

MANAGEMENT COMMITTEE POLICY

Brunswick East Primary School OSHC Service is managed and governed by a Management Committee -Brunswick East Primary School Council. BEPS School Council oversees all aspects of the operation of the service. BEPS School Council is the legal entity and takes on the role of employer and all responsibilities of the Approved Provider under the Education and Care Services National Law 2010, Education and Care Services National Regulations 2010, Family Assistance Law and other relevant legislation as required.

NATIONAL QUALITY STANDARD (NQS)

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| QUALITY AREA 7: GOVERNANCE AND LEADERSHIP |
| 7.1 | Governance  | Governance supports the operation of a quality service.  |
| 7.1.1 | Service philosophy and purposes  | A statement of philosophy guides all aspects of the service’s operations. |
| 7.1.2 | Management Systems  | Systems are in place to manage risk and enable the effective management and operation of a quality service.  |
| 7.1.3 | Roles and Responsibilities  | Roles and responsibilities are clearly defined and understood and support effective decision making and operation of the service.  |
| 7.2 | Leadership  | Effective leadership builds and promotes a positive organisational culture and professional learning community.  |
| 7.2.1 | Continuous improvement  | There is an effective self-assessment and quality improvement process in place.  |
| 7.2.2 | Educational leadership  | The educational leader is supported and leads the development and implementation of the educational program and assessment and planning cycle.  |

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| EDUCATION AND CARE SERVICES NATIONAL REGULATIONS |
| Part 2.1  | Provider approvals |
| 55 | Quality Improvement Plans |
| 168 | Education and care service must have policies and procedures |
| 170 | Policies and procedures to be followed |
| 171 | Policies and procedures to be kept available |
| 172 | Notification of change to policies or procedures |

RELATED LEGISLATION

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| Child Care Subsidy Secretary’s Rules 2017  | Family Law Act 1975 |
| A New Tax System (Family Assistance) Act 1999 | Family Assistance Law – Incorporating all related legislation as identified within the Child Care Provider Handbook <https://www.education.gov.au/early-childhood/resources/child-care-provider-handbook> |

RELATED POLICIES

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| CCS Governance PolicyChild Safe Environment PolicyCode of Conduct PolicyDealing with Complaints Policy (Staff)Dealing with Complaints Policy Family Communication PolicyGovernance Policy | Privacy and Confidentiality PolicyProbation, Induction and Orientation PolicyRecord Keeping and Retention PolicyRecruitment PolicySocial Media PolicyStaffing Arrangements PolicyWork Health and Safety PolicyWriting and Reviewing and Maintaining Policies |

PURPOSE

We are committed to providing a strong Management Committee team who are aware of their roles and responsibilities to Brunswick East Primary School OSHC Service, children, families, educators, and community. BEPS School Council will adhere to Education and Care Services National Law and Regulations, the National Quality Standard, Family Assistance Law and other relevant legislation as required by an employer. BEPS School Council will maintain their professionalism at all times, performing in an ethical manner, which is reflective of the Service’s philosophy.

SCOPE
This policy applies to children, families, staff, management, approved provider, nominated supervisor, educators and visitors of Brunswick East Primary School OSHC Service.

IMPLEMENTATION

This *Management Committee Policy* is to be used in conjunction with the *Governance Policy*.

BEPS School Council is elected each year at our Annual General Meeting (AGM). All family members of children who attend Brunswick East Primary School OSHC Service are invited to join the BEPS School Council. Within the BEPS School Council is an executive team, the executive team may include Persons with management or control of the service (PMC) as defined by ACECQA. Persons with management or control may *participate in executive or financial decision-making or have authority or responsibility for, or significant influence over, the planning, direction or control of the activities or the delivery of the education and care service* (ACECQA 2023) All members of BEPS School Council, including general members and executive team members have equal decision-making powers and contribute to all decisions. The members of BEPS School Council may include: Executive Committee (President, Treasurer, Secretary and Public Officer),OSHC Sub- Committee of managment (Nominated Supervisor/ Director, parent representatives, two community representatives and two staff representatives)

BEPS School Council has an overall responsibility for the sustainability and relevance of the Service. The Committee provides effective governance to support the operation of our quality education and care Service and actively supports families to meaningfully engage with the Service philosophy, policies and procedures and provide feedback to ensure continual improvement.

