



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.**



A collection of vintage-style guitar amplifiers is arranged on a wooden floor. In the center is a black Fender amplifier with a silver grille and the 'FENDER' logo. To its right is a larger black Crate amplifier with a silver grille and the 'CRATE' logo. To the left, a smaller black amplifier with a silver grille and the 'Roland' logo is partially visible. The background is a plain, light-colored wall.

We aspire to **create a culture** that we all love. This culture **attracts and amplifies** amazing peoples 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 wooden blocks. The blocks are in shades of green, blue, yellow, and red. The child is wearing a plaid shirt. The background is a soft, out-of-focus light color.

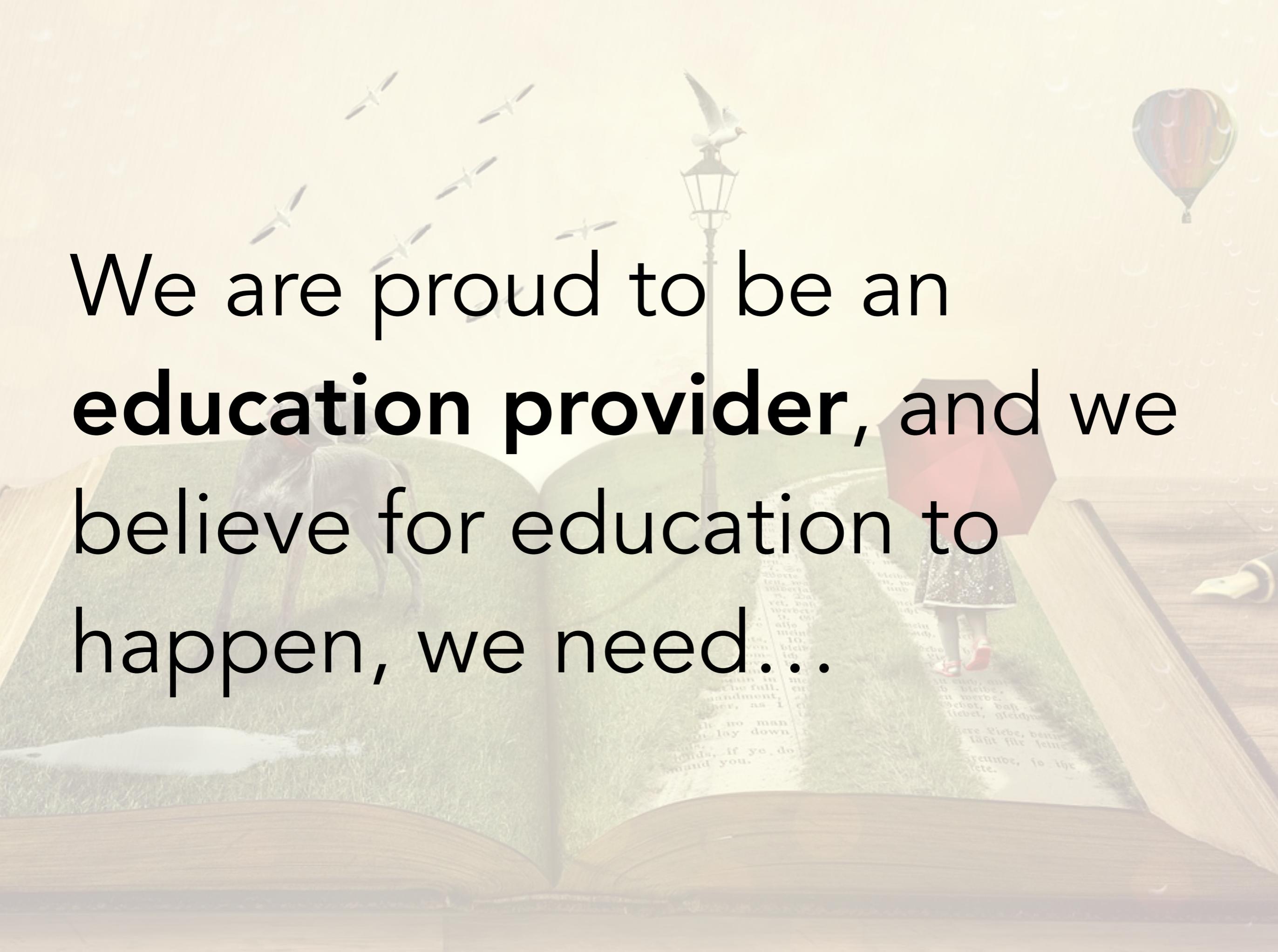
We don't **extend our reach** and build services to make money, we make money to **build better services** and extend our reach further.

A young child with blonde hair, wearing a pink shirt and dark pants, stands on a sandy beach. The child is holding the hands of two adults. The adult on the left is wearing blue denim shorts, and the adult on the right is wearing a light blue shirt and brown pants. The background is a bright, hazy beach scene with the ocean visible in the distance.

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

A young boy and girl are standing in a field of yellow flowers. The boy on the left is wearing a light blue shirt and khaki pants, holding a camera on a tripod. The girl on the right is wearing a white dress with a pink and purple floral pattern and a red sash, also holding a camera on a tripod. The background is a soft-focus field of yellow flowers under a bright sky.

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

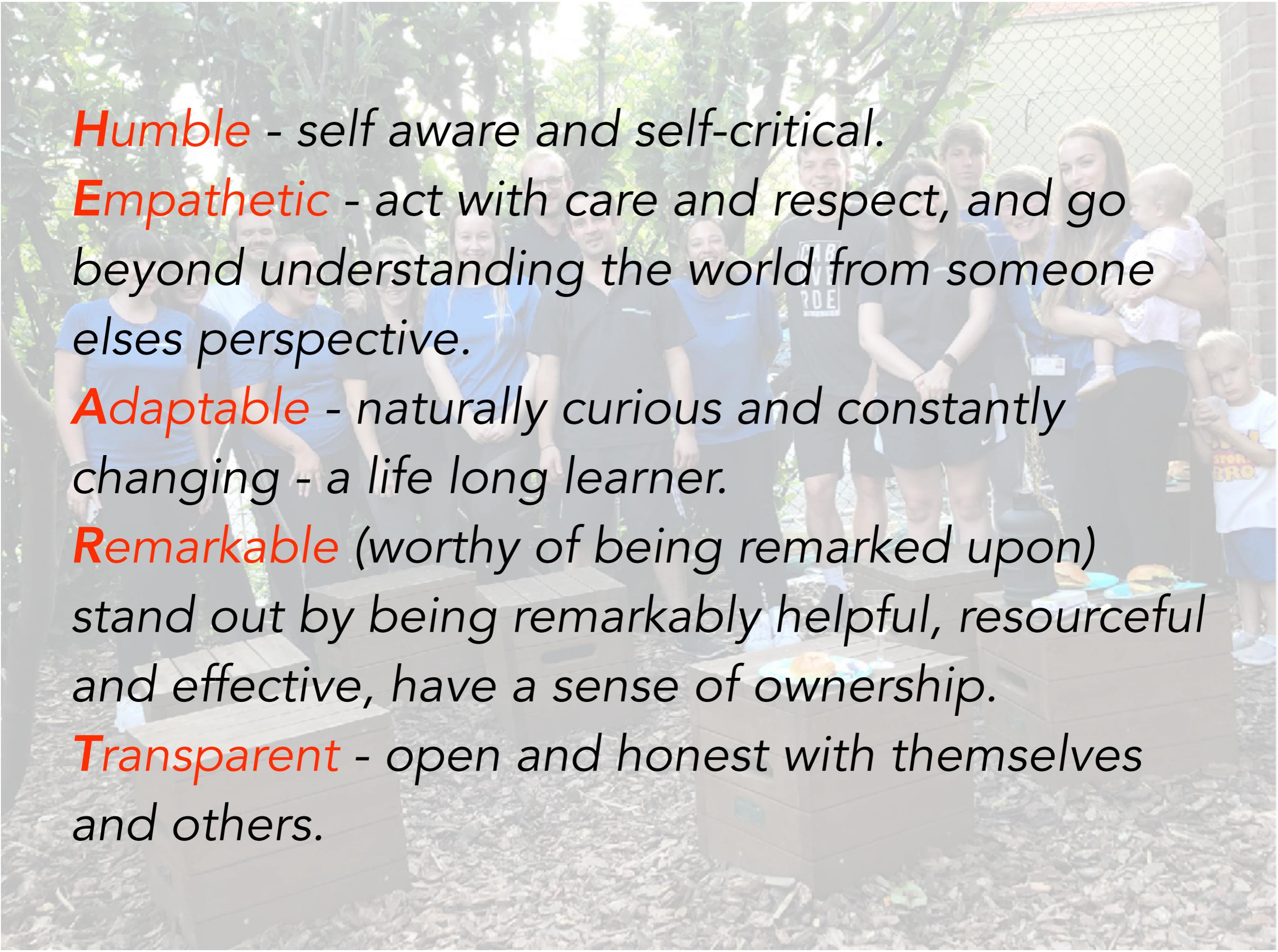
Clear communication

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.

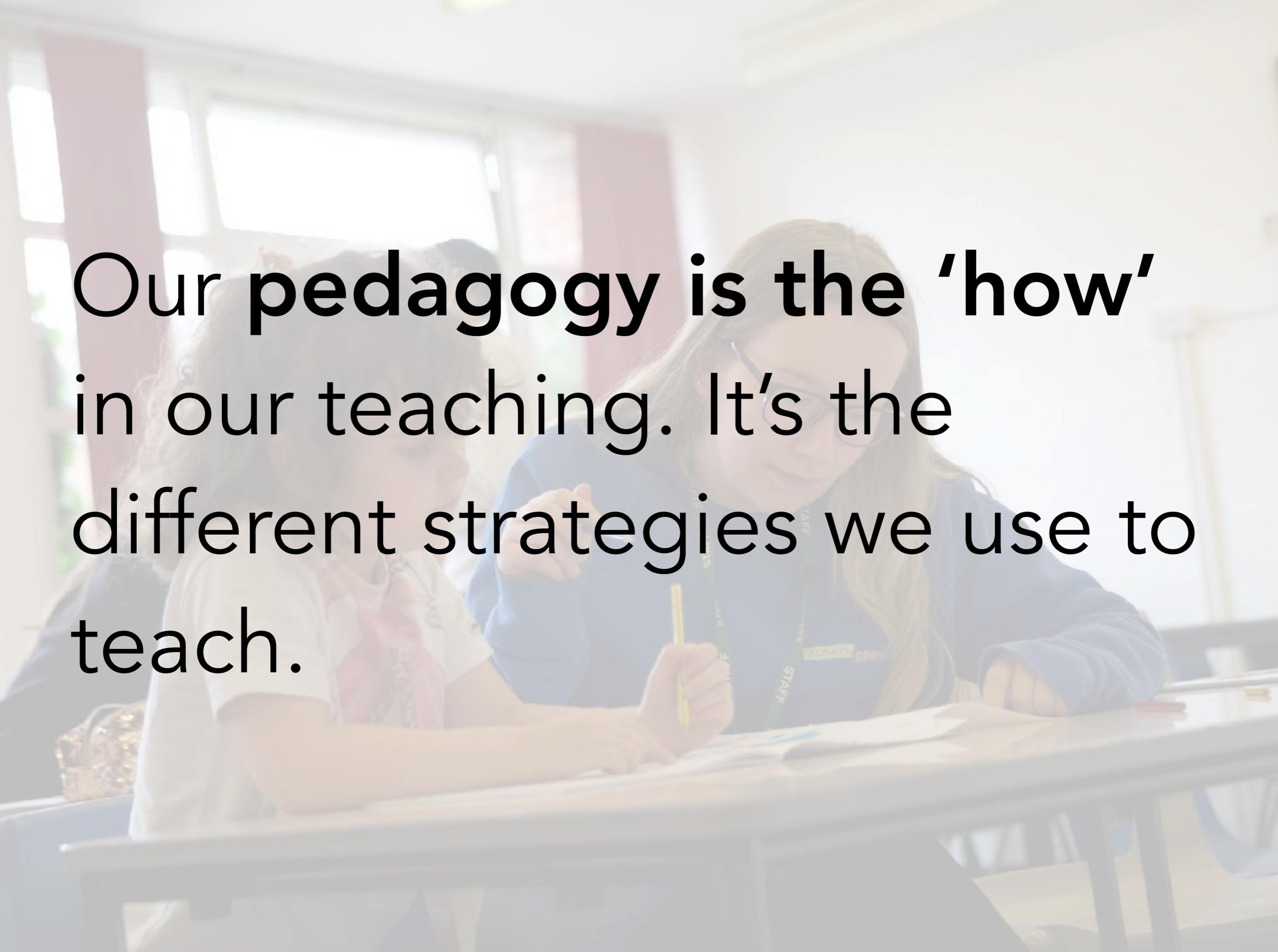
Adaptable - naturally curious and constantly changing - a life long learner.

