

Our Service values the participation of students and volunteers and external specialists. Having Early Childhood Intervention Practitioners (ECIP), students and voluntary workers within the Service helps to inform the community about our program and the value of the work we do. ECIPs, students, voluntary workers and visitors are welcome at the Service; however, the children’s care and safety are our first priority.

NATIONAL QUALITY STANDARD (NQS)

QUALITY AREA 7: GOVERNANCE AND LEADERSHIP		
7.1	Governance	Governance supports the operation of a quality service.
7.1.1	Service philosophy and purposes	A statement of philosophy guides all aspects of the service’s operations.
7.1.2	Management Systems	Systems are in place to manage risk and enable the effective management and operation of a quality service.
7.1.3	Roles and Responsibilities	Roles and responsibilities are clearly defined and understood and support effective decision-making and operation of the service.
7.2	Leadership	Effective leadership builds and promotes a positive organisational culture and professional learning community.
7.2.2	Educational leadership	The educational leader is supported and leads the development and implementation of the educational program and assessment and planning cycle.
7.2.3	Development of professionals	Educators, co-ordinations and staff members’ performance is regularly evaluated and individual plans are in place to support learning and development.

EDUCATION AND CARE SERVICES NATIONAL LAW AND REGULATIONS	
Sec. 170	Offence relating to unauthorised persons on education and care service premises
Sec. 175	Offence relating to requirement to keep enrolment and other documents
83	Staff members and family day care educators not to be affected by alcohol or drugs
84	Awareness of child protection law
120	Educators who are under the age of 18 to be supervised
145	Staff Records

149	Volunteers and Students
168	Policies and Procedures
170	Policies and procedures to be followed
172	Notification of change to policies or procedures

RELATED POLICIES

Bullying, Discrimination and Harassment Policy Child Protection Policy Child Safe Environment Policy Code of Conduct Policy Dealing with Complaints Policy Family Communication Policy	Interactions with Children, Families and Staff Policy Privacy and Confidentiality Policy Respect for Children Policy Staffing Arrangements Policy Supervision Policy Work, Health and Safety Policy
---	--

PURPOSE AND CHILD SAFE COMMITMENT

Sprouts Early Learning values the contribution that students, volunteers, visitors and external professionals make to the learning community. Their involvement can enhance children's learning experiences, strengthen community partnerships and support inclusive practice.

The Service is committed to maintaining a child safe environment where children are protected from harm and where their wellbeing, dignity and rights are respected. Clear procedures are in place to ensure that any person entering the service understands their responsibilities in supporting the safety and wellbeing of children.

This policy establishes procedures for the safe engagement, supervision and management of students, volunteers, visitors and external professionals within the Service.

PARAMOUNT CONSIDERATION STATEMENT

At Sprouts Early Learning, the safety, wellbeing and rights of children are the paramount consideration in all decisions and practices.

All adults entering the Service—including visitors, students, volunteers and external professionals—must comply with the Service’s policies, procedures and Code of Conduct to ensure children are protected from harm at all times.



Where a conflict arises between maintaining confidentiality and protecting a child from harm, the safety and wellbeing of the child will take priority, in accordance with child protection legislation and THE NATIONAL CHILD SAFE PRINCIPLES.

THE NATIONAL CHILD SAFE PRINCIPLES AND WA CHILD SAFE STANDARDS

Sprouts Early Learning is committed to implementing the National Principles for Child Safe Organisations and the Western Australian Child Safe Standards.

This policy supports:

- **Principle 1** – Child safety and wellbeing embedded in organisational leadership, governance and culture
- **Principle 5** – People working with children are suitable and supported to reflect child safety values in practice
- **Principle 7** – Staff and volunteers are equipped with the knowledge and skills to keep children safe
- **Principle 8** – Physical and online environments promote safety and wellbeing while minimising opportunities for harm
- **Principle 10** – Policies and procedures document how the organisation is safe for children

All visitors and external professionals must adhere to the Service's Child Safe Environment Policy, Child Protection Policy and Code of Conduct.

