

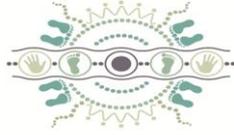
P2-15: Supervision Policy

Supervision is an integral part of the whole care and education experience. *“At its most basic level, supervision helps to protect children from hazards or harm that may arise in their daily experiences in play, interactions with others, and daily routines.”* (Victoria Department of Education and Training, 2010, p.1). Effective supervision allows educators to actively engage in play and learning opportunities that are meaningful to children and support their wellbeing, development, and learning.

NATIONAL QUALITY STANDARD (NQS)

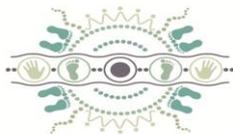
QUALITY AREA 2: CHILDREN’S HEALTH AND SAFETY		
2.2	Safety	Each child is protected.
2.2.1	Supervision	At all times, reasonable precautions and adequate supervision ensure children are protected from harm and hazard.
2.2.2	Incident and emergency management	Plans to effectively manage incidents and emergencies are developed in consultation with relevant authorities, practiced and implemented.

EDUCATION AND CARE SERVICES NATIONAL LAW AND NATIONAL REGULATIONS	
S. 2A	Paramount consideration—safety, rights and best interests of children (
S. 3A	Paramount consideration
S.5AA	Meaning of inappropriate conduct
S. 12	Meaning of serious incident
S.165	Offence to inadequately supervise children
S.166A	Offence to subject child to inappropriate conduct Offences relating to inappropriate conduct
S.167	Offence relating to protection of children from harm and hazards
S.174	Offence to fail to notify certain information to Regulatory Authority
Part 6A	Devices in education and care services
13	Meaning of working directly with children
100	Risk assessment must be conducted before an excursion



101	Conduct of risk assessment for excursions
102C(2)(g)	Supervision during transportation
102E	Children embarking a means of transport- centre based service
102F	Children disembarking a means of transport- centre based service
115	Premises designed to facilitate supervision
120	Educators who are under 18 to be supervised
121	Application of Division 3
122	Educators must be working directly with children to be included in ratios
123	Educator to child ratios-Centre based services
126	Centre based services-general educator qualifications
131	Requirement for early childhood teacher—centre-based services—fewer than 25 approved places
132	Requirement for early childhood teacher- centre based services 25-59 children
133	Requirement for early childhood teacher- centre based services 60-80 children
134	Requirement for early childhood teacher- centre based services- more than 80 children
151	Record of educators working directly with children
168	Education and care service must have policies and procedures
170	Policies and procedures to be followed
176	Time to notify certain circumstances to Regulatory Authorities
264	General qualifications for educators – Centre based

RELATED POLICIES



Administration of Medication Policy Child Safe Environment Policy Code of Conduct Policy Delivery of children to, and collection from Education and Care Service Premises Emergency Evacuation Policy Food Safety Policy Handwashing Policy	Incident, Injury, Trauma, and Illness Policy Nappy Change and Toileting Policy Nutrition and Mealtimes Policy Physical Environment Policy Protected Disclosures (Whistleblower) Policy Safe Transportation Policy Sleep and Rest Policy Technology Policy Water Safety Policy
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PURPOSE

Educators have a duty of care to ensure children are actively supervised at all times, maintaining safe and secure environments whilst adhering to Education and Care Services National Law and National Regulations. Supervision, together with thoughtful design and arrangement of children’s environments, assists in the prevention and severity of injury to children.

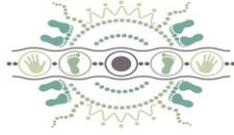
Educators will actively supervise children, identifying risks and taking all necessary steps to prevent or minimise injury. Effective supervision of children also provides educators with the opportunity to support and build on children’s play and learning experiences. QDPA will ensure no child or children are left alone with a visitor, student or volunteer.