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

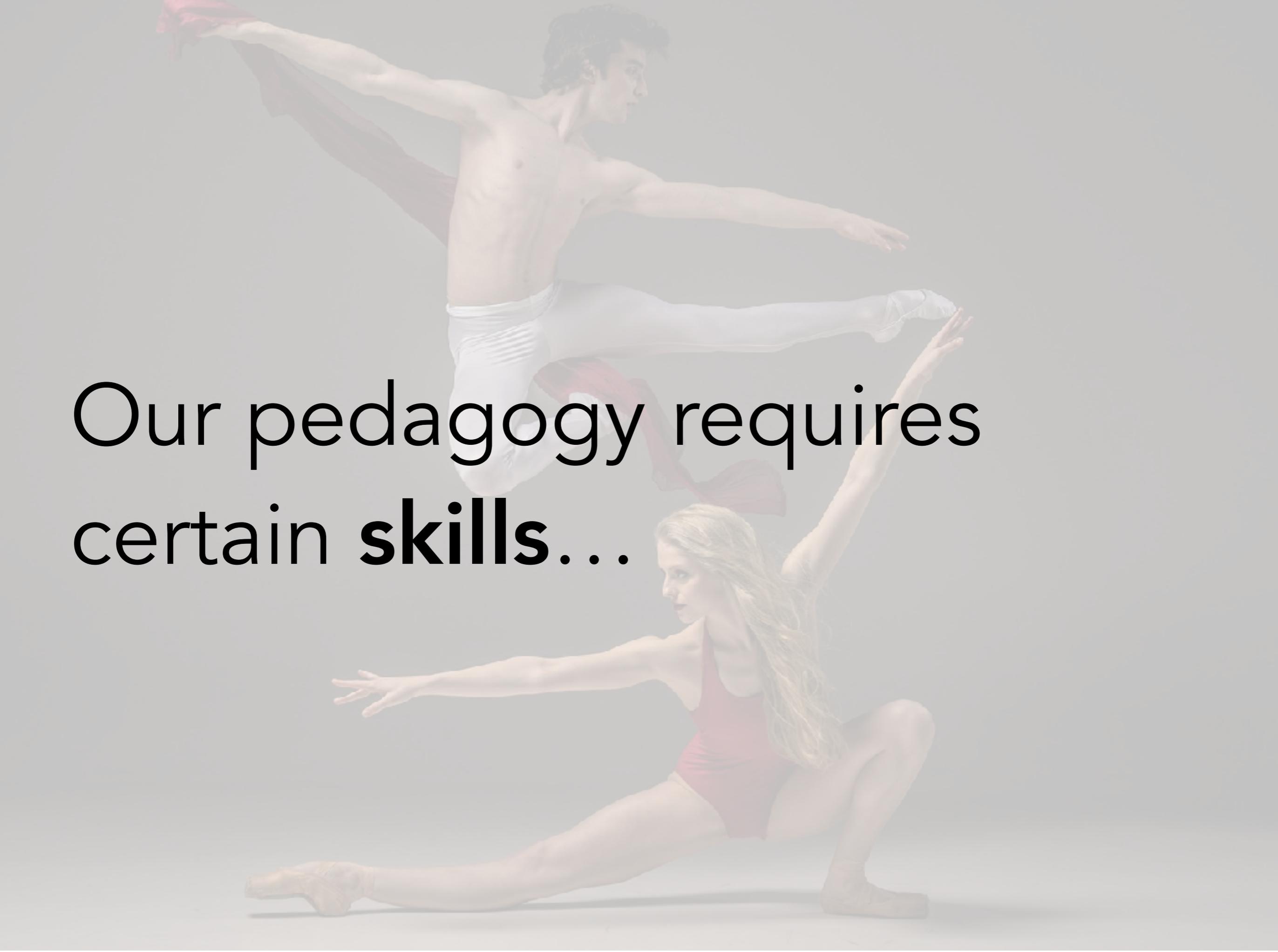
Transparent - open and honest with themselves and others.



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



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



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. The checklist consists of a series of diamond-shaped boxes arranged in a line, with a dotted line to the right. The highlighter is currently marking the fourth box from the left. The text "And remember to check progress regularly!" is overlaid on the image in a bold, black, sans-serif font.

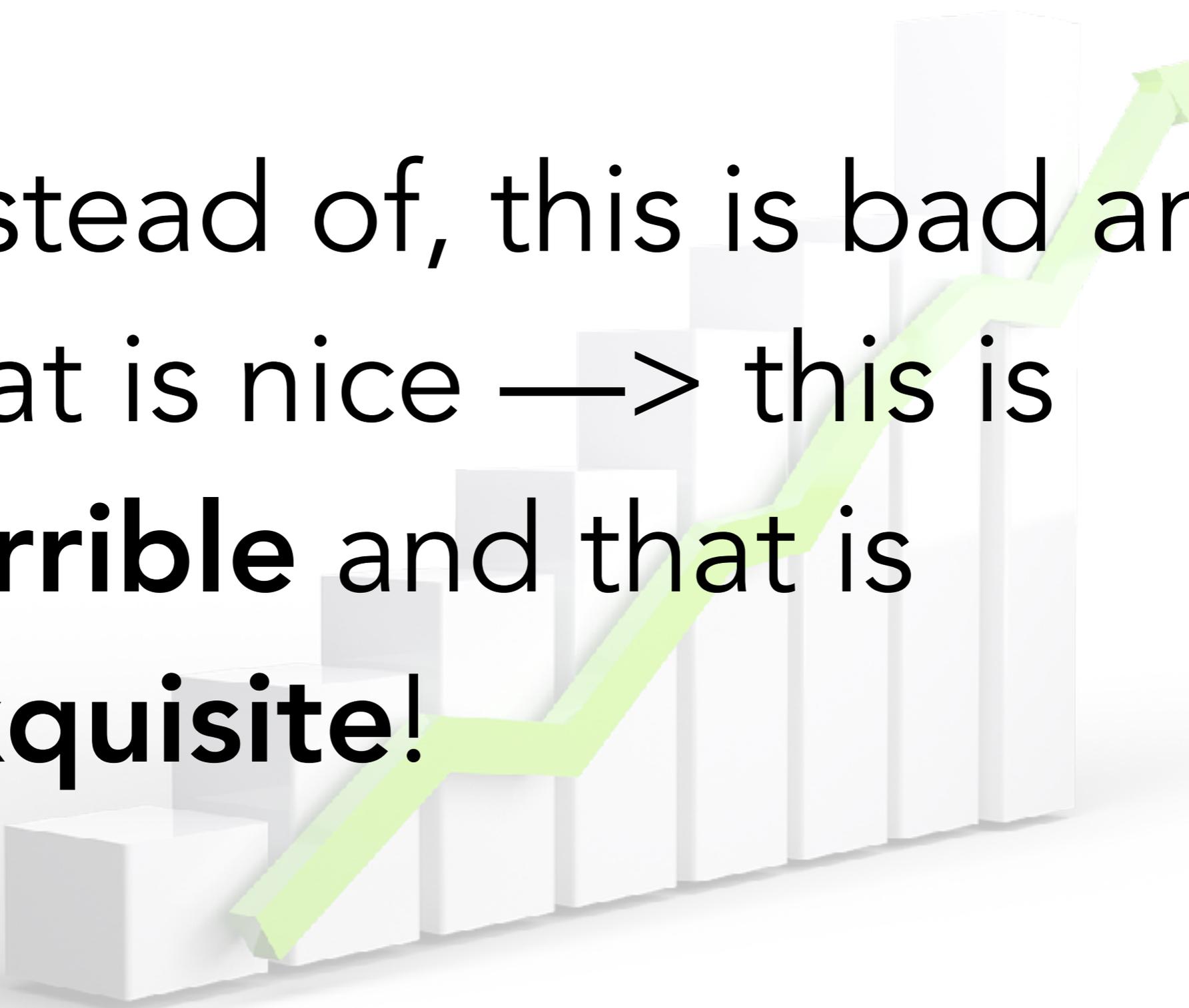
And remember to **check**
progress regularly!

A close-up, high-angle shot of a traditional East Asian calligraphy scroll. The scroll is unrolled, showing a dark grey or black surface with white ink characters written in a bold, expressive cursive style. The scroll is held in a white frame, and the background is a light-colored wooden surface. The text is overlaid on the scroll, appearing as if written on it.

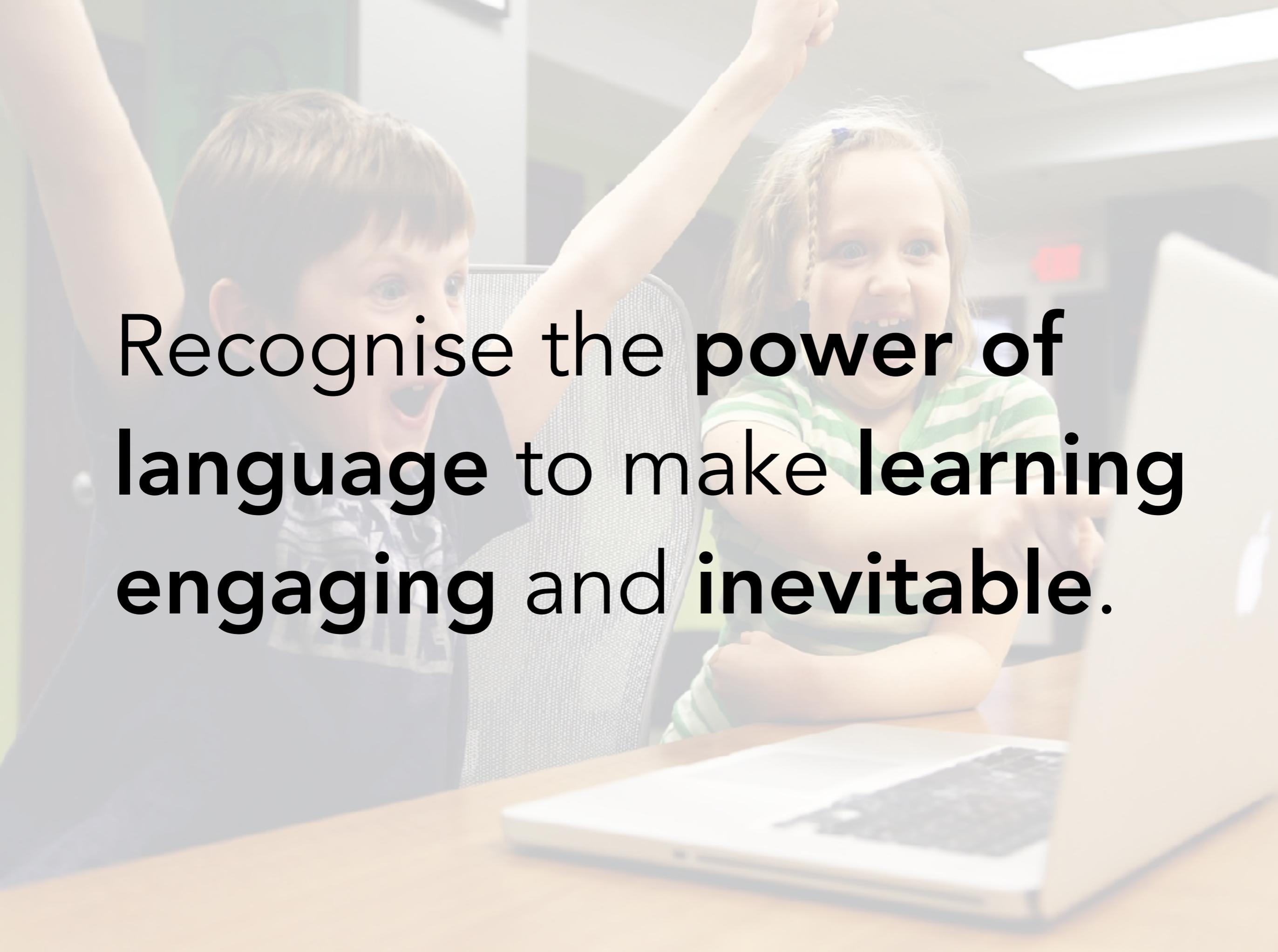
Using appropriate language
is essential to **promote
cultural capital and
development.**

So get some more syllables!

