



Brisbane & Bayside
FAMILY DAY CARE

Become an Early Years Educator

with

Brisbane & Bayside Family Day Care



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▶ www.joinbrisbanebaysidefamilydaycare.com



Brisbane & Bayside FAMILY DAY CARE

Enjoy the Benefits of Becoming a Member of Brisbane & Bayside Family Day Care

Our Values

We aim to provide a high standard of education to children that will lay the foundation for future success; offering educational opportunities that will create a love of learning, and maximise each child's potential.

We value respectful relationships between staff, educators, families and children. Children are at the heart of Brisbane & Bayside Family Day Care and we are committed to ensuring that each child feels welcomed, valued and has the opportunity to grow and develop in a rich learning environment.

Educators who give priority to nurturing relationships and providing children with consistent emotional support can assist children to develop the skills and understandings they need to interact positively with others. They also help children to learn about their responsibilities to others, [and] to appreciate their connectedness and interdependence as learners.

pp 12, [Early Years Learning Framework for Australia](#)

Partnerships with Families & Children

As educators, we work in partnership with families and create an atmosphere that is welcoming where all children and families are respected. We honour each child's family history, their culture, and their unique talents and gifts.

Using a strength-based model, we support children's existing knowledge and interests, while providing opportunities to gain new learning through exploration of the world around us, our daily routines and children's play.



Commitment to Social Justice

As an organisation we have a strong commitment to upholding human rights, social justice and reconciliation. We engage children in discussions about fairness and justice, inclusion, peace and a sustainable future for our world. We aim to inspire children to take actions and make contributions to become good global citizens. While we may not be solving the major problems of the world, children can contribute to the wellbeing of themselves and others through small steps that make a difference, such as: being kind and compassionate to others; being considerate of all living things; and caring for the environment.

Our organisation has a commitment to Reconciliation and in 2012 developed our first Reconciliation Action Plan (RAP) to guide our practices. It includes the following statement:

Our vision is that our commitment to reconciliation can facilitate change in the next generation. We hope to develop a sense of social justice in those future generations, leading to a better, fairer society in which reconciliation will thrive.

Your Contribution

As a professional early childhood educator working in our service you are valued for the contributions you make to our organisation, to the families, to children and to the community. You have an opportunity to influence the next generation - this is a tremendous responsibility and privilege. This role offers you the opportunity to make a real difference in each child's life you touch. What could be more satisfying and rewarding?

Brisbane & Bayside is an Approved Service under the Law

Our Service complies fully with all government regulations and standards. Our organisation is approved to receive child care benefit and child care cash rebate payments on behalf of parents.

Educators deliver a service within the guidelines of the Early Years Learning Framework and health guidelines from Staying Healthy in Childcare 5th edition.

Requirements of the Early Childhood Educator in Family Day Care

Family Day Care Educators:

- Provide education and care for up to four children at any one time including your own, and up to three school aged children;
- Ensure inclusion of child and family cultures into the program and ensure all children have the opportunity to participate fully in the program;
- Ensure the safety and wellbeing of children at all times;
- Communicate well with children and families is of vital importance to ensuring both children and families feel valued and supported;
- Provide a play based curriculum; and
- Ensure children have the opportunity to engage daily with nature.

Qualifications

- Educators must hold or be working towards a Certificate Three in Children's Services or above
- 004 Course in First Aid, CPR, Anaphylaxis & Asthma

Our Qualified Trainers can assist you with advice on Training options

Documenting Children's Learning

The value of documenting children's learning is that it demonstrates children's development and informs the planning process to further extend learning.

Our skilled coordinators will show you ways to identify what to record so that you can reduce your workload while still providing valuable information to families about their child's progress.



Brisbane & Bayside FAMILY DAY CARE

How We Support You

You will have a supportive team of qualified professionals invested in your success as an early years educator. Among your support team is:

- A team of qualified early child professionals
- Qualified Coordinators who have had a broad range of experiences working directly with children in every age group, as well as experience in leadership roles across the early childhood sector
- A Developmental Therapist who is trained to work with children across all areas of development including speech, physical development, behavioural and sensory development. She will support you as an educator, as well as the families and children in your family day care setting.
- Any queries or concerns about a child's development will be assessed and you will be provided with a written plan and strategies designed to enhance the child's development.
- There is no waiting period for private or community-based therapy. Each assessment is completed in a timely manner to ensure you receive the support you need as soon as possible.
- This service is entirely free to you and to the family concerned. We will also provide follow-up reviews of the strategies provided to see what is working and what might need to change.
- Experienced TAFE Trainers are available in-house to support your education & Training aspirations
- 24 hours, 7 days per week staff to support you when you need us
- Alternative care arrangements immediately available when you cannot work
- Relief educators who can come to your home to run your business in your absence if desired

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Training to Help You Get Started

- We provide pre-service training and then weekly support visits until you are comfortable to move to fortnightly, then three weekly visits.
- We can organise for you to visit another educator to see how they work and how they set up their environment if desired.

Pre-service Training

- Advice to help to set up your environment
- Sustainable practices
- Professionalism in Family Day Care – documenting effectively and efficiently
- Workplace Health & Safety – keeping children safe
- Administration – all you need to know about charging fees, business documentation, and getting paid

Child Placements for your Business

- We support your strengths and understand how best to market your skills to potential customers
- We have dedicated staff to look after placements
- We help you fill your vacancies
- We engage in a collaborative process with you to support your success

Professional Development & Formal Training Support

- Free monthly in-service training by experts in early childhood fields
- TAFE Trainer to support Certificate 3 & Diploma Students



Brisbane & Bayside **FAMILY DAY CARE**

Learning Circles

- We support regular educator group meetings to share knowledge with a focus on excellent practice
- Held at different educators' homes and facilitated by qualified educators

Excursions / Playgroups

- Planned monthly excursions
- Organised by a coordinator
- Risk assessments completed for educators
- A focus on connecting children to nature and the outdoors
- Two playgroups per week, in Manly West and Ormiston. Planning and extensions provided. Facilitated by qualified early childhood professionals.
- We can also link you to local community playgroups

Resources

- Free Child Restraint Checks,
- Loan Library for Car Seats, strollers, stackable beds, etc.
- Free Toy Library, Book Library, Story Sacks, Cultural Learning Kits, Kindergarten Learning Kits, Sustainability Kits

How We Attract Customers

- Excellent Website – 40% of referrals
- Familiarity with the Organisation – Word of Mouth 40%
- Care for Kids website
- Flags & Large Fence Signs
- Promotion at Shopping centres and other community venues
- Display at Baby Expo
- NAIDOC Stall with Children's Activities
- Flags at Community Events, outings, and playgroups

SCHEDULE OF FEES

EDUCATOR TRANSFERRING FROM ANOTHER SCHEME

Application Fee for Educator	\$ 0.00
Enrolment Fee for Families transferring with Existing Educator	\$ 0.00

NEW EDUCATOR START-UP

New Educator Start-Up Fee	\$ 195.00 one/off
Educator ongoing membership fee	\$ 10.00 per week

FAMILY FEES

Enrolment Fee	\$ 26.00 one/off
Weekly Family Fee	\$ 7.50 per week
Hourly Fee	\$ 0.95 per hour

To Make an Application go to:
www.joinbrisbanebaysidefamilydaycare.com

Or Call Service Manager **Linda Harnett** on Mobile 0403 265 344