



# NEW EDUCATOR INFORMATION



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# HELLO, HELLO, HELLO!

Have you ever dreamed of a career that combines the joy of being around children with the comfort of working from home? If so, starting your own family day care might just be your calling! At Rainbow Bridge Family Day Care, we're not just about childcare; we're about creating a nurturing haven where every day is an adventure in big-hearted, quality care.

Why Rainbow Bridge Family Day Care is Special:

- **A Professional Yet Heartfelt Approach:** We're committed to offering more than just a service; we're creating a community where love, care, and professional excellence blend seamlessly.
- **Supported Seasonal Curriculums:** We believe in the magic of the seasons. Our educators are guided to weave seasonal themes into their curriculum, making every interaction with the children not just meaningful but also joyously in tune with the natural world.
- **Nurturing Professional Growth:** Dive into our Seasonal Planning and Craft Days! These aren't just professional development opportunities; they're a celebration of your vocation. Imagine a full day of delicious food, vibrant creativity, and heartfelt connection with fellow educators.
- **Community and Collaboration:** At the heart of Rainbow Bridge is our community. Here, you'll find endless opportunities to meet, collaborate, and share resources and ideas with like-minded educators. It's a place to plan, prepare, and grow together.
- **A Day in the Life of Our Educators:** Picture yourself spending days filled with crafting, baking, gardening, singing, dancing, and exploring the world of story and imagination. Engage the children in meaningful 'home' tasks like cooking, cleaning, and gardening, making every moment a learning adventure.

Joining Rainbow Bridge Family Day Care means embracing a lifestyle where your job is your joy. Our educators often say they can't believe such a fulfilling and lovely life is their 'work'. If this resonates with you, we would love to welcome you to our family.

Embark on this beautiful journey and turn your passion for childcare into a delightful career. Connect with us at Rainbow Bridge Family Day Care and start your own magical journey today!

*Victoria & Marta*

Rainbow Bridge Family Day Care Service Directors

# BECOMING A FAMILY DAY CARE EDUCATOR

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*Do you:*

- have a passion for working with children?
- hold a minimum of a Certificate 3 in Children's Services
- have, or are willing to gain, approved certification in First Aid, CPR, and Asthma and Anaphylaxis Management Training?
- have a willingness to go Above and Beyond the norm when it comes to your work and career?
- have a positive attitude towards documentation and paperwork requirements? (It's a moderate amount, but this work is a lawful required part of your daily tasks)
- have an interest in whole foods, healthy living, and see the world with open eyes?
- want to work somewhere where 'meaningful experiences' are a normal everyday part of life?
- want to spend lots of time creating, painting, crafting, drawing, cooking, baking, gardening, singing, storytelling, making movement circles, laughing and gently but firmly caring for little ones?
- have a love of organisation, and love it when 'everything has a place, a place for everything'?
- live in QLD or NSW? have the ability to use your home or a nearby 'venue' as your approved workplace?

***If you answered YES to these questions, you are in the right place. Read on.***



# WHAT IS THE ROLE OF A FAMILY DAY CARE EDUCATOR?

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At Rainbow Bridge Family Day Care, we can only speak for our educators.

Different services require different things but across the board, the two important things to be aware of are:

- the health and safety of young children in your care.
- and how YOUR curriculum and program provides for children's learning.



# INCOME POTENTIAL - WHAT YOU CAN EARN

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- When you start Family Day Care, you own your own business with an opportunity to earn a solid income. If you feel limited by your current income limits, and want the opportunity to earn more money while delivering excellence in care to young children, Family Day Care is the perfect option.
- While start up costs are required, these are quickly recouped as your group fills.
- You set your hourly fee within our schedule range. We are happy to help guide you in the right direction with this if necessary. Our sliding schedule of fees at Rainbow Bridge Family Day Care is between \$12.72 and \$19.00 an hour total at January 1st 2024.
- The fee you charge is an hourly rate inclusive of the educator levy you pay to the service. The fee must be equitable and meet the local market. Your fee will be based on your experience, qualifications, program and curriculum you offer, your availability, the uniqueness of your home or venue, any special considerations, and ages of children you care for etc. (You may set a higher rate for babies up to 12 months as they require more intensive care and support.)
- You can also set a 'minimum hours' rate (for example, every parent pays a minimum of 7 hours regardless of their actual use.) Across the board, your families 'Schedules of Care' must be similar to or exceed your minimum hours. If not, you may need to adjust your minimum hours or only accept families who require the longer hours.