We believe that children’s safety, rights, and best interests are the paramount consideration for all QDPA operations, decisions and functions. QDPA ensures that child safety, wellbeing and best interests take priority over all other considerations, including financial interests or other obligations of management, and are embedded in our daily practices, policies and procedures.

SCOPE

This policy applies to educators, families, staff, management, approved provider, nominated supervisor, students, volunteers, and visitors of the Service.

IMPLEMENTATION



Adequate supervision in a centre-based preschool service requires careful consideration depending on the different ages of children, varying abilities, and educator's knowledge of each child. Generally, the younger the child the more they will need adults close by to support and provide assistance. Supervision of preschool age children may involve simultaneous use of indoor and outdoor environments and require effective supervision of children in both environments.

In all environments, adequate supervision means:

- that an educator can respond immediately to a child
- knowing where children are at all times and monitoring their activities actively and diligently
- educators using different skills when supervising and engaging with children- monitoring changes in noise and stress levels, using peripheral vision and changing position regularly
- assessing the risks in the environment and experiences children are engaged in when determining the number and positioning of educators

(Source: ACECQA, 2024).

SUPERVISION AND SAFE USE OF DIGITAL TECHNOLOGIES

QDPA recognises that the use of digital technologies and online environments presents specific supervision and child safety risks. QDPA adheres to and aligns with legislative requirements related to taking images or videos of children. Educators must ensure that the use of any digital device does not compromise their ability to supervise children at all times.

Educators must not use any personal electronic devices including mobile phones, computers/laptops, digital cameras, smart watches and other new and emerging technologies whilst supervising children, that are not an authorised personal device. Only QDPA supplied or issued devices may be used to take, store or transmit images or recordings of children and only for educational purposes.

Educators must maintain sight and sound supervision of children when digital devices are used as part of the program. Any digital learning experience must be age-appropriate, actively supervised and aligned with the QDPA's *Technology Policy*.

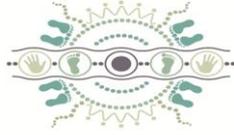
Supervision risk assessments will consider the location, purpose and supervision implications of any digital device or technology used within each preschool. Any breach of expectations relating to the use of digital



technologies that compromise supervision or child safety will be managed under the Code of Conduct and Child Safe Environment policies.

THE APPROVED PROVIDER, NOMINATED SUPERVISOR AND MANAGEMENT WILL:

- ensure obligations under the *Education and Care Services National Law and National Regulations* are met
- ensure educators, staff, students, visitors and volunteers have knowledge of and adhere to this policy and associated procedure
- ensure all new employees, students and volunteers are provided with a copy of this policy as part of their induction process
- ensure that the premises and facilities are designed and maintained to provide a clear line of sight and facilitate adequate supervision of children at all times while maintaining the rights and dignity of all children (this includes fences, gates, doors that provide entry/exit opportunities)
- notify the regulatory authority of any serious incident or complaints alleging the safety, health or wellbeing of children has been compromised within 24 hours of the incident or the time that the person becomes aware of the incident or complaint. This includes if an ambulance was called in response (not as a precaution) to the incident, situation, or event.
- notify parents/guardians as soon as practicable but within 24 hours if their child is involved in a serious incident/situation at the Service. Details of the incident/situation are to be recorded on the *Incident, Injury, Trauma, and Illness Record* in OWNA.
 - conduct a review of practices, including an assessment for areas for improvement following:
 - a supervision related incident, such as a child being missing or unaccounted for
 - any concerns of inadequate supervision or unsafe practices
 - misuse of digital technologies or
 - any risks to child safety
- ensure educators under eighteen years of age (18) are adequately supervised by a qualified educator over the age of 18 at all times and are not left alone with children at any time
- ensure students, volunteers and/or visitors are never left alone with a child whilst at the Service under any circumstance
- ensure that all educators are aware of where all children are at all times and monitor their environment closely.
- ensure educators are able to respond to any situation immediately, particular when a child is distressed or in a hazardous situation.