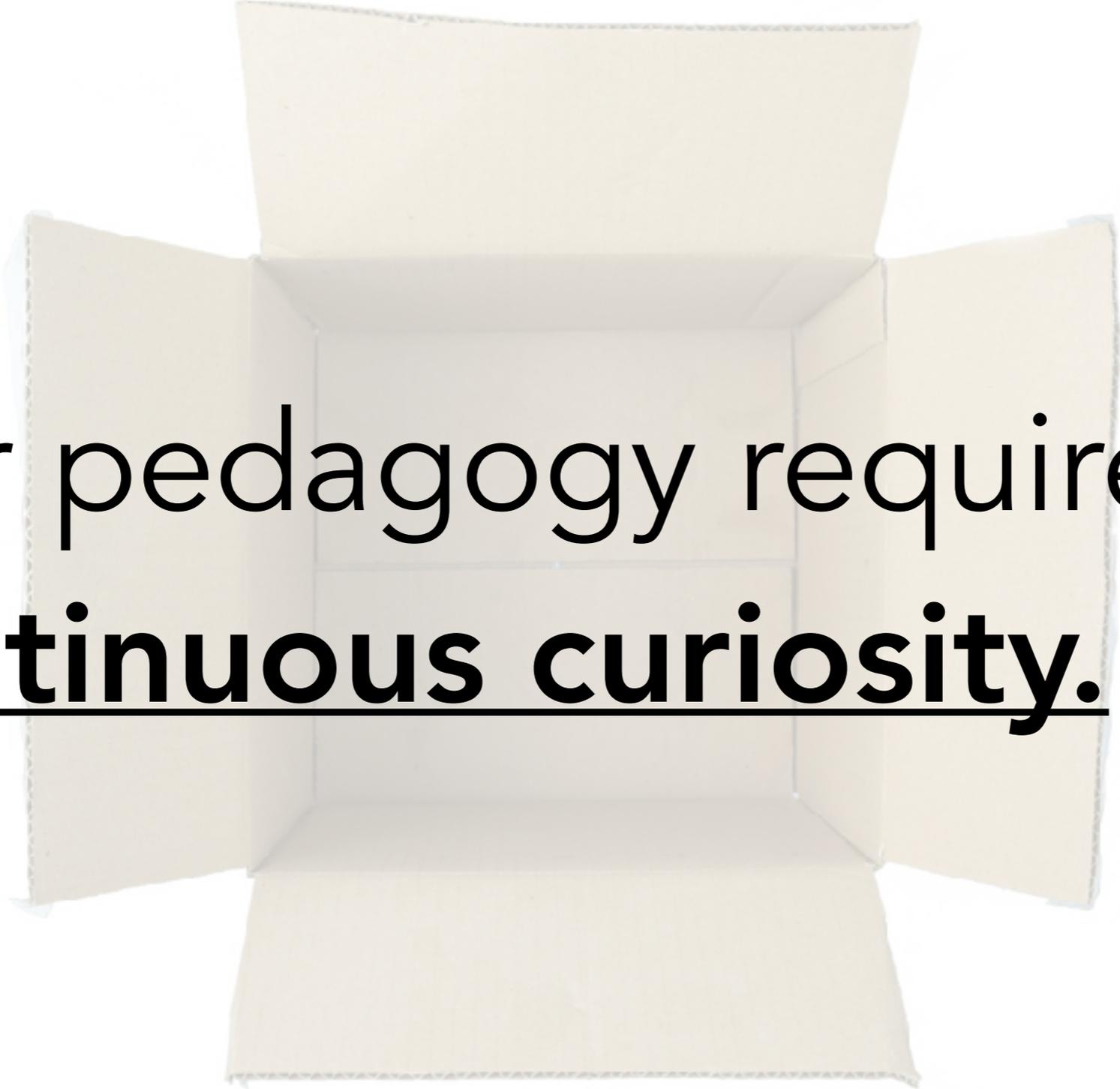




Instead of, this is bad and
that is nice —> this is
terrible and that is
exquisite!

A photograph of two young children sitting at a desk with a laptop. The child on the left is a boy with short brown hair, wearing a dark shirt, with his mouth wide open in a shout and his right arm raised. The child on the right is a girl with blonde braids, wearing a green and white striped shirt, also with her mouth open and her right arm raised. The background is a blurred office or classroom setting with a laptop on the desk in front of them.

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



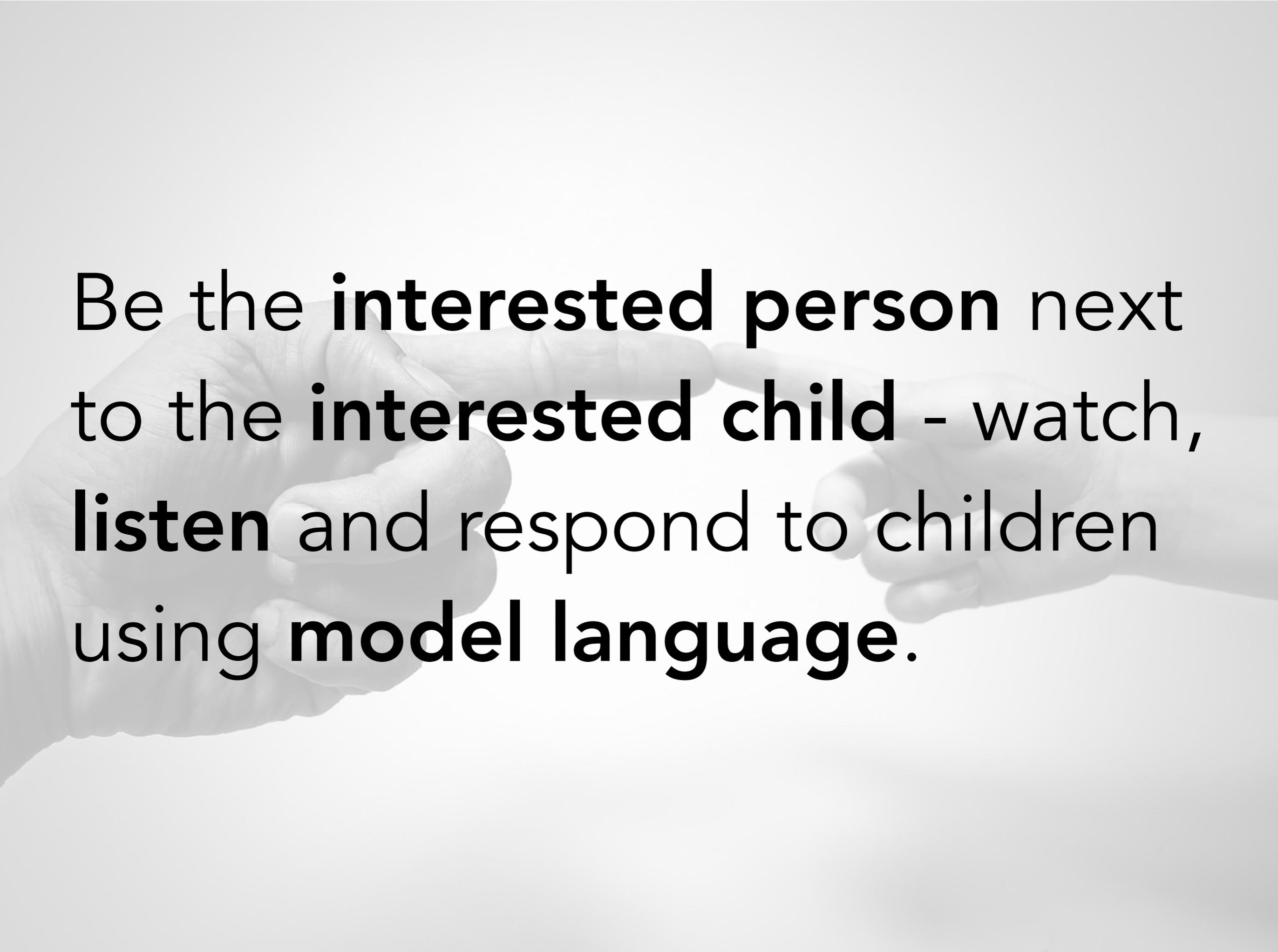
Our pedagogy requires
continuous curiosity.



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



See the **potential** of
everyday things.



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

A matador in a blue and gold suit with a red cape is walking in a bullfight arena. The background shows a crowd of spectators in the stands. The text is overlaid on the image.

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

A close-up photograph of a child's hand being washed under a running faucet in a white sink. The water is splashing, and the scene is brightly lit. The text is overlaid on the image.

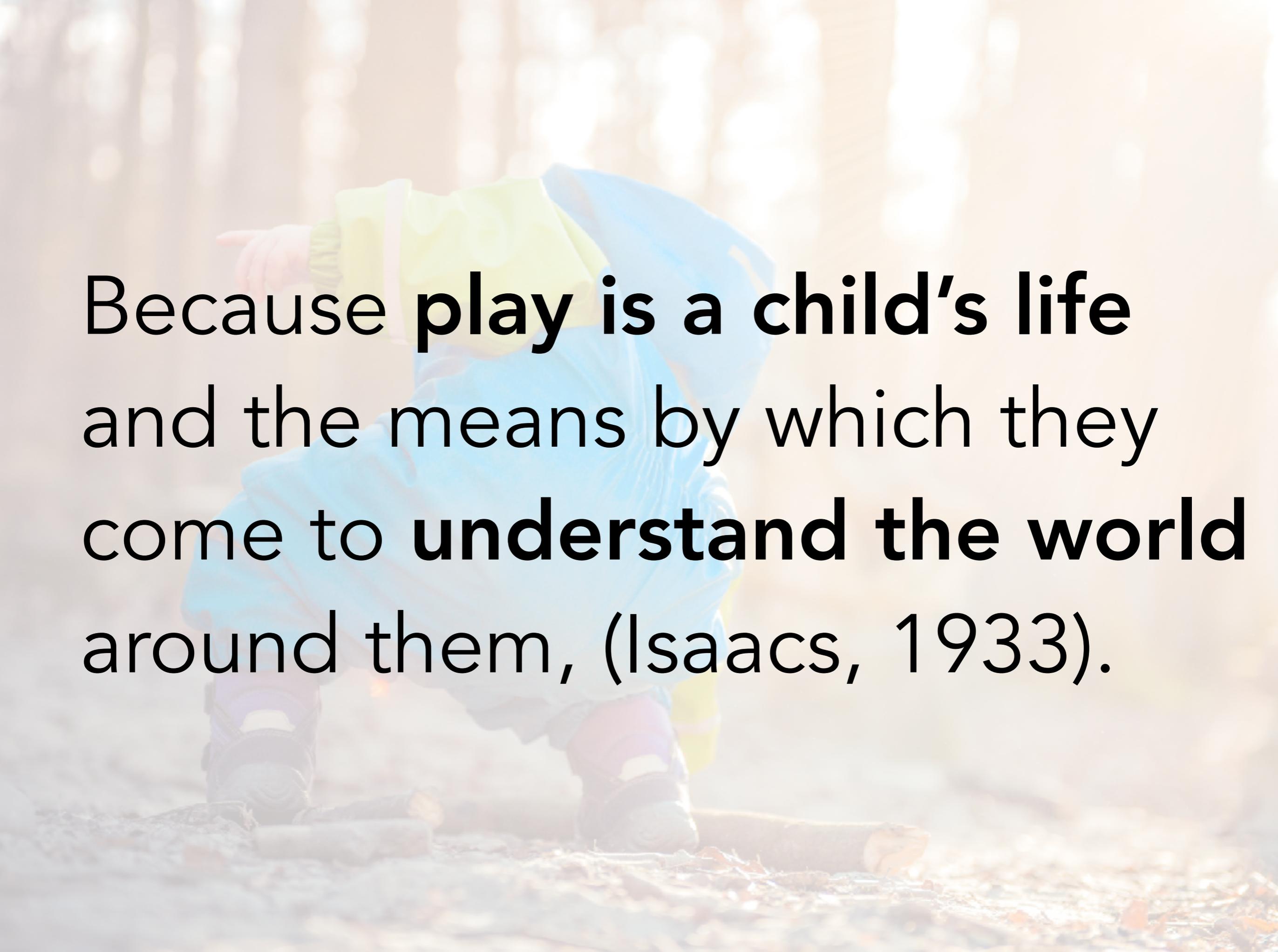
**Support children to
recognise and respond to
their own physical needs.**

A close-up photograph of a person's hands holding a small, young plant in a terracotta pot. The hands are positioned as if carefully examining or supporting the plant. The background is softly blurred, showing several other potted plants on a table, creating a sense of a garden or indoor plant care environment. The overall lighting is bright and natural, highlighting the textures of the soil and the green of the plant.

