



**ALWAYS GROWING**

# **The Home of Early Education and Childcare**


**Building relationships with families and communities to develop every child, in a nurturing and engaging environment.**

## **Culture Handbook**

This **Culture Handbook** is not only about who we are, it **is about who we aspire to be** - because **we are Always Growing.**





The background of the image is a faded, grayscale photograph of two vintage-style guitar amplifiers. On the left is a Fender amplifier, identifiable by the 'FENDER' logo on its control panel. To its right is a Crate amplifier, with the 'CRATE' logo visible. The amplifiers are positioned behind a large, bold text overlay. The text is in a clean, sans-serif font, with certain words emphasized in bold. The overall aesthetic is minimalist and evokes a sense of classic music culture.


We aspire to **create a culture**  
**that we all love.** This culture  
**attracts and amplifies** amazing  
people's abilities, helping them  
to do their **best work.**



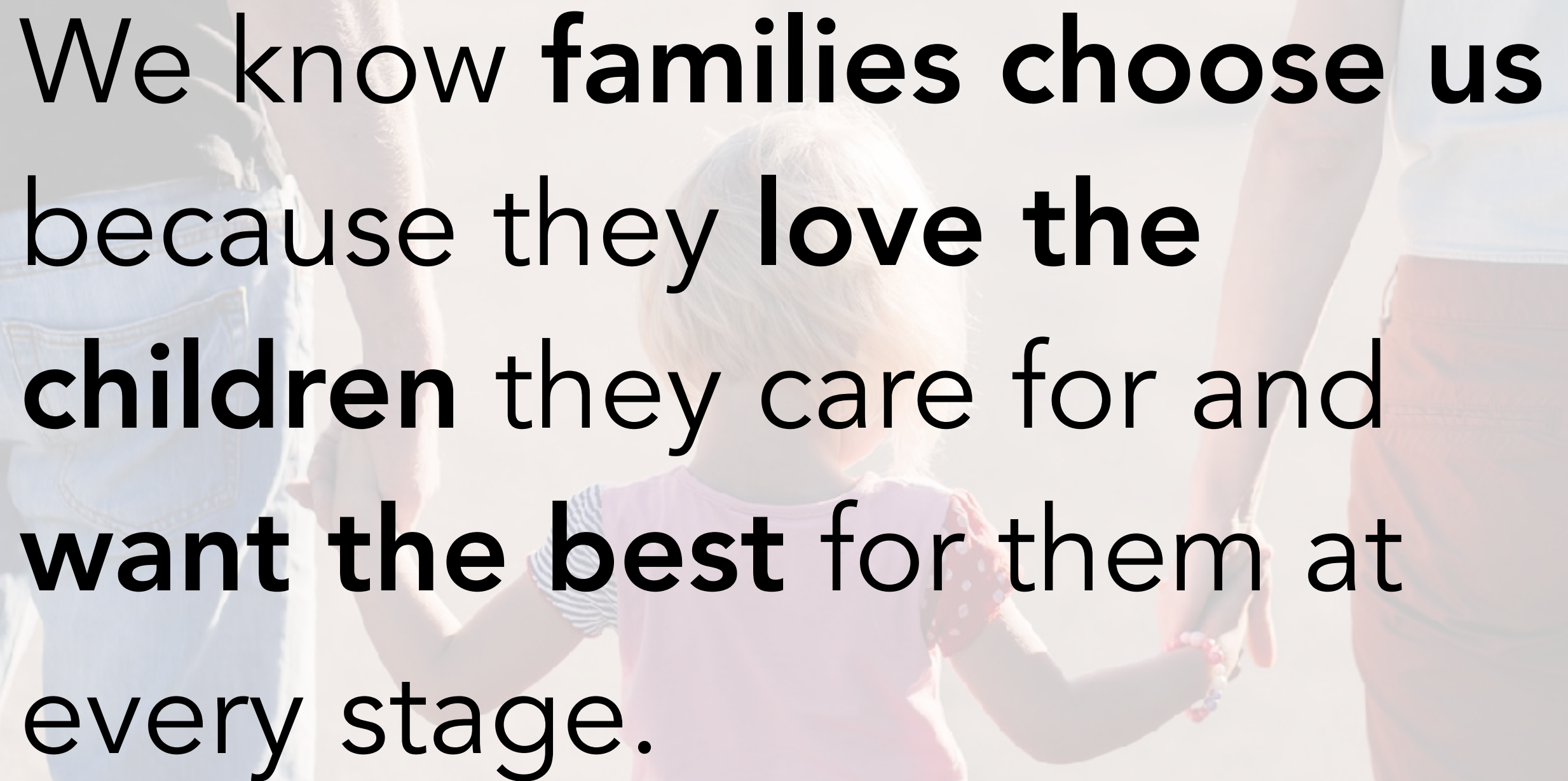


We are a  
**social business.**



A close-up, slightly blurred photograph of a child's hands stacking colorful plastic blocks. The child is wearing a plaid shirt. The blocks are in shades of green, blue, yellow, and red. The text is overlaid on the image, centered and in a large, black, sans-serif font. The text reads: "We don't **extend our reach** and build services to make money, we make money to **build better services** and extend our reach further." The words "extend our reach" and "build better services" are bolded.

We don't **extend our reach** and build services to make money, we make money to **build better services** and extend our reach further.

A young child with blonde hair, wearing a pink shirt, is seen from behind, holding hands with two adults. The adults are wearing denim shorts and a light blue shirt. They are standing on a sandy beach with the ocean in the background. The text is overlaid on the image in a large, bold, black font.

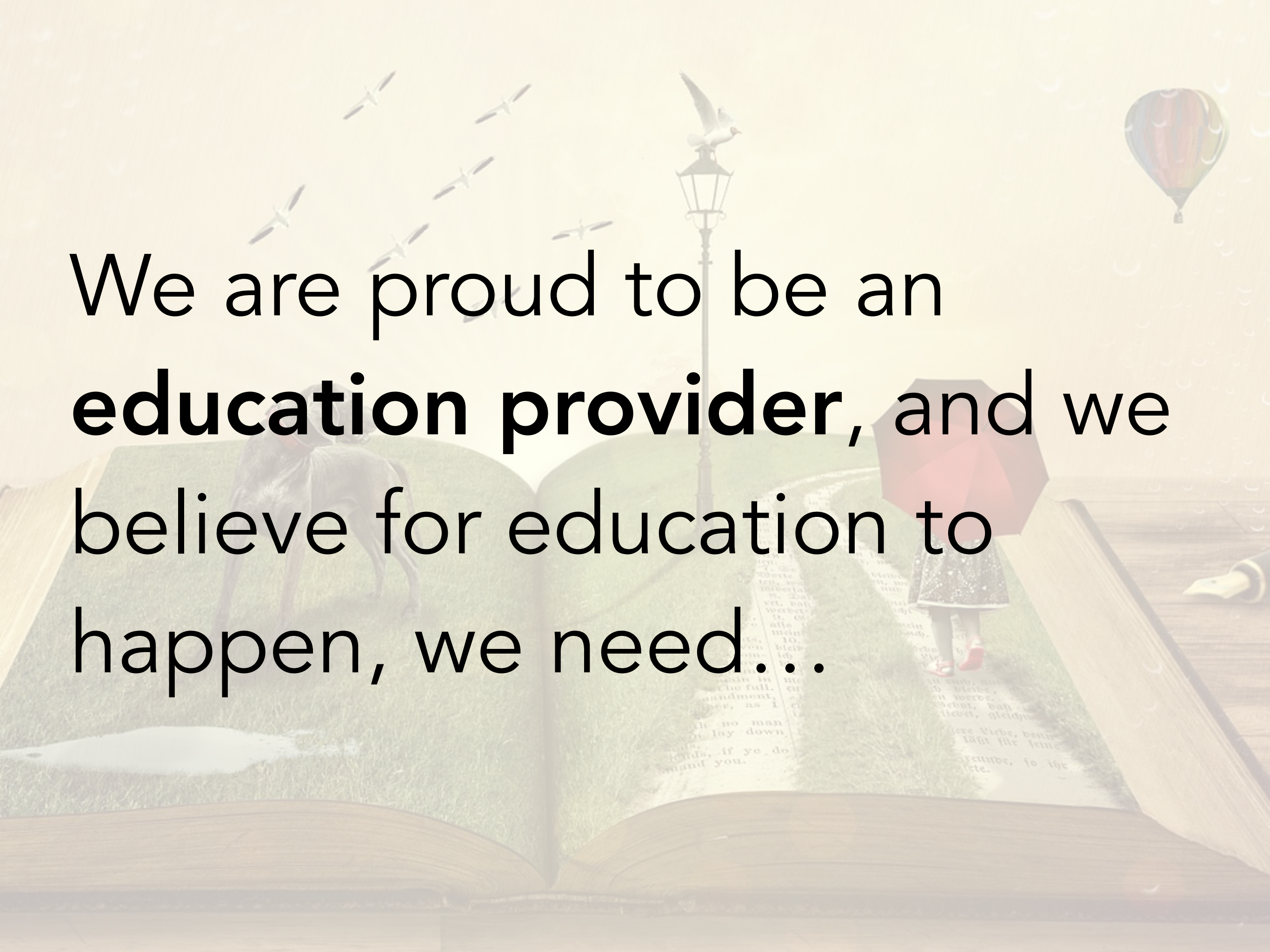
We know **families choose us**  
because they **love the**  
**children** they care for and  
**want the best** for them at  
every stage.



**SO, it is all about the  
children and providing the  
best developmental  
opportunities for them.**







We are proud to be an  
**education provider**, and we  
believe for education to  
happen, we need...





**Reassuring relationships**

**Clear communication**

**Continuous curiosity**

**Enabling environments**

To form reassuring  
relationships, our team  
needs **HEART!**







**Humble** - self aware and self-critical.


**Empathetic** - act with care and respect, and go beyond understanding the world from someone else's perspective.

**Adaptable** - naturally curious and constantly changing - a life long learner.

**Remarkable** (worthy of being remarked upon) stand out by being remarkably helpful, resourceful and effective, have a sense of ownership.