SCOPE

This policy applies to children, families, staff, management, approved provider, nominated supervisor, students, volunteers and visitors (including contractors) of the Service.

IMPLEMENTATION

We have a strong commitment to provide a range of opportunities for volunteers, students and visitors to participate in programs and activities while adhering to clear guidelines regarding appropriate interactions and communication with staff, and other adults and children at the Service.

TYPES OF VISITORS

Visitors to the Service may include, but are not limited to:

- families considering enrolment
- inclusion support workers and allied health professionals
- Early Childhood Intervention Practitioners (ECIPs)
- tradespeople or contractors
- community members contributing to the educational program
- performers or presenters
- authorised officers from regulatory authorities
- educators from other services
- TAFE, university or RTO supervisors
- students undertaking practicum placements
- volunteers supporting the Service.

All visitors must follow the Service's safety procedures while on the premises.

STUDENTS AND VOLUNTEERS

Students and volunteers provide valuable support to the learning environment and contribute to the development of the early childhood workforce.

The Service will ensure that:

- students and volunteers complete a Student or Volunteer Application Form prior to commencing placement
- all required probity checks are completed before participation
- students and volunteers receive an orientation and induction
- students and volunteers are informed of their responsibilities under child protection law
- students and volunteers are supervised by a qualified educator at all times
- students and volunteers are never counted in educator-to-child ratios
- students and volunteers comply with the Service's policies and Code of Conduct.

Students and volunteers must maintain professional behaviour and respect the confidentiality of all children, families and staff.

EXTERNAL PROFESSIONALS (ECIPS / THERAPISTS)

External professionals may visit the Service to support the learning, development and wellbeing of children.

These professionals may include:



- speech therapists
- occupational therapists
- psychologists
- inclusion support facilitators
- early childhood intervention practitioners.

The Service will ensure that:

- visits are scheduled in consultation with educators and families
- written parent consent is obtained before a child participates in any assessment or intervention
- all professionals provide evidence of their Working With Children Check and qualifications
- professionals comply with the Service's Child Safe Environment Policy and Code of Conduct
- interactions with children occur within the learning environment and within sight of educators.

Collaboration between educators and external professionals supports inclusive practice and enhances children's participation in the program.

SUPERVISION AND INTERACTION WITH CHILDREN

At no time will a visitor, student, volunteer or external professional be left alone with a child or group of children. All visitors must remain within sight or hearing of an educator or responsible person at all times. Visitors must follow educator guidance regarding appropriate interactions with children and must not remove children from the learning environment or service premises.

VISITOR REGISTRATION AND PROBITY CHECKS

To ensure accountability and child safety, the Service maintains a Visitor Register.

All visitors must:

- sign in and out upon arrival and departure
- record their name, organisation and reason for visit
- provide identification if requested
- present a Working With Children Check where required
- comply with the Service's policies and procedures.

The Visitor Register will record:

- date of visit
- name of visitor
- purpose of visit

- arrival and departure time
- organisation or company (if applicable).

Visitor records are stored securely in accordance with the Service's Privacy and Confidentiality Policy.

All visitors, students and volunteers will be informed of the Service's Child Safe Environment Policy and Code of Conduct before interacting with children.

DIGITAL SAFETY FOR VISITORS

Visitors, students and volunteers must not use personal devices to photograph, record or store images of children unless authorised under the Service's Safe Use of Digital Technologies Policy.

