

Connected Beginnings – Activity Work Plan

Site	Early Years Initiatives – Bidyadanga, Central Great Southern & Armadale West
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ACTIVITY DETAILS

This Activity Work Plan covers the following period	Activity Work Plan Start Date 1 st July 2021	Activity Work Plan End Date 30 th June 2024
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Activity Focus
Engagement, governance and Community Planning

Geography, and geographical location of services

Early Years Initiative: priority communities location



Context: To improve the preparation of all children with a special culturally safe and secure approach to supporting Indigenous children for the transition to school through integrated and responsive early childhood service delivery.

Challenge: Despite significant government funding, the developmental status of children in WA communities with socio-economic disadvantage has improved only marginally in recent years. Poor service coordination and duplication within low socio-economic communities can make it difficult to improve outcomes.

Opportunity: The partnership between Connected Beginnings and the Early Years Initiative is to design, test, prototype and evaluate community led place-based initiatives, using a collective impact framework across/ within four low socio-economic communities.

Early Years Initiative: overview of remote priority communities

Bidyadanga



AEDC-vulnerable
on one domain
(2015)



Total
population **750**

To be
confirmed

To be
confirmed

Potential Partners

Bidyadanga Aboriginal Community
La Grange Incorporated,
other Government agencies



Potential to link with the Commonwealth
through Connected Beginnings.
The Bidyadanga Aboriginal Community
La Grange corporation has started
discussions with local government
agencies regarding the need to address
family vulnerability.

Central Great Southern



AEDC-vulnerable
on one domain
(2015)



Total
population **4,559**

288
6.3%
of population
aged 0 - 4
23
ATSI

115
single
mother
families
ABS (2016)

Potential Partners

EYN, LGA, NGO



Funds to build a CPC.
Strong local government support.
Communities for Children site.

Derby²



AEDC-vulnerable
on one domain
(2015)



Total
population **3,325**

275
8.2%
of population
aged 0 - 4
153
ATSI

138
single
mother
families
ABS (2016)

Potential Partners

Aboriginal Corporations, CPC,
Derby District High School,
EYN, LGA, NGO

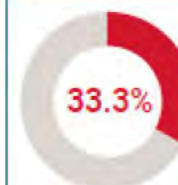


Since 2011, ongoing commitment to
early years

S 47F(1)

² Derby including Mowamba and Pandanus Park

Armadale West



AEDC-vulnerable
on one domain
(2015)



Total
population **10,270**

1,067
10.4%
of population
aged 0 - 4
63
ATSI

392
single
mother
families
ABS (2016)

Potential Partners

Armadale EYN Challis Primary School,
CPC, NGO



Rapidly growing.
Strong community leadership and early
years/parenting services provided by
Challis Primary School.
Limited services.
Communities for Children site.

Acronyms

AEDC Australian Early Development Census
ATSI Aboriginal and Torres Strait Islander
CPC Child and Parent Centre

EYN Early Years Network
LGA Local Government Authority
NGO Non Government Organisation

Community Infrastructure

Health - includes hospital,
medical centre, Aboriginal
health service

Education -
schools

Training -
TAFE

Early years activities -
includes playgroup, childcare
centre, child and parent centre

Multi-purpose
police station

Community Centre -
includes community resource
centre, family centre

Synopsis	<u>Bidyadanga Community</u> Aboriginal Community (La Grange) located on the Kimberley coast in Western Australia. The recognised traditional owners of the land are the Karajarri people, and is home to Karajarri, Juwalinny, Mangala, Nyungamarta and Yulpartja language groups. Bidyadanga is located 180 miles south of Broome, and is the largest Aboriginal community in Western Australia	<u>Central Great Southern</u> The regional EYI site lies in Western Australia's south east, on the traditional country of the Kaniyang and Goreng peoples. The site boundary incorporates the Shires of Katanning, Broomehill-Tambellup, Konjonup and Gwnowangerup. The area includes a number of small regional towns, including Katanning which is the most ethnically diverse regional centre in WA. The economy of the area is primarily driven by crop growing, and livestock and dairy farming.		<u>Armadale West</u> The metropolitan EYI site is located in the Armadale area of Perth's south east, on the traditional country of Wadjuk Noongar people. It's boundary incorporates the school catchment areas of Challis Community, Willandra and Nerrigen Brook Primary Schools.
SEIFA - IRSD	Bottom 10%	Between bottom 20-405		Bottom 29%
ARIA+ Classification	Very remote	Outer regional with some remote		Major city
Low Income H/H	60%	25%		23%
Unemployment	50%	5%		11%

The principles of Collective Impact that are to be incorporated into your Activity Work Plan are:

1. **Container for Change** – The culture strongly held to deliver the results and the governance structure to monitor performance
2. **Community Mobilisation** – Community gathered and verified stories about its hopes and dreams and processes to hear all the voices, in turn creating a movement where everyone involved takes responsibility for the results.
3. **High leverage action** – Joined up, evidence-based and, at times, innovative responses to create early signs of success and long-term sustainable actions delivering results.
4. **Strategic Learning** – Structured and continuous reflection on data and information exchange to inform strategy
5. **Capacity Building** – Across all systems and contributors, and deep within community, grow skills in leadership, governance, collaboration, communications and data literacy
6. **Sustainability** – From the outset, the initiative needs to build in sustainability measures to ensure human, physical and financial capital are in place for the long-term effort. The work of intergenerational change is long-term and requires each of us to hold the role of custodian for future generations

Collective Impact Principle	Deliverables (Planned Activities and Engagement)	Timeframe	Goal/Outcome
1	Initiative & partnership socialisation Community Consultations and communication with local working groups, key local stakeholders. (all three sites) community forums and one on one meetings with key stakeholders, community leadership and community. Project plan, resource mapping and proposal workshop	July – Dec 2021	Local working group/ governance structure in place. Stakeholder Analysis and management plans Community engagement plans and communication strategy

Collective Impact Principle	Deliverables (Planned Activities and Engagement)	Timeframe	Goal/Outcome
	Hosting organisation – discussion and explorations. Contract negotiations (Bidyadanga & CGS) Project Cultural Framework and Principals workshop	Jan – Mar 2022	Agreement signed and CB Team appointed (CSG and Bidyadanga) Cultural Framework adopted and endorsed
1 & 5	Project teams EYI Central team recruited Immersion workshops with the board and extended implementation group and partners. Local Governance teams/ committees Local project teams recruitment and induction Capacity building of the local project teams and Community Local System integration and collaboration - Platforms training (MCRI) - Data management (TKI) - Human centred design & co design training First 1000 Days – building awareness of the importance of ECCD - Promotional events and material - Training and education on Brain Development (WAARDI BBB, TED Molly, Core Story)	Oct – Dec 2021 Oct – Dec 2021 Jan – June 2022 On going	Project Director in place Local Coordinators in place 2022 Operational and implementation plan Common understanding and learning platform. Schedule of events and training

Collective Impact Principle	Deliverables (Planned Activities and Engagement)	Timeframe	Goal/Outcome
4	Data and project Situational analysis (Bidyadanga and CGS) • Base line data collection, analysis and organising • Service mapping • System mapping and policy analysis Data and project Situational analysis (Armadale West) • Base line data collection, analysis and organising • Service mapping • System mapping and policy analysis	July to December 2021 Jan to Mar 2022	Community dash boards Service mapped for 2 communities System analysis report Community dash boards Service mapped for Armadale West System analysis report
3 & 5	Research and Evaluation (Eval Ops Plan- Attached) Theory of Change Refresh workshop Program Logic Refresh workshop Community Research capacity building Community base line and impact study - Project data analysis and interpretation Qualitative data collection and analysis	July to December 2021 Jan – June 2022 & ongoing Annually Annually	Research and Evaluation Framework and Evaluation ops plan 1st Evaluation report Sept 2021 revised Evaluation Road map for 2022 EYI Processes report Pool of community based researchers EYI Evaluation report (Sept)
1	EYI board and Implementation Working Group (IWG) • Fortnightly Project meetings (IWG) • Board meetings and out of session work • Annual Joint community planning workshops and sharing	5 per year Annual and on going	Board activated, motivated and actioning systems challenges. IWG activity workplan CEYI community of practice Positive feedback from community groups

Collective Impact Principle	Deliverables (Planned Activities and Engagement)	Timeframe	Goal/Outcome
5	Community planning - Priority and focus areas setting - Priority and focus Action planning – Workplan Systems road block register implemented and maintained Execution of the community plan by local working groups	Oct 2021– Mar 2022 Ongoing Ongoing	Community plans for children endorsed by board Systems navigation support provided to community Working model for EYI/ CB is in Place Strategic Policy actions
2	Community mobilisation Annual Community promotion and awareness activity planning • Community, parent/ carers and leadership education / promotion on importance F1000 days & brain story • Local family and household surveys • 100 day projects – 2 yo health checks Community feedback surveys and case studies	On going Annual Annual	Annual schedule of events executed with strong community participation Increase in community perceptions and awareness of the early years Improved Community pulse and stories of success
4	Community Strategy planning and outcomes framework co design • Lead and base indicator workshops each community • Annual Review • Joint Community Action Plan	Jul -Dec 2022	Whole of community strategy (3 communities) Community Outcomes frameworks refreshed
3 & 5	Service Integration and quality improvements • Regular local governance action based meetings • Community plan implementation	Ongoing	Gradual refinement and improvement of the local ECE systems collaboration and data sharing



Collective Impact Principle	Deliverables (Planned Activities and Engagement)	Timeframe	Goal/Outcome
	Quality suite of services co designing	Ongoing	Increase engagement of children but with special emphasis on Aboriginal and Torres Strait islander children accessing Early childhood learning and development services.
6	Service System Integration and collaboration - Community plan implementation continues - Local Service system integrations – workshop and modelling - Try, test and learn -	Jan – July 23 On going	





**CONNECTED BEGINNINGS -
EDUCATION
GRANT APPLICATION FORM**

(Community Child Care Fund)

Info pack should contain:

- Grant Application form
 - Closing date
 - Lodgment details
 - Policy on late submission
 - Info on approval process (include estimated timeframe for announcement, grant conditions)
 - Statement re false information
 - Appeals process
 - Privacy information
 - Financial and Credentials Information Form **Attachment A**
- Program guidelines
- Grant Agreement template (for information only). *This is the document you will be required to sign if you are invited to enter into a Grant Agreement with the Commonwealth.*
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The Department of Health will be partnering with Education to support health integration initiatives. Further information for the health component will be available soon.

GRANT APPLICATION FORM

Connected Beginnings

Information for applicants

Closing Date

26 March 2021

Applications with all required supporting documentation attached must be submitted to the Department of Education and Training by close of business, 26 March 2021. Applications that do not include all required supporting documents attached, at the time of submission, may not be assessed.

How to lodge & Contacts

To apply for the grant, applicants will need to complete this form and attachments (for example the Financial Viability form) and submit to ececprogrammanagement@dese.gov.au by 26 March 2021.

Contact: s 22(1)

Position: Assistant Director

Phone: s 22(1) **Email:** ececprogrammanagement@dese.gov.au

Note: The Department cannot accept completed applications by post or fax.

Late applications

Applications received after the closing date will not be assessed unless a request for an extension (contact details above) has been approved by the department.

Preparing your application

When preparing your application you should:

- read the information in this application form and the program guidelines;
- complete the Financial Viability form at **Attachment A**;
- address the Selection Criteria in **Part 4**;
- complete the Declaration at **Part 5** and have it signed by someone who is authorised to sign and submit the application on behalf of the organisation;
- complete the Application Checklist at **Part 6** and forward the required supporting documentation;
- lodge the application and supporting documents to ececprogrammanagement@dese.gov.au by the 26 March 2021; and

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- provide copies of documents, unless asked for as originals, as accompanying documents will not usually be returned to applicants.

Please note: Completion of the application form and the related assessment process cannot be interpreted to create any binding obligations between the Department and an applicant until a Grant Funding Agreement (if any) is signed, dated and exchanged by the relevant parties. The agreement lists the conditions which the recipient must agree to in order to receive funding.

Program Guidelines

You must read the program guidelines attached to this form as they contain useful information to complete this application.

Information Use

Please note that the Department of Education and Training may use successful applicants' information, other than personal information that has been provided in the applicants' application, to assist the department to:

- (a) comply with the Australian Government's requirement to publish the names of all funding recipients on the Department's website;
- (b) inform staff negotiating and establishing funding agreements of risks and issues which need to be addressed in the agreement for that program;
- (c) inform future assessments for applications in the same program;
- (d) inform assessments for applications for other program.

You can only apply if you agree to the department using the information (not personal information) you have provided in your application for the purposes listed at (a), (b), (c) and/or (d) above.

I agree



Part 1 Eligibility

This refers to the nominating Lead Agency only

1a Organisation type and financial status

Please put an X in applicable boxes.

Is your organisation

☒	<i>Not for profit</i>
☐	<i>For profit</i>

1b Organisation entity type¹

Please put an X in all applicable boxes.

☐	<i>Incorporated association incorporated under Australian State/Territory legislation</i>
☐	<i>Incorporated cooperative incorporated under Australian State/Territory legislation</i>
☐	<i>Aboriginal and Torres Strait Islander Corporation incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006</i>
☒	<i>Company incorporated under Corporations Act 2001 (Commonwealth of Australia); may be a proprietary company (Limited by shares or by guarantee) or a public company</i>
☐	<i>Public benevolent institutions, churches, universities</i>
☐	<i>State and territory governments</i>
☐	<i>Local governments.</i>

Consortia

The Department will accept applications from an organisation that proposes to lead a project as part of a consortia. Further details regarding consortia arrangements can be found under **Part 2B** on page 7.

¹ Only **Australian legal entities** are eligible to receive funding for the provision of services in Australia.
Grant application form Version 3

Part 2A Grant applicant details – Lead Agency

Legal name of your organisation. This is the legal entity that the Department will enter into a Grant Funding Agreement with. **All further responses within this form must relate to this entity.**

**Company/
organisation
Name:**

The Minderoo Foundation Pty Ltd (ACN 098 198 684) as trustee for The Minderoo Foundation Trust (ABN 24 819 440 618) (Minderoo)

Legal Status:

Registered charity with the Australian Charities and Non-for-profits Commission (ACNC)

ACN²:

ABN³:

Is your organisation registered for GST?

(Questions on GST requirements should be addressed to the Australian Taxation Office.)

X	Yes
	No

Company/organisation address

171-173 Mounts Bay Road, Perth WA 6000

Postal address

Same as above

☐

PO Box 3155 Broadway, Nedlands WA 6009

² Australian Companies Number.

³ Australian Business Number.

Who are the authorised contact people for this grant funding application?

	Preferred contact	Alternative contact
Title		
First name	s 47F(1)	s 47F(1)
Surname	s 47F(1)	s 47F(1)
Position in organisation	Policy and Portfolio Manager	CEO
Telephone number		
Mobile number	s 47F(1)	s 47F(1)
Business email address	s 47F(1)	s 47F(1)

Please provide details of the Chairperson or Secretary of your organisation if this person has not been listed as a contact above.

Chairperson Circle as appropriate	Title	First Name	Surname	Phone number	Business email or address
	s 47F(1)	s 47F(1)	s 47F(1)	Executive Assistant s 47F(1)	Executive Assistant- s 47F(1) s 47F(1)

Please provide aims and objectives of the organisation

Minderoo's intention is to "unrest unfairness and create opportunities to better the world". In the context of the initiative, work upstream to dismantle the cycle of inequitable outcomes for Indigenous children by re-designing the local systems that set all children up to maximize their opportunity for lifelong success.

Scaffolding on local knowledge and existing resources is key. Minderoo believes that the right pre-conditions of a sound service system integration are built on local knowledge of what works, and this is integral to the community's unique rhythm of how business takes place.

Our impact reflects Thrive by Five's vision to "Ensuring every Child Has a Bright Future". We work upstream to dismantle the cycle of inequitable outcomes by re-designing the systems that set all children up to maximize their opportunity for lifelong success.

To overcome silos and improve service quality that will result in improved outcomes and circuit break inter-generational disadvantage by supporting and enabling the community in re-designing the systems that best set up their children for success, optimal health and maximize their opportunities.

To use the lessons and experiences of Challis and other centres of excellence complimented with the latest evidence, best practice to generate new evidence and practice for improved service systems integration so that all children are ready to thrive and be adequately equipped lifelong learning.

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Does your organisation plan to enter into subcontracting arrangements if this application is successful

X	Yes
	No

If yes, provide details of those sub-contracting arrangements involved.

Three communities have been identified with the right pre -conditions for success against the principles of the Connected Beginnings program.

Subcontract arrangements will be determined and informed by the local regional governance committees who will work within the commissioning protocols of the EYI. The regional auspicing body will be identified and selected on advice and recommendations from the local authorising community governance group.

Part 2B Grant applicant details- Consortia

[Only complete this Part if you propose to undertake the project in partnership or in consortium with other organisations.]

Consortium details (including ABN and how consortia will be managed)

The Department requires that the consortium appoint a lead agency (identified in **Part 2A**) who is authorised to deal on behalf of all members of the consortia, and enter into contracts which are binding on them. All consortia members are jointly and severally liable under the Grant Agreement. The lead agency and all intended consortia members are required to complete an individual Financial Viability Form (**Attachment A**). For the purposes of submitting the application all consortium members should be clearly identified in the table below.

Organisation Name	ABN	Legal Entity
TBC		
How will the consortium be managed?		

Current Funding

Does your organisation receive any other Commonwealth-funding?

Program name	Period of funding	Brief Description of Funding
<u>N/A</u>		

Part 3 Financial viability

The lead agency and all intended consortia members are required to complete an individual Financial and Credentials Information form (Financial Viability form at **Attachment A**) and provide all attachments as requested in that form. For further information see section 17 of the Financial and Credentials Information form. (Please ensure that the form is returned in the current excel spreadsheet format)

Part 4 Your Proposal

Please refer to guidelines for detailed program information.

IMPORTANT:

- This is your opportunity to tell us:
 - what the need is, who the players are and how many Indigenous children you will reach
 - about your project
 - how you will deliver the project
 - how you will meet the grant requirements.
- You will be assessed on the information provided against each of the following criteria:
 1. **Describe the need in your proposed catchment area to improve the preparation of Indigenous children for the transition to school through integrated early childhood service delivery.**

Research shows that population-level outcome change for vulnerable children will not result from the implementation of a single program, but rather from a portfolio of approaches tailored to suit the individual needs of communities.

Despite significant government funding, the developmental status of children in WA communities with socio-economic disadvantage has improved only marginally in recent years. Fragmented service coordination and duplication within low socio-economic communities can make it difficult to improve outcomes.

The Early Years Initiative (EYI) in partnership with Connected Beginnings will design, test and evaluate new evidence-based and -informed service delivery, community capacity building and partnership models involving community leaders, all levels of government, researchers, business and philanthropy.

Four low socio-economic communities (one each of Very Remote, Remote, Inner/Outer Regional and metropolitan) have been invited to participate.

2. Early Years Initiative –Partnership Pilot WA Communities

Community	ASGS ¹	Population 0-4 yr old	Population 0-4 yr olds (Indigenous)	Total Population	% of 0-4 yr old	AEDC DV 1 ¹ (2015)
Armadale West - Wungong, Brookdale & Seville Grove	Major City RA1	2,706	198	29,315	9.5%	Varies from 18 to 29% across following SA2
Central Great Southern (Katanning)	Outer Regional	288	23	4,559	6.3%	36.8%
Bidyadanga	Very Remote	66	64	617	10.7%	81.3%

Across the proposed catchment comprising three existing EYI partner communities, 285 Indigenous children aged 0 to 4 years were recorded in the 2016 Census (see Table 1). In addition, Armadale West and the Central Great Southern communities have a high proportion of culturally and linguistically diverse (CaLD) families and children who are currently detached from community services designed to support them and their children's transition to school.

Whilst a universal schedule of child health checks is offered through the Department of Health by child health nurses located in each community, utilisation of this service drops significantly after the 2-month check. Kindergarten for 15 hours per week is available for four-year-olds through schools in each community (and is free in public schools) however attendance rates are sporadic, especially amongst Aboriginal and Culturally and Linguistically Diverse children.

Mechanisms for integration across the support services in each of these rely on the personal initiative and effort of key personnel (many of whom are transient) and are not 'baked-in' features of the service system at this time. The Partnership with Connected Beginnings and EYI will test and evolve a community led placed based collective impact framework building on the rep exiting collaborative Early Years networks that are present in some form in each of the three communities.

