

## HYGIENE POLICY

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|----------------------------------|--|--|--------------------------|
| <b>Policy Number</b>             | P-Q2-M020  | <b>Version Number</b>  | 3.00                     |
| <b>Drafted by</b>                | Director of Education  | <b>Approved Date:</b><br><b>Review Date:</b>   | April 2024<br>April 2025 |
| <b>Responsibility</b>            | Bubup Womindjeka Family and Children’s Centre Association (Inc.)   |  |                          |
| <b>Related Service Policies</b>  | <ul style="list-style-type: none"> <li>▪ Administration of Medication Policy</li> <li>▪ Administration of First Aid Policy</li> <li>▪ Dealing with Medical Conditions Policy</li> <li>▪ Incident, Injury, Trauma and Illness Policy</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Dealing with Infectious Diseases Policy</li> <li>▪ Occupational Health and Safety Policy</li> <li>▪ Privacy and Confidentiality Policy</li> </ul> |                          |
| <b>Legislation and Standards</b> | <p>Relevant legislation and standards include but are not limited to:</p> <ul style="list-style-type: none"> <li>▪ <i>Education and Care Services National Law Act 2010</i></li> <li>▪ <i>Education and Care Services National Regulations 2011</i>: Regulations 77, 106, 109, 112, 168</li> <li>▪ Food Act 1990</li> <li>▪ <i>National Quality Standard, Quality Area 2: Children’s Health and Safety</i> <ul style="list-style-type: none"> <li>○ Standard 2.1: Each child’s health is promoted</li> <li>○ Element 2.1.3: Effective hygiene practices are promoted and implemented</li> <li>○ Element 2.1.4: Steps are taken to control the spread of infectious diseases and to manage injuries and illness, in accordance with recognised guidelines</li> </ul> </li> <li>▪ <i>Occupational Health and Safety Act 2004</i></li> <li>▪ <i>Public Health and Wellbeing Act 2008</i></li> </ul>   |  |                          |
| <b>Sources</b>                   | <ul style="list-style-type: none"> <li>▪ Department of Health, Victoria, Food Safety: <a href="http://www.health.vic.gov.au/foodsafety/">http://www.health.vic.gov.au/foodsafety/</a></li> <li>▪ Communicable Diseases Section, Public Health Group, Victorian Department of Human Services (2021), <i>Disease Information and advice Available</i><br/><a href="http://www.health.vic.gov.au/disease-information-and-advice">Disease information and advice (health.vic.gov.au)</a></li> <li>▪ National Health and Medical Research Council (2013) <i>Staying Healthy: Preventing infectious diseases in early childhood education and care services</i> (5<sup>th</sup> edition):<br/><a href="https://www.nhmrc.gov.au/about-us/publications/staying-healthy-preventing-infectious-diseases-early-childhood-education-and-care-services">https://www.nhmrc.gov.au/about-us/publications/staying-healthy-preventing-infectious-diseases-early-childhood-education-and-care-services</a></li> <li>▪ <a href="https://www.betterhealth.vic.gov.au/conditionsandtreatments/infections">https://www.betterhealth.vic.gov.au/conditionsandtreatments/infections</a></li> <li>▪ National Health and Medical Research Council - Australian Guidelines for the Prevention and Control of Infection in Healthcare Information and Posters (2019)<br/><i>What Causes Infections:</i><br/><a href="https://www.nhmrc.gov.au/sites/default/files/documents/reports/clinical%20guidelines/ch5-5c-what-causes-infections.pdf">https://www.nhmrc.gov.au/sites/default/files/documents/reports/clinical%20guidelines/ch5-5c-what-causes-infections.pdf</a><br/><i>Chain of Infection:</i><br/><a href="https://www.nhmrc.gov.au/sites/default/files/documents/reports/clinical%20guidelines/ch5-5d-chain-infection-poster.pdf">https://www.nhmrc.gov.au/sites/default/files/documents/reports/clinical%20guidelines/ch5-5d-chain-infection-poster.pdf</a><br/><i>Handwashing: why it’s important:</i><br/><a href="https://www.betterhealth.vic.gov.au/health/conditionsandtreatments/handwashing-why-its-important">https://www.betterhealth.vic.gov.au/health/conditionsandtreatments/handwashing-why-its-important</a></li> </ul> |  |                          |

## AUTHORISATION

This policy was adopted by the Bubup Womindjeka Family and Children's Centre Board of Governance on 15th August 2016.