- The educator levy is \$2.05 per child per hour from January 1st 2024. This fee is deducted before income payments are made to educators. The educator levy must be included within your total fee. For example, to earn \$10 per hour per child, your fee will need to be \$12.05 per hour to include the educator levy of \$2.05 per child per hour.
- The educator levy is Rainbow Bridge's only source of income to provide regulatory requirements for educators. This levy is used to cover the service's administration fees, insurances, computer and hardware, software licences, wages for field coordinators, training costs, materials, food for workshops, transport etc.
- You are responsible for own tax and superannuation. We are happy to help you find a suitable tax agent who understands family day care requirements.

*Please note: Educators are able to increase their fees once a year on the 1st day of January in line with CPI.*



## OTHER FEES AND CHARGES

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- All parents pay enrolment/registration fee of \$60 per year to the service. We waive this fee for the first year if your current families are coming with you as part of a transfer from another service.
- Educator registration fee is \$320 per year payable on your yearly sign-up anniversary. This also covers the cost of 4 x seasonal planners for the year. Registration fees help to fund ongoing training opportunities.
- Our service only charges you, the educator, for levy. This is so you can claim the entire fee as a business cost on your tax.



# REQUIREMENTS TO START A FAMILY DAY CARE

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**These are things that must be in place before registration can be granted.**

- Ongoing yearly registration fee \$320 (This yearly admin fee is collected annually upon the date of your initial registration.)
- \$210+GST annual subscription to Hubworks for ESI (Parent sign in)
- 3-yearly First Aid Certificate including Anaphylaxis & Emergency Asthma Management Training
- Yearly CPR training
- Medical clearance if necessary
- Police check – fraud \$45 approx



- Your own Public liability insurance \$600 per year approx. (Some organisations offer a 3 month intro for \$200 approx to help you budget your start up costs)
- Business registration ABN etc \$100 approx (if you don't already have this)
- Logo creation (optional) for website, facebook page, PR, marketing etc
- Fire safety equipment (blanket, extinguisher, smoke detectors).
- Equipment to be checked professionally every six months.
- Working with children check application (NSW) or Blue card (QLD). Fee applicable. (\$100 approximately)
- Adaptations/modifications to your home residence or venue as necessary to meet regulatory requirements eg glass safety, fencing, softfall under playground equipment etc to meet Kidsafe guidelines. Cost varies from residence to residence. Regulations state glass must be "glazed" below 1000 mm.
- Pool compliance safety certificate annually – approx. \$150 (if applicable)
- Business/office equipment and supplies
- Basic equipment set up (indoor and outdoor toys) – Eco friendly, wooden, recycled, handmade, sustainable. You can build your resources as you go. Op shops and FB marketplace are good places to start.
- Sleep mats and/or cots(meeting Australian standards). Try Ikea.
- Vehicle safety check, carseat restraint/ seat check (for playgroup attendance or school drop offs etc)
- Vehicle registration
- Vehicle insurance – business rate (if applicable eg using car on excursions, outings, pick ups from school)
- Stationery – child folio folders (if you do them), journal books or visual art diaries for documentation (Big W or Kmart supply for \$5 approx), colour printing ink, paper, a working printer, coloured pencils, pens, chalk etc
- Lockable filing cabinet (may be secondhand)
- Child proof locks, cupboard handle covers, plug covers, door jams, etc – \$50 approx
- Resources and publications, early childhood membership with particular organisations etc (after registration- optional)
- Nappy change table if required
- Plastic buckets and bins for soiled items
- Eco cleaning products, cleaning tools Furniture and equipment to furnish your Family Day Care (sign-in desk, storage locker/facility for bags, fridge, child size chairs and tables, shelving, craft storage)



# OUR CORE VALUES

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## Big Hearted Care

The concept of 'big hearted care' drives everything we do. Being intentional and mindful to 'big hearted care' is demonstrated through our commitment to holistic approaches to education that are inspirational, imaginative and sustainable. We aim for excellence in how we present ourselves as a service, within our service and in the spaces and learning environments we create for children. We commit to holding seasonal celebrations and creating strong seasonal rhythms as a foundation that children and families can rely on.

