Policy – Workplace Health and Safety

Area - Service Operations



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Responsible Officer:	Procedure Number:	
General Manager, Children's Services	SO:01.17	
Contact Officer:	Policy Area:	
Children's Services Manager	SO:01 Workplace Health and Safety	
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Scope .

This procedure when read with the related policy provides a framework to guide all actions for the C&K board, C&K staff, C&K Central, C&K Branch services, C&K affiliate services, children, parents, volunteers, contractors and visitors.

This procedure excludes C&K associate members.

Introduction

C&K is committed to the safe arrival and departure of children. Educators will ensure individual parenting plans / orders and protection orders are acted upon.

Procedure

1.0 Arrival and departure

1.1 Parent / guardian and authorised person responsibilities

- Sign their child in upon arrival and sign their child out upon departure, and include name (e.g. P.Smith), signature and time
- If applicable, keep pin codes for access, private and confidential. Both parent/guardians and authorised persons are required to have their own pin at Branch services with iCheck-In PIN security. This is used to record who collected your child and at what time of day. Therefore, you may be liable for the consequences of unauthorised use of your iCheck-In PIN
- Advise educators daily of any changes to their child's routine or health needs.
- Ensure all chosen authorised persons' details have been provided via C&K Enrolment Booklet or on a SO:01.17. F2 Form Additional Emergency Contact.
- Arrive at the service to collect their child five (5) minutes prior to service closure. Parents are required to notify the Centre as soon as possible, if they are unable to arrive by closing time.
- If late, a late fee may be incurred. Branch services Late fees are charged at a flat rate of \$20 for the first 10 minutes or any part thereof, for each minute after this another \$1.50 will be charged. SO: 01.17. F3 Form Late fee is signed by the parent / guardian upon collection.

1.2 Educator responsibilities

- Outline this procedure with all enrolling families during orientation.
- Only allow custodial parents / guardians and authorised persons (as recorded in the enrolment booklet and SO: 01.17. F2 Form Additional Emergency Contact) to collect children from the service.
- If the authorised person is not the custodial parent / guardian and is between 12 and 18 years of age, the custodial parent / guardian must attach (to the C&K Enrolment Booklet or SO: 01.17. F2 Form Additional Emergency Contact) a signed letter outlining the reasons why this person is required to collect their child and their confidence in the person's ability to

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competently care for their child.

- If an authorised person is not the custodial parent / guardian and is between 12 and 18 years of age, attendance records (sign in and out records) should be completed by an educator (as per Regulation 158 (1)(c)(ii)).
- The approved provider (or delegate) or nominated supervisor reserves the right not to release the child into the care of an authorised person who is between 12 and 18 years of age if there is any doubt of the person's ability or capacity to safely care for the child.
 Children cannot be delivered to or collected from a service by any person who is 11 years or younger.
- Review sign in and out records daily. As per Regulation 158 (1)(c)(ii)), an educator will sign a child in/out when a parent / guardian or authorised person has forgotten.
- At the end of session / service closure, remaining educators will verify all children have been signed out. A check of all service areas is completed to ensure no child remains. Educators must exercise extreme caution to ensure all children have been accounted for and have been signed in and out.
- If a parent / guardian informs the service a person other than those listed as an authorised person on the enrolment booklet will collect their child, the educator must request a SO: 01.17. F2 Form Additional Emergency Contact be completed. This form should be attached to the child's enrolment booklet.
- When an unknown person collects a child, educators must confirm the person's identity by sighting photographic identification such as a driver's license or passport and keeping a record on file at the service.
- An authorised officer (Queensland Police/Child Safety) must sign a child out if removing a child from the service.
- Branch services with iCheck-In installed (electronic sign in/out) will request an authorised officer to sign a child in and/or out by:
 - o a 'written' record when the officer is unknown to the service and it is the first and perhaps the only time they would collect the child.
 - Using iCheck-in where the officer is a regular at the service. A guardian record is required to be set up in Kidsoft.

2.0 Custodial arrangements

2.1 Parent / guardian responsibilities

- Supply service with a certified copy of current court orders upon enrolment or during enrolment. A service can only act on current court orders or parenting plans that have been supplied.
- As court orders are updated or revised, provide a copy to service.

2.2 Educator responsibilities

- All educators need to be alerted to any court order or parenting plans.
- If parents are divorced or separated and there is **no** court order or parenting plan in place, both parents have access to and are authorised to collect the child.
- Only deny a parent / guardian access to the child if / as directed on a court order or parenting plan.
- Contact Children's Services Manager (CSM) or the local police station for advice on specific court orders and parenting plans.

