



WYNNUM GENERAL GORDON
KINDERGARTEN

Parent Information Booklet - 2025

Wynnum General Gordon Kindergarten
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Lady Gowrie^{QLD}
Community
Kindergartens

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Welcome

We acknowledge the Traditional Custodians of the land where Wynnum General Gordon Community Preschool and Kindergarten stands and pay respect to their Elders – past, present and emerging. Wynnum General Gordon is committed to honouring Australian Aboriginal and Torres Strait Islander peoples’ unique cultural and spiritual relationships to the land, water and seas and their rich contribution to society.

Welcome to Wynnum General Gordon Community Preschool & Kindergarten (Wynnum General Gordon). We hope that your association with this kindergarten will be a happy and rewarding one, for both your child and your family.

This information booklet outlines important information regarding the children, parent responsibilities and the policies of your Kindergarten. You are encouraged to read this thoroughly. If you have any questions, please feel free to approach the staff or a member of the management committee.



Our Mission Statement

“We are committed to providing a high quality early childhood curriculum within a safe and inspiring learning environment for your children”



Early Childhood Australia Code of Ethics

Vision: Professionals who adhere to this Code of Ethics act in the best interests of all children and work collectively to ensure that every child is thriving and learning.

Preamble: Early Childhood Australia recognises that Aboriginal and Torres Strait Islander people have been nurturing and teaching children on this land for thousands of years. The Code of Ethics acknowledges Aboriginal and Torres Strait Islander traditional ways of being and caring for children.

This Code of Ethics is informed by the principles in the United Nations Convention on the Rights of the Child (1991) and the Declaration on the Rights of Indigenous Peoples (2007). A Code of Ethics is an aspirational framework for reflection about the ethical responsibilities of childhood professionals who work with, or on behalf, of children and their families. In this Code of Ethics the protection and wellbeing of children is paramount and therefore speaking out or taking action in the presence of unethical practice is an essential professional responsibility.

Being ethical involves thinking about everyday actions and decision making, either individually or collectively, and responding with respect to all concerned. The Code of Ethics recognises that childhood professionals are in a unique position of trust and influence in their relationships with children, families, colleagues and the community, therefore professional accountability is vital.

IN RELATION TO CHILDREN, I WILL

- act in the best interests of all children
- create and maintain safe, healthy, inclusive environments that support children's agency and enhance their learning
- provide a meaningful curriculum to enrich children's learning, balancing child and educator initiated experiences
- understand and be able to explain to others how play and leisure enhance children's learning, development and wellbeing
- ensure childhood is a time for being in the here and now and not solely about preparation for the future
- collaborate with children as global citizens in learning about our shared responsibilities to the environment and humanity
- value the relationship between children and their families and enhance these relationships through my practice
- ensure that children are not discriminated against on the basis of gender, sexuality, age, ability, economic status, family structure, lifestyle, ethnicity, religion, language, culture, or national origin
- negotiate children's participation in research, by taking into account their safety, privacy, levels of fatigue and interest
- respect children as capable learners by including their perspectives in teaching, learning and assessment

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- safeguard the security of information and documentation about children, particularly when shared on digital platforms.

IN RELATION TO THE PROFESSION, I WILL:

- base my work on research, theories, content knowledge, practice evidence and my understanding of the children and families with whom I work
- take responsibility for articulating my professional values, knowledge and practice and the positive contribution our profession makes to society
- engage in critical reflection, ongoing professional learning and support research that builds my knowledge and that of the profession
- work within the scope of my professional role and avoid misrepresentation of my professional competence and qualifications
- encourage qualities and practices of ethical leadership within the profession
- model quality practice and provide constructive feedback and assessment for students as aspiring professionals
- mentor new graduates by supporting their induction into the profession
- advocate for my profession and the provision of quality education and care.

IN RELATION TO COLLEAGUES, I WILL:

- encourage others to adopt and act in accordance with this Code, and take action in the presence of unethical behaviours
- build a spirit of collegiality and professionalism through collaborative relationships based on trust, respect and honesty
- acknowledge and support the diverse strengths and experiences of colleagues in order to build shared professional knowledge, understanding and skills
- use constructive processes to address differences of opinion in order to negotiate shared perspectives and actions
- participate in a 'lively culture of professional inquiry' to support continuous improvement
- implement strategies that support and mentor colleagues to make positive contributions to the profession
- maintain ethical relationships in my online interactions.

IN RELATION TO FAMILIES, I WILL:

- support families as children's first and most important teacher and respect their right to make decisions about their children
- listen to and learn with families and engage in shared decision making, planning and assessment practices in relation to children's learning, development and wellbeing
- develop respectful relationships based on open communication with the aim of encouraging families' engagement and to build a strong sense of belonging
- learn about, respect and respond to the uniqueness of each family, their circumstances, culture, family structure, customs, language, beliefs and kinship systems
- respect families' right to privacy and maintain confidentiality.

IN RELATION TO COMMUNITY AND SOCIETY, I WILL:

- learn about local community contexts and aspirations in order to create responsive programs to enhance children’s learning, development and wellbeing
- collaborate with people, services and agencies to develop shared understandings and actions that support children and families
- use research and practice-based evidence to advocate for a society where all children have access to quality education and care
- promote the value of children’s contribution as citizens to the development of strong communities
- work to promote increased appreciation of the importance of childhood including how children learn and develop, in order to inform programs and systems of assessment that benefit children
- advocate for the development and implementation of laws and policies that promote the rights and best interests of children and families.



Wynnum General Gordon Philosophy

At Wynnum General Gordon Kindergarten, we believe that a partnership with families, within a warm, safe & supportive learning environment, is best for lifelong learning (Bowlby*). We honour, value & respect the rights of all children, staff & families and we foster a learning environment that provides a foundation for young children to become global citizens (Malaguzzi*). We acknowledge the traditional custodians of this land - the Quandamooka people, together with the unique culture, history & heritage of this Kindergarten. We thank & value the previous committees & families who planted the seeds for the future generations of children. We honour these strong connections when striving to provide an inclusive, inquiry led & play based environment which celebrates & nurtures each child’s unique personality, skills, interests & culture (Bronfenbrenner, Montessori*).

Core Values

Rights, Connection, Respect, Kindness, Responsibility & Wellbeing – These six values work together to provide a stimulating environment, nurturing relationships and positive learning experiences. These values permeate throughout the Wynnum General Gordon Community.

Children

We celebrate children as valued, trusted citizens & respect them as competent and confident people (Malaguzzi*). We see children as unique individuals & acknowledge that they grow & develop

at different rates. Children are our central focus and we cater for their differences, their natural curiosity and eagerness to learn, providing an atmosphere of trust and freedom. We strive to nurture in each child, initiative, independence, risk-taking (Warden, Buchan), a sense of responsibility and achievement, respect for self and others and for the natural environment (Gardner*).

Families

As partners in learning, families are actively encouraged and valued for their contributions to children's wellbeing and learning achievements (Vygotsky*). Families are acknowledged as co-educators in the collaborative decision-making processes which are an essential ingredient in this early childhood learning environment (Bowlby*). Families are encouraged to be involved on the management committee, attend working bees and rosters, and to share their skills, culture and interests within the program. We strive to help people feel a sense of belonging, warmth and respect when they spend time here with us.

