initial VSC an Offence Declaration will be signed by an employee or volunteer and kept on file. All Board members will be required to obtain a Criminal Reference Check at the start of their term on the Board and sign an Offence Declaration annually, until the fifth year, when they would require a new Criminal Reference Check.

Each individual check is kept in the personnel file of the staff or volunteer that it belongs to, and all personnel files are kept in a locked filing cabinet in the Director's office or in locked filing cabinet onsite at the school age programs.

Posting of Serious Occurrences

The safety and well-being of our children in licensed child care programs is the highest priority. Operators of licensed child care centres and private-home day care agencies work diligently to provide a safe, creative and nurturing environment for each child. In spite of all the best precautions, serious occurrences can sometimes take place.

The Ontario government has introduced a new policy that requires licensed child care centres and private-home day care agencies to post information about serious occurrences that happen at a centre or a home location effective November 1, 2011. To support increased transparency and access to information, a "Serious Occurrence Notification Form" must be posted at the centre or home location in a visible area for 10 days.

A serious occurrence includes:

1. The death of a child who receives child care at a licensed home premises or child care centre
2. Abuse, neglect or an allegation of abuse or neglect of a child while receiving child care at a home premises or child care centre
3. A life threatening injury to or a life threatening illness of a child who receives child care at a home premises or child care centre

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4. An incident where a child who is receiving child care at a home premises or child care centre goes missing or is temporarily unsupervised. This also includes being found or still missing.
5. An unplanned disruption of the normal operations of a home child care premises or child care centre that poses a risk to the health, safety or well-being of children receiving care at a home child care premises or child care centre, e.g Fire, flood, gas leak, detection of carbon monoxide, outbreak, lockdown, emergency relocation or temporary close.

This posting will give parents information about the incident and outline follow-up actions taken and the outcomes, while respecting the privacy of the individuals involved. Longer-term actions taken by the operator will also be included to help prevent similar incidents in the future, where applicable.

Many factors may lead to a serious occurrence report. A serious occurrence does not necessarily mean that an operator is out of compliance with licensing requirements or that children are at risk in the child care program.

We hope that this handbook outlines our policies and procedures for you. It is important to the staff of our Centre that you are clear on the information printed so that you and your child get the most out of this Child Care experience. Please note that any exception to the proceeding policies and procedures must be obtained by the Board of Directors.

Please be sure to read this handbook and sign all consent forms. Remember, if you have any questions feel free to ask the staff.

Welcome to our Centre.

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Addendum to Registration Fees and Child Care Rates

CWELCC Child Care Rates

Program	Market Rate	April to December 2022 (25% reduction)	Jan 2023 (37% reduction)
Child Care Sites			
Infant Room	\$65	\$48.75-\$10 grant=\$38.75	\$30.71
Toddler Room	\$55	\$41.25-\$10 grant=\$31.25	\$25.99
Preschool Room	\$45	\$33.75-\$10 grant=\$23.75	\$21.26
School Age: Mount Albion and Taplestown			
Before School CWELCC rate (up to and including month child turns 6)	\$12	Remains at floor rate of \$12	Remains at floor rate of \$12
Before School (after month child turns 6)	\$12	\$12	\$12
After School CWELCC rate (up to and including month child turns 6)	\$15	Floor rate of \$12	Floor rate of \$12
After School (after month child turns 6)	\$15	\$15	\$15
Before and After CWELCC rate (up to and including month child turns 6)	\$24	\$18	\$12
Before and After (after month child turns 6)	\$24	\$24	\$24
PD Day/Camp CWELCC rate (up to and including month child turns 6)	\$42	\$31.50	\$19.85
PD Day/Camp (after month child turns 6)	\$40	\$40	\$40
School Age: St. James			
Before School CWELCC rate (up to and including month child turns 6)	\$10	\$10- no reduction as it is below the floor rate of \$12	\$10- no reduction as it is below the floor rate of \$12
Before School CWELCC rate (after month child turns 6)	\$10	\$10	\$10
After School CWELCC rate (up to an including month child turns 6)	\$17	\$12.75	\$12
After School (after month child turns 6)	\$17	\$17	\$17
Before and After CWELCC rate (up to and including month child turns 6)	\$24	\$18	\$12
Before and After (after month child turns 6)	\$24	\$24	\$24
PD Day/Camp CWELCC rate (up to and including month child turns 6)	\$42	\$31.50	\$19.85
PD Day/Camp (after month child turns 6)	\$40	\$40	\$40

There is a \$125 non-refundable fee that is due at time of registration. Out of the \$125, \$25 is a one-time registration fee. The remaining \$100 will be applied to your first month of fees. The \$125 is non-refundable once the parent/guardian has signed all the forms pertaining to their child's enrolment and has established a start date. The CWELCC reduction rate will be applied to the \$25 portion of the registration fee. From December 1st to 30th, the reduction rate is 25% which brings the registration fee down to \$18.75. As of December 31st, the reduction will be reduced by a further 37% which will bring the total to \$11.81. Therefore, for children 5 and under, the non-refundable fee will be \$118.75 will be charged for any new enrollments in December 2022. As of December 31st, 2022, the non-refundable fee will drop to \$111.81.