Table 1. 2016 Population for EYI partner communities

Partner Community	Indigenous	Overall	Indigenous	Overall
Armadale West	134	1,857	814	19,387
Bidyadanga	64	67	560	617
Central Great Southern	63	604	627	8,495
Total	261	2,528	2,001	28,499

Table 2. Primary schools within EYI partner communities

Armadale West	Bidyadanga	Central Great Southern
Neerigen Brook Primary School	La Grange Remote Community School	Katanning Primary School
Challis Community Primary School		Braeside Primary School
Willandra Primary School		Broomehill Primary School
		Tambellup Primary School
		Gnowangerup District High School (Primary and Secondary)
		Kojonup District High School (Primary and Secondary)
		St Bernard's School (Kojonup)
		St Patrick's School (Katanning)

2. Describe your organisation's proposed project. Address how your organisation will:

- achieve the integration of existing early childhood, maternal and child health and family support services with a school or schools in your proposed catchment area
- increase access and participation of Indigenous children birth to school age, pregnant women and families
- better prepare Indigenous children for the transition to school.

Outline the discussions you have held with the services proposed for integration through this project.

The funding partnership with the Australian government, Connected Beginnings program will design, test and evaluate community led place-based initiatives within three selected low socio-economic communities. This partnership will augment the operational and strategic partnership between Minderoo Foundation, the WA Government, the Australian Government and Telethon Kids Institute (the external research partner) and three selected communities.

The project aims to build on the Foundation's 12 years supporting the evolution of the Challis model. The Challis Integrated school hub meshes a suite of multi-disciplinary services, including Child & Maternal Health, Allied Health Services, Family support, and a suite of early childhood programs including high quality three-year-old program to address barriers to child development. These integrated approaches will reinforce the family and community with the right support and range of culturally responsive activities and programs necessary for a successful transition into school.

The partnership will build on these lessons from the Challis model across the three communities by working with the community working groups to strengthen the development of integrated community roadmap that inbeds seamless collaboration between, education, primary and allied health, family support and a suite of early learning educational activities and programs that are specially designed to better equip Aboriginal parents/ carers and children for successful transition to school.

The strategy for engaging difficult to reach Aboriginal and marginalized families of Indigenous children birth to school age, pregnant women and families will be through employing, training, coaching and mentoring community navigators with existing familiarization and strong connections with the target community. The outreach model is based on the latest evidence and best practice of how to engage with families living with multiple complexity and social challenges.

The Community Navigator role will be the focus of active engagement with marginalized and hard to reach families. The role of the Navigator will vary from community to community but commonly will include:

- Community knowledge brokering – linking into community rhythms and navigating barriers
- Fostering social supports and mobilizing parents and families around the early years.
- Brokering relationships with community leadership, groups and stakeholders
- Contribute to social and community planning and data collection. (Appendix 3)

The project aims to demonstrate scalable improvements to the local early years eco- system with a collaborative, collective impact methodology that will inform the development of a framework to inform and shape other early year's systems across Australia.

This will be underpinned by a collective impact place based framework that is based on the understanding that communities are best placed to identify, develop, and manage solutions to meet their needs and should be supported to make informed community-level decisions. (APPENDIX 1)

1. Grass roots mobilization- To empower parents, carers, community, leadership, service providers and key stakeholders such as health, family support and early childhood education with knowledge of experienced- based brain development in the early years. This will be achieved by integrating a community wide awareness campaign on the importance of brain development in the early years.
2. Capacity Building- The Project will deliver capacity building and develop systems circuit breakers to overcome silos and improve service quality that will result in improved outcomes to address key barriers that lead to inter-generational disadvantage by supporting, In addition, enabling the community in re-designing the systems that best set up their children for success, optimal health, education and maximize their community participation opportunities. .
3. Build on existing assets- To use the lessons and experiences of the Challis model as well as globally adopted evidence and best practice approaches that recognises and builds on the strengths, gifts, talents and resources of individuals, community champions and communities to create strong, inclusive and sustainable communities. Strengthening what already exists.
4. Research and Evaluation- To use and test evidence that will enable reform of the local early childhood system by informing the details of diverse community led place-based designs of scalable new systems that can be tailored to meet local needs and environments.

Methods employed include:

- Evidence-Based Decision Making guided through project research partnership with Telethon Kids institute
- Shared Community Vision – through co-development of community plan
- Community-led Collaborative Action – Data led decision making and issue prioritization
- Co-Investment and Sustainability – Philanthropy, business and government
- Training and Employment – building confidence, capability and capacity of local workforce

EYI has established strong engagement and commenced working alongside three selected communities; the Central Great Southern, Armadale West and Bidyadanga communities. These sites were selected and invited to participate based on strong pre- conditions for success and for their current priority on development of a strong early years eco – system that aim to support vulnerable families and their children to be equipped to transition successfully into school. These criteria were as follows:

- A clear need based on available data including but not limited to a high proportion of Aboriginal and Torres Strait Islander communities.
- Established strong local governance that is seen as legitimate and with an early years focus.

- Some presence of multiple pre-existing collaborations working on service solutions and/or reform programs and/or early years-focused research projects
- Emerging communities with strong leadership and local champions with existing levels of collaboration across health, family support and early childhood programs.

Implementation group – Technical working group comprised of senior stakeholders from Health, Education, Communities and Minderoo Foundation together with community sector organisations and representatives from family/cultural groups

The focus of the Connected Beginnings funding will be guided to support the development and implementation of the community plan. These will include supplementing the local back bone teams, professional development and capacity building training, operational costs and administration support.

3. Describe how your organisation will deliver the project including management of financial, human resources, administrative processes and governance structures.

The Connected Beginnings program will integrate and compliment the 10 year joint venture Early Years Initiative with the WA government, where partner organisations integrate activity, resources, expertise, share governance and champion innovation.

Project Governance (Appendix 2)

The partner organisations will reflect their mutual commitment to the EYI through a Partnership Agreement. A unique project governance board has been established as an independent entity representing the Early Years Initiative partners. The Connected Beginnings contribution will be channeled through the Minderoo Foundation. The Board comprises of an executive independent chair, Senior Executive level representatives from Health, Education and Communities, Minderoo, the Children Commissioner, Independent NGO and a senior experienced independent member (Aboriginal leader)

Project Implementation

The Project Implementation Group (IG) will be established to coordinate the EYI strategy development and implementation. The IG will provide technical and logistical support to each of the Community Working Groups in the development and implementation of their community plans, provision of data and evidence as well as coordinate streamlined communication between local Working Groups and the EYI board.

Community Working Groups

A dedicated Local Working Party will be established in each community to lead the local community strategy, communications and collaboration. This group will be supported by local project coordination and engagement support. Separate contractual agreement/s will be executed as required within and between partner community organisations. Options for local governance will be investigated including the establishment of a new, independent entity (such as a non-government organisation or community trust) governed by a Board and operating with the sole purpose of managing EYI in each of the local participating communities.

Research and Evidence

The Research and Evaluation Advisory Group (EAG) will be established to provide research and evidence advice to communities, partners and other EYI stakeholders as well as conduct the independent evaluation of the project. A dedicated team within Telethon Kids Institute (TKI) has been established to perform this role. TKI will be accountable for its activities to the EYI Board. It will provide an Annual evaluation Plan for approval of the EYI Board and provide regular monitoring and evaluation reports on activity and outcomes against the Evaluation plan.

Financial Management

The Early Years Initiative dedicates one board meeting per year as the business board meeting where contributions for the forthcoming year are agreed. Decisions around actioning use of resource is then made by the EYI board against the agreed contributions. Execution of resource commitments is done by the respective partner agencies within their existing finance and HR systems and processes and each partner records activity against a discrete cost center identifying EYI spend.

The EYI Board will review contributions from the partners each six months and provide a report endorsed by the Independent Chair to partner organisations. If required, the Independent Chairperson will convene a

meeting of the EYI partner organisations to review and reconcile resource contributions and will make arrangements to ensure that partners contribute to EYI as per the agreement.

4. Outline your organisation's ability to meet the grant agreement requirements, particularly in relation to:

- **value for money**
- **philanthropic or non-government support**
- **sustainability in the long term.**

Minderoo Foundation is one of Australasia's modern and largest philanthropies, with \$2 billion committed to a range of domestic and global initiatives. The Minderoo team comprises of over 460 specialist staff including sophisticated HR, IT, legal and Finance systems, and these are supported by thematic business units.

The EYI impact reflects Thrive by Five's vision to "Ensuring every Child Has a Bright Future". The project team will work upstream to dismantle the cycle of inequitable outcomes by re-designing the systems that set all children up to maximize their opportunity for lifelong success.

Building on the Foundation's 12 years supporting the evolution of the Challis model that aims to prevent early disadvantage from becoming an ongoing drag on a person's chances in life. The model meshes together a suite of multi-disciplinary services, including a Child Health Nurse, Allied Health Services and a Community Engagement Worker, and has initiated a high quality three-year-old program to address barriers to child development and reinforce the family and community support necessary to raise thriving kids.

Short and intermediate

The EYI is a \$49.3 million 10 year partnership with the WA government to which Minderoo has committed \$2.3 Million per year over the 10 year period.

Funding and resources to make up the cost will be provided by:

- State Government repurposing existing funding and services.
- Minderoo Foundation through direct community funding and in-kind support.
- Telethon Kids Institute – Research, Evidence and Evaluation through direct funding from Minderoo.
- Connected Beginnings will contribute to the local backbone structures, capacity building/ training, project administration costs and communications.

The stakeholders will endeavour to secure contributions from the Commonwealth Government, other philanthropists, businesses and other funding sources to enhance local community activities.

s 47F(1)

The evaluation Framework has built in rapid cycle reviews with the capability to capture the new evidence generated through the implementation of innovative community led approaches that inform the ideal local system design. In addition, the evaluation framework module has been programmed to calculate the true cost and has capacity to develop robust economic modelling of the proposed new systems that will help inform the ideal local infrastructure resourcing.

Imbedding and sustainability

Redirecting or aligning resources (e.g., people, knowledge, money, etc.) requires shifts in policies and practices across systems. Through the life course of the EYI the IP will work with the community partnerships work to align and allocate resources to what works to improve outcomes and eliminate disparities. The evidence generated through the research and evaluation will also drive policy change at the institutional, local or state level to ensure the sustainability of practices that lead to positive impact.

Proposed activities with milestones for achievement.

Activities	Milestones (goals)	Date
See APPENDIX 5		
Agreement	Contract executed	April- May
Announcement	Communities consulted	July - August
Activity Workplan	Workplan endorsed	September - October

Please note: A full budget will be required to be submitted with the Activity Work Plan, within three months of the execution of the grant.

APPENDIX 1 Strategic Framework

APPENDIX 2 Governance

APPENDIX 3 Community Navigators Paper

APPENDIX 4 Budget (High level and indicative)

APPENDIX 5 Milestones & Deliverables (Draft)

Part 5

Declaration

Please complete the declaration

NOTE:
Applications being submitted **MUST** be signed.

I declare that:

- the information, including financial information, contained in this form is true and accurate;
- I have read the program guidelines;
- I have read, understood and accept the terms and conditions of funding and my organisation will be able to fully comply with those conditions;
- I understand that incomplete applications may **not** be considered;
- If and where any personal details of a third party are included, the third party has been made aware of, and given their permission for, those details to appear in this application;
- I am not aware of any perceived or actual conflict of interest that will arise by submitting this application, (for more information please see page 20 of the program guidelines).
- Describe below any conflicts of interest that have been identified; and
- **If a consortium, this grant application has the support of the consortium entities and has been approved at a duly constituted meeting, and I am authorised to lodge the application on behalf of the consortium.**

Please describe any conflict of interest that may occur from submitting this application:

Nil perceived conflict of Interests

THE PROVISION OF FALSE OR MISLEADING INFORMATION IS A SERIOUS OFFENCE AS IT IS A BREACH OF THE CRIMINAL CODE ACT 1995.

Signature

s 47F(1)

Date

26/03/2021

Name (please PRINT)

s 47F(1)

Position in organisation

Policy and Portfolio Manager

IMPORTANT:

Grant funding agreement

Successful applicants must agree to and sign a Grant Funding Agreement with the Australian Government Department of Education.

Part 6

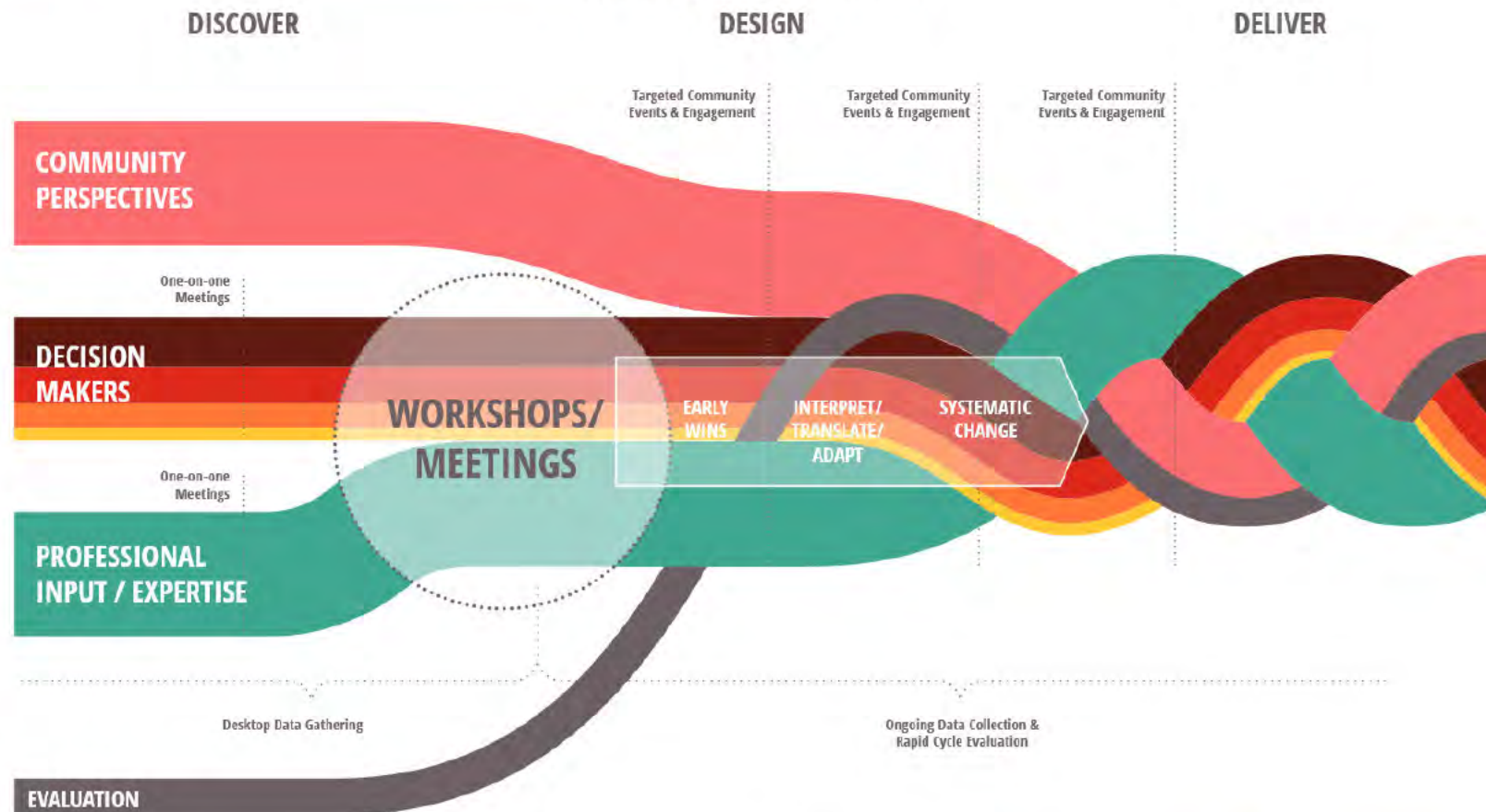
Application checklist

To ensure that your application is complete, use the following checklist.

Part 1 Eligibility	☒
Part 2 Organisation details	☒
Part 3 Financial Viability form completed and included	☐
Part 4 Responses to selection criteria	☒
Part 5 Declaration	☒
Part 6 Application checklist (this part)	☒

Please note: applications that are incomplete and do not have all information attached may not be assessed.

early years INITIATIVE

APPENDIX 1
Strategic Framework

Australian Government
Department of Education,
Skills and Employment

alia

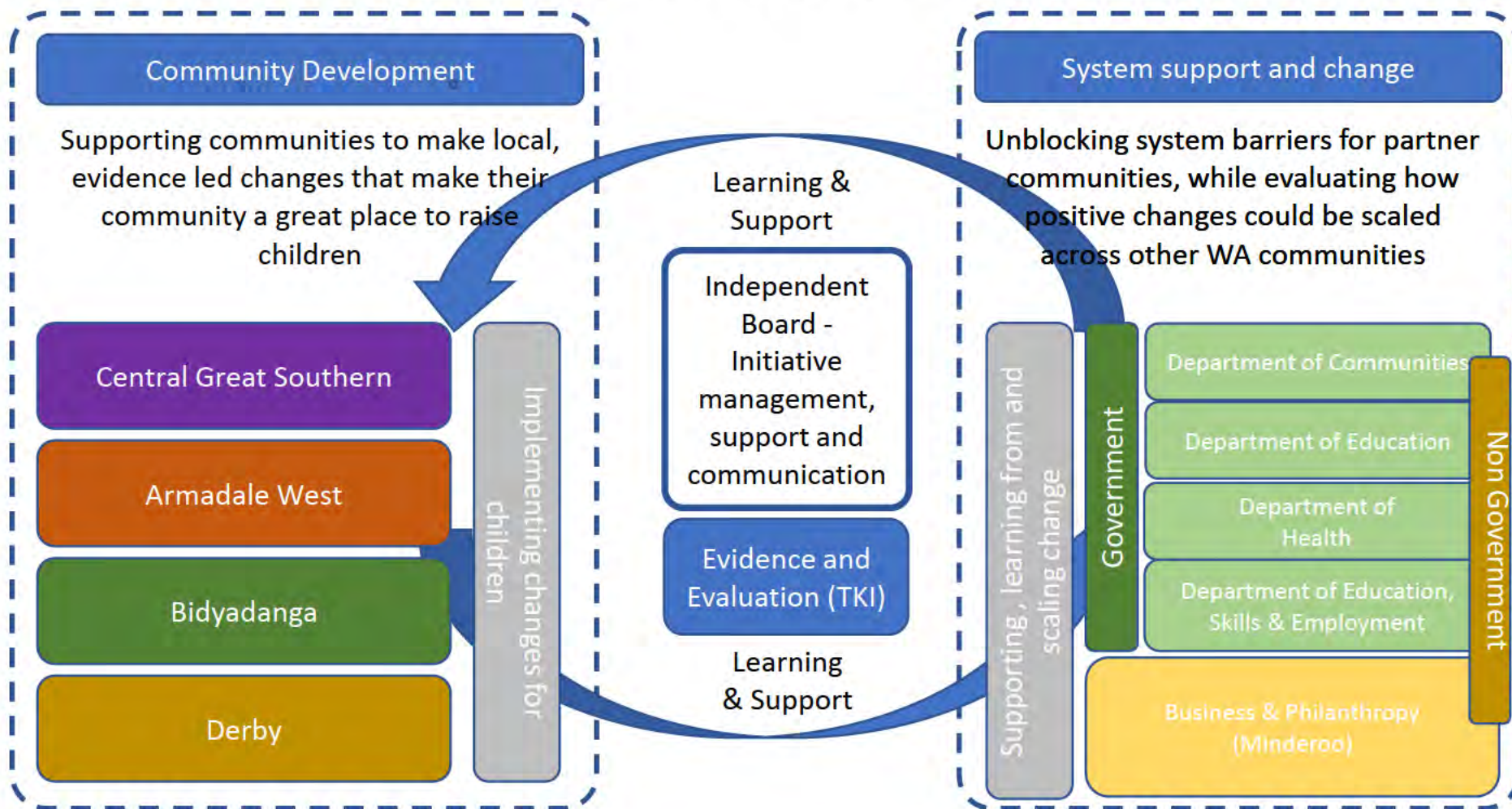


GOVERNMENT OF
WESTERN AUSTRALIA



TELETHON
KIDS
INSTITUTE
Evaluation Partner

The Early Years Initiative is a community development driven, systems change initiative targeting better outcomes for 0-4 year olds



The WA Government and the Minderoo Foundation have entered into a 10 year \$49m Partnership to do things differently and learn how to make a bigger difference in early years development

APPENDIX 1

Early Years Initiative –Governance

1 Background

The Early Years Initiative (EYI) commenced in March 2018. The EYI's objective is to test, pilot and evolve Early Years Placed Based initiatives across four sites over ten years and to generate new evidence of how to successfully design and implement place-based strategies that involve seamless collaboration and integration of government and community.