Curriculum

The Early Years Learning Framework V2.0 is the national Australian framework for early childhood education, providing inspiring environments where children experience learning that is engaging and builds success for life (Vygotsky, Piaget*). The Queensland Kindergarten Learning Guideline aims to specifically enrich children's learning in the kindergarten year and is closely aligned with the national framework. The children's right to experience the joy of childhood is fundamental and learning is promoted through child initiated and teacher led provocations (Malaguzzi*). Our emergent curriculum develops positive attitudes and skills, and children are encouraged to explore our kindy and local natural environments through uninterrupted play (Bronfenbrenner*).

Environment

Our environment is seen as the third educator that is responsive to the interests and abilities of each child, therefore much thought, planning and energy is expended to make it an inviting, engaging & safe place for young children. We strive to promote a natural sustainable environment designed to encourage a sense of belonging & custodianship (Malaguzzi, Montessori*). We respect our local community & our involvement within it & value the importance of our Beach Kindy program as a rich learning environment.

Staff

Centre staff are a warm, caring and dedicated team who engage in critical reflection and ongoing professional learning. We respect and value collaboration drawing upon each person's professional knowledge, understandings, strengths and skills (Vygotsky*). As a team of Early Childhood experts, our values are: Caring, Trust, Passionate, Positive & Respect; these underpin our commitment to teaching. There is an ongoing review process in place through which we evaluate and reflect upon curriculum, policies and procedures, and our vision is to achieve excellence in all areas of this service.

History

In January 1950, the first Community Kindergarten was established in the Wynnum area. The classes for children attending “Wynnum District Kindergarten” were held in the Lodge room of the Municipal Library Hall. Over the next six years the kindergarten occupied three different premises. In 1958 the Kindergarten became affiliated with the Creche & Kindergarten Association of Qld.

In 1962, the essentially defunct Wynnum Gordon Club, a youth club promoting the mental & physical development of its (male) members, donated its property in Florence Street & its residue of funds to the Wynnum District Kindergarten with the condition that the name be changed to The General Gordon Memorial Kindergarten.

On May 23, 1964, after years of hard work by the Mothers Auxiliary, the new permanent home for the Kindergarten was officially opened by Lady May Abel Smith, wife of the then Governor of Queensland. The name was further changed in 1974 to the Wynnum General Gordon Community Preschool & Kindergarten Association Incorporated. Miss Ruth Madge, the former Kindergarten teacher at the Moreton Bay Girl's School, was the first Director of the Wynnum District Kindergarten, a position she held for 14 years. Further information on General Gordon & Miss Madge can be found in the Welcome Room at the centre. In 2000, to celebrate fifty years of providing early childhood education in the bayside area, the wife of the current Governor, Mrs Barbara Arnison, attended the Wynnum General Gordon Commemorative Open Day to replicate the celebrations of 1964.

Wynnum General Gordon has generally maintained long standing staff who quickly come to feel the magical presence & strong community based connections we value. Many past educators now spend time relief teaching for us, & we welcome these ongoing relationships. Our previous long-standing Director & Unit 1 teacher Mrs Wendy Dunstan became our WGG Patron upon her retirement in 2016. Wendy regularly spends time with us at Kindy & is a valuable support to our practice & community.



The current staff continue to uphold the high standard of early childhood education for which this kindergarten is renowned. They are a highly motivated & caring team of professionals with a wealth of knowledge & experience in community kindergartens.

As of 2014, Wynnum General Gordon became affiliated with The Gowrie (QLD) Inc. (Lady Gowrie). This signalled a new beginning for this kindergarten & one which has been tremendously exciting for staff, parents & the community. This community promotes the objectives & goals of the Lady Gowrie philosophy which is closely aligned with our Wynnum General Gordon philosophy, ethos & strong community spirit. We look forward to a happy, rewarding & inspiring year with your family!

Group Structure and Kindergarten Hours

Wynnum General Gordon Kindy is a two unit kindergarten and in 2025 we have the following groups:

Unit 1	Days	Times
Coochiemudlo Group	Monday, Tuesday & alternate Wednesday	8:30am to 2:30 pm
St Helena Group	Thursday, Friday & alternate Wednesday	8:30am to 2:30 pm
Unit 2	Days	Times
Stradbroke Group	Monday & Tuesday	8:30am to 4:00pm
Moreton Group	Wednesday & Thursday	8:30am to 4:00pm
Karragarra Group (Pre-Kindy)	Friday	8:30am to 2:30pm

Term Dates - A calendar for the year is provided in your enrolment package.

Semester 1	Term 1	28 January – 4 April (10 weeks)
	Term 2	22 April – 27 June (10 weeks)
Semester 2	Term 3	14 July – 19 September (10 weeks)
	Term 4	7 October – 12 December (10 weeks)

Our Kindy Day

Our schedule for the day is listed below, but keep in mind that this is a framework and our day varies according to the children’s needs and interests.

Our Kindy Day – Short Day Groups	Our Kindy Day – Long Day Groups
<ul style="list-style-type: none"> • Group Time – Welcome • Outdoor or Inside Play (approx. 1 hour) • Group Time – Story or Music • Bathroom – Wash Hands etc. • Morning Tea • Indoor or Outdoor Play (approx. 1 hour) • Group Time – Story or Music • Bathroom – Wash Hands etc. • Lunch • Rest Time • Group Time - Farewell 	<ul style="list-style-type: none"> • Group Time – Welcome • Outdoor or Inside Play (approx. 1 hour) • Group Time – Story or Music • Bathroom – Wash Hands etc. • Morning Tea • Indoor or Outdoor Play (approx. 1 hour) • Group Time – Story or Music • Bathroom – Wash Hands etc. • Lunch • Rest Time • Shared Afternoon Tea • Group Time • Indoor or Outdoor Play

Arrival and Departure Policy

It is required that children be brought to the Kindergarten and collected by a nominated adult (as indicated on Xap). If alternative arrangements for collecting a child are made, please ensure that

staff are notified about them. Children will only be released to adults whose names are recorded on the Enrolment Form in Xap as an authorised nominee. However, in unexpected circumstances a phone call to the Service detailing the information for collection can be undertaken. Staff will complete the information on the Temporary Authorisation to Collect Form and the parent/guardian will then sign this form when next at the Service. Photo identification is required to be shown under these circumstances by the nominated person collecting the child.

Families are welcome to wait from 8.15am prior to the opening of the unit. Children must be supervised by a parent or carer and **MUST NOT** be left prior to the opening time of 8.30am. At collection time families are welcome to collect their child between 2:15pm and 2:30pm (for the shorter days) and 3:45pm and 4:00pm (for the longer days). Please note, children **MUST BE** collected strictly no later than the groups finishing time.

Educators require non-contact time before and after the session. This time is integral for the staff to prepare the environment, maintain their written program and administration records, complete documentation for portfolios, conduct staff meetings, and attend professional network meetings. These important duties enhance the quality of the curriculum offered.

