



Address: 38 Maine Road, Clontarf, Qld 4019

Phone: 07 3283 0033

Email: goshc@glps.qld.edu.au

Hours

Before School Care: 6.30 am – 8.30 am

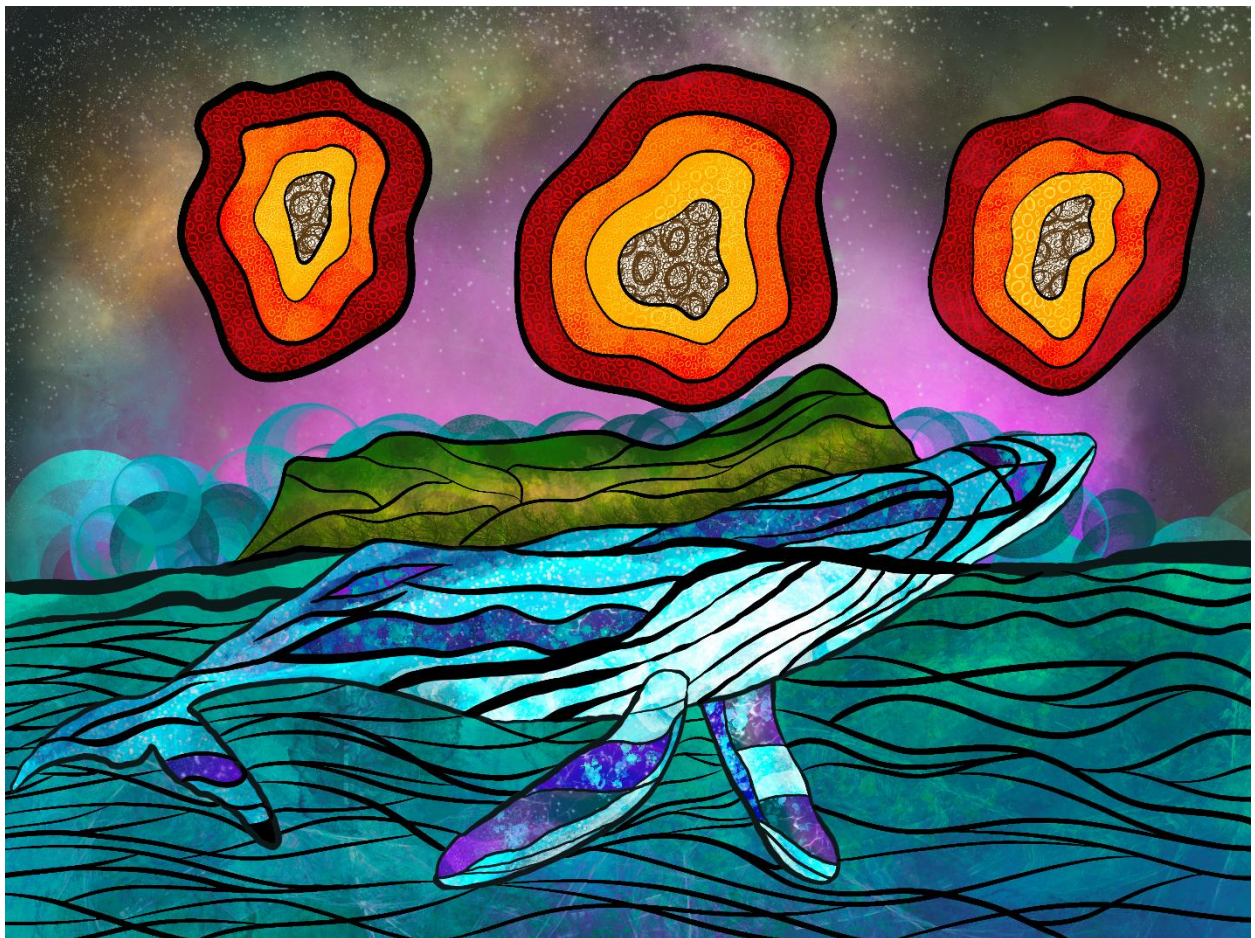
After School Care: 3.00 pm – 6.00 pm

Vacation Care/Pupil Free Days: 7.00 am – 6.00 pm

OSHC will be closed all Public Holidays.

Acknowledgement of Country

We would like to acknowledge the Gubbi Gubbi people, traditional custodians of the land on which we work, play and grow. We recognise their continuing connection to land, waters and communities. We honour and respect the cultural heritage, customs and beliefs of all Aboriginal and Torres Strait Islander people. We pay respect to Elders, past, present and emerging, value the traditions, culture and aspirations of the First Australians of this land.



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WELCOME!

We are delighted that you have chosen our Service to support your child's learning journey.

We will provide a safe, secure and supportive learning environment. Our program stimulates young minds to think independently and promote their own learning. It fosters creativity, challenges thought processes and supports co-operative learning. We support the needs, interests and abilities of each child and recognise them as the unique individuals that they are.