THE APPROVED PROVIDER/MANAGEMENT/NOMINATED SUPERVISOR WILL:

- ensure all educators, staff, students, volunteers and visitors have knowledge of and adhere to this policy
- ensure the student or volunteer completes a *Student and Volunteer Application Form* prior to commencement of work placement, recording their full name, address, and date of birth
- ensure a *Visitor Register* is maintained, including
 - date
 - reason for visit
 - full name
 - time of arrival and departure
 - company (if applicable)
 - Working With Children Check (where applicable, best practice)
- ensure the *visitor register* is kept in a safe and secure location
- ensure all visitors complete and sign the *Visitor Register*
- ensure students, volunteers and/or visitors are under the direct supervision of the approved provider, nominated supervisor, responsible person or educator at all times whilst at the service
- ensure students, volunteers and/or visitors are never left alone with a child whilst at the service under any circumstance
- provide the student/volunteer with information about Child Protection Law and mandatory reporting obligations
- ensure visitors who may come into direct contact with children submit their Working with Children Check to be verified by the approved provider (best practice)
- appoint an educator to be the Student Supervisor/mentor for the duration of the placement

- conduct an orientation for the student, volunteer or visitor, including taking the student, volunteer or visitor on a tour of the Service, showing emergency exits, staff room and bathroom facilities
- complete the *Student and Volunteer Induction Checklist* with the student or volunteer
- provide the student/volunteer with a *Student and Volunteer Handbook*
- negotiate with the student or volunteer the times/hours to be worked, and dates of the placement.
- advise students or volunteer to bring in a poster with a photo introducing themselves and outlining the reason for their placement
- inform families, children, and educators when work experience students and volunteers are present at the Service, including their role and hours they will be attending the Service
- ensure work placement students or volunteers are never left alone with children
- ensure students or volunteers are not included in the ratio of adult to children (best practice)
- ensure students and volunteers are aware that they must not discuss concerns, issues or complaints with parents, guardians and/or visitors
- introduce the student or volunteer to educators and the Lead Educator/ Supervisor
- assist the student or volunteer to complete the *Student and Volunteer Induction Checklist*
- show the student, or volunteer or visitor where they can access the Service policies
- ensure the student or volunteer has signed 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 of potential issues
- liaise with learning institutions and accept suitable student placements under the institution's supervision
- assist learning institutions to place suitable students with individual educators
- ensure student's paperwork and insurances are current
- ensure each student or volunteer holds a current Working with Children Check prior to commencing their placement
- record and verify each student, or volunteer or visitors Working With Children Check where required
- ensure that no student, volunteer or visitor is affected by or under the influence of drugs or alcohol while on the service premises when children are being educated and cared for



- refer to the service *Managing an Aggressive Person or Visitor Policy* for guidance if a visitor becomes hostile or aggressive.

EDUCATORS WILL:

- maintain open communication with work experience students and volunteers along with their practicum teachers about their performance
- support all student's and volunteer's practicum requirements to the best of their ability during the placement
- work as a team sharing appropriate skills and knowledge with each student and volunteer
- ensure all colleagues are provided with relevant information about tasks the student is required to complete in the service 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 seek help and advice as required
- be positive role model, showing appropriate behaviour and conduct themselves in a professional manner
- guide the students or volunteer throughout the day
- make the student or volunteer feel welcome and a valued member of the team
- ensure all visitors complete and sign the *Visitor Register*
- ensure the student, volunteer or visitor is not left alone with a child or children whilst at the service under any circumstance
- ensure students, volunteers and/or visitors are under the direct supervision of the approved provider, nominated supervisor, responsible person or educator at all times whilst at the service
- refer to the service *Managing an Aggressive Person or Visitor Policy* for guidance if a visitor becomes hostile or aggressive.

