



Quality and compliance in practice

In this issue of Quality and Compliance in Practice, we're focusing on [Quality Area 4 – Staffing Arrangements](#).

You'll find information and insights from Charles Sturt University's Adjunct Senior Lecturer Dr Helen Logan, the Department's Cultural Safety team, case studies from services across NSW and lots more!

October was Mental Health Month, which encourages us all to make time each day for our mental health and wellbeing. To continue the focus on looking after ourselves and each other, in this newsletter you'll find resources that provide ongoing support for both your own and other educators' mental health and wellbeing.

For the latest COVID-19 advice please visit the [COVID-19 guidelines for ECEC services](#).

We acknowledge the homelands of all Aboriginal and Torres Strait Islander people and pay our respect to Country.

Quality Area 4 - Staffing Arrangements

Effective strategic planning ensures Albury Preschool staff feel appreciated and heard

Located on Wiradjuri country, Albury Preschool collaborates with their staff and families to create a strategic plan that values relationships built between staff, children and each other. [Keep reading](#)



Staff resilience and professionalism help KU Bulli Preschool navigate challenging experiences

At KU Bulli Preschool, located on Dharawal country, staff relied on their collaboration and professionalism to support each other through the temporary relocation of their service earlier this year. [Keep reading](#)

Flexibility and adaptability key to managing a large team

At Coogee Care Centre, located on Bidjigal and Gadigal land, innovative approaches and flexibility are fundamental to managing the OSHC service's diverse team of staff. [Keep reading](#)



Meet the Cultural Safety Framework team

Gamilaraay woman Stacy Parry, Manager Cultural Safety Team, and Dharawal and Yuin man Ron Timberly, Senior Policy Officer within the Department's Quality Assurance and Regulatory Services Directorate, are leading the Cultural Safety Framework project and share their advice to ECEC services about getting started on their cultural safety journey. [Keep reading](#)

Dr Helen Logan: Examining the links between work environments and staff wellbeing

Dr Helen Logan is an Adjunct Senior Lecturer in Early Childhood Education at Charles Sturt University. With educator wellbeing a key focus of her research, Dr Logan shares her thoughts and tips on Quality Area 4 and how to implement staffing arrangements that prioritise staff wellbeing. [Keep reading](#)



Tips to meet Quality Area 4: Staffing Arrangements

In a professional and collaborative environment, all staff respect and value diverse contributions and viewpoints of their colleagues. [Keep reading for more info and helpful hints](#)

Compliance focus: Critical reflection and Supervision

Across all approved services in NSW, **Element 1.3.2: Critical Reflection** on children's learning and development and **Element 2.2.1: Supervision** are some of the lowest performing elements under National Quality Framework rated under the 2018 NQS. [Keep reading for tips and info on addressing these Elements](#)



Did you know?

- As at 30 September 2022, **94.6%** of all approved and rated services in NSW are rated Meeting or Exceeding NQS in Quality Area 4.

- The highest performing element under Quality Area 4 for all approved services in NSW rated under the 2018 NQS as on 30 September 2022 is **Element 4.1.2**.
- Across all approved services in NSW, **Element 4.1.1 (3.23% Not Met)** under the current 2018 NQS framework is the most significant driver for not meeting NQS in this Quality Area.

Sector updates

New grants to support quality and participation

Early childhood education and care (ECEC) services across NSW looking to improve their service and encourage more vulnerable children to attend can access our new Quality and Participation Grants program, with applications now open.

The grants are available to community preschools, long day cares, Multifunctional Aboriginal Children's Services, Aboriginal Child and Family Centres and Aboriginal preschools.

Eligible services can apply for a share of \$21 million in funding to assist with increasing access and the participation of children from low-income families, Aboriginal and culturally and linguistically diverse children.

More information

Find more information about the grants, including how to apply, [on our website](#). Applications close on 14 November 2022.

2023 Start Strong Program Guidelines

2023 Start Strong Program Guidelines for Community Preschools and Long Day Care services are now available.

You can access the 2023 Program Guidelines on the department's [Start Strong webpage](#):

- [Start Strong for Community Preschools](#)
- [Start Strong for Long Day Care](#)

The Program Guidelines cover:

- the purpose of the Start Strong program
- service and child eligibility criteria for Start Strong funding
- Start Strong funding information, spending rules, and other program requirements.