Grace Outside School Hours Care (GOSHC) is 150 approved places, not-for-profit Service that consists of the following educational rooms:

Junior Program Prep to Year 2

Senior Program Year 3 to Year 3

Our Ratio is 1:15

History of our Service

We are co-located on the grounds of Grace Lutheran Primary School and Grace Out of School Hours Care affectionally known as GOSHC began at the Primary School in the 1980s under the Principalship of Mr Robert Smyth. Established as its own entity, it had its own governance council and reported to Queensland Lutheran Early Childhood Services until 2017 when the school took over its management. GOSHC has always had a homely and caring feel, yet with real drive to engage the children in fun and useful activities each day. In 2018, GOSHC's enrolments surged as many working parents required care for their children before and after school and also during Vacation Care and it is thought that this growth will continue in the coming years.

Connection with the Congregation

Grace Lutheran Church has links with the congregation and Pastor. They are available for families.

Philosophy

A Place to grow in Grace.

"Love and respect for one another and most importantly, love of God. Let us remember that, as many hands build a house. So many hearts build a school."

- Grace Lutheran Primary School Prayer

At Grace Outside School Hours Care (GOSHC), we believe children are unique individuals created and loved by God. We also believe that children are influenced by all who are around them – "It takes a village to raise a child". Our children's village includes the Grace Lutheran Primary school, Grace Lutheran Church, Queensland Lutheran Early Childhood Services, Families, and the community in which we live.

Children in their early to middle childhood are in a fundamental phase of their development where the experiences they are exposed to, including informal care environments, contribute significantly to their learning and development. The GOSHC program aims to provide the highest quality care for all children who attend our service. We provide care that protects children from harm whilst respecting their dignity, individual needs, and privacy. We are committed to creating a 'home away from home' environment where all children and families are respected, and we view every child as a unique individual. We have strong partnerships with our families and strive to exceed parental expectations by offering a unique family environment where each child can have a *strong*

sense of identity. We are dedicated to ensuring that all children have access to a high-quality care environment, meaningful educational experience, and well-being support. This is achieved by Educators providing a fun, safe, happy and stimulating environment where each child's individual learning and care needs are met. We focus on implementing best practices in all areas of our service, and we achieve this through our commitment to continuous improvement. Our Philosophy guides our everyday practice to meet the needs of the children, their families, and the community

In respect of:

Children

We are committed to consciously growing respectful and loving relationships and providing all children with an inclusive environment where they can engage their peers and community. Educators at GOSHC are attuned to actively listening to children's views so they can respond in ways that build secure, respectful, and reciprocal relationships. Children are the core development of the programmed activities in which they participate whilst feeling and being safe and secure. We create a sense of belonging in our service where children feel valued, supported, and respected. This is achieved through developing meaningful relationships and communication by ensuring all children's voices are heard. Most important of all, our children can have fun and feel happy.

Programming

At GOSHC, we stand by our mission, Engage, Educate, Excite, and believe that all Education and Play should allow all children in our care to be involved in rich learning that is engaging and builds success for life. Our program fosters children's

well-being, development and learning through recreational play and leisure experiences and is adapted from "My Time, Our Place Framework for School Aged Children in Australia". The program promotes a balance of structured and unstructured experiences based on each child's interests, abilities, and individual needs. We provide an environment where children can resource their own learning, giving them control and choice in how they engage in the program. The children are involved in the program design, decision making and life skills that provide them with the opportunity for being, belonging and becoming and develop a strong sense of agency. Our program encompasses all children's voices through observations, ideas, and direct suggestions from the children. We implement an ongoing programming cycle, planning, evaluation, and critical reflection to ensure that we respond to the children's-emerging interests and abilities.

Educators

Our educators provide a safe and inclusive environment for all children and are committed to developing secure, respectful, and reciprocal relationships. Our educators have a variety of different skill sets and are passionate about providing an equal opportunity service considering each child's abilities and interests. Therefore, providing intentional interactions with children and their families. Our educators recognise the importance of positive role modelling and work together in a positive, cohesive team to provide a quality service that creates a safe and supportive community. Furthermore, we are committed to ongoing learning and professional development as a team.

Families

We believe open, honest communication between families and Educators forms a strong link between

the educational setting and home, where family involvement is encouraged and embraced. We recognise the importance of communication and collaboration between families, children, and educators. We strive to develop meaningful relationships with families and children that are respectful and promote their identity and sense of belonging. We build on our cultural competence by reinforcing our empathy, diversity, and social justice through recognising the importance culture plays within families, children, and educators. We acknowledge that a child's primary place of learning is in the home, and our role is to create an environment that compliments this learning.

