



Educational Leader

Every effort is made for children to experience continuity of educators at the service.

Looking at the element in detail - A service reviewed what the NQF Guide said about element 4.1.2 and understood practices that promote long-term employment of staff and educators in turn support improved outcomes for children and families.

A team of Monash university researchers recently partnered with Beyond Blue to research educator wellbeing. They found [five ways to promote educator wellbeing](#).

1. A shift in thinking about stress

Mindfulness has been shown to reduce stress. It involves being fully present and aware of what you are thinking and feeling, without judgement or distraction. Keeping active, eating well and creating boundaries between home and work are other strategies that can promote personal wellbeing.

However many of the stressors educators experience come from their environment - and in this case it's the environment that needs to change, not them.

Strategies – like mindfulness – can help people respond to stressors, but it's important to know educator wellbeing is often more than self-care.

2. Positive relationships with colleagues and leaders are essential to promote wellbeing

Small acts of kindness from leaders and colleagues are important eg bringing in morning tea. Checking in on each other, celebrating each other's successes and encouraging each other to take lunch breaks were other ways to sustain educators' wellbeing.

3. Unique challenges for diverse teachers

Educators who identify as Indigenous, Culturally and Linguistically Diverse, and LGBTQIA+ can experience specific wellbeing challenges. It's important they have allies in the workplace, and can express themselves in

inclusive, accepting environments. 'Social justice' is the responsibility of all educators – not just some.

'Early career' educators identified a need for effective induction programs and support, including mentors and a reduced workload. Educators on contracts may hide work-related difficulties and avoid seeking support to secure future employment. An environment where educators feel safe to identify their own professional development needs is important.

4. Supportive leaders positively contribute to educator wellbeing

Supportive leaders are those who promote an inclusive environment and where staff have input to decision making. They provide staff with clear directions about their expectations, check in with staff regularly to support their professional development and mental health and give choices, where possible, about their work options (e.g. what days part-time staff work).

Leaders are role models for self-care – for example by leaving work at a reasonable time. In the interviews we conducted, one leader encouraged staff to "leave noisily", effectively breaking down the myth that staff should feel guilty when going home at the end of the day.

Leaders also pointed out that they have their unique wellbeing needs, and need to have access to resources, professional development and support in their management and leadership roles. When leaders visibly seek help and support, they normalise and promote a help seeking culture.

5. A systems-wide approach is needed to promote and sustain educator wellbeing

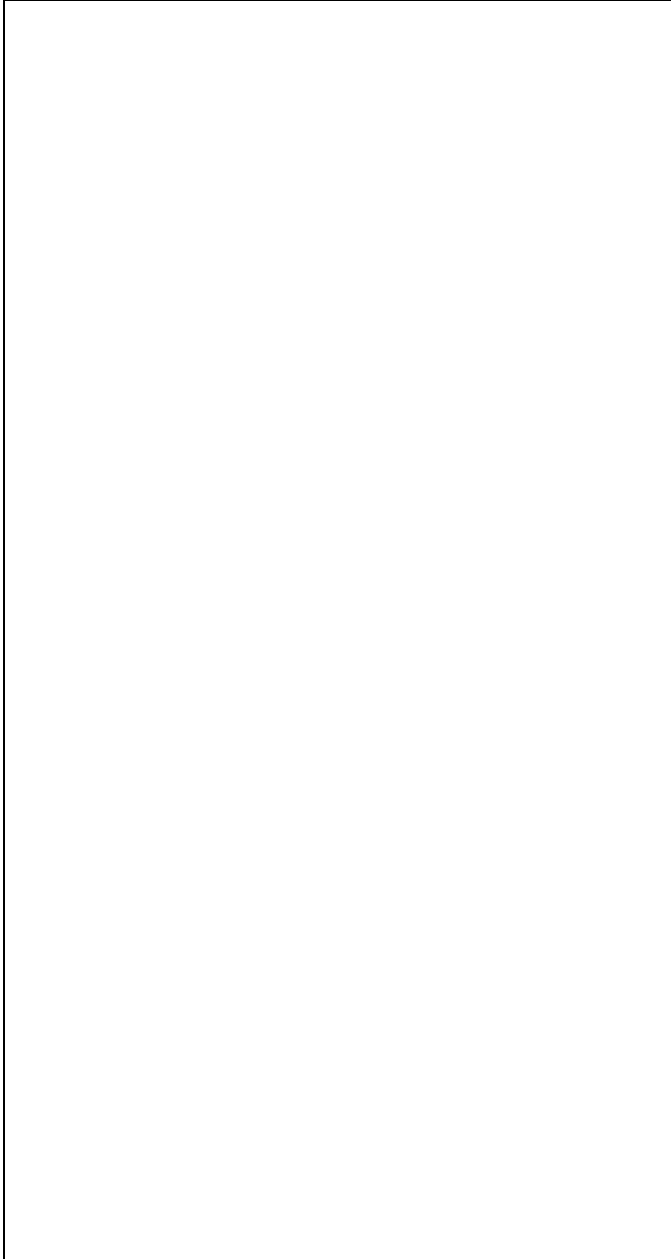
Taking a systems-wide approach means offering individual support to educators (eg through Employee Assistance Programs and mindfulness programs) and also addressing the demands made on educators.

One-off wellbeing sessions or programs do little to promote educator wellbeing. Instead what is needed is a culture that prioritises wellbeing through policy, supportive leadership, being transparent about

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decisions regarding work demands and increasing resources. Ongoing surveys of staff wellbeing are needed to continually monitor wellbeing, and set targets.

How could you help promote or improve continuity of educators, using some or all of the five ways discussed?



Death of an Educator Policy

Contains procedure to follow if an educator or staff member dies at the service including:

- immediately calling ambulance, police and Work Health and Safety Regulator and following instructions/advice
- notifying the Regulatory Authority within 24 hours of death
- calling in relief staff if necessary for supervision/ratio purposes
- offering reasonable counselling/support services to children and staff, and family of deceased staff member.

Whistleblower Policy

Note this Policy will not be relevant for most services.

Companies must have a Whistleblower Policy if they have at least two of the following:

- consolidated revenue for the financial year is \$50 million or more
- consolidated gross assets at the end of the financial year of \$25 million or more
- 100 or more employees at the end of the financial year.

Policy covers:

- Eligible whistleblowers and the protections available to them
- Disclosable matters – only these matters are protected
- Eligible recipients – who can receive disclosures
- How to make a disclosure
- Process for investigating and reporting a disclosure
- Regular training in whistleblower protections

Do you have any feedback or comments about these policies? Please include below.

Educator's Name	Educator's Signature