THE LEAD EDUCATOR WILL:

- discuss the progress of written work and performance with the student or 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 and volunteers to use their initiative

- ensure the student or volunteer remains up to date with their assessments/tasks to be completed
- discuss concerns with student or volunteer with management
- never leave the student or volunteer alone with a child or children
- provide honest and accurate feedback to the student's training institution supervisor as required

WORK EXPERIENCE STUDENTS AND VOLUNTEERS WILL:

- complete the *Student and Volunteer Application Form* prior to the commencement of work placement
- provide Working with Children Check details prior to placement
- 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 for working in a team environment
- learn and accommodate the expectations of qualified educators in the Service
- inform their room leader 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
- work a variety of shifts to gain knowledge of different aspects of Service operations
- bring in a poster introducing themselves that will include:
 - Name
 - Photo
 - Course they are studying
 - RTO/university/school they are studying with
 - Dates and times they will be at the Service
 - The focus of their study.
- discuss any problems the student may be experiencing with their room leader.
- adhere to all Service policies and procedures
- never remove a child from direct staff supervision
- participate in the induction process and assist to complete the *Student and Volunteer Induction Checklist*



PROBITY CHECKS

- All students, volunteers and visitors will supply identity details to the Nominated Supervisor
- All students, volunteers and visitors will complete and provide to the service a Working with Children Check
- All students and volunteers will have a meeting with the Nominated Supervisor to receive information regarding the following service policies:
 - Child Protection
 - Child Safe Environment
 - Privacy and Confidentiality
 - Dealing with Complaints
 - Work, Health and Safety
 - Code of Conduct
 - Safe Transportation
 - Photography
 - Social Media

STUDENTS AT RISK

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

1. the Lead Educator will alert the student's training institution Supervisor of any concerns regarding the student.
2. both the Student Supervisor and the Lead Educator will discuss concerns with the student.
3. the Lead Educator will arrange for the student's supervisor/assessor to visit the Service and discuss concerns that have ascended.
4. the student's educational institution and Nominated Supervisor will govern the outcome of the practicum.

TERMINATION OF STUDENT PRACTICUM OR VOLUNTEER PLACEMENT

Termination of a student's or volunteer's placement will occur if the student or volunteer

- harms or is at risk of harming a child in their care
- is under the influence of drugs or alcohol
- fails to notify the Service if they will not be attending the Service

- does not adhere to starting times or break times
- is observed using repeated inappropriate behaviour at the Service
- does not comply with all policies and procedures addressed in the student package
- does not provide the photo with an introduction on commencement
- does not keep up to date with their work placement tasks
- removes any child or children from the direct supervision of an educator
- is unable to maintain or hold a current Working with Children Check

CONTINUOUS IMPROVEMENT/REFLECTION

Our *Visitors, Students, Volunteers and External Professionals Policy* will be reviewed on an annual basis in consultation with children, families, staff, educators and management.

RELATED RESOURCES

Student and Volunteer Handbook Visitor Register	Student and Volunteer Application Form Student and Volunteer Induction Checklist Student and Volunteer Register
--	---

SOURCES

Australia Children’s Education & Care Quality Authority. (2023). [Guide to the National Quality Framework](#).
 Australian Government Department of Education. [Belonging, Being and Becoming: The Early Years Learning Framework for Australia](#). V2.0, 2022
 Education and Care Services National Law Act 2010. (Amended 2023).
 Education and Care Services National Regulations. (Amended 2023).
 Fair Work Act 2009 (Cth).
 Fair Work Commission: Anti-bullying jurisdiction.
 Office of the Director of Equal Opportunity in Public Employment. (1996). [Dealing with employee work-related concerns and grievances: Policy and guidelines](#):
 Safe Work Australia. (2016). [Guide for preventing and responding to workplace bullying](#)
 TAFE NSW [Student responsibilities in work placement](#)
 Work Health and Safety Act, 2011.
[Western Australian Education and Care Services National Regulations](#)

REVIEW

POLICY REVIEWED BY	Donna Bush	Managing Director	21 August 24
POLICY REVIEWED	Nov 2024	NEXT REVIEW DATE	Nov 2025

VERSION NUMBER	V2603	
POLICY REVIEWED	MODIFICATIONS	NEXT REVIEW DATE
Nov 2024	- New Policy	November 2025
March 2026	- Combining Visitors and ECIP - National Child Safe Principles - Child Safe Standards WA	March 2027