The Community

We recognise and value the Gubbi Gubbi people, the traditional owners of the land upon which we play and work and endeavour to raise awareness of Aboriginal and Torres Strait Islander communities. Our core role within the community is to provide families with quality care for their children. We work in partnership with Grace Lutheran Primary School, and this ensures that children and families develop a sense of connection between the service and the school community. Furthermore, we continue building relationships and creating links between the service, the wider community, and relevant community services and organisations.

Operational Information

Service Dates of Operation

Our Service opens for children on the 9/1/2024 and closes on the to be advised.

No fees are charged to families during the end of year closure period.

We are also closed on the following occasions:

All Public Holidays

- Australia Day
- Labour Day

- Good Friday & Easter Monday
- Anzac Day
- King's Birthday
- Show Day (Moreton Bay Regional Council)

Fees will not be charged for all public holidays.

Lutheran Education Queensland

LEQ (QLECS) is the Approved Provider's representative for Lutheran Early **Years and OSHC** Services in Queensland and New South Wales. **LEQ (QLECS)** support and oversee the running of the Service, including financial, staffing and compliance matters. Each Service has its own Children's Services Manager **whose** details are displayed in the Service. The Children's Services Manager (CSM) is part of the **LEQ (QLECS)** Operations Team and works closely with the staff of the Service in areas such as programming, regulatory requirements, grant applications, staffing, financial administration and any other areas as required.

Policies

The Service has a range of policies and procedures readily available as per regulatory requirements.

A condition of enrolling your child at our Service, is that you agree and abide by the Service's policies. These policies cover all aspects of operation and management in accordance with regulations. The policies also incorporate the Code of Ethics produced by Early Childhood Australia.

Our policies can be accessed online via the QR code posters. Feedback regarding Service policies may be submitted a link via the QR code posters. QR Code Posters for feedback and access to policies are located on our information wall.

Please retain this Handbook as a reference.

Where you see the term 'Reg' in the handbook, the reference is to the Education and National Laws and Regulations that govern Early Childhood and School-Aged Care Services.

[Education and Care Services National Law Act 2010](#)

[Education and Care Services National Regulations](#)

Feedback and Concerns

We have a Complaints Management and Service Feedback Policy to guide the Service to capture all compliments, comments, investigation, complaints and suggestions about the Service, to support the Service's continuing improvement and to clearly outline processes to ensure that any concerns are addressed fairly and documented, in a timely manner.

The Grievance and Complaints Statement for families and the flowchart displayed on the information wall provides detailed information on our grievance process.

Families may also contact the Regulatory Authority with enquiries or complaints at any time.

Department of Education – Early Childhood Education and Care

North Lakes

Telephone: (07) 5433 6106

Email: northlakes.ecec@qed.qld.gov.au

EDUCATIONAL PROGRAM AND PRACTICE

Children's Learning

Our Program is based on My Time Our Place: The Framework for School Age Care in Australia (MTOPI) V2.0. We focus on children learning through play, enjoyment, freedom and friendship. We believe it is important for children to have opportunities to foster the development of self-

esteem, creativity and growth at their own individual pace.

For further information on the Outside School Hours Care curriculum, please click on the links below:

[My Time Our Place Version 2.0](#)

Daily Requirements

Please provide your child with their own bag and ensure it is labelled accordingly. Below is a list of items to include in your child's bag according to their individual needs.

- A Sun Smart hat Legionnaire/broad brimmed hat that protects the face, neck, ears and crown of the head. No caps are allowed.
- Shoes: enclosed shoes are compulsory on excursions. No thongs or flip-flops or shoes with high heels are allowed.
- Named drink bottle
- During Vacation Care: Morning tea, lunch and afternoon tea.
- 1 named complete changes of clothing

Please do not send toys from home as our program provides a wide variety of resources. These can also become easily lost or broken, which we cannot take responsibility for.

Daily Procedures

Arrivals and Departures

It is the responsibility of the parent/guardian or Authorised Nominee who delivers or collects the child to sign them in/out of care according to our policy GSM Deliver and Collection of Children as well as regulation 158. Whilst the regulations do allow for the Nominated Supervisor or an Educator to sign a child in/out of care, this practice will only be acceptable when circumstances prevent the

parent/guardian from doing so. Failure to follow this correctly may result in CCS payments being affected.

If your child is to be collected by someone besides the Authorised Nominees for collection noted on the Enrolment Form, you are required to notify the Service in writing beforehand unless in extreme emergency situations. Photo identification will need to be produced upon their arrival e.g., drivers' license.

If the Authorised Nominee for collection is not known by the Educators, they will be asked to show photo identification before your child is released into their care. An educator may contact you to confirm the arrangement.

Please ensure an Educator is made aware your child has arrived and is left in their care. You must also ensure that upon collection of your child, you inform an Educator that your child is leaving.

Arrival is an important time to communicate any information that might be of relevance to your child's well-being during the day. If you need to have longer conversation with Educators, a convenient time can be arranged for this.