Arrival Routine

- Parents to use hand sanitiser on arrival.
- Record your child's attendance through XAP using the iPad on your group's sign on table
- Apply sunscreen (if not already applied at home). Please indicate on the "Sunscreen Register" whether sunscreen has been applied.
- Apply insect repellent – if required.
- Check your 'Parent Information Pocket'
- Assist your child to place belongings in appropriate place:
 - Lunch Box – into fridge
 - Sheets – into sheet tubs
 - Bag – into locker
 - Water Bottle – onto drinks table/trolley
- Children wash hands in classroom bathroom
- Say "Good Morning" to the educators
- Children complete sign on and then settle at an activity
- Mat time signals the beginning of our Kindy Day!

Collection Routine

- Record your child's departure through XAP using the iPad on your group's sign on table
- Please wait in the designated collection area for your group and an educator will bring your child to you
- Check your 'Parent Information Pocket'
- Please use hand sanitiser as you leave the premises

What To Provide

Food

Healthy foods are promoted and encouraged for both Morning Tea and Lunch. We educate children about limiting “packet” food for environmental reasons and every attempt is made to re-use containers, recycle and reduce waste. In the interests of safety for all children, we ask that you speak with your child’s Teacher regarding any food allergies that may exist in your child’s group e.g. nuts, eggs.

Morning Tea & Lunch (one named lunchbox)

- Morning Tea – Fruit, vegetables, cheese, muffins, yoghurt
- Lunch – Sandwiches, yoghurt, fruit, salad

No insulated lunch bags to go into fridge please.

Afternoon Tea (for Stradbroke & Moreton Groups only)

- Parents provide a piece of fruit / vegetable to contribute to a shared afternoon tea

Water Bottle - your child brings a named water bottle each day (no poppers please)

Food and Nutrition Policy

Wynnum General Gordon upholds the concept of wholesome nutrition based on the basic food groups. Fruit and vegetables are promoted as appropriate snack foods and water is readily available. Parents are advised against sending food containing added sugar.

Birthdays: *An exception to our policy is on your child’s birthday where cupcakes or iceblocks are recommended – as they are easy to distribute amongst the children.*



Clothes

All items should be clearly marked with your child’s name.

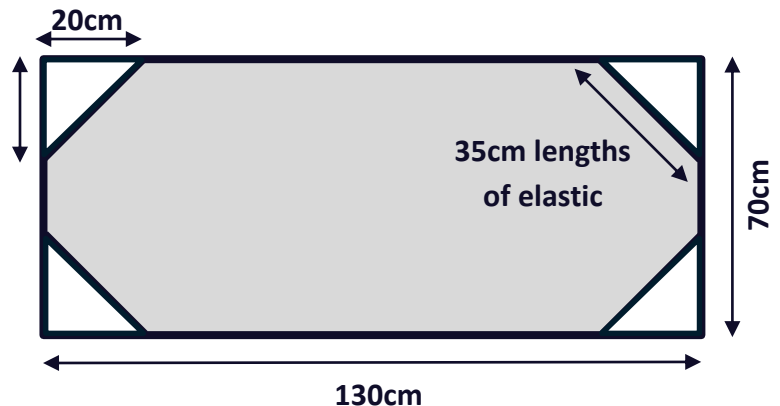
- Play Clothes
 - Comfortable clothes suitable for painting, gluing, sensory play e.g. mud and resting
 - SunSmart clothes i.e. t-shirts and dresses must have sleeves
 - Allow for growing independence, e.g. pants that can come off easily for toileting, shoes with easy fastenings, front openings for dresses etc.
 - Preferably no long dresses or skirts as these are unsuitable for climbing.
 - We recommend not wearing jewelry as this can be a strangulation hazard.
- Spare clothes
 - Labelled and left in child’s bag or spare clothes drawer (underwear, shirt, shorts, jumpers, long pants) Please check this regularly.
- Wet Bag
 - Used for wet clothes and sandy shoes after Beach Kindy. We encourage you to use the blue Lady Gowrie bag given to you at the Parent Information night.

- Hat
 - Hats must be worn by all children, staff, visitors and parents whilst outside.
 - Each child must have their own SunSmart hat (Broad Brimmed or Legionnaire style), clearly labelled. A SunSmart hat will be provided at your Welcome to Kindy Playdate in January
- Shoes
 - Children are encouraged to wear shoes to and from Kindy and are asked to remove their shoes on arrival. Wynnum General Gordon recognises the benefits of barefooted play for children's safety, growth, and the development of sensory awareness. Nerve endings in the feet can sense the variety of texture. Bare feet can grip climbing equipment and promote more effective balance and control.
 - Children will be encouraged to remove and replace shoes themselves. Shoes with velcro are preferred over laces if choosing enclosed shoes.

Sheets

Sheet sets made to suit our rest beds are available to order on Open Morning. The sheet sets include one bottom 'fitted' sheet with the corners removed and elastic sewn across corners (as per the diagram), one rectangle flat top sheet and one pillow.

Please label all items including the sheet bag clearly with your child's name.



Library Bag

Library commences in Term 2. Please provide 1 Draw String Bag – 40cm x 30cm on library days.

PLASTIC BAGS: Please do not leave plastic bags in your child's bag.

Sunscreen

Sunscreen is required to be applied 20 minutes before heading outdoors. Parents will apply SPF 50+ or higher broad-spectrum, water-resistant sunscreen on their child prior to leaving home if possible and indicate whether sunscreen has been applied on the sunscreen register. Staff will apply sunscreen when required to do so. Families can elect to provide their own preferred sunscreen if they choose. Where a family has made the informed decision not to use sunscreen they will need to complete an Objection to Sunscreen Form.

Sun Protection Policy

Our policy aims to provide ongoing education that promotes personal responsibility for skin cancer prevention and early detection. Wynnum General Gordon provides an environment that supports Sun Protection practices. These practices ensure that all children attending this Kindergarten are protected from the harmful effects of the sun throughout the year.

Our commitment to protect the children in our care is such that:

- we will inform parents of the Sun Protection Policy when they enrol their child
- we will maintain the amount of shade in the grounds
- we will provide a Sun Protection education program for children, and provide parents with up-to-date Sun Protection information through newsletters and parent meetings
- Staff will practise Sun Protection behaviour, acting as positive role models for children by wearing appropriate clothing, hats and applying sunscreen
- we will enforce a 'no hat, no play' rule

Our expectations:

- Parents will provide a well-fitting hat and apply sunscreen.
- Parents will provide sun protective clothing that covers the shoulders and upper arms.

Cancer Council Queensland recommends dark-coloured clothing (to absorb UV radiation) with a high neck/collar and closely woven fabric (white and lighter colours reflect UV radiation onto skin). A singlet or dress with shoe-string straps does not offer enough protection and is therefore not recommended. In this instance staff will request and support the child to place a sun-safe shirt over the top when engaging in outdoor play.

Your Child's Curriculum

We believe it is important to nurture in children those strong qualities of character, positive attitudes and capabilities that will stand them in good stead for learning and for life.

We implement the Queensland Kindergarten Learning Guideline 2024 as our curriculum framework. Within our education program, we establish a warm, happy environment for your child where they can interact with other children and adults. There will be many activities which provide your child with the opportunity to learn through exploration, discovery and play, as this promotes learning at this stage of your child's development.