2 Governance Arrangements

The key features the governance structure for the Early Years Initiative are described later in this paper and shown in Figure 1 below

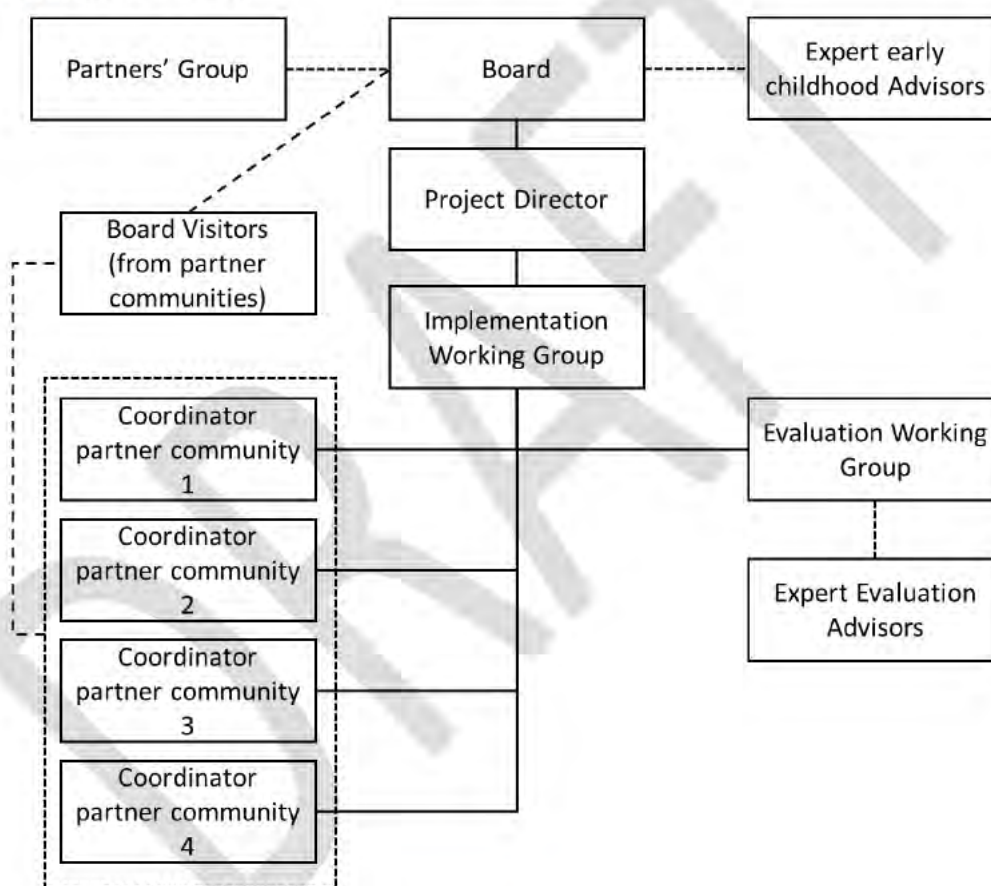


Figure 1 - Overview of Proposed Governance

2.2 Telethon Kids Institute Involvement

The Telethon Kids Institute (TKI) is the evidence and evaluation partner for the Early Years Initiative, its role is outlined below:

- **Evaluation:** Determine if EYI is meeting its aims and objectives;
- **Monitoring and reporting:** Provide independent progress reports to partners, the community and the EYI Board;
- **Expert Advice:** Provide evidence-based advice to the community working groups and the EYI Board on programs, interventions and approaches that will lead to improvements in child development and learning; and
- **Rapid Cycle review:** Work with service providers and community members to rapidly assess the new interventions and ways of working and communicate these to other EYI stakeholders.

2.3 Board

The Early Years Initiative is in the process of moving towards the board Structure outlined below. Sue Ash AO is currently acting as executive Chair, Tonya McCusker has stepped down from the board and the board is in the process of inviting Matthew Cox to join as an expert in community development through his work on Logan Together in Queensland.

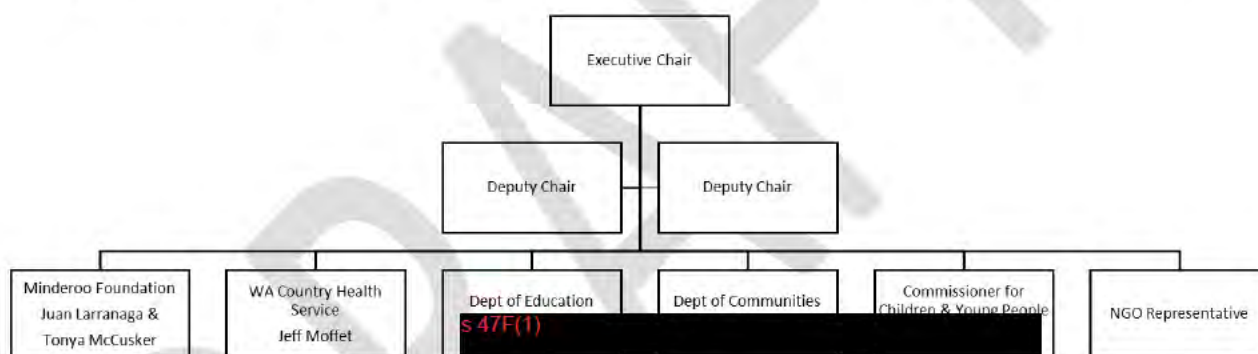


Figure 2 - Proposed New Board Composition

Board Composition Includes:

- An Executive Chair;
- (A) Deputy Chair/s;
- Representatives of State Government agencies (Health, Education and Communities);
- Representatives of the Minderoo Foundation;
- Other independent members the Board invites/appoints from time to time; and
- A representative of the NGO sector.

The Board's functions is:

- To oversee the design, implementation and roll out of the individual community plans and ensure their consistency with the EYI's objectives;
- To respond to partner community initiatives;
- To resolve intractable issues that arise from the various partner community sites;
- To monitor progress of the community plans against the EYI's objectives;
- To approve and authorise requests; and

- To, as a matter priority, establish and agree on a consistent approach to manage and acquit the EYI budget.

It is proposed that the Board be provided with, and supported by, a small secretariat, and that the Executive Chair will be remunerated at an agreed level.

2.4 Expert Advisors

Expert Advisors are approached as required to provide advice to the Board. They could include Aboriginal leaders, TKI, and NGOs such as Playgroup WA and Good Start Early Learning.

2.5 Method of Operations

The EYI is / will be led in community by local governance groups (working parties). These initial governance groups mirror the diversity of stakeholders to identify and promote small but meaningful and easily implementable initiatives and/or activities to mobilise community and promote the objectives of the EYI. The local governance groups should be offered data to assist them to understand their community needs and define the current situation for their children. They are offered briefings about possible approaches and solutions including service redesign and or new initiatives or approaches and are supported by the board and implementation group to deliver those approaches.

2.7 Implementation Group

This group would support the local governance groups with the establishment and implementation of community activities and initiatives. This proceeds in parallel with the development of the community plans and plans are treated as evolving and iterative.

It is important that community plan development is led by the partner communities with the support and collaboration of partners, State Government agencies and service providers through the Implementation Group.

The Implementation Group Roles are:

- To support the community governance group in the creation of the local initiative;
- To supply data/respond to data requests;
- To support with mentoring and coaching;
- To support the design, refinement and implementation of the community plan;
- To supply evidence and service response suggestions including options for new services;
- To respond to information requests about new initiatives and service challenges;
- To coordinate government service agencies in responding to community priorities;
- To escalate service system challenges to the Board for resolution;
- To support monitoring and evaluation of the implementation of the community plans; and
- To share information with and between communities of what works.

EXPENDITURE ITEM		
Year 1		
Year 2		
Staff Salaries		
Senior Project Manager (# FTE)		
CB Project Manager (# FTE)	Supplied by EYI	Supplied by EYI
CB Senior Development Facilitator – Governance (# FTE)		
CB Outreach Facilitators (# FTE)	\$ s 47F(1)	
CB Early Childhood Development Advisor (# FTE)		
CB Admin Assistant (# FTE)	\$	
Sub total (# FTE)	\$	
Staff Benefits (# FTE)		
Continuous Service Benefit (# FTE)		
Additional Allowances (# FTE)		
Sub total	0	
Office Rent	\$ s 47F(1), 47G(1)	
Office Costs	\$	
Mobile Phones	\$	
GPSi Safety Devices		
Sub total	\$	
Community Expos	\$ s 47F(1), 47G(1)	
Community Training & Capacity Building	\$	
Staff Training		
Family Engagement Resources		
Community Engagement & Workshop Events		
Study Visit - Interstate		
Referral Software		
Sub total	\$	
Professional Development for Staff		
Sub total		
Collective Impact Support		
Assessment		

Sub total		0	
Vehicle	\$	s 47F(1), 47G(1)	
Airfares & Interstate Travel			
Sub total	\$		
Administration	\$		
Sub total	\$		
Total expenditure (excluding GST)	\$		
GST	\$		
Total expenditure (including GST)	\$	983,274.55	\$ 983,536.36

APPENDIX 3	
CONNECTED BEGINNINGS	
Year 3	TOTAL COST (GST EXCL)
Supplied by EYI	
\$	s 47F(1), 47G(1)
\$	
\$	
\$	s 47F(1), 47G(1)
\$	
\$	
\$	
\$	

\$	s 47F(1), 47G(1)	
\$		
\$		
\$		
\$		
\$	983,536.36	\$ 2,956,892.73

Comments

No CPI has been included

EYI allocated positions 3FTE funded by WA Govt

Connectors 1.5 FTE per community = 4.5FTE

Project Support - 1 FTE per community = 3FTE

Total 7.5 FTE

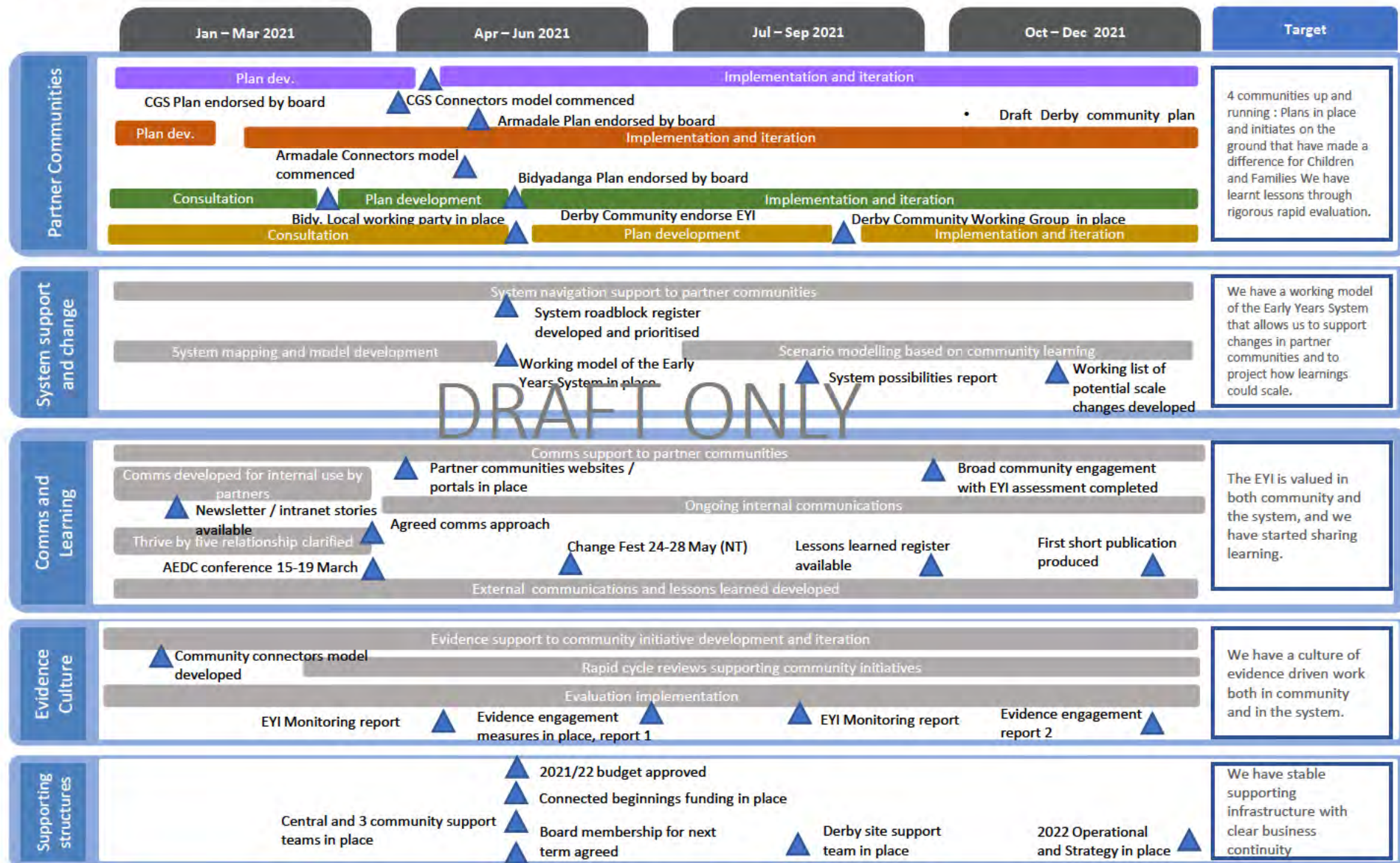
Rough guess - need to consider what this might cost
Laptop purchases in first year. Reminder Internet and Mobile
plan

Need to see if we need support in each community to back up
TKI for the non ethics local data

Need to check what a fully maintained lease costs

EYI Roadmap 2021

Document 6



KEY

Central Great Southern

Armada West

Bidyadanga

Derby

Central / System

▲ = Milestone

Page 37

EYI Roadmap 2021

Stream	Jan-Mar	Apr – Jun	Jul – Sep	Oct - Dec
Partner Communities	• Micro spend projects in CGS • Dental Service model drafted for CGS • CGS Plan Drafted • Armadale Plan Drafted • Bidyadanga Working Party in Place • Discussions commenced with 4th Partner Community	• CGS Plan Endorsed by Board • Armadale Plan endorsed by board • Bidyadanga Plan endorsed by board • Initiatives on the ground in Armadale and Central Great Southern • Derby site agreed to participate.	• Initiatives on the ground in Bidyadanga • Derby & EYI first planning workshop	• Initiatives on the ground in fourth community • Draft Derby community plan endorsed by board
System support and Change	• System navigation support to Partner Communities • Information sharing in Armadale	• Connected beginnings relationship and funding finalised • Early Years System working model in place • Roadblock register in place	• System possibilities report • Connected Beginnings contract executed	• Working list of potential scale changes established
Communications & Learning	• Comms Strategy updated • Newsletter & Internal Stories Developed	• Partner Communities Web Portals in Place • Change Fest Participation	• Lessons Learned register live • Assessment of wide community engagement in the EYI	• First short publication on learnings
Evidence Culture	• Community connectors model evidence support provided	• EYI Monitoring Report • Evidence engagement measures in place with report 1	• EYI Monitoring Report	• Evidence Engagement report 2
Supporting Structures	• Budget Drafted • CGS Support team in place	• Budget Endorsed • Central Support team finalised • Armadale & Bidyadanga support teams in place • Next term of board members appointed	• Fourth Partner Community support team in place	• Draft Revised 2022 Operational and Implementation plan • Updated CB Annual workplan Page 38



Connected Beginnings – Community Action Plan (CAP) & Progress Report Template

Site	Armadale West	
Backbone Team: City of Armadale – Champion Centre		
Health Partner Team: WA County Health		
Community Action Plan (CAP) Purpose The CAP is a living document that outlines how each individual CB project will work. Framed under collective impact principles, it outlines the planned activities and engagement within the three-year project and the expected outcome or goal. Each site will develop a CAP according to what their community needs and priorities are. Sites work with community and all stakeholders to provide input/feedback so it is community driven and owned.		
CAP Period Coverage 2022-2027	CAP Last Revised 1 July 2023	Progress Report Period 1 July – 31 December 2024
Vision Statement Delivering the support West Armadale families need to improve their children’s health, wellbeing, and school readiness to achieve better well-being and developmental outcomes for children in Armadale West.		
Priority Areas Priority areas for this reporting period are – Developing a hub (LA3, 15, 16) using Health and Communities Partners along with the CB/FC connection. Developing a marketing campaign for child health checks (LA6). Lead implementation of culturally appropriate program delivery by supporting cultural inclusivity.		
Collective Impact Principles <i>This section defines the Collective Impact principles you may wish to reference within the CAP. You are encouraged to interpret these principles in a way that is localised to your community. You can modify and-re-shape the principles to strengthen your local ways of working (e.g., you may change the principles to be written in-Language).</i> The following principles define the structure for successful implementation of Connected Beginnings under a Collective Impact model:		



1. **Container for Change** (collective of organisations + culturally safe spaces + governance structure) – Commitment around creating change and working together is strongly held in the community. This principle involves bringing together key stakeholders, community, and cultural authority holders in the community to form a culturally safe collective governance body.
2. **Community Mobilisation** (listening and planning with community) – Collectively, the community is excited and there is momentum for change. This principle involves centring community voice, identifying strengths in the community, and supporting community to be the drivers of change.
3. **High Leverage Action** (coordination that changes systems) – All projects and activities have a ripple effect that change systems for the long term. The outcomes of all the work have long-lasting benefits for the whole community. All action is coordinated and carried out alongside community.
4. **Strategic Learning** (learning from the stories, learning from the numbers) – Stories - generated from data, experience, cultural knowledge, and context—are used to drive the work, plan the action, and to measure change. The work is measured against locally relevant and meaningful outcomes.
5. **Confidence Building** (two-way learning) – Communities are the experts; all work should be framed to strengthen their ability to contribute to their communities' outcomes. This principle involves ensuring those best-placed to deliver the work are equipped with the relevant skills, knowledge, and tools to do so.
6. **Sustainability** (long term impacts – system change) –This principle involves everyone working towards lasting, meaningful outcomes in community. The essence of Collective Impact is bringing the whole community together and making change across their environment and systems through processes of self-determination.

Examples have been provided below in *italics*. Please replace with activities relevant to your community. Update activities in your CAP as needed, only complete **Progress Report comments** and Status every 6 months (your Progress Report cycle; refer your Grant Agreement).

Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
Leadership and Cultural Authority					
Maternity Yarning Garden	A culturally safe space for families to use and meet in. A space that can be used for services to provide antenatal,	EYP Engagement Officers involved in community	Container for Change, Sustainability	Ongoing	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
	postnatal and well-being connections to families.	centred design process, EYP Engagement Officers regularly attending for outreach opportunities.			
The Health Team, in collaboration with Armadale Health Service Midwifery Service plan to deliver the Maternity Yarning Garden. It is intended that the space is completed by the end of June 2025. Plans to secure the area by installing a fence and new door were approved by the Hospital in January 2025. Funding pathways to secure additional funding for shade structures, outdoor furniture, and play equipment are being planned in February. Armadale Health Service Midwifery has expressed strong interest in creating a hub at J Block, through building connections and partnering with the Connected Beginnings team, including initiatives aimed at engaging early with teen parents, wrap around service for mothers after they are discharged from hospital.					
Community Engagement					
Marketing campaign with key messages for child health checks	Promoting key messages to families on the importance of 1 and 2 year old health checks	Seeing increase in number of children having health checks. R&F report	Community Mobilisation, Sustainability	1 July 2025	Ongoing
Following initial discussions to pilot a smaller, achievable marketing campaign before scaling up and seeking additional funding, an opportunity to apply for innovation funding emerged. This prompted a revised strategy for the child health check marketing campaign. The updated approach focuses on developing a professional marketing toolbox designed to deliver multiple health messages to families across Armadale through various multimedia platforms.					



