



## Nominated Supervisor

The worst thing an educator can do is ask another educator about regulations. Usually they get the wrong answer. To see this in action, read those Facebook pages that early childhood educators post on. How to do it correctly? A friend who works as a barrister taught me how to read regulations.

### What is the problem?

### What caused it?

### The regulations should have the solution to the problem.

**Law section 168 Offence relating to required programs** Penalty: \$4000 if a person, or \$20 000 in any other case (eg Provider is a company)

(1) & (2) The approved provider and nominated supervisor of an education and care service must ensure that a program is delivered to all children being educated and cared for by the service that—

(a) is based on an approved learning framework; and

(b) is delivered in a manner that accords with the approved learning framework; and

(c) is based on the developmental needs, interests and experiences of each child; and

(d) is designed to take into account the individual differences of each child.

**Remember:** If you need to use a checklist go to the members area of Centre Support's website where every checklist imaginable is available.

centresupport.com.au/checklist-for-members/

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### Week 4, 22-26 February 2021- 1.1.2 Child-centred

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# 6.1.1 Engagement with the Service

Week 3 - 8.2.2021  
Monday to Friday



## Answers from last week - Compliance test for educators

**Instructions: Nominated Supervisor is to** conduct the test. Ask one educator at a time in a location that other educators cannot hear or provide support to the educators being asked the question. Record the responses then analyse to see if the educators responses would place you at risk of a fine. Finally, train the educators that fail to meet the regulations.

Name of educator:

Questions	Response	Pass or Fail
At pick-up Jayden's mum says he's allergic to eggs and can't have any at the centre. He's been happily eating eggs so far and you haven't noticed any adverse reactions. What do you do?	I'd tell mum we need a medical plan from Jayden's doctor asap and give her a template the doctor can fill out (required under reg 90). I'd speak with the NS to ensure we got the plan back, then use this to develop a risk minimisation plan with mum to ensure Jayden is not affected by the egg allergy. I'd also alert the cook about Jayden's allergy.	
Jenna's dad wants the program to focus more on reading and writing activities. What conversations do you have with Dad and what do you do?	I'd explain to Dad that a lot of early literacy learning comes indirectly from other learning activities and provide him with several examples of how this occurs. I'd explain how this helps children retain what they learn about literacy.	
Your room/group wants to get a pet eg fish, chickens, axolotl, guinea pig. What do you need to do as part of this process, and how will you involve families in the decision about what to get or if any are appropriate?	I need to do a risk assessment first so all potential risks associated with the pet are identified and eliminated or minimised (Law section 167 Offence relating to protection of children from harm and hazards.) I'll talk to parents when they drop off/pick up and also ask for their views on our room/group Facebook page.	
Miss Isla Room/Group Leader says she's the professional in children's education and care, and she'll run the room/group the way she thinks is best. There'll be times when parents can't come in so children don't get distracted from their learning. What's your response?	I'd tell Isla that this is illegal. Reg 157 says that parents may enter the premises any time their child is at the service except if this would pose a risk to the safety of other children or staff, or there's a court order prohibiting this.	

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## Compliance test for educators

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Name of educator:

Questions	Response	Pass or Fail
Miss Rhianna says all her children come from white, Anglo backgrounds so she doesn't need to worry about trying to include their culture. What do you say?		
Miss Billie says it's impossible to cover the interests of all children, so she'll focus on those she already knows about. What do you say?		
Mr Tony is teaching children how to play soccer, but he's limiting the skills he teaches because he believes some will be too hard for children this age. What do you say to him?		
Miss Shania says there's nothing in the Regs about how she has to teach children and she'll do it her way thanks very much. Is she right?		

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Systems are in place to manage risk and enable the effective management and operation of a quality service.

The Federal Government's Fair Work website <https://www.fairwork.gov.au/> has a lot of simple, easy to understand information about employee entitlements as well as some useful templates. Each week we'll share information from the website.

### **Cultural and Religious Holidays**

There are lots of religious and cultural holidays observed in Australia that aren't public holidays. The Department of Home Affairs has a [Calendar of cultural and religious dates](#).

You can support employees who wish to participate in these holidays by:

- agreeing they can use leave entitlements to take time off work
- acknowledging/celebrating these holidays in the Service to promote awareness and inclusion
- agreeing to flexible working arrangements to accommodate the holiday eg a change to hours or days.

Embracing cultural or religious holidays can lead to increased job satisfaction and productivity.

As it's illegal to discriminate against employees because of their religion or national extraction, you should where possible allow employees to take time off to celebrate these holidays if they wish.

Source: [Cultural & Religious Holidays](#)

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