Wynnum General Gordon is a place where we provide a multitude of opportunities for:

- Children to have a strong sense of identity
- Children to connect with and contribute to their world
- Children to have a strong sense of wellbeing
- Children to be confident and involved learners
- Children to be effective communicators

The Queensland Kindergarten Learning Guideline 2024 (QKLG) complements the national Early Years Learning Framework V2.0 (EYLF) while meeting all requirements under the National Quality Framework. The EYLF has a strong emphasis on play-based learning. Play is the best vehicle for young children’s learning, providing the most appropriate stimulus for brain development. At Wynnum General Gordon, we recognise the importance of communication and language (including early literacy and numeracy), and social and emotional development. Educators plan experiences relating to these areas daily through emergent and planned learning experiences.

The EYLF V2.0 supports Teachers’ professional practice in early childhood settings and describes a vision of children’s learning, characterised by:

- **Belonging – recognising that knowing where and with whom you belong is integral to human existence.**
- **Being – recognising and valuing the “here and now” in children’s lives and viewing childhood as a precious time of life - more than preparation for adulthood or for the future.**
- **Becoming – recognising the rapid and significant learning and development that occurs in the early years, and the capability and potential of all children.**

Throughout the Kindergarten year, the children’s right to experience the joy of childhood is fundamental and learning is promoted through play.

Communication

Parents and Guardians are invited to discuss the activities and experiences provided as part of our learning programs and the goals to be achieved throughout the year. Please ask your child’s teacher for more detailed information about their development, learning opportunities and our philosophy of learning (included in this handbook) that underpins our program. Open communication between parents and staff facilitates positive home/kindergarten relationships based on trust and cooperation. Where in depth discussion is needed, it is important to make an appointment to speak with the teacher outside of session times rather than to take the teacher's attention away from the children. Please note that return email from teachers may take 24 – 48 hours.

Portfolios

Each child has a Portfolio in which their learning journey is documented throughout their year at Wynnum General Gordon. You are invited to share information and ideas that connect your child’s learning at home with their learning at the Centre, and we encourage you to contribute to this portfolio regularly. This partnership is crucial in ensuring that we offer experiences and opportunities for learning that are relevant and meaningful. Because we value the uniqueness of every child and family, every portfolio may be different and embraces the belief that you child’s learning is a collaborative endeavour.

Transition Statements

Each child will receive a transition statement at the end of Term 4. This statement is created to build a shared and accurate picture of your child's learning across the kindergarten year. It includes information about each of the learning and development areas, identifies your child's strengths and interests, and includes suggestions to help your child settle into school. The goal of the transition statement is to support your child's transition into school; teachers, parents and children will be asked to contribute to this document. Consent from parents is required to write this document within the QCAA portal, along with an additional consent allowing your child's school to access the completed statement.

Incursions / Visitors

To further enrich the curriculum, teachers plan for visitors with special skills to visit the Kindergarten. They may be parents, friends, or paid performers, i.e. Evergreen Theatre Company, Authors and Community Members. They are useful in extending the educational curriculum and a great source of excitement for the children. Besides parents, all visitors or performers must hold a current blue card for these visits. The cost of these incursions is included in Free Kindy.

Excursions

To provide educational and cultural experiences which extend children's knowledge and understanding of the wider community, excursions maybe planned under careful supervision and with parental permission. We are excited to offer 'Beach Kindy', visiting Pandanus Beach regularly throughout the year; and 'Wynnum Walkabout', visiting the local library, café's etc. as part of our curriculum. These visits provide great opportunity for play, discovery and active learning in our beautiful community, right on our doorstep. Annual permission forms for these excursions are included in your Enrolment Package.



The Magic of Wynnum General Gordon's Beach Kindy

Rest Time

Rest Time is a time when children learn to rest and relax after a busy, active morning. Most children enjoy the relaxation with quiet time, soothing music and listening to stories. Children are not expected to sleep – just relax.

Parent Involvement

Wynnum General Gordon recognises the important role played by parents in the education of their children and values parent participation and involvement on a variety of levels, e.g. sharing skills and interests in the educational curriculum, attending parent meetings and social functions and becoming involved at management committee level.

‘Stay and Play’ Days

‘Stay and Play’ commences in Second Term when all children have settled into their environment. Parents or carers are encouraged to spend a morning each term joining their child’s program. These mornings allow you to spend quality time with your child, observing their interests and progress along with seeing how the Kindergarten operates. It is also an opportunity for the children to show you their environment. (NB The children enjoy their parents coming along on their birthday.) We have one parent participating in the program per day, and parents may stay until 11am. A calendar is provided in each unit where you can choose a morning suitable to you. Younger siblings are welcome to attend, however they must be adequately supervised by the parent at all times. Older siblings are not permitted to attend.

Parents attending for the morning are required to sign the WGG visitors register & the register provided in each Unit. This register outlines Workplace Health and Safety procedures which you are requested to follow. Please also note the Policy Statement listed in the register and follow the guidelines outlined in the Induction Details.

Personal electronic devices including mobile phones, smart watches, tablets, digital cameras and other new and emerging technologies, where those technologies have image taking or video recording capability need to be left in the administrators office. Any exceptions to this will be limited to essential purposes e.g. health requirements (diabetes or heart monitoring) or disability that are authorised in writing by the Kindergarten (approved provider / director).

Code of Conduct Policy

Parents/guardians and volunteers at Wynnum General Gordon are expected to abide by our Code of Conduct Policy, which includes complying with safety policies and procedures and ethical and appropriate conduct in all interactions with children, families and staff. Steps will be actioned for breaches to this policy. The Code of Conduct Policy is included in the back of this handbook and all parents/carers are asked to read, sign and return the Acknowledgement and Agreement Form (included in your enrolment pack) to our Administrator.

Parent Communication and Resources

The Management Committee and Staff will endeavour to keep you informed of the Kindergarten's activities. Check your Information Pocket and emails daily, as it is used for notices, receipts, artwork and communication from other parents. Each year a parent Facebook group is established by the committee. There will also be notices of interest posted in the foyer, community noticeboard, at the sign on tables and your child's classroom.

Important and necessary documents including Service Quality Improvement Plan, Lady Gowrie Policies, Strategic and Operational Plans, Asbestos Register, Legislative Documents, Constitution, Staff Details etc. are available to view in the foyer.

The **Jo Oliphant Memorial Library** is a Parent Lending Library, situated in the Welcome Room and has books of interest to parents, available for borrowing.

Parents' Responsibilities

It is the parents' responsibility to:

- promptly notify the child's educator of their child's absences and any changes of information (address, immunisation etc.) about their child. Please phone in absences.
- read all the information pertaining to Wynnum General Gordon and be familiar with policies e.g. health and hygiene, sunscreen, Code of Conduct, Personal Device Policy
- participate in Kindergarten activities e.g. stay & play, market days, fundraising, social events
- to attend one Working Bee throughout the Kindy year.
- Limit photo taking to only your child at special events e.g. Mother's / Father's / Grandparent's day, Celebration of Learning

Working Bees/Kindergarten Maintenance

Working Bees are held each term to undertake facilities, equipment and grounds maintenance. We ask parents to attend one Working Bee in their class group during the year.

FOR SAFETY REASONS – Children are not permitted to attend Working Bees.

Parents attending working bees are required to sign the Register, read the Policy Statement, follow the guidelines outlined in the Induction Details and to wear eye and ear protection if necessary.

Through the involvement of parents on these working bees, an opportunity is provided to meet other parents, as well as ensuring equipment and facilities are kept to a standard you would expect for use by your child.

