

Religious Society of Friends
Roanoke Monthly Meeting

Guidelines for First Day School

We intend to provide an accepting, nurturing, respectful, safe environment in which our children can grow and develop emotionally, socially, and spiritually. Recognizing that abuse of children is an unfortunate fact in our society, we have developed the following guidelines for First Day School with the dual goal of safeguarding our children and protecting those adults who work with children from potential allegations of abuse. At this time, we have no paid staff, and all those who work with our children are volunteers from the Meeting.

- ❖ Volunteer teachers of First Day School should be members of the Meeting or active attendees for at least six months.
- ❖ All volunteer teachers of First Day School will consent to a search in the Virginia Sex Offender and Crimes Against Minors Registry to be performed by the clerk of Religious Education committee. All information will be held in confidence.
- ❖ First Day School teachers and other Meeting Friends should be respectful of each child's individual physical, emotional, sexual, and spiritual boundaries.
- ❖ Parents are encouraged to remain with their children during First Day School, if they so choose. They may come and go as they feel appropriate; recognizing that undue interruption of children's activities should be minimized.
- ❖ Members of the Religious Education Committee may make random visits to First Day School at any time.
- ❖ Two adult volunteers will always work together with the children.
 - Teaching for First Day School takes place in areas easily visible to the public.
- ❖ The following general guidelines shall be observed:

- If a diaper change is needed, the child's parent will be asked to assist.
- Pre-school through kindergarten children who need to use the bathroom shall be accompanied by an adult, who will wait outside the bathroom until the child has finished.
- School age children may go to the bathroom in pairs of two same sex children, unaccompanied by an adult.
- ❖ Physical restraint of a child is permitted to prevent harm to the child or others. This shall be done in the gentlest manner, accompanied by words of encouragement.
- ❖ Physical affection shall be used appropriately:
 - Touching to comfort or affirm a child in an age appropriate manner
 - Maintain sensitivity to children's individual responses
- ❖ For guidance, the following are examples of appropriate and inappropriate behaviors:
 - Appropriate
 - Praise
 - Positive encouragement of good behavior
 - Pats on the back or shoulder
 - Hugs when age appropriate and accepted by the child
 - Inappropriate
 - Corporal punishment
 - Degrading comments
 - Risqué jokes or comments
 - Patting on the buttocks
 - Intimate/romantic/sexual contact