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
Service Integration					
TKI Djaalij Waakinj Ear Program & Public Health Immunisation Clinic	Service providers collaborating and forming strategic partnerships to identify and support children who are falling behind in achieving health milestones, with the goal of improving overall statistical outcomes.	Number of children being referred	Community Mobilisation, Confidence Building	Ongoing	Ongoing
These two service providers were introduced during our Welcome Baby to Country event. During their discussion, TKI shared their observation that many of their clients were not up to date with their immunisations. Recognizing the opportunity for collaboration, both providers agreed it would be mutually beneficial to coordinate their efforts by attending the Champion Centre on the same day. This joint approach aims to engage families more effectively and support them in catching up on these critical health milestones.					
Building Service Hub Model	Developing a hub for knowledge and service to families across the 4 CAP domains.	Number of incoming and outgoing referrals to other hubs, Completion of T1 Planner, Participation in CB-FC fortnightly meetings	Container for Change, High Leverage Activities, Confidence Building, Sustainability	Ongoing	Ongoing
CB/FC Collaboration	Service providers collaborating to identify and support children who require referral to relevant services that will address their needs.	Number cross referrals or case consults between CB and FC team members. Participation in CB – FC	Container for Change, Strategic Learning, Confidence Building, Sustainability	Ongoing	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
		fortnightly meetings. CB - FC Coordinated activities/events			
Early Years Education and Health					
Waabiny Danjoo – Aboriginal Specific Playgroup	The ongoing development and expansion of the playgroup have highlighted a growing desire among parents for a stronger connection to culture, as well as support in understanding the importance of child development and navigating the process for addressing suspected developmental concerns. To enhance parental engagement, partnerships have been established with child health organisations, leading to new collaborations with EYP and the Champion Centre and contributing to the development of the hub model. In collaboration with local Elders and Aboriginal cultural organisations, the CB team has designed a revised timetable incorporating a minimum of	Child attendance and continuity of attendance. Number of referrals to service providers.	Community Mobilisation, Strategic Learning, Confidence Building, Sustainability	Ongoing	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
	four cultural sessions per term. These sessions will focus on language, music, and storytelling, ensuring meaningful cultural engagement for families.				
Wanslea – Maaraka Dabakarn.	Wanslea's Maaraka Dabakarn program provides early intervention and support for children under the age of seven who may be experiencing developmental delays or disabilities. With early intervention, it is possible to help children to develop essential skills that allow them to participate in everyday activities alongside their peers. Additionally, the program offers guidance and support to families with an NDIS plan, helping them navigate and optimise their child's plan to ensure they receive the most effective support and services.	Number of attendees. Number of referrals. Log of main areas of concern.	Container for Change, Strategic Learning	Ongoing	Ongoing
Data and Evaluation					



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
<i>Professional Development - Folktales</i>	Using the Folktale portal to gather insights and stories from stakeholders to collect and analyse qualitative data.	Surveys, interviews, feedback	Strategic Learning	Ongoing	Ongoing
Development of Project Plan and Evaluation Document	This document consolidates information from multiple sources into a single, comprehensive resource. Designed as a “create once, use many times” reference, it leverages the RE-AIM framework to guide users through a structured process for measuring success and driving continuous improvement. In addition to supporting evaluation, budgeting, and impact storytelling, the document serves as a key tool for capturing insights that contribute to a broader program-level assessment. The information gathered will inform a higher-level document, providing a holistic view of the collective impact of all actions within the Community Plan.	Number of completed documents, Evidence of reflective practice and improving via the plan-do-study-act cycle.	Sustainability, Strategic Learning, Confidence Building	31 Jan 2025	Completed



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status

Current Team

Please outline the current composition of your team (add rows as required)

Name	Position	Email	Contact Number	Include in Site Catch Up Y/N
Jodie Clarke	Team Lead	JClarke@armadale.wa.gov.au	9394 5820	Y
Kara Mason	Community Engagement Officer	KMason@armadale.wa.gov.au		
Sharon Wilkes	Community Engagement Officer	SWilkes@armadale.wa.gov.au		
Lisa Soden	Development Officer	LSoden@armadale.wa.gov.au		
Are there any updates you would like to provide to the department (i.e. vacancies or plans for recruitment)?				
Enter description here				

Supporting Evidence

Please list relevant supporting evidence (add rows as required)

1. T1 Planner
2. Notes from CB/FC meeting 3rd Dec 2024



3. EYP Project Action Plan

File Submission

- Please email your Annual Report and supporting documents (including Checklist items) to connectedbeginnings@education.gov.au

If files are too large to send via email, please:

- Save the Progress report files in the CB SharePoint in your Site's Reports folder>Progress Report Folder
- Save the supporting documents files in the CB SharePoint in your Site's Reports folder>Supporting Evidence Folder
- Send the documents to DE using the Automate button inside each of the report folders. Detailed instructions available here:
<https://clearhorizonconsulting.sharepoint.com/sites/ConnectedBeginnings/User%20Guides/Forms/AllItems.aspx>

Email DE to confirm submission at connectedbeginnings@education.gov

Connected Beginnings – Community Action Plan (CAP) Template

Site: Central Great Southern

Backbone Team: Badgebup Aboriginal Corporation Connected Beginnings Central Great Southern

Health Partner Team: WA Country Health Service & South-West Aboriginal Medical Service

Community Action Plan (CAP) Purpose

The CAP is a living document that outlines how each individual CB project will work. Framed under collective impact principles, it outlines the planned activities and engagement within the three-year project and the expected outcome or goal. Each site will develop a CAP according to what their community needs and priorities are. Sites work with community and all stakeholders to provide input/feedback so it is community driven and owned.

CAP Period Coverage

1 July 2025 – 31 December 2025

CAP Last Revised

1 January 2025

Vision Statement

What is the purpose of your project? What are the outcomes you are working towards? What does success look like?

Vision Statement

What is the purpose of your project? What are the outcomes you are working towards? What does success look like?

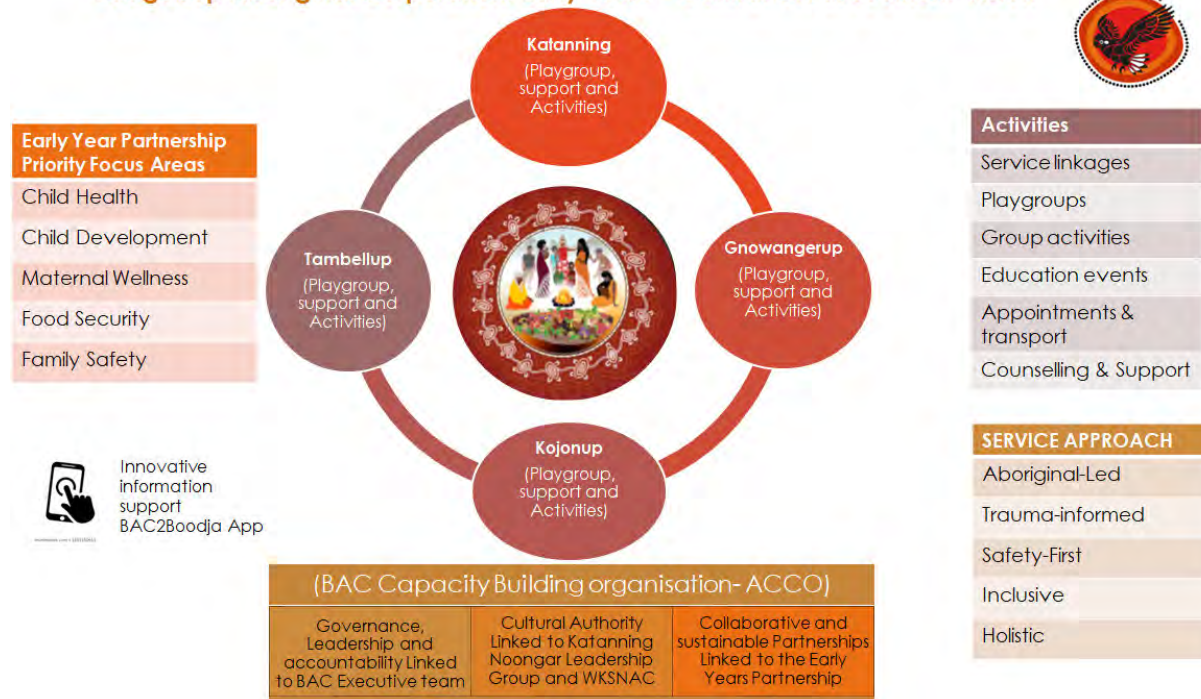
BAC will provide the right cultural support for parents of children 0-4 to access early years services in the local community, as part of the Early Years Partnership (EYP) and Connected Beginnings programs.

As part of the Project, BAC will progress activities in the EYP Community Plan to build local capacity and the capability of the local families and communities to improve the ability and resilience of their children, especially in the transition from early years to the first years of school. BAC will also work with local service providers and stakeholders to connect families to services across health, education, and family support systems in response to their needs.

The Local Community Working/governance group will provide strategic direction and leadership for the Project's Operations. Through these groups, BAC will facilitate through collaborative governance interagency and regional community planning, evaluation, and partnerships – especially focussed on priority needs groups of the region such as Aboriginal and the Culturally and Linguistically Diverse (CaLD) families.

BAC will liaise with the Early Years Partnership (EYP) implementation group in partnership with key community and government agencies on training and capacity building packages, as well as undertaking evidence, research, and evaluation with the support of the Evaluation Partner.

Badgebup Aboriginal Corporation: Early Years – Central Great Southern Vision





Priority Areas

Use this section to summarise the **key priorities** within your CAP. You may wish to define the period coverage for these priorities

Child Health
Child Development
Maternal Wellness
Food Security
Family Safety

Collective Impact Principles

This section defines the Collective Impact principles you may wish to reference within the CAP. You are encouraged to interpret these principles in a way that is localised to your community. You can modify and-re-shape the principles to strengthen your local ways of working (e.g., you may change the principles to be written in-Language). Refer to the Collective Impact Toolkit on SNAICC's [Padlet](#) website for further information.

The following principles define the structure for successful implementation of Connected Beginnings under a Collective Impact model:

1. **Container for Change** (collective of organisations + culturally safe spaces + governance structure) – Commitment around creating change and working together is strongly held in the community. This principle involves bringing together key stakeholders, community, and cultural authority holders in the community to form a culturally safe collective governance body.
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3. **High Leverage Action** (coordination that changes systems) – All projects and activities have a ripple effect that change systems for the long term. The outcomes of all the work have long-lasting benefits for the whole community. All action is coordinated and carried out alongside community.



4. **Strategic Learning** (learning from the stories, learning from the numbers) – Stories - generated from data, experience, cultural knowledge, and context—are used to drive the work, plan the action, and to measure change. The work is measured against locally relevant and meaningful outcomes.
5. **Confidence Building** (two-way learning) – Communities are the experts; all work should be framed to strengthen their ability to contribute to their communities' outcomes. This principle involves ensuring those best-placed to deliver the work are equipped with the relevant skills, knowledge, and tools to do so.
6. **Sustainability** (long term impacts – system change) –This principle involves everyone working towards lasting, meaningful outcomes in community. The essence of Collective Impact is bringing the whole community together and making change across their environment and systems through processes of self-determination.



Examples have been provided below in *italics and highlighted*. Please replace with activities relevant to your community.

Activity	Outcome	Measure	CI Principle(s)	Timeframe
Leadership and Cultural Authority				
Cultural Action Group	A governance group consisting of community Elders, Service Providers, Local Government, State Government, and local Champions guides program delivery.	Member count, meeting frequency, actions completed	1.Container for Change 2. Community Mobilisation 5.Confidence Building 6. Sustainability	Monthly
Cultural Competencies Framework for Frontline workers	Cultural informed decision-making process Strengthening trust between services and community group Group consisting of community elders of each community.	Member count, meeting frequency, actions completed	1.Container for Change 2. Community Mobilisation 5.Confidence Building 6. Sustainability	Monthly
Community Engagement				
Deliver Community Information Sessions and Events below outline individual areas	BAC lead/support information sessions/events on topics relevant to the community. Partner with local organisations	Attendance by community, feedback from community, engagement by services	2.Community Mobilisation 5. Confidence Building	June 2026
National Aboriginal and Torres Strait Islander Children's Day –	Strengthens community participation and Cultural Connections	Community Led, strong attendance. Community voice centred in event design and delivery	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building 6. Sustainability	Completed



Activity	Outcome	Measure	CI Principle(s)	Timeframe
NAIDOC EVENT (Elders Luncheon)	Culturally safe space for families Strengthened relationships between Elders, community, schools, and service providers	Strong attendance elders, families with children Community feedback	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building 6. Sustainability	Completed
Weaving Stories Kojonup, Katanning (CALD, Noongar)	Increase Cultural Understandings and shared learning	Strong attendance, Community feedback and reflections Participation of Elders leading side by side with Facilitator	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building 6. Sustainability	Completed
Maraaka Dabarkan in Katanning -	Providing a culturally safe space with Service Providers	Adjustments to service delivery Follow up referrals	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed
Cultural Group Model Building Workshop	A governance group consisting of community Elders, Service Providers, Local Government, State Government,	Member count, meeting frequency, actions completed	1.Container for Change 2. Community Mobilisation	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe
	and local Champions guides program delivery.		3. High Leverage Action 5.Confidence Building	
Central Great Conference Gnowangerup	Information about early childhood support and referral pathways Respected space for sharing learning & Networking	Strengthening partnership Follow – up engagements / collaboration	2. Community Mobilisation 5.. Confidence Building	Completed
SWAMS Healthy Breakfast Event with BAC Rangers	Providing a culturally safe space with Service Providers	Strong attendance elders, families with children Community feedback	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed
Jinda Maawit Workshop with Carolyn Lewis	Safe Space for reflection, Cultural Healing & Connection	Strong attendance elders, families with children Community feedback	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed
Kempsey NSW BAC Visit	Strengthened relationship Kempsey and CGS site Increase understanding of culturally responsive engagement practices Knowledge sharing	Cross site collaboration plan to share how 2 sites work (SNAICC) Exchange strengthened capability both site valuing community expertise and shared knowledge	1.Container for Change 2. Community Mobilisation	Completed



Activity	Outcome	Measure	CI Principle(s)	Timeframe
			3. High Leverage Action 5.Confidence Building	
Early Years Partnership Board Visit	A more connected early years network across the Central Great Southern region. Reinforced Cultural Safety and local leadership - Greater cultural safety across EYP activities and improved engagement from our families	High governance representative Cultural leader's families, service providers and community involve Feedback	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed
Back to School Pool Week (Katanning – Kojonup, Gnowangerup)	Culturally safe space for families Strengthened relationships between Elders, community, schools, and service providers. Educating community on Tackling smoking	Strengthening partnership Follow – up engagements / collaboration	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed January 2026
Back to School Deadly Healthy Breakfast	Providing a culturally safe space with Service Providers to promote healthy eating	Strengthening partnership Follow – up engagements / collaboration	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed January 2026



Activity	Outcome	Measure	CI Principle(s)	Timeframe
Welcome Baby to Country	Provide culturally safe space for our mothers to welcome their babies and engage with other services providers (maternal health)	Strengthening partnership Follow – up engagements / collaboration	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	March 2026
Harmony Festival	Increase Cultural Understandings and shared learning Inclusive a day of Celebration and Harmony	Stories shared through storytelling, community to connect and share food and life cultural experience	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	March 2026
Women's Healing Day	Provide culturally safe space for women to come together, connect, and focus on healing and wellbeing. The sessions support social, emotional and spiritual healing through culture, shared experiences and connection to community whilst aim to empower women, build strength and resilience, and support personal healing journeys in a respectful and supportive environment.	Strengthening partnership Follow – up engagements / collaboration	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	April 2026



Activity	Outcome	Measure	CI Principle(s)	Timeframe
Service Integration				
SNAICC Conference Brisbane	Strengthening community / sites partnership Sharing Learning and good practise across all sites	Captured stories, insights feedback	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed
Changefest25 Walyalup	Engagement community with service providers, organisation discussions and workshops	Participant reflections, presentation leadership roles, invitation to future events	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	Completed
National Family Safety Summit Perth	Presentations and discussions led by organisation and representatives Summit provides culturally safe space for two-way learning & Knowledge exchange	Case studies, leadership in presentation, invitations to future summit	1.Container for Change 2. Community Mobilisation 3. High Leverage Action 5.Confidence Building	February 2026
Early Years Education and Health				



Activity	Outcome	Measure	CI Principle(s)	Timeframe
Support the delivery ASQ-TRAK training to backbone team and partnering Early Years Services	The backbone team and partnering Early Years Services are aware of the developmental milestones of a child through a cultural lens. Culturally safe, developmental screening allows for timely warm referrals and building the capacity of the parent/caregiver.	Number ASQ-TRAK training session and number of participants	3.High Leverage Actions 2.Community Mobilisation 5.Capacity Building	First session booked 1 March 2026
Data and Evaluation				
Conduct a collection survey	The voice of the community (including parents) is collected to ask the questions that are meaningful to them; and answer them. This ensures the work Connected Beginnings delivers is driven by the priorities of the community and the backbone is accountable to the measures that matter.	Voice survey output, themes that have arisen, number of participants	2.Community Mobilisation 4. Strategic Learning	Ongoing



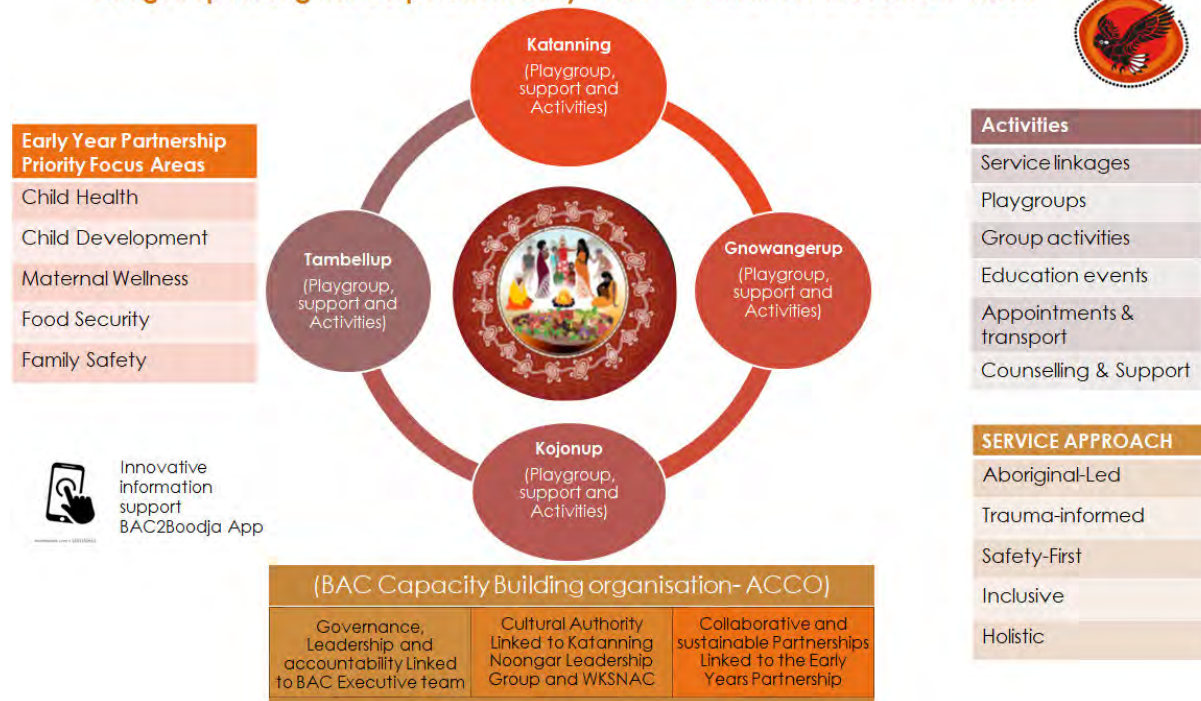
Connected Beginnings – Community Action Plan (CAP) & Progress Report Template		
Site		
Backbone Team: Badgebup Aboriginal Corporation (BAC)		
Health Partner Team: WA Country Health Service & South-West Aboriginal Medical Service (SWAMS)		
Community Action Plan (CAP) Purpose The CAP is a living document that outlines how each individual CB project will work. Framed under collective impact principles, it outlines the planned activities and engagement within the three-year project and the expected outcome or goal. Each site will develop a CAP according to what their community needs and priorities are. Sites work with community and all stakeholders to provide input/feedback so it is community driven and owned.		
CAP Period Coverage <i>The time period that the CAP covers</i>	CAP Last Revised <i>E.g., 1 July 2023</i>	Progress Report Period <i>E.g., 1 Jan – 30 June 2024</i>
Vision Statement <i>What is the purpose of your project?</i> BAC will provide the right cultural support for parents of children 0-4 to access early years services in the local community, as part of the Early Years Partnership (EYP) and Connected Beginnings programs. As part of the Project, BAC will progress activities in the EYP Community Plan to build local capacity and the capability of the local families and communities to improve the ability and resilience of their children, especially in the transition from early years to the first years of school. BAC will also work with local service providers and stakeholders to connect families to services across health, education and family support systems in response to their needs. The Local Community Working/governance group will provide strategic direction and leadership for the Project's Operations. Through these groups, BAC will facilitate through collaborative governance interagency and regional community planning, evaluation, and partnerships – especially focussed on priority needs groups of the region such as Aboriginal and the Culturally and Linguistically Diverse (CaLD) families. BAC will liaise with the Early Years Partnership (EYP) implementation group in partnership with key community and government agencies on training and capacity building packages, as well as undertaking evidence, research, and evaluation with the support of the Evaluation Partner.		