Staff

Each Unit has a Teacher and an Assistant Educator. Our teachers hold a Bachelor of Education specialising in Early Childhood. All Assistants hold a Diploma in Children's Services or Certificate III in Children's Services. All staff have a current First Aid Certificate, Blue Card, Child Protection Training and Fire Training Certificates.

Professional Development

Wynnum General Gordon actively supports the ongoing professional development of all staff members through attendance at courses, seminars, workshops and conferences. The Early Childhood Education Award requires Teachers to participate in 20 hours of professional development annually.

Staff Absences

Qualified relief staff are employed when teaching staff (both Teachers and Assistant Educators) are absent or on leave. All attempts are made to provide consistency for the children.

Staff Roles and Responsibilities

Director and Nominated Supervisor: Jenni Hyde is responsible for the planning, control and operation of the Kindergarten. She is responsible for the supervision of staff; overseeing the teaching and learning process, preparation and setting up of indoor and outdoor play space; Health & Safety; liaising with the management committee and Lady Gowrie.

Teachers are responsible for enrolments at the commencement of the year and interviews with parents; planning, delivery and documentation of the curriculum and portfolios on individual children. Teachers attend staff meetings, professional network meetings, management committee meetings and professional development.

Assistant Educators work closely with the Teachers in helping to prepare and supervise activities, assisting with portfolios, cleaning duties, inventory and checking of equipment.

Administrator is responsible for assisting the director with the planning, control and operation of the Kindergarten; accounts; enrolment processes; liaising with the management committee and Lady Gowrie.

Staff Contacts

Please phone staff if you have an urgent concern or require an urgent response as staff are unable to check emails throughout their teaching day. If it is not urgent staff can be emailed and endeavour to answer emails within 48 hours.

Student Teachers

Wynnum General Gordon recognises the importance of student-teacher placements in regards to the long-term training of staff in the provision of quality education for children. QUT and Griffith University Students often complete their Practicum at our Kindergarten. Students are supervised by Wynnum General Gordon Staff and by university staff. All students are required to have a current Blue Card.

Work Experience Students and Volunteers

Wynnum General Gordon supports the inclusion of work experience school students and volunteers in the educational program. This can be implemented on a limited basis upon request from the individual, school liaison officer and in consultation with the Director, depending on the children's needs. All volunteers are required to have a current Blue Card.

Staff 2025



Jenni Hyde



Justine Barrett



Kim Perkins



Kate Frischkorn



Ruth Warrington-Crisan



Sarah Brown



Chantel Bailey



Georgia Maxfield



Jacqui Donnelly



Mel Berg

STAFF			
Unit 1	Coochiemudlo Kindy Group (3.5 - 4.5 yrs)	Jenni Hyde (Director & Teacher) (Nominated Supervisor)	Bachelor of Teaching, Bachelor of Education (Pri) Graduate Certificate Early Childhood Diploma of Education & Care
		Justine Barrett (Assistant Educator)	Diploma in Children's Services
		Mel Berg (Inclusion Support Assistant)	Bachelor of Education (Early Childhood)
Unit 1	St Helena Kindy Group (3.5 - 4.5 yrs)	Kim Perkins (Teacher)	Bachelor of Education (Pri) Diploma of Early Childhood Education and Care
		Kate Frischkorn (Assistant Educator)	Diploma in Children's Services
		Ruth Warrington-Crisan (Inclusion Support Assistant)	Diploma in Children's Services
Unit 2	Stradbroke Kindy Group (3.5 - 4.5 yrs)	Sarah Brown (Teacher)	Bachelor of Education Graduate Diploma in Education (Early Childhood)
		Chantel Bailey (Assistant Educator)	Diploma of Early Childhood Education and Care
		TBC (Inclusion Support Assistant)	
Unit 2	Moreton Kindy Group (3.5 - 4.5 yrs)	Georgia Maxfield (Teacher)	Bachelor of Education (Early Childhood)
		Chantel Bailey (Assistant Educator)	Diploma of Early Childhood Education and Care
		Jacqui Donnelly (Inclusion Support Assistant)	Certificate III in Children's Services
Unit 2	Karragarra Pre-Kindy Group (3 years)	Mel Berg (Teacher)	Bachelor of Education (Early Childhood)
		Jacqui Donnelly (Assistant Educator)	Certificate III in Children's Services
		TBC (Inclusion Support Assistant)	
<p>Liz Davies (Administrator) works 2.5 days each week (Tuesday, Thursday, Friday). Liz can help with enquiries relating to XAP, fees, enrolments and change of address details.</p>			
<p>Our Support Worker, Sue Gahan, is employed to assist with the daily domestic tasks and Contract Cleaners carry out the general cleaning.</p>			
<p>The Management Committee contracts a professional horticulturalist to maintain the grounds, ensuring they are kept to a standard for the safe play of your children.</p>			

Your Child's Health, Safety & Hygiene

Wynnum General Gordon maintains a very high standard in health, safety and hygiene. This is evident by:

- A Health, Safety and Hygiene Policy. Parents on roster are asked to observe these Health, Safety and Hygiene Guidelines.
- COVID-19 Risk Assessments, Policies and Procedures.
- Cleaning routines and procedures in all aspects of health, safety and hygiene aimed to prevent injury and ill-health within the Kindergarten
- Employment of Housekeeper to maintain a high standard of hygiene in kitchen areas and Contract Cleaners for general cleaning.
- Detailed Risk Assessments and Critical Reflections regarding excursions, some play and learning experiences.

To uphold our high standard of hygiene each child/parent/staff member is required to:

- have clean sheets each week.
- wash hands on arrival, departure, before meal times and at various times throughout the day.
- follow hygiene rules of flushing toilets, washing hands, using tissues for a runny nose and coughing/sneezing into inner elbow.
- remain at home if they have any cold/flu symptoms (sore throat, cough, mucus, or nasal discharge) or infectious illness.

Injured or Sick Children

To maintain a high standard of health, all educators at Wynnum General Gordon hold current First Aid, CPR and Asthma/Anaphylaxis certificates. They will undertake the initial treatment of injuries at the Kindergarten and this treatment will be consistent with their level of training and competence. All accidents are recorded and investigated by staff and the Management Committee to determine what caused the injury and how further injuries can be prevented.

Children with infectious illnesses will not be admitted to the Kindergarten. Parents must contact staff to report infectious illnesses. (Some medical conditions require exclusion to prevent the spread of infectious illness. Refer to the "Time Out" list displayed in the Welcome Room or go to www.health.qld.gov.au).

Parents will be notified if your child becomes ill or is injured whilst at our Kindergarten. Please ensure that your current and emergency contact phone numbers are on our records. If your child becomes ill or injured and the staff are unable to make contact, the situation will be assessed and all necessary steps will be taken to ensure your child's wellbeing.

High Temperature

In the case of a high temperature (38.0 C), every attempt will be made to contact the parent /guardian for the child to be collected. If written permission has not been given on the Enrolment

Form, staff will ask the parent/guardian/emergency contact if they wish the teacher/educators to administer a single dose of paracetamol while waiting for the child to be collected. If written or verbal permission has not been given to administer paracetamol, and the child's temperature continues to rise to 39.0 C degrees or higher while waiting for collection, then an ambulance will be called. If written permission has been given on the Enrolment Form, staff will inform the parent/guardian/emergency contact that the teacher/educators will administer a single dose of paracetamol while waiting for the child to be collected. Parents will be asked to complete an Emergency Paracetamol Medication Form where staff have administered paracetamol.