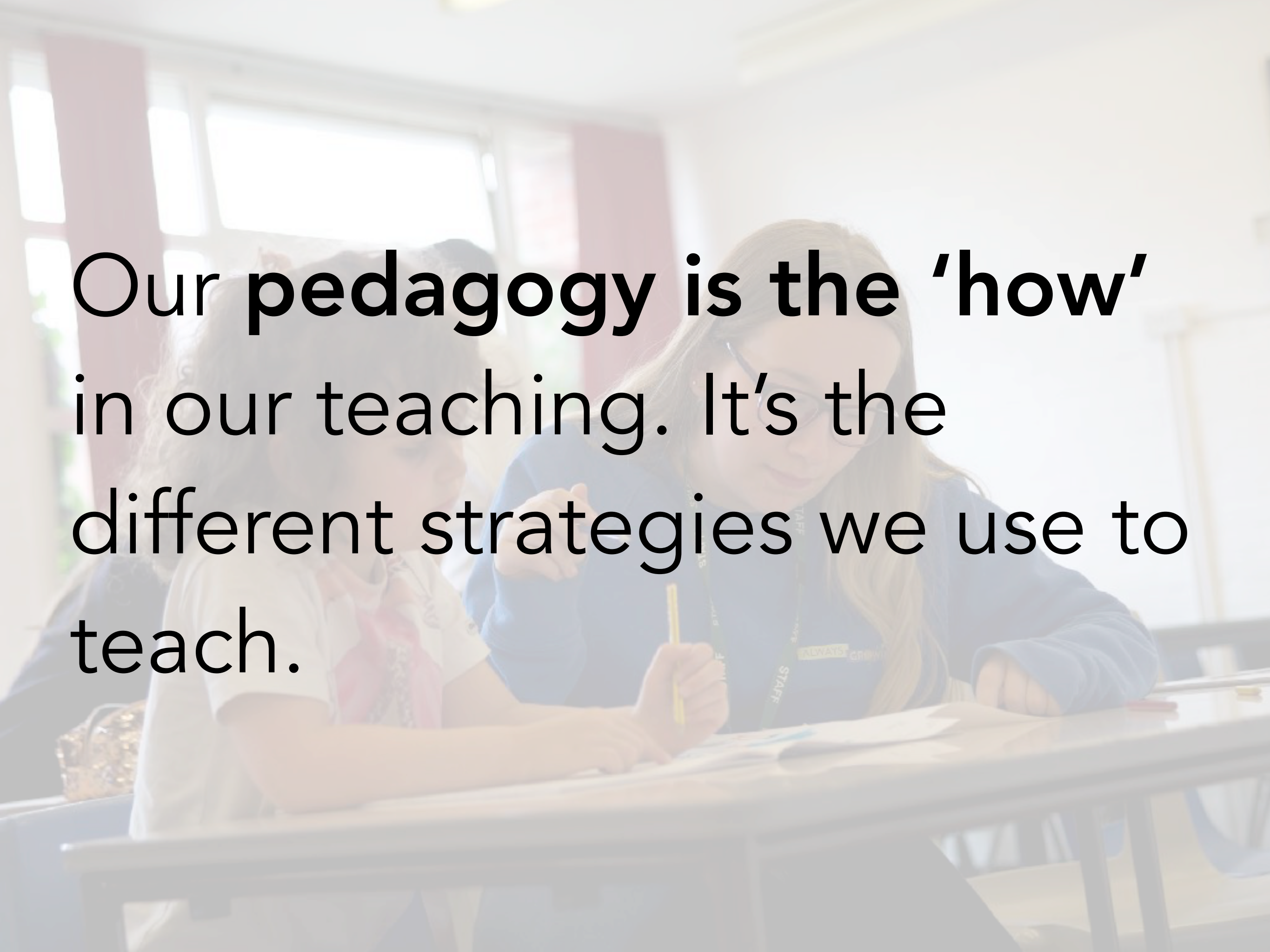
**Transparent** - open and honest with themselves and others.





**These relationships  
are the heart beat of  
our pedagogy...**



A blurred background image of a classroom. A female teacher with long blonde hair and glasses, wearing a blue long-sleeved shirt and a lanyard that says "STAFF", is sitting at a desk. She is holding a yellow pencil and looking down at a book or paper. A young student with dark hair, wearing a white shirt, is sitting next to her, also looking down at the desk. The background shows large windows and other parts of the classroom.

**Our pedagogy is the 'how'**  
in our teaching. It's the  
different strategies we use to  
teach.



A male and a female ballet dancer are shown in dynamic, expressive poses against a light gray background. The male dancer, in the upper half, is shirtless, wearing white briefs and white ballet slippers, with a red fabric draped around his waist. He is in a high, arched position with one leg extended horizontally and arms reaching out. The female dancer, in the lower half, is wearing a red leotard and tan ballet slippers. She is in a low, crouched position with one leg extended forward and arms reaching out, mirroring the male dancer's pose. The text "Our pedagogy requires certain **skills**..." is overlaid in the center.

Our pedagogy requires  
certain **skills**...






Be **clear communicators**  
with children, parents,  
colleagues and the wider  
community.




Be confident in **pedagogical conversations**, talking about teaching and learning.





These conversations need to  
**stimulate interest** and  
**motivate engagement** by  
being dynamic and  
differentiating.

A close-up photograph of a hand holding a pink highlighter, marking a checklist on a document. The document features a series of diamond-shaped checkboxes arranged in a row. The first three checkboxes are already marked with pink checkmarks. The highlighter is currently positioned over the fourth checkbox, which is also being marked. The background is slightly blurred, showing more of the document and the hand. The text "And remember to check progress regularly!" is overlaid on the image in a large, black, sans-serif font.

And remember to **check**  
**progress** regularly!



The background of the image is a close-up of a traditional East Asian calligraphy scroll. The scroll is unrolled, showing a dark, textured surface, likely silk or high-quality paper. It is held by a white border or frame. On the scroll, there are large, expressive characters written in white ink using a brush. The characters are in a cursive style, with some characters being partially obscured or faded. The lighting is soft, highlighting the texture of the scroll and the brushwork. The overall composition is centered, with the text overlaid on the middle of the scroll.

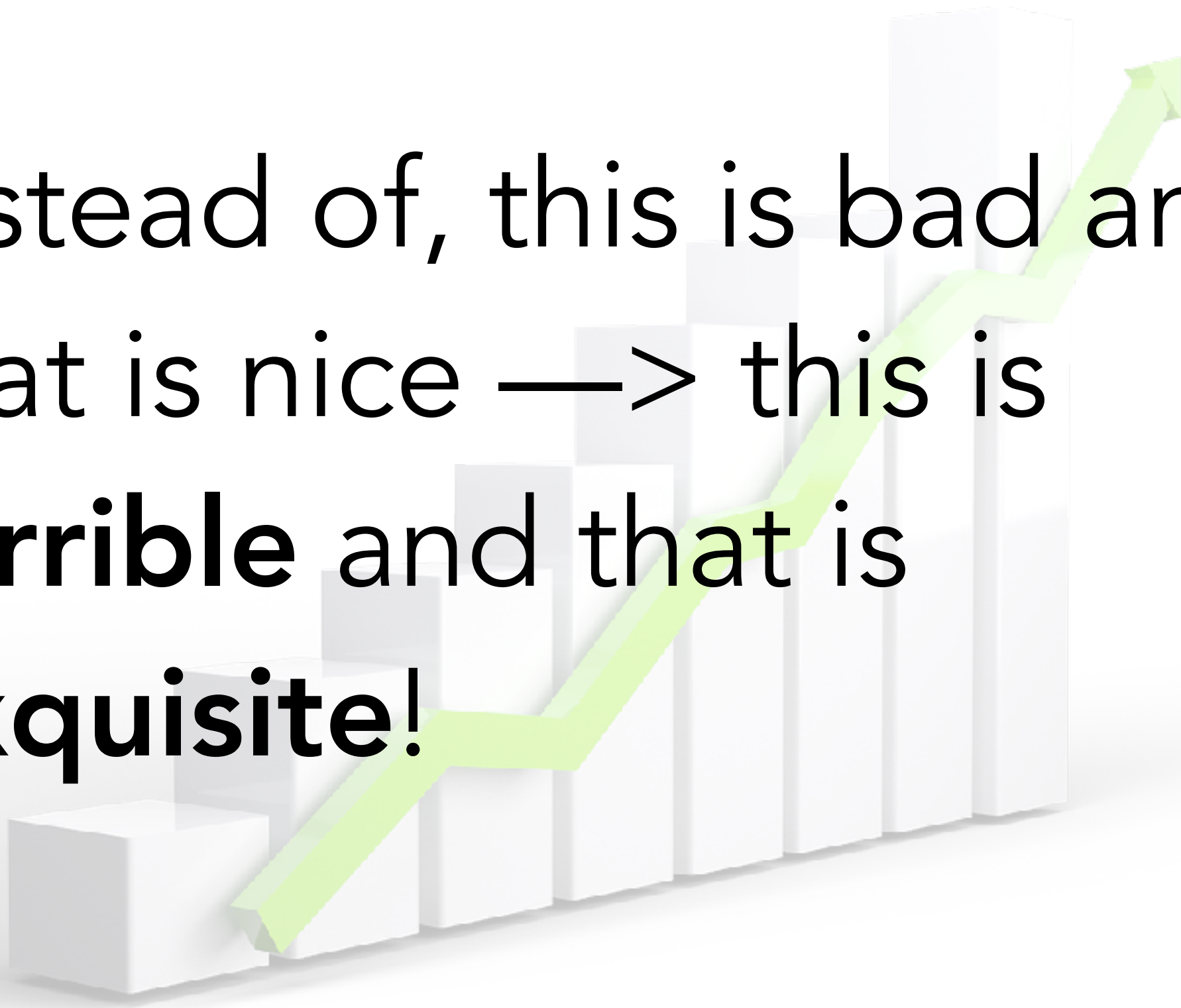
Using appropriate language  
is essential to **promote  
cultural capital and  
development.**

So get some more syllables!