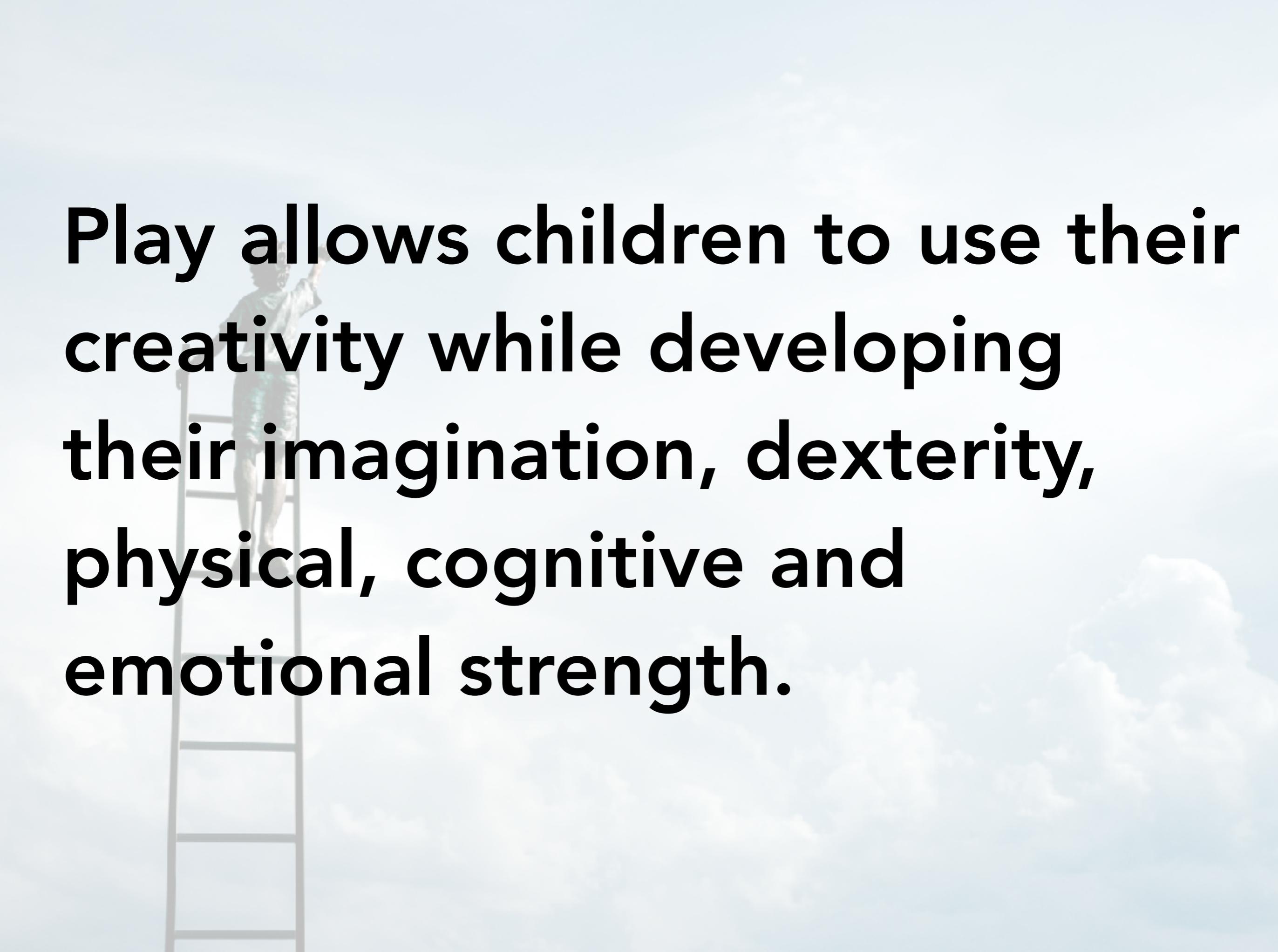
This contributes to an **enabling environment**, for our curriculum and **children to thrive.**

An environment where
children can **PLAY!**

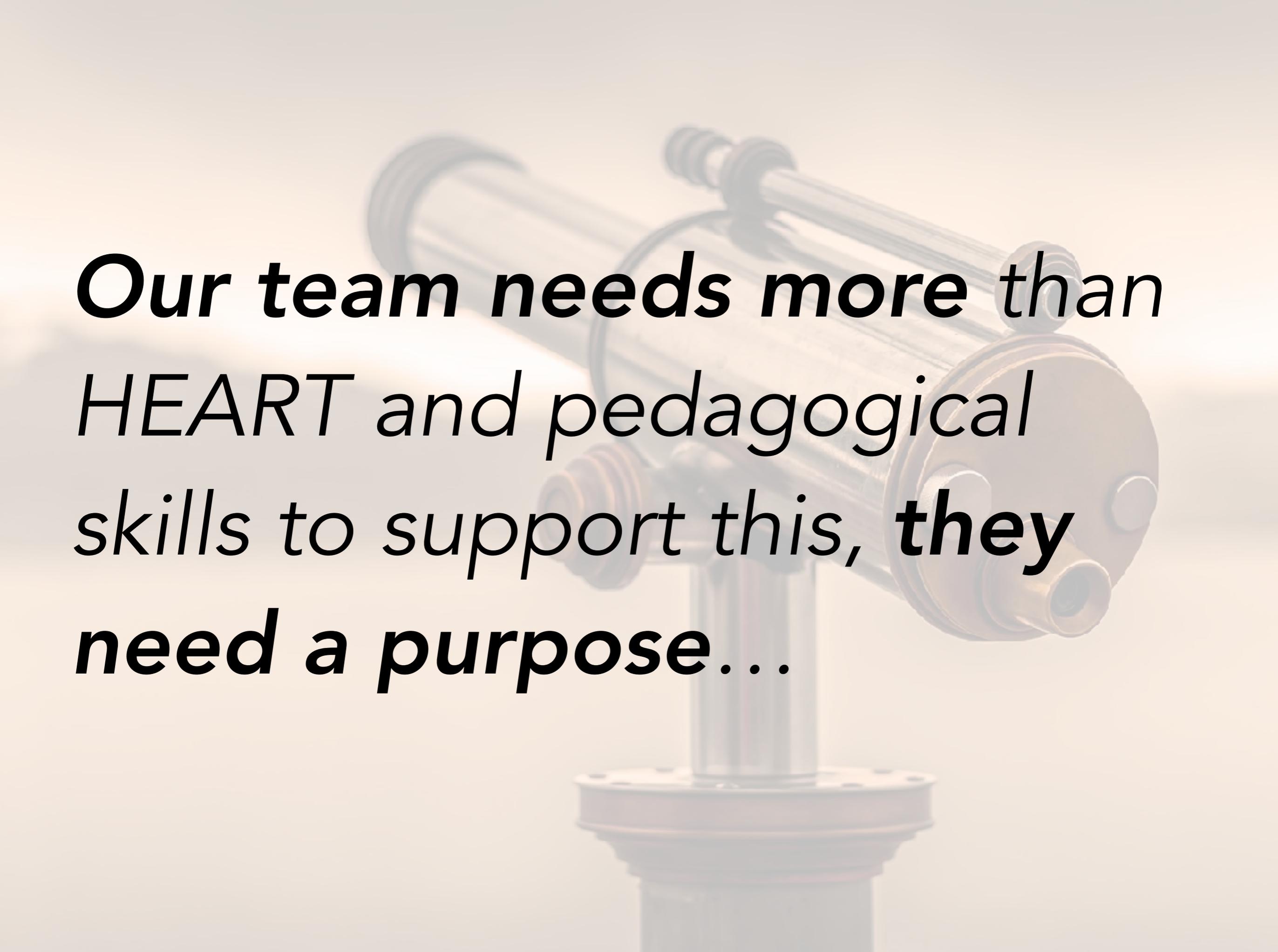


A child wearing a bright blue raincoat with yellow accents and purple boots is crouching in a forest, playing with sticks on the ground. The background is a soft-focus forest with sunlight filtering through the trees.

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

A child is climbing a tall, thin ladder against a bright blue sky filled with soft, white clouds. The child is positioned on one of the upper rungs of the ladder, reaching upwards with their right arm. The ladder is a simple metal or wooden structure with several rungs. The overall scene conveys a sense of aspiration and growth.