## PURPOSE

This policy will provide guidelines for procedures to be implemented at Bubup Womindjeka Family and Children's Centre to ensure:

- effective and up-to-date control of the spread of infection
- the provision of an environment that is safe, clean and hygienic.

## PRINCIPLES

Bubup Womindjeka Family and Children's Centre is committed to protecting all persons from disease and illness by minimising the potential for infection through:

- implementing and following effective hygiene practices
- implementing infection control procedures to minimise the likelihood of cross-infection and the spread of infectious diseases and illnesses to children, staff and any other persons in attendance at the service
- fulfilling the service's duty of care requirement under the *Occupational Health and Safety Act 2004*, the *Education and Care Services National Law Act 2010* and the *Education and Care Services National Regulations 2011* to ensure that those involved with the service are protected from harm
- informing educators, staff, volunteers, children and families about the importance of adhering to the *Hygiene Policy* to maintain a safe environment for all users, and communicating

## SCOPE

This policy applies to the Approved Provider, Persons with Management or Control, Nominated Supervisor, Person in Day to Day Charge, educators, staff, students on placement, volunteers, parents/guardians, children and others attending the programs and activities of Bubup Womindjeka Family and Children's Centre, including during excursions and offsite activities.

## BACKGROUND

Infections are common in children and often lead to illness. A person with an infection may or may not show signs of illness and, in many instances, the infectious phase of the illness may be in the period before symptoms become apparent, or during the recovery phase. While it is not possible to prevent all infections in education and care environments, services can prevent or control the spread of many infectious diseases by adopting simple hygiene practices.

An infection can be spread when an infected person attends the service premises and contamination occurs. A service can contribute to the spread of an infection through poor hygiene practices that allow infectious organisms to survive or thrive in the service environment.

The implementation of appropriate hygiene and infection control procedures aims to break the cycle and prevent the spread of infections at every stage. The National Health and Medical Research Council (NHMRC) suggest that to reduce illness in education and care services, the three most effective methods of infection control are:

- effective hand washing
- exclusion of sick children, staff and visitors
- immunisation.

Other strategies to prevent infection include:

- cough etiquette
- appropriate use of gloves
- effective cleaning of the service environment.

The NHMRC suggests that if these strategies are not implemented, all other procedures described in the service's *Hygiene Policy* will have reduced effectiveness in preventing the spread of infection and illness.

## DEFINITIONS

The terms defined in this section relate specifically to this policy. For commonly used terms e.g. Approved Provider, Nominated Supervisor, Regulatory Authority etc. refer to the *General Definitions* section of this manual.

**Cleaning:** A process that removes visible contamination such as food waste, dirt and grease from a surface. This process is usually achieved by the use of water and detergent. During this process, micro-organisms will be removed but not destroyed.

**Communicable disease:** A disease capable of being transmitted from an infected person or species to a susceptible host, either directly or indirectly.

**Cough etiquette:** The correct way to prevent the spread of infectious organisms that are carried in droplets of saliva is to cough or sneeze into the inner elbow or to use a tissue to cover the mouth and nose. Place all tissues in the rubbish bin immediately and clean hands with either soap and water or a disinfectant hand rub.

**Hygiene:** The principle of maintaining health and the practices put in place to achieve this.

**Infectious disease:** A disease that can be spread, for example, by air, water or interpersonal contact. An infectious disease is designated under Victorian Law or by a health authority (however described) as a disease that would require the infected person to be excluded from an education and care service (refer to *Dealing with Infectious Diseases Policy*).

**Neutral detergent:** A cleaning agent available commercially and labelled as 'neutral' or 'neutral pH'.

**Sanitising:** A process that destroys micro-organisms. Sanitising a surface can reduce the number of micro-organisms present. The process of sanitisation usually involves ensuring a surface is thoroughly cleaned with both heat and water, followed by the use of chemicals.

