



Nominated Supervisor

There are no specific Regulations covering Element 3.2.3 Environmental Sustainability. However, Regulations 110, 113 and 114 relate to interacting with and caring for the environment

Regulation 110 Ventilation and natural light

The approved providermust ensure that the indoor spaces used by children ...—

- (a) are well ventilated; and
- (b) have adequate natural light; and
- (c) are maintained at a temperature that ensures the safety and wellbeing of children.

Penalty: \$2000.

Note. A compliance direction may be issued for failure to comply with this regulation.

Regulation 113 Outdoor space – natural environment

The approved provider...must ensure that the outdoor spaces... allow children to explore and experience the natural environment. Example The use of natural features such as trees, sand and natural vegetation.

Note. A compliance direction may be issued for failure to comply with this regulation.

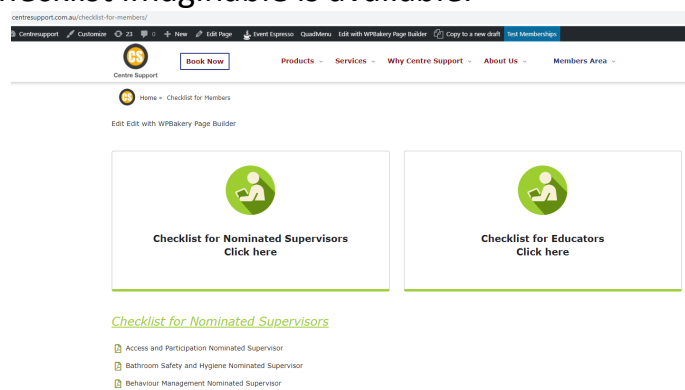
Regulation 114 Outdoor space - shade

The Approved Provider...must ensure that outdoor spaces...include adequate shaded areas to protect children from overexposure to ultraviolet radiation from the sun.

Penalty: \$1000.

Note. A compliance direction may be issued for failure to comply with this regulation.

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



Week 30, 20-24 September 2021- 3.2.3 Environmentally Responsible

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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
Miss Tristan asks how often the Regs say you must have a performance review. What's the answer?	The Regs don't cover professional development. The NQS says performance reviews must be conducted 'regularly.' It's generally accepted this means at least annually.	
Miss Maddi asks whether all staff, including casuals, should have regular performance reviews. What's your response?	Yes all staff, including regular casual staff, should participate in performance reviews.	
Mr Jose asked what the main steps in the performance review process are? What are they?	<ol style="list-style-type: none"> <i>Review</i> – performance against position description and expectations <i>Plan</i> – to achieve goals and improve practice <i>Implement Plan</i> 	

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Name of educator:

Questions	Response	Pass or Fail
Miss Grace asked what the Regs say about caring for the environment. What's your response?		
Miss Scarlett asked how Reg 110 ventilation' and natural light is relevant. Please explain.		
Mr Finn asks whether other parts of the NQS could be used to promote learning about the environment. How do you respond?		

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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. This week we're looking at [new sexual harassment protections](#) in the Fair Work Act.

The changes include:

- stop sexual harassment Orders
From 11 November 2021 an eligible worker who believes they've been sexually harassed at work can apply to the Fair Work Commission for an Order to stop the sexual harassment.

- defining sexual harassment. A person sexually harasses another person if they:
 - make an unwelcome sexual advance
 - make an unwelcome request for sexual favours
 - engage in other unwelcome conduct of a sexual nature.It has to be reasonable to expect that in the situation, it's possible their behaviour would offend, humiliate or intimidate the other person.

- clarifying that sexual harassment at work is considered 'serious misconduct' and can be a valid reason for dismissal without notice.