

## Centre Philosophy

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At Kardinia Childcare and Kindergarten, we recognise early childhood as a unique and valuable stage of life and accept that each phase within this development is important in its own right. Our centre aims to work in partnership with families and the community to provide an environment of security and love that collaboratively works toward positive outcomes for the children, families and staff.

The principles that guide our program are:

1. Secure, respectful and reciprocal relationships
2. Partnerships
3. High expectations and equity
4. Respect for diversity
5. Ongoing learning and reflective practice

We believe that children learn and develop through active and constructive involvement in play. The children in our centre will experience a 'hands on' approach to learning where they will be challenged to explore, investigate and discover. We will build on a child's natural desire to learn by providing experiences and routines that are open-ended and flexible.

The children will be encouraged to take control of their own learning through an emergent curriculum to promote confidence, trust and self-esteem. We will ensure that our work with children is based on their interests and needs and lets them know the valuable contribution they have to make. Carers will promote learning and development through observation of individuals and evaluation of learning taking place. We believe learning outcomes are most likely to be achieved when early childhood educators work in partnership with parents.

At Kardinia, we want all people, regardless of age, gender or race, to be able to contribute, feel accepted and have a sense of belonging. We will therefore role model and teach an inclusive, tolerant and respectful attitude toward others.

We will help children learn to interact effectively and honestly and in so doing learn to balance their own rights, needs and feelings with those of others. Further to this, we will engage only in practices that are respectful of and provide security for children and in no way degrade, endanger, exploit, intimidate or harm them psychologically or physically.

The educators at Kardinia recognise that children need to form strong attachments and that these relationships underpin a child's confidence to explore and persist in their educational environment. To understand and support each child's learning and development, staff will endeavour to build solid partnerships with parents and the community through formal, informal, planned and spontaneous events.

We believe the centre plays an active role in the local community through participation in local activities. We act as advocates for children helping the broader community understand the significance and importance of early childhood.

Acknowledging the fragile state of our world, the children will be encouraged to care for their environment and to understand the responsibility they have to reduce, re-use and recycle.

The Committee of Management at Kardinia recognise that staff is our most precious resource and will at all times strive to offer a supportive and safe workplace. We invest in every staff member through our commitment to individualized training and development programs.

Together we value the opportunity to care for and educate your children and lay foundations they will keep with them the rest of their lives.

**Last reviewed: November 2013**

**Date for next review: November 2014**