

The benefits of individualised practices

No two people are exactly the same yet often practices, procedures and policies expect universal approaches and universal outcomes. There are a lot of benefits to individualised approaches across the service.



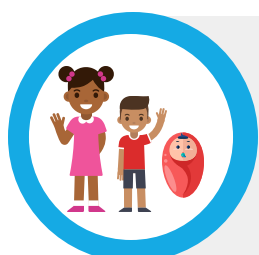
Commitment to the needs of stakeholders

When you individualise practices based on your stakeholders it shows a commitment to their unique needs. This then helps build reciprocal relationships with stakeholders which then leads to more engagement from them in the service making it easier to know their needs.



Positive outcomes for staff

When staff are all expected to do the same job, in the same way, without regard for their skills, knowledge and abilities, this can lead to frustration and disengagement. When you individualise to get the most out each employee you get high expectation and equity in action.



Positive outcomes for children

Children all have their own interests, skills and abilities so expecting them to all behave and learn the same way dismisses their rights to be who they are. When you acknowledge and support their individual needs often this leads to happier, calmer, more engaged children.



Positive outcomes for families

By recognising families have different CALD backgrounds, as well as time and energy commitments you can show your families that their needs are considered in decisions, instead of they need to meet your needs because that is just the way it is.



High quality practices demonstrated

By building individualised practices into your policies and procedures it shows a willingness to meet compliance as well as support best practice. You can outline the different ways you approach decisions or where different options are available to address individual need.