



Staffing Arrangements Policy | NQS4



Policy Statement

Goodstart Early Learning Ltd (Goodstart) is committed to its employees and to ensuring its workforce is appropriately qualified, motivated and experienced for its critical role in enhancing children's learning and development through:

- the development of warm, respectful relationships with children;
- the creation of safe environments for children;
- encouraging children's active engagement in their learning programs.

Goodstart is committed to establishing and maintaining effective, ethical and efficient practices in all aspects of its operations.

All Goodstart employees are required to maintain, at all times, effective working relationships with each other that are based on the principles of mutual respect, integrity, equity and fairness.

What does this policy apply to?

- Staffing Arrangements
- Ethical and Respectful Workplace

Staffing Arrangements

Goodstart is committed to maintaining required educator-to-child ratios and qualifications at all times. Staffing arrangements, both within centres and within centre support offices, will be optimised so that children's learning and development and safety and wellbeing is prioritised at all times.

Ethical and Respectful Workplace

Goodstart will maintain professional standards in all aspects of its operations, including in respect of its staffing and employment practices and plans. All Goodstart staff will use ethical principles and professional standards to guide their decision-making and practice in Goodstart workplaces. All Goodstart staff will work collaboratively and challenge, support and learn from each other to further develop their skills and to improve practice and relationships. Goodstart is committed to ensuring all interactions between employees convey mutual respect, equity, and recognition of each other's strength and skills.

Responsibilities

This procedure is to be implemented by: All Goodstart Staff

| DOCUMENT NUMBER & TITLE | | NQS4 Staffing Arrangements Policy | | | | |
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