Brunswick East Primary School OSHC Service operates under the Service Constitution which guides the governance and functioning of the organisation and management committee. The Constitution guides governance rules while providing direction and purpose of the organisation’s decision-making processes. BEPS School Council will ensure the Service Constitution is reviewed every 3 years. The Service Constitution states the Management Committee must operate with the following minimum positions filled; President, Secretary, Treasurer and Public Officer. Executive team committee members will be elected as per the Service Constitution and positions renewed every 4 years.

Brunswick East Primary School OSHC Service embeds the National Child Safe Principles into our organisational leadership, governance and culture. We implement a child safe culture and are committed to child safety and wellbeing. Our Code of Conduct sets out the behaviours that are expected by all members of the Management Committee when interacting with children and young people. [or Child Safe Standards applicable to your state/territory].

FUNCTIONS OF THE MANAGEMENT COMMITTEE

School Council sets the strategic direction of the service and is responsible for the overall operation and governance as the approved provider of Brunswick East Primary School OSHC Service. BEPS School Council is to oversee service operations to ensure all requirements of the Education and Care National Law and Regulations are met at all times.

Essentially, BEPS School Council has five vital functions and Committee members contribute to one or more of these functions, depending on their interests, experience and skills:

* Finance: day to day finances, administration issues, employee duties, general organisation; annual budget, financial statements; legal requirements; insurance policies; reporting requirements to Government bodies- (CCS); fundraising
* Communication: Publicity and public relations, keeping the Service’s community informed of Committee decisions, new policies, events, etc.
* Future planning: Being actively involved in the Service’s Quality Improvement Plan (QIP), Strategic Plan and the Professional Development Plan for Service staff
* Policy development: Formulating, review, updating and approval of the Service’s policies, procedures, and philosophy as required, in conjunction with the Nominated Supervisor, staff, and families
* Recruitment: Ensure a suitably qualified and experience Nominated Supervisor is appointed to oversee day to day operations of the service.

SUB-COMMITTEE

BEPS School Council has a separate OSHC sub-committee to assist with the operation and governance of the Brunswick East Primary School OSHC Service. BEPS OSHC Sub-committee is set up long term period to assist BEPS School Council to focus on a particular responsibilities and tasks relating to the day to day management of the service. BEPS School Council will delegate decision making powers to the BEPS OSHC sub-committee and they will be required to report back to BEPS School Council. Prior to a sub-committee being formed a Terms of Reference will be defined including roles, responsibilities and decision-making authorities.

NEW COMMITTEE MEMBERS

All new BEPS School Council members will complete a Declaration of fitness and propriety form (PA02), which is submitted to the Australian Children’s Education & Care Quality Authority (ACECQA) to provide evidence they are deemed a fit and proper person as per the Education and Care Services National Law Act 2010 Section 12.

All BEPS School Council members are to hold a valid Working with Children/ Vulnerable Person Check which has been verified.

New BEPS School Council Members will undertake an induction to their role, including completion of the New Committee Member Induction Checklist (see: Appendix 1). New BEPS School Council Members who are appointed as an executive BEPS School Council Member are encouraged to undertake formal training for the role (President, Secretary, Treasurer, Public Officer). New BEPS School Council members will be provided a copy of the Service Constitution, Service Strategic Plan and Quality Improvement Plan upon appointment.

New BEPS School Council Committee Members who take on an executive role within the committee will be required to complete the background checks as identified below (See Authorised Personnel). The regulatory authority will be notifed within 14 days of any changes to the executive committee or Persons with management or control.

See Appendix 2 regarding roles and responsibilities of executive management committee positions

AUTHORISED PERSONNEL

BEPS School Council will ensure all executive members who identify as Persons with Management and Control of the Provider (as per National Quality Framework and Child Care Subsidy (CCS) requirements) undertake fit and proper check as per National Regulations and Family Assistance Law requirements. All Persons with Management and Control are required to register with PRODA and have their identity verified and background checks conducted.