If a parent/guardian has not made contact five minutes after the closing time, staff will:

1. try to contact the parent/guardian.
2. If no contact can be made, they will try the authorised persons indicated on the enrolment form.
3. If no contact is made with anyone authorised on the enrolment form 30 minutes after closing time, the police will be called and we will follow their recommendations.

Please note a Late Fee will be payable, please

refer to the Fee Section of the Handbook.

Notifying OSHC of your child's Absence

Please email, send Xplor Absent request or call the Service as soon as possible if your child will be absent from OSHC. This prevents staff looking for your child/ren and calling parents/guardians unnecessarily. It also ensures that OSHC can quickly and easily account for all children. The Service is required to contact the police after 30 minutes of not being able to account for your child when booked in for care. Please refer to GSM Delivery and Collection of Children policy.

Extra-Curricular Activities: Parents/Guardians are required to notify the OSHC if they have enrolled their child in an extra-curricular activity e.g. sport activities, music lessons; that may impact on their enrolled attendance at the OSDHC, specifically delivery and collection arrangements.

Parenting Orders and legal documentations: Parents/guardians are required to notify the Nominated Supervisor about any details relating to Parenting Orders, Domestic Violence Orders or other legal documents relating to the child. An updated copy must be kept at the Service. **Please note that legal documentation will be adhered to.**

Inclusion Policy

Children have a wide variety of backgrounds and experiences. We recognise the unique individuality of each child and their family and observe a policy of acceptance and respect for everyone regardless of race, creed, gender, class, culture or ability. Where a child has additional needs, parents/guardians are asked to discuss their child's requirements/expectations with the Service Leader. Medical/diagnostic information

will be required. The Service may be eligible for Inclusion Support funding.

RELATIONSHIPS WITH CHILDREN

Interactions with children

“The program offered will

- Encourage children to express themselves and their opinions
- Allow children to undertake experiences that develop self-reliance and self-esteem
- Maintains at all times the dignity and rights of each child
- Gives each child positive guidance and encouragement toward acceptable behaviour
- Has regard to the family and cultural values, age, and physical and intellectual development and abilities of each child being educated and cared for” (Reg 155)

COLLABORATIVE PARTNERSHIPS

Communication – Partnerships

Parents/guardians may enter the Service at any time their child is in attendance. Permission to enter will be withdrawn if a parent/guardian poses a risk to the safety of the children and staff or the parent/guardian has prohibited contact with the child by a court order (Reg 157).

Families will be provided with a copy of the GSM Parent, Visitor and Adult Occupant Code of Conduct upon enrolment. Failure to comply with this Code of Conduct may result in the cancellation of your child’s enrolment.

Contact Details

Please keep your contact details up to date at all times. This allows for quick communication in the event of an illness or emergency. **Please ensure**

that contact details for Authorised Nominees are always current.

Regular Communication

Communication regarding the day’s events will be available through photographs and Learning stories on your Xplor Home APP for you to enjoy. Regular OSHC comms post via Xplor ensure communication of the program, interests and events. Please ensure that your email address is current as most information will be emailed.

Community Links

Our Service have links to our local congregation and the school Pastor.

Redcliffe Grace Lutheran Church

cnr Maine Rd and Gerald Ave , Clontarf QLD

Office Grace Lutheran Primary School
38 Maine Road, Clontarf Qld

General inquiries +61 (07) 3883 1144

We share a strong partnership with

Grace Lutheran Primary School

38 Maine Road Clontarf Qld 4019

General Inquiries +61 (07) 3283 0011

Grace Lutheran Early Learning Centre

38 Maine Road Clontarf Qld 4019

General Inquiries +61 (07) 3280 0055

Grace Lutheran Creche and Kindy

General Inquires +61 (07) 3284 7700

Family Involvement

We welcome your participation and contributions to our program. We value the individuality and uniqueness of each family and encourage the development of positive relationships.

Babysitting

Staff are not permitted to babysit under private arrangements as outlined in the GSM Parent, Visitor and Adult Occupant Code of Conduct.

Photographs

We have digital devices that are used to

photograph children. These photos become the basis of our visual documentation, which are on display or in Xplor.

CCTV

Our Service is committed to the safety of employees and children. In order to provide this, our Service operates Close Circuit Television Systems (CCTV) in some locations. The CCTV surveillance and any monitoring are used for the purposes of:

- Ensuring the safety of the Service, including its employees, children, visitors, volunteers, students, contractors and members of the public.
- Prevention of crime, theft and vandalism.
- Ability to investigate and report on incidents where surveillance provides supporting evidence;
- and will only involve optical surveillance. Our CCTV system is used in line with the GSM - CCTV Policy.

