

Adequate supervision refers to constant, active and diligent supervision of every child at the service. Adequate supervision requires that educators are always in a position to observe each child, respond to individual needs, and immediately intervene if necessary. Variables affecting supervision levels include:

- number, age and abilities of children
- number and positioning of educators
- current activity of each child
- areas in which the children are engaged in an activity (visibility and accessibility)
- developmental profile of each child and of the group of children
- experience, knowledge and skill of each educator
- need for educators to move between areas (effective communication strategies)

Attendance record: kept by the service to record details of each child attending the service including name, time of arrival and departure, signature of person delivering and collecting the child or of the Nominated Supervisor or educator (*Regulation 158(1)*).

Duty of care: a common law concept that refers to the responsibilities of organisations to provide people with an adequate level of protection against harm and all reasonable foreseeable risk of injury.

Hazard: a source or situation with a potential for harm in terms of human injury or ill health, damage to property, damage to the environment or a combination of these.

Incident, Injury, Trauma and Illness Record: contains details of any incident, injury, trauma or illness that occurs while the child is being educated and cared for by the service. Any incident, injury, trauma or illness must be recorded as soon as is practicable but not later than 24 hours after the occurrence. Details required include the:

- name and age of the child
- circumstances leading to the incident, injury, trauma or illness (including any symptoms)
- time and date
- details of action taken by the service including any medication administered, first aid provided or medical personnel contacted
- details of any witnesses
- names of any person the service notified or attempted to notify, and the time and date of this
- signature of the person making the entry, and time and date of this.

These details need to be kept for the period of time specified in *Regulation 183*. A sample *Incident, Injury, Trauma and Illness Record* is available on the ACECQA website.

Notifiable incident: an incident involving workplace health and safety that is required by law to be reported to WorkSafe Victoria. Notification is required for incidents that result in death or serious injury/illness, or dangerous occurrences. For a complete list of incidents that must be

reported to WorkSafe Victoria, refer to the *Guide to Incident Notification* on the WorkSafe Victoria website: WWW.WORKSAFE.VIC.GOV.AU

Serious incident: a serious incident (*Regulation 12*) is defined as any of the following

- the death of a child while being educated and cared for at the service or following an incident at the service
- any incident involving serious injury or trauma while the child is being educated and cared for, which
 - a reasonable person would consider required urgent medical attention from a registered medical practitioner; or
 - the child attended or ought reasonably to have attended a hospital e.g. a broken limb*
- any incident involving serious illness of a child while that child is being educated and cared for by a service for which the child attended, or ought reasonably to have attended, a hospital e.g. severe asthma attack, seizure or anaphylaxis*.

***NOTE:** In some cases (for example rural and remote locations) a General Practitioner conducts consultation from the hospital site. Only treatment related to serious injury or illness or trauma is required to be notified, not other health matters.

- any emergency^ for which emergency services attended.

^**NOTE:** This means an incident, situation or event where there is an imminent or severe risk to the health, safety or wellbeing of a person/s at an education and care service. It does not mean an incident where emergency services attended as a precaution.

- a child appears to be missing or cannot be accounted for at the service
- a child appears to have been taken or removed from the service in a manner that contravenes the National Regulations
- a child was mistakenly locked in or out of the service premises or any part of the premises.

Examples of serious incidents include amputation (e.g. removal of fingers), anaphylactic reaction requiring hospitalisation, asthma requiring hospitalisation, broken bone/fractures, bronchiolitis, burns, diarrhoea requiring hospitalisation, epileptic seizures, head injuries, measles, meningococcal infection, sexual assault, witnessing violence or a frightening event.

If the approved provider is not aware that the incident was serious until sometime after the incident, they must notify the Regulatory Authority within 24 hours of becoming aware that the incident was serious.

Notifications of serious incidents should be made through the NQA IT System portal ([HTTP://WWW.ACECQA.GOV.AU](http://WWW.ACECQA.GOV.AU)). If this is not practicable, the notification can be made initially in whatever way is best in the circumstances.

References:

Kidsafe: www.kidsafe.com.au
The Royal Children's Hospital Community Information team (formerly Safety Centre) provides information on safety promotion and injury prevention: WWW.RCH.ORG.AU .
WorkSafe Victoria: www.worksafe.vic.gov.au
Guide to the National Quality Standard (ACECQA)

