



Governance and Management Policy

Policy Statement

Governance is the system or process by which organisations are directed, controlled and held accountable to ensure that ethical decision making. This policy recognises the importance of having a framework of rules, relationships, systems and processes within and by which authority is exercised and controlled within our preschool organisation. We view good governance and management as essential to our provision of a high-quality early childhood service.

A philosophy of collaboration provides the framework for this policy and associated procedures. Our volunteer management committee plays a central role in the governance of our community-based preschool and employ a nominated supervisor to meet the preschools governance and management responsibilities. We value our volunteer management committee, striving to sustain and develop their knowledge, skills and enthusiasm for early childhood education. As an organisation we make every effort to reflect the unique nature of our community and welcome collaboration and partnerships with our stakeholders.

Policy Goals

Our Preschool is committed to ensuring good governance and accountability to its stakeholders by:

- Conducting our affairs legally, ethically and with integrity, ensuring compliance with all funding, regulatory and legislative requirements.
- Remaining solvent and complying with all our financial obligations.
- Identifying organisational risks and legal obligations and managing these.
- Ensuring mechanisms are in place for fair and transparent governance.

Strategies: Role and Responsibilities

Management

The management of our preschool is overseen by the Management Committee. The Management Committee is accountable to members for the performance of the organisation

Management Committee Role

The Management Committee has overall responsibility to members for the sustainability and relevance of the service. The Board/Management will direct its activities towards achieving the organisation's goals and implementing the organisation's Quality Improvement Plan by guiding and monitoring the organisation's business and affairs in line with the objects as set out in the organisation's rules and in line with the organisation's philosophy.

In carrying out its responsibilities, the Management Committee undertakes to maximise the value and contribution of the organisation to the community, and to serve the interests of the organisation's members, employees and families and children using the service. In serving these interests there is an implicit understanding that the rights of the child are paramount in all decision making.

The Management Committee is the employer of all staff of the organisation and are responsible for the management and control of the organisation as the Approved Provider of education and care under the Children Education and Care Services National Law 2010 and the Education and Care Services National Regulations 2011.

Policies

The Management Committee will:

- Ensure that a comprehensive set of policies are in place as required under Education and Care Service Regulations and other regulations and laws that the service must comply with.

- Ensure that these policies comply with relevant legislation; and
- Update these policies on a regular basis.

Compliance Measures

The Management Committee will:

- Ensure that mechanisms are in place such as compliance tools and a compliance calendar to assist them to assess that the organisation's policies are implemented.

Constitution

The Management Committee of the Association will:

- Ensure that the organisation's constitution/articles of association are followed at all times.
- Ensure that the constitution/ articles of association are reviewed at least every three years.
- Ensure that each new member of the Board/Management, and Committee is provided with a copy of the organisation's constitution and Quality Improvement Plan on their appointment to Management Committee

Board/Management Committee Powers

The Management Committee sets the strategic direction and monitors performance of the organisation. The Management Committee will provide effective governance to ensure excellent overall management of the organisation's business and financial objectives.

In addition, the Management Committee members may delegate any of their powers (with the exception of the power of delegation and responsibilities as Approved Provider) to a committee of directors, a director, an employee or any other person.

The Management Committee delegates the responsibility of implementing the strategic plan and day-to-day management of the organisation to the service's Director/Co-ordinator/ Manager/Nominated Supervisor.

In discharging its powers, each Director/Management Committee member will be bound by the Associations Act/Corporations Act, the Constitution and all policies of the organisation. The Board's/Management Committee's authority includes:

- Overseeing the organisation including its control and accountability systems.
- Appointing and removing the Director/Co-ordinator/Manager/Nominated Supervisor.
- Ratifying the appointment of all staff members.
- Developing organisational strategy and performance objectives.
- Reviewing, ratifying and monitoring systems of risk management and internal control, codes of conduct, and legal compliance.
- Monitoring the Director's/Co-ordinator's/Nominated Supervisor/Manager's performance and implementation of strategy.
- Approving and monitoring financial and other reporting.
- Authorising appropriate delegations within the organisation.
- Ensuring appropriate resources are available to carry out the organisation's functions; and
- Approving and monitoring the progress of major capital expenditure.

Risk Management

The Management Committee will:

- Ensure the organisation operates with and to a valid Constitution/Articles of Association and that all governance and management practices of the Management Committee and staff align with the Constitution/Articles of Association.
- Demonstrate achievement of this through accessible meeting minutes and Management Committee self-assessments.

- Assist Board members to receive ongoing support and professional development in the implementation of effective and evidence-based governance practice

Code of Conduct

The Management Committee members will:

- Commit themselves members to ethical, businesslike, and lawful conduct, including proper use of authority and professional decorum when acting as Management Committee members.
- Demonstrate un-conflicted loyalty to the interests of the organisation when acting as a Management Committee member.
- Avoid conflicts of interest with respect to their role.
- Annually disclose their involvement with other organisations or companies that currently do business or may do business with the organisation
- Immediately disclose to the Management Committee any and all impending conflicts of interest. That member shall absent herself or himself without comment from both the deliberation and final decision-making.
- Not use information exclusive to Management Committee members for personal gain and will respect the confidentiality of all information obtained during meetings or through their role.
- Respect the confidentiality appropriate to issues of a sensitive nature.

This policy links to the Privacy and Confidentiality policy

Monitor, Evaluation and Review

This policy will be monitored to ensure compliance with legislative requirements and unless deemed necessary through the identification of practice gaps, the service will review this Policy every two years.

Families and staff are essential stakeholders in the policy review process and will be given opportunity and encouragement to be actively involved.

In accordance with R. 172 of the Education and Care Services National Regulations, the service will ensure that families of children enrolled at the service are notified at least 14 days before making any change to a policy or procedure that may have significant impact on the provision of education and care to any child enrolled at the Preschool; a family's ability to utilise the service; the fees charged or the way in which fees are collected

Relevant Legislation

- Education and Care Services National Law Act 2010 < Education and Care Services National Regulations: Regulation 168(2)(l)

Related Guidelines, Standards and Frameworks

- National Quality Standard, Quality Area 7: Governance and Leadership – Standard 7.1

Sources and References

- 2021, Community Early Learning Australia (CELA).
- ACECQA Guide to the National Quality Framework - www.acecqa.gov.au/nqf/about/guideAC
- ECQA Newsletter Issue 6 2018: Governance in education and care - www.acecqa.gov.au/newsletters/acecqa-newsletter-issue-6-2018

Updated

April 2022

Review Date

2024 or when procedure, practice or legislation changes.