

Let's Discuss - *Role Modelling*

Written & developed by Christine Cross & Sandy Morton Consultancy

Good role modelling starts with you.

Remember there is always someone watching what you are doing—the children, their parents, other staff or community members.

Children respond to others that they look up to.

All OSHC staff therefore have a key role to play in encouraging others to follow their good example.

Below we have highlighted aspects of good role modelling covering five key areas.



Promote healthy eating by role modelling good habits

- When eating in front of children ensure the food you are consuming is nutritious and healthy. This also includes beverages and bottle drinks.

Ensure you display good eating habits by:

- Sitting while eating;
- Not talking with a full mouth;
- Showing enjoyment of the social aspect of the eating experience by sitting with the children and encouraging lively conversation.

Role model good communication styles

- Show respect towards others and listen to what they have to say.
- Encourage everyone to have their say and to take turns in discussion and not to shout above someone that is already talking.
- Be polite to each other—staff to staff—staff to children—staff to parents.
- As staff never put another staff member down in front of others (this applies also to children and parents).

Role model good team interaction

- Display positive attitudes and interactions between team members.
- Share your ideas and skills with others.
- Enthusiastically encourage others to have input, and to playfully engage in children's play.
- Be responsive to the needs and interests of others and be prepared to "give and take".

Promote good hygiene practices

- Ensure you display good hygiene practices in front of the staff as well as the children.
- Model effective hand washing procedures (children and staff)
- Model effective cleaning and sanitising of food preparation surfaces etc. (children and staff).
- Model effective food handling procedures (children and staff)
- Model effective Occupational Safety and Health procedures (children, staff and families).



Respect diversity of children and their families as well as staff

- Role model inclusive behaviours by encouraging everyone to participate at their own level.
- Set clear standards about how you will respond to prejudice or discrimination and consistently follow them through.
- Display tolerance and accept other points of view.
- Treat staff, children and families equitably and ensure fairness in your actions.
- Show that you can be trusted by following through on agreements and honouring relationships and friendships (staff and children).
- Display leadership skills by helping children to learn how to show respect for others.
- Display curiosity and embrace new ideas or ways of doing things.



Consultancy

achieving quality with integrity

Role Modelling Checklist

Use the following checklist to review how well you and your staff are setting a positive example to each other, the children and their families.

Staff members can observe each other or you can reflect on your own actions.

Tick the box each time you observe or complete an action.

Staff member: _____ Observations made by: _____

Period of time: From _____ to _____

Action	Occurring tick	Not occurring tick	Comments /examples
Eats healthy food and drinks in front of children.			
Sits with children and encourages them to enjoy the eating experience.			
Models effective hand washing.			
Models safe food handling procedures.			
Listens attentively to others.			
Is always polite to others.			
Shares own ideas and skills.			
Is enthusiastic and playful.			
Encourages children to participate at their own level.			
Consistently responds to any prejudice or discrimination.			
Shows tolerance and accepts other points of view.			
Smiles and is approachable.			
Offers assistance to others.			
Displays leadership skills.			