Media Involvement

Our Service has set out the following procedures regarding media involvement:

Permission to photograph or video is included in the Enrolment Agreement Form. This includes newspapers and advertising displays, etc. If parents/guardians do not give permission, the Service will ensure that the child is not included in these activities.

Should photos go into local newspapers, first names only will be printed unless otherwise negotiated.

Should the Service wish to print multiple copies of photos for advertising, written permission will be sought from parents/guardians prior to use.

Social Media

Our Service has a (insert the various social media

platforms your Service has, such as Facebook and schools webpage, etc). The Facebook page is used to promote our service and advertise events and share highlights of our program.

Staff are **not** permitted to accept 'friend' requests from or follow profiles of parent/guardians and children. Should you have any concerns over Social Media issues/posts/comments, please follow the Service's grievance procedure.

CHILDREN'S HEALTH AND SAFETY

Children's Clothing

Please ensure that clothes are marked with the child's name to ensure that all items of clothing are returned to the rightful owner. Please dress your child in clothing that is suitable and appropriate for active play. It is a requirement that children wear t-shirts or tops with sleeves that cover the shoulders (in preference to tank-tops or singlet tops), to further ensure protection from the sun. Enclosed shoes are to be worn each day and are especially required during Vacation Care on excursion days.

Nutrition

We promote good nutrition and healthy eating habits. Resources and information are provided throughout the year. Please refer to our CHS Food Safety, Healthy Eating and Drinking policy.

During Vacation Care you will need to provide your child with food and drink for both morning tea, lunch and afternoon tea, unless otherwise advised. Preferred foods include fruit, vegetables, yogurts, cheese, crackers, sandwiches, wraps, rolls, healthy baked treats, etc.

Our Service follows guidelines as per Nutrition Australia.

We also celebrate other special events or holidays during the year with food, often multi-cultural and

endeavour to make cooking experiences a regular part of our program.

Rest and Relaxation

Resting is an important part of the day. An atmosphere conducive to relaxation is provided to allow children to 'recharge' and aims to meet the individual needs of each child. We encourage you to discuss your child's needs with their individual educators.

The Service will ensure that the individual needs of the child regarding sleep and rest are met (Reg 81).

Behaviour Guidance

Educators will gently guide children towards acceptable, respectful and considerate behaviour to others. Within the play-based program, children learn about social skills and rules appropriate to their developmental level. Children are supported and empowered to choose the right behaviour which helps them to begin to self-regulate their own and others' behaviours.

If Educators observe inappropriate behaviours, they will analyse the reasons and/or contributing factors and implement strategies to change the behaviour. This may include having conversations with parents/guardians about the child's behaviour, any strategies being used by parents/guardians and seeking external support if required. An individual plan may be written outlining the agreed strategies, so that all educators and families are consistent in guiding a child's behaviour.

Please refer to the Service's Behaviour Guidance Policy

Incursions and Excursions

To complement the program, from time to time we invite visitors into our Service (incursion) or take

the children on excursions. All incursions and excursions are carefully planned and risk assessed. Incursions or excursions may incur an additional cost, which will be added to your account. If this is eligible, it will also attract some CCS.

Parents/guardians will be notified of any upcoming events and be required to complete any necessary authorisations.

Hygiene and Safety

We take great care to provide a safe and hygienic environment for the children in our care. We aim to reduce the chance of accidents and minimise cross-infection. The following procedures are implemented:

- The Service is cleaned at the end of each session and during the day if the need arises.
- Children should follow handwashing procedures, particularly after toileting and before meals.
- All equipment and the grounds are checked regularly and maintained in a safe condition.
- Softfall areas have been established under climbing and swing areas to absorb the impact if a child were to fall.
- In the case of an outbreak of an infectious disease or pandemic specific guidelines will be given to families.
- Staff and families will be required to follow all Public Health directives.

Illness and Injury in Care

The environment is set up to minimise the risk of injury to both children and staff.

Exclusion guidelines (as per the Illness in Care Policy) will be adhered to. If excluded a letter from your Doctor may be required for your child to return to care.

Children with contagious illnesses will not be permitted to attend and non-immunised children will be excluded (as per the Illness in Care Policy and Immunisation Policy). As per your enrolment agreement, the Service must be advised of any contagious illnesses.

In the case of injury to a child whilst in care, staff will administer appropriate first aid immediately. Please refer to Incident, Injury, Trauma and Illness Policy for more detailed information on the Service's procedures.

If first aid has been given to your child during the day, staff will complete an Incident, Injury, Trauma and Illness form, which you will be required to read and sign.

Injury on Intake

Upon arrival at the Service, if your child has an existing injury, you are required to inform an educator and an Injury on Intake form will be completed. If an educator notices an injury, that did not occur at the Service, an Injury on Intake form will be completed and you will be asked to acknowledge this by signing the form upon collection. Educators may also phone you to discuss the injury.

