

Position Description

DETAILS

Position Title	Early Childhood Teacher
Directorate / Service / Program	BCYF – Bethany Kindergarten Services Limited
Reports to	Kindergarten Services Manager
Location	Leopold
Classification	This position is classified under the Victorian Early Childhood Teachers and Educators Agreement 2020 (VECTEA) Level 1.1 to 3.6 depending on experience
Date Revised	March 2023

ABOUT US

Bethany Group (Bethany Community Support Inc. and Bethany Kindergarten Services Ltd.) and Barwon Child, Youth & Family (BCYF), are two of Geelong’s oldest and well-regarded community support and early childhood education providers in the Barwon and Southwest regions in Victoria.

In March 2022, BCYF and Bethany Group agreed to a merger of the two organisations into a single legal entity known as BCYF – Bethany Limited. This decision followed a 12-month exploration and due diligence project and is seen as a collaborative merger of two equal partners with common objectives. The merger completion date, that is the transition to a new entity, is planned to be on 31 March 2023.

After extensive consultation and collaboration with our existing workforce and key stakeholders, the Purpose, Vision and Values for the new organisation have been developed. These will set the foundation for the formation of our new combined entity:

Our Purpose: Supporting people, strengthening communities.

Our Vision: A fair, safe and inclusive community where everyone can thrive.

Our Values: Build Connection, Show Courage, Inspire Action, Celebrate Difference, Be Dynamic.

Bethany Kindergarten Services (BKS) and the BCYF Kindergartens will form a subsidiary entity of BCYF - Bethany Limited, known as **BCYF – Bethany Kindergarten Services Limited**. BCYF – Bethany Kindergarten Services Limited is a provider of Early Years Management (EYM) across 28 kindergartens and aims to achieve improved outcomes for all children through the provision of high quality and accessible kindergarten programs.

INCLUSION STATEMENT

BCYF – Bethany Kindergarten Services Limited are committed to being a place where everyone has a sense of belonging.

We embrace the unique perspectives and experience of our people and our community, and their voice is at the heart of our values and decision making.

We aim to be courageous as we learn, grow, and evolve as an accessible, inclusive and safe organisation for people of all identities.

We are working to create a team of people who reflect the diverse community we support. Aboriginal and Torres Strait Islander, LGBTQIA+, culturally diverse people, those living with a disability, and those looking to return to the workforce following a break in their career, are encouraged to apply for our roles.

CHILD SAFETY STATEMENT

BCYF – Bethany Kindergarten Services Limited are committed to child safety in every aspect of the organisations. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTI+.

BCYF – Bethany Kindergarten Services Limited policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at BCYF – Bethany Kindergarten Services Limited, including feeling able to express their identity and raise concerns about their own or others' safety.

POSITION OVERVIEW

The Early Childhood Teacher is responsible for the development and implementation of high quality, innovative and inclusive early childhood education programs. The Early Childhood Teacher develops, implements, evaluates and documents compliant, safe and developmentally appropriate education programs for each child. This position ensures kindergarten operations comply with relevant legislation, regulations, policy and procedure including appropriate supervision of children. The Early Childhood Teacher provides supervision and direction of the kindergarten team, including employees, parent helpers and students on placement. The position provides leadership in pedagogical development and directly contributes to a positive and professional organisational culture.

KEY ACCOUNTABILITIES

Duties of this position may include, but are not limited to the following:

- Plan, implement and evaluate high quality kindergarten programs that are compliant with the Education and Care Services (ECEC) National Regulations, the Victorian Early Years Learning Framework, the ECEC National Quality Standards and DET Kindergarten Funding Guide.
- Act as the Nominated Supervisor/Responsible Person when required by the Approved Provider and provide clear instruction and leadership to the educational team.
- Provide orientation, guidance and leadership to early childhood educators, students on placement and parent helpers.
- Always ensure appropriate supervision of children.
- Identify, respond and report concerns regarding child safety and wellbeing.
- Ensure buildings and grounds comply with DET, BKS and OH&S requirements.
- Develop appropriate and meaningful relationships with children and families and provide information to families regarding child development, kindergarten programs, and support services.
- Participate, promote and demonstrate effective and positive communication across the Bethany Group and with external agencies.

- Undertake daily, weekly, monthly, and annual audits associated with the delivery of an early childhood education program. This includes undertaking evacuation, emergency management and lockdown drills as required.
- As part of the Educator Team, ensure general cleanliness, set up and pack up of equipment and activities.
- Supported by People and Culture, actively participate in employee related processes as required.
- Adhere to Bethany Group and BKS policies and procedures.
- Ensure records are maintained to meet business, regulatory and legal requirements.

Organisational Accountabilities:

- Apply BCYF – Bethany Kindergarten Services Limited quality and risk management frameworks.
- Understand and comply with the standards of a child safe organisation in both practice and culture.
- Active involvement in professional development to build knowledge and skills.
- Make decisions following the values, and the relevant standards, practices, policies, procedures, regulations, industrial instruments and legislation.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Bachelor of Early Childhood Education (or equivalent as approved by ACECQA and suitable pursuant to the Education and Care Services National Law Act 2010 and the Education and Care Services National Regulations 2011.) Including current registration with the Victorian Institute of Teaching (VIT).
- Knowledge of the National Education and Care Services Act and Regulations 2011 and the Victorian Early Years Learning Framework and ECEC National Quality Framework and Standards.
- Experience in the development and delivery of high-quality early years education programs.
- High level interpersonal and communication skills.
- Demonstrated ability to lead, mentor and develop team members and oversee the delivery of the kindergarten program.

OTHER REQUIREMENTS OF THE ROLE

All employees must undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check / VIT Registration
- Hold and maintain the appropriate First Aid and CPR qualifications
- National Police Check
- International Police Check (if required)
- Have the right to work in Australia

KEY STAKEHOLDERS

- BCYF – Bethany Limited and BCYF – Bethany Kindergarten Services Limited Staff
- Department of Education and Training
- Children and Families

PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE

BCYF – Bethany Kindergarten Services Limited are committed to creating inclusive spaces that are accessible for everyone by reducing and/or removing barriers through reasonable adjustments.

The following table shows the physical and psychological work environment characteristics that have been identified as part of this role. Where possible, BCYF – Bethany Kindergarten Services Limited will make reasonable adjustments to support individuals to succeed in their roles.

Required activities / working environment	Frequency
Computer based tasks, sedentary position, office based	Sometimes
Repetitive manual tasks	Often
Working in buildings which may have stairs <i>(Reasonable adjustments can be made)</i>	Rarely
Driving, in & out of vehicles <i>(If driving is required, must hold current Victorian Driver Licence)</i>	N/A
Bending, lifting, pushing, pulling	Often
Working alone or at a co-located site	Rarely
Confrontational/confronting situations <i>(Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)</i>	Sometimes
Working outside in differing weather conditions	Often
Working oncall and/or after hours	N/A
Attending other work locations	N/A

Note: The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.

EMPLOYEE DECLARATION

I have read and understood this Position Description and in signing this document agree that I can fulfill all the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:	Signature:	Date: