



CODE OF ETHICS FOR HIFN DAYCARE

The Code of Ethics reflects a core set of beliefs & values, which are fundamental to our field & serve to inform our practise as Early Childhood Educators. HIFN Daycare through the Code of Ethics, publicly acknowledge our commitment to these beliefs & values & recognize our responsibility to use the Code of Ethics on a day to day basis to guide our behaviour in working with the children & families of Henvey Inlet First Nation.

Obligation to Children

As Early Childhood Educators working with & for young children, we are committed to promoting developmental care & education for each child in cooperative relationships with the family and the community. The Program enables children to participate fully in environments carefully planned to serve individual needs & to facilitate the child's progress in all four areas of development (Social, emotional, physical, and cognitive) ECE working with young children are obligated to:

- Maintain & promote each child's self esteem
- Recognize & Respect the uniqueness & the potential of each child.
- Be accepting of all children, respecting race, belief system, gender, national origin & socio-economic status.
- Accept & integrate into regular programs the child with special needs when such integration is advisable & sufficient support is available.
- Be familiar with the knowledge base of ECE & demonstrate this knowledge in program practices.
- Create & maintain a safe & healthy setting that supports the positive growth & welfare of children.
- Refrain from physical punishment, verbal abuse (e.g. sarcasm, ridicule) & psychological abuse (e.g. threats, encouraging fear) of children in interaction with them.
- Maintain the confidentiality of information obtained in the course of professional dealings with children & families. However, when concern about a child's welfare, it is permissible to reveal confidential information to agencies & individuals who may be able to act in the child's interest.
- Recognize symptoms of child abuse & know & act on law pertaining to child abuse.
- Involve all individuals (colleagues & parents) in decisions concerning the child.
- Report in a responsive manner & through the appropriate channels instances of non-compliance with laws and regulations to those who take corrective action.
- Advocate & contribute to the extension of Public information & education about children's needs for quality services.
- Advocate for policies & laws that promote the well-being of children & their families.

Obligation to Families

Families are of primary importance in children's development. (The term family may include others besides parents who are responsibly involved with the child.) Because the family & the ECE have a common interest in the child's welfare, we acknowledge a primary responsibility to bring about collaboration between the home & ECE program in ways that enhance the child's development. ECE working with families are obligated to:

- Develop relationships of mutual trust with families they serve.
- Respect the dignity of each family.
- Respect families' child rearing values & their right to make decisions for their children.
- Interpret each child's progress to guardians within the framework of a developmental perspective & help families understand & appreciate the value of developmentally appropriate Early Childhood programs.

Obligations to Colleagues

ECE is a profession that relies on a team approach. The relationship of colleagues within a profession & the quality of service provided. Colleagues in ECE must act with integrity in supporting one another & adopting professional attitudes & behaviours in their work as models & teachers for young children. An ECE is obligated to:

- Present professional qualifications, experience & affiliations honestly.
- Speak or act on behalf of an association or organization only when duly authorized & then to do so accurately.
- Establish & maintain cooperative relationship with colleagues & other professionals providing services to the child.
- Exercise care in expressing views on the disposition & professional conduct of colleagues, confining such comments to matters of fact, which arise out of first-hand knowledge & which relate to the interest of the children.
- Respect the confidentiality of views expressed in private by colleagues.
- Support a climate of trust & forthrightness in the work place that will ensure that colleagues are able to speak & act in the best interest of children without fear of recrimination.
- Present concerns about the professional behaviour of a colleague, first to that person & attempt to resolve the matter collegially.
- Be a willing participant in the training process by articulating concerns constructively & by providing opportunities for students to practise professional skills under knowledgeable supervision.

Obligation to Leaders

Recognition that ECE's in leadership positions can substantially influence the quality of program for young children, a code of ethics must specify additional guidelines for the professional competence & special duties of supervisors, consultants, administrators & training personnel. ECE's in leadership positions are accountable for the programs & services provided. An ECE working in a leadership role is obliged to:

- Develop & state clearly a philosophy towards the care & education of children & adhere to practices that are consistent with the goals inherent in this philosophical approach.
- Provide a written job description & personnel policies that define program standards.
- Conduct each staff & student evaluation impartially, basing it on first-hand observations of performance in accordance with the responsibilities contained in the job description or student placement guidelines. Employees who do not meet program standards shall be informed of the areas of concern & when possible, assisted in improving their performance.
- Support professional development & advancement of personnel.
- Act promptly & decisively in situations where the well-being of children is compromised, ensuring that the best interests of children supersede all other considerations.
- Inform an employee in advance of the reasons for dismissal, referring only to evidence of unsatisfactory performance which is accurate, documented, current & available to the employee.
- Exercise utmost discretion when providing information or recommendations about children, families or personnel when such information is solicited by authorized persons. Obtain consent from the parties concerned whenever practical, especially when such information may be prejudicial.
- Make use of community & professional services when appropriate & provide parents with information about resources that will support & strengthen family life.
- Hire, promote, & provide training in accordance with Human Rights Legislation.

Obligations to Professional Competence

ECE's have a commitment to ensure their own continuing professional competence & to further the field of ECE. ECE's are obligated to:

- Keep professional knowledge up to date.
- Recognize critical self-reflection as an important part of professional development.
- Engage in self-care activities which help to avoid conditions (e.g. burnout, substance abuse) that could result in impaired judgement & interfere with their ability to benefit others.
- Further the professional development of the field of ECE & to strengthen its commitment to realizing its core values as reflected in this code.