



Philosophy Statement

Our Mission

We provide the highest quality education and care service for families within the Bayside community and beyond, in a safe and respectful environment, that nurtures and realises the full potential within each child in their journey of life-long learning.

Our Vision

Bayside Family Day Care service will be recognised as an education and care sector leader by achieving and maintaining the highest quality outcomes for children.

Our Values

Our service believes that children are our future and must be nurtured. We are committed to the following Values and apply those Values to the highest ethical standards through continual review and application of best practice.

1. Children

We have a passion to assist children to grow to be confident and socially competent members of the community who positively embrace the world and engage respectfully with the people in it.

We Demonstrate This By:

- Embracing and supporting each child's sense of Belonging, Being and Becoming.
- Facilitating children's learning through enriching play-based experiences, discovery, creativity, exploration of the natural and built environments, and social and community interactions.
- Building and maintaining responsive and trusting relationships with children in our care, and role modelling desirable behaviours.
- Complying fully with the **National Quality Standard**.
- Committing to and implementing the **Early Years Learning Framework (EYLF)** and **My Time Our Place (MTOPI)**, a Framework for School Age Care.
- Respecting children's rights as detailed in the United Nations Convention on the Rights of the Child.

2. Professionalism

We are committed to the highest standards of professional practice in our early childhood educators and staff.

We Demonstrate This By:

- Fully supporting and subscribing to the **Early Childhood Australia Code of Ethics**.
- Valuing the knowledge, skills and commitment of our educators, providing advice and guidance to educators in delivering early childhood education and care, and fully supporting their Continuing Professional Development.
- Employing staff with a range of skills, abilities, qualifications and experience who are passionate about the provision of early childhood education and care in our family day care community.
- Ensuring a warm, welcoming and satisfying working environment for staff that encourages a stable relationship and co-operative teamwork.
- Taking responsibility and ownership by educators and staff for their individual decisions and actions.
- Maintaining and respecting each individual's right to privacy and confidentiality.

3. Partnerships

We value strong partnerships and acknowledge the critical importance of children, parents and educators as partners in children's learning.

We Demonstrate This By:

- Embracing the social justice principles of fairness, equality, accessibility and advocacy.
- Collaborating with educators, families and the community to enrich children's lives and learning.
- Engendering trust and confidence in the service, and between and among educators and staff, through shared values and open and honest two-way communication, including giving and receiving constructive feedback.
- Developing and maintaining a respectful and supportive relationship with families of children in our care.
- Involving the service in the wider community through liaison and co-operation with agencies and professions which support children and families, and by actively promoting the service in the wider community.

4. Safety

We recognise every child's right to feel physically, socially, emotionally and culturally safe in the family day care environment, and are totally committed to the provision of safe and secure environments for all children in our care.

We Demonstrate This By:

- Ensuring that the design and location of physical environments are appropriate for the children in our care at any given time.
- Developing policies and procedures that minimise risks to the health and wellbeing of children in our care, while not unduly limiting their opportunity to realise their potential through exploration and discovery, or to develop their emerging autonomy, interdependence, resilience and sense of agency.
- Instilling a sense of personal safety in the children in our care.

5. Education

We acknowledge the right of every child to the highest quality education and care.

We Demonstrate This By:

- Creating inclusive programs and environments that develop each child's sense of fairness and justice and build a strong sense of personal responsibility to fellow human beings and the environment.
- Providing intentional teaching and learning experiences, and environments that excite, extend and enrich children's learning.
- Supporting and promoting the delivery of an education and care program that recognises individual interests, strengths, needs, learning styles, and pace of learning.
- Embracing the principles, practices and outcomes from the **Early Years Learning Framework** and **My Time Our Place**, and using these to guide our daily practice.
- Engaging children in programs that are meaningful, providing opportunities for children to discover, imagine, create, master skills, express thoughts and ideas, solve problems, explore ways of knowing, thinking and learning so that they may reach their full potential.

6. Environment

We respect the environment in which we live, strongly support the need for inter-generational equity, and work diligently towards a sustainable future for our children.

We Demonstrate This By:

- Committing to outdoor play and learning.
- Supporting children in connecting with and caring for the natural environment.
- Promoting an awareness of environmentally sustainable practices, including ways to reduce, reuse and recycle.
- Assisting children to understand the world around them, including ecology, where food comes from, global and local environmental and social issues appropriate to their age.
- Acknowledging appropriate heritage values within the built environment.

7. Culture

We embrace ethnic, cultural, linguistic and religious diversity and respect the heritage and values of families from different cultural backgrounds.

We Demonstrate This By:

- Valuing Australia's Aboriginal and Torres Strait Islander cultures.
- Acknowledging the Traditional Ownership of the land, and honouring the Elders past and present.
- Displaying an active and continuing commitment to reconciliation with Australia's first people.
- Providing a culturally safe and inclusive environment for all children and families using our service.
- Engaging in culturally appropriate and non-discriminatory practices.
- Developing and maintaining a culturally competent workforce within the Bayside Family Day Care service.

8. Leadership

We acknowledge the importance of effective leadership in promoting a positive organisational culture and building a professional learning community.

We Demonstrate This By:

- Building effective, trusting and positive relationships through open, honest and supportive communication within a broader decentralised team context.
- Operating within an inclusive decision-making model where diverse views are engaged on an ongoing basis to yield new perspectives and understandings of problems and opportunities for action.
- Providing thorough orientation, coaching and mentoring of staff and educators a facilitation of each individual's professional growth and development, promoting best practice and enhanced outcomes for children and their families.
- Ensuring that our policies, procedures and administrative systems are simple and practical, and that they remain relevant through regular research and review.
- Managing our human, physical and financial resources efficiently and effectively, so that we give value for money in delivering our services.

Rationale

We are determined to make a positive difference in the lives of children by working within the National Quality Framework, which ensures the best possible start in life.