



From: Brookes, Clare
Sent: Thursday, 23 July 2020 3:42 PM
To: Fairburn, Janine
Subject: FW: Teddy Bears CCC Curtin

Follow Up Flag: Follow up
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Hi Janine

Please see dot points from Jana below.

Kind Regards

Clare Brookes
Senior Director, Early Childhood Regulation, Early Childhood Policy and Regulation | Education | ACT
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From: Damjanovska, Jana <Jana.Damjanovska@act.gov.au>
Sent: Thursday, 23 July 2020 3:35 PM
To: Brookes, Clare <Clare.Brookes@act.gov.au>
Cc: Williams, Jo <Jo.Williams@act.gov.au>
Subject: Teddy Bears CCC Curtin

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Hi Clare,

Here is my summary of points where I think children are directly affected by the current situation at the centre.

Risks to children at Teddy Bears CCC posed by P01 actions or inactions:

- Children exposed to risks in the playground due to maintenance work not completed for more than 5 months despite numerous emails to P01 by the Nominated Supervisors. No response or very slow response to the maintenance issues notified to P01.
- After the risk audit completed by CECA and a non-compliance notice issued, P01's response indicates that at least four items have not been fixed yet and continue to pose a risks. P01 is promising to complete the remaining maintenance work in the next three weeks in his email response to CECA. Children will continue to be exposed to it and staff will continue to be under

unnecessary pressure to supervise vigilantly around the risky areas or to do heavy work, such as removing branches of cut trees, instead of focussing on the children and implementing the educational program.

- Educators working directly with children are under constant pressure and stress due to the way their concerns have been ignored or responded to. The stress can be transferred to the children. Again taking educators' focuss of the work with children.
- The fact that the Nominated Supervisor is scared of [P01] places the stability of the centre at risk. The NS has already had to take some days off because she was too unwell and stressed.
- NS is now actively looking for a new job. This will leave the centre in even more vulnerable position. Recruitment for a new Director /NS will further destabilise the centre situation and the rest of the team of educators. All of this reflects on their work with children.
- The ECT / Deputy Director resigned on 20/7/2020 due to the levels of stress imposed by [P01] [P01] over the past few months and during the parent and staff meeting last week. Children will be affected by not having access to any ECTs. A temporary waiver application has already been submitted.
- The Deputy Director was also the Educational Leader (EL). There will be no educational leader when she leaves. The Director said she is unable to do it as she has been so stressed and so unwell. She said there is no one in the centre, who can take on the role at this period of time as they don't feel they have the experience, knowledge or confidence to take on this role. The consequences of this will directly impact the quality of the educational program and the children attending the centre. Not having an EL is a non-compliance.
- Most of the educators are planning to look for new jobs and are likely to leave the centre in the near future. Impact on children in terms of continuity of care. Children will have to adjust to a number of new educators within a very short time
- Not sure who will be left at the centre to recruit and interview for the vacant positions. [P01] will probably have to do the recruitment for the Director's position, the ECT, the Educational Leader and the Deputy Director. The consequences may have indirect or direct impact on the children attending the centre.

With regards

Jana

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Days of work: Monday to Thursday