



Inclusion for everyone

Working inclusively at Goodstart



INCLUSION IN ACTION

Aboriginal and Torres Strait Islander Community of Practice

Building relationships, community connections, and environments that provide a strong sense of belonging are key to engaging greater participation of Aboriginal and Torres Strait Islander educators at Goodstart.

Goodstart is delivering on our commitment to strengthen the diversity of our workforce through our Aboriginal and Torres Strait Islander Community of Practice (CoP).

Our CoP Approach

Bringing together a group of centres, we harness their knowledge, experience and insights to collaborate on innovative and locally based initiatives to strengthen our cultural safety, create a greater sense of belonging to encourage indigenous families and children into our Centres, and increase employment opportunities for Aboriginal and Torres Strait Islander People.

Centres participating in the CoP engage in five modules and move through three

targeted phases of the program over a two-year period. Each module is focused on deepening individual knowledge to build culturally safe spaces and practice, establish genuine community relationships and welcome First Australians to the Goodstart team. Through sharing knowledge and mentoring another Centre as a "buddy" Centre, CoP Centres transfer this learning and grow organisational capability more broadly.

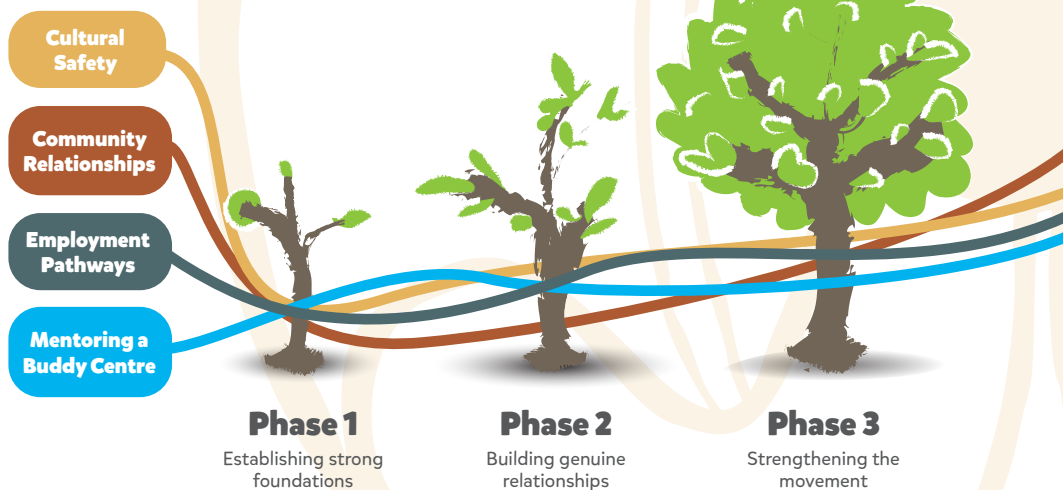
Learning gained during the CoP is nurtured by immersion in Indigenous practice, guidance from Aboriginal and Torres Strait Islander Elders and experts, and through shared learning and collaboration with colleagues.



Program Structure

During the CoP, centres develop specific plans unique to their local community and centre circumstance with all plans underpinned by four key objectives:

- Strengthening cultural safety
- Building strong community connections and relationships
- Establishing employment pathways
- Growing organisation cultural capability through mentoring other Centre teams.



“ We have been a part of the CoP since 2018 and since then we have been able to develop both professionally and personally. Our confidence in teaching Aboriginal and Torres Strait Islander perspectives has allowed our staff and children to learn authentically through play-based and investigative experiences. We have also been able to make connections with our local community, allow staff, children and families to feel more comfortable within their environments and welcome more Aboriginal and Torres Strait Islander children and staff”

Cherena Terrell, Goodstart Kanimbla

Our Vision

is for Australia's children to have the best possible start in life.

Our Purpose

is to ensure children have the learning, development and wellbeing outcomes they need for school and life.



With this symbol we recognise and celebrate our Goodstart Educators providing quality early learning and care for children in our centres every day.

