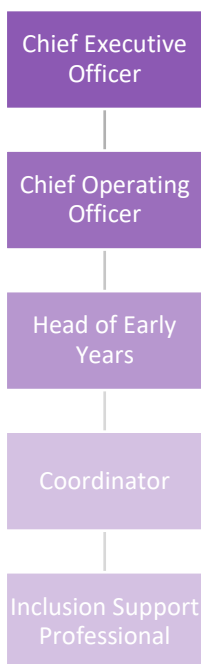


Position Description

Position Title:	Inclusion Support Professional
Program:	Inclusion Support Program
Salary:	Wanslea Enterprise Agreement, Level 4



Purpose, Values and Aspiration

Our Purpose

We support children and young people to grow and develop safely.

Our Values

We Care

We Collaborate

We Are Accountable

We have Courage

We Celebrate

Our Aspiration

We create exceptional opportunities for every child and young person to thrive.

Commitment to Child Safety

Wanslea is committed to ensuring the safety, wellbeing and inclusion of all children; and has zero tolerance of child abuse or any form of harm. It is expected that staff and volunteers will always act in a way that prioritises the safety and wellbeing of children by ensuring that children feel safe and are safe.

Diversity Statement

Diversity, equity and inclusion are foundational to Wanslea' purpose, values and strategies. To achieve a culture of inclusion, we must unlock the power of our people. Providing access to meaningful opportunities, creating an environment in which everyone can thrive and grow personally and professionally. We strive to build and nurture a culture where

inclusiveness is a reflex, not an initiative. Where there is a deep sense of pride, passion and belonging that transcends any role, service, language or country and is unified in our shared commitment to excellence, innovation and social responsibility.

Position Intention

This position assists Early Childhood Education and Care services to identify barriers and build on inclusive practices that enables children with additional needs access and participation to mainstream care.

Key Responsibilities

Purpose, Values and Aspiration	<ul style="list-style-type: none"> Promote and demonstrate the Purpose, Values and Aspiration of Wanslea Embed our Purpose, Values and Aspiration in all work practices and interactions
Core Competencies of the Role	<ul style="list-style-type: none"> Support mainstream ECEC services to improve their capacity and capability to provide quality inclusive practices, address participation barriers and include children with additional needs Increases skills and confidence of educators to engage in, and embed, inclusive practice Provide parents and carers of children with additional needs with information that facilitates access to mainstream ECEC services Identify local and state-wide resources and support available to ECEC services and families
Organisation and Time Management	<ul style="list-style-type: none"> Complete reports, compile statistics and administration duties as required Maintain appropriate records for children and families accessing the program
Quality and Improvement Focus	<ul style="list-style-type: none"> Implement outreach strategies designed to engage with a diverse range of relevant groups Develop tailored Strategic Inclusion Plans and access Inclusion Development Fund resources as per the requirements of the ECEC service and the Department of Education and Training funding
Communication and Interpersonal Relationships	<ul style="list-style-type: none"> Develop and maintain good relationships with other stakeholders including community groups, intervention professional, and families as well as promote awareness of the Inclusion Support Program Network with other agencies providing related services for families and children Represent Wanslea at meetings as required
Professionalism	<ul style="list-style-type: none"> Comply with Education and Care Services National Law 2012 and the Education and Care National Regulations 2012 with regards to records management and compliance
Decision Making and Problem Solving	<ul style="list-style-type: none"> Implement all Workplace Health and Safety policies and procedures
Teamwork and Leadership	<ul style="list-style-type: none"> Actively participate in a range of activities that continues to increase the range of services Wanslea provides to families and children and young people
Child Safety	<ul style="list-style-type: none"> Embed the National Principles of Child Safety into all work undertaken Ensure all reporting requirements are met in regard to any risk to child safety

Selection Criteria

Essential Experience	<ul style="list-style-type: none"> • Diploma of Children's Services and/or community Services or approved equivalent • Demonstrated experience in a direct care role working with families, children and ECEC services • Demonstrated experience in working with children with additional needs • Knowledge of National Quality Framework and Standards, the Early Years Learning Framework, Framework from School Age Care, Education and Care Services National Law 2012 and the Education and Care National Regulations 2012 • Demonstrated knowledge of child development and an appreciation of individual differences amongst children, including those with additional needs and knowledge of inclusion principles and practices, including ISP guidelines
Personal Qualities	<ul style="list-style-type: none"> • Demonstrated strong communication skills, including well developed written and verbal skills • Demonstrated organisational and time management skills • Demonstrated understanding of "child safe" environment • Demonstrated understanding of Workplace Health and Safety responsibilities • Demonstrated ability to network and access community resources
Desirable Criteria	<ul style="list-style-type: none"> • Current First Aid Certificate
Required Compliance Documents	<ul style="list-style-type: none"> • Current Working with Children Check • Current satisfactory National Police Clearance • Current Drivers Licence • Work eligibility within Australia