Fit and Proper checks for Persons with Management and Control:

* Australian National Police Criminal History Check (performed within the last 6 months)
* Working With Children Check
* National Personal Insolvency Index check
* Current and Historical personal name extract search (performed within the last 6 months)
* ASIC Search, evidence the person does not appear on the Banned and Disqualified register (performed within the last 3 months)

BEPS School Council will ensure all members registered with PRODA remain fit and proper in accordance with Section 55 of the Child Care Subsidy Minister’s Rules 2017.

NOTIFICATONS OF CHANGES TO MANAGEMENT

BEPS School Council will ensure any changes, including the appointment or removal of committee members, to the Management Committee or Persons with management or control, are reported to the regulatory authority within 14 days. New Committee Members are required to complete a Declaration of fitness and propriety form (PA02) which is submitted to the regulatory authority as evidence of fit and proper persons.

BEPS School Council will notify the Department of Education of changes within BEPS School Council or Persons with management or control, as per obligations within the required timeframe as outlined within the Childcare Provider Handbook.

CONFIDENTIALITY

Our Brunswick East Primary School OSHC Service has an ethical and legal responsibility to protect the privacy and confidentiality of children. All BEPS School Council Members are required to read, understand and follow the *Privacy and Confidentiality Policy and Procedure* for the Service. Previous minutes or documentation of items or issues discussed at BEPS School Council meetings may be confidential in nature. Previous minutes may be requested; however, items may be removed if confidential in nature.

DECISION MAKING

The Service Constitution set out the requirements regarding how decisions are made, the constitution will advise the structure and positions that must be held within BEPS School Council. The Service Constitution will provide guidance on the number of members required to be present for each meeting to go ahead, a quorum is required to determine the number of voting members who are to be present when business decisions are made during the meeting. BEPS School Council Members are required to disclose any conflicts of interest, whether actual, potential or perceived when voting on business decisions.

COMPLAINT MANAGEMENT

BEPS School Council members will follow the services *Dealing with Complaints Policy and Procedure*. The BEPS School Council will ensure staff, families, visitors or community members are encouraged to follow the *Dealing with Complaints Policy and Procedure* in the event they are notified of a complaint or grievance. Any complaint that alleges a breach of the *National Law and National Regulations*, National Quality Standard or alleges that the health, safety or wellbeing of a child at the Service may have been compromised, must be reported by the approved provider or nominated supervisor to the Regulatory Authority within 24 hours of the complaint being made.

RECRUITMENT

BEPS School Council is responsible for the recruitment of all staff and employees. BEPS School Council will follow the services *Recruitment Policy and Procedures.* BEPS School Council will ensure a suitably qualified and experienced nominated supervisor/ director oversees the day to day running of the service. The BEPS School Council will delegate responsibilities to the nominated supervisor/ Coordinator as per the *Job Description* for the position. BEPS School Council will be responsible for ensuring the nominated supervisor/ Coordinator meets the responsibilities for the role and position. *Performance Management* will be initiated by the BEPS School Council as required following any concerns regarding performance of the nominated supervisor/Coordinator. BEPS School Council is responsible for implementation of the Probation and Induction procedure for new Directors as per the *Probation, Induction and Orientation Policy*.

BEPS School Council will organise OSHC sub-committee of management to support the Coordinator in the role of recruitment of all staff and employees. BEPS School Council will delegate authority of recruitment to the OSHC Sub-Committee of management to authorise appointment of staff and employees.

Our Brunswick East Primary School OSHC Service is committed to be a child safe Education and Care Service and embeds the National [Child Safe Principles](https://childsafe.humanrights.gov.au/national-principles) as recommended by the National Office for Child Safety. Our robust recruitment processes play a vital role in protecting children from harm.

IN RELATION TO THE OSHC SERVICE:

