



PHILOSOPHY

Our OSHC community is about the child. We believe it is vital for children to have a voice and develop an understanding that they can make a difference to this service, their environment and our community. We support this agency by encouraging play-based learning, exploration of the physical environment and by supporting their social and emotional growth.

Our educators and management aim to work closely in collaboration with children, families and the greater community to provide a child-led programme and physical environment.

We venture to be nurturing and inclusive celebrating uniqueness and individual interests. Procedures at our service support both neuro-diverse and neuro-typical children and educators. Our educators work as role models for safe, confidential and emotionally supportive behaviour.

Statement of Principles

Our Service's Purpose

We provide a service for families and children within a safe and creative environment over which they are encouraged to have input and agency. We will provide an atmosphere which is welcoming and friendly while focusing on both structured and unstructured learning. We will maintain a secure, respectful and confidential relationship with families while maintaining child safety and wellbeing.

Our Values

We expect and maintain high standards for respectful behaviour and conduct. We encourage our educators, children and families to act with respect at all times. This includes respect of self, individuals, the community including First Nation Peoples and the environment. We aim to be moral members of the community and encourage all who enter our service to strive for this as well. We will support children to learn a values vocabulary to aid their emotional education and social learning.

How do we get to know children and families?

We hope to have an open and continuous conversation with families and their children through an array of avenues. This begins at enrolment where parents inform us of their expectations and wishes in regard to their children's care and this will be ongoing while their child uses our service. Our staff make ongoing and active effort to engage with the children, to learn about their strengths and interests and to get to know their families. Our observation process, along with documentation, allows our educators to share these discoveries with all other educators and families. We encourage families to keep us up to date with any relevant information regarding their family unit. We believe families are as much a part of our community as the children and our educators regularly have discussions with families at collection time.

Educators

Our educators reflect our philosophy in their daily practices at OSHC. We value and respect each educator as individuals with unique strengths and interest. As much as we focus on building children's self-esteem and confidence, we aim to cultivate this in our educators also.



Sustainability

Children have access to a range of resources with which to enjoy their leisure time with a questioning approach and consideration for the environment. Our onsite practices are regularly investigated through this approach and lead to ongoing development and learning in sustainable practices.

Management

The Norwood OSHC Management team are dedicated to quality outcomes for the children and families at our service. We are committed to continuous improvement, best practice and the provision of quality OSHC programs.

We believe that providing a supportive work environment leads to productive and valued employees, and hence to happy children and satisfied families. We aim to achieve this through conflict management procedures, keeping morale high and providing guidance and encouragement to all employees.

We encourage our educators to be professional, committed to lifelong learning, skilled, knowledgeable, reflective and collaborative by providing opportunities for professional development and team meetings.

We recognise educators' achievements and utilize their unique skills and strengths to enhance our OSHC programs.

National Law & Regulations:

Regulations: [55-6](#)

Resources/References:

[A Guide to Developing Policies for Out of School Hours Care Services \(Draft\)](#) - Developed by OSHCs in consultation with the Department for Education and Child Development

National Quality Standard:

7.1.1 A statement of philosophy guides all aspects of the service's operations.

To achieve this, the service has developed and implemented a Student Committee comprising of students and senior educators facilitating the opportunity for open discussion.