Vision

BAC's vision is to develop an outreach model of community engagement, and a team of Aboriginal and Torres Strait Islander (ATSI) and CaLD Navigators, with strong connections to local families, to deliver the Connected Beginnings program across the Central Great Southern (CGS) Region of WA.

Badgebup Aboriginal Corporation: Early Years – Central Great Southern Vision



What are the outcomes you are working towards?



The CB team will be responsible for:

- *Assisting with the implementation of the CGS Early Years Partnership (EYP) Community Plan 'Koort Boodja Moortabin' in collaboration with the EYP Partners.*
- *Building strong relationships with mainstream service providers, not-for-profit organisations and community leaders, including local government authorities.*
- *Building team capacity through mainstream training programs and personal development to equip them with the tools to deliver frontline support services to families.*
- *Identify any disengaged families in the region and provide them with culturally appropriate support services to ensure they have access to the services they need, and their children are getting their regular health checks.*
- *Capture the journey of the CGS families and children through research and development including: 'Folk Tales', case studies, reports and participation at EYP events.*
- *Demonstrate scalable improvements in the delivery of CB program, to government stakeholders and the EYP partners.*
- *Contribute to evidence informed community led co-design of new EYP programs; and*

Build on local assets, including recognising the life skills of Aboriginal and Torres Strait Islander peoples.

What does success look like?

- An increased awareness of the importance of early childhood development checks to parents/carers and community stakeholders and greater access to local early childhood services and activities in the region.
- Greater collaboration with the EYP key stakeholders to address gaps in service delivery and identify community assets, that can contribute effectively to the implementation of the CGS EYP Community Plan.
- Development of a model of shared governance and leadership with the CGS Aboriginal communities, and community stakeholders to ensure all families are captured in the region.
- Work in collaboration with the EYP Partners: WA Country Health Service (WACHS), Southwest Aboriginal Medical Service (SWAMS), and other service providers in the CGS region to ensure service delivery is continually improved and supported during the lifetime of the EYP and beyond.
- Collaborate with the CGS Local Government Authorities (LGA's) and inform them about the EYP Community Plan "Koort Boodja Moortabin" and priorities areas.
- Collaborate with other Aboriginal Community Controlled Organisations (ACCOS) and groups in the region, including the Katanning Noongar Leadership Group (KNLG) to improve access to services.



- Provide sustainable employment, and upskilling opportunities to the CB team and other ATSI local people living in the CGS region, through access to AQF Certified training at South Regional TAFE.
- Strengthen BAC's capacity as the backbone ACCO in the EYP, through involvement in the co-design, recommendations and implementation of the EYP Community Plan.
- Development of a communication strategy, including upgrade of BAC website, Facebook, Instagram and Twitter to promote the work of the Navigators in the CB Program.

Priority Areas

*Use this section to summarise the **key priorities** within your CAP. You may wish to define the period coverage for these priorities (e.g., the Priority Areas for this reporting period are fully recruiting a backbone team, launching the project in community, and drafting a Terms of Reference for a community Leadership Table as relevant for new sites).*

BAC has a full suite of staff to deliver on the project. BAC has developed an Indigenous-led, trauma-informed, culturally safe outreach model of community engagement to deliver the Connected Beginnings program across the CGS region of WA and engaged an experienced team of Aboriginal and CALD Navigators, who have built trust with our most vulnerable families in the region and understand what is 'changing the landscape' and what EYP looks like in the future.

BAC is guided by the CGS EYP Local Working group, who provides the strategic direction and leadership for the implementation of the CGS EYP Community Plan. There are five priority areas which are: Child Health, Child Development, Family Safety, Maternal Wellbeing and Food Security.

The EYP Governance structure is:

- EYP Board
- Implementation Group
- Local Working Group

The governance also includes the EYP Project Team and the TKI Evidence and Evaluation Partner

See (attached) CGS EYP Community Plan 2023 that identifies the Local and Systems Actions.

Note: The CEO of Badgebup Co-Chairs the Local Working Group for the CGS.



Collective Impact Principles

This section defines the Collective Impact principles you may wish to reference within the CAP. You are encouraged to interpret these principles in a way that is localised to your community. You can modify and-re-shape the principles to strengthen your local ways of working (e.g., you may change the principles to be written in-Language).

The following principles define the structure for successful implementation of Connected Beginnings under a Collective Impact model:

1. **Container for Change** (collective of organisations + culturally safe spaces + governance structure) – Commitment around creating change and working together is strongly held in the community. This principle involves bringing together key stakeholders, community, and cultural authority holders in the community to form a culturally safe collective governance body.
2. **Community Mobilisation** (listening and planning with community) – Collectively, the community is excited and there is momentum for change. This principle involves centring community voice, identifying strengths in the community, and supporting community to be the drivers of change.
3. **High Leverage Action** (coordination that changes systems) – All projects and activities have a ripple effect that change systems for the long term. The outcomes of all the work have long-lasting benefits for the whole community. All action is coordinated and carried out alongside community.
4. **Strategic Learning** (learning from the stories, learning from the numbers) – Stories - generated from data, experience, cultural knowledge, and context—are used to drive the work, plan the action, and to measure change. The work is measured against locally relevant and meaningful outcomes.
5. **Confidence Building** (two-way learning) – Communities are the experts; all work should be framed to strengthen their ability to contribute to their communities' outcomes. This principle involves ensuring those best-placed to deliver the work are equipped with the relevant skills, knowledge, and tools to do so.
6. **Sustainability** (long term impacts – system change) –This principle involves everyone working towards lasting, meaningful outcomes in community. The essence of Collective Impact is bringing the whole community together and making change across their environment and systems through processes of self-determination.



Examples have been provided below in *italics*. Please replace with activities relevant to your community. Update activities in your CAP as needed, only complete Progress Report comments and **Status** every 6 months (your Progress Report cycle; refer your Grant Agreement).

Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
Leadership and Cultural Authority					
CB Staff representation on Community groups <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA 13 – Cultural consideration</i> Community groups - Maternal Health Working Group - Family Safety group - Food Security Working Group - EYP Working Group - District Health Council working group - Family Domestic Violence Action Group	Through participation on local groups, CB Staff can: - Raise local safety issues for discussion. - Provide culturally appropriate responses. - Highlight the work of the Backbone organisation. - Build connections between service providers and community.	29 local meetings attended. 60% increase in awareness of local services. 100% of CB team contributing to local discussions s 47F(1) regularly attend all 29 meetings. Collection of data has led to better place-based solutions leading	#1 Container for Change #2 Community Mobilisation #3 High Leverage Action #4 Strategic Learning #6 Sustainability	July to Dec 2024	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
		to systemic change.			
CB team plays a vital role in these groups through our unique cultural perspectives related to service delivery, highlighting service gaps and promoting best practice in communication to Noongar groups and the CaLD Community See the (attached) CGS Data Snapshot of the Region that identified the priority actions for the EYP.					
Multicultural District Health Advisory Board. WACHS <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA 13 Cultural Consideration</i> <i>LA2 Health Promotion</i>	• CB provides the cultural lens to the Advisory Board • Leads to broader understanding of the cultural complexity of service delivery • Improves cultural safety for CALD families	CB confidently raising local issues CB Staff ensures that any culturally based trends are given time on the agenda	#1 container for Change #4 Strategic Learning #5 Confidence building – two-way learning	Implemented	Ongoing
With the commencement of the CB program, we have focussed on building trust with the CALD community as the families were underserved by local providers. Value is obtained through this committee through the sharing of CBs “on the ground” knowledge, in particular suggesting alternatives to the reliance on written materials only to promote their services.					
Collaboration with Southwest Aboriginal Medical Service. (SWAMS)	• Improved delivery of culturally appropriate	66.7% increase of percentage of	# 1 Container for Change	Established	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
<i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA 13 Cultural Consideration</i> <i>LA2 Health Promotion</i> <i>LA7 Increase attendance at universal child health checks</i> <i>LA8 Increase parent knowledge of availability and access to additional community child health services to meet the family needs.</i> <i>LA34 Create a safe space for mothers to access culturally sensitive health checks and advice</i> <i>LA35 Cultural appropriate prenatal and post-natal education and support services</i> <i>LA36 Support the volunteer family connect worker by referring new mothers as appropriate</i> <i>LA31 Services to recognise the existence of diverse family structures</i>	Aboriginal Health services • CB receives information of community health trends in a timely manner to enable a quick and culturally appropriate response in the community. • Maternal and Child health improved through increased access to SWAMS antenatal services • SWAMS and CB have a close working relationship that empowers CB Connectors to have confidence in SWAMS programs • Health promotion - Delivery of SWAMS services at community events	women who attend maternal health visits in their first trimester 30% increased attendance at early childhood health checks # 5 x Early Years Promotional events that SWAMS attends in Katanning # 60 ATSI and 49 CALD children attending dental service as arranged by CB. s 47F(1) [REDACTED] has been attending the Boodjari Yorgas Maternal Wellness Program (Aboriginal Health). Clients	#3 High Leverage Action # 4 Strategic Learning #5 Confidence building	SWAMS	



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
<i>and work inclusively with all models of family structure.</i>		prefer SWAMS service.			
SWAMS has embraced working closely with CB and this relationship acts as a positive model of collaboration. This successful partnership has resulted in the promotion and access to a wider range of SWAMS services being delivered in the local community.					
WACHS – Aboriginal Health. Department of Health <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA 13 Cultural Consideration.</i> <i>LA2 Health Promotion.</i> <i>LA7 Increase attendance at universal child health checks.</i> <i>LA34 Create a safe space for mothers to access culturally sensitive health checks and advice.</i>	- To provide a holistic response to local Aboriginal community health - CB provides referral and linkages to WACHS programs ie - Mental Health, Child Health Maternal health - CB Staff refer clients WACHS & Child Health Services when required.	# 60 ATSI and 45 CALD referrals from CB to WACHS WACHS data # S 47E(1) referred to Mental Health Service	# Container for Change	Established	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
<i>LA35 Cultural appropriate prenatal and post-natal education and support services.</i> <i>LA31 Services to recognise the existence of diverse family structures and work inclusively with all models of family structure.</i>	- WACHS does not have a culturally safe place for clients - Clients prefer to go to the EYP CB Office and SWAMS as the culturally safe place to get their health checks. - Mainstream services are yet to recognise there is diversity in families.				
WACHS challenges include: - WACHS Aboriginal Health Team reflect the local community, and the existence of inter family tensions can impact on the ability for both WACHS and BAC staff to work together effectively. - WACHSS contributes to planning however the execution of the events and or services relies heavily on the work of the CB team. This results in an unequal share of the burden and responsibility to CB for the success of WACHS Aboriginal Health program events.					
Community Engagement					
CB representation on Noongar Leadership Group. <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA13 Cultural consideration</i>	BAC has undertaken a leadership role is establishing the Katanning Noongar Leadership Group (KNLG) - an inclusive forum with a primary focus of addressing the socio-economic disadvantage in the Central Great Southern Region	<i>Katanning Noongar Leadership Group.</i> <i>Listening to key stakeholders and planning</i>	# 1 Container for Change #2 Community Mobilisation	Established Ongoing	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
<i>LA31 Services to recognise the existence of diverse family structures and work inclusively with all models of family structure.</i>	by facilitating engagement between community stakeholders. The KNLG seeks to - provide an avenue for the broader community, government agencies and business stakeholders to engage more effectively with Noongar Community Leaders - to improve the physical, social, emotional and mental wellbeing of Noongar peoples residing in Katanning and surrounding areas. - Increased focus on early childhood development in the region. - Discussion of Family Safety issues from a Noongar family Perspective.	community events	#3 high Leverage Action	Established	
		SWAMS and BAC collaborate to deliver a variety of Community Events s 47F(1) [REDACTED] BAC CEO working closely with Katanning Police to find a resolution. Enlisted the support of Aboriginal Mediation Services as the first step.	#4 Strategic Learning	In progress	



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
Recruitment of Community Connector team members drawn from the local Noongar and CALD community. <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA7 Increase attendance at universal child health checks.</i> <i>LA8 Increase parent knowledge, availability and access to additional community child health services to meet the family needs.</i> <i>LA9 improve transport for parents to attend child health checks.</i> <i>LA10 increased engagement with early learning.</i> <i>LA31 Services to recognise the existence of diverse family structures and work inclusively with all models of family structure.</i>	Community Connectors are recruited for their connection to community allowing them to build on established long term relationships.	100% of Community Engagement officers that are from the local community # increase in numbers of referrals for child health checks # increase in number of presentations at health checks # 25 adults and 29 children are new to the service # of families that have multiple presentations	# 2 Community Mobilisation # 4 Strategic learning #5 Confidence Building	Achieved full recruited July 2024 WACHS data no access to numbers	Completed



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
CB was successful in the recruitment of 3 highly skilled, well trusted, Katanning local Noongar workers to join the team as Connectors. It is important to work with local connectors as they have intimate knowledge of the local people and their families, the service providers and community dynamics. This local knowledge provides a foundation for working within a service framework that is tailored to the specific needs of the local community. Dynamics can be so specific to place, that Connectors for Katanning may not work well with the smaller surrounding towns and as BAC moves to increasing support to these satellite towns, local connectors will be engaged. BAC is unique the CB program provides services to the local CALD community. It was recognised that the CALD community had been seriously underserved and marginalised. The CB CaLD Connector continues to provide a high level of service to that community which has resulted in an increase in families accessing services, the families are also participating in BAC community events, that support and improve social cohesion. Through the work of the Connectors, many more families have knowledge of a wider range of services and have assistance provided to attend clinics and playgroups. The local connectors have built trust with families and deeper needs in the community are being brought to our attention. There are a significant number of families with infants that cannot meet their family requirements for food and or transport to attend medical or specialist appointments. Not having adequate funds to purchase school uniforms, shoes and books is a barrier to school attendance. We have observed that there is a lower percentage of both Noongar and CaLD children who attend Kindy and Kindy link. BAC is exploring opportunities to deliver playgroups run by local women (Noongar and CALD together) in the next 3 – 6 months.					
Participation in community events: • NAIDOC event <i>Early Years Partnership Central Great Southern (CGS) Priority Areas</i> <i>LA36 support the volunteer family connect worker referring new mothers as appropriate.</i>	• Awareness raising of BAC CB community connectors. • Improved understanding and acceptance of Indigenous culture – breaking down of barriers.	211 participants recorded through sign in sheets 48 Data from community feedback forms.	# 2 Community Mobilisation #5 Confidence Building	Completed	Annual events ongoing

Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
White Ribbon Event <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA25 Create awareness of lateral violence.</i> <i>LA29 Establish a community reference group with the aim of strengthening coordination and collaboration between all agencies</i>	- Provided a safe space for all Noongars to participate and increased community cohesion. - Number of stalls to provide health and community information regarding family services - Community collective artwork produced. - Large turnout of local community members across all cultural groups including Noongar Elders. - BAC Men’s Ranger group led the march to raise awareness of their support to Zero tolerance of Family violence.				



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
<i>providing family violence services to CGS.</i>	• Provided a forum to raise awareness across the community to intergenerational impact of Family Violence • White Ribbon Day local committee comprised of all relevant services providers was formed to advise and support the event.				
CB teams' contribution to these community events assists to raise awareness of the valuable role that BAC and the CB team plays in supporting children and families. It provides an informal space for a wider audience to build trust with our team and to deepen their knowledge of how we may be able to be of benefit not only to their children and families but also to the whole community. The event also provided an opportunity for all the Family Violence services to show their support to the event and increase knowledge of their programs and work in the CGS.					
Service Integration					
Partner Registration Log	A Partner Registration log has allowed CB to keep a record of partner organisations/services engaged with the program.	20 of Partners registered	#1 Container for Change	Implemented	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
			#4 Strategic Learning, Sustainability		
The Log provides a simple yet important source of data and valuable information to support the ongoing review and evaluation of the program. The CB team are currently working on implementing a series of surveys for Service Providers to provide both quantitative and qualitative data to assist in the ongoing evaluation of the program.					
CB led event NATSI Children's Day "Strong in Culture, Stronger Together" <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA10 increased engagement with early learning.</i> <i>LA12 Family kin relationships.</i> <i>LA13 Cultural consideration.</i> <i>LA16 to address issues of emergency food relief to ensure access is provided in a dignified and culturally appropriate manner.</i> <i>LA31 Services to recognise the existence of diverse family structures and work inclusively with all models of family structure.</i>	- Awareness raising of BAC CB Community Connectors. - Building on local assets and recognising the life skills of ATSI people - Improved understanding and acceptance of Aboriginal culture – breaking down of barriers within community and service providers. - Provided a safe space for all Noongars to participate. - Community collective artwork produced - The first whole of community	300 participants for NATSI DAY 50 Data from participant feedback forms 60 of participants who were new families to attend CB	# 2 Community Mobilisation #3 high leverage Action #5 Confidence Building	August 2024 Achieved	Annual ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
<i>LA32 Build capacity and provide support for Fathers and male caregivers in positive parenting practices.</i>	celebration of this day to be held in Katanning - Braeside Primary School participated in the Welcome to Country Ceremony and performed “We are one” in Noongar language - Noongar based cultural activities for children - Building identity and belonging for Noongar children - Every child between the ages of 0 – 4 were invited to participate in the event - All regional services providers related to early childhood development attended the event.				
The National Aboriginal and Torres Strait Islander Children’s Day event organised by CB team was the first celebration of this Day in Katanning. The response was overwhelming, with approximately 300 people in attendance. The event provided a unique opportunity for the cultural strength and resilience of Noongar families to be recognised.					