## Recognition

We are recognised as leaders in our profession. We pioneer play as the basis of children's learning, simplifying the programming and pedagogical documentation process ensuring that children remain our focus. Each educator within our service is highly skilled, committed to excellence in their pedagogy and practice. We are a service that is synonymous with high quality professional development. We are at the forefront of early childhood education innovation with our planners, podcasts, webinars and live training conferences. We are frequently featured and acknowledged in the media promoting our team and our model of 'big hearted care'.



# Connection & Relationships

We have a respectful and supportive network, where educators and families feel safe and recognised. Belonging is demonstrated through transparent practices and consistent collaboration/ communication to mould rounded, accepting communities, committed to respect and inclusion. When you join our team, you really are joining our family, where it is safe to be seen and heard and where every voice is valued.

## Collaboration

The service recognises early childhood education leaders and mentors and engages them to impart their wisdom, knowledge and expertise. We collaborate with our team, supporting all members to create and build their businesses. We value when an educator wants to work with us to create something that can be shared across the profession. We seek transparency with all communication and when possible, we include the whole team in decision making processes. We have clear intentions and processes for ongoing reflection and improvement.

## Leadership

We pride ourselves on being responsive leaders, with an emphasis on integrity, open-mindedness and accessibility. We maintain personal responsibility through the establishment and completion of 90 day action plans. With the ongoing support of coordinators, each educator maintains their responsibility for meeting the regulatory and compliance requirements to maintain their registration, and to act in accordance with the Regulations, National Law and CCS Handbook. All feedback is clear, fair and delivered open-heartedly.

# Benefits of joining RBFDC

As a valued member of our Rainbow Bridge Family Day Care community, you unlock a world of exclusive educational opportunities provided by our sister company, Big Hearted Education.

Our commitment to your professional growth and success is reflected in the extensive resources and learning experiences you gain access to, valued at over \$1500 annually!

Here's what awaits you at Rainbow Bridge FDC through Big Hearted Education:

- **The Essential Elements Course:** This foundational course is a cornerstone of your journey with us. It's meticulously designed to equip you with the core skills and knowledge needed to excel in family day care.
- **Expert-Led Masterclasses:** Dive deep into the world of early childhood education with our Masterclasses. Led by industry experts, these sessions cover a range of vital topics, ensuring you stay at the forefront of educational practices.
- **Interactive Q&A Sessions:** Have questions? We've got answers! Participate in our engaging Q&A sessions where you can clarify doubts, explore new ideas, and share experiences with peers and experts alike.
- **Other Courses:** You also gain access to other courses, such as Helicopter to Hands Off, The Profitable FDC, and others as they are created. All designed to help you streamline your work and finances.

By joining Rainbow Bridge Family Day Care, you're not just starting a job; you're stepping into a community dedicated to your continuous learning and professional development. Embrace this journey with us, where every step you take is supported, valued, and celebrated.



# ARE YOU AN EXCEPTIONAL EDUCATOR LOOKING TO MAKE A DIFFERENCE IN CHILDREN'S LIVES?



If you ARE looking to be an exceptional educator, with all the creative support and training of a Big Hearted team, you have found the right place!

While starting up can feel overwhelming at first, rest assured that our team will support you and be by your side for every step of the way. The registration process takes 4- 6 weeks generally but can be fast-tracked or slow-tracked, depending on your needs. We are here to help you.

Please call Victoria on 0448 996 630 to start your new journey!

MARY ANN RADMACHER

**"SOMETIMES THE  
SMALLEST STEP IN THE  
RIGHT DIRECTION ENDS  
UP BEING THE BIGGEST  
STEP OF YOUR LIFE."**