* BEPS School Council and OSHC Sub Committee of Management members must ensure they take their role and responsibilities seriously
* all BEPS School Council and OSHC Sub Committee of Management members must adhere to the Service’s *Code of Conduct* and *Privacy and* *Confidentiality Policy*
* all members of the BEPS School Council and OSHC Sub Committee of Management must have a valid Working with Children Check/Vulnerable Person check or Criminal History check (where relevant)
* each new Beps School Council member will receive an induction as per the *New committee member induction checklist (see: Appendix 1)*
* Service management will email details of Committee meeting schedules, to all families who request this information
* the BEPS School Council and OSHC Sub Committee of Management members will be involved in conjunction with families and Educators in the development, approval and review process for all policies and procedures
* the BEPS School Council and OSHC Sub Committee of Management members will reflect upon and provide feedback on the Quality Improvement Plan (QIP) documenting continuous improvement
* the BEPS School Council and OSHC Sub Committee of Management members will ensure all ideas and concerns are recognised and addressed in a professional and timely manner
* the Service management will encourage family participation in the BEPS OSHC Sub Committee of Management to represent the family body of the OSHC Service
* written information regarding the service’s management structure will be available to families at all times
* BEPS School Council and OSHC Sub Committee of Management will ensure a suitably qualified and experienced Nominated Supervisor/ Coordinator oversees the day to day running of the OSHC Service
* whilst the Nominated Supervisor is responsible for the day to day running of the Service, it is to be in accordance with the decisions of BEPS School Council providing they comply with all regulations and standards
* members of BEPS School Council and OSHC Sub Committee of Management will formally declare any conflicts of interest, whether actual, potential or perceived
* the executive members of BEPS School Council, (other than the Nominated Supervisor and staff representatives), are elected by those families who attend the Service. Families may join the committee at any time throughout the year.
* all families are encouraged to attend the OSHC Sub-committee of Management meetings and may vote on motions
* meetings are held monthly on the first Monday of the month from 6:00pm to 7:30pm or twice poer term and dependant on member preference for day and time
* meetings will be recorded, including agendas and minutes and decisions made during the meeting
* notices and agendas of forthcoming meetings are posted on the bulletins
* BEPS School Council and OSHC Sub Committee of Management will be made aware of the Service’s *Dealing with Complaints Policy and Procedure.*

CONTINUOUS IMPROVEMENT/REFLECTION

Our *Management Committee Policy* will be reviewed on an annual basis in consultation with children, families, staff, educators and management.

CHILDCARE CENTRE DESKTOP- RELATED RESOURCES

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| New Committee Member Induction Checklist  |

SOURCES

Australian Children’s Education & Care Quality Authority. (2014).

Australia Children’s Education & Care Quality Authority. (2023). [*Guide to the National Quality Framework.*](https://www.acecqa.gov.au/sites/default/files/2023-03/Guide-to-the-NQF-March-2023.pdf)

Australian Children’s Education & Care Quality Authority. (2023). [Identifying persons with management or control of a service from 1 July 2023 – Existing Providers - Information sheet](https://www.acecqa.gov.au/sites/default/files/2023-03/Information%20sheet%20-%20Identifying%20persons%20with%20management%20or%20control%20of%20a%20service%20from%201%20July%202023%20%E2%80%93%20Existing%20Providers%20101.pdf)

Australian Government Department of Education. [*My Time, Our Place- Framework for School Age Care in Australia.V2.0*](https://www.acecqa.gov.au/sites/default/files/2023-01/MTOP-V2.0.pdf)*, 2022*

Australian Government Department of Education. Child Care Provider Handbook. (2022). <https://www.education.gov.au/early-childhood/resources/child-care-provider-handbook>

Australian Government Department of Education. (2023). [Persons with management or control obligations](https://www.education.gov.au/early-childhood/provider-obligations/persons-management-or-control/pmc-obligations)

Australian Human Rights Commission (2020). *Child Safe Organisations.*  <https://childsafe.humanrights.gov.au/>

Early Childhood Australia Code of Ethics. (2016).

Education and Care Services National Regulations. (2011). (Amended 2023).

Education and Care Services National Law Act 2010*.* (Amended 2018). (Amended 2023).

Government of Western Australia. Department of Mines, Industry Relation and Safety. The management committee <https://www.commerce.wa.gov.au/books/inc-guide-incorporated-associations-western-australia/role-and-duties-management-committee>

NSW Department of Education. Roles and responsibilities, Your responsibilities as a person with

Management or control <https://education.nsw.gov.au/content/dam/main-education/en/home/early-childhood-education/operating-an-early-childhood-education-service0/Your-Responsibilities-as-a-Person-with-Management-or-Control.PDF>

NSW Department of Fair Trading. Management committee meetings. <https://www.fairtrading.nsw.gov.au/associations-and-co-operatives/associations/running-an-association/management-committee/management-committee-meetings>

Revised National Quality Standard. (2018).

