

Submission
No 135

**INQUIRY INTO EARLY CHILDHOOD EDUCATION AND
CARE SECTOR IN NEW SOUTH WALES**

Name: Name suppressed

Date Received: 14 June 2025

Partially
Confidential

I have been working in the EC field for 19 years and have seen a range of inadequacies and poor practice across my career as a teacher and director. Advocating for the team in regards to work load being met with a comment from a CEO 'we are not holding a gun to anyone's head to stay, everyone is replaceable'. Separating from my partner at the time with a one year old and my director saying to call in sick as I won't get approval from the CEO for my reason to organise living arrangements, rent, Centrelink, personal wellbeing etc. Skewed feedback results to achieve what she wanted for the direction of the centre.

OAC as a teacher when I mentioned poor professional practice I was told by HR, that they couldn't look into it as it was the CEO's friend's daughter who needed a high paying job as she just moved to Sydney.

Overbooking of enrolments in the hope of a child being absent and therefore a casual spot being available in both private and not for profit. As a parent with my child enrolled at the centre, I was asked to have her as absent so we weren't over the licence. I was also told to take her home to avoid overbooking the licence.

An educator found drinking alcohol in a flask when working with the chn continuing to be employed.

When I sought advice to report incidents in the NQAITS I was told not to as we had reported recently and we don't want to be targeted by the Dept of Edu.

Centres faking A&R, copying documents from other services. Employing additional team members. All a show, a big performance.

College ECT qualifications and the grad dip in 1 yr is driving the quality of our profession down due to the marketed visa promotion. Studying ECT's on prac not being made aware of child protection, mandatory reporting, the EYLF, NQF, ratios. Private colleges still passing students though practical concerns have been made whilst the student is on prac and has essentially failed prac due to 'they have paid'. Private colleges meeting a quarter quota for qualification acquirement and not approving extension though the educator was on a recent maternity leave. ACECQA approving practicum programs for uni grad dip degrees though they haven't even commenced formal study, therefore it is not conducive to the students success. This college also said the whole cohort was lacking in their dedication and out of 180 students only 5 turned up to webinars about prac preparation. And that most students wanted a visa at the end of the year. I was also told that the college was aiming to accept double the students for the next semester though there were clear issues with the current cohort which the academics were trying to push back on - this is current 2025. Grad dip program needs to be removed.

Educators not able to be hired due to wearing a hijab. Enrolments not accepted due to inclusion needs or potential behavioural issues observed. The child had to be present and observed to see if they were suitable to access the service - Sydney Catholic Early Childhood.

CPI's based on revenue rather than quality education both not for profit and private. Aim to be at 110% occupancy with casual bookings.

No professional development budget in private centres.

No program time, rather on the floor when with children. Award program time not being met.

Under the roof ratio 'excuse'. And 10min overlap of breaks considered as 'like a toilet break' to avoid additional staffing costs.

ISS funding for an additional educator used as lunch cover.

Approved providers should be trained in early childhood education.

I know so many amazing educators who have left the field of EC due to burnout. I continue to work in EC but clear reform is needed. It should be a national agenda.

These are in addition to what was mentioned in the four corners report. Sadly, I have experienced a lot of what was mentioned in the report also.