- develop and maintain rosters that ensure continuity of care and adequate supervision at all times when children are being cared for and educated in the Service including:
 - when children are participating in excursions and when transportation is provided as part of our education and care service (See: *Safe Transportation Policy*)
 - when children are moving between different levels of the Service (See: *Multi-Storey Building Policy*)
 - during mealtimes to prevent and manage allergy and anaphylaxis risk
 - when children are using digital devices as part of the educational program
- share information with families in response to supervision and service policies including arrival and departure policies, car park safety and closing gates and doors.
- ensure a staff member or nominated supervisor is present at the service to account for children when they embark and disembark a vehicle from excursions.
- maintain a record of all educators working directly with children, including each educator's name, working hours, room assignment, times they are engaged with children, and their Working with Children Check (WWCC) number
- ensure flexibility of supervision to provide for educators to supervise individual children or small groups of children.
- guide and mentor educators to ensure a range of strategies are used to provide effective supervision such as regular head counts and attendance checks
- ensure supervision of sleeping children is active, effective, and frequent (See *Sleep, Rest and Relaxation Policy*).
- ensure educators are aware that if they need to move away from directly working with children, another educator is to replace them first (e.g., collecting additional resources)
- conduct risk assessments and plan ongoing supervision taking into consideration the layout of the premises and grounds, any higher risk activities, the presence of any animals, the location of activities and the location of bathroom and nappy change facilities. The supervision plan and strategies will be displayed for families in all rooms and in the outdoor area.
- develop, maintain, and regularly review a supervision plan and strategies for both the indoor and outdoor areas, which will support educators to position themselves effectively to allow them to observe the maximum area possible.
- provide professional development to educators around supervision.
- ensure educators employ '*active supervision*' strategies at all times.

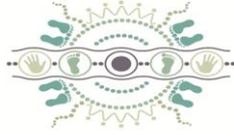


- ensure educators avoid activities or actions that will distract them from supervision, such as speaking to other educators for long periods of time, taking personal phone calls, checking QDPA issued/approved electronic/digital devices or administrative tasks including the use of OWNA.
- ensure educators are positioned to allow them to observe the maximum area possible.
- ensure educators move around the environment to provide maximum vision of the area and avoid standing with their back to children or talking with other educators.
- adopt accepted best practice; ensuring no staff member is left alone with a child to support child protection protocols.
- in the event of a child missing or unaccounted for, the *Missing Child Procedure* is followed, including notification to the regulatory authority within 24 hours of a serious incident. See *Incident, Injury, Trauma & Illness Policy*
- ensure that a Risk Assessment and Management Plan is carried out before an authorisation is requested for an excursion. The risk assessment will consider and identify the number of adults required to ensure continuous adequate supervision throughout the excursion.
- Ensure risk assessments are conducted to determine how children are supervised while being transported and whether additional adults are required during transportation.
- minimum educator qualification requirements including how many educators are to be early childhood teachers, are recognised and adhered to according to legislative requirements.
- QDPA maintains the required educator-to-child ratio working directly with children at all times, based on the ages and number of children being educated and cared for at each preschool.

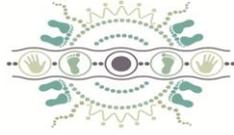
AGE GROUP	EDUCATOR TO CHILD RATIOS	APPLIES
For children aged 36 months of age or over	1:10	NSW

EDUCATORS WILL:

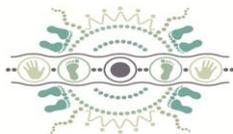
- monitor and maintain staff to child ratios to ensure adequate supervision of children.
- mark the roll on OWNA within thirty minutes of the class start time to ensure all educators are aware of the numbers of children in attendance, and to ensure all children are accurately signed in and are accounted for accordingly.