Administration of Medication

We encourage parents to attend the Kindergarten to administer medication to their child if it is required throughout the day. In the interest of children's safety and wellbeing, medication will only be administered by staff if it is prescribed by a Doctor, in its original container and with the original pharmacist's dispensing label detailing: child's name, name of medication, dosage, frequency, how it is to be administered, date of dispensing and expiry date.

Medication will only be administered if the parent/guardian has completed and signed an Authority to Administer Medication Form. These forms are in each unit of the Kindergarten. Medication is required to be handed to a staff member so that it can be stored securely (out of children's access) and at the recommended temperature (medication is not be left in children's bags). A lockable storage container for this type of medication is located in each unit. Regular medication requires a letter from your child's doctors every 3 months.

Our Kindergarten holds medication for the management of emergency asthma or emergency anaphylaxis. Please see enrolment form for authorisation of emergency medication.

Specific Medical Conditions

(e.g. Asthma, Diabetes, Allergy/Anaphylaxis)

Prior to beginning kindergarten, parents of children who have a specific health care need or medical condition must collaborate with the Nominated Supervisor, educators and medical practitioners (where applicable) in the development of their child's Medical Management Plan/Action Plan and complete a Risk Minimisation Plan to ensure that the most suitable environment can be provided for all children and teachers. A Risk Minimisation Plan MUST be completed PRIOR to beginning Kindergarten.

Each child's Medical Management Plan/Action Plan will be reviewed annually, or more frequently should any changes occur. Parents must update the Nominated Supervisor and educators of any changes to the Medical Management Plan/Action Plan in writing.

The Risk Management Plan ensures that the risks relating to the child's specific health care need, allergy or medical condition are assessed and minimised. It includes details of known triggers or allergens for the child, where the child's Management Plan/Action Plan is displayed and if

applicable, where the individual child's medication is held at the Kindergarten. In the instance of anaphylactic risk, a notice will be displayed stating that a child has been diagnosed as at risk of anaphylaxis, to alert any person entering the Kindergarten of the allergy and possible reaction.

Children with life threatening medical conditions must have their required medication available at the Kindergarten whenever they are in attendance. For children diagnosed with diabetes this includes any food/drink/resources for the treatment of hypoglycaemia. Parents must have completed an Ongoing Medication Form and it is the parents' responsibility to regularly check the expiry dates of medication. In regards to Asthma and Diabetes, parents will demonstrate to staff regular procedures (e.g. medication, sugar level checks) with the child, so everyone feels secure in the situation.

Please ensure that parents/guardians or other emergency contacts are available by telephone at all times the child is in attendance. The Kindergarten will phone the parent/emergency contact immediately a staff member has a concern regarding the child's condition. In an emergency situation, staff will follow the child's Medical Management Plan/Action Plan, notify the parent/emergency contact and Nominated Supervisor, and call an ambulance (when required). Asthma/Diabetes/Allergy management and the well-being of the child with the medical condition is primarily the responsibility of the child's parent.

Immunisation

Enrolled Child Immunisation Policy

Wynnum General Gordon has a commitment to promoting and maintaining the health, safety and hygiene of all people entering the facility. Our policy is to strongly encourage immunisation of enrolled children. Current research suggests that the rate of child immunisation in Australia is at 93.85% for 5 year olds.

Parents are required to provide information regarding the immunisation status of their child upon enrolment at our Kindergarten. This can be done by:

- Immunisation Record from your child's Queensland Health Personal Health Record ('Red Book') – a photocopy can be taken on presentation of original immunisation documentation
- My Gov (Medicare) Proof of Vaccination / Immunisation History
- Conscientious Objection to Vaccination statement (form provided by the kindergarten).

A register is maintained in the Kindergarten, which identifies vaccinated and non-vaccinated children. It will be referred to when an outbreak of a vaccine preventable disease occurs. As new vaccination certificates are presented for enrolled children details are logged in this register.

Our policy does not aim to exclude non-immunised children if their parents have made an informed decision not to immunise. The Conscientious Objection to Vaccination statement is an agreement by the parent to withdraw non-immunised children from the Kindergarten if there is an outbreak of a

vaccine preventable disease. This agreement is also required for parents of partially vaccinated enrolled children.

Parents are required to inform staff if their child or other members of the immediate family contracts a vaccine preventable disease including Covid19. If an outbreak of a vaccine preventable disease occurs, all parents of children attending the Kindergarten will be notified of the outbreak. We will advise parents of non-immunised children to withdraw their children from the Kindergarten until the risk of infection has passed. Information and notices detailing the outbreak will be displayed throughout the Kindergarten and shared with families. Staff will respect the confidentiality of children and their families.

Wynnum General Gordon maintains an Infectious Disease Register. Staff will record the names of children in the Kindergarten who have contracted a vaccine preventable infectious disease. The children's name in this register will remain confidential to Wynnum General Gordon staff but may be required to be disclosed to the Public Health Unit of the Department of Health. The Immunisation Schedule Queensland is available to view in the Welcome Room.

Fees and Levies

Confirmation of Enrolment Fee & Annual Membership Fee

A Confirmation of Enrolment Fee \$125.00 per child is paid at the time you accept the place offered in one of our groups. This fee is inclusive of the Annual Membership Fee which ensures each family is a member of the Wynnum General Gordon Community Pre-School and Kindergarten Association Inc. and a family member is encouraged to attend committee meetings. You will then have voting rights at the Annual General Meeting (AGM) held in November.

Free Kindy - Kindy Attendance Fees for 2025

Wynnum General Gordon Kindy has been approved to offer Free Kindy from 1 January 2024, inclusive of all additional associated fees. The Queensland Government is funding all eligible-aged children to attend 15 hours a week or 600 hours a year of free kindy, taught by a qualified early childhood teacher. To be eligible for Free Kindy your child must turn 4 years old by 30 June.

Cancellation of Enrolment

If for some reason a child has to leave Wynnum General Gordon permanently, two weeks notice (in writing) is required.

Building Reserve Fund

Each term, you will receive a Voluntary Building Fund (tax deductible) invoice which contribute to Wynnum General Gordon's major building projects. In recent years we have upgraded the indoor children's bathroom (2021) and repainted the inside of the building (2023). Future projects may include replacing air conditioning units and rewiring the building.

Administration/Funding

Wynnum General Gordon is affiliated with Lady Gowrie. Lady Gowrie is a non-profit, early childhood organisation which has been a leader in providing early childhood programs for over 70 years. They are particularly known in the broader community and the Government sector for their innovative and flexible practice, integrated service provision, meaningful partnerships with parents and evidence based practice. This Organisation acts in an advisory capacity in accordance with the standard approved by the Office of Early Childhood Education & Care.

Wynnum General Gordon is equipped and controlled according to the guidelines set by Lady Gowrie, and we receive government funding on a per child basis.

Management Committee

The Management Committee consists of President, Vice President, Secretary, Treasurer, Workplace Health and Safety Officer, IT Coordinator, Grants Officer, Staff Liaison Officer, Marketing/Media Officer, Maintenance Officer, Newsletter Editor, Social/Events/Fundraising Coordinators and General Committee Members.