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

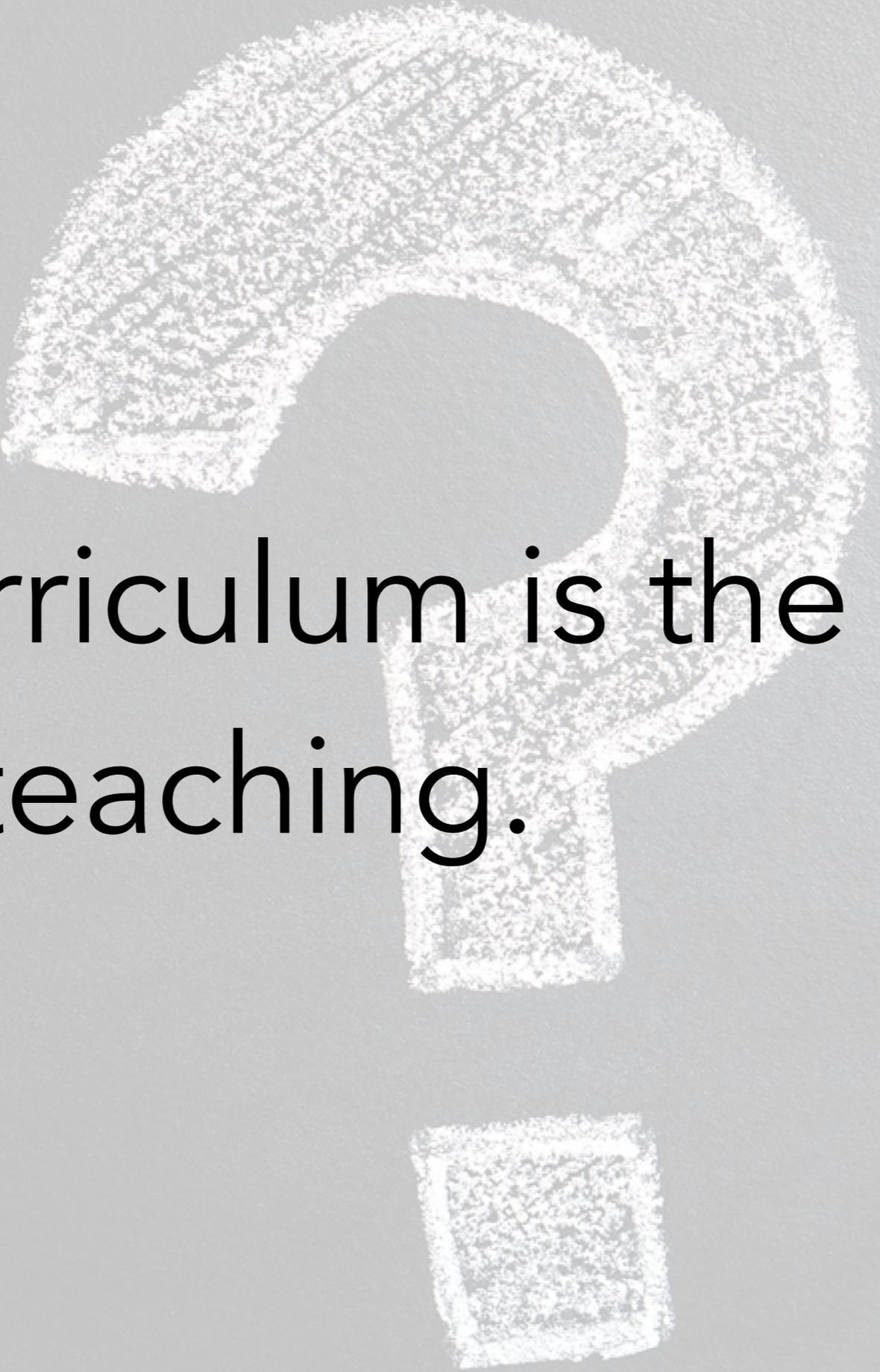
*Developing as part of a
community.*

Subjectification

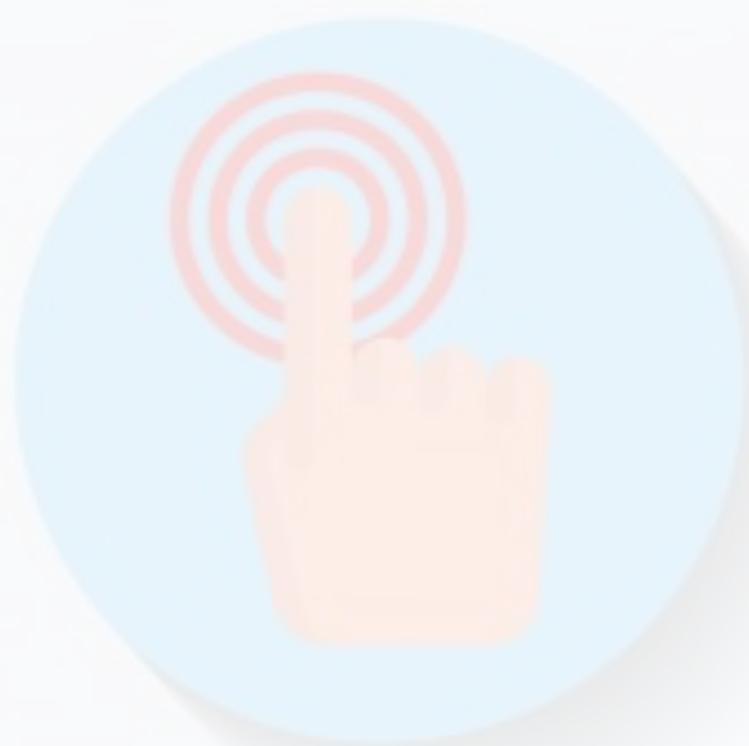
Becoming empowered as an individual to reflect and think critically.



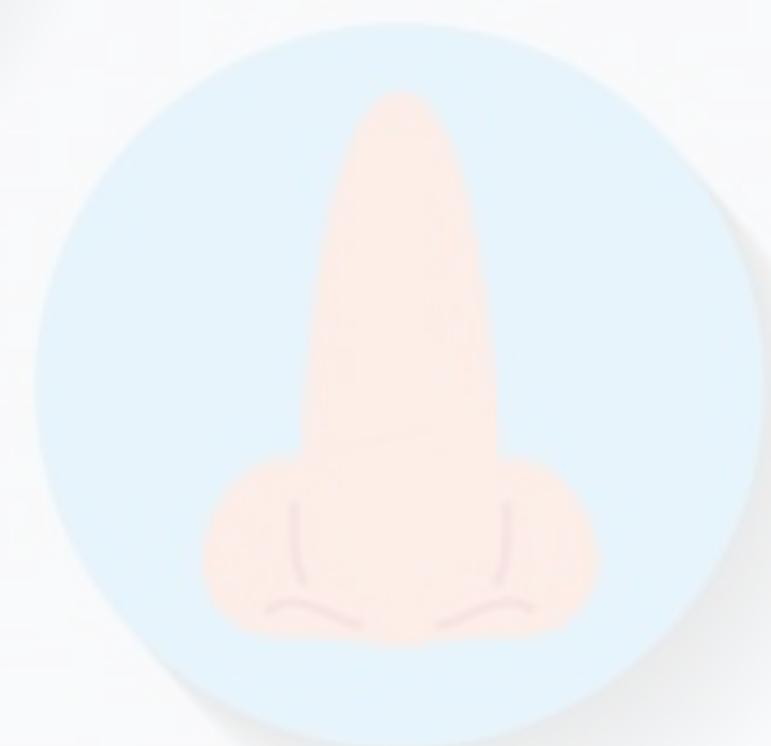
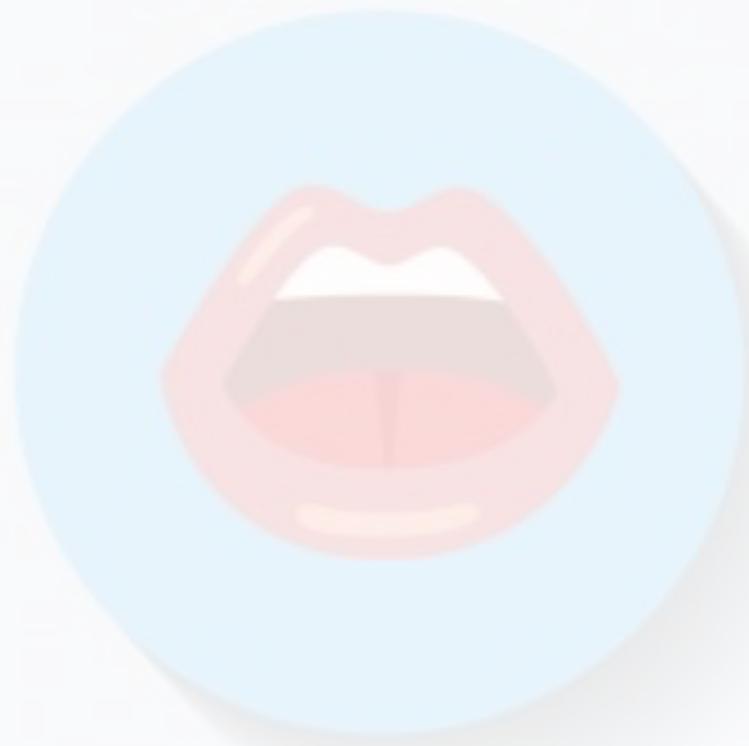
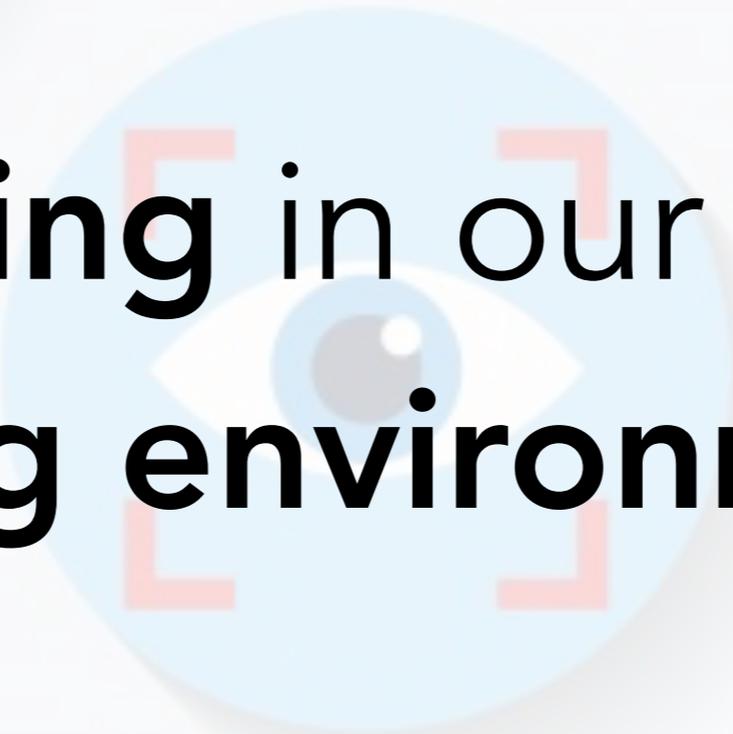
*This purpose **steers our curriculum.***

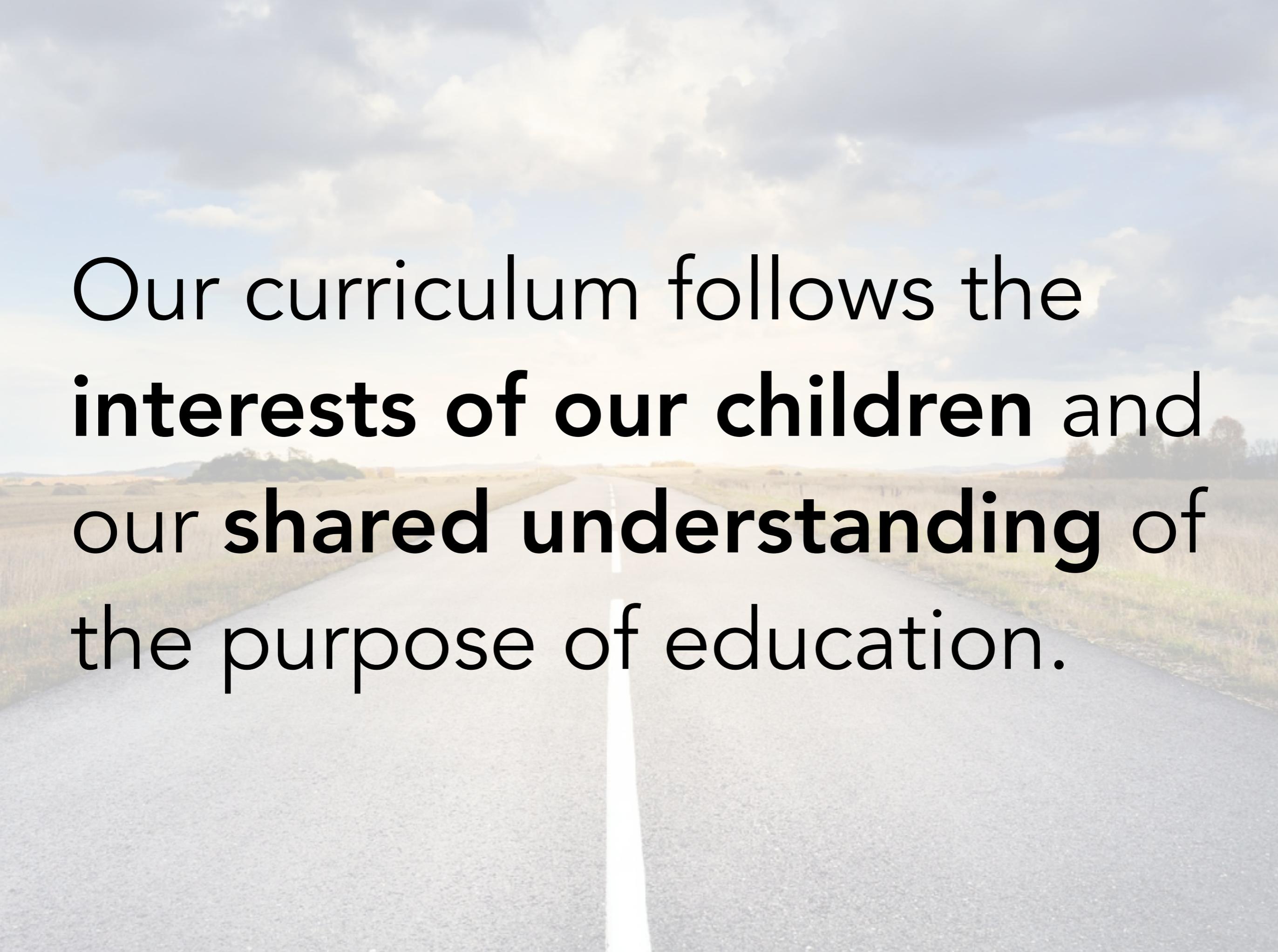


Our curriculum is the **'what'**
of our teaching.