- have a sound understanding of their duty of care and responsibilities in ensuring children are within a child safe environment at all times, including when accessing digital technologies and online learning environments
- only use electronic devices supplied/issued and registered by QDPA to take images or video of children in accordance with legislation requirements
- respond immediately to children, especially if they are distressed or in a hazardous situation
- ensure entry/exit doors are closed to maximise supervision and safety of all children.
- ensure children are only departing the service with an authorised person, and supervision is paramount at drop off/pick up times to avoid children exiting with other persons unauthorised.
- communicate and collaborate with others to ensure the effective supervision of children within the preschool.
- alert other colleagues if they need to leave an area for a particular reason to ensure continuous supervision of children (e.g., to obtain resources, visit the bathroom)
- adhere to a supervision plan and strategies for both the indoor and outdoor environment, assisting colleagues to position themselves in order to effectively supervise children's play. The supervision plan will include the floor plan of the preschool and include the location of activities, bathroom, and nappy change facilities.
- implement vigilant supervision strategies for hygiene requirements including:
 - regular handwashing
 - toileting
 - cough and sneeze routines- using disposable tissues and handwashing.
- inform new and casual educators about supervision arrangements, outlining their supervision responsibilities.
- regularly evaluate the efficiency of the supervision plan and make changes as required.
- in the event of a child missing or unaccounted for, the *Missing Child Procedure* is followed. (See *Incident, Injury, Trauma & Illness Policy*)
- ensure any educator under the age of 18 years old is never left alone with children and is always supervised by an educator over the age of 18 years.
- ensure students, volunteers and/or visitors are never left alone with children
- ensure that at least one other educator is within sight when working with children and when supporting children with toileting/nappy change/hygiene routines, or sleep/rest routines



- arrange the education and care environment to maximise the ability of educators to supervise all areas accessible to children.
- Emphasis for supervision will be on gates, the fence line and doors during arrival and departure times.
- communicate with each other about their location within the environment and any relevant information about supervising individual children to ensure their needs are met.
- maintain correct ratios adhering to the Education and Care Services National Regulations throughout the education and care environment.
- providing flexible rostering of supervision depending on the age of children and needs of individual children.
- promote children's agency by making decisions about supervision that allows children to engage in independent exploration and appropriate risk taking.
- actively engage with children to support their learning whilst actively supervising and observing children.
- ensure that all children are in sight and/or hearing of educators at all times.
- ensure that no child is left alone while eating or at nappy change and toileting times.
- adequately supervise children during rest time in accordance with the *Sleep and Rest Policy* and relevant legislative requirements, including regular 10-minute physical checks and complete the sleep record on OWNA
- adhere to the *Food Safety Policy* to ensure provide supervision during mealtimes to prevent and manage allergy and anaphylaxis risks
- provide effective and adequate supervision when children are transported in a vehicle at all times (see *Safe Transportation Policy*)
- employ a variety of methods to account for all children throughout the day with particular attention to key transition times, including checking children's name on attendance records and conducting headcounts and recording the date and time of all checks using the head count record on OWNA
- ensure that hazardous equipment and chemicals are inaccessible to children.
- scan the environment during interactions with individuals or small groups
- implement correct supervision strategies and not perform other duties while responsible for the supervision of children.
- listen closely to children whilst supervising areas that may not be in a direct line of sight noticing changes in volume or tone of voice.
- plan for a mixture of experiences to allow for appropriate supervision of groups of children.