The Management Committee is responsible for the running of the Kindergarten and above all ensure that the best interest and welfare of the children attending the Kindergarten are met. This includes:

- employing appropriate staff
- the upkeep and maintenance of the building, grounds and equipment
- proper financial control (both current and future)
- meeting community needs and expectations
- encouraging community participation
- arranging social activities to foster close relationships between the Kindergarten and families
- understanding the Kindergarten's curriculum and its benefits for the children and
- becoming aware of the constitution of the Association.

Committee meetings are held on the third Monday of every month, starting at 7.30 p.m. As a member, you are welcome to attend and participate in the Management Committee meetings. Minutes of the meetings are available on the front foyer notice board for your perusal.

The Annual General Meeting (AGM) is held in November at which time a new Committee is elected. If you are interested in a Committee position in 2025, please refer to the Committee Roles And Responsibilities description handout in your Parent Information Pack or contact Liz (Administrator) or Jenni (Director) for more details. To nominate, complete the Nomination Form for 2025 Management Committee Position form and return this to Liz (Administrator). Your attendance at the AGM is encouraged.

The AGM for 2025 will be held on Monday 18th November starting at 7.30pm. All new families are members of the Association and are welcome to attend. Community Kindergartens such as

Wynnum General Gordon encourage parent participation as much as possible. Educators and parents work together to provide the best possible early childhood education.

Joining the Management Committee provides a great opportunity for you to meet other parents and make some new friends, as well as becoming involved in the Wynnum General Gordon Community. Wynnum General Gordon is a great place for your children, not just because of the staff and wonderful facilities, but also because of parents who show commitment to and interest in the Kindergarten and its operation.

So, come and get involved – we'd love to see you at the Annual General Meeting!

Additional Policies

Children's Behaviour

Positive behaviour is encouraged at Wynnum General Gordon. As necessary the educators will exercise behaviour management techniques e.g. discussion, setting rules, explaining expectations, exercising choice, etc. All educators will maintain an honest and open communication with parents to support the child's development. The Kindergarten does not advocate any punishment which humiliates, frightens or threatens the child concerned.

Complaints Procedure

Where a parent/carer has a concern relating to their child Wynnum General Gordon advocates that the parent make direct contact with the teacher responsible for that group of children. Where a parent has any query relating to committee management or administration, this Association advocates discussion with the appropriate committee member. Committee members contact details can be found on the foyer notice board. If a resolution cannot be reached with these parties, parents are encouraged to raise their concerns with the Nominated Supervisor. A grievance process will be followed as outlined by Lady Gowrie's Grievance for Families policy which can be found in policy folders in the foyer or given to parents on request. Wynnum General Gordon and Lady Gowrie (QLD) views all complaints, concerns or grievances as opportunities to review and improve policies and procedures.

Environment & Sustainability

Wynnum General Gordon promotes conservation and encourages children and families to protect the environment. Animals and insects are treated with care and respect and are allowed to remain free while appropriate observation for children's information is made. Our grounds are valued for their effective natural shade and provide opportunities for birds and other wildlife to share this environment with us.

Rethink, Reduce, Reuse, Recycle. The use of fresh food is encouraged for lunch and morning tea to reduce the overall use of packaging and to foster good nutrition. Our program investigates the use of natural/recyclable/reclaimed art resources and we collect and use "loose parts" in outside play.

This Kindergarten promotes recycling of products where appropriate and we strive to minimise the use of excessive packaging and non-recyclable products. N.B. Polystyrene products and toilet rolls are not permitted as collage materials. We participate in community recycling projects such as Containers for Change and Bic Recycling which we encourage you to take part in.

Electrical Equipment

All electrical equipment kept at Wynnum General Gordon is checked by a registered electrician. Equipment brought in by families on roster or for working bees may require testing by a registered electrician.

Emergency and Evacuation Procedures/Threatening Phone Calls

Fire Drills and Evacuations are held once each month and Lock Downs once each term. Evacuation Plans are displayed in each unit. Please consult this plan in preparation for a genuine emergency or a Fire Drill. In the event of a threatening phone call the Director is notified and will take appropriate action.

Emergency Situations/Critical Incidents

During an emergency situation or critical incident (e.g. flash flooding), parents will be informed by email, phone or text. Please keep your contact details up to date.

Inclusion and Anti-Bias Policy

Each child brings a variety of cultural and social backgrounds and experiences. Wynnum General Gordon recognises the individuality of each child and his/her family and observes a policy of acceptance regardless of race, creed, gender, disability, class or culture.

Media (External)

We will not give permission to media or any other person to take photographs of children at the Kindergarten for publication, unless the parent has signed the “Confidentiality and Privacy” Agreement and has agreed to allowing the child to be photographed by media/students/visitors for a promotional purpose. Photographs of groups or individuals can be taken by an approved photographer, if being used by the families of Wynnum General Gordon.

Personal Electronic Device, Mobile Phone, Tablet and Smart Watch Usage Policy

Wynnum General Gordon Kindergarten is committed to ensure the safety and wellbeing of children in their care by having a Personal Electronic Device, Mobile Phone, Tablet and Smart Watch Usage Policy which stipulates that personal electronic devices, mobile phones, personal tablet devices such as iPads, smart watches, smart glasses or other new and emerging technologies, where those technologies have image taking or video recording capability cannot be used when working with children, or when on excursions, or when transporting children.

Only Kindergarten staff will take images and videos of children on a service provided device as relevant to the documentation of the program, assessment and support for individual children's engagement in their learning whilst they are in care.

Parents attending Stay and Play mornings must leave personal electronic devices in the administrators office. Any exceptions to this will be limited to essential purposes e.g. health requirements (diabetes or heart monitoring) or disability that are authorised in writing by the Kindergarten (approved provider / director). During special events parents will limit photo taking to only their child e.g. Mother's / Father's / Grandparent's day, Celebration of Learning

This policy applies to all other individuals visiting or conducting business at Wynnum General Gordons Kindergarten programs/buildings, including contractors, agency casuals, external clients, visitors e.g. parents at stay and play, and volunteers e.g. committee members.

Privacy Policy

To protect the privacy and confidentiality of individuals by ensuring that personal and or sensitive information collected about individual children, families, staff and management in relation to the operation of the Service, are kept in a secure place and are only accessed by, or disclosed to, those people who need the information to fulfill their responsibilities at the Service or have a legal right to know.

Collection of Information

- Personal information will only be collected and used specifically for the purpose of the Kindergarten's function.
- Persons providing the information will be given appropriate access to their information and be advised about the purpose for the collection of the information.
- Collection of information is limited to the amount of information that is necessary for the activities of the Kindergarten and The Gowrie (QLD) in the role of the Kindergarten's Central Governing Body.
- Information is generally collected only with consent of the individual. This is normally collected at time of enrolment with the Enrolment Form and through Family interviews. The primary purpose for collecting information is to enable the Kindergarten to provide children with an individual, developmentally appropriate program that is educational, engaging, nurturing and safe.
- Information relative to the subsidies claimed under the Queensland Kindergarten Funding Scheme will be required to be supplied to the Kindergarten by families, and hence the Central Governing Body – The Gowrie (QLD) to ensure the compliance of these funding requirements. This may include, yet is not exclusive to Health Care Card information, Birth Certificates and Medical Information.

