



## C-11 Staff Child Ratios

### NQS

QA. 2.2	Safety.
QA. 2.2.1	Supervision.
QA. 2.2.2	Incident and emergency management.
QA. 4.1	Staffing arrangements.
QA. 4.1.1	Organisation of Staff
QA. 4.2.2	Professional standards.
QA. 7.1.2	Management systems.
QA. 7.1.3	Roles and responsibilities.

### National Regulations

Reg. 122	Staff must be working directly with children to be included in ratios
Reg. 168	Education and care service must have policies and procedures
Reg. 260	Staff to child ratio—children over preschool age—centre-based services

### My Time, Our Place

LO. 1	Children feel safe, secure and supported
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### Policy Statement

We believe that the child to Staff ratio is an important factor in determining the quality of care that we provide. We will ensure positive Staff, child and parent interactions and safe care by maintenance of the minimum standards outlined in the National Standards.

### Related Policies

- Concord OSHC Policy A-3: Philosophy
- Concord OSHC Policy C-9: Relief Staff
- Concord OSHC Policy C-10: Volunteers/Students/Visitors
- Concord OSHC Policy D-6: Transportation
- Concord OSHC Policy D-30: Supervision
- Concord OSHC Policy E-5: Excursions
- Concord OSHC Policy E-7: Water Safety



## **Procedure**

### **Staff to child ratios**

The staff/child ratios as outlined in the Education and Care Services National Regulations will be met at all times:

- There will be a maximum of 15 children to 1 Staff member whilst in centre
- There will be a maximum of 8 children to 1 Staff member for excursions in high risk environments where containment may be an issue e.g. the park, or Taronga Zoo
- There will be a maximum of 10 children to 1 Staff member for excursions in low risk environments where containment is not an issue e.g. the movies, or third party indoor service e.g. Laser Soccer Factory
- There will be a maximum of 5 children to 1 Staff member for swimming or other water based activity

The following additional staff: child ratios as outlined in the Voluntary Code of Practice will be adhered to at all times:

- A staff child ratio of 1 to 10 for programs which integrate children with disabilities.
- A staff child ratio of 1 to 5 for programs which are specifically for children with disabilities.

### **Minimum staff numbers**

There will be a minimum of two Staff members present at all times.

When a Staff member is sick or unable to attend work, appropriate relief staff will be employed to meet the required ratios (see C-9 Relief Staff Policy).

In an emergency, or if a Staff member becomes sick, a replacement will be obtained where possible before the Staff member leaves the Centre.

If a relief Staff member is unable to be obtained, suitable volunteers may be employed on a casual basis to cover the numbers (see C-10 Volunteers, Students and Visitors Policy).

Volunteers will only be counted on excursions to make up the higher number of Staff required, or when temporarily employed.

Students or junior staff members under the age of 18 years old will not be counted as part of the staff/child ratio at any time.

For excursions, consideration will be given to a reduced ratio when in a supervisory challenged environment, especially for sport based activities or activities nearby water.



## Sources

- Education and Care Services National Regulations 2011
- National Quality Standard
- Children (Education and Care Services National Law Application) Act 2010
- Putting Children First (NCAC) – ‘Effective Supervision’
- Voluntary Code of Practice Section 3, Staff: child ratios
- My Time, Our Place Framework for School Age Care in Australia

Endorsed: 09/10/2019

Review date: 09/10/2021