

### ELC Assistant Educator - Position Description

<b>Department / Industry</b>	Children's Services
<b>Agreement / Award</b>	Children Services Award 2010
<b>Classification / Grade</b>	Level 3.1 – Level 3.4

#### About YMCA South Australia

***“We work together from a base of Christian values to provide opportunities for all people to grow in body mind and spirit”*** (our mission).

YMCA South Australia is a not-for-profit community organisation that has served the South Australian community for more than 170 years. With approximately 1000 employees (and growing), we deliver programs and services across the state in settings including community recreation centres, swimming pools, health and fitness facilities, community centres, camps, early education and schools and youth services.

Our aim is to develop the whole person, helping all South Australians connect with a better life. Not only their physical fitness and capabilities, but also their sense of identity, purpose, hope and dignity; psychological health; resilience; social connectedness; lifelong learning; and their own contribution back into the community. All the elements that together constitute a full, healthy, productive and satisfying life.

Our vision is to see ***“lives enriched through wellbeing”*** in this wider, and more integrated, sense across all of the South Australian communities in which we work.

#### The Y Factor

YMCA South Australia’s culture is characterised by what we call “the Y Factor” – ***“genuine care for the whole person, for every person.”*** This ethos runs deep at the Y, being evident in our rich history of positive change around the world. This kind of authentic concern for others opens the opportunity for deeper and more profound impact – both on the community’s wellbeing and our own as staff and volunteers. The YMCA is an environment in which everyone is to be recognised and appreciated as the unique and inherently valuable person they are. A place in which every person can “grow in body, mind and spirit”.

For further information regarding YMCA South Australia, please visit [www.sa.ymca.org.au](http://www.sa.ymca.org.au)

#### Position Summary and Requirements

***“As a member of staff at YMCA South Australia, this position requires you to work as part of a team committed to goals and mission that actively fosters community participation and involvement.”***

As an ELC Assistant Educator you will be responsible for providing quality care and educational experiences for children in the centre and provide the highest level of customer service for families. The ELC Assistant Educator will enjoy working in a team based working environment and have a genuine concern for and interest in the wellbeing and educational needs of children. You will assist in planning for and organising challenging and stimulating programs and activities for children aged 0-6 years.

The employee is responsible for his or her work, and works under direction to assist in the preparation, implementation and evaluation of a developmentally appropriate program for individual children or groups.

Key Accountabilities	Key Tasks
<p>Delivery of quality care and children's programs</p>	<ul style="list-style-type: none"> <li>• Under direction, quality care is provided to meet the individual and group needs of school age children in a respectful, supportive, equitable and inclusive manner; as required, each child is given individual attention and comfort</li> <li>• Respect for and maintenance of confidentiality</li> <li>• Perform other duties as required and comply with reasonable directions</li> <li>• Refer families to the Director or delegate in a sensitive, supportive, and professional manner</li> <li>• Implement positive behaviour management procedures</li> <li>• Cope effectively in an emergency or stressful situation, until the responsibility may be deferred to the next most qualified employee</li> <li>• Interact with children in a positive, sensitive and respectful manner</li> <li>• Work with individual children with particular needs</li> <li>• Meet the additional needs of children with complex health support needs, including personal hygiene and feeding, under direction</li> <li>• Assist in the implementation and evaluation of developmentally appropriate programs for children reflecting the multi-cultural and social nature of the community</li> <li>• Participation in the development of strong teamwork skills and a supportive team environment</li> <li>• Support a culture of continuous learning in the workplace (including own workplace learning)</li> <li>• Participate in the regular written and verbal information about relevant aspects of service delivery for families, and how they can become involved, as delegated by the ELC Director</li> <li>• Support compliance with the appropriate reporting procedures and requirements.</li> <li>• Assistance in the implementation of quality programs and routines</li> <li>• Report observations of individual children or groups to qualified staff for program planning purposes.</li> <li>• Implement daily care routines under direction.</li> </ul>
	<ul style="list-style-type: none"> <li>• Uphold food safety regulations.</li> <li>• Under direction, support the inclusion of children with additional needs, including children with disabilities, children with complex health support needs. Support and assist Aboriginal children and children from culturally and linguistically diverse backgrounds.</li> <li>• Contribute towards the Service's Quality Improvement Plan.</li> <li>• Undertake other duties commensurate with salary</li> </ul>

Key Relationships	
<b>Position reports to:</b>	<ul style="list-style-type: none"> <li>• ELC Director</li> </ul>
<b>Direct reports:</b>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Key internal relationships:</b>	<ul style="list-style-type: none"> <li>• ELC Assistant Director</li> <li>• ELC Lead Educators</li> </ul>
<b>Key external relationships:</b>	<ul style="list-style-type: none"> <li>• ELC Families</li> <li>• School Principal or delegate</li> <li>• School Governing Council</li> <li>• Patrons and key stakeholders of YMCA South Australia</li> </ul>