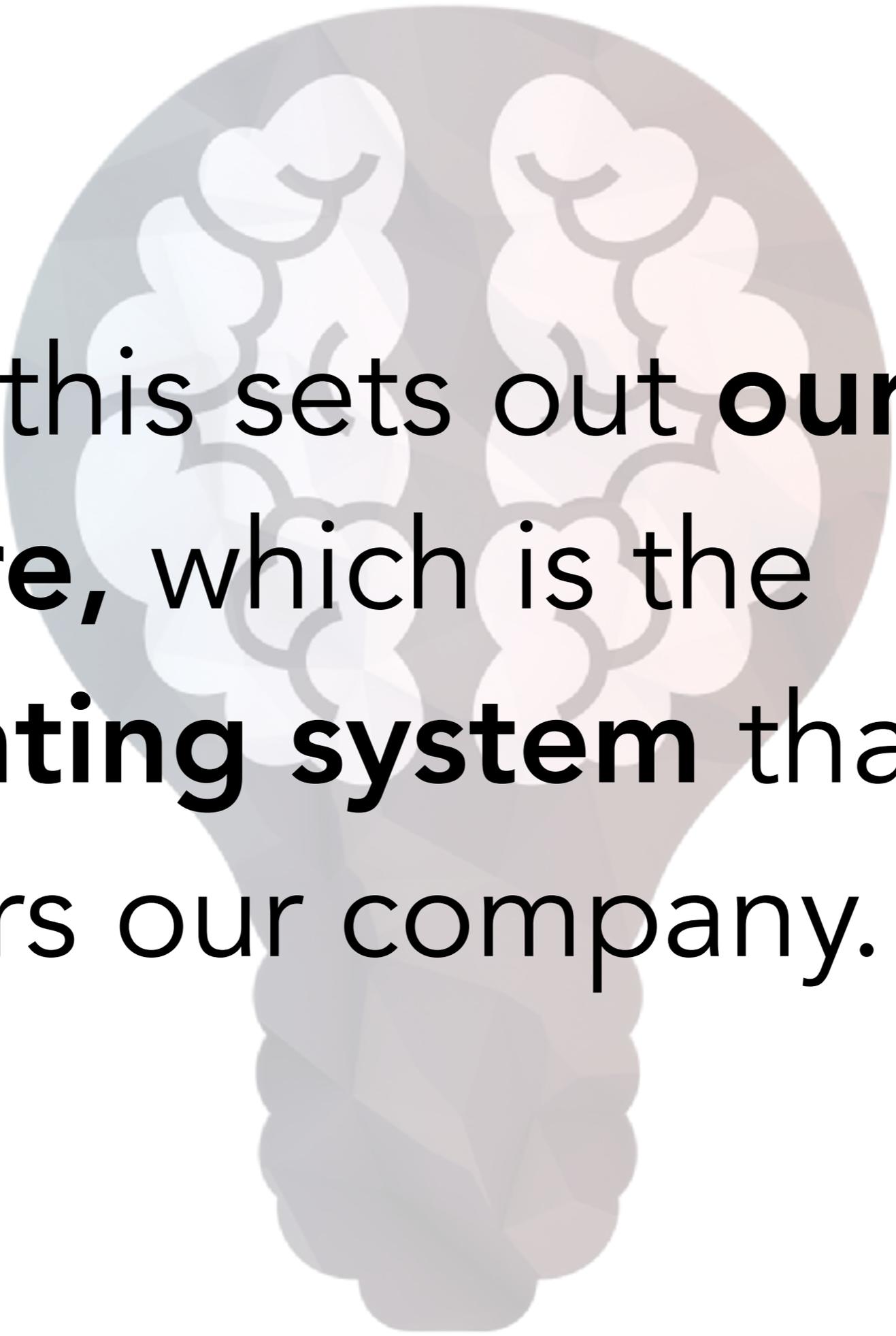


It is **everything** in our environment,
our enabling environment.

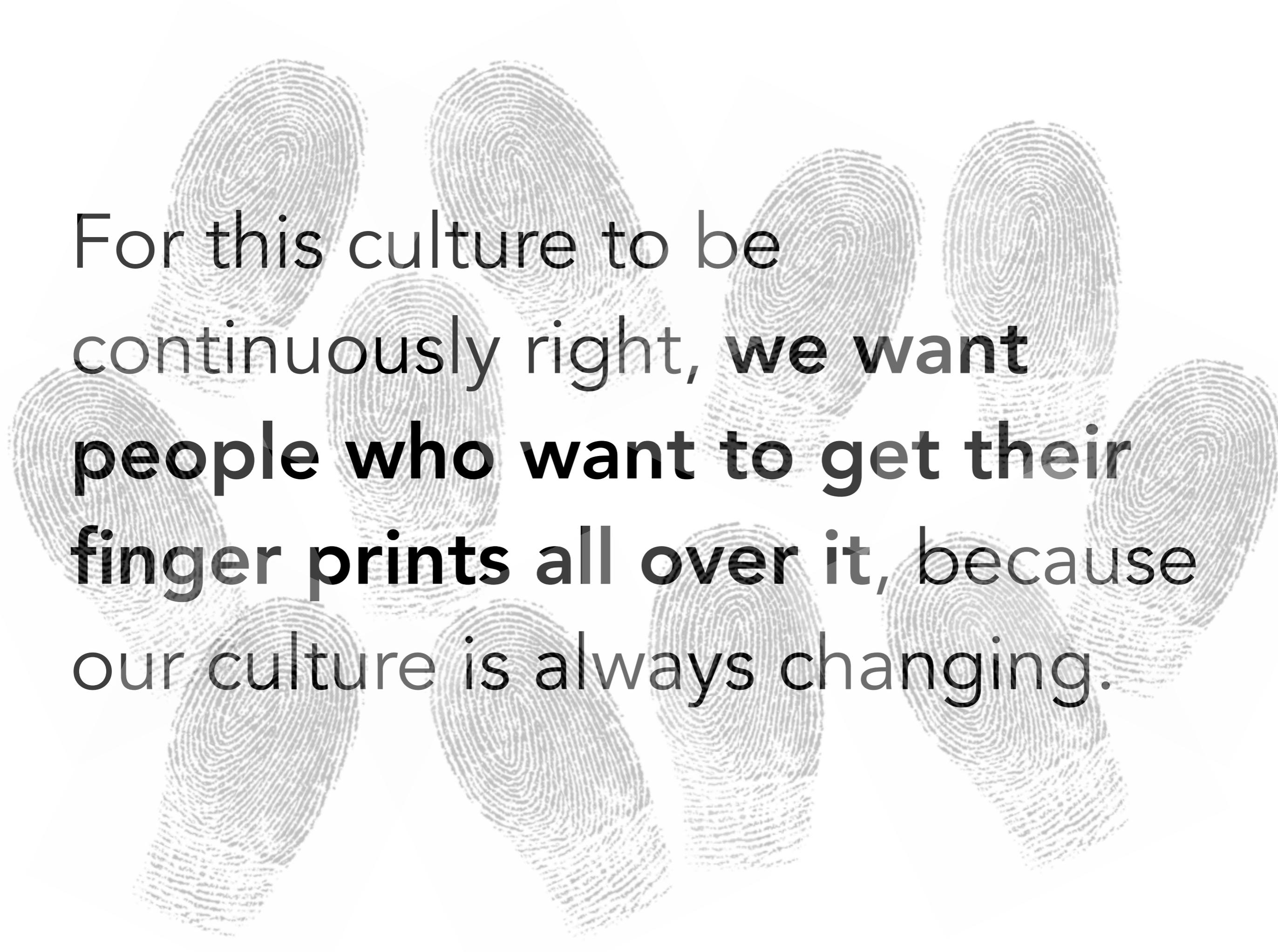


A long, straight asphalt road stretches into the distance under a cloudy sky. The road is flanked by fields and trees, and the sky is filled with soft, white clouds. The text is overlaid on the image, centered horizontally and vertically.

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.



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?



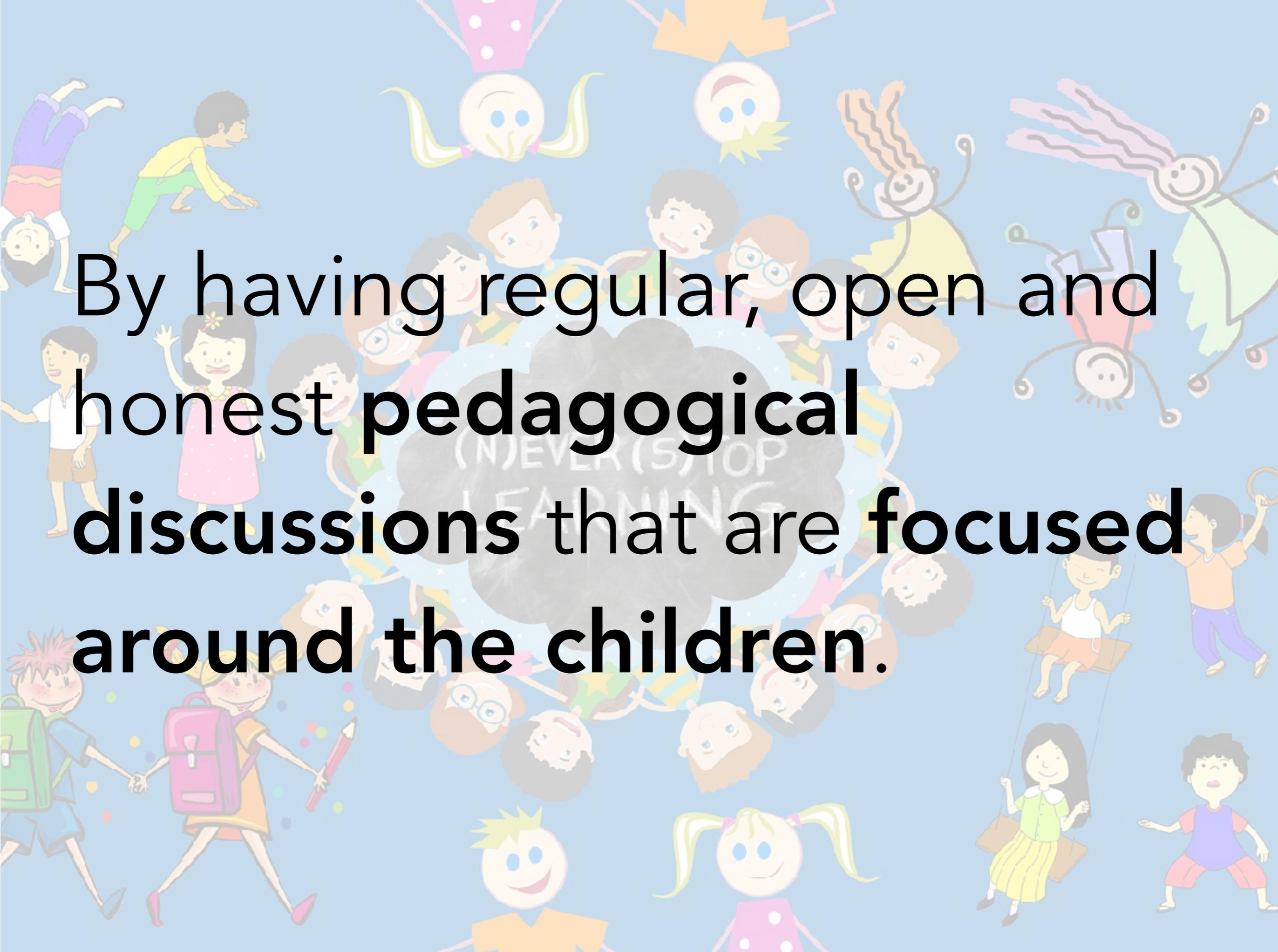


Reassuring relationships

Clear communication

Continuous curiosity

Enabling environments



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

We often talk about...

How do know we are
doing any good?

HDWKWDG?



We are also always trying to
SCRAP unnecessary
workload!



Stop generating unnecessary paperwork

Change unproductive meetings

Remove unnecessary rules

Automate manual processes

Reduce extraneous **P**rocesses



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

A group of diverse hands holding each other in a circle, symbolizing teamwork and support. The hands are of various skin tones and are holding each other in a supportive grip. The background is a soft, out-of-focus light color.

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.

A large construction site with many workers on a wooden roof structure. The workers are wearing blue shirts and hats, and are working on a large wooden frame. The background is a clear sky.

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 rendered scene featuring two white, featureless humanoid figures on a brick ledge. The ledge is made of orange-brown bricks with white mortar lines and recedes into the distance. One figure stands on the ledge, leaning forward with its right hand extended to assist the other figure. The second figure is sitting on the edge of the ledge, with its back to the camera and its right hand reaching up towards the first figure's hand. 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.



We promote well-being
through **subsidised gym
memberships** and
individualised support.

An underwater scene featuring two divers in a coral reef. The water is clear and blue, with sunlight filtering through. The divers are equipped with scuba gear, including tanks and masks. The coral is diverse, with some tall, thin stalks and others more rounded and bushy. Bubbles are visible around the divers, indicating they are breathing underwater.