Medication and Management of Medical Conditions

Our Service has the following policies in relation to medication and the management of medical conditions:

- Medication and Natural Remedies policy;
- Managing Medical Conditions policy.

These outline our processes and practices if a child enrolled has a specific health care need, allergy or relevant medical condition.

Parents/guardians will be required to provide the Service with a medical management plan for their child for any specific health care need, allergy or

relevant medical condition. The Service will develop a risk minimisation and communication plan in conjunction with parents/guardians, to ensure that the risks relating to their child's specific health care need, allergy or relevant medical condition are assessed and minimised (as per Reg 90).

A copy of the Management of Medical Conditions Policy will be supplied to families who indicate that their child has a medical condition or allergy.(Reg 91).

If medication of any type is required during your child's attendance, then the following is required:

- Medication form completed by the parent/guardian or person nominated on the enrolment form.
- Medication from its original container that bears the original pharmacy label with the name of the child to whom it is prescribed.

Staff will only be able to administer medication after the form is completed correctly and signed; staff will complete and sign their section when the medication is administered.

In the case of complex medication administration, such as insulin, discussions will be held with families prior to or during enrolment, to ascertain whether the Service is able to accommodate the specific health needs of the child.

In an anaphylaxis or asthma emergency, staff may administer medication without authorisation. Parent/guardians and emergency services will be contacted as soon as practicable (Reg 94).

The medication administered will be from its original container before the expiry or use-by date, in accordance with any instructions attached to the

medication or provided by a registered medical practitioner, prescribed medication, from a container that bears the original label with the name of the child to whom it is prescribed, with a second person checking the dosage of the medication and witnessing its administration. Details of the administration must be recorded on the Medication Authorisation Form.

(Regs 92-95)

Immunisation

The immunisation status of your child must be completed on your child's enrolment form and a copy of your child's immunisation history statement must be provided. Families who choose not to immunise their children, other than for medical exemptions, will not receive government subsidies (<http://www.ncirs.org.au/public/no-jab-no-play-no-jab-no-pay>).

Parents/guardians are responsible for providing staff with updated immunisation information. Children who have not been immunised will be excluded from care during specific outbreaks or epidemics of some infectious diseases such as measles and whooping cough. For information relating to fee payment during exclusion periods, please refer to Immunisation – Children Policy.

Sun Protection

Educators will apply sunscreen to or assist children to apply sunscreen several times during the day. The Service provides sunscreen, however, if your child requires a specific brand, you will need to provide this to the Service, clearly labelled with your child's name. Please apply sunscreen to your child prior to or on arrival at the Service. Please ensure that clothing is sun smart.

Sun Smart hats are compulsory for all children. Please refer to our Sun Protection Policy for further

information.

Emergency and Evacuation Procedures

Emergency and evacuation diagrams are prominently displayed in the rooms. Parents/guardians, staff, contractors, trades people, volunteers and visitors are referred to the Emergency Procedures for appropriate action in the case of fire or another emergency requiring evacuation/lock-down. If you arrive at the Service during an evacuation or lock-down, please follow the direction of the Service's staff.

The Service will regularly rehearse evacuation/lockdown procedures.

Child Protection

All staff are committed to protecting children and young people from harm and promoting children's safety, dignity and well-being (See the Statement of Commitment Appendix 1).

All outside school hours care educators are mandatory reporters and as such will report any child safety concerns to the relevant authority.

All staff at the Service who work with children are aware of the current child protection law in the provider's jurisdiction and understand their obligations under that law. (Reg 84)

All staff and volunteers are required to maintain Child Protection training and hold a valid Working with Children Check (Blue Card).

Smoking, Drug and Alcohol Free Environment

The Service maintains an environment free from the use of tobacco, e-cigarettes/vaping, illicit drugs and alcohol. (Reg 82).

Please note that there are specific exclusion boundaries in regard to smoking and the use of e-cigarettes - 5 metres beyond the property

boundary.

All parents/guardians/visitors are required to adhere to these legislated conditions.

STAFFING ARRANGEMENTS

Staffing and Roles

Children at our Service are in the care of qualified and suitably trained outside school hours care educators. This team provides a collective wealth of knowledge, skills and expertise that directly relates to the provision of a high quality outside school hours care program for your child. Information about staff is displayed at the Service.

Service Leader

The role of the Service Leader works closely with educators, the Approved Provider and families to ensure the effective and efficient day to day running of the Service. The Service Leader takes whatever action is necessary to ensure the health and safety of the children at our Service. The Service Leader is responsible for ensuring high standards in both the administrative and educational programs and for planning and overall supervision of the children.

Educational Leader (this role is sometimes facilitated by the Service Leader)

The role of the Educational Leader works in consultation with the Service Leader and with all educators, children and families to lead, develop and implement the educational program. This includes program reflection/evaluation, children's developmental outcomes, documentation and portfolios, and any Service operations which are related to the curriculum. The Educational Leader is available for families to discuss individual children's development and goals. (Reg 118)

Educator

The role of the educator is to provide quality education and care in partnership with families to plan and deliver a quality outside school hours care program for children.