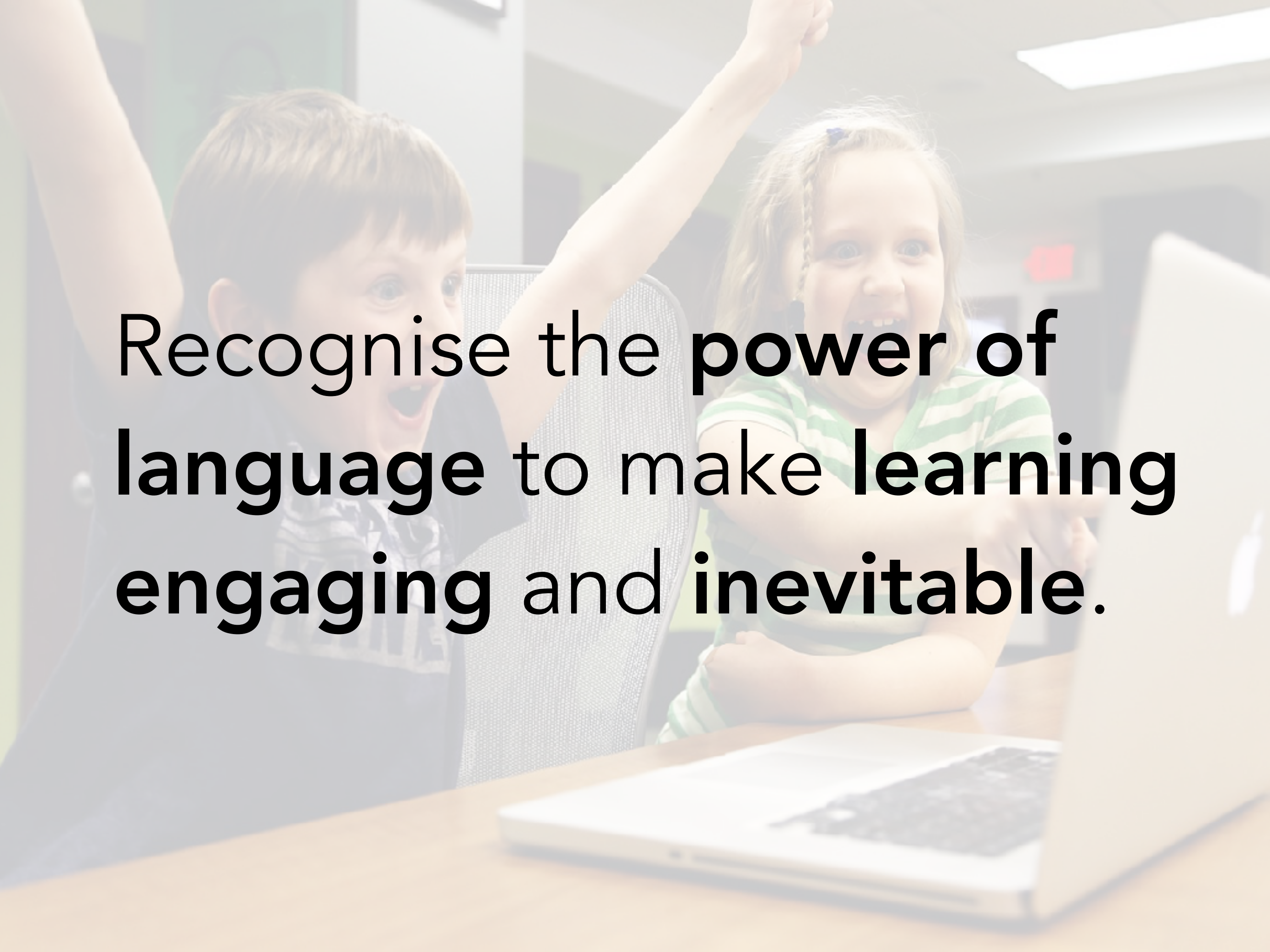




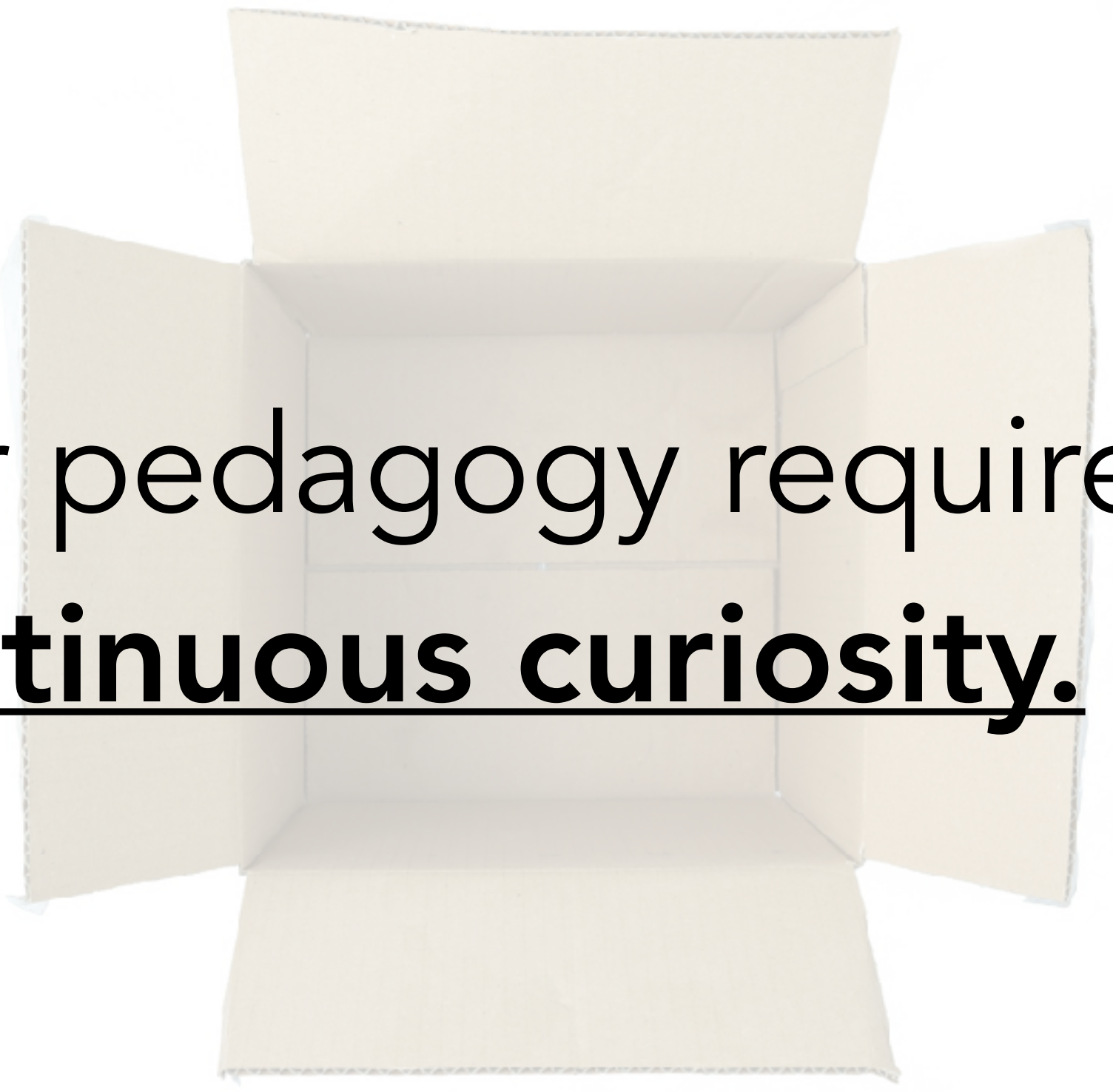
Instead of, this is bad and  
that is nice —> this is  
**terrible** and that is  
**exquisite!**





A photograph of two young children, a boy and a girl, sitting at a desk. The boy on the left is wearing a dark blue shirt and has his arms raised in excitement. The girl on the right is wearing a green and white striped shirt and is also smiling broadly with her mouth open. A silver laptop is open on the desk in front of them. The background is slightly blurred, showing an indoor setting with a window and some office equipment. The text "Recognise the power of language to make learning engaging and inevitable." is overlaid in a large, bold, black font across the center of the image.

**Recognise the power of  
language to make learning  
engaging and inevitable.**



Our pedagogy requires  
**continuous curiosity.**



A large, multi-level play structure made of cardboard boxes is positioned in a room. The structure features a dinosaur head on top, a ladder, and a ramp. The text "A cardboard box is never just a cardboard box." is overlaid on the image.

**A cardboard box is never  
*just* a cardboard box.**




A collection of everyday kitchen items is arranged on a light-colored wooden surface. The items include a metal whisk with a black handle, a wooden spatula, a white cloth, a metal spoon, a black ladle, and a black fork. The text "See the **potential** of everyday things." is overlaid on the image in a black, sans-serif font. The word "potential" is bolded.

See the **potential** of  
everyday things.



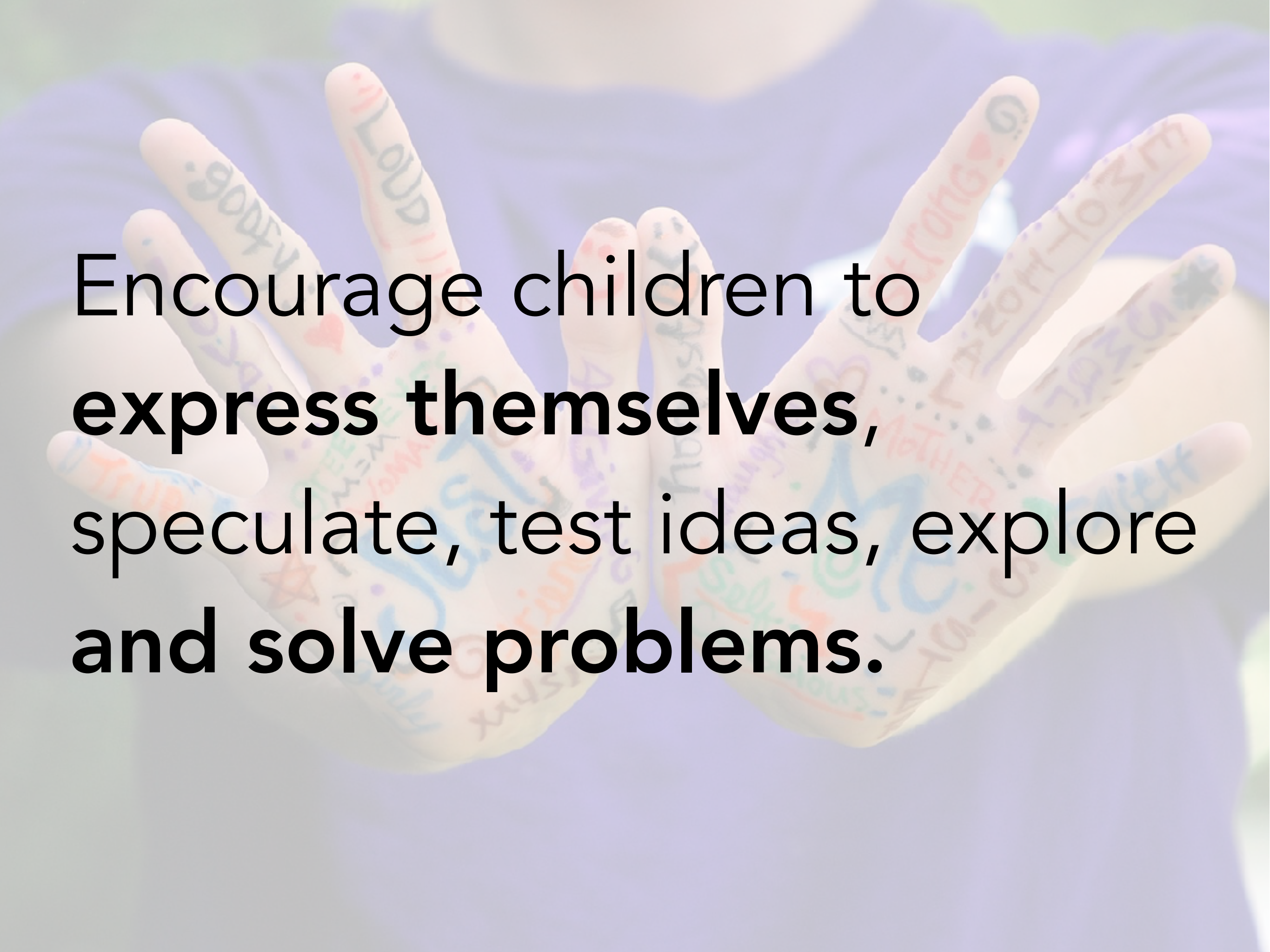


Be the **interested person** next  
to the **interested child** - watch,  
**listen** and respond to children  
using **model language**.