## PROCEDURES

**The Nominated Supervisor and Persons in Day-to-Day Charge are responsible for:**

- ensuring that all staff and volunteers are provided with a copy of this policy and have a clear understanding of the procedures and practices outlined within
- implementing and ensuring that all staff members and volunteers at the service follow adequate health and hygiene practices, and safe practices for preparing, handling and storing food to minimise risks to children (Regulation 77(2))
- establishing robust induction procedures that include the provision of information regarding the implementation of the practices outlined in this policy
- developing an appropriate cleaning and sanitising schedule that outlines daily, weekly, monthly, quarterly and annual cleaning and sanitising requirements and responsibilities
- developing effective hygienic systems for cleaning, such as using colour-coded cloths in each area
- ensuring cloths are cleaned, rinsed and stored separately, and replaced regularly
- ensuring that an inspection of the outdoor areas, in particular the sand and soft-fall areas, are conducted daily to ensure they are maintained in a safe and hygienic manner
- ensuring that there is a regular and thorough cleaning and disinfecting schedule for all equipment and toys
- ensuring that all educators/staff wear disposable gloves when changing nappies or dealing with open wounds or other body fluids, and dispose of those gloves and soiled materials in a sealed container or plastic bag
- maintaining the service in a clean and hygienic manner throughout the day, such as wiping benches and tables before and after eating, and cleaning up spills

- arranging for the service to be cleaned and sanitised regularly, including floors and other surfaces, as per the cleaning contract and schedule
- reviewing the cleaner's contract and schedule on an annual basis
- contacting the local council's Environmental Health Officer for information about obtaining a needle/syringe/sharps disposal unit and instructions for its use
- ensuring the service has laundry facilities or access to laundry facilities, or other arrangements for dealing with soiled clothing, nappies and linen, including hygienic facilities for storage prior to their disposal or laundering (Regulation 106(1))
- ensuring that the laundry and hygiene facilities are located and maintained in a way that does not pose a risk to children (Regulation 106(2))
- ensuring that there are adequate and appropriate hygiene facilities provided for nappy changing which are designed, located and maintained in such a way that prevents unsupervised access by children (Regulations 112(2)&(4))
- ensuring that adequate, developmental and age-appropriate toilet, washing and drying facilities are provided for use by children, and that these are safe and accessible (Regulation 109)
- reviewing staff training needs in relation to understanding and implementing effective hygiene practices in early childhood settings
- providing a copy of the NHMRC guidelines for the prevention of infectious diseases in childcare for the service
- providing hand washing guidelines for display at each hand washing location
- ensuring any chemicals and cleaning agents are non-toxic and stored out of reach of children
- ensuring there is an adequate supply of non-toxic cleaning and hygiene products, including gloves, at all times
- actively encouraging parents/guardians to keep children who are unwell at home to prevent the spread of infection to other children and educators
- actively encouraging educators and staff who have, or are suspected of having an infectious disease to not attend the service in order to prevent the spread of infection to others attending the service.

## **Educators and other staff are responsible for:**

- implementing and promoting correct hand washing and hygiene practices, as outlined in this policy
- maintaining the service in a clean and hygienic manner throughout the day, such as wiping benches and tables before and after eating, and cleaning up spills
- conducting a daily inspection of the outdoor areas, in particular the sand and soft-fall areas, to ensure they are maintained in a safe and hygienic manner
- informing the Approved Provider of any issues that impact on the implementation of this policy
- actively encouraging parents/guardians to keep children who are unwell at home to prevent the spread of infection to other children and educators
- being conscious of their responsibility to not attend the service when they have or suspect they have an infectious disease.

### *In relation to changing nappies for children:*

- attending to the individual personal hygiene needs of each child as soon as is practicable
- changing nappies and attending to individual personal hygiene and toileting needs of each child (refer to Attachment 1 – Nappy-changing procedure)
- disposing of soiled nappies in a safe and hygienic manner in line with this policy.

### *In relation to the toileting of children:*

- ensuring soap and drying facilities are available at all times when children are in attendance at the service, including ensuring paper towels are available if hand-dryers are not working
- ensuring children do not share the use of items related to personal care, such as hand towels for drying hands, and hairbrushes
- encouraging children to flush the toilet after use
- encouraging and assisting (where required) children to wash their hands according to hand washing guidelines (refer to Attachment 2) after toileting
- encouraging children to tell a staff member if they have had a toileting accident
- monitoring and maintaining toileting facilities in a safe, clean and hygienic manner while children are in attendance; this requires periodic checking of the bathroom area
- respecting diverse styles of toileting children due to cultural or religious practices
- respecting the possible need to maintain privacy of toileting and dressing.

