



## SERVICE PHILOSOPHY, PURPOSE, VALUES AND PRINCIPLES

### Mez Day Care Service Philosophy and Purpose

At Mez Day Care, our purpose is to provide a nurturing, safe and stimulating environment where children can learn and grow while receiving the highest standard of care. Our commitment to accountability, exceeding compliance, quality-driven practices and unwavering focus on health and safety guide every aspect of our service, ensuring that we not only meet but surpass the expectations of the families we serve.

At Mez Day Care, our purpose extends beyond providing exceptional childcare services. We are committed to supporting our educators, empowering them to achieve their full potential and fostering a sense of community among our staff, families and children. Together, we strive to create a brighter future for every child who steps through our doors.

### Our Philosophy is centred around the following Core Values

**Accountability:** We believe in taking responsibility for our actions and decisions, fostering an environment of trust and reliability. We actively engage with our team members, parents and community, ensuring open communication and transparency in all aspects of our service.

**Exceeding Compliance:** While adhering to regulations and guidelines is crucial, we strive to go above and beyond in providing exceptional care and educational experiences. Our focus on continuous improvement ensures that we always seek opportunities to enhance our services, environment and staff development.

**Quality-driven:** Our commitment to providing the highest quality childcare is at the forefront of everything we do. We achieve this by employing qualified, passionate and experienced educators, utilising interest-based curriculums, and creating rich learning environments that cater to each child's individual needs.

**Committed to Health and Safety:** Our top priority is the well-being of the children in our care. We implement rigorous health and safety protocols, including thorough risk assessments, regular training for staff, and ongoing monitoring of our facilities, to create a secure and healthy environment where children can thrive.

### Service Principles

1. **Play-Based Learning:** We prioritise play-based learning, as play is a central aspect of a child's development. We provide ample opportunities for children to engage in self-directed play, both indoors and outdoors, fostering their imagination, problem-solving skills and social interactions integrated into our eight subjects, STEM materials and activities.
2. **Individualised Learning:** We recognise that every child is unique and we consider each child's interests, abilities and learning styles, providing opportunities for them to explore and learn at their own pace. We observe and assess each child's progress and tailor programs to their needs. This enables children to thrive and reach their full potential.



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3. Holistic Development: We understand the diverse dimensions of a child's growth, encompassing physical, cognitive, social, emotional and creative domains. Additionally, we emphasise the fundamental importance of health and child safety in this developmental process. We provide opportunities for children to flourish in all these areas through a balanced and integrated approach, considering their health and safety at all times. Our policies, procedures and activities are purposefully designed to foster a secure and healthy environment where children can explore, learn and grow without compromise. We strive to instil good health practices, promote wellness and create a safe space for every child.
4. Sustainability Practices: We promote sustainability by encouraging Educators to teach sustainable practices in their daily routines. In addition, our Educators provide sustainability resources. We strongly advocate for the principles of reuse and recycle throughout our Curriculum.
5. Effective Staffing Arrangements and Consistency of Care: Our approach is strengthened by our effective staffing arrangements, ensuring we always have the right people in the right roles. We also promote consistency of care, which offers a structured and well-supported business model. We enhance this by incorporating an Educator Assistant that may be studying, a volunteer or the partner of the Lead Educator.
6. Training and Development Opportunities: Professional development plans are put in place for all Personnel at all levels of management. This includes upgrading qualifications, field visits to the Educator's residence, leadership training, team-building activities, learning conferences, sporting events, workplace events and parties, promotions, recognition and rewards programs etc.
7. Reflective Practice: We promote reflective practice among Educators and Personnel, encouraging all our staff to evaluate and improve their practices. Educators ensure they document children's strengths, interests, areas of needs, progress etc. Educators are provided with a Professional Development Book to assist them with ongoing improvement and development. It contains dedicated pages documenting their training activities, reflections and other relevant information.
8. Relationship Building and Teamwork: We foster a strong, supportive and nurturing relationship with each child. We promote collaborative learning and encourage children to work together, enhancing their communication and social skills. Our Educators and children will actively participate in group discussions and problem-solving activities, promoting teamwork, cooperation and effective communication. This ensures a holistic environment where every child feels valued, understood and supported.



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9. Inclusion Support: We respect and celebrate the diversity of children's backgrounds, cultures and experiences. We incorporate the Aboriginal and Torres Strait Islander cultures and other diverse cultures in Australia. This includes recognising and embracing the similarities and differences among children, such as their background, race, gender, age, status, disability and more.
10. Appropriate Behaviour: We encourage appropriate behaviour and assist children in navigating their emotions, all the while valuing the boundaries and autonomy of others.
11. Fostering Collaboration: We foster strong partnerships between our Service, Educators, Parents, Government agencies and the broader community. We provide opportunities for parents to actively engage in their child's learning journey, encouraging open communication and collaboration. We also involve the community through conferences and other important events.
12. Effective Governance and Leadership: Through effective governance, training and development opportunities, engaging in reflective practice and fostering collaboration, we cultivate resilient and influential leaders within the community.