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
It also facilitated a first point of contact for many families with the CB team and a wide range of service providers. A number of agencies, who do not normally provide services in Katanning, participated in the event including Foodbank, Katanning Senior High School, Braeside Primary School and Telethon Kids. The Minister for Early Childhood Education, Child Protection, Prevention of Family and domestic Violence and Community Services Hon Min Sabine Winton, and the Executive Director of Communities, Minderoo Foundation, § 47F(1), also attended. This event provided an example of partnership in action and how BAC is a key stakeholder that can provide a culturally safe, secure and supported approach to the role of Connectors and the resulting positive impact on Noongar families and children.					
Professional Development: Connected Beginnings Conference in November. CB teams were invited to present at the Conference, representing the Central Great Southern Region. <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA12 Family kin relationships.</i> <i>LA13 Cultural consideration.</i>	Three CB team members attended the conference to increase knowledge sharing of the National CB program. Presentation topic was “Authentic Engagement on Goreng Country”	Team feedback Informal attendee feedback	# 1 Container for Change #2 Community Mobilisation #4 Strategic Learning	Completed	Achieved
CB staff attended the SNAICC Conference in Adelaide 2024 which was a significant development opportunity for the two of the staff to build their personal courage, confidence and exchange the learning opportunities in what is happening in the CB space. Attending the conference offered an opportunity that included: • It was the first time the staff had left Noongar Country • travelled on a plane, • left their children to be cared for by family members and					



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
participated in public speaking. The conference was a safe space for our team to gain insight into the other CB programs, how they delivered their CB within the Communities that the worked with, the challenges and achievements that was highlighted. BAC CB also built a good rapport with other CB teams across Australia. It also provided an opportunity for our team to meet with the other EYP members in Western Australia (WA) to obtain a greater depth of understanding of the overarching policy environment for Connected Beginnings. The learnings from this experience have been of significant benefit to our team and the Region					
Professional Development: Playgroup conference 2024 Held in Melbourne <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA12 Family kin relationships.</i> <i>LA13 Cultural consideration.</i> <i>LA20 Promote Early Childhood Education and care as a career option.</i> <i>LA21 Seek accessible training opportunities for CALD families to increase access to paid employment.</i>	CB Manager and two Connectors attended this Workshop. The conference aim was to bring organisations that deliver playgroups in their community to share ideas and gain insight into issues relating to Playgroups and provide training. The team attended PEEPS training at the conference.	2 of team members participating in PEEPS training 10 information exchange	# 2 Community mobilisation # 5 Confidence Building	Implemented	Completed
While there were many positive aspects to the conference, it was disappointing to see the under representation of First Nation organisation at the conference.					



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
Early Years Education and Health					
Partnership with South -West Aboriginal Medical Services (SWAMS) <i>Early Years Partnership Central Great Southern (CGS) Priority Areas.</i> <i>LA12 Family kin relationships.</i> <i>LA13 Cultural consideration.</i> <i>LA31 Services to recognise the existence of diverse family structures and work inclusively of all models of family structures</i> <i>LA33 Work with and encourage relationships between SWAMS and WACHS and Aboriginal women to ensure they feel connected to country when giving birth.</i> <i>LA34 Create a safe space for mothers to access culturally sensitive health checks and advice.</i> <i>LA35 Culturally appropriate pre-natal and post- natal education and support services.</i>	SWAMS and CB have a close relationship as we both are backbone organisations for our regional CB program. Benefits and outcomes of the relationship include: • Collaboration to deliver community health activities. • Connectors are provided with information relating to any emerging health issues and visiting specialists. • An increased awareness of the importance of early childhood development checks.	10 Collaborative health promotional events. 8 visits by health specialists e.g. Dentist, Ear and Eye health. 20 Surveys for patient feedback. 66.7% increase in percentage of maternal presentations in the first trimester.	#1 Container for change # 2 Community Mobilisation #3 High Leverage Action # 4 Strategic Learning #5 Confidence building	Implemented and achieved	Ongoing



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
	- SWAMS respects and incorporates the local cultural knowledge and understanding of community dynamics of the CB team to enhance the delivery of a “place based” and culturally competent service. - Maternal health care has improved through the strong relationship, communication and trust between the two services.				
While CB and SWAMS work closely together, there is geographical distance between the two services. The SWAMS team is based in Bunbury, a 2 ½ hour drive from Katanning. Flexibility and response time would be improved if SWAMS had staff based in Katanning. SWAMS is the only ACCO for the Central Great Southern – WA Country Health is the primary provider for the Region.					



Activity	Outcome	Measure	CI Principle(s)	Timeframe	Status
Data and Evaluation					
National Aboriginal and Torres Strait Islander Children's Day Folks Tale	Participant feedback and response to 3 questions were captured through photos and Folks Tale. Information provided through the authentic voice of the community. Capture the social impact of the day	38 Participant satisfaction Feedback for future planning Contribute to program evaluation	# 1 Container for change # 3 High leverage Action #4 Strategic Learning	Implemented	On track
BAC CB has to rely on written feedback to populate the information rather than Folk Tale. The CB team requires additional training to make better use of Folktale. BAC will work with Minderoo and the EYP stakeholders over the next twelve months to assist in capturing the work and reporting for CB. Note: Folktale is a work in progress.					



Current Team

This list of team members is current as of March 2025.

Name	Position	Email	Contact Number	Include in Site Catch Up Y/N
Hafidah Eradat	Manager CB	cbmanager@badgebup.org.au	0447752414	Y
s 47F(1)	Connector	s 47F(1)	s 47F(1)	Y
s 47F(1)	Connector	s 47F(1)	s 47F(1)	Y
s 47F(1)	Connector	s 47F(1)	s 47F(1)	Y
s 47F(1)	CB Admin	s 47F(1)	s 47F(1)	Y
s 47F(1)	CB Admin	s 47F(1)	s 47F(1)	Y
s 47F(1)	Social Worker	s 47F(1)	s 47F(1)	Y
Are there any updates you would like to provide to the department (i.e. vacancies or plans for recruitment)?				
It is a priority for the CB team to have access to PEEPS and Folktale Training and the App.				

Supporting Evidence

Please list relevant supporting evidence (add rows as required)

1. Central Great Southern – Early Years Plan 2023



File Submission

- Please email your Annual Report and supporting documents (including Checklist items) to connectedbeginnings@education.gov.au

If files are too large to send via email, please:

- Save the Progress report files in the CB SharePoint in your Site's Reports folder>Progress Report Folder
- Save the supporting documents files in the CB SharePoint in your Site's Reports folder>Supporting Evidence Folder
- Send the documents to DE using the Automate button inside each of the report folders. Detailed instructions available here:
<https://clearhorizonconsulting.sharepoint.com/sites/ConnectedBeginnings/User%20Guides/Forms/AllItems.aspx>

Email DE to confirm submission at connectedbeginnings@education.gov



Australian Government
Department of Education

Deed of Variation

In relation to the Connected Beginnings Program



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1. Date

This Deed is made on 14 January 2025

2. Parties

This Deed is made between:

1. The Commonwealth, as represented by the Department of Education ABN 12 862 898 150 (the 'Commonwealth' or 'Department of Education'); and
2. Minderoo Foundation Limited (ABN 41 651 422 141) as trustee for The Minderoo Foundation Trust (ABN 24 819 440 618) ('Grantee')

3. Context

- A. The Parties entered into an agreement on 20 May 2021 under which the Commonwealth gave a grant to the Grantee for the Connected Beginnings Program (the 'Agreement').
- B. Forrest Family Foundation Pty Ltd (ABN 18 098 198 684), previously known as The Minderoo Foundation Pty Ltd, was trustee for The Minderoo Foundation Trust at the time of execution of the Agreement. Since execution of the Agreement, the trustee for The Minderoo Foundation Trust has been replaced by Minderoo Foundation Limited (ABN 41651 422 141), as reflected in a Deed of Novation between Minderoo and the Commonwealth dated 22 November 2024.
- C. The Parties have agreed to amend the Agreement, on the terms and conditions contained in this Deed.

4. Amendments

With effect from the date the last party to sign this DEED does so the Agreement is amended as follows:

In the table titled "Parties to the Agreement"

- Delete reference to "The Minderoo Foundation Pty Ltd (ACN 098 198 684)" and replace with "Minderoo Foundation Limited (ACN 651 422 141)".

Under item A "Purpose of the Grant"

- Delete the reference to "three-year" in the first paragraph of and replace with "six-year".
- Delete the paragraph under the heading "**Objectives of the Program**" in **item A of the Grant Details** and replace with the following:

"The Connected Beginnings projects in Armadale West, Bidyadanga and Central Great Southern (Katanning) support the integration of early childhood, maternal and child health, and family support services to ensure that services work together to support First Nations children and families to be ready to thrive at school by the age of five.

The Grantee will work with the Department of Education and SNAICC – National Voice for our Children as the Connected Beginnings Community Partner, to support each project to transition to an Aboriginal Community Controlled Organisation (ACCO) or other suitable community-led backbone identified as best placed to lead the project. In line with the [National Agreement on Closing the Gap](#), Connected Beginnings is committed to supporting the leadership of ACCOs across the program.

Should a suitable ACCO be determined by community for one or more of the projects prior to 15 September 2027, early termination of this Agreement or variation to remove the relevant project from this Agreement is possible once a transition plan is agreed upon by both parties.

The Grantee will assist the Commonwealth in fostering a relationship with each of the 3 sites. This may include:

- o Regular site catch up meetings with sites, the Grantee and the Commonwealth
 - o Possible joint on-site visits by the Grantee and the Commonwealth.”
- Delete the link “www.education.gov.au/connected-beginnings-program” under the heading “Program Guidelines” in paragraph of and replace with “[<https://www.education.gov.au/early-childhood/resources/connected-beginnings-program-guidelines>]”.

Under Item B “Grant Activity”

- Delete the references to “Telethon Kids Institute (ABN 86009 278 755)” and replace with “The Kids Research Institute Australia (ABN 86009 278 755), or such other evaluation partner or partners as may be nominated by the Grantee and approved by the Commonwealth at its sole discretion (**Evaluation Partner**)” and replace all other references in the Agreement to “Telethon Kids Institute” with “the Evaluation Partner”.

Under Item C “Duration of the Grant”

- Delete the words “15 September 2024” and replace with the words “15 September 2027, unless terminated earlier in accordance with this Agreement”.

Under Item D “Payment of the Grant”

- Delete the second paragraph of item D Payment of Grant.
- Delete the table in item D Payment of Grant and replace with the following sentence and table:

The total funding for the grant is
\$6,274,110 (GST exclusive).

MILESTONE	DESCRIPTION	GST (EXCL) AMOUNT
Initial payment on execution	On the execution of the agreement	\$800,000
1 Sept 2021	On approval of Activity Budget, Activity Work Plan, and Stakeholder Engagement Plan	\$200,000
15 Feb 2022	On approval of Performance Report 1	\$340,000
15 Aug 2022	On approval of Performance Report 2	\$340,000
15 Feb 2023	On approval of Performance Report 3	\$340,000
15 Aug 2023	On approval of Performance Report 4	\$340,000
15 Feb 2024	On approval of Performance Report 5	\$340,000
	On execution of Variation 1	\$150,000
15 Jan 2025	On approval of Performance/Financial Report 6	\$400,000
15 Feb 2025	On approval of Performance/Financial Report 7	\$300,000
15 Oct 2025	On approval of Performance/ Financial Report 8	\$600,000
15 Feb 2026	On approval of Performance/ Financial Report 9	\$600,000
15 Oct 2026	On approval of Performance/ Financial Report 10	\$750,000
15 Feb 2027	On approval of Performance/ Financial Report 11	\$774,110
TOTAL		\$6,274,110

- Insert the following as a new section at the end of item D Payment of Grant

Budget

The parties have agreed the following Activity Budget for the period from 15 September 2024 to 15 September 2027:

EXPENDITURE ITEM	15 Sept 2024 – 30 June 2024	1 July 2025 – 30 June 2026	1 July 2026 – 15 Sept 2027	TOTAL COST (GST EXCL)
Staff Salaries				
Community Contractors		s 47F(1)		
Project Admin 1FTE				
Sub total				
Office Costs				
Office Rent		s 47F(1), 47G(1)		
Office Costs				
Data - Tablet				
Mobile Phones				
Sub total				
Project Activities				
Cultural and technical consultant				
Sub total				
Transportation				
Vehicle lease				
Sub total				
Staff travel				
CB National Gathering				
Sub total				
Admin				
Admin				
Sub total				
Total expenditure (excluding GST)	\$1,147,000	\$1,189,760	\$1,237,350	\$3,574,110
GST	\$114,700	\$118,976	\$123,735	\$357,411
Total expenditure (including GST)	\$1,261,700	\$1,308,736	\$1,361,085	\$3,931,521

Budget Flexibility

The Grantee must spend the Grant funding in accordance with the Activity Budget above. The Grantee may transfer Grant funding between categories of expenditure items within the Activity Budget subject to the following limitations:

- The Grantee must seek prior written approval from the Commonwealth, for any transfer that exceeds 10% of the total Activity Budget in the column for each period referred to in the Budget in which the transfer would occur; and
- the total amount of transfers for the duration of this Agreement must not, except with written approval from the Commonwealth, exceed 20% of the total Activity Budget for that year.

Under Item E “Reporting”

- Delete the table in item E. Reporting and replace with the following table:

MILESTONE	DELIVERABLE	REPORTING PERIOD	DUE DATE
Activity Budget	Detail of the proposed expenditure to achieve the Activity's aims, in a format approved by the Commonwealth	Activity Budget	1 Sep 2021
Activity Work Plan	Detail for the funded Activity negotiated and captured in an Activity Work Plan in a format approved by the Commonwealth	Activity Work Plan	1 Sep 2021
Engagement Strategy	Detail of engagement plan and strategy aligned to key milestones for the Project, in a format approved by the Commonwealth	Engagement Plan	1 Sep 2021
Performance Report & Financial Report	- A report for the Activity with progress against Activity Work Plan, for the period from the commencement of the Project from 1 September to 31 December 2021 - Financial Report's from commencement of activity to 31 December 2021	Reporting Period 1	31 Jan 2022
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 1	31 Mar 2022
Performance Report & Financial Report	- A report for the Activity with progress against Activity Work Plan, for the period from 1 January 2022 to 30 June 2022 - Audited Financial Acquittal from the commencement of activity to 30 June 2022	Reporting Period 2	30 Sep 2022
Research and Evaluation Report	Summative Evaluation Report	Summative Report 1	30 Sep 2022
Performance Report & Financial Report	- A report for the Activity with progress against Activity Work Plan, for the period from 1 July 2022 to 31 December 2022 - Financial Report from 1 July 2022 to 31 December 2022	Reporting Period 3	31 Jan 2023
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 2	31 Mar 2023
Performance Report & Financial Report	- A report for the Activity with progress against Activity Work Plan, for the period from 1 January 2023 to 30 June 2023 - Audited Financial Acquittals from 1 July 2022 to 30 June 2023	Reporting Period 4	30 Sep 2023
Research and Evaluation Report	Summative Evaluation Report	Summative Report 2	30 Sep 2023
Performance Report & Financial Report	- A report for the Activity with progress against Activity Work Plan, for the period from 1 July 2023 to 31 December 2023 - Financial reports from 1 July 2023 to 31 December 2023	Reporting Period 5	31 Jan 2024
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 3	31 Mar 2024

Performance Report & Audited Financial Report	- An annual report for the Activity with progress against Community Action Plan, for the period from 1 July 2023 to 30 June 2024 - Audited Financial report from 1 July 2023 to 30 June 2024	Reporting Period 6	30 Sep 2024
Research and Evaluation Report	Summative Evaluation Report	Summative Report 3	30 Sep 2024
Performance Report & Financial Report	- A report for the Project with progress against Community Action Plan, for the period from 1 July 2024 to 31 December 2024 - Financial Report from 1 July 2024 to 31 December 2024	Reporting Period 7	31 Jan 2025
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 4	31 Mar 2025
Performance Report & Audited Financial Acquittal	- An annual report for the Project with progress against Community Action Plan, for the period from 1 July 2024 to 30 June 2025 - Annual Audited Financial Acquittal from 1 July 2024 to 30 June 2025	Reporting Period 8	30 Sep 2025
Research and Evaluation Report	Summative Evaluation Report	Summative Report 4	30 Sep 2025
Performance Report & Financial Report	- A report for the Project with progress against Community Action Plan, for the period from 1 July 2025 to 31 December 2025 - Financial Report from 1 July 2025 to 31 December 2025	Reporting Period 9	31 Jan 2026
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 5	31 Mar 2026
Performance Report & Audited Financial Acquittal	- An annual report for the Project with progress against Community Action Plan, for the period from 1 July 2025 to 30 June 2026 - Annual Audited Financial Acquittal from 1 July 2025 to 30 June 2026	Reporting Period 10	30 Sep 2026
Research and Evaluation Report	Summative Evaluation Report	Summative Report 5	30 Sep 2026
Performance Report & Financial Report	- A report for the Project with progress against Community Action Plan, for the period from 1 July 2026 to 31 December 2026 - Financial report from 1 July 2026 to 31 December 2026	Reporting Period 11	31 Jan 2027
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 6	31 Mar 2027
Final Report & Audited Financial Acquittal Report	- Final report for the Project, from the commencement of the activity until 15 September 2027 - Audited Financial Acquittal from the commencement of the activity until 15 September 2027	Final Report	15 Nov 2027



Under Item F “Party representatives and address for notices”

- Delete the table for Commonwealth representative and address and replace with the following table:

Commonwealth representative and address

Name of representative	s 22(1)
Position	s 22(1)
Postal/physical address(es)	PO Box 9880, Canberra ACT 2601 50 Marcus Clarke Street, Canberra ACT 2601
Business hours telephone	s 22(1)
E-mail	connectedbeginnings@education.gov.au

5. Entire agreement and interpretation

The parties confirm all the other provisions of the Agreement and, subject only to the amendments contained in this Deed, the Agreement remains in full force and effect.

This Deed and the Agreement, when read together, contain the entire agreement of the parties with respect to the parties' rights and obligations under the Agreement.

Unless otherwise specified or the context otherwise requires, terms that are defined in the Agreement have the same meaning in this Deed.

6. Signatures

Executed as a deed:

Commonwealth:

Signed for and on behalf of the Commonwealth of Australia as represented by The Department of Education	
Name: (print)	s 22(1)
Position: (print)	
Signature and date:	
Witness Name: (print)	
Signature and date:	

Grantee:

Signed for and on behalf of Minderoo Foundation Limited (ABN 41 651 422 141) in its capacity as trustee for The Minderoo Foundation Trust (ABN 24 819 440 618) under power of attorney dated 29 September 2021, by:	
Attorney's Name: (print)	s 47F(1)
Position (print)	
Signature and date:	s 47F(1)
who is authorised by power of attorney and who declares that they have at the time of execution of this Agreement no notice of its revocation.	
Witness Name (print)	s 47F(1)
Signature and date:	13 January 2025



Australian Government
Department of
Education, Skills and
Employment

Commonwealth Standard Grant Agreement
between the Commonwealth represented
by the
Department of Education, Skills and
Employment
ABN 12 862 898 150
and
The Minderoo Foundation Pty Ltd
as trustee for
The Minderoo Foundation Trust
ABN 24 819 440 618

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Grant Agreement: Connected Beginnings - The Minderoo Foundation Pty Ltd

Once completed, this document, together with each set of Grant Details and the Commonwealth Standard Grant Conditions (Schedule 1), forms an Agreement between the Commonwealth and the Grantee.

Parties to this Agreement

The Grantee

Full legal name of Grantee	The Minderoo Foundation Pty Ltd (ACN 098 198 684) as trustee for The Minderoo Foundation Trust (ABN 24 819 440 618)
Legal entity type (e.g. individual, incorporated association, company, partnership etc)	Trust
Trading or business name	Minderoo Foundation
Any relevant licence, registration or provider number	The Grantee is a charity registered with the Australian Charities and Not-for-profits
Australian Company Number (ACN) or other entity identifiers	See above
Australian Business Number (ABN)	See above
Registered for Goods and Services Tax (GST)?	Yes
Date from which GST registration was effective?	1 July 2015
Registered office (physical/postal)	171-173 Mounts Bay Road, Perth WA 6000 / PO Box 3155 Broadway, Nedlands WA 6009
Relevant business place (if different)	N/A
Telephone	s 47F(1)
Fax	N/A
Email	s 47F(1)

The Commonwealth

The Commonwealth of Australia represented by the Department of Education, Skills and Employment 50 Marcus Clarke Street, Canberra, ACT, 2601 ABN 12 862 898 150.

Background

The Commonwealth has agreed to enter this Agreement under which the Commonwealth will provide the Grantee with one or more Grants for the purpose of assisting the Grantee to undertake the associated Activity.

The Grantee agrees to use each Grant and undertake each Activity in accordance with this Agreement and the relevant Grant Details.

Scope of this Agreement

This Agreement comprises:

- (a) this document;
- (b) the Supplementary Terms from the Clause Bank (if any);
- (c) the Standard Grant Conditions (Schedule 1);
- (d) the Grant Details;
- (e) any other document referenced or incorporated in the Grant Details.

Each set of Grant Details, including Supplementary Terms (if any), only applies to the particular Grant and Activity covered by that set of Grant Details and a reference to the 'Agreement' in the Grant Details or the Supplementary Terms is a reference to the Agreement in relation to that particular Grant and Activity. If there is any ambiguity or inconsistency between the documents comprising this Agreement in relation to a Grant, the document appearing higher in the list will have precedence to the extent of the ambiguity or inconsistency.