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.**



**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.

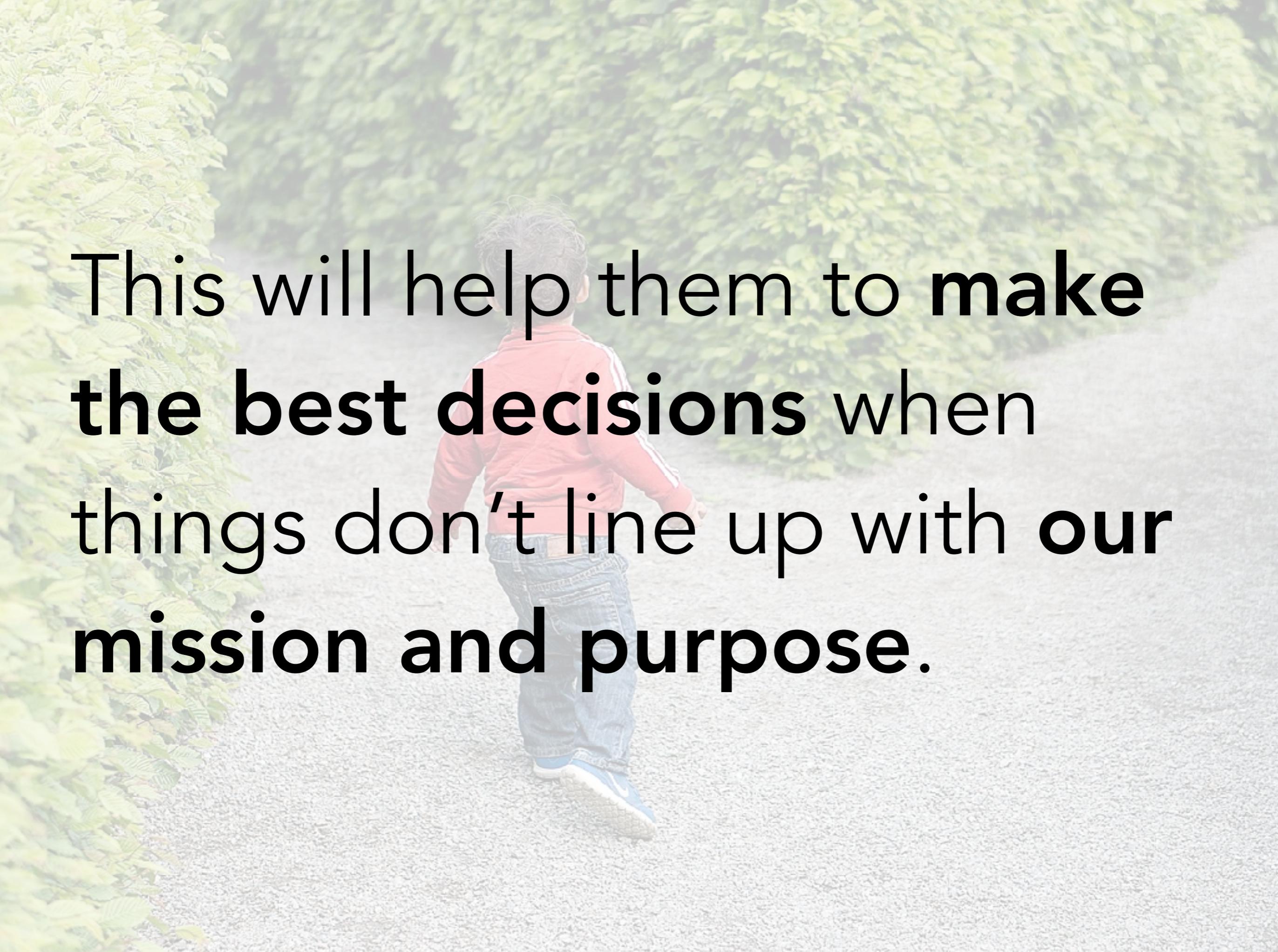


We provide opportunities to share.

We always want to be
moving forwards.

A wooden gavel with a silver band is resting on a wooden block. The gavel is positioned diagonally across the frame, with the head of the gavel on the left and the handle extending towards the right. The wood has a natural grain and a smooth finish. 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 paved path. The path is flanked by a dense, green hedge. The background is slightly blurred, suggesting a shallow depth of field. The overall scene is bright and natural.

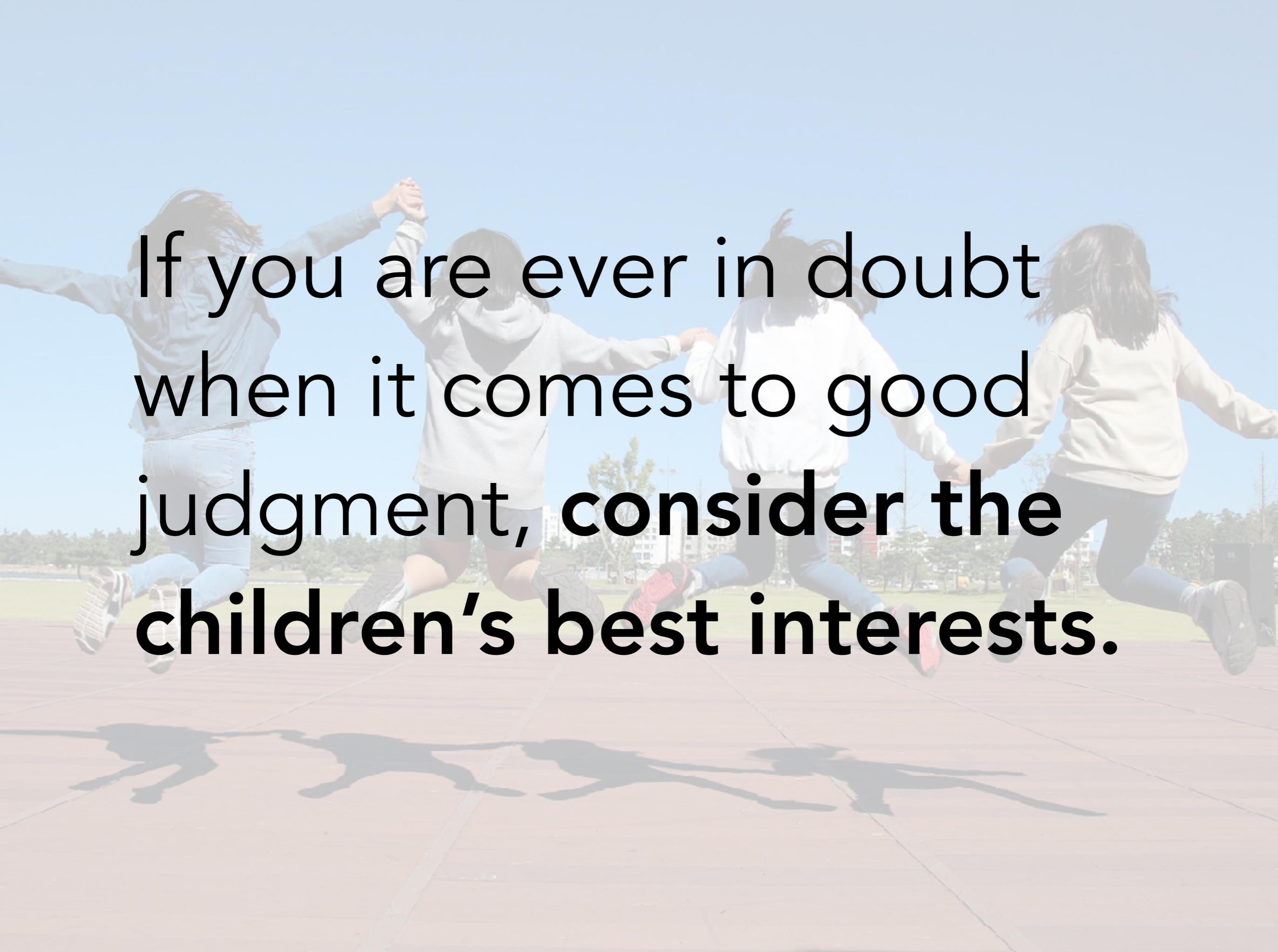
This will help them to **make the best decisions** when things don't line up with **our mission and purpose.**



**Reading and understanding
our policies and procedures
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 track is bordered by green grass.

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

A photograph of four children running on a track, holding hands in a line. They are wearing light-colored hoodies and dark pants. The background shows a clear blue sky and some trees in the distance. The text is overlaid on the image in a large, black, sans-serif font.

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

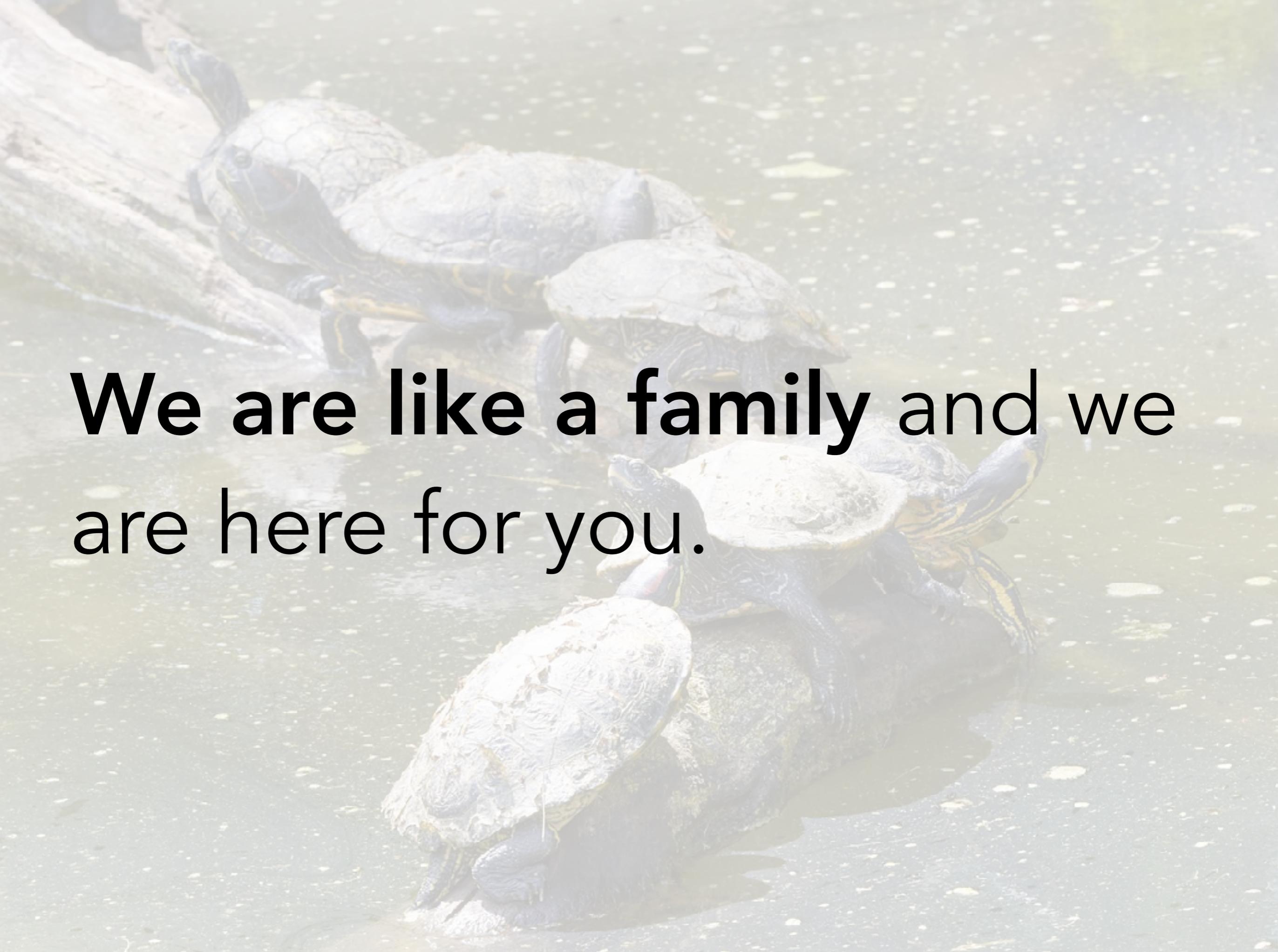


Because...