CONSIDERATION WILL BE GIVEN TO THE DESIGN AND ARRANGEMENT OF CHILDREN'S ENVIRONMENTS TO SUPPORT ACTIVE SUPERVISION BY:

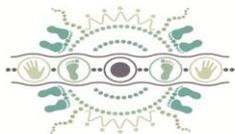
- using supervision skills to recognise areas of risk therefore reducing the potential for injury or incident to children and adults.
- providing direct, constant, and proximal monitoring to children undertaking activities that involve some risk and recognising when the ratio of educators to children needs to be increased (e.g., carpentry, water activities, climbing)
- guiding educators to make decisions about when children's play needs to be interrupted and redirected.
- supporting educators with specific strategies for supervision such as positioning, peripheral vision and monitoring children's arrival and departure from the service
- providing consistent supervision strategies when the Service requires casual educators.
- Ensuring two educators are present within the environments at all times (both indoor and outdoor environments) in accordance with our *child safe environment* and *child protection* policies.
- ensuring environments are arranged to prevent educators or other adults being alone with a child, including maintaining clear lines of sight at all times
- prohibiting the placement of posters, coverings or materials on windows, doors or viewing panels that obstruct visibility into learning spaces.

RAISING CONCERNS AND PROTECTED DISCLOSURES

QDPA supports a culture of transparency and accountability. All staff, educators, volunteers and students are informed that it is an offence to subject a child to inappropriate conduct during induction and orientation. Any concerns relating to inadequate supervision, unsafe practices, inappropriate conduct, misuse of digital technologies or risks to children's safety and wellbeing must be reported.

Educators, staff, students, volunteers, visitors and families may raise concerns in accordance with QDPA's *Child Protection Policy* and *Protected Disclosures (Whistleblower) Policy*. A person who makes a protected disclosure in good faith will be protected from any form of reprisal or detrimental action. Reports may be made confidentially and will be managed in accordance with legislative requirements.

Supervision-related concerns raised through protected disclosure processes will be taken seriously, investigated promptly and used to inform continuous improvement and risk management.



CONTINUOUS IMPROVEMENT/REFLECTION

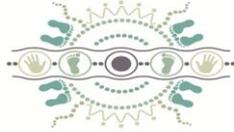
The *Supervision Policy* will be reviewed on an annual basis or earlier if there are changes to legislation, ACECQA guidance or any incident related to our policy. Feedback will be requested from children, families, staff, educators and management and notification of any change to policies will be made to families within 14 days. Our policy, procedures and practices will be critically examined to ensure ongoing improvement to maintain and foster a child safe environment and child safe culture within our Service.

SOURCE

- Australian Children’s Education & Care Quality Authority. (2023). [Active Supervision: Ensuring safety and promoting learning.](#)
- Australian Children’s Education & Care Quality Authority. (2026). [Guide to the National Quality Framework](#)
- Australian Government Department of Education. (2022). Australia. V2.0. [Children \(Education and Care Services\) National Law \(NSW\)](#)
- Early Childhood Australia Code of Ethics. (2016). [Education and Care Services National Law Act 2010.](#)
- [Education and Care Services National Regulations.](#) (Amended 2025)

REVIEW

Version Control	Date	Author	Description of Change
1.0	2018	QDPA	Original document
2.0	2021	QDPA	<ul style="list-style-type: none"> Document reviewed with change in leadership team in 2021. Additional related regulations & NQS references added. Version control and description box added to clarify reviewed items/new inclusions. Format change to include policy statement, purpose, scope and implementation, addition of footers and page numbering and general layout changes. Inclusion of supervision for safe transportation Educator to child ratios added
3.0	2023	QDPA	Scheduled review <ul style="list-style-type: none"> minor formatting edits within text additional information added re: supervision requirements for transportation of children. Included additions of use of OWNA Included marking of roll within 30 minutes Included entry/exit points doors to be closed. hyperlinks checked and repaired as required.



4.0	Oct 2024	QDPA	<p>Scheduled review</p> <ul style="list-style-type: none">• hyperlinks checked and repaired as required.• minor formatting edits within text• Included sleep check requirements
5.0	January 2026	QDPA	<ul style="list-style-type: none">• included additional points to strengthen child safe practices• new section added- supervision of digital technology use• included amendments to Children (Education and Care Services) National Law (NSW)• revised wording around electronic devices following National Law amendments• additional points added to strengthen policy for compliance focus• sources checked for currency and updated as required