### Selection Criteria

#### Qualifications and Licences – Essential

- AQF Certificate III in Children’s Services or an equivalent qualification or, actively working towards attaining a suitable qualification and in the opinion of the employer, possesses sufficient knowledge or experience to perform the duties at this level
- National Police Check (NPC) – Certificate must be within six (6) months from date of issue
- International police check - for applicants who have lived or worked overseas in the past five (5) years
- DHS Working with Children Check (WWCC)
- (HLTAID009) Provide CPR
- (HLTAID012) Provide Emergency First Aid in an Education and Care Setting
- Certificate of completion for “Responding to Risks of Harm, Abuse and Neglect” (RRHAN-EC) training
- Food Handling Certificate

#### Knowledge and Experience – Essential

- Foundational knowledge of responsibilities under Child Safe Environments compliance
- Foundational knowledge of EYLF
- Experience interacting with groups of children from 0-6 years of age
- Foundational awareness of accountability and legal liability
- Awareness of duty of care to children

#### Behaviours and Capabilities – Essential

- Effective interpersonal skills
- Effective verbal and written communication skills

### Personal Attributes

- Demonstrates a commitment to the YMCA’s mission and is able to role-model the “Y Factor” to others.
- Creates a fun and exciting work atmosphere that is hardworking, and goal orientated.

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- Demonstrated ability to work effectively both independently and as part of a team.
- Creates a welcoming atmosphere by engaging all people in a friendly and approachable manner.
- Works as part of a team and shows professionalism.
- Punctual in both attendance on shift and attendance at staff meetings.
- Promptly responds to customers' needs or concerns.
- Recognises and acts on the need for support and will accept and delegate responsibility when required.
- Models, demonstrates, and teaches positive values like caring, honesty, respect and responsibility.
- Maintains high standards of presentation and personal grooming.

### Safeguarding Children and Young People

In order for young people to be inspired, they must Feel Safe and Be Safe. As part of our Safeguarding Strategy at the Y, we have developed our Safeguarding Framework which aspires to ensure that all Children and Young People are safe and feel safe at the Y, in their families and in their communities.

Our Safeguarding Framework aims to develop:

- A safe culture nationally which empowers Children and Young People by promoting Children and Young Person focused leadership and governance;
- Safe operations to ensure Y People have the right policies, processes and practices to keep Children and Young People safe; and
- Safe environments at the Y and in communities which empower Children and Young People to thrive.

All Y People are integral to ensuring the implementation of our Safeguarding Framework across the Y.

Y People in Management Roles will do this by:

- Upholding the rights of and always acting in the best interest of Children and Young People
- Fulfilling your responsibilities under safeguarding legislation within your State, including declaring anything you become aware of through the course of your engagement with the Y which a reasonable person would consider could impede your suitability to have contact with Children and Young People
- Supporting your colleagues, supervisors and/or direct reports to understand their responsibilities under safeguarding legislation.
- Implement the Stay Safe, Tell Someone Program within your team and/or site.
- Actively educate, promote and advocate the protection and safety to all children and young people, families and their communities.
- Support your team to understand their safeguarding responsibilities and empower them to ask any questions if they are unsure.
- Maintaining appropriate vetting checks including, but not limited to, Working with Children Checks (or equivalent), National Police Check and International Police Check (as required).
- Participate in all safeguarding children and young people training for your role.
- Facilitate and champion safe operations to ensure Y people have the right policies, processes and practices to keep children and young people safe.
- Facilitate the recruitment of the right people for the right roles at the right time to ensure appropriate knowledge and skills are available to enable best practice safeguarding throughout the Y.
- Implement the Stay Safe Be Safe and Stay Safe Tell Someone Programs.
- Recruit Y people in accordance with Y Safeguarding standards.
- Speaking up about any safeguarding risks and/or concerns to ensure that you are supporting the continuous improvement of our spaces and safeguarding practice.
- Champion safe environments at the Y and in communities which empower children and young people to thrive.
- Ensure that any new program initiatives are to include consultation with Children and Young People using the Y Safeguarding guidance and resources.

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### Work Health and Safety

You will be required to:

- Familiarise yourself with all policies, procedures, and work practices of YMCA South Australia.
- Maintain currency of knowledge in relation to work health and safety.
- Maintain a working knowledge and understanding of your centre's Emergency Action Plan.
- Take responsibility for your own health and safety and the safety of the work environment.
- Ensure that your actions and omissions do not adversely affect the health and safety of other persons.
- Comply with all reasonable instructions in relation to work health and safety, including YMCA South Australia's policies and procedures as amended from time to time.
- Assist YMCA South Australia to provide an inclusive workplace by adhering to YMCA South Australia's Access and Inclusion Policy and applicable equal opportunity laws as amended from time to time.
- Inform your manager of any issues or concerns that may affect your ability to perform your role safely.

### Approval of Position Description

<b>Date created or revised:</b>	07 November 2023
<b>Approved by:</b>	Bijanka Rajic – Head of People and Safety

### Acknowledgement of Incumbent

**I acknowledge that I have read and understood the requirements of this position.**

<b>Name:</b>	
<b>Signature:</b>	
<b>Date:</b>	