Victoria State Government Education and Training *Guide to Outside School Hours Care (OSHC) Provision (2017)* <https://www.education.vic.gov.au/Documents/school/teachers/management/oshcprovisionguide.pdf>

[*Western Australian Education and Care Services National Regulations*](https://www.legislation.wa.gov.au/legislation/statutes.nsf/main_mrtitle_12929_subsidiary.html)

REVIEW

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| POLICY REVIEWED BY | Ranita Swamy | OSHC Coordinator | Oct 2024 |
| POLICY REVIEWED | Oct 2024 | NEXT REVIEW DATE | DECEMBER 2025 |
| VERSION NUMBER | V6.12.23 |
| MODIFICATIONS | DECEMBER* annual policy maintenance
* additional information re: Child Safe Principles
* sources updated as required
* delete New member induction Checklist as an appendix within policy (available in CCD library)
* Childcare Centre Desktop Resources section added

JUNE* Policy reviewed to include clearer definitions of *Persons with Management or control*
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| POLICY REVIEWED | PREVIOUS MODIFICATIONS | NEXT REVIEW DATE |
| DECEMBER 2022 | * policy maintenance - no major changes to policy
* links to DESE edited to Department of Education
* hyperlinks checked and repaired as required
* minor formatting edits within text
* continuous improvement/reflection section added
* link to Western Australian Education and Care Services National Regulations added in ‘Sources’
 | DECEMBER 2023 |
| JANUARY 2022 | * Review of content to include legal obligations required of Management Committee
* New content added: New Committee Members, Authorised Personnel, Notifications of changes to management, Confidentiality, Decision Making, Compliant Management, Recruitment
* Sources check for currency
* Appendix 2 added: Management Committee Roles
 | DECEMBER 2022 |
| DECEMBER 2020 | * Minor edits
* Sources checked for currency
* New Committee Member checklist added as Appendix 1
 | DECEMBER 2021 |
| DECEMBER 2019 | New policy drafted for OSHC services | DECEMBER 2020 |

Appendix 1:

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| ROLES AND RESPONSIBILITIES OF THE EXECUTIVE MANAGEMENT COMMITTEE MEMBER |
| The Management Committee oversees all aspects of the operation of the service. The Management Committee is the legal entity and takes on the role of the employer and all responsibilities of the Approved Provider under the Education and Care Services National Law 2010, Education and Care Services National Regulations 2010, Family Assistance Law and other relevant legislation as required. |
| PRESIDENT |
| The President acts as the leader and spokesperson of the Management Committee and ensures they meetings are conducted in an orderly and efficient manner. The President will chair and run the meeting to the prepared agenda. The role of the President is to ensure meetings keep to the planned agenda and keeps the discussion during the meeting on track while ensuring the meeting provides clarity and purpose. The President will present any reports submitted to the meeting. The President will have experience and knowledge of the service and is aware of and understands the National Law and National Regulations, Family Assistance Law and the National Quality Standards. The President will assist to ensure tasks are delegated to members of the committee. |
| VICE PRESIDENT |
| The role of the Vice-President is to act as the President in periods of absence of the President.  |
| SECRETARY |
| The role of the Secretary is to formally record the Management Committee meetings through documentation of the agenda and meeting minutes. The minutes are a true and accurate record of committee meetings detailing attendees and decisions made. The Secretary will ensure all members of the Management Committee receive notice of the meeting through the agenda as well as records of the previous meeting through meeting minutes. The Secretary will ensure items and issues discussed and decisions made at the Management Committee meetings are recorded in the meeting minutes and distributed to members of the committee. The Secretary is to record any correspondence or reports that has been presented to the Management Committee. |
| TREASURER |
| The role of the Treasurer is to ensure all financial transactions regarding the service are recorded according to legislation and reported through a profit and loss statement to the Management Committee each month at the committee meetings. Our Service operates with a paid Financial Officer who reports directly to the Treasurer. The Financial Officer and Treasurer are responsible for presenting an end of financial year statement at the Annual General Meeting. |
| PUBLIC OFFICER |
| The Public Officer has the responsibility to notify the VIC Fair Trading of any changes in the service address. This notification must be made within 28 days of the change. The Public Officer is required to keep documents as outlines in the service constitution. The Public Officer may take on a legal representative role in certain situations.  |