

Kindergartens – IEUA-QNT Recommendations for Term 2, 2020.

1. Children

- 1.1 Once clarity is provided by the Department of Education, advice should be provided to parents in relation to the method of operation of the Kindergarten. This will cover, in the first instance, the period from the start of Term 2 until 22 May 2020 inclusive.
- 1.2 Children of essential workers on days when they are not able to be supervised at home and no other arrangements can be made will be able to attend the Kindergarten free of charge.
- 1.3 Essential worker means any worker who must continue to attend their workplace for essential business during this time.
- 1.4 Vulnerable children include children identified by the Kindergarten, or who:
 - (a) are currently receiving services from Child Safety, including children who are subject to a child protection order; or
 - (b) are subject to a youth justice order.
- 1.5 Children in designated Indigenous communities are exempt from attendance.
- 1.6 Where a child is learning at home, the parent or carer is responsible for the child's safety and wellbeing at home or elsewhere.

2. On-site activities

- 2.1 Subject to clarification by the Department of Education, it is the IEUA-QNT's recommendation that those children who attend should be provided with an educational program which follows as closely as possible the 'normal' program.
- 2.2 Discussion should occur with parents and your CGB in relation to strategies which can be utilised to maintain some form of relationship with children who are enrolled but not attending.
- 2.3 There should be no expectation that employees provide separate on-site and separate on-line learning material.
- 2.4 If educational material is provided to children who do not attend, this should be communicate directly to parents/carers. That communication should describe how and when they will receive the materials, and the use to be made of those materials.

3. Committees

- 3.1 Committees should develop a plan to ensure that relief staff are aware of the changed expectations.
- 3.2 Communication and consultation are fundamental to these exceptional circumstances. No changes should be directed without full consultation, particularly with the teacher(s) around pedagogy.
- 3.3 Committees have a fundamental obligation under work health and safety laws to, so far as is practicable, provide a healthy and safe work environment.
- 3.4 Clear communication and behaviour expectations and protocols should be developed and communicated to parents/carers. This should include appropriate physical distancing.
- 3.5 Committees should manage arrangements for vulnerable staff, or staff who live with a vulnerable person, including options available to allow working from home arrangements.

4. Employees

- 4.1 Staff who are vulnerable or live with a vulnerable person should not be required to be in the workplace and should discuss options with their committee to allow working from home.
- 4.2 The Australian Health Protection Principal Committee (AHPPC) has defined vulnerable people as:
 - (a) Aboriginal and Torres Strait Islander people 50 years and older with one or more chronic medical conditions;

- (b) People 65 years and older with chronic medical conditions. The most current definition of 'chronic medical conditions' is on the Department of Health website.
 - (c) People 70 years and older.
 - (d) People with compromised immune systems (see Department of Health website).
- 4.3 Other staff who may be medically vulnerable, including those with chronic health conditions, should seek their own medical advice and provide this to their committee so that appropriate arrangements can be put in place.
- 4.4 Staff hours of work should be consistent with the attendance arrangements already in place at each kindergarten.
- 4.5 Staff meetings should be held via telephone or online where possible.
5. Assistants and other employees
- 5.1 Assistants are, we understand, subject to the additional funding announced by the Government.
- 5.2 The position of cleaning, administration, and other employees will be determined through negotiation with the Department. Our Union will be advocating on behalf of such employees.
6. On-site Health and Safety Measures
- 6.1 Kindergarten arrangements should be put in place to allow staff and children to clean their hands regularly. Cleaning your hands regularly with soap and water or alcohol-based hand rubs remains a key component to prevent the spread of COVID-19.
- 6.2 It is understood that social distancing is a difficult concept for kindergarten aged children. Where possible appropriate arrangements should be made to best use the learning space available.
- 6.3 Families should not congregate in areas around the kindergarten (e.g. before or after kindergarten in car parks/outside classrooms/at the gate). All persons entering and leaving the grounds should maintain a distance of 1.5 metres from each other.
- 6.4 Children who are unwell are not to attend the kindergarten. Arrangements must be in place to ensure that parent/carers can collect those who become unwell during the day.
- 6.5 All suspected or confirmed COVID-19 cases should be escalated and any measures such as self-quarantine, must be reported through appropriate channels.
- 6.6 Staff should follow these guidelines:
- (a) avoid sharing small office spaces;
 - (b) adhere to social distancing of at least 1.5 metres whenever possible;
 - (c) use hygiene products and continue to practise good hand washing and cough-sneeze hygiene;
 - (d) unwell employees must remain or return home;
 - (e) open windows to promote air flow where possible;
- 6.7 The cleaning of the kindergarten should prioritise those areas in use by children and employees, with extra attention to high touch point surfaces such as a door handles, light switches, desks, toilets, taps and sinks.