



# CHILD ADVOCACY POLICY

2023

The  
After  
School  
Klub



# Child Advocacy Policy for The After School Klub (TASK)

## 1. Introduction

The After School Klub (TASK) is committed to providing a safe, nurturing, and inclusive environment for children in our care. This Child Advocacy Policy outlines our dedication to best practice behaviour support and inclusivity, in alignment with Australian childcare laws and regulations. This policy reflects TASK's commitment to promoting the well-being, development, and rights of all children in our care.

## 2. Legal Framework

TASK acknowledges and adheres to the following Australian childcare laws and regulations that guide our child advocacy practices:

- a. *Education and Care Services National Law* - Enforced across all states and territories, this law ensures the safety, health, and well-being of children attending education and care services, including OSHC programs.
- b. *Education and Care Services National Regulations* - These regulations provide detailed guidelines on various aspects of service operation, including the provision of high-quality care, behaviour management, and the creation of inclusive environments.
- c. *National Quality Framework (NQF)* - Comprising the National Quality Standard and the Assessment and Rating process, the NQF sets benchmarks for the quality of early childhood education and care services, emphasizing the importance of child well-being and development.
- d. *The Work Health and Safety Act 2011* - provides the framework to protect the health, safety and welfare of all workers and others in relation to NSW workplaces and work activities.

### **3. Best Practice Behaviour Support**

- a. *Positive Behaviour Support*: TASK employs positive behaviour support strategies to promote desirable behaviour and discourage challenging behaviour. Staff members are trained to use positive reinforcement, clear communication, and proactive interventions to guide children's behaviour.
- b. *Individualised Approach*: We recognize that each child is unique and may have varying needs. Behaviour support plans are developed collaboratively with families, taking into consideration a child's individual strengths, challenges, and preferences.
- c. *Prevention and Early Intervention*: Our approach prioritises preventing challenging behaviours by creating engaging and stimulating activities that cater to children's interests. In the event of challenging behaviour, staff members intervene early to address issues and prevent escalation.
- d. *Prohibition of Harmful Practices*: TASK strictly prohibits any form of corporal punishment, humiliation, or other harmful practices as means of behaviour management. All interactions with children must be respectful, dignified, and nurturing.

### **4. Inclusivity and Diversity**

- a. *Access and Participation*: TASK ensures that children of all backgrounds, abilities, and identities have equal access to our services.
- b. *Reasonable Adjustments and Unjustifiable Hardship*

At The After School Klub (TASK), we are committed to providing a welcoming and inclusive environment for all children participating in our after-school programs. We strive to accommodate diverse needs and circumstances, including those requiring reasonable adjustments. However, there may be instances where TASK encounters significant challenges or limitations that hinder our ability to meet the specific needs of a child or their family. In such cases, TASK reserves the right to exercise unjustifiable hardship, as permitted by the Anti-Discrimination Act, while also considering the provision of reasonable adjustments.

Unjustifiable hardship refers to circumstances where the provision of care / services, even with reasonable adjustments, would impose excessive financial, operational, or organisational burdens. These hardships may arise due to limited resources, facility constraints, staffing limitations, or maintaining regulatory compliance that make it impracticable to provide care.

TASK will carefully consider the potential for reasonable adjustments to be made without causing unjustifiable hardship. Factors such as the nature and extent of the requested adjustments, financial implications, impact on the safety of participants, and the overall quality of our programs will be considered.

In circumstances where unjustifiable hardship has been identified and reasonable adjustments cannot be made, TASK will strive to refer individuals to suitable alternative programs or services that may better meet their specific needs, ensuring that they can access appropriate educational opportunities.

- c. *Cultural Competence*: Our staff members will receive training to enhance their cultural awareness and competence, ensuring that all children's cultural backgrounds are respected and celebrated.
- d. *Anti-Discrimination*: TASK is committed to maintaining an environment free from discrimination. We strictly prohibit any form of discrimination based on race, gender, ethnicity, religion, disability, or any other protected characteristic, in accordance with relevant anti-discrimination laws.

## **5. Collaboration with Families**

- a. *Open Communication*: We recognise the importance of building strong partnerships with families. TASK maintains open lines of communication to share information about behaviour support strategies, progress, and any concerns related to a child's well-being.
- b. *Informed Consent*: In cases where behaviour support plans are developed, families are actively involved in the planning process. Informed consent is obtained before implementing any significant behaviour support interventions.

## **6. Reasons for Restricted Access or Cessation of Care**

- a. *Child's Well-being*: In situations where a child's well-being or safety is compromised, TASK reserves the right to restrict access to care or cease care temporarily to ensure the child's best interests.
- b. *Non-compliance with Policies*: Continued non-compliance with TASK's policies and guidelines, despite appropriate guidance and support, may lead to restricted access or cessation of care.
- c. *Serious Behavioural Concerns*: If a child's behaviour poses significant risks to themselves, other children, or staff members, access to care may be restricted until appropriate behaviour support strategies are implemented.
- d. *Legal or Regulatory Requirements*: In cases where legal or regulatory requirements are not met, access to care may be restricted or ceased until compliance is achieved.

## **7. Continuous Improvement**

- a. *Reflective Practice*: TASK engages in ongoing self-assessment and reflection to continuously improve our behaviour support practices and inclusivity efforts. This includes seeking feedback from families, staff, and children.
- b. *Professional Development*: Our staff members will participate in professional development opportunities focused on behaviour support, child advocacy, and inclusivity to stay updated with best practices.

## **8. Reporting and Review**

- a. *Incident Reporting*: Any incidents involving behaviour management or breaches of inclusivity policies are promptly documented and reported to the relevant authorities as required by law.
- b. *Regular Review*: This Child Advocacy Policy is subject to periodic review to ensure its alignment with current Australian childcare laws, regulations, and best practices.



## **Conclusion**

The After School Klub (TASK) is dedicated to upholding the highest standards of child advocacy, best practice behaviour support, and inclusivity within the Outside School Hours Care sector. By adhering to Australian childcare laws and regulations, TASK ensures that every child in our care receives a nurturing and respectful environment that promotes their well-being, development, and rights. While our priority is to provide continuous care, access to care may be restricted or ceased in cases that prioritise the safety, well-being, and best interests of the children and staff under our care.