



# G&A-Vision, Mission, Philosophy & Values Policy

## VISION STATEMENT:

*To be the highest quality early childhood provider within our communities.*

## MISSION STATEMENT:

*“A Fun Place to Learn”- Our mission is to provide quality, affordable childcare for children, ensuring they enjoy a safe, fun place to learn. We want to inspire young children to have a passion for learning and develop to their fullest potential, as a result of our nurturing care and teaching guidance.*

## PHILOSOPHY:

*At Just Kidz we strive to provide children with an authentic, high quality, environment which is warm, accepting, safe and welcoming to all.*

*With the image of the child in mind we base our philosophy on the New Zealand Early Childhood Education (ECE) Curriculum Te Whāriki with a strong inspirational influence from the educational philosophy of Reggio Emilia in Italy and the Magda Gerber, Resources for Infant Educators (RIE) approach. In addition to this, we also recognise and incorporate NELP priorities (National Education Learning Priorities) in our practices.*

*Our caring professional staff are highly focused on teamwork and are committed to supporting each individual child's passion, skills and needs. We value each child's holistic development and respect their aspirations, creativity; empowerment, confidence and a sense of belonging.*

*At Just Kidz, we value an environment based on learning through play, inspiring curiosity and encouraging explorations that develop into meaningful interactions amongst peers and our teaching team. We endeavour to create an environment which is inclusive of natural materials in order to foster respect for nature and encourage children to make their own discoveries and theories.*

*By recognising and valuing bicultural practice within our centre we are respecting the dual heritage of Aotearoa and embracing the mana of Māori and European culture and historical backgrounds. As well as embracing New Zealand's bicultural heritage and the multicultural mix of our community, we also value the contribution and role played by parents and whānau and use open communication with reciprocal and responsive relationships with each child's family.*

*With these beliefs interwoven in our daily practice, we strive to create young minds with great imagination and creativity to enable them to become lifelong learners. Children are encouraged to learn through experience and participation, thus allowing opportunities for problem solving and risk taking. Our teachers assist children to develop high self-esteem, to be able to co-operate with others and show mutual respect for one another.*

*We are committed to providing high quality education with passionate, qualified teachers who are flexible and open to change to facilitate continuous improvement.*

## OUR CORE VALUES:

- ★ *We are passionate about creating a welcoming, caring, creative learning environment with an unconditional and inclusive, positive regard for everyone.  
Manaakitanga/showing respect, caring hospitality, kindness and support for others.*
  
- ★ *We are committed to the highest professional and ethical standards of teaching and leadership, ensuring excellence and integrity in everything we do.*

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DOCUMENT NO- POLICY G&A-002	REV. No.- 6	ISSUE No.- 7	DATE OF ISSUE - 20 <sup>th</sup> December 2021	



*Ngaa tikanga matatika me ngaa paerewa/our code our standards*

- ★ ***We promote responsibility and respect for our environment.***

*Kaitiakitanga/guardianship guides our practice.*

- ★ ***We partner with our children, whanau, colleagues and the wider community, developing genuine, caring relationships based on open communication and respectful interactions.***

*Whanaungatanga, interdependent relationships.*

- ★ ***We foster a 'can do' culture throughout our company.***

*Whakamana, empowering and enabling.*

### **SERVICE VISION, MISSION, PHILOSOPHY & VALUES REVIEW:**

***It is important to review these statements to keep them appropriate to the centre and our community. These will be reviewed annually with the opinions of the staff and parents/guardian and whānau sought.***

#### **Procedure of Review Process:**

1. The Management of Just Kidz will once a year schedule a time and inform people to formally consider the statements (other than the Criteria) that are part of the statement listed here.
2. After discussion, reflection and reviewing matters a decision will be made on whether there are reasonable grounds to change any part of the statements.
3. Management will advise staff, parents/guardians and whānau that the statements are being reviewed, indicate any intention to confirm or change (indicate the nature and reasons for any change, if any);
4. Management will offer a means (by way of meeting, newsletter, questionnaire etc.) by which staff, parents/guardians and whānau can provide ideas and feedback.
5. Management will give consideration to any ideas and feedback and make a decision on whether any changes to these statements should be made.
6. The decision making and consultation process for the review will be completed within one month.
7. The process and decisions will be recorded, and the decision will be communicated to staff, parents/guardians and whānau by notice or newsletter.

<b>Prepared By</b>	<b>Approved By</b>	<b>Issued By</b>
<b>Operations Manager</b>	<b>Director: G D Muldoon</b>	<b>Operations Manager</b>

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<b>DOCUMENT NO-</b> POLICY G&A-002	<b>REV. No.-</b> 6	<b>ISSUE No.-</b> 7	<b>DATE OF ISSUE -</b>	<b>20<sup>th</sup> December 2021</b>