**Be brave enough to bounce  
off the children and **plan in  
the moment.****



The background image shows two hands held up, palms facing forward. The fingers and palms are covered in colorful, child-like drawings and text. On the left hand, the index finger has 'LOUD' written vertically, the middle finger has 'LOVE', the ring finger has 'MOM', and the pinky has 'DAD'. The palm has 'I AM A' and 'MOM' written on it. On the right hand, the index finger has 'LOVE', the middle finger has 'MOM', the ring finger has 'DAD', and the pinky has 'LOVE'. The palm has 'I AM A' and 'MOM' written on it. The text is in various colors like red, blue, green, and purple. The overall theme is creativity and self-expression.

Encourage children to  
**express themselves,**  
speculate, test ideas, explore  
**and solve problems.**



A close-up photograph of a child's hand being washed under a running faucet. Water is spraying from the faucet onto the hand, creating a dynamic scene with splashing water droplets. The background is a plain, light-colored wall.

**Support children to  
recognise and respond to  
their own physical needs.**



A background image showing a pair of hands holding a small, round, terracotta pot containing a small green cactus. The hands are positioned as if presenting the plant. In the background, several other potted plants are visible, including some in white plastic containers and others in larger terracotta pots. The overall scene is a gardening or indoor plant care activity.

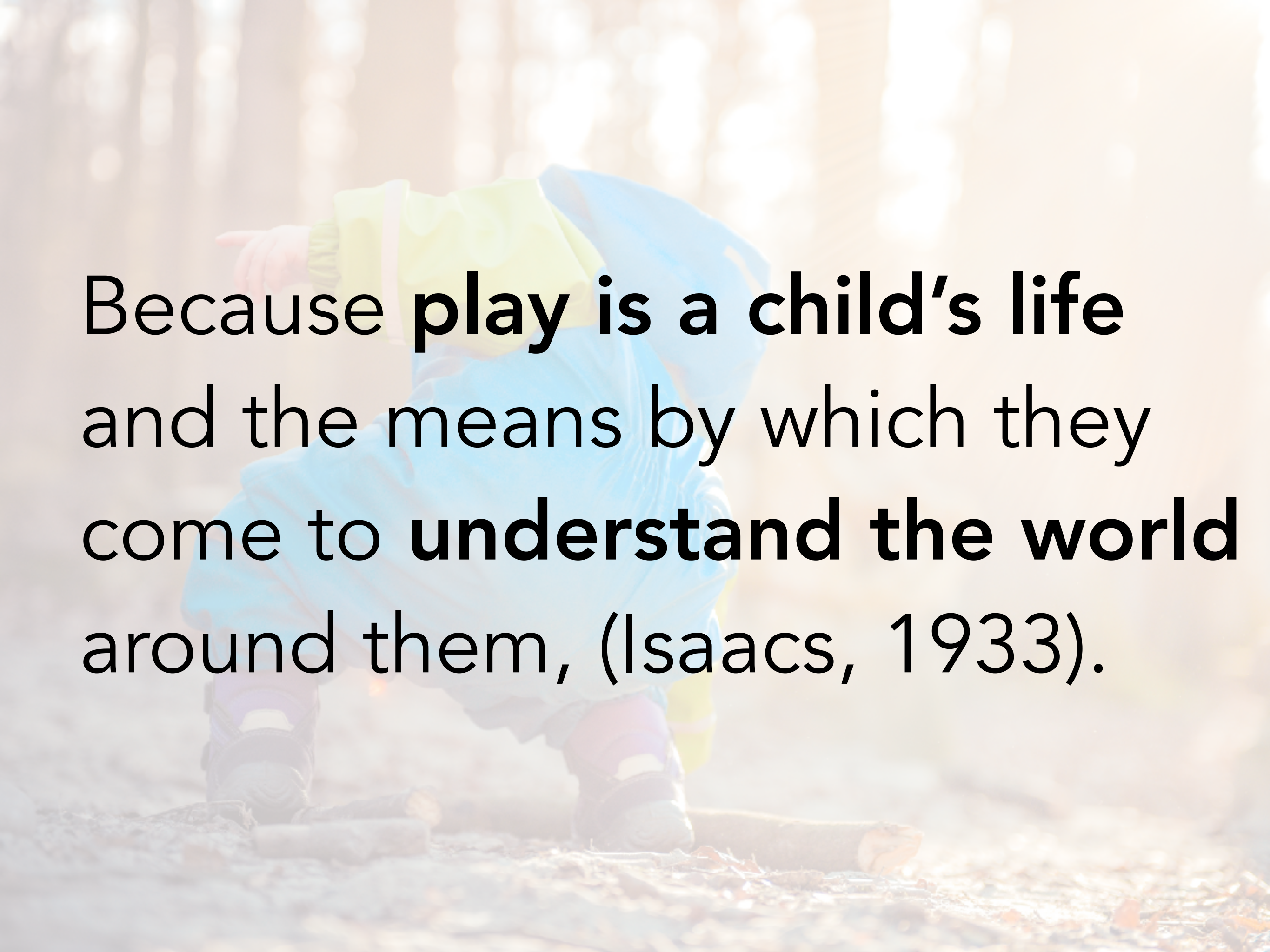
This contributes to an **enabling environment**, for our curriculum and **children to thrive.**



An environment where  
children can **PLAY!**

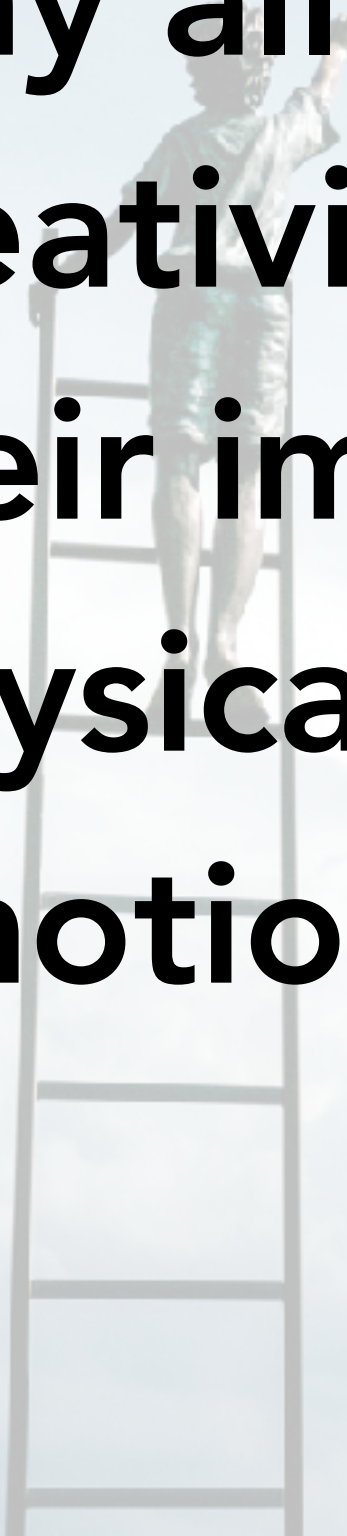




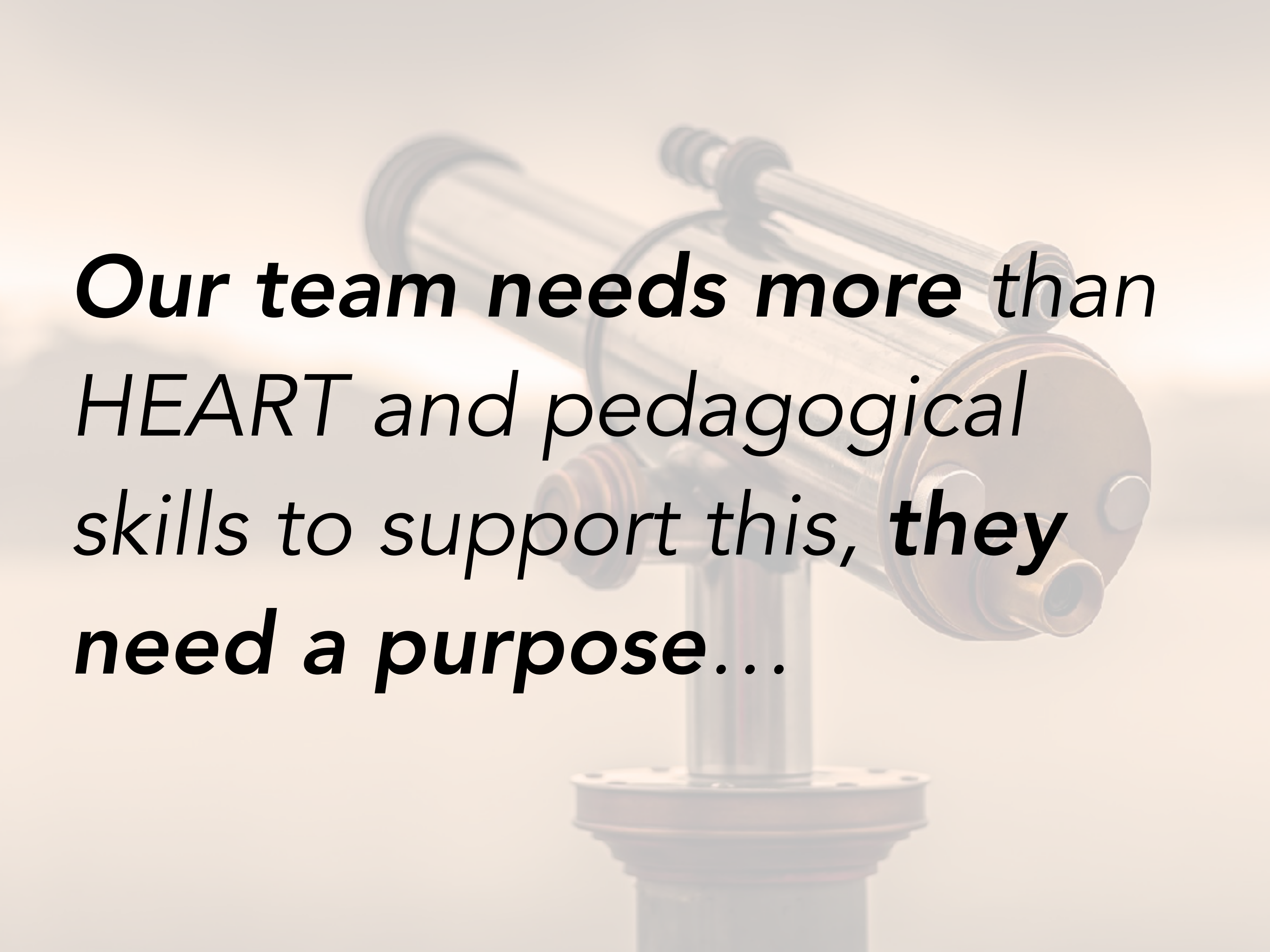
A child wearing a bright blue raincoat with yellow accents is crouching in a forest, playing with sticks on the ground. The background is a soft-focus forest with sunlight filtering through the trees.