	<p><i>Guide to the Education and Care Services National Law and the Education and Care Services National Regulations 2011 (ACECQA)</i> HTTP://ACECQA.GOV.AU/</p>
Related Policies:	<p><i>Early Years Policy - Child Protection</i> <i>Early Years Policy - Managing medical conditions</i> <i>Early Years Policy - Excursions and Service events</i> <i>Early Years Policy - Incident, injury, trauma and illness</i> <i>Early Years Policy - Interactions with children</i> <i>Early Years Policy - Staffing</i> <i>Early Years Policy - Delivery and collection of children</i> <i>Early Years Policy - Road safety and safe transport</i> <i>Early Years Policy - Water Safety</i> <i>Complaints handling Policy</i> <i>Occupational Health and Safety Policy</i></p>
Related Legislation:	<p><i>Child Safe Standards</i> <i>Education and Care Services National Law Act 2010: Sections 165, 167, 169, 174</i> <i>Education and Care Services National Regulations 2011: Regulations 101, 168, 176</i> <i>National Quality Standard, Quality Area 2: Children's Health and Safety</i> <i>Standard 2.3: Each child is protected</i> <i>Element 2.3.1: Children are adequately supervised at all times</i> <i>Occupational Health and Safety Act 2004</i></p> <p><i>Children's Services Act 1996 and Children's Services Regulations 2009</i> <i>(legislation for the Occasional Care Service)</i></p>

SUPERVISION OF CHILDREN POLICY

Best Practice – Quality Area 2

SCOPE

This policy applies to the staff, contractors, volunteers, students on placement at kindergartens, parents/guardians, children and others attending the programs and activities of Macedon Ranges Shire Council's Early Years Services, including during offsite excursions and activities.

RESPONSIBILITIES

The Approved Provider and Persons with Management or Control are responsible for:

- complying with the legislated educator-to-child ratios at all times (*Education and Care Services National Law Act 2010: Sections 169(1), Education and Care Services National Regulations 2011: Regulations 123, 355, 357, 360:*
- counting only those educators who are working directly with children at the Service in the educator-to-child ratios (*Regulation 122*)
- ensuring a minimum of two educators are rostered on duty at all times children are in attendance at the Service
- ensuring that children being educated and cared for by the service are adequately supervised (refer to Definitions) at all times they are in the care of that Service (*Education and Care Services National Law Act 2010: Section 165(1)*)
- consideration of the design and arrangement of the service environment to support active supervision. This may be supported by a supervision plan (refer to Attachment 1 – Sample supervision risk management template)
- managing the risks of abuse or harm to each child, including fulfilling duty of care (refer to Definitions) and legal obligations to protect children and prevent any reasonable, foreseeable risk of injury or harm
- identifying high-risk activities, including excursions (refer to *Early Years Policies - Excursions and Service events, Road safety and safe transport, and Water safety*, through a risk management process, and implementing strategies to improve children's safety e.g. increasing adult-to-child ratios above regulatory requirements (*Regulation 101*))
- ensuring supervision standards are maintained during educator breaks, including lunch breaks
- providing safe spaces for children, which allow for adequate supervision, and which include safe fall zones, good traffic flow, maintenance of buildings and equipment, and minimising trip hazards
- providing staff rosters, and casual and relief staff lists
- developing procedures to inform casual and relief staff about the supervision strategies outlined in this policy
- notifying the Regulatory Authority (DET) within 24 hours of:
 - a serious incident (refer to *Definitions*) occurring at the service, including when a child appears to be missing or cannot be accounted for (*Education and Care Services National Law Act 2010: Section 174(2)(a), Education and Care Services National Regulations 2011: Regulations 12, 176(2)(a)*)
 - a complaint alleging that the health, safety or wellbeing of a child has been compromised or that the law has been breached (*Education and Care Services National Law Act 2010: Section 174(2)(b), Education and Care Services National Regulations 2011: Regulations 175(2)(c), 176(2)(b)*)

- notifying parents/guardians of a serious incident (refer to Definitions) involving their child as soon as possible, but not more than 24 hours after the occurrence
- reporting notifiable incidents (refer to *Definitions*) to WorkSafe Victoria
- evaluating supervision procedures regularly in consultation with the Nominated Supervisor, educators and management representatives
- ensuring educators and staff comply with the *Early Years Policy - Road safety and safe transport*

The Nominated Supervisor is responsible for:

- ensuring the prescribed educator-to-child ratios are met at all times and that educators have required qualifications (*Education and Care Services National Law Act 2010: Sections 169(3)&(4), Education and Care Services National Regulations 2011: Regulations 123, 355, 357, 360*)
- counting only those educators who are working directly with children at the Service in the educator-to-child ratios (*Regulation 122*)
- ensuring a minimum of two educators are rostered on duty at all times children are in attendance at the Service
- ensuring that children being educated and cared for by the service are adequately supervised (refer to Definitions) at all times they are in the care of that Service (*Education and Care Services National Law Act 2010: Section 165(2)*)
- considering the design and arrangement of the service environment to support active supervision. This may be supported by a supervision plan (refer to Attachment 1 – Sample supervision risk management template)
- maintaining safe play spaces for children, which allow for adequate supervision, including safe fall zones, good traffic flow, maintenance of buildings and equipment, and minimising trip hazards
- managing the risks of abuse or harm to each child, including fulfilling duty of care (refer to Definitions) and legal obligations to protect children and prevent any reasonable, foreseeable risk of injury or harm
- identifying high-risk activities, including excursions (refer to *Early Years Policies - Excursions and Service events, and Road safety and safe transport*), through a risk management process, and implementing strategies to improve children’s safety e.g. increasing adult-to-child ratios above regulatory requirements (*Regulation 101(2)*)
- ensuring supervision standards are maintained during educator breaks, including during lunch breaks
- evaluating supervision practices regularly in consultation with other educators and the Approved Provider
- ensuring educators and staff comply with the *Early Years Policy - Road safety and safe transport*)
- encouraging parents/guardians to comply with the *Early Years Policy - Road safety and safe transport*)