Mobile preschools funded under the Mobile Preschool Funding program are eligible for fee relief payments. The Mobile Preschool Funding program guidelines will be updated shortly to include information on fee relief funding.

We expect funding notification letters will be sent to Approved Providers before the end of Term 4 2022.

More information

- Fact sheets are available on our website to support your conversations with families:
 - [Fact sheet for long day care services](#)
 - [Fact sheet for community preschools](#).
- Find more information on the department's [Start Strong webpage](#).

Applications for the Crisis Fund, Major Capital Fund and Minor Fund are open!

Applications for the 2022-23 Start Strong Capital Works [Crisis Fund](#), [Major Capital Fund](#) and [Minor Fund](#) are now open.

A range of [supports](#) are available to assist services in preparing an applications. All applicants for the Crisis Fund and targeted applicants for the Major Capital Fund may be able to [access one-on-one support](#) from industry professionals.

Applications to increase places in areas with a shortfall in community preschool places will be prioritised, but all applicants are encouraged to submit an application if they meet the eligibility requirements.

Crisis Fund

- The [Crisis Fund](#) is now open until 30 June 2023.
- The extended eligibility includes community preschools, Aboriginal Community-Controlled Organisations and not-for-profit long day care services who deliver a preschool program.

Major Capital Fund

- The [Major Capital Fund](#) Round one is now open until 14 November 2022 for community preschools only.
- Rounds 2 and 3 will open in 2023 with extended eligibility including community preschools, Aboriginal Community-Controlled Organisations and not-for-profit long day care services who deliver a preschool program.

Minor Fund

- The [Minor Fund](#) Round one is open now until 4 December 2022 for community preschools only.
- Rounds 2 will open in 2023 with extended eligibility including community preschools, Aboriginal Community-Controlled Organisations and not-for-profit long day care services who deliver a preschool program

More information

- Find more information on our Start Strong Capital Works Grants Program [webpage](#).
- For any enquiries about the program, please email the team on capital.works@det.nsw.edu.au.

Sector resources

Be You resources

[Be You](#) provides free, flexible and accredited professional learning, for educators in ECEC services, as well as support for those currently studying education in both universities and at Vocational Education and Training.

A wide range of tools and resources are available to support educators, both in their role supporting children at their service, but also for their own wellbeing which is an integral part of a mentally healthy learning community.

Access educator and team leader wellbeing resources:

- [Educator wellbeing event recordings](#)
- [Educator wellbeing Professional Learning](#)
- [Educator wellbeing fact sheets](#) on a range of topics including: Staff Wellbeing, Stress Management, Mindfulness, Educator wellbeing after a natural disaster and more.
- [Educators Handbook: early learning services](#)
- [Leaders Handbook: early learning service.](#)

Be You is the national mental health in education initiative delivered by [Beyond Blue](#) with delivery partners [Early Childhood Australia](#) and [headspace](#).

More information

Register for Be You via the [website](#).

IncludED@OSHC

[IncludED@OSHC](#) is a series of resources and self-paced learning modules developed to help you support children with complex disabilities to engage in high quality education and care at your Outside of School Hours Care service.

The resources aim to build on your knowledge, help you meet the social, physical and emotional needs of a child with a complex disability and develop your inclusivity skills.

More information

Discover the modules on the [Victorian Government's website](#).

For more information and links to further resources, you can also visit our [Outside School Hours Care \(OSHC\) Educators](#) webpage.

Families corner

Each month we're sharing resources made especially for families to support them and their children.

These resources are for you to share with your current and/or prospective families via your own communication channels.

Triple P – Positive Parenting Program

The Positive Parenting Program provides free, online parenting education and mental health support to Australian parents and carers of children under 12.

Parents can access self-paced online training, with interactive and easy-to-navigate resources and learning tools, designed to develop the confidence, skills, and strategies required to better support child mental health and wellbeing and help them identify potential problem behaviours early.

Visit the [Triple P website](#) to access parenting resources and register for their free parenting programs.

For more information

If you have any questions about your service operation you can contact the Information and Enquiries team on 1800 619 113 or by emailing ececd@det.nsw.edu.au.