Students and Volunteers

Our Service welcomes students and volunteers. We receive requests from Universities, TAFE Colleges and schools to host students who are taking part in work experience programs.

Before any student or volunteer is permitted to spend time at our Service, they must be approved by the Service Leader, hold a Positive Suitability Card, sign confidentiality and policy agreements and undergo an induction process. Families will be notified if a student will be visiting the Service. Volunteers may also be accepted, only after careful screening and consideration of the children's needs. All volunteers, apart from a parent/guardian of a child who is in attendance, must hold a Positive Suitability Card. Please refer to the GSM Student and Volunteer policy.

Professional Development

The Service actively supports on-going Professional Development of all staff. Staff members attend courses, seminars, conferences and workshops throughout the year. Suitably trained relief staff will be employed in the absence of regular staff members. LEADERSHIP AND SERVICE MANAGEMENT

Fees

Our Service is a not-for-profit organisation that relies on the prompt payment of fees to remain financially viable. Fees are based on a carefully considered budget. Any surplus is expended into improving equipment, resources, facilities and building improvements at the Service. It is

important that your fees are kept up to date at all times. Your statement will show all charges and fees payable and any applicable subsidies.

Please note that if your child is absent on their booked session/day of care, this will be noted as an absence and fees still apply. For Before and After school Care we require 24 hours' notice for no charge to apply and for Vacation Care all booked days will be charged regardless of attendance. Each child is eligible for CCS for 42 days for allowable absences from care across all approved childcare services during each financial year.

In the case of a government authority declared Pandemic, fees will continue to be charged unless the Service has been directed by a Government authority. This is due to requirements under the Family Assistance Law (families in receipt of government funds).

Failure to pay fees will result in your details being referred to Grace Lutheran Primary School Business Office where the debt recovery process, as per the Collection of Client Debt policy, will be implemented. Your child's continuing enrolment may be at risk.

If your family is experiencing financial difficulties or exceptional circumstances, please discuss this with the Service Leader. A payment plan may be established for you.

Full fees are payable until enrolments meet CCS requirements.

If an extra session/day of care is required outside of regular bookings, parents/guardians will be charged a casual fee. Where families do not have a permanent booking (i.e. the Service is not used on a regular basis), the casual fee will also be charged. This does not include shift workers.

The casual fee will be more than the permanent fee for before and after school care and vacation care.

Late fees are charged to families where children have not been collected by the Service's closing time. If you know you are going to be late, please contact the Service as soon as possible.

\$5.00 at 06:05pm then \$2.00 per minute after this, or if late for a booked Session, the longer Session fee may be charged.

If there are outstanding fees a late fee penalty may be applied.

Please refer to our Fee Schedule for a full list of all fees and charges.

Fee Refunds

Fee refunds will only be issued when the Authorised Service representative has ensured:

- that a family is due the payment
- all transactions have been processed, taking into consideration items such as but not limited to CCS
- outstanding CCS is processed before refunds are eligible to be repaid back to parents/guardians.
- Cessation of CCS has been checked and the CCS enrolment has been ended before applying for a refund. With cessation of enrolment, the refund will not be issued until CCS is finalised and CCS paid for final absences has been withdrawn. This is to ensure CCS balancing is completed and no debt is applied to the account.

For further information regarding parent/guardian refunds, please refer to the Fee Refunds Authorisation Policy.

Method of Payment

The Service have a legal obligation to collect Gap Fees via an Electronic Funds Transfer (EFT) system. The following fee payment methods may be available:

- Direct Debit via Xplor

Child Care Subsidy (CCS):

Our Service is an Approved Care Provider and eligible parents/guardians can access Child Care Subsidy to assist with the payment of their fees. Child Care Subsidy (CCS) reduces the amount eligible families pay for child care (your 'out of pocket' or 'Gap' fee). To claim CCS, families must apply for Customer Reference Numbers (CRNs) through Centrelink. Once you have been issued with yours and your child's CRNs you need to submit a claim for Child Care Subsidy to Centrelink using your Centrelink online account (through MyGov). If you are assessed as eligible to receive CCS, you will need to supply the CRN and date of birth for both you and your child to the Service Leader so that the information can be entered into the Service's software system before the child attends the Service. The Service uploads child enrolment and attendance information weekly via the Service's software system to the government's Child Care Subsidy System. It calculates the CCS and fees are charged to the family minus your CCS entitlement.

If there are any changes made to the primary carer or CRN details (as registered with Centrelink and linked to the Child's CCS application, (e.g. incorrect information has been given and needs to change), this will not be backdated past 14 days when the correct information is provided.