Because **play** is a child's life  
and the means by which they  
come to **understand the world**  
around them, (Isaacs, 1933).

**Play allows children to use their creativity while developing their imagination, dexterity, physical, cognitive and emotional strength.**







***Our team needs more than  
HEART and pedagogical  
skills to support this, **they  
need a purpose...*****

*Our purpose is **holistic**  
**development....***

*This includes...*





## **Qualification**

*Progressing through the ELG  
at a rate that's right for the  
individual.*

# **Socialisation**

*Developing as part of a  
community.*



# **Subjectification**

*Becoming empowered as an individual to reflect and think critically.*



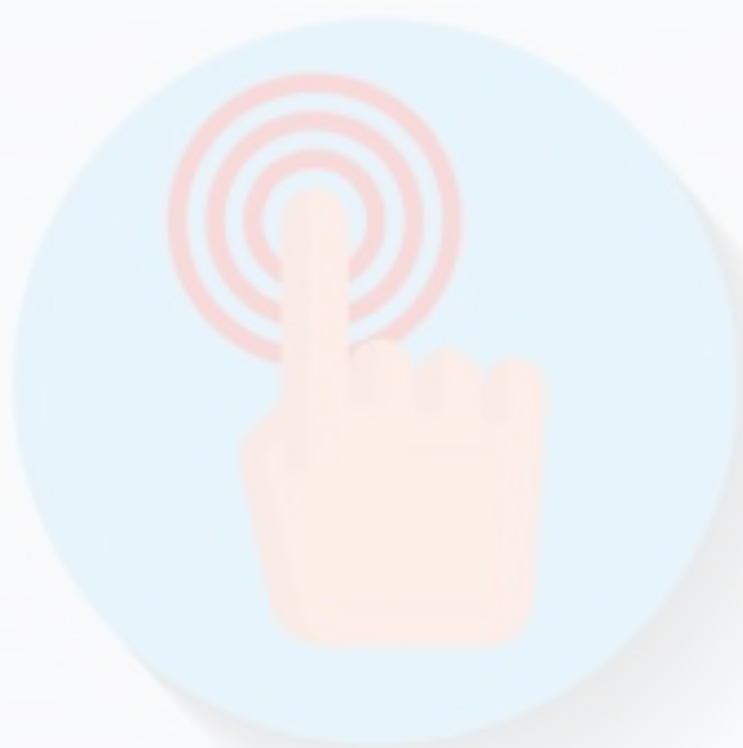
*This purpose **steers our**  
**curriculum.***



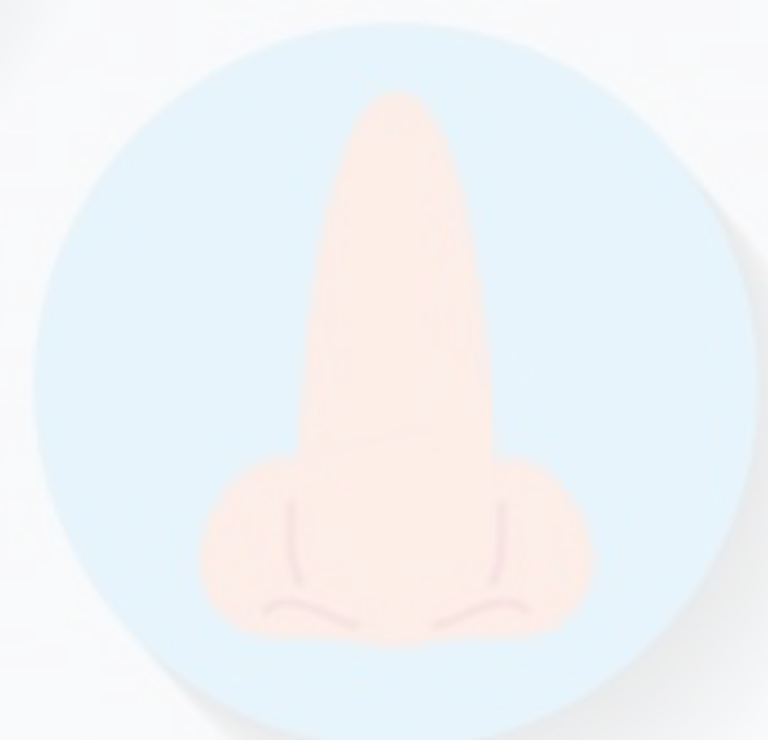
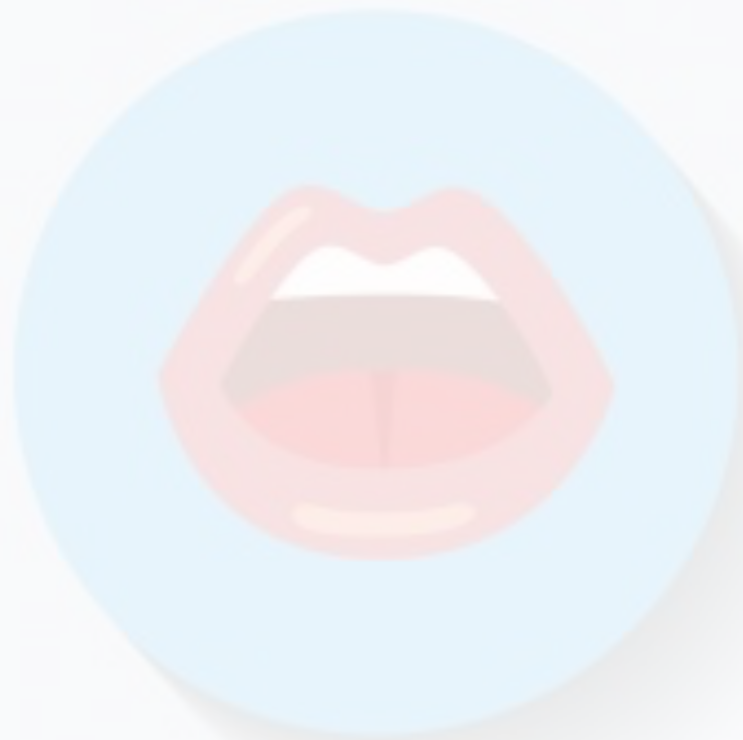
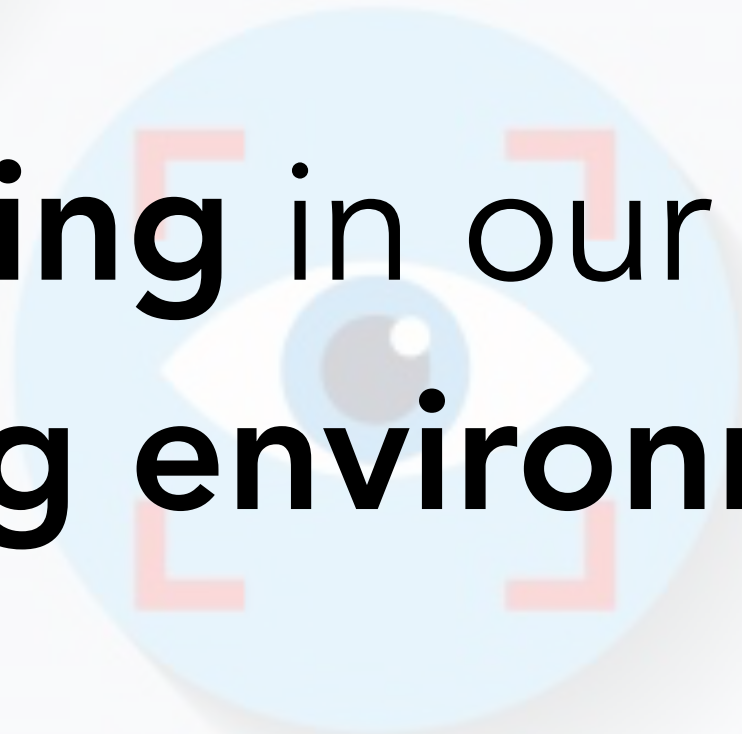


Our curriculum is the **'what'**  
of our teaching.

