



**PARTICIPATION**

Settlers Farm OSHC aims to operate as an effective partnership between families and educators. We encourage educators to participate in the decision making of the service both formally and informally. We appreciate educator contribution to the many functions, community service events and activities that the service offers to families outside of the service’s operational hours and beyond the requirements of educators in fulfilling their Job and Person specifications.

**Procedure:**

- The operator encourages educators to participate in its discussions and decisions through:
  - Including an elected representative of educators as a member of the Advisory Committee, to represent the views and interests of the educators in the deliberations of the operator;
  - Allowing educators to attend meetings of the Advisory Committee as observers by prior agreement of the management committee;
  - Involving educators in sub-committees and working parties
- Where practicable, educator’s selection panels will include an elected educator’s representative who is equal in all respects to the other panel members in line with our recruitment policy.
- Staff meetings are the most practical means of enabling communication, consultation, support and some training and development within the educators team, and as such all educators are required to attend and actively contribute to staff meetings, and will be considered to be on duty for the duration of the meeting.
- The duration and time of meetings should be agreed between the educators and the Director.
- All educators are encouraged to place items on the agenda and to discuss issues of concern to them.
- Settlers Farm OSHC offers many services to families and the wider community outside of traditional childcare. Educators may be asked, but not required, to participate in and contribute to these voluntary occasions in return for financial remuneration, time off in lieu or to gain experience, knowledge and fulfilment. The level of compensation will be outlined to them prior to them making a commitment to the event.

| Policy reviewed | Previous modifications | Next review date |
|-----------------|------------------------|------------------|
| March 2021      | No changes             | 2022             |
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