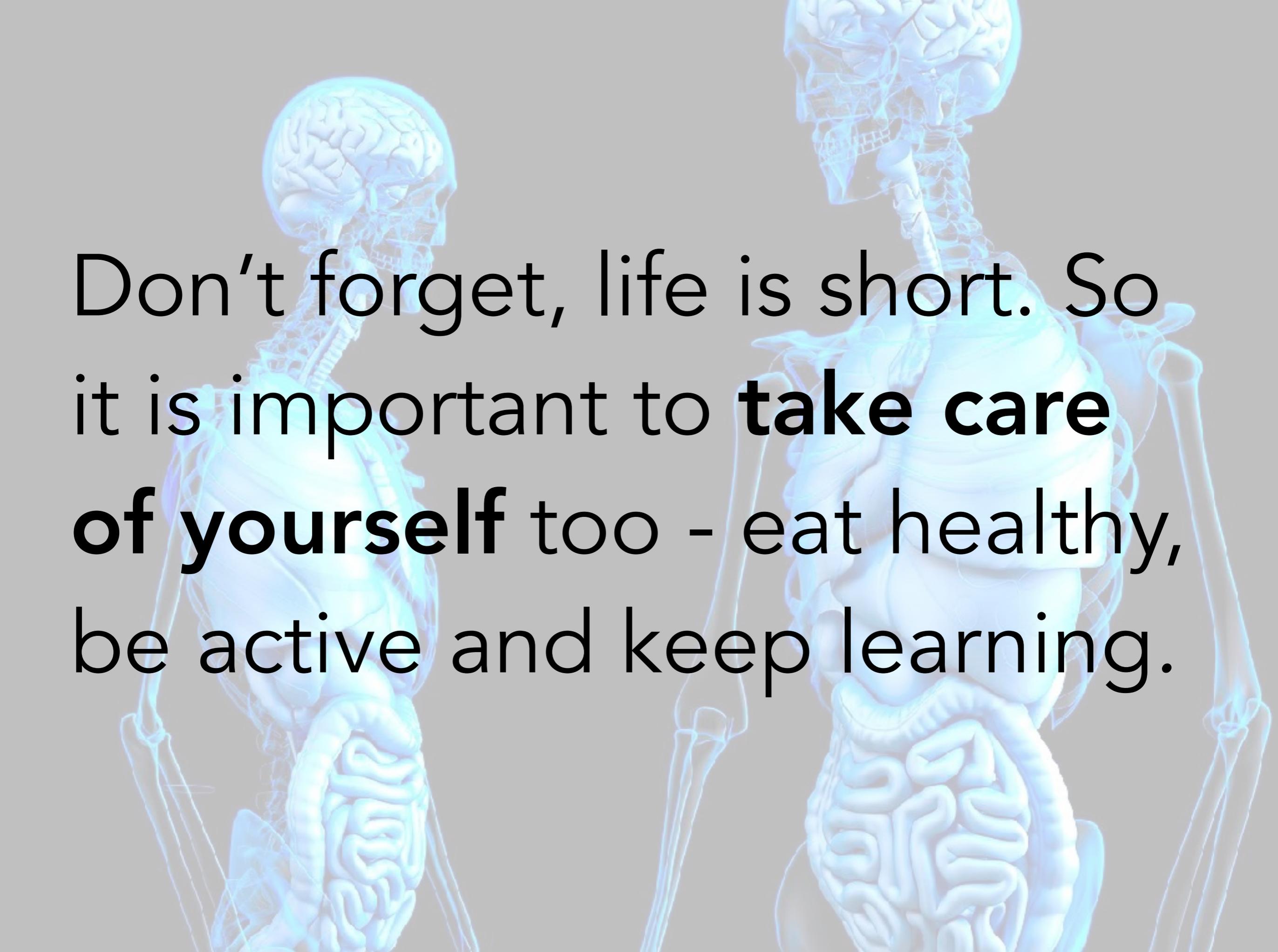
Child > Team > Individual

We are in this **together!**



A group of several turtles, likely pond turtles, are gathered on a large, weathered log in a shallow pond. The water is calm and reflects the surrounding environment. The turtles are of various sizes and are positioned along the length of the log. The overall scene is peaceful and natural.

**We are like 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 launch pad, ascending into a blue sky filled with white and orange-tinted clouds. The shuttle is white with a large orange external tank and two white boosters. The launch pad is visible at the bottom of the frame, with various structures and a green field in the foreground.

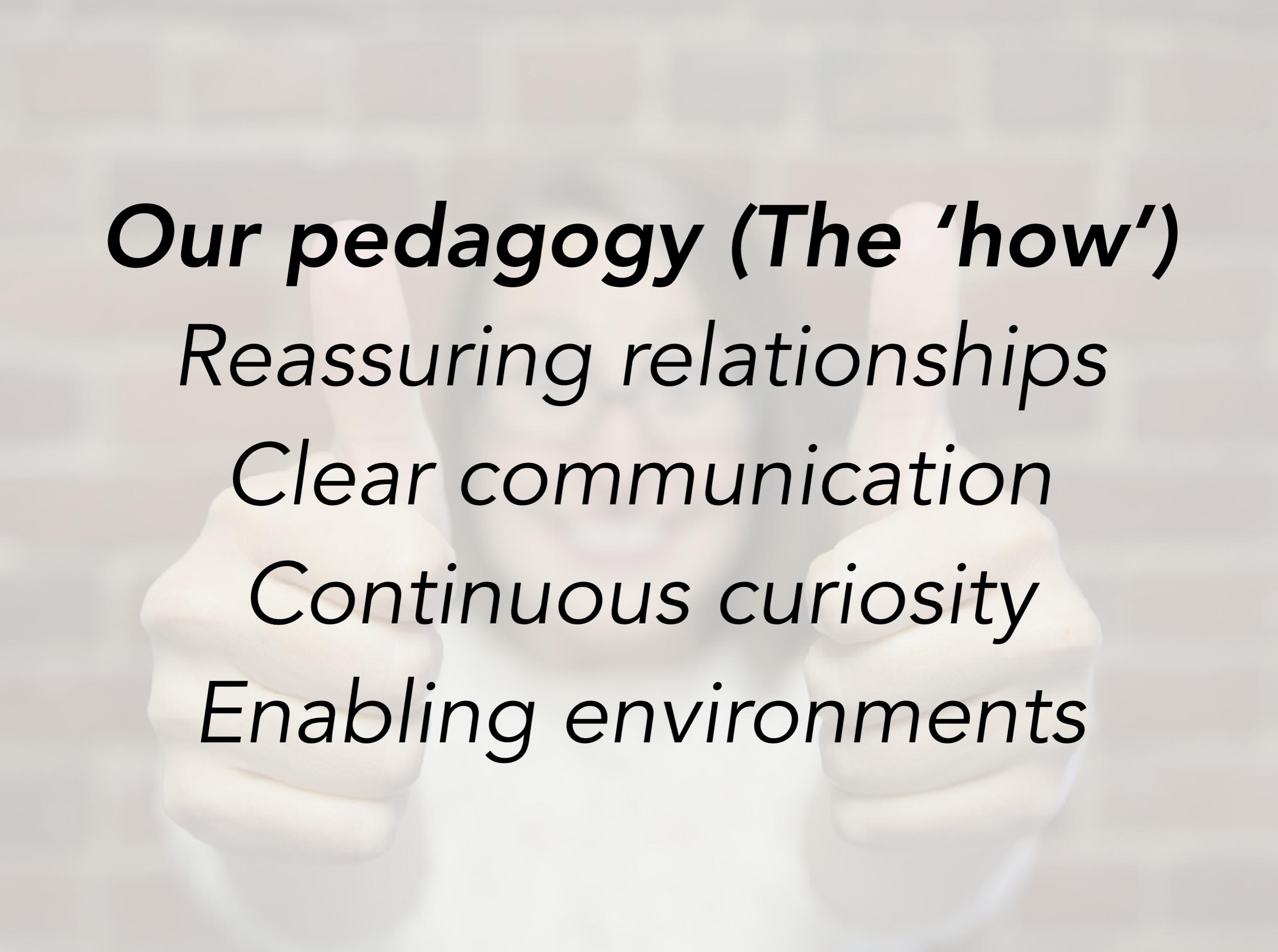
Our mission

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.*



A background image showing several hands of different skin tones reaching up to hold a globe. The hands are positioned around the globe, with some fingers pointing towards it. The overall tone is light and positive, suggesting global unity and support.

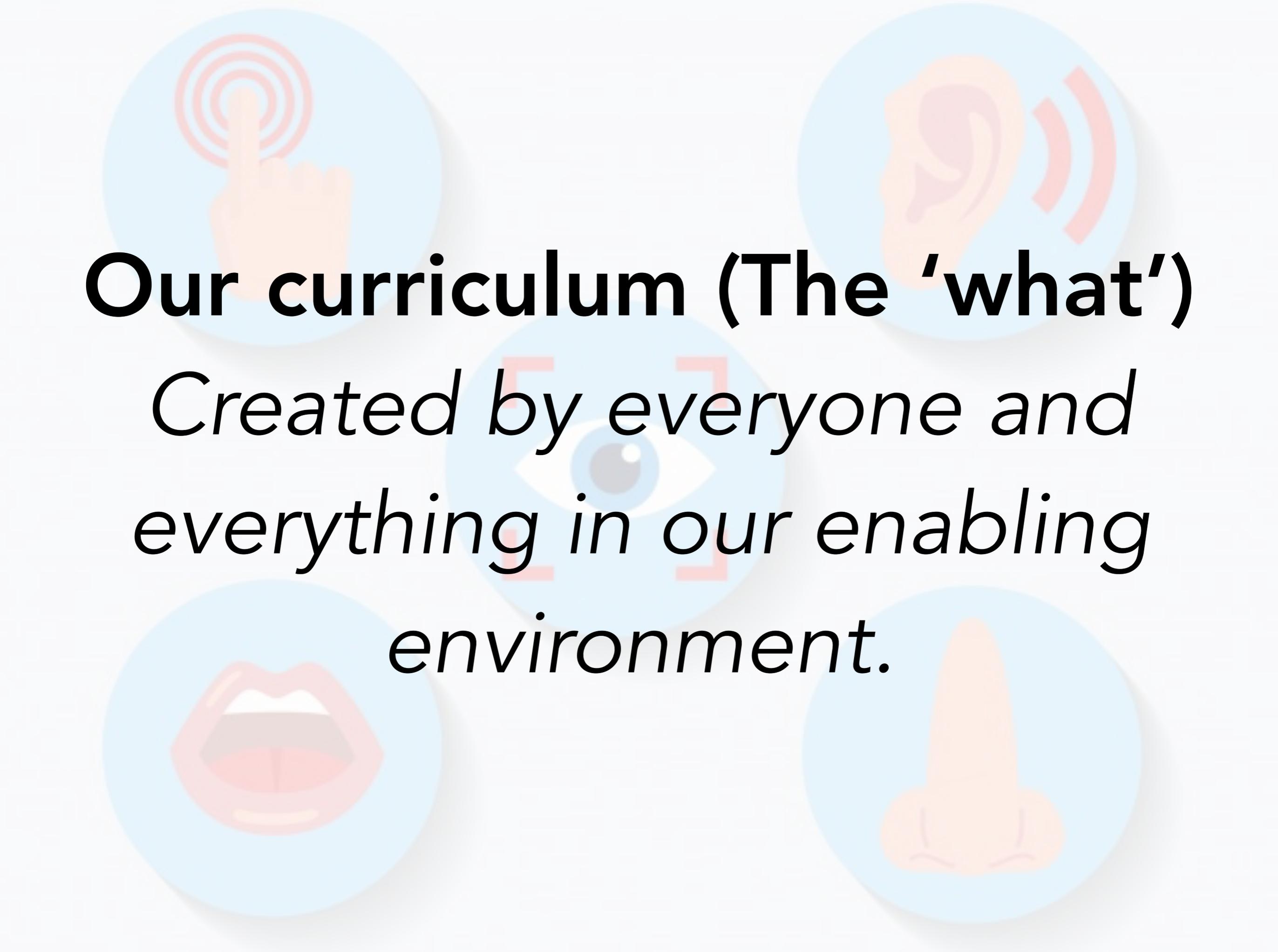
Our pedagogy (The 'how')

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.*