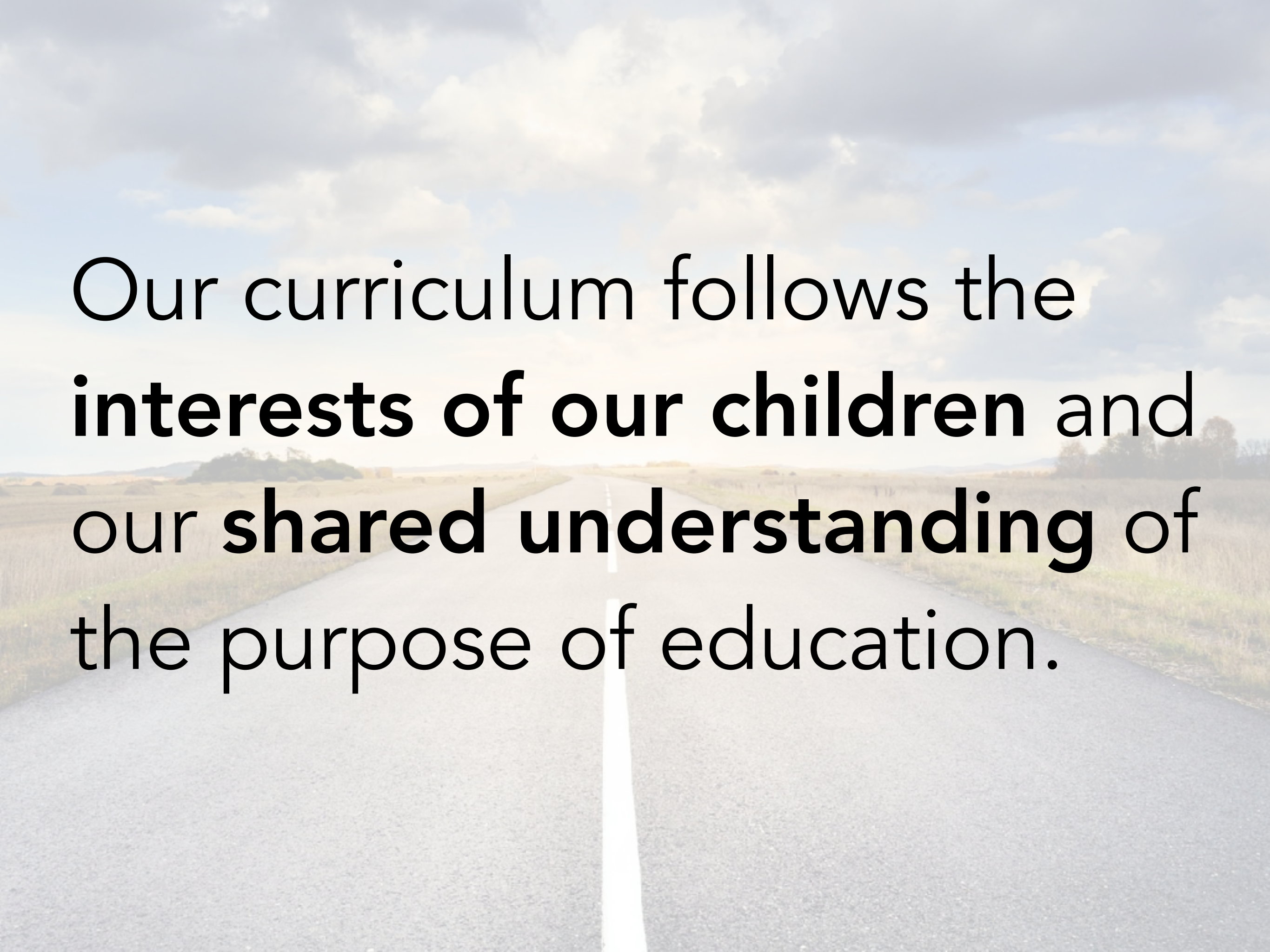




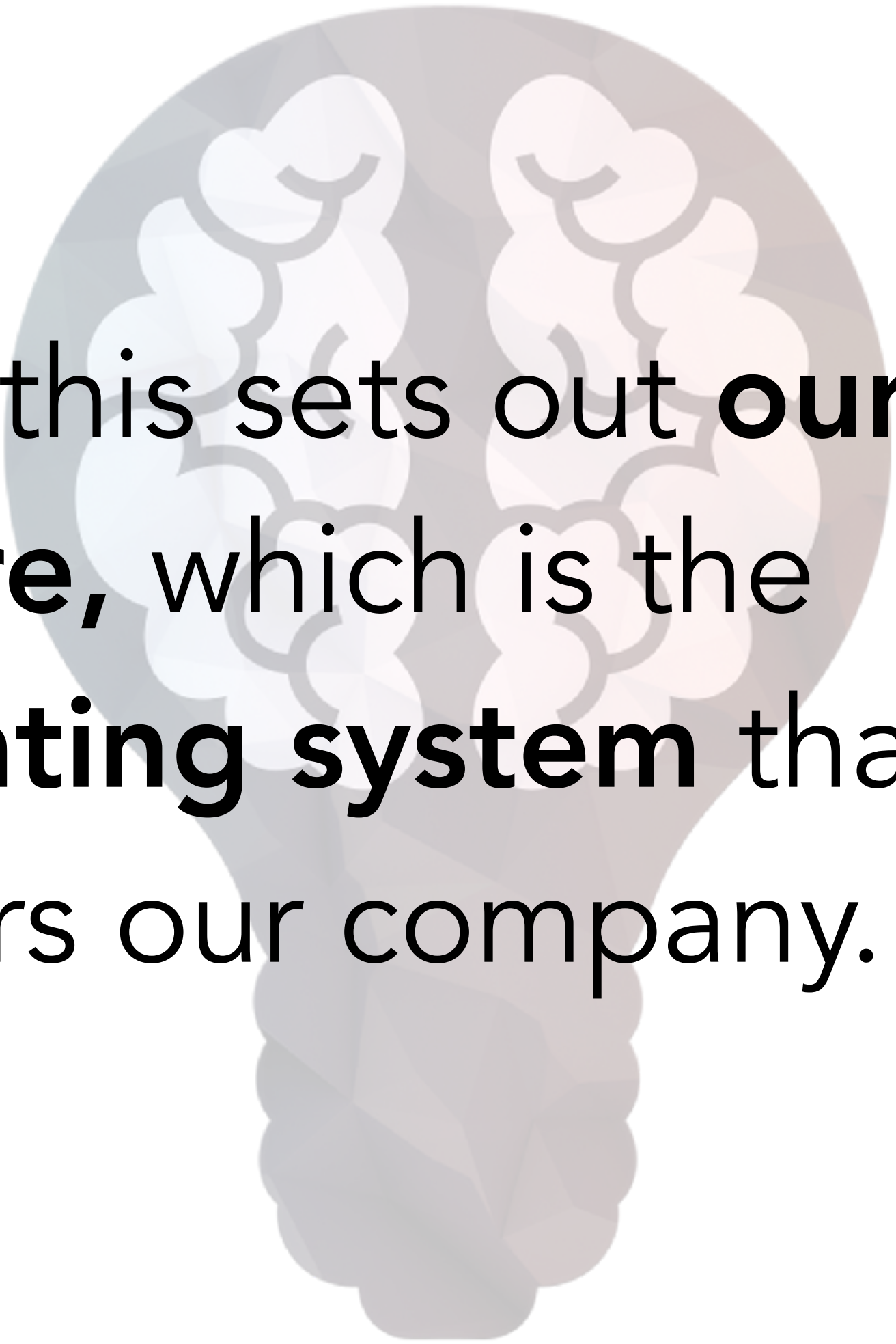
It is **everything** in our environment,  
**our enabling environment.**





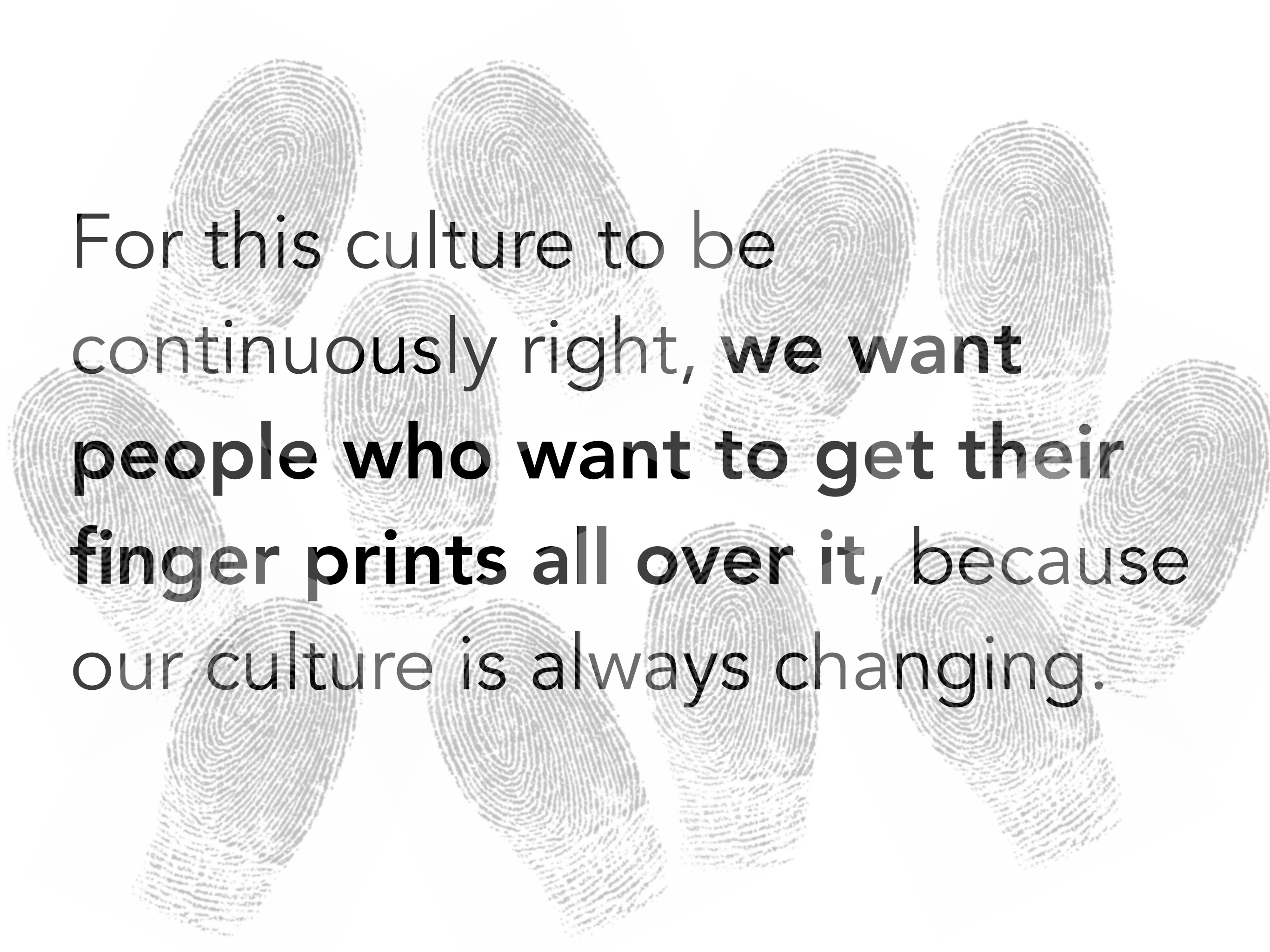
A photograph of a long, straight asphalt road stretching into the distance. The road has a white dashed line down the center. The landscape is flat with some low vegetation and distant hills under a blue sky with scattered white clouds. The text is overlaid on the image.

Our curriculum follows the  
**interests of our children** and  
**our shared understanding** of  
the purpose of education.



