
	Policy Name:	OSHC - Staff Policy	Date of approval:	May 2020
	Responsible:	OSHC	Review date:	April 2023



## OSHC - STAFF POLICY

### RATIONALE

Rosebud Primary OSHC supports staff to demonstrate high standards of professional conduct at all times in their work with children, families, other staff and the wider community.


Ethical conduct guides the behavior and decisions within the OSHC and is founded in respect for, and the valuing of children, families, educators, staff and the extended OSHC community.

This policy applies to all permanent, temporary and casual staff and to volunteers working at OSHC.

### PROCEDURES

Educators and staff will be familiar with the legislation and statutory documents that apply to their role with the children, families and other staff in the OSHC.

- Educators and staff will be familiar with the ECA Code of Ethics and the OSHC philosophy. This will guide conduct and decision making within OSHC.
- Ethical conduct and decision making will occur with reference to legislation and statutory documents and through the process of critical reflection. Decision making processes will be clear and the Principal will be accountable for decisions and able to demonstrate how those decisions are made.
- The Nominated Supervisor of the OSHC will ensure that all Educators and staff are made aware of their obligations through personal discussions, staff meeting activities and opportunities to critically reflect upon ethical practice.
- The OSHC community will work together in the best interests of the children and families and will act in a manner that will enhance the standing of the early

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childhood sector. This involves a full understanding of the role, responsibilities and obligations combined with collegial practice and collaborative decision making.

#### **REVELANT LEGISLATION:**

- Children (Education and Care Services National Law Application) Act 2010
- Education and Care Services National Regulations 2011: 168

#### **LINKS TO NATIONAL QUALITY STANDARD:**

- 4.2.1 Professional standards guide practice, interactions and relationships

#### **KEY RESOURCES:**

- Early Childhood Australia Code of Ethics (2010)
- United Nations Convention on the Rights of the Child (1989)
- Early Childhood Australia: [www.earlychildhoodaustralia.org.au](http://www.earlychildhoodaustralia.org.au)

#### **MONITORING AND REVIEWING**

Educators, staff and volunteers in the OSHC will conduct themselves in an ethical manner through clear processes in accordance with legislative and statutory guidelines.

Last reviewed **May 2020**

To be reviewed every 3 years.