#### In relation to cleaning toys, clothing and the service in general:

- removing and cleaning toys that a child has sneezed or coughed on
- wearing gloves when cleaning (general purpose gloves are sufficient; wash and hang outside to dry when finished)
- washing mouthed toys daily using warm water and detergent and, if possible, drying in the sun
- wiping over books with a moist cloth treated with detergent
- ensuring washable toys and equipment are cleaned regularly as required
- washing and disinfecting mattress covers and linen, where applicable.

#### In relation to children's contact with one another:

- educating and encouraging children in good personal hygiene practices, such as:
  - washing their hands after blowing and wiping their nose
  - not touching one another when they are cut or bleeding
  - disposing of used tissues promptly and appropriately, and not lending them to other children
  - using their own equipment for personal care, such as hats, brushes and combs
  - only touching the food they are going to eat
  - using their own drink bottles or cups.

#### In relation to indoor and outdoor environments:

- keeping the indoor and outdoor environments as clean and hygienic as possible at all times, including the safe disposal of discarded needles/syringes/sharps
- promptly removing blood, urine, vomit and faeces (including animal) either indoors or outdoors, using the appropriate cleaning procedures
- covering the sandpit when not in use to prevent contamination, rake sandpit before use
- emptying water containers, such as water trays, each day (refer to *Water Safety Policy*)
- disposing of any dead animals/insects found on the premises in an appropriate manner.

#### In relation to the safe handling of body fluids or materials in contact with body fluids:

- avoid direct contact with blood or other fluids
- not be at eye level when cleaning/treating a child's face that has blood on it, as a child's blood can enter the mouth/nose of a staff member when a child cries or coughs
- wear gloves wherever possible
- cover any cuts/abrasions on their own hands with a waterproof dressing.

In relation to effective environmental cleaning:

- clean with detergent and warm water followed by rinsing and drying to remove the bulk of infectious organisms from a surface. Particular attention should be paid to the following:
  - toilets/sinks must be cleaned daily and separate cleaning cloths must be used for each task
  - mouthed toys must be washed immediately or placed in a separate container for washing at a later time
  - all bench tops and floors must be washed regularly
  - children’s cups/drink bottles used for water must be washed daily
  - when washing at the child care premises, staff are to consider washing items separately to minimise cross-contamination, for example, tea towels washed separately from sheets, face washers washed separately to play mats/rugs
  - nappy change areas/mats must be washed with detergent and warm water after each use.

**Parents/guardians are responsible for:**

- keeping their child/ren home if they are unwell or have an infectious disease that requires their exclusion from the education and care service
- informing the service if their child has an infectious disease
- supporting this policy by complying with the hygiene practices when attending the service or when assisting with a service program or activity
- encouraging their child/ren to develop and follow effective hygiene practices at all times, including handwashing on arrival at the service.

**Volunteers and students, while at the service, are responsible for following this policy and its procedures.**

**EVALUATION**

In order to assess whether the values and purposes of the policy have been achieved, the Nominated Supervisor will:

- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service’s policy review cycle, or as required
- notify parents/guardians at least 14 days before making any changes to this policy or its procedures.

| Relevant Forms/Documents             |
|--------------------------------------|
| Attachment 1: Nappy change procedure |
| Attachment 2: Handwashing guidelines |

| Version History |         |                         |  |
|-----------------|---------|-------------------------|--|
| Date            | Version | Author/s                | Details  |
| July 2014       | 1.00    | Public officer          | New policy   |
| April 2016      | 2.00    | Chief Executive Officer | Revision for updated format, document ID, related policies and relevant legislation and standards. Addition of definitions, background and evaluation. |
| April 2020      | 3.00    | Director of Education   | Policy reviewed and updated.   |
| April 2022      | 3.00    | Director of Education   | Sources updated.   |

# Bubup Womindjeka Family and Children’s Centre



|            |      |                       |   |
|------------|------|-----------------------|---|
| April 2023 | 3.00 | Director of Education | Policy reviewed and sources links updated |
| April 2024 | 3.00 | Director of Education | Policy reviewed and no changes made       |

