

Student and Volunteer Policy

Having students and voluntary workers within the Centre helps to inform the community about our program and the value of the work we do. It is also a way of obtaining feedback and new ideas. Students and voluntary workers are welcomed to the Centre however the children's care and safety are our first priority.

The centre supports participation of work experience students and volunteers wanting to develop professional skills in knowledge in their effort to become Early Childhood Professionals. To ensure a professional and pleasurable learning experience, students and volunteers MUST follow all Policies and Procedures at the centre, and will be encouraged to participate in the centre's daily routine and assist in accordance with their qualification necessary to work with children under the National Quality Framework.

Management/Nominated Supervisor/ Certified Supervisor will:

- Appoint an educator to be the 'Student Supervisor,' for the duration of the placement. Management will assemble an orientation for the student or volunteer, informing Families, Children and Educators when Work Experience Students and Volunteers are present at the centre, including their role and hours they will be spending at the Centre.
- Ensure Work Placement students or volunteers are never left on their own with children or included in the ratio of adult to children.
- Ensure students do not discuss concerns, issues or complaints with parents, guardians and/or visitors
- Discuss the student or volunteer times/hours and dates of the placement.
- Give the student a Work Placement Orientation Package
- Take the student or volunteer on a tour of the Centre, showing emergency exits, staff room and bathroom facilities
- Introduce the student or volunteer to educators and their Room Leader.
- Advise students or volunteer to bring in a poster with a photo outlining the reason for their placement.
- Go through with the student or volunteer completing the Educator Acknowledgement Checklist
- Show the student or volunteer where they can access the Centre policies
- Complete a confidentiality agreement prior to commencing their placement.
- Discuss any relevant important information about specific children to the student or volunteer (i.e. – court orders, additional needs, dietary needs) so that the student or volunteer is aware.
- Will liaise with learning institutions and accept suitable student placements at the coordination unit office under the institutions supervision
- Will assist learning institutions to place suitable students with individual Educators

Educators will:

- Preserve open communication with Work Experience Students and Volunteers along with their practicum teachers about their performance.
- Support all students and volunteers undertaking work experience needs during their placement.
- Work as a team deliberating appropriate skills and knowledge with each student and volunteer.
- Ensure all educators are provided with relevant information about tasks the student is required to complete in the centre as part of their practicum.
- Be aware of student and volunteer expectations.
- Have the time and proficiencies to support each student and volunteer in their placement.
- Encourage students to ask seek help and advice.
- Be a positive role model, showing appropriate behaviour and conduct themselves in a professional manner.
- Guide the students throughout the day.
- Make the student or volunteer feel welcome and a valued member of the team.

The Room Leader will:

- Discuss involvement of written work and performance with the student and volunteer.
- Discuss any concerns raised by the student with the Student Supervisor.



- Ensure students or volunteers are directly supervised at all times during children's nappy change times
- Encourage students to use their initiative

Work Experience Students and Volunteers will:

- Learn about the children through interaction and practical experience.
- Develop the skills and knowledge needed to care for and educate children.
- Learn about the importance of working as part of a team in the Early Childhood Profession.
- Learn strategies employed when working in a team environment.
- Learn expectation assimilated by qualified educators in the Centre.
- Inform the Student Supervisor in writing of what will be expected of them by their training body, University or School, or any other training organisation, and provide time sheets and evaluation forms.
- Keep up to date with all written work requirements
- Become familiar with families and children in the centre.
- Work a variety of shifts to gain knowledge of different aspects of Centre operations.
- Bring in a poster introducing themselves and will include:
 - Name
 - Photo
 - Time they will be at the Centre
 - What it is they are studying.
- Discuss with the Student Supervisor any problems they may be experiencing.

Probity Checks:

- All students will supply identity details to the Nominated Supervisor
- All students will complete a Working with Children Volunteer/student declaration
- All students will have a meeting with the Nominated Supervisor so that they will receive information regarding the following centre policies:
 - a) Child protection
 - b) Record Keeping and Confidentiality
 - c) Complaints

Students at risk:

If educators feel that the student is at risk of failing their practicum, the following steps will be taken:

1. Room Leader will alert the Student Supervisor of any concerns with the student.
2. Both the Student Supervisor and the Room Leader will discuss concerns with the Student.
3. The Student Supervisor will arrange for the student's teacher to visit the Centre and discuss concerns that have ascended.
4. The student's educational institution and Nominated Supervisor will govern the outcome of the practicum.

Termination of Practicum:

- Termination of student's placement will occur if the student:
 - Harms or is at risk of harming a child in their care.
 - Is under the influence of drugs or alcohol
 - Fails to notify the Centre if they will not be attending the Centre
 - Is observed using repeated inappropriate behaviour at the Centre.
 - Does not comply with all policies and procedures
 - Does not provide the photo with an introduction on commencement.
 - Does not keep up to date with their work placement tasks.

Source: Education and Care Services National Regulations 2011, National Quality Standard, Early Years Learning Framework, Work Health and Safety Act 2011, Fair Work Act, Preventing and



Date Implemented: 16/04/2012

Review Completed: 16/01/2016

Schedule for Review: 16/01/2018

National Quality Standard – NQS

Quality Area 7: Leadership and service management

7.1	Effective leadership promotes a positive organisational culture and builds a professional learning community.
7.2	There is a commitment to continuous improvement
7.3	Administrative systems enable the effective management of a quality Service.

Education and Care Service National Regulations

120	Educators who are under the age of 18 to be supervised
145	Staff Records
149	Volunteers and Students
168	Education and care service must have policies and procedures