

POSITION DESCRIPTION



The Cathedral School
of St Anne & St James
T O W N S V I L L E

ROLE TITLE:	Childcare Educator – Full-time and casual positions for Lead and Assistant roles
REPORTS TO:	Ian Gamack (Principal) Luke Bails (Nominated Supervisor) Julie Whitbread (Early Learning Coordinator) Emma Grundy (Childcare Coordinator)
INDUSTRIAL AGREEMENT:	The Queensland Anglican Schools Enterprise Agreement
COMMENCEMENT DATE:	Negotiable commencement dates
REMUNERATION:	Above award rates (19% for Lead and 11-14% for Qualified Educators)

From the minute you walk into our Centre you know that you have arrived at a very special place. A welcoming place with landscaped gardens and views the school's unique lagoon and spectacular rain trees. Our Early Learning Centre provides wonderful facilities, excellent resources including its very own toy library and allows staff to enjoy uninterrupted break times. The Centre is a part of The Cathedral School community, one built upon the foundations of connection and strong relationships with our children and families. We are currently seeking Childcare Educators for several positions. If you are ready to experience the joy of working in a wonderful Centre now is the time to join our team.

What makes us stand apart and adds value to your day and employment:

- Competitive above award wages (11-14% for Qualified Educators and 19% for Lead Educators).
- 2.5 weeks closure over Christmas.
- Spacious learning spaces and playgrounds.
- No 'under roof' ratio.
- Weekly team meeting time where room educators are relieved from class for collaborative discussion and reflection.
- Extensive 'Toy library' resource collection. Teachers and Lead Educators are relieved from class to borrow and return resources each week.
- Uninterrupted break times.
- Off-the floor, experienced Educational Leader who meets individually with Lead Educators and Teachers on a monthly basis.
- Fortnightly rotational roster to provide predictability of shifts.

What can we offer you?

- Discounted childcare and school fees.
- Complimentary uniform shirt annually.
- Free annual flu shot.
- Designated professional development days and ongoing support from an accomplished Leadership team.
- Generous employer and employee super contribution scheme.
- Onsite car parking.
- Access to team members and their families to our Employee Assistance Program (EAP).
- Paid training for First Aid and CPR refreshers including asthma and anaphylaxis.
- All meal breaks covered by float staff.
- Discounted health fund membership.

ORGANISATIONAL ENVIRONMENT:

The Cathedral School is an Anglican co-educational school of approximately 1100 students from six weeks old to Year 12 including 170 boarding students from Years 7 to 12.

MISSION:

The mission of The Cathedral School is to be a caring, Christian community in which students are challenged and inspired to explore, learn, and grow so they will be equipped to make wise decisions as informed members of society.

AIMS:

1. To be a centre for academic excellence.
2. To encourage an understanding that the spiritual and moral aspects of life are central to our humanity.
3. To affirm the unique worth of the individual.
4. To inspire our students through creative, purposeful, enjoyable learning, to reach their full potential.
5. To develop attitudes which are anticipatory, visionary, and reflective.
6. To educate our students to be discerning, sensitive, and responsible.

ORGANISATIONAL EXPECTATIONS:

All employees are expected to respect the confidentiality of the individual, and to treat all members of the school community with courtesy.

All employees are bound by the requirements of the school's policies, procedures and any other practices (such as the Code of Conduct and Dress Code) and are expected to provide appropriate support and pastoral care to students of the school.

The Cathedral School is committed to maintaining a healthy and safe work environment. Everyone must adhere to the *Workplace Health and Safety Act*.

The Cathedral School is committed to the safety and wellbeing of children enrolled at the school. As a condition of employment in accordance with the *Working with Children (Risk Management and Screening) Act 2000* (Qld), employees are expected to obtain and hold for the duration of employment, a current Suitability Notice (Blue Card).

Staff are required to take an active role and be well informed regarding their legal obligations in relation to child safety and duty of care. Staff must familiarise themselves and comply with the school's Student Protection Manual.

Proof of qualifications will be required prior to commencement.

The position description is a guide only and is not intended to be an exhaustive list of duties attached to this position. Employees may be required, from time to time, to undertake duties that are outside their usual role or specialism, but within their skills, competency, and capability.

Much of the information gleaned by staff during the course of their duties is confidential and should be treated as such. Staff shall not use confidential information to gain advantage for themselves, their related persons or for any other person or body, in ways, which are inconsistent with their obligation to act impartially. Nor should such information be used improperly cause harm or detriment to any person, body, or the school.