All staff are responsible for:

- providing adequate supervision (refer to Definitions) at all times
- managing the risks of abuse or harm to each child, including fulfilling duty of care (refer to Definitions) and legal obligations to protect children and prevent any reasonable, foreseeable risk of injury or harm
- being alert to, and aware of, risks and hazards and the potential for incidents and injury throughout the service and not just within their own immediate area, and using supervision skills to reduce or prevent incident or injury to children and adults

- developing procedures to ensure that all children are accounted for, including by referring to attendance records (refer to *Definitions*) at various times throughout the day, both before and after outdoor activities
- adjusting supervision strategies to suit the service environment, educator skills, and age mix, dynamics and size of the group of children being supervised and the activities being undertaken
- maintaining a duty of care to children at all times (including when the child is on the premises but not signed into or out of the care of the service and the parent/guardian or person delivering or collecting the child is responsible for supervising that child)
- communicating with other educators regularly to ensure adequate supervision at all times
- informing parents/guardians and volunteers at the service about the *Early Years Policy - Supervision of children* and the ways that they can adhere to its procedures
- ensuring doors and gates are closed at all times to prevent children from leaving the service unaccompanied or from accessing unsupervised/unsafe areas of the service
- deciding when to interrupt and redirect children's play to ensure safety at all times
- identifying opportunities to support and extend children's learning while also recognising their need to play without adult intervention
- conducting daily safety checks of the environment to assess safety and to remove hazards
- arranging the environment (equipment, furniture and experiences) to ensure effective supervision while also allowing children to access quiet/private spaces
- providing direct and constant supervision when a child is near water (refer to *Early Years Policy - Water safety*) or near a road (refer to *Early Years Policy - Road safety and safe transport*)
- conducting a risk assessment prior to an excursion to identify risks to health, safety or wellbeing and specifying how these risks will be managed and minimised (refer to *Early Years Policy - Excursions and Service events*)
- notifying MRSC as the Approved Provider in the event of a serious incident (refer to *Definitions*) occurring at the service or of a complaint being made alleging the health, safety or wellbeing of a child has been compromised
- assisting MRSC as the Approved Provider to evaluate supervision practices regularly
- supervising children's daily departure from the service and being aware of the person who has authority to collect the child (refer to *Early Years Policy - Delivery and collection of children*)
- complying with the *Early Years Policy - Road safety and safe transport policy*.

Parents/guardians are responsible for:

- ensuring educators are aware that their children have arrived or departed
- ensuring that doors and gates, including playground gates, are closed after entry or exit
- being aware of the movement of other children near gates and doors when entering or exiting the service
- enabling educators to supervise children at all times by making arrangements to speak with them outside program hours
- supervising their own children before signing them into the program and after they have signed them out of the program
- supervising other children in their care, including siblings, while attending or assisting at the service
- familiarising themselves with the service's *Early Years Policy - Road safety and safe transport*

Volunteers and students, while at the service, are responsible for following this policy and its procedures.

EVALUATION

In order to assess whether the values and purposes of the policy have been achieved, Council will:

- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- record and monitor complaints and incidents in relation to the supervision of children and amend the policy and procedures as required
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service's policy review cycle, or as required
- notify parents/guardians at least 14 days before making any changes to this policy or its procedures

ATTACHMENTS

Attachment 1: Supervision risk management template

ATTACHMENT 1
Supervision risk management template

This template is designed as a tool to be developed and used by all educators involved in the supervision of children at the service, and should be reviewed regularly and made available to all staff working in the program. There may be additional areas that your service will want to include in the Supervision risk management template.

Area/equipment	Potential supervision risk	Action to reduce or eliminate risk
Fixed equipment e.g. swings, fixed climbing equipment, slides etc.		
Layout of the internal and/or external areas of the service including a description of areas that provide challenges to supervision e.g. children's bathrooms, L-shaped playgrounds or playrooms, behind structures or features in the playground etc.		
Staff supervision responsibilities including: quiet/active learning spaces; during indoor and outdoor programs; specific programmed experiences; and the supervision of students and volunteers		
Potential hazards e.g. protruding tree roots, small pieces of equipment etc.		
Arrival and departure of children		