All of this sets out **our culture**, which is the **operating system** that powers our company.



The background of the image is a light gray pattern of overlapping fingerprints. The ridges and valleys of the fingerprints are visible, creating a textured, organic feel. The text is centered over this pattern.

For this culture to be  
continuously right, **we want**  
**people who want to get their**  
**finger prints all over it,** because  
our culture is always changing.

**How?**







**Reassuring relationships**

**Clear communication**

**Continuous curiosity**

**Enabling environments**

**By having regular, open and honest pedagogical discussions that are focused around the children.**



The background of the slide is a light gray pattern of interlocking gears of various sizes, creating a mechanical or industrial aesthetic.

We often talk about...

**How** do know we are  
doing any good?

***HDWKWDG?***



A large, chaotic pile of scrap metal and debris, including car parts, tires, and various mechanical components, under a cloudy sky. The image is used as a background for the text.

We are also always trying to  
**SCRAP unnecessary**  
**workload!**





**S**top generating  
unnecessary paperwork

**C**hange unproductive  
meetings

**R**emove unnecessary  
rules


**A**utomate manual  
processes

Reduce extraneous **P**rocesses




This leaves **more time** for  
**our team to develop**  
ourselves.





We **encourage** everyone to develop themselves, by surrounding them with **excellent colleagues** and giving them **big challenges** to work on and **interesting things** to do together.





We *all* need to be team players.  
We **do whatever it takes to stay together** and achieve team goals.  
We are flexible in our work and **ask for help when we need it.**




A 3D illustration of two white, featureless human figures on a brick wall. One figure is standing on the top edge of the wall, reaching down to help the other figure who is sitting on the edge. The wall is made of orange bricks with white mortar. The background is plain white.

We offer engaging experiences like **social impact days** - where staff literally go out to make an **impact in the community.**



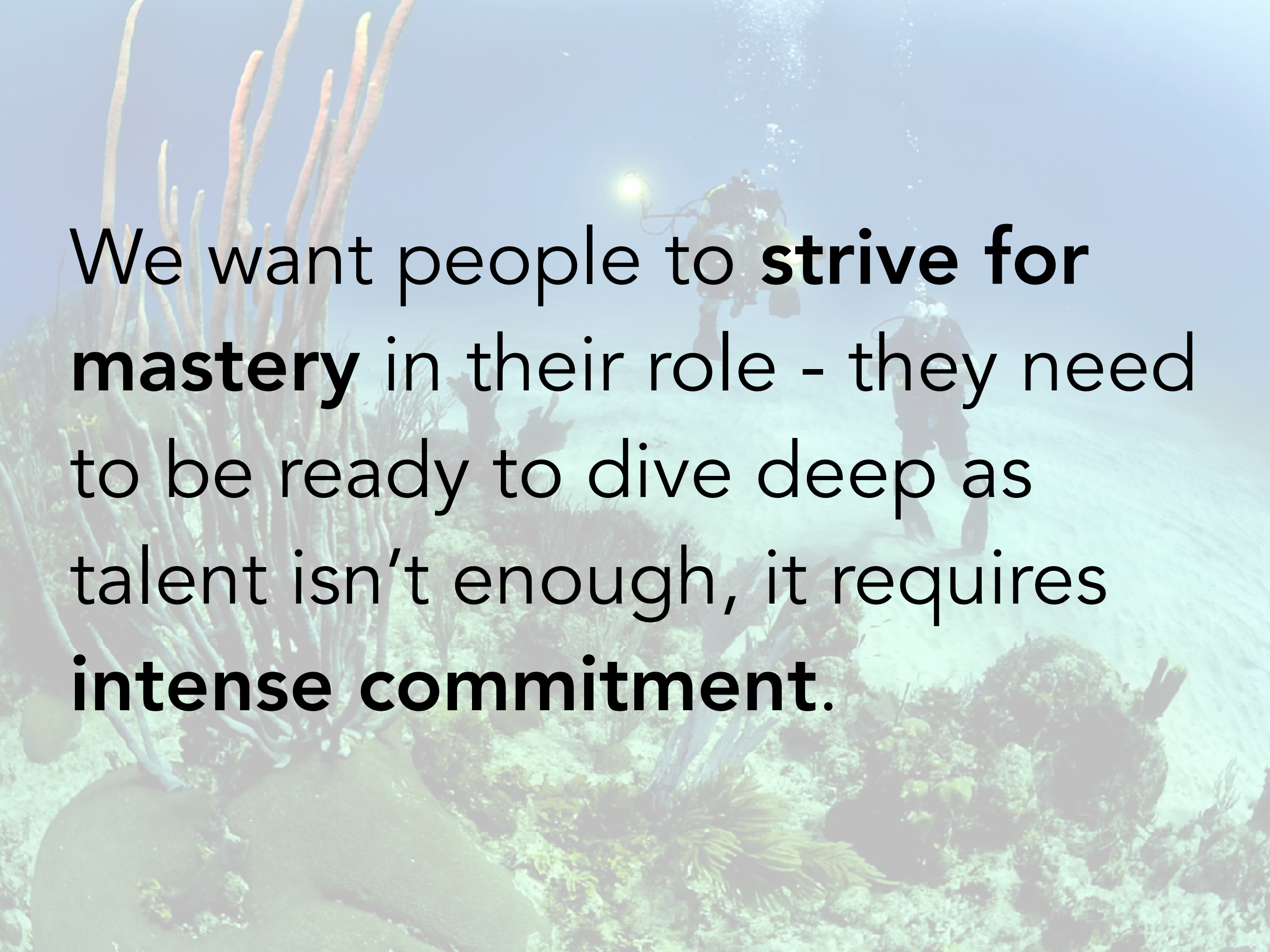
We offer a **free book** every term to all team members, to **spark new interests** and **challenge** the ways we think.



The background of the slide features a soft-focus photograph. In the foreground, there are several bright yellow lemons resting on a light-colored wooden surface. Behind the lemons, a green mat is visible, and on it, several purple resistance bands are coiled and draped. The overall lighting is bright and natural, creating a clean and healthy aesthetic.


We promote well-being  
through **subsidised gym  
memberships and duvet  
days.**



An underwater photograph of two divers exploring a coral reef. The divers are silhouetted against the bright blue water, with one diver in the foreground and another further back. Bubbles rise from their breathing apparatus. The coral is diverse, with some tall, thin, branching structures on the left and more complex, rounded formations on the right. The overall scene is serene and emphasizes the depth and commitment of the activity.


We want people to **strive for mastery** in their role - they need to be ready to dive deep as talent isn't enough, it requires **intense commitment.**



The background is a photograph of a wall covered in graffiti. The graffiti includes various tags and stylized letters in colors like red, blue, yellow, and black. A large, irregular white shape, resembling a hole or a torn piece of paper, is cut out from the center of the wall, revealing a plain white background. The text is centered within this white area.

**We remove as  
many barriers as  
we can to this.**





**We are open and  
transparent, as power is  
gained by sharing  
knowledge, not hoarding it.**





**We provide opportunities  
to share.**

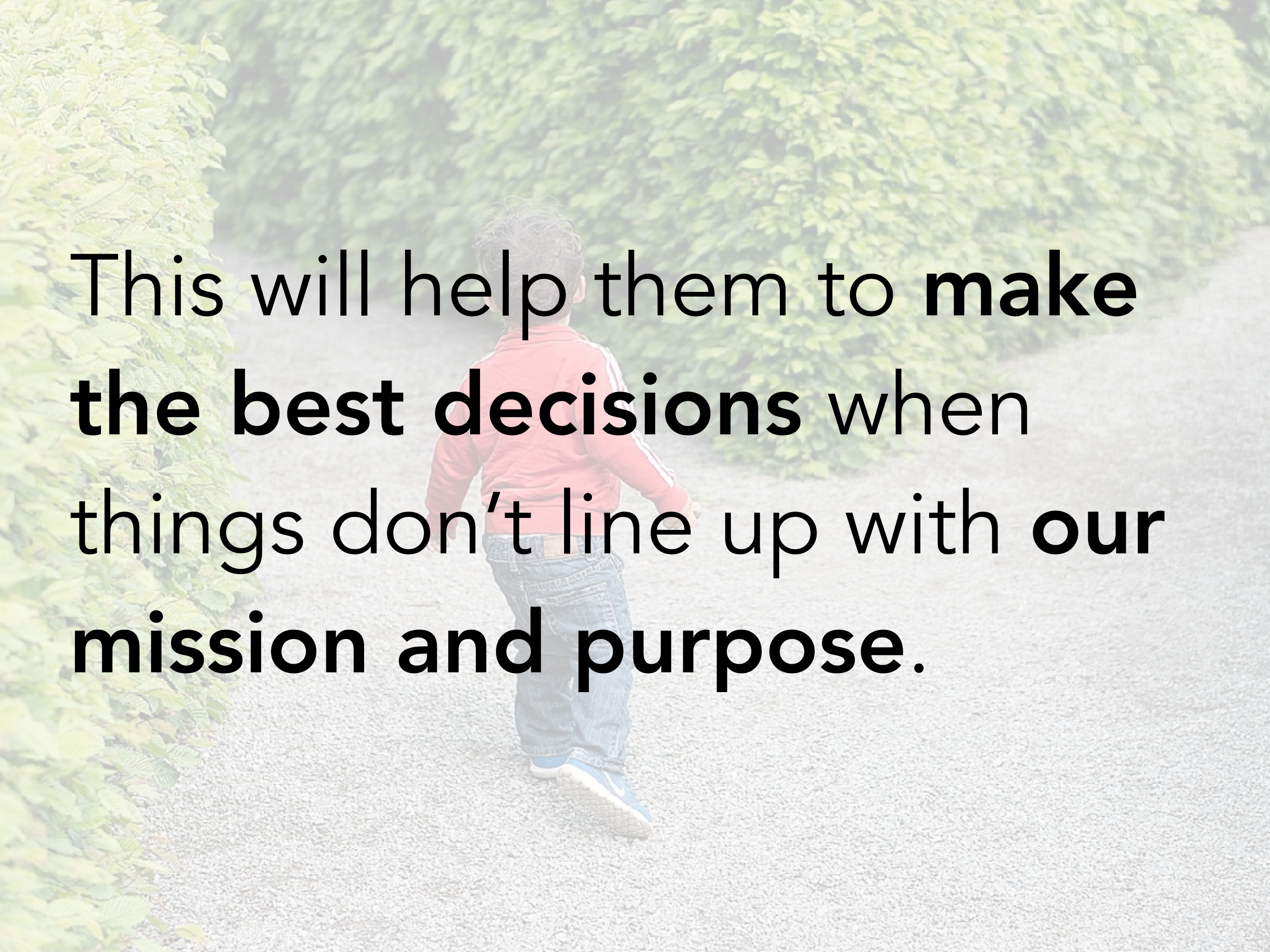
We always want to be  
**moving forwards.**



A wooden gavel with a silver band near the head, resting on a matching wooden sound block. The background is a plain, light color.

