

## 8.22 Educator Interactions with Families - Professional Boundaries Policy

The service acknowledges that through providing education and care to children, educators develop trusting and supportive relationships with families. These relationships have been known to extend beyond the professional boundaries of the service. This policy outlines the procedure for managing the connection between professional boundaries and personal relationships to ensure the safety and wellbeing of all stakeholders.



### Relevant Laws and other Provisions

The laws and other provisions affecting this policy include:

- *Education and Care Services National Law Act, 2010 and Regulations 2011*
- *Family and Child Commission Act 2014*
- *Child Protection Act 1999 and Regulations 2000*
- *Duty of Care*
- *Code of Conduct*
- *National Quality Standard, Quality Area 4 – Staffing Arrangements; 7.2 Effective leadership builds and promotes a positive organizational culture and professional learning community*
- *Policies; 8.1 – Role and Expectations of Educators, 8.3 – Recruitment and Employment of Educators, 8.9 – Employee Code of Conduct, 8.10 – Employee Orientation and Induction, 8.14 – Employee Online Social Networking, 9.3 – Communication with Families,*



### Procedures

Educators who are personally friendly or are in existing relationships with family members of children who attend the service (such as brother, sister, aunt, uncle, etc.) shall declare such relationships to the coordinator so that professional boundaries and expectations can be clarified.

On occasion, families may ask educators to attend personal events (such as birthday parties) or to provide services for their children like babysitting. To this end, the following protocols shall apply:

- Educators who are requested to attend personal family events or to provide services (such as those mentioned above) will be required to disclose these to their employer (date, location, and time) and whether they choose to attend;
- Any employee/employer arrangements made between an educator and the family shall be completely independent of the relationship between the service and the employee;
- The educator's conduct is not guaranteed by the service for any work conducted outside of the service. This includes references to suitability checks and employment history; and

Educators engaged by families to provide private childcare services outside the service operating hours will be encouraged to maintain ethical practices and standards including:

- Maintaining confidentiality, respect, and the families right to privacy; and

- Demonstrating behavior that enriches the provision of care and advances the childcare profession

Families will be encouraged to use reputable babysitting/childminding agencies to provide such services should they need care outside of service operating hours.

## References

National Association of Social Workers, Leadership Ladders: Steps to a Great Career in Social Work; Setting and Maintaining Professional Boundaries, November 2011, retrieved 10/03/2026 from <http://careers.socialworkers.org/documents/Professional%20Boundaries.pdf>

Queensland Children's Activities Network (QCAN), Outside School Hours Care Professional Standards for Educators, retrieved 10/03/2026 from [https://www.oshcprofessionalstandards.com.au/files/ugd/5b9443\\_d687268a06394ecb82554d19a7c4e5e9.pdf](https://www.oshcprofessionalstandards.com.au/files/ugd/5b9443_d687268a06394ecb82554d19a7c4e5e9.pdf)

Queensland Children's Activities Network (QCAN), Helpful Resources for Professional Engagement, retrieved 10/03/2026 from <https://www.oshcprofessionalstandards.com.au/helpful-resources-3>

<b>DATE DEVELOPED</b>	<b>DATE RATIFIED</b>	<b>DATE REVIEWED</b>	<b>DATE RATIFIED</b>
August 2018	August 2018	23.06.2021	October 2021
		10.05.24	May 2024
		March 2026	March 2026