This Agreement represents the Parties' entire agreement in relation to each Grant provided under it and the relevant Activity and supersedes all prior representations, communications, agreements, statements and understandings, whether oral or in writing.

Certain information contained in or provided under this Agreement may be used for public reporting purposes.

Grant Details: Connected Beginnings - The Minderoo Foundation Pty Ltd

A. Purpose of the Grant

The purpose of the Grant is to provide funding under the Commonwealth Connected Beginnings program to the Grantee to lead a three-year project in the Western Australian regions of Armadale West, Central Great Southern and Bidyadanga (Activity).

Objectives of the Program

The objective of the Connected Beginnings program is to support the integration of early childhood, maternal and child health, and family support services with schools in a number of disadvantaged Indigenous communities so that children are well prepared for school. Over time, this will contribute to reducing the disparity in school readiness and educational outcomes between Indigenous and non-Indigenous children.

Program Guidelines

The Program Guidelines have been published on the Department of Education website and can be accessed via the following link www.education.gov.au/connected-beginnings-program

The Grant is being provided as part of the Connected Beginnings program.

B. Grant Activity

The Activity catchment area is Armadale West, Central Great Southern and Bidyadanga, with around 285 children aged 0-4 that will be positively impacted by the Activity.

The Grantee will develop an integrated model to strengthen service linkages between service providers through a strategic partnership between the Western Australian Government, the Commonwealth and Telethon Kids Institute (ABN 86 009 278 755). The three selected communities will test and evaluate community led place-based initiatives. Utilising a collective impact approach the Activity will aim to build on the foundations of the 12 years support and evolution of the Challis Model where the school hub integrates early childhood programs including high quality three-year-old program to address barriers to child development.

The Activity will develop an outreach model by employing, training, coaching and mentoring community navigators with strong connections to the target communities. The community navigator role will engage with difficult to reach Aboriginal children and families and will be responsible for:

- community knowledge brokering;
- fostering social support and mobilizing parents and families;
- brokering relationships with community leadership, groups and stakeholders; and
- contributing to social and community planning and data collection.

The aim of the Activity is to demonstrate scalable improvements to the local early years eco-system with a collaborative, collective impact methodology that will be underpinned by the following community led collective impact place-based framework:

- grass roots mobilisation;
- capacity Building
- build on existing assets; and
- research and evaluation.

The Activity framework will be implemented using the following methods:

- evidence based decision making guided through project research partnership with Telethon Kids Institute;
- shared community vision - through co-development of community plan;
- community led collaborative action - data led decision making and issue prioritisation;
- co-investment and sustainability - philanthropy, business and government; and
- training and employment - building confidence, capability and capacity of local workforce.

C. Duration of the Grant

The Activity starts on execution of this grant agreement.

The Activity (other than the provision of any final reports) ends on 15 September 2024, which is the Activity's Completion Date.

This Agreement ends when the Grantee has provided all of the reports and repaid any Grant amount as required under this Agreement.

D. Payment of the Grant

The first payment will be made upon the execution of the grant agreement with the expectation that the first payment will contribute to the engagement of Activity staff and the formation and submission of a comprehensive Activity Budget, Activity Work Plan and Stakeholder Engagement Plan.

The total amount of the Grant will be negotiated after the Activity Budget, Activity Work Plan and Stakeholder Engagement Plan have been reviewed by the Department. The agreed funding amounts will be updated in the table below via a grant agreement variation between the Parties.

The Grantee's nominated bank account into which the Grant is to be paid is:

547G [REDACTED]

The Grant will be paid in instalments by the Commonwealth upon completion of the agreed Milestones, and compliance by the Grantee with its obligations under this Agreement.

MILESTONE PAYMENT	TIMING FOR PAYMENT (INDICATIVE)	(GST EXCL) AMOUNT
Initial payment on execution	On execution of this Agreement	\$800,000.00
01 September 2021	On approval of Activity Budget, Activity Work Plan, and Stakeholder Engagement Plan	\$200,000.00
Year 1		
15 February 2022	On approval of Performance Report 1	\$340,000.00
15 August 2022	On approval of Performance Report 2	\$340,000.00
Year 2		
15 February 2023	On approval of Performance Report 3	\$340,000.00
15 August 2023	On approval of Performance Report 4	\$340,000.00
Year 3		
15 February 2024	On approval of Performance Report 5	\$340,000.00
Total		\$2,700,000.00

Invoicing

The Grantee agrees to allow the Commonwealth to issue it with a Recipient Created Tax Invoice (RCTI) for any taxable supplies it makes in relation to the Activity.

The Commonwealth confirms the taxable supplies the Grantee makes in relation to the Activity meets the requirements for a RCTI.

E. Reporting

The Grantee agrees to create the following reports in the form specified and to provide the reports to the

Commonwealth representative in accordance with the following:

MILESTONE	DELIVERABLE	REPORTING PERIOD	DUE DATE
Activity Budget	Detail of the proposed expenditure to achieve the Activity 's aims, in a format approved by the Commonwealth	Activity Budget	01 September 2021
Activity Work Plan	Detail for the funded Activity negotiated and captured in an Activity Work Plan in a format approved by the Commonwealth	Activity Work Plan	01 September 2021
Engagement Strategy	Detail of engagement plan and strategy aligned to key milestones for the Activity , in a format approved by the Commonwealth	Engagement Plan	01 September 2021
Performance Report 1 & Financial Report 1	- A report for the Activity with progress against Activity Work Plans, for the period from the commencement of the Activity from 01 September to 31 December 2021 - Financial Report from commencement of Activity to 31 December 2021	Reporting Period 1	31 January 2022
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 1	31 March 2022
Performance Report 2 & Financial Report 2	- A report for the Activity with progress against Activity Work Plans, for the period from 1 January 2022 to 30 June 2022 - Audited Financial Acquittal from the commencement of Activity to 30 June 2022	Reporting Period 2	30 September 2022
Research and Evaluation Report	Summative Evaluation Report	Summative Report 1	30 September 2022
Performance Report 3 & Financial Report 3	- A report for the Activity with progress against Activity Work Plan, for the period from 1 July 2022 to 31 December 2022 - Financial Report from 1 July 2022 to 31 December 2022	Reporting Period 3	31 Jan 2023
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 2	31 March 2023
Performance Report 4 & Financial Report 4	- A report for the Activity with progress against Activity Work Plan, for the period from 1 January 2023 to 30 June 2023 - Audited Financial Acquittal from 1 July 2022 to 30 June 2023	Reporting Period 4	30 September 2023

MILESTONE	DELIVERABLE	REPORTING PERIOD	DUE DATE
Research and Evaluation Report	Summative Evaluation Report	Summative Report 2	30 September 23
Performance Report 5 & Financial Report 5	- A report for the Activity with progress against Activity Work Plan, for the period from 1 July 2023 to 31 December 2023 - Financial report's from 1 July 2023 to 31 December 2023	Reporting Period 5	31 Jan 24
Research and Evaluation Report	Interim Evaluation Report and Annual Research Plan	Interim Report 3	31 March 24
Final Report & Audited Financial Acquittal Report	- Final report for the Activity, from the commencement of the Activity until 30 June 2024 - Audited Financial Acquittal from 1 July 2023 to 30 June 2024	Final Report	30 September 24

F. Party representatives and address for notices

Grantee's representative and address

Grantee's representative name	s 47F(1)
Position	Policy and Portfolio Manager
Postal/physical address(es)	PO BOX 3155, Broadway Nedlands, WA 6009
Business hours telephone	s 47F(1)
Mobile	s 47F(1)
Fax	N/A
E-mail	s 47F(1)

Commonwealth representative and address

Name of representative	s 22(1)
Position	s 22(1)
Postal/physical address(es)	PO Box 9880, Canberra ACT 2601 50 Marcus Clarke Street, Canberra ACT 2601
Business hours telephone	s 47F(1)
Mobile	N/A
Fax	N/A
E-mail	ECECPprogrammanagement@dese.gov.au

The Parties' representatives will be responsible for liaison and the day-to-day management of the Grant, as well as accepting and issuing any written notices in relation to the Grant.

G. Activity Material

Not applicable.

Supplementary Terms

1. Definitions

1.1 In these Supplementary Terms:

Criminal or Court Record	means any record of any Other Offence;
Other Offence	means, in relation to a person, a conviction, finding of guilt, on-the-spot fine for, or court order relating to: (a) an apprehended violence or protection order made against the person; (b) the consumption, dealing in, possession or handling of alcohol, a prohibited drug, narcotic or other prohibited substance; (c) violence against another person or the injury, but excluding the death, of another person; or (d) an attempt to commit a crime or offence, or to engage in any conduct or activity, described in paragraphs (a) to (c)
Police Check	means a formal inquiry made to the relevant police authority in each State or Territory and designed to obtain details of an individual's criminal conviction or a finding of guilt in all places (within and outside Australia) that the Grantee know the person has resided in;
Serious Offence	means: (a) a crime or offence involving the death of a person, (b) a sex-related offence or a crime, including sexual assault (whether against an adult or child), child pornography, or an indecent act involving a child, (c) a crime or offence involving dishonesty that is not minor, (d) fraud, money laundering, insider dealing or any other financial offence or crime, including those under legislation relating to companies, banking, insurance or other financial services.
Serious Record	means a conviction or any finding of guilt for a Serious Offence.
Vulnerable Person	means: (a) an individual under the age of 18; or (b) an individual aged 18 years and above who is or may be unable to take care of themselves or is unable to protect themselves against harm or exploitation for any reason, including age, physical or mental illness, trauma or disability, pregnancy, the influence, or past or existing use, of alcohol, drugs or substances or any other reason.

2. Relevant qualifications, check, licences or skills

2.1 The Grantee agrees to ensure that personnel performing work in relation to the Activity are appropriately qualified to perform the tasks indicated and have the following relevant skills or qualifications:

- (a) *Working with Children Check*

2.2 The Grantee must ensure that personnel performing work in relation to the Activity:

- (a) are appropriately qualified to perform the tasks indicated and have obtained the required qualifications, skills, permits or approvals, including those specified in the Grant Details, before performing any part of the Activity; and
- (b) continue to maintain all required qualifications, permits and approvals for the duration of their involvement in the Activity.

3. Vulnerable Persons

3.1 Before any person commences performing work on any part of the Activity that involves working or contact with a Vulnerable Person, the Grantee must:

- (a) obtain a Police Check for that person;
- (b) confirm that the person is not prohibited by any law from being engaged in a capacity where they may have contact with a Vulnerable Person;
- (c) comply with all State, Territory or Commonwealth laws relating the employment or engagement of persons in any capacity where they may have contact with a Vulnerable Person; and
- (d) ensure that the person holds all licences or permits for the capacity in which they are to be engaged, including any specified in the Grant Details,

and the Grantee must ensure that Police Checks and any licences or permits obtained in accordance with this clause 3 remain current for the duration of their involvement in the Activity.

- 3.2 The Grantee must ensure that a person does not perform work on any part of the Activity that involves working or contact with a Vulnerable Person if a Police Check indicates that the person at any time has:

- (a) a Serious Record; or
- (b) a Criminal or Court Record;

and the Grantee has not conducted a risk assessment and determined that any risk is acceptable.

- 3.3 In undertaking a risk assessment under clause 3.2, the Grantee must have regard to:

- (a) the nature and circumstances of the offence(s) on the person's Criminal or Court Record and whether the charge or conviction involved Vulnerable Persons;
- (b) whether the person's Criminal or Court Record is directly relevant to, or reasonably likely to impair the person's ability to perform, the role that the person will, or is likely to, perform in relation to the Activity;
- (c) the length of time that has passed since the person's charge or conviction and his or her record since that time;
- (d) the circumstances in which the person will, or is likely to, have contact with a Vulnerable Person as part of the Activity; and
- (e) any other relevant matter, and

must ensure it fully documents the conduct and outcome of the risk assessment.

- 3.4 The Grantee agrees to notify the Commonwealth of any risk assessment it conducts under this clause 3 and agrees to provide the Commonwealth with copies of any relevant documentation on request.

- 3.5 If during the term a person involved in performing work on any part of the Activity that involves working or contact with a Vulnerable Person is:

- (a) charged with a Serious Offence or Other Offence, the Grantee must promptly notify the Commonwealth; or
- (b) convicted of a Serious Offence, the Grantee must promptly notify the Commonwealth and ensure that that person does not, from the date of the conviction, perform any work or role relating to the Activity.

4. Child Safety

- 4.1 The Grantee must:

- a) comply with all Relevant Legislation relating to the employment or engagement of personnel

performing work in relation to the Activity, including all necessary Working With Children Checks however described; and

- b) ensure that Working With Children Checks obtained in accordance with this 4.1 clause remain current and that all personnel performing work in relation to the Activity continue to comply with all Relevant Legislation for the duration of their involvement in the Activity.

National Principles for Child Safe Organisations and other action for the safety of Children

4.2 The Grantee agrees in relation to the Activity to:

- a) implement the National Principles for Child Safe Organisations;
- b) ensure that all personnel performing work in relation to the Activity implement the National Principles for Child Safe Organisations;
- c) complete and update, at least annually, a risk assessment to identify the level of responsibility for children and the level of risk of harm or abuse to children;
- d) put into place and update, at least annually, an appropriate risk management strategy to manage risks identified through the risk assessment required by this clause 4.2;
- e) provide training and establish a compliance regime to ensure that all personnel performing work in relation to the Activity are aware of, and comply with:
 - i. the National Principles for Child Safe Organisations;
 - ii. the Grantee's risk management strategy required by this clause 4.2;
 - iii. Relevant Legislation relating to requirements for working with children, including Working With Children Checks;
 - iv. Relevant Legislation relating to mandatory reporting of suspected child abuse or neglect, however described; and
- f) provide the Commonwealth with an annual statement of compliance with clauses 4.1 and 4.2, in such form as may be specified by the Commonwealth.

4.3 With reasonable notice to the Grantee, the Commonwealth may conduct a review of the Grantee's compliance with this clause 4.

4.4 The Grantee agrees to:

- a) notify the Commonwealth of any failure to comply with this clause 4;
- b) co-operate with the Commonwealth in any review conducted by the Commonwealth of the Grantee's implementation of the National Principles for Child Safe Organisations or compliance with this clause 4; and
- c) promptly, and at the Grantee's cost, take such action as is necessary to rectify, to the Commonwealth's satisfaction, any failure to implement the National Principles for Child Safe Organisations or any other failure to comply with this clause 4.

5. National Redress Scheme for Institutional Child Sexual Abuse

5.1 If, prior to 30 June 2020, the Grantee was named in the Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission) or in an application received by the National Redress Scheme for Institutional Child Sexual Abuse (Scheme) as an institution where child sexual abuse occurred or was

alleged to have occurred the Grantee must:

- a) have provided a clear written statement to the Scheme setting out the Grantee's intention to join the Scheme on or before 30 June 2020; and
- b) become a participating institution on or before 31 December 2020; and
- c) not cease to be a participating institution.

5.2 If clause 5.1 does not apply and the Grantee was or is named in an application received by the Scheme on or after 30 June 2020, as an institution where child sexual abuse occurred or was alleged to have occurred, the Grantee must:

- a) become a participating institution within 6 months after being contacted by the Scheme and requested to join; and
- b) not cease to be a participating institution.

6. Fraud

6.1 In this Agreement, **Fraud** means dishonestly obtaining a benefit, or causing a loss, by deception or other means, and includes alleged, attempted, suspected or detected fraud.

6.2 The Grantee must ensure its personnel and subcontractors do not engage in any Fraud in relation to the Activity.

6.3 If the Grantee becomes aware of:

- a) any Fraud in relation to the performance of the Activity; or
- b) any other Fraud that has had or may have an effect on the performance of the Activity,

then it must within 5 business days report the matter to the Commonwealth and all appropriate law enforcement and regulatory agencies.

6.4 The Grantee must, at its own cost, investigate any Fraud referred to in clause 6 in accordance with the Australian Government Investigations Standards available at www.ag.gov.au.

6.5 The Commonwealth may, at its discretion, investigate any Fraud in relation to the Activity. The Grantee agrees to co-operate and provide all reasonable assistance at its own cost with any such investigation.

6.6 This clause survives the termination or expiry of this Agreement.

7. Work Health and Safety

7.1 The Grantee agrees to ensure that it complies at all times with all applicable work health and safety legislative and regulatory requirements and any additional work health and safety requirements set out in the Grant Details.

7.2 If requested by the Commonwealth, the Grantee agrees to provide copies of its work health and safety management plans and processes and such other details of the arrangements it has in place to meet the requirements referred to in clause 7.

7.3 When using the Commonwealth's premises or facilities, the Grantee agrees to comply with all reasonable directions and procedures relating to work health and safety and security in effect at those premises or facilities, as notified by the Commonwealth or as might reasonably be inferred from the use

to which the premises or facilities are being put.

8. Indemnities

- 8.1 The Grantee indemnifies the Commonwealth, its officers, employees and contractors against any claim, loss or damage arising in connection with the Activity.
- 8.2 The Grantee's obligation to indemnify the Commonwealth will reduce proportionally to the extent any act or omission involving fault on the part of the Commonwealth contributed to the claim, loss or damage.

9. Grantee trustee of Trust

- 9.1 In this Agreement, Trust means the trust specified in the Parties to the Agreement section of this Agreement.
- 9.2 The Grantee warrants that:
 - a) it is the sole trustee of the Trust; and
 - b) it has full and valid power and authority to enter into this Agreement and perform the obligations under it on behalf of the Trust; and
 - c) it has entered into this Agreement for the proper administration of the Trust; and
 - d) all necessary resolutions, consents, approvals and procedures have been obtained or duly satisfied to enter into this Agreement and perform the obligations under it; and
 - e) it has the right to be indemnified out of the assets of the Trust for all liabilities incurred by it under this Agreement.

Signatures

Executed as an agreement:

Commonwealth:

Signed for and on behalf of the Commonwealth of Australia as represented by The Department of Education, Skills and Employment by:

Name:
(print)

s 22(1)

Position:
(print)

Signature and date:

Witness Name:
(print)

Signature and date:

Grantee:

Signed for and on behalf of The Minderoo Foundation Pty Ltd (ACN 098 198 684) in its capacity as trustee for The Minderoo Foundation Trust (ABN 24 819 440 618) by:

Attorney name:
(print)

s 47F(1)

Position:
(print)

Deputy Chief Executive Officer

s 47F(1)

Signature and date:

17/05/2021

who is authorised by power of attorney and who declares that they have at the time of execution of this Agreement no notice of its revocation.

Witness Name:
(print)

s 47F(1)

Signature and date:

17/05/2021

Schedule 1: Commonwealth Standard Grant Conditions

1. Undertaking the Activity

- 1.1 The Grantee agrees to undertake the Activity for the purpose of the Grant in accordance with this Agreement.
- 1.2 The Grantee is fully responsible for the Activity and for ensuring the performance of all its obligations under this Agreement in accordance with all relevant laws. The Grantee will not be relieved of that responsibility because of:
- (a) the grant or withholding of any approval or the exercise or non-exercise of any right by the Commonwealth; or
 - (b) any payment to, or withholding of any payment from, the Grantee under this Agreement.

2. Payment of the Grant

- 2.1 The Commonwealth agrees to pay the Grant to the Grantee in accordance with the Grant Details.
- 2.2 Notwithstanding any other provision of this Agreement, the Commonwealth may by notice withhold payment of any amount of the Grant and/or take any other action specified in the Supplementary Terms if it reasonably believes that:
- (a) the Grantee has not complied with this Agreement;
 - (b) the Grantee is unlikely to be able to perform the Activity or manage the Grant in accordance with this Agreement; or
 - (c) there is a serious concern relating to the Grantee or this Agreement that requires investigation.
- 2.3 A notice under clause 2.2 will contain the reasons for any action taken under clause 2.2 and, where relevant, the steps the Grantee can take to address those reasons.
- 2.4 The Commonwealth will only be obliged to pay a withheld amount once the Grantee has addressed the reasons contained in a notice under clause 2.2 to the Commonwealth's reasonable satisfaction.
- 2.5 The Grantee agrees to hold the Grant in an account in the Grantee's name and which the Grantee controls, with an authorised deposit-taking institution authorised by the Banking Act 1959 (Cth) to carry on banking business in Australia.