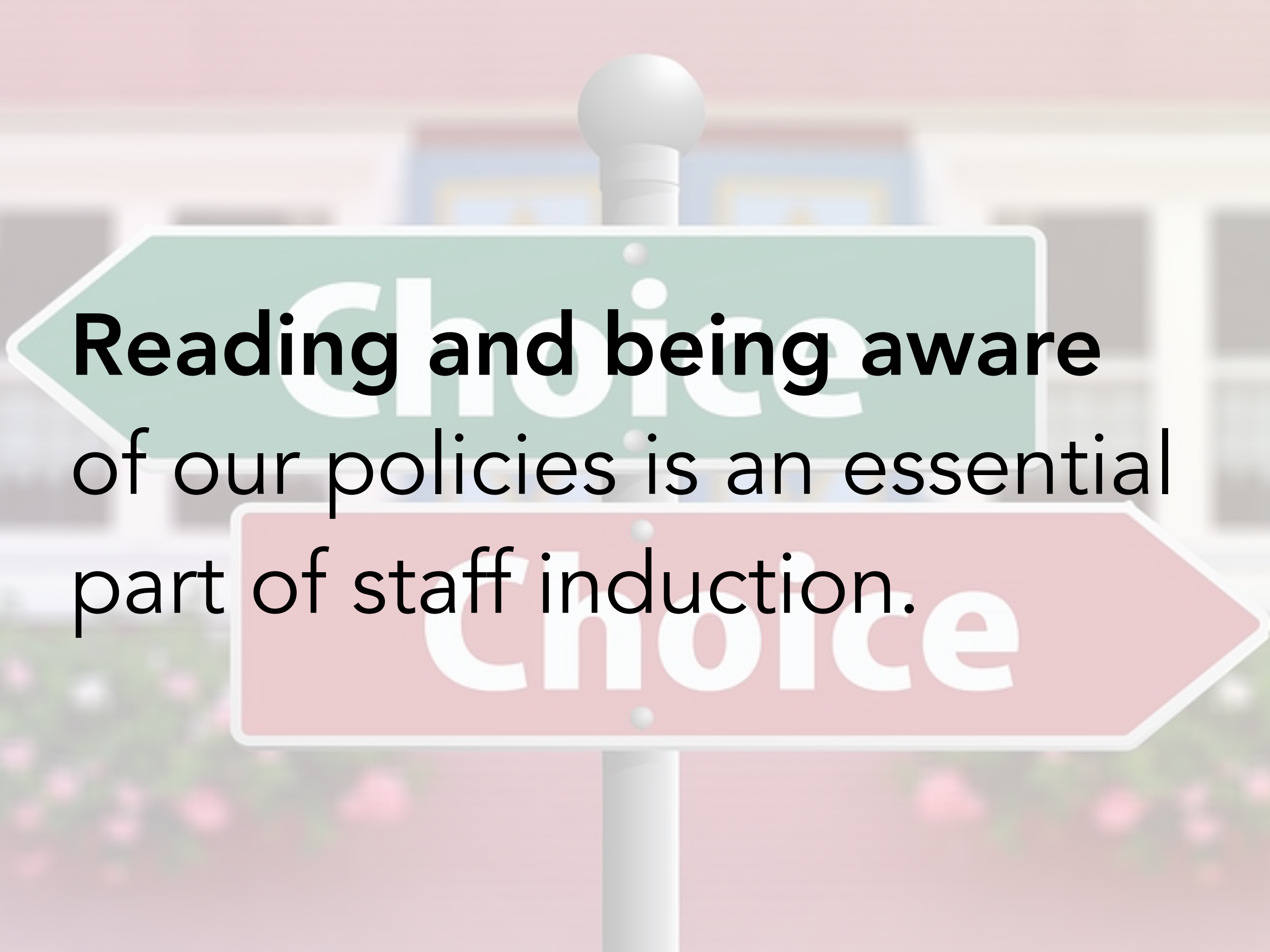
We want our team to **use**  
**good judgment at all times.**



A young boy with dark hair, wearing a red jacket with white stripes on the sleeves and blue jeans, is walking away from the camera on a gravel path. The path is flanked by a dense, green hedge. The background is slightly blurred, emphasizing the boy and the path.

This will help them to **make**  
**the best decisions** when  
things don't line up with **our**  
**mission and purpose.**





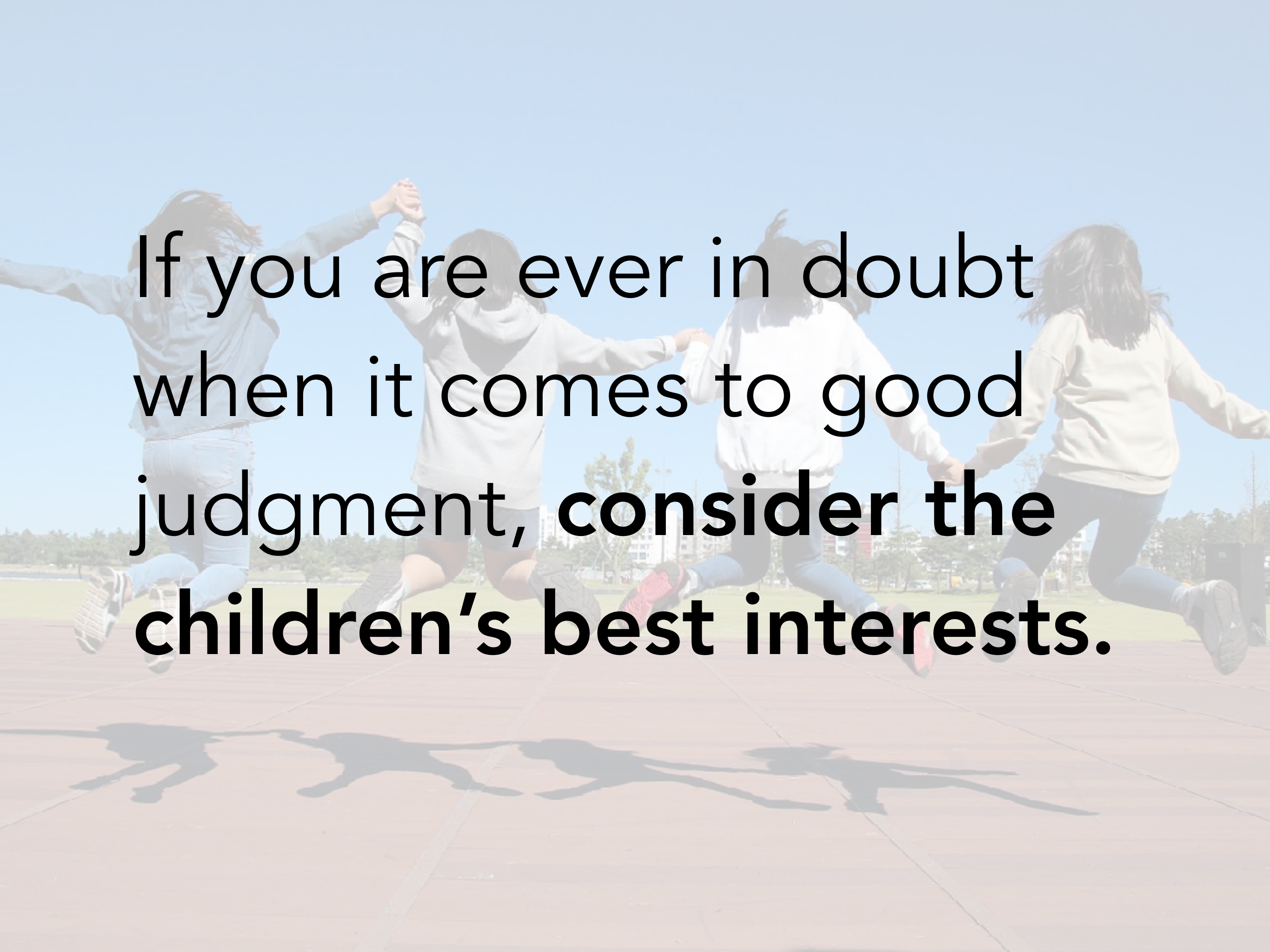
**Reading and being aware  
of our policies is an essential  
part of staff induction.**



A high-angle photograph of a red running track with white lane markings. The track curves to the right. In the foreground, the numbers '1' and '2' are painted in white on the track surface. The text 'It gives you a good starting point for making decisions.' is overlaid in the center of the image.


It gives you a **good starting point** for making decisions.





If you are ever in doubt  
when it comes to good  
judgment, **consider the  
children's best interests.**



A group of six young children are sitting on a grassy area. In the back row, from left to right: a girl in a red jacket, a boy in a blue patterned jacket, a girl in a pink jacket holding a small white object, and a boy in a yellow jacket with glasses. In the front row, from left to right: a girl in a pink leopard-print jacket and a boy in a blue puffer jacket. The image has a soft, slightly faded overlay.

Because...

Child > Team > Individual



We are in this **together!**





A group of five turtles, likely red-eared sliders, are gathered on a large, weathered log floating in a pond. The turtles are positioned in a line along the log, with their heads and front legs visible. The water is calm, and the background is slightly blurred, showing more of the pond and some distant foliage. The overall scene is peaceful and natural.

**We are a family and we are  
here for you.**





Don't forget, life is short. So  
it is important to **take care**  
**of yourself** too - eat healthy,  
be active and keep learning.



A space shuttle is shown launching from a launchpad, ascending into a blue sky filled with white and orange-tinted clouds. The shuttle is white with orange and black markings. The launchpad is visible at the bottom of the frame, with various structures and a green field in the foreground.

# **Our mission**

*Building relationships with families and communities to develop every child, in a nurturing and engaging environment.*



# Our purpose

*Holistic development through  
empowering the individual,  
promoting a sense of culture and  
ensuring development in the 7 areas  
of learning.*



The background of the slide features a blurred image of several hands, all of which are giving a thumbs-up gesture. The hands are light-skinned and are positioned at various depths, creating a sense of a crowd or a group of people expressing approval. The overall tone is positive and encouraging.

# ***Our pedagogy (The 'how')***

*Reassuring relationships*

*Clear communication*

*Continuous curiosity*

*Enabling environments*





# Our curriculum (The 'what')

*Created by everyone and  
everything in our enabling  
environment.*



**We are Always Growing**  
*The home of early education  
and childcare.*