PRIMARY ROLE PURPOSE

Childcare Educators will be required to fulfil 2 main functions. These being:

1. Provide a high level of education to assist each child to reach their full potential;
2. Provide exceptional pastoral care.

Educators are to provide a safe, caring, and Christian environment which fosters and supports the learning and personal development of each child and are expected to support the aims of the school, its policies, and practices. In order to provide an excellent service and support the learning and personal development of each child, Educators will be required to participate and/or complete:

- Annual induction program covering child protection;
- Professional development including online portal training as required by the Centre;
- Attendance at staff meetings.

Lead Educators are required to contribute to the provision of a quality education program, enriching learning through innovative learning spaces, methods, technologies, and partnerships and, to promote learning as a lifelong process and something to be enjoyed and maximised for each child.

Assistant Educators are required to contribute to the provision of a quality education program by assisting and supporting the Lead Educators in the preparation of learning materials, working directly with students, assisting toileting, and dressing of students and participating fully in the programs and routines of The Cathedral School Early Learning Centre.

Learning at The Cathedral School Early Learning Centre is a partnership and shared responsibility between the school, home, and the child. A climate of mutual trust and respect is created through open, positive communication between staff, parents, and children.

RELATIONSHIPS AND AUTHORITY

The position is responsible to the Early Learning Coordinator/Childcare Coordinator for the day to day performance of duties. Educators are expected to work in consultation with all staff in The Cathedral School Early Learning Centre.

This level requires employees who have had sufficient experience and/or training to enable them to carry out their duties under general supervision, using established procedures, practices, and instruction.

Problems are solved by reference to established practices and procedures, and the application of initiative or judgement in applying them or by reference to the Early Learning Coordinator/Childcare Coordinator.

The position will be required to supervise children on a daily basis.

Peer guidance and assistance for less experienced employees may be required from time to time.

KEY ACCOUNTABILITIES

The key accountabilities of the positions include:

LEAD EDUCATORS ONLY:

Caring for children whilst maintaining a high level of early childhood practices including:

- Application of current learning practices throughout the daily routine.
- Develop, plan (using Xplor or school designated software), implement and evaluate age appropriate programs for the physical, social, emotional, and cognitive needs of the children in their care, in collaboration with the room assistant.
- To prepare daily journals and ongoing observations and ensure they are kept up to date.
- Assess, record and report on children's progress.
- Organise sleep breaks for children including moving of bedframes throughout the room.

ALL POSITIONS:

Educational

- Be responsible for the group of children in your care.
- Implement programs for the physical, social, emotional, and cognitive needs of the children in your care.
- Arrange for the use of the environment, equipment, furniture, toys, and consumables materials to meet the developmental needs of the children.
- Prepare and maintain materials required for the daily program, in collaboration with other Educators.
- To maintain records and ensure they are kept up to date.
- Supervise all indoor and outdoor play areas to ensure healthy and safe practices.

- Assisting with the toilet training and toileting needs of children.
- To always maintain confidentiality in respect of children and their parents. To regard information learned about children and families in The Cathedral School Early Learning Centre as strictly confidential and not be discussed with anyone other than the Early Learning Coordinator/Childcare Coordinator.
- Be aware of special/additional needs, cultural, linguistic, religious, gender, language diversities and socio-economic differences and treat each child with dignity and respect.

Pastoral

- Observe and interpret children's behaviour and appropriately communicate progress or problems to parents.
- Act as an appropriate role model and care-giver while supervising children at play and at during transitions.
- Engage and interact with children at their eye level.
- Assist in children's arrivals and departures using appropriate communication skills to ease any anxieties of parents and/or children.
- Liaise with and support parents and actively encourage parent involvement.
- Encourage children to take responsibility for their own actions and make them aware of the need to show respect for others in interpersonal relationships.

Other

- Ensure all equipment, furniture, toys, and materials are maintained in a safe and hygienic condition at all times. Report any maintenance required to the Early Learning Coordinator/Childcare Coordinator.
- Work as part of the team to achieve Centre aims and objectives and develop co-operative relationships that ensure the smooth operation of the Centre.
- To provide feedback and input in the development of Centre policies and procedures and implement accordingly at all times.
- Be clear about action to be taken in the case of emergencies (e.g. accidents, fire, suspected child abuse and attempts at unauthorised removal of children from the Centre).
- Perform any other duties as directed by the Early Learning Coordinator/Childcare Coordinator or Head of Junior School.
- Participate in staff development days and parent information nights. Lead Educators are also required to participate in parent interviews.
- Staff meetings and professional development sessions are attended when instructed to attend.
- Childcare educators are required to complete cleaning tasks, including personal hygiene care of the children, sweeping, mopping, wiping benches as well as occasional food preparation and distribution.
- There is some lifting involved throughout the day from setting up and packing away the outside play area, carrying bedframes and lifting and carrying mops and buckets.