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3.0 If a parent / guardian or authorised person arrives to collect a child and appears to be intoxicated or is unable to safely care for and collect a child

Educator / Nominated Supervisor	Post-incident
Ludcator / Normilated Supervisor	Nominated Supervisor
Attempt to delay their departure by involving them in conversation. Confidentially and sensitively raise your concern (i.e. you feel they are unable at this time safety care and	4. Notify CSM / Voluntary Management Committee (VMC).
collect the child). Discuss possible alternative arrangements.	Call and notify local Early Childhood Education and Care office.
If the authorised person is not a parent /	6. Complete SO: 01:05: T1 Incident Record.
guardian, ask them to wait while you contact the child's parent / guardian. Confidentially	o. Complete 30. 01.03. 11 modern Necord.
and sensitively explain your concern and	Refer to SO01.05 Procedure Child
ask for their instructions.	Incident Reporting to determine if further reporting and notification is required.
 If person insists on taking the child from the service and you feel the child is at risk of harm, contact the local police immediately. If possible, provide the police with car make / model and licence plate. 	
A parent / guardian or authorised person cannot be prevented from leaving with the child. Do not physically stop the parent / guardian or authorised person leaving with the child.	
3. If the person becomes aggressive and you feel your or the children's safety is or could be compromised, call the police immediately (000).	
Follow police instructions. If applicable, implement local protocol lock down procedure.	

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4.0 Responsibilities of educators / service - If a non-authorised person attempts to collect a child

1.	Explain to the non-authorised person this procedure (i.e. the need for the parent / guardian's written consent to collect the child).	If the non-authorised person's behaviour is threatening:	
2.	Contact parent / guardian and seek their instructions. If parent / guardian provides verbal permission for the person to take the child, ask the parent / guardian to provide the person's full name and a description. Record the enrolling parent's directions on the child's enrolment booklet.	3. Ask the person to move into an area away from the children and attempt to calm the person. To the best of your ability, ensure the safety of all children and staff. This may mean moving the children away from the threatening person.	If the non-authorised person removes the child from service:
4.	Explain the outcome of the enrolling parent / guardian's instructions to the non-authorised person. If they are permitted to take the child, confirm the person's identity and obtain a photocopy of their ID.	5. If you feel your safety or the safety of children is or could be compromised, call the police immediately (000). Follow police instructions. If applicable, implement local protocol lock down procedure.	3. Immediately call the police (000). If able, notify the police of person's name and car make, model and number plate. Follow police instructions.
6.	Provide the parent / guardian SO: 01.17. F2 Form Additional Emergency Contact. Ask parent / guardian to complete and return form ASAP. Once returned, save a scanned copy on child's Kidsoft record / attached to enrolment booklet.	4. Once the person has left the service, reassure children and notify CSM / Committee immediately. Notify local ECEC by phone.	4. Reassure children.Notify child's parent / guardian of the incident.Notify CSM / committee immediately.Notify local ECEC by phone.
		5. Complete SO: 01:05: T1 Incident Record. Refer to SO01.05 Procedure Child Incident Reporting to determine if further reporting and notification is required.	

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1. Educator / service responsibilities - If a child has not been collected by their parent / guardian or authorised person

	Educator / Nominated Supervisor	Post-incident Nominated Supervisor
1.	Reassure the child as much as possible. Two (2) educators must remain with the child until collected.	7. Complete SO: 01.05. T1 Template Incident Record.
2.	Phone parents / guardians on all contact numbers provided. Keep a record of the times and numbers called.	8. Where police attend the service advise local ECEC and complete notification form located on the C&K intranet. Refer to SO:01.05 Procedure Incident reporting
3.	Phone emergency contacts / authorised persons to collect as listed in the enrolment booklet. Keep a record of the times and numbers called.	9. Branch services: Nominated supervisor to complete <i>SO: 01.17. F3 Form Late fee charge</i> and ask the parent / guardian to sign the form.
4.	If 1 ½ hours has elapsed after session finish time and the child has not been collected notify CSM / committee and local police of the situation.	Seek advice / direction of CSM / Committee on payment for additional time worked.
5.	Ensure the police, parent / guardian or authorised person signs the child out of the service indicating the time of collection.	

Links to associated do	to associated documents	
SO:01.05	Procedure - Incident reporting	
SO:01.05.T1	Template - Incident record	
C&K publication	C&K Enrolment Booklet	
SO:01:17:F2	Form - Additional Emergency Contact	
SO.01.17:F3	Form - Late fee charge	

Revision Record					
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1.0	8.6. 2012	S. Bowles	July 2013	Biannual	July 2015
2.0	23.9.2013	C. Tisdell	October 2013	Biannual	October 2015
3.0	28.4.2015	K.Woods	April 2015	Biannual	April 2017
4.0	12.7.2017	K.Woods	17.7.2017	Biannual	July 2019