## ATTACHMENT I - Nappy change procedure

Changing a nappy without spreading germs, from the website of the National Health and Medical Research Council (2013) Staying Healthy: Preventing infectious diseases in early childhood education and care services (5th edition):

<https://www.nhmrc.gov.au/file/5131/download?token=M7dUSsl->

# Changing a nappy without spreading germs

STAYING HEALTHY | 5TH EDITION | 2013



## nappy change procedure

### Preparation

- 1 Wash your hands
- 2 Place paper on the change table
- 3 Put disposable gloves on both hands

### Changing

- 4 Remove the child's nappy and put any disposable nappy in a hands-free lidded bin  
Place any soiled clothes (including any cloth nappy) in a plastic bag
- 5 Clean the child's bottom
- 6 Remove the paper and put it in a hands-free lidded bin
- 7 Remove your gloves and put them in the bin
- 8 Place a clean nappy on the child
- 9 Dress the child
- 10 Take the child away from the change table
- 11 Wash your hands and the child's hands

### Cleaning

- 12 After each nappy change, clean the change table with detergent and water, then rinse and dry
- 13 Wash your hands

NHMRC Ref. CH55h Printed June 2013

## ATTACHMENT 2 – Handwashing procedure



How to wash hands from the website of the National Health and Medical Research Council (2013) Staying Healthy: Preventing infectious diseases in early childhood education and care services (5th edition):

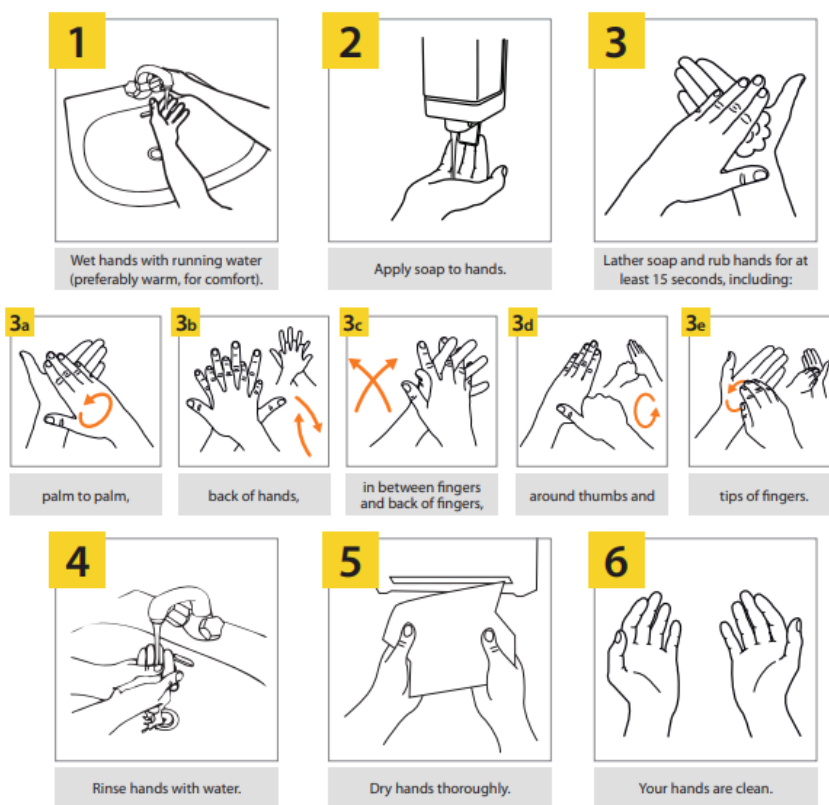
<https://www.nhmrc.gov.au/sites/default/files/documents/reports/clinical%20guidelines/ch55g-how-wash-hands-poster.pdf>

# How to wash hands

STAYING HEALTHY | 5TH EDITION | 2013



A hand wash should take around 30 seconds.



THIS POSTER REFERENCES THE WORLD HEALTH ORGANIZATION'S 'HOW TO HANDWASH?' POSTER NHMRC Ref. CH55g Printed June 2013



Australian Government  
National Health and Medical Research Council

NHMRC

WORKING TO BUILD A HEALTHY AUSTRALIA