SKILL AND KNOWLEDGE

ESSENTIAL CRITERIA

The Childcare Educator will be required to meet the following Essential Criteria and actively work towards obtaining the desired competencies, knowledge, and skills.

Qualifications

- Certificate III in Early Childhood Education and Care or equivalent as recognised by the Education & Care Services National Law Act / Education & Care Services Regulations is the minimum formal requirement. Staff working towards this qualification will also be considered.
- Lead Educator positions are required to hold or be currently studying towards a Diploma in Early Childhood Education and Care or equivalent as recognised by the Education & Care Services National Law Act / Education & Care Services Regulations.
- Current First Aid, CPR, Asthma & Anaphylaxis certificates.
- Valid Working with Children Check (Blue Card).
- A COVID-19 digital certificate or immunisation history statement indicating full vaccination status.

Competencies, Knowledge & Skills

- Ability to develop learning programs incorporating the Early Years Learning Framework and transfer this into classroom practice (applicable for the Lead Educator positions).
- A working knowledge of the current Education and Care Service Act and Education and Care Service Regulations is required.
- Complete yearly induction program.
- Complete yearly professional development programs.
- Ability to work with a diverse group of children.
- Excellent time management skills.
- Ability to affirm the unique worth of each child.
- Advanced interpersonal, communication and listening skills.
- Ability to work as a team to receive feedback, instigate change.
- Ability to follow procedures and instructions.
- Ability to attend staff meetings.
- Ability to demonstrate initiative in daily routines/duties.

Desirable Qualifications, Competencies, Knowledge & Skills

- ICT skills and the ability to record ongoing observations and daily journals.
- Behaviour guidance skills.
- Ability to track and document children's development throughout the year.
- Accept individual differences in ability, need and learning styles and always cater for these differences.
- Demonstrate abilities of reliability, tact, confidentiality, and discretion.
- Demonstrate initiative and flexibility in working with children.
- Ability to reflect and evaluate educational practices.
- Ability to transfer theory into practice.
- Attend professional development programs to enhance skills and knowledge.
- Basic understanding of occupational health and safety and anti-discriminatory practices.

FUNCTIONAL JOB REQUIREMENTS:

Critical job demand descriptor	% of time the task is performed	Task
Constant	>66%	<p>Continual walking around indoor and outdoor areas over even and uneven surfaces (mats, tiled bathrooms surface, synthetic grass, and sand)</p> <p>Maintaining semi-full squat position for 10-30 seconds at any one time when interacting with children</p> <p>Talking to and interacting with children</p> <p>Picking up toys/objects off the ground</p> <p>Moving outdoor play equipment</p> <p>Lifting and lowering beds to/from floor and placing sheets on beds</p> <p>Wiping/washing children's hands</p> <p>Cleaning walls, play equipment, bookcases, activity desks below waist height</p> <p>Sweeping, dust panning</p> <p>Emptying garbage bins</p> <p>Lifting/lowering sandpit covers from storage</p> <p>Distributing food plates/lunch boxes to children</p>
Frequent	34%–66%	<p>Reaching floor to overhead height</p> <p>Carrying bed frames, play equipment and children e.g. Moving/lifting outdoor play equipment lifting and moving bed frames over a distance (up to 22 beds lifted in succession)</p> <p>Pushing food distribution/room trolley</p> <p>Filling/emptying bucket and pushing mop</p> <p>Picking up items from the ground</p> <p>Assisting with toileting children</p> <p>Readying outdoor area</p> <p>Retrieving bottles and nappies stored at above shoulder height</p>

Critical job demand descriptor	% of time the task is performed	Task
Occasional	5%–33%	Feeding, assisting toddlers Assisting with motor development Dressing children
Rare	<5%	Lifting/carrying/pushing outdoor play equipment weighing more than 15kg Sitting, filing, phone calls and administration Climbing more than 4 steps (step ladder)

Applying for the Position

We will only consider applicants who are strong **team players** and have a willingness to be **100% committed** to working collaboratively with our staff to ensure that our Centre remains a great place to work and learn.

Applicants wishing to apply for the position are required to submit a **cover letter** and **resume** outlining their experience providing 3 work references to which the school can contact. Applications close 14 June 2022.

Please send applications to:
Human Resources
The Cathedral School
Email: hr@cathedral.qld.edu.au