In order to receive CCS, you must enter into a Complying Written Agreement (CWA) with the Service, which you are required to confirm online

and after 14 continuous weeks of non-attendance. Please note that the CCS process should ideally be finalised before your child's first day of attendance to ensure you receive your entitlements. This includes the Primary Parent/Guardian agreeing to the electronic CWA as well as completing their Government Enrolment through myGov. **Failure to do so will result in full fees being paid until your CCS is successfully activated.**

Parents/Guardians who receive CCS have an obligation that fee payments are kept up to date. Failure to do so may result in CCS being required to be paid back to the government and your child's enrolment cancelled.

Families who are eligible for CCS but do not meet the activity test but have a Kindergarten-age child attending an approved Kindergarten program in a Centre Based Day Care service will be eligible for 36 hours of subsidised care per fortnight.

Shared Care

If a family shares the care of their child, that is, the child spends time living with one parent/guardian for one week, and the other parent/guardian the next week, both parents/guardians should have their own account at the Service (with separate enrolment forms) and separately apply for CCS. CCS calculations will be based upon each parent's/guardian's individual circumstances and their gap fees may differ. Each parent/guardian is required to have their own CWA with the Service. We realise this is a lot to comprehend and urge families to contact Centrelink on 13 61 50 for further information.

Vacation Care and Student Free Days

Separate booking forms are required for Vacation Care and Student Free Days.

If an in/excursion has been booked and your child does not attend, you will still be charged at this full rate as OSHC must confirm numbers in advance as well as provide payments in advance with the companies supplying the in/excursions.

Absences

Each child is eligible for CCS for 42 days for allowable absences from care across all approved childcare services during each financial year without the need to provide documentation, such as medical certificates. Absences beyond the first 42 days will only be paid for as 'additional absences' if parents/guardians provide evidence that the absence has occurred under a permitted circumstance. Please note that these are total absences across all Services your child may attend per financial year. Additional absences do not include public holidays.

In addition, it is important to also note that;

- Families will cease to be eligible for CCS after 6 weeks overseas.
- CCS enrolments will be ceased by Centrelink after 14 weeks of non-attendance
- If your child has not used child care at least

once in the previous 26 weeks they will stop being eligible for CCS

Cessation of Care

If the absences occur at or before the child's first day of physical attendance at the Service, or directly after their final day of physical attendance, no CCS will be paid for that absence as it is considered to be a Cessation of Care. Full fees for all absences before first physical attendance and after last physical attendance will be charged. If CCS is applied, it will be withdrawn by CCSS when the CCS enrolment ceases. In this instance, the account holder will be responsible for any outstanding amounts. For absences within the first seven days or final seven days of physical attendance, cessation of care may be waived, for the same reasons (with evidence provided) as permitted under additional absences; e.g. illness, COVID, etc.

Discontinuing Enrolment

You are required to give two weeks written notice to the Service Leader if you are discontinuing your child's enrolment. Fees are payable up to and including end of the notification date. Please note that Cessation of Care rules apply (as above) regardless of the notice period.

CHILD PROTECTION STATEMENT OF COMMITMENT

- 1. We are committed to promoting and supporting environments which:**
 - Protect children and young people from actual or potential harm.
 - Enable and encourage concerns to be raised and responded to openly and consistently; through the provision of training and education for staff, families and children.
- 2. We recognise that we have a duty of care and shared responsibility to:**
 - Protect all children and young people from all forms of harm and abuse.
 - Ensure our organisation's culture provides a sense of safety for children and young people.
- 3. We will endeavour to safeguard children, young people and their families in all our Services by:**
 - Valuing, listening to, engaging with and respecting children, young people and their families.
 - Establishing and implementing best practice for working with children, young people and families, meeting all statutory obligations.
 - Developing skills that encourage children, young people and their families to speak up if they feel uncomfortable with the way they are being treated by staff, other children and/or adults, at all times.
- 4. In our recruitment of staff and volunteers, we will:**
 - Follow procedures that provide for the careful selection and recruitment of suitable employees and voluntary workers.
 - Provide education, training, support, supervision and resources in all statutory requirements and the organisation's policies and codes of ethics, to keep children, young people and families safe.
- 5. In our publicity we will:**
 - Share information about the organisation's practices and mandatory responsibilities in safeguarding staff, children, young people and their families from all forms of harm and abuse.
- 6. When concerns are raised, we will:**
 - Respond without delay to every concern that a child, young person or their family, may have been harmed, or be at risk from harm or abuse.
 - Work with our stakeholders and appropriate statutory bodies during an investigation into harm or abuse.
- 7. In responding, our organisation will:**
 - Make available pastoral care to any child, young person, their families or staff involved in any allegation of harm or abuse.
 - Facilitate connections and access to professional organisations, support agencies or paraprofessionals.

We are committed to the continuing and ongoing review and implementation of our organisation's child safe standards.