Smoking

The Centre is a smoke free workplace. Smoking is NOT permitted on the premises. State Government regulations state that there must be no smoking within 5 metres of the Kindergarten premises.

Waiting List Policy

No waiting list priority is given to children including:

- children of staff or committee persons
- siblings of children already in attendance at Wynnum General Gordon.

In order to place a name on the waiting list at Wynnum General Gordon, parents are encouraged to visit the WGG website and complete an online registration form. Our Administrator (Liz Davies) will confirm via email that your child's name has been added to our waitlists. You are more than welcome to arrange a tour of our centre with Liz.

Water Play

Water play forms an important part of sensory play for children. We provide supervised water experiences in small tubs. Prior to visiting beach kindy, the children are involved in a risk / benefit assessment making them aware of our safety measures.

Volunteering

As a community kindergarten we rely on our parents volunteering to ensure the smooth operation and success of various events throughout the year. Volunteering provides a wonderful sense of community and helps to teach your children about the importance of giving back to communities.

Volunteering opportunities include:

- Management Committee,
- Working bees,
- Kindy Events – including Mother's Day Market, social events (Trivia Night, Movie Night etc), Bunnings Sausage Sizzle, Easter and Christmas picnics, fundraising activities.

Contact Details

Wynnum General Gordon Community Kindergarten

Address: 18 Florence Street, Wynnum 4178
Telephone: (07) 3396 2776
Email: admin@wynnumgeneralgordon.com
Website: www.wynnumgeneralgordon.com
Facebook: Wynnum General Gordon Kindy
Instagram: wggkindy

Lady Gowrie Head Office

Address: 33 Brookes Street, Bowen Hills 4006
Telephone: (07) 3252 2667
Fax: (07) 3252 2258
Website: www.gowrieqld.com.au
Postal Address: P.O. Box 304, Spring Hill 4004

Office For Early Childhood Education and Care

Telephone: (07) 3028 8063
Fax: (07) 3028 8311
Email: ecec@qed.qld.gov.au

The Wynnum General Gordon Community Preschool and Kindergarten is licensed by the Office for Early Childhood Education and Care, under the jurisdiction of the Department of Education. The National Quality Framework and associated regulatory system is enacted through the legislation establishing the national system. The Education And Care Services National Regulations (2011) support the legislation and provide detail on a range of operational requirements for an education and care service.

This kindergarten meets the following national legislation requirements:

- Education And Care Services National Law Act 2010
- Education And Care Services National Regulation 2011
- Education And Care Services National Regulation (Queensland) 2011

The centre must meet the requirements about activities, experiences and programs, numbers of staff members and children, and staff members' qualifications according to the legislation.

Code of Conduct Policy – Parent/Guardians & Volunteers

Policy Statement:

This policy will provide guidelines to promote desirable and appropriate behaviour to ensure that all interaction with children and adults is respectful, honest, courteous, sensitive, tactful and considerate, and in the best interest of Wynnum General Gordon Community Preschool & Kindergarten Association Inc.

This Code of Conduct will assist in ensuring the safety and well-being of children, families and staff. The policy provides a broad outline of behavioural principles, expectations and ideals.

Implementation:

Background Information:	<p>Employers have a responsibility to provide, as far as practicable, a safe workplace that is free from discrimination, bullying and/or harassment. This Code of Conduct provides guidelines for desirable and appropriate behaviour.</p> <p>This Code of Conduct is designed to ensure that all employees and community members are treated in a manner that reflects the mission, culture and legal obligations of the kindergarten.</p>
Procedure:	<p>Parent/Guardians and volunteers are expected to abide by the following standard:</p> <p>Safety: Comply with all policies and procedures of the kindergarten (these are displayed at the Centre). Be aware of emergency evacuation procedures. Parents/Guardians and volunteers are responsible for the supervision of children not enrolled in the programme, or when not signed in (eg: family events), and for cleaning up after them.</p> <p>Ethical conduct: Always act in the best interests of children, their families and users of the kindergarten.</p> <p>Support: Work in a co-operative and positive manner.</p> <p>Communication: Use courteous and acceptable verbal and non-verbal language. Refrain from the use of profane, insulting, harassing, aggressive or otherwise offensive language.</p> <p>Care must be taken not to damage, or potentially damage, the reputation of Wynnum General Gordon Community Preschool & Kindergarten Association Inc., its staff, volunteers or families, through oral or written statements, including those communicated by SMS, phone, email and social media. This</p>

	<p>applies both when representing the kindergarten and in personal communication.</p> <p>Respect: Value the rights, religious beliefs and practices of individuals. Refrain from actions and behaviour that constitute harassment or discrimination. Avoid dressing in clothing that may be perceived as offensive by others (eg: offensive slogans or images).</p> <p>Confidentiality: Comply with the kindergarten’s Privacy and Confidentiality Policy. Respect the confidential nature of information gained, or behaviour observed, whilst participating in the program, in relation to other children and adults. This also applies to photographic images.</p> <p>Children’s Programme: If participating in the programme, seek guidance and direction from staff. If unsure, ask staff for further information. Behaviour guidance of the children is the responsibility of staff – immediately refer any issues or concerns related to managing children’s behaviour to staff.</p>
Breaches of the Code of Conduct Policy:	<p>A report of non-compliance with the Code of Conduct Policy – Parents/Guardians and Volunteers may be made verbally or in writing to an Executive member of the Management Committee (Approved Provider). The Management Committee will appoint a sub-committee to recommend a course of action to the Management Committee:</p> <p>Breaches will be managed in a fair, unbiased and supportive manner. The following will occur:</p> <ul style="list-style-type: none"> • All people concerned will be advised of the process • All people concerned will be able to provide their version of events • The details of the breach, including the versions of all parties and the outcome will be recorded • Matters discussed in relation to the breach will be kept confidential; and • An appropriate outcome will be decided. <p>Courses of action may include:</p> <ul style="list-style-type: none"> • A first and final warning meeting/letter being issued to inform the relevant person/s of the outcome of the investigation and that another breach of the Code of Conduct will not be tolerated. • Legal action to prevent the relevant person from attending the Kindergarten to deliver or collect children, or to participate in the programme. • The withdrawal or suspension of a child’s place in the programme due to the parent’s/guardians serious breach of the Code of Conduct. This action will only be taken if no other alternatives are deemed appropriate

	<p>by the Management Committee, and in accordance with the Rules and Constitution.</p> <ul style="list-style-type: none">• A volunteer being asked to discontinue involvement with the kindergarten. <p>If the breach is by a member of the Management Committee, the remaining Management Committee members will decide on the course of action.</p>
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Related Documents:

- Wynnum General Gordon Parent Handbook
- Staff Grievance Policy
- Grievance for Families Policy
- Child & Youth Risk Management Strategy
- Incident Report Form
- Education & Care Service National Law Act (Qld) 2011
- Education & Care Service National Regulations 2011
- Work Health & Safety Act 2011
- Rules & Constitution for Wynnum General Gordon Community Preschool & Kindergarten Association Inc.

Adopted at Executive Management Committee Meeting 4 August, 2015.

Reviewed: 29 September, 2023

Next Review: September 2026