A statement of philosophy is developed and guides all aspects of the service’s operations.

Quality Area 7 – Leadership and Service Management (7.2.1)

What is a philosophy?

The philosophy provides a comprehensive statement reflecting long-term considerations, purpose, values, and beliefs of the education and care setting.

The philosophy is the beliefs and values about the people and society behind an organisation. An organisation’s philosophy is tied to its members’ values and beliefs. It is the foundation on which an organisation rests. Gevers (2000, p.9)

In practical terms an approved provider must ensure the philosophy is in place, that philosophy guides the operation of the service and is available to families, staff and the broader setting community. The philosophy will reflect the principles of the National Law, the Early Years Learning Framework and/or the Framework for School Age Care.

Did you know?

- All Quality Improvement Plans must contain a statement of philosophy of the service.
- Under the National Quality Standard your statement of philosophy must guide:
  - your pedagogy and teaching decisions;
  - interactions with children;
  - your approach to equity and inclusion;
  - your approach to access and participation;
Developing a Philosophy

» your decision making;
» beliefs about relationships between management, educators, co-ordinators and staff members; and
» must reflect a commitment to continuous improvement.

Your statement of philosophy must be included in your information for new and existing educators, co-ordinators and staff members.

You must be able to demonstrate how families contribute to the development and review of your philosophy.

You must have information about your philosophy available for families.

Will an Assessment and Compliance Officer ask about our philosophy?

An Assessment and Compliance Officer may ask:

» new educators, co-ordinators and staff members (employed within the past six months) about their level of understanding of the philosophy of the service;

» Nominated Supervisor, Certified Supervisor, educators, co-ordinators and staff members how a shared understanding of the service’s statement of philosophy underpins everyday practice and decision making;

» how families are encouraged to be meaningfully involved in the development and review of the service’s statement of philosophy; and

» about examples of how the statement of philosophy is used to set directions, build commitment and align actions with the service’s goals and outcomes.

Assessors may sight:

» the service’s statement of philosophy;

» evidence that the statement of philosophy is available and included in the induction process for all staff members and in the enrolment and orientation process for families;

» philosophy that demonstrates a commitment to full participation of children with additional needs and to equity and inclusion.

Developing, publishing and reviewing your philosophy

Your approach to developing a philosophy is unique to your education and care service. Here are suggestions for getting started.

1. Raise the issue amongst educators, staff, families and management.
Developing a Philosophy

2. Ask the service community: “What are we here for? What do we do well?”

3. Refer to learning frameworks, values and mission of the service, the profile of the community;

4. Collaborate to formulate belief statements as a result of the consultation and discussion;

5. Summarise feedback and develop a statement for review;

6. Produce a final draft and formally adopt the philosophy;

7. Ensure policies, procedures, practices and interactions reflect the adopted philosophy.

Your philosophy will be reflective of theories of learning, the value of building partnerships with and for families and for the child, family, community, the role of the service within the community, inclusion of children and families and the diversity of the community.

Your philosophy will be;

- Simple and concise;
- Clear;
- Reflective of the users of the service;
- Widely known and available;
- Open to change and revision in response to emerging knowledge and skills;
- Relevant to practice;
- Reflected in policy of your service.

Regular review of your philosophy will ensure its currency, appropriateness for the community of the service and application to Regulation and the National Quality Standard.

Above all... Philosophy underpins the decisions, policies and daily practices of the approved provider, Nominated Supervisor, Certified Supervisors, educators, co-ordinators and staff members and assists in planning, implementing and evaluating quality education and care for children.

REFERENCES

  Managing a Community Organisation in Australia, 3rd Edition, Thomas Gevers, WA

- Guide to the National Quality Standard