3. Acknowledgements

- 3.1 The Grantee agrees not to make any public announcement, including by social media, in connection with the awarding of the Grant without the Commonwealth's prior written approval.
- 3.2 The Grantee agrees to acknowledge the Commonwealth's support in all Material, publications and promotional and advertising materials published in connection with this Agreement. The Commonwealth may notify the Grantee of the form of acknowledgement that the Grantee is to use.
- 3.3 The Grantee agrees not to use the Commonwealth Coat of Arms in connection with the Grant or the Activity without the Commonwealth's prior written approval.
- 3.4 This clause 3 does not prevent a Party from making publishing information that is required by law or government policy.

4. Notices

- 4.1 Each Party agrees to promptly notify the other Party of anything reasonably likely to adversely affect the undertaking of the Activity, management of the Grant or its performance of any of its other requirements under this Agreement.
- 4.2 A notice given by a Party under this Agreement must be in writing and addressed to the other Party's representative as set out in the Grant Details or as most recently updated by notice given in accordance with this clause.
- 4.3 A notice is deemed to be effected:
- (a) if delivered by hand - upon delivery to the relevant address;
 - (b) if sent by post - upon delivery to the relevant address;

Schedule 1: Commonwealth Standard Grant Conditions

- (c) if transmitted electronically - upon actual receipt by the addressee.

4.4 A notice received after 5.00 pm, or on a day that is a Saturday, Sunday or public holiday, in the place of receipt, is deemed to be effected on the next day that is not a Saturday, Sunday or public holiday in that place.

5. Relationship between the Parties

A Party is not by virtue of this Agreement the employee, agent or partner of the other Party and is not authorised to bind or represent the other Party.

6. Subcontracting

6.1 The Grantee is responsible for the performance of its obligations under this Agreement, including in relation to any tasks undertaken by subcontractors.

6.2 The Grantee agrees to make available to the Commonwealth the details of any of its subcontractors engaged to perform any tasks in relation to this Agreement upon request.

6.3 The Grantee agrees not to subcontract any part of the performance of the Activity without the Commonwealth's prior written consent, which shall not be unreasonably withheld. The Commonwealth may impose any conditions it considers reasonable and appropriate when giving its consent.

6.4 The Grantee agrees to remove a subcontractor from the Activity at the reasonable request of the Commonwealth and at no additional cost to the Commonwealth.

7. Conflict of interest

7.1 Other than those which have already been disclosed to the Commonwealth, the Grantee warrants that, to the best of its knowledge, at the date of this Agreement neither it nor its officers have any actual, perceived or potential conflicts of interest in relation the Activity.

7.2 If during the term of this Agreement, any actual, perceived or potential conflict arises or there is any material change to a previously disclosed conflict of interest, the Grantee agrees to:

- (a) notify the Commonwealth promptly and make full disclosure of all relevant information relating to the conflict; and
- (b) take any steps the Commonwealth reasonably requires to resolve or otherwise deal with that conflict.

8. Variation, assignment and waiver

8.1 This Agreement may be varied in writing only, signed by both Parties.

8.2 The Grantee cannot assign its obligations, and agrees not to assign its rights, under this Agreement without the Commonwealth's prior approval.

8.3 The Grantee agrees not to enter into negotiations with any other person for the purposes of entering into an arrangement that will require novation of, or involve any assignment of rights under, this Agreement without first consulting the Commonwealth.

8.4 A waiver by a Party of any of its rights under this Agreement is only effective if it is in a signed written notice to the other Party and then only to the extent specified in that notice.

9. Taxes, duties and government charges

9.1 The Grantee agrees to pay all taxes, duties and government charges imposed or levied in Australia or overseas in connection with the performance of this Agreement, except as provided by this Agreement.

9.2 If Goods and Services Tax (GST) is payable by a supplier on any supply made under this Agreement, the recipient of the supply will pay to the supplier an amount equal to the GST payable on the supply, in addition to and at the same time that the consideration for the supply is to be provided under this Agreement.

9.3 If at the commencement of this Agreement the Grantee is not registered for GST and during the term of this Agreement the Grantee becomes, or is required to become, registered for GST, the Grantee agrees to notify the Commonwealth in writing within 7 days of becoming registered for GST.

10. Spending the Grant

10.1 The Grantee agrees to spend the Grant for the purpose of performing the Activity and otherwise in accordance with this Agreement.

10.2 Within three month's after the end of the relevant financial year of the Activity's Completion Date and at least every 12 months during the term of the Activity, the Grantee agrees to provide an authorized financial statement signed by the Grantee verifying the Grant was spent in accordance with this Agreement.

10.3 A statement under clause 10.2 must include an income and expenditure statement in relation to the Grant and the Activity for each financial year of this Agreement.

10.4 The Grantee may meet its obligations under clause 10.2 and 10.3 through its annual Audited Financial Acquisitions (referred to in Part E (Reporting) of the Grant Details).

11. Repayment

11.2 If any amount of the Grant:

- (a) has been spent other than in accordance with this Agreement; or
- (b) is additional to the requirements of the Activity; then the Commonwealth may by written notice:
 - i. require the Grantee to repay that amount to the Commonwealth;
 - ii. require the Grantee to deal with that amount as directed by the Commonwealth; ordeduct the amount from subsequent payments of the Grant or amounts payable under another agreement between the Grantee and the Commonwealth.

11.3 If the Commonwealth issues a notice under this Agreement requiring the Grantee to repay a Grant amount:

- (a) the Grantee must do so within the time period specified in the notice, which shall not be less than thirty (30) days from receipt of the notice by the Grantee and the Commonwealth providing verbal bank verification pursuant to the Grantee's internal payment verification process;
- (b) the Grantee must pay interest on any part of the amount that is outstanding at the end of the time period specified in the notice until the outstanding amount is repaid in full; and
- (c) the Commonwealth may recover the amount and any interest under this Agreement as a debt due to the Commonwealth without further proof of the debt being required.

12. Record keeping

12.1 The Grantee agrees to keep financial accounts and other records that:

- (a) detail and document the conduct and management of the Activity;
- (b) identify the receipt and expenditure of the Grant separately within the Grantee's accounts and records so that at all times the Grant is identifiable;
- (c) enable all receipts and payments related to the Activity to be identified and reported.

12.2 The Grantee agrees to keep the records for five years after the Completion Date or such other time specified in the Grant Details and provide copies of the records to the Commonwealth upon request.

13. Reporting liaison and review

13.1 The Grantee agrees to provide the Reporting Material specified in the Grant Details to the Commonwealth.

13.2 In addition to the obligations in clause 13.1, the Grantee agrees to:

- (a) liaise with and provide assistance and information to the Commonwealth as reasonably required by the Commonwealth; and
- (b) comply with the Commonwealth's reasonable requests, directions and monitoring requirements, in relation to the Activity and any Commonwealth review or evaluation of it.

13.3 If the Commonwealth acting reasonably has concerns regarding the performance of the Activity or the management of the Grant, the Commonwealth may by written notice require the Grantee to provide one or more additional reports, containing the information and by the date(s), specified in the notice.

13.4 If, at any time, a Party reasonably believes that the Activity is unlikely to fully meet the purpose of the Grant, or there are Activity risks that need to be addressed, that Party may provide written notice to the other Party setting

out its reasons for that belief and proposing steps that could be taken to better achieve that purpose or address those risks. The Parties agree to work co-operatively to:

- (a) consider, and negotiate in good faith, any change proposed under this clause 13.4; and
- (b) implement any such change that is agreed by the Parties by executing a variation to this Agreement under clause 8.1.

13.5 Except to the extent the Parties agree a variation under clause 8.1, clause 13.4 does not limit any of a Party's other rights under this Agreement.

13.6 The Grantee acknowledges that the giving of false or misleading information to the Commonwealth is a serious offence under the Criminal Code Act 1995 (Cth).

14. Privacy

14.1 When dealing with Personal Information in carrying out the Activity, the Grantee agrees:

- (a) to comply with the requirements of the *Privacy Act 1988* (Cth);
- (b) not to do anything which, if done by the Commonwealth, would be a breach of an Australian Privacy Principle;
- (c) to ensure that any of the Grantee's subcontractors or personnel who deal with Personal Information for the purposes of this Agreement are aware of the requirements of the *Privacy Act 1988* (Cth) and the Grantee's obligations under this clause;
- (d) to immediately notify the Commonwealth if the Grantee becomes aware of an actual or possible breach of this clause by the Grantee or any of the Grantee's subcontractors or personnel.

15. Confidentiality

15.1 The Parties agree not to disclose each other's confidential information without the other Party's prior written consent unless required or authorised by law or Parliament to disclose.

15.2 The Commonwealth may disclose the Grantee's confidential information where;

- (a) the Commonwealth is providing information about the Activity or Grant in accordance with Commonwealth accountability and reporting requirements;
- (b) the Commonwealth is disclosing the information to a Minister of the Australian Government, a House or Committee of the Commonwealth Parliament; or
- (c) the Commonwealth is disclosing the information to its personnel or another Commonwealth agency where this serves the Commonwealth's legitimate interests.

16. Insurance

16.1 The Grantee agrees to effect and maintain for as long as any obligations remain in connection with this Agreement:

- (a) workers compensation insurance as required by law;
- (b) adequate and appropriate public liability insurance; and
- (c) insurance against any loss or damage to an asset for its full replacement cost including where relevant the costs of demolition and removal of debris and the cost of architects, engineers and other consultants; and
- (d) any other additional insurance specified in the Grant Details.

16.2 The Grantee agrees to provide proof of insurance to the Commonwealth upon request and within the time specified in the request.

17. Intellectual property

17.1 The Grantee owns the Intellectual Property Rights in Material created by the Grantee as a result of undertaking the Activity.

17.2 The Grantee provides the Commonwealth a permanent, non-exclusive, irrevocable, royalty-free licence to use, modify, communicate, reproduce, publish, adapt and sub-license the Reporting Material for Commonwealth Purposes.

17.3 The licence in clause 17.2 does not apply to Activity Material.

17.4 This Agreement does not affect the ownership of Intellectual Property Rights in Existing Material.

18. Dispute resolution

18.1 The Parties agree not to initiate legal proceedings in relation to a dispute arising under this Agreement unless they have first tried and failed to resolve the dispute by negotiation.

18.2 Unless clause 18.3 applies, the Parties agree to continue to perform their respective obligations under this Agreement when a dispute exists.

18.3 The Parties may agree to suspend performance of this Agreement pending resolution of the dispute.

18.4 Failing settlement by negotiation in accordance with clause 18.1, the Parties may agree to refer the dispute to an independent third person with power to intervene and direct some form of resolution, in which case the Parties will be bound by that resolution. If the Parties do not agree to refer the dispute to an independent third person, either Party may initiate legal proceedings.

18.5 Each Party will bear their own costs in complying with this clause 18, and the Parties will share equally the cost of any third person engaged under clause 18.4.

18.6 The procedure for dispute resolution under this clause does not apply to any action relating to termination, cancellation or urgent interlocutory relief.

19. Reduction, Suspension and Termination

19.1 Reduction in scope of agreement for fault

19.1.1 If the Grantee does not comply with an obligation under this Agreement and the Commonwealth believes that the non-compliance is incapable of remedy, or if the Grantee has failed to comply with a notice to remedy, the Commonwealth may by written notice reduce the scope of this Agreement.

19.1.2 The Grantee agrees, on receipt of the notice of reduction, to:

- (a) stop or reduce the performance of the Grantee's obligations as specified in the notice;
- (b) take all available steps to minimise loss resulting from the reduction;
- (c) continue performing any part of the Activity or this Agreement not affected by the notice if requested to do so by the Commonwealth;
- (d) report on, and return any part of, the Grant to the Commonwealth, or otherwise deal with the Grant, as directed by the Commonwealth.

19.1.3 In the event of reduction under clause 19.1.1, the amount of the Grant will be reduced in proportion to the reduction in the scope of this Agreement.

19.2 Suspension

19.2.1 If:

- (a) the Grantee does not comply with an obligation under this Agreement and the Commonwealth believes that the non-compliance is capable of remedy;
- (b) the Commonwealth reasonably believes that the Grantee is unlikely to be able to perform the Activity or manage the Grant in accordance with this Agreement; or
- (c) the Commonwealth reasonably believes that there is a serious concern relating to the Grantee or this Agreement that requires investigation;

the Commonwealth may by written notice:

- (d) immediately suspend the Grantee from further performance of the Activity (including expenditure of the Grant); and/or
- (e) require that the non-compliance or inability be remedied, or the investigation be completed, within the time specified in the notice.

19.2.2 If the Grantee:

- (a) remedies the non-compliance or inability specified in the notice to the Commonwealth's reasonable satisfaction, or the Commonwealth reasonably concludes that the concern is unsubstantiated, the Commonwealth may direct the Grantee to recommence performing the Activity; or
- (b) fails to remedy the non-compliance or inability within the time specified, or the Commonwealth reasonably concludes that the concern is likely to be substantiated, the Commonwealth may reduce the scope of this Agreement in accordance with clause 19.1 or terminate this Agreement immediately by giving a second notice in accordance with clause 19.3.

19.3 Termination for fault**19.3.1 The Commonwealth may terminate this Agreement by notice where the Grantee has:**

- (a) failed to comply with an obligation under this Agreement and the Commonwealth believes that the noncompliance is incapable of remedy or where clause 19.2.2.b applies; or
- (b) provided false or misleading statements in relation to the Grant; or
- (c) become bankrupt or insolvent, entered into a scheme of arrangement with creditors, or come under any form of external administration.

19.3.2 The Grantee agrees, on receipt of the notice of termination, to:

- (a) stop the performance of the Grantee's obligations;
- (b) take all available steps to minimise loss resulting from the termination; and
- (c) report on, and return any part of, the Grant to the Commonwealth, or otherwise deal with the Grant, as directed by the Commonwealth.

20. Cancellation or reduction for convenience**20.1 The Commonwealth may cancel or reduce the scope of this Agreement by notice, due to:**

- (a) a change in government policy; or
- (b) a Change in the Control of the Grantee which the Commonwealth reasonably believes will negatively affect the Grantee's ability to comply with this Agreement.

20.2 On receipt of a notice of reduction or cancellation under this clause, the Grantee agrees to:

- (a) stop or reduce the performance of the Grantee's obligations as specified in the notice; and
- (b) take all available steps to minimise loss resulting from that reduction or cancellation; and
- (c) continue performing any part of the Activity or this Agreement not affected by the notice if requested to do so by the Commonwealth;
- (d) report on, and return any part of, the Grant to the Commonwealth, or otherwise deal with the Grant, as directed by the Commonwealth.

20.3 In the event of reduction or cancellation under this clause, the Commonwealth will be liable only to:

- (a) pay any part of the Grant due and owing to the Grantee under this Agreement at the date of the notice; and
- (b) reimburse any reasonable and substantiated expenses the Grantee unavoidably incurs that relate directly and entirely to the reduction in scope or cancellation of this Agreement.

20.4 In the event of reduction, the amount of the Grant will be reduced in proportion to the reduction in the scope of this Agreement.**20.5 The Commonwealth's liability to pay any amount under this clause is:**

- (a) subject to the Grantee's compliance with this Agreement; and
- (b) limited to an amount that when added to all other amounts already paid under this Agreement will not exceed the total amount of the Grant.

20.6 The Grantee will not be entitled to compensation for loss of prospective profits or benefits that would have been conferred on the Grantee but for the cancellation or reduction in scope of this Agreement under clause 20.1.

20.7 The Commonwealth will act reasonably in exercising its rights under this clause.

21. Survival

The following clauses survive termination, cancellation or expiry of this Agreement:

- clause 10 (Spending the Grant)
- clause 11 (Repayment);
- clause 12 (Record keeping)
- clause 13 (Reporting)
- clause 14 (Privacy);
- clause 15 (Confidentiality);
- clause 16 (Insurance)
- clause 17 (Intellectual property);
- clause 19 (Reduction, Suspension and Termination);
- clause 21 (Survival);
- clause 22 (Definitions);
- Supplementary Terms 1 to 9; and
- any other clause which expressly or by implication from its nature is meant to survive.

22. Definitions

In this Agreement, unless the contrary appears:

- Activity means the activity described in the Grant Details and includes the provisions of the Reporting Material.
- Activity Material means any Material, other than Reporting Material, created or developed by the Grantee as a result of the Activity and includes any Existing Material that is incorporated in or supplied with the Activity Material.
- Agreement means the Grant Details, Supplementary Terms (if any), the Commonwealth Standard Grant Conditions and any other document referenced or incorporated in the Grant Details.
- Australian Privacy Principle has the same meaning as in the *Privacy Act 1988*.
- Change in the Control means any change in any person(s) who directly exercise effective control over the Grantee.
- Commonwealth means the Commonwealth of Australia as represented by the Commonwealth entity specified in this Agreement and includes, where relevant, its officers, employees, contractors and agents.
- Commonwealth Standard Grant Conditions means this document.
- Commonwealth Purposes includes the following:
 - a. the Commonwealth verifying and assessing grant proposals, including a grant application;
 - b. the Commonwealth administering, monitoring, reporting on, auditing, publicising and evaluating a grant program or exercising its rights under this Agreement;
 - c. the Commonwealth preparing, managing, reporting on, auditing and evaluating agreements, including this Agreement;
 - d. the Commonwealth developing and publishing policies, programs, guidelines and reports, including Commonwealth annual reports;but in all cases:
 - e. excludes the commercialisation (being for-profit use) of the Material by the Commonwealth.
- Completion Date means the date or event specified in the Grant Details.
- Existing Material means Material developed independently of this Agreement.
- Grant means the money (exclusive of GST), or any part of it, payable by the Commonwealth to the Grantee for the Activity as specified in the Grant Details and includes any interest earned by the Grantee on that money.
- Grantee means the legal entity other than the Commonwealth specified in this Agreement and includes, where relevant, its officers, employees, contractors and agents.
- Grant Details means the document titled Grant Details that forms part of this Agreement.
- GST has the meaning given to that term in the GST Act.
- GST Act means *A New Tax System (Goods and Services Tax) Act 1999* (Cth).
- Intellectual Property Rights means all copyright, patents, registered and unregistered trademarks (including service marks), registered designs, and other rights resulting from intellectual activity (other than moral rights under the *Copyright Act 1968*).
- Material includes documents, equipment, software (including source code and object code versions), goods, information and data stored by any means including all copies and extracts of them.
- Party means the Grantee or the Commonwealth.
- Personal Information has the same meaning as in the *Privacy Act 1988*.
- Recipient Created Tax Invoice has the meaning given to that term in the GST Act.
- Records includes documents, information and data stored by any means and all copies and extracts of the same.
- Reporting Material means all Material which the Grantee is required to provide to the Commonwealth for reporting purposes as specified in this Agreement, including the Grant Details, and includes any Existing Material that is incorporated in or supplied with the Reporting Material.

From: [Education - Connected Beginnings](#)
To: § 22(1)
Subject: FW: The Minderoo Foundation Pty Ltd as trustee for The Minderoo Foundation Trust CBP EF21/51 [SEC=OFFICIAL]
Date: Friday, 8 May 2026 10:06:12 AM

From: § 22(1)
Sent: Tuesday, 18 May 2021 8:28 AM
To: DESE - ECECProgrammanagement <ECECProgrammanagement@dese.gov.au>
Cc: § 22(1)
§ 22(1) DESE - Financial Viability Team
<FinancialViabilityTeam@dese.gov.au>
Subject: The Minderoo Foundation Pty Ltd as trustee for The Minderoo Foundation Trust CBP EF21/51 [SEC=OFFICIAL]

OFFICIAL

The Minderoo Foundation Pty Ltd as trustee for The Minderoo Foundation Trust CBP EF21/51

A financial viability assessment has been completed on the audited financial statements to 30 June 2020 of The Minderoo Foundation Pty Ltd as trustee for The Minderoo Foundation Trust.

Program: CBP

Contracting Name: The Minderoo Foundation Pty Ltd (ACN 098 198 684) as trustee for The Minderoo Foundation Trust (ABN 24 819 440 618)

Assessed Capacity: \$ 1,700,156,672

Credentials Risk: Low

Financial Risk: Low

Financial Viability Risk: Low

Comments: Trust structure but no distributions made.

Credentials checks:

Background checks completed on the entity and its relevant persons did not find any adverse information worthy to note.

Risk mitigation strategies are not required.

Assessor: § 22(1)

Regards

s 22(1)

Financial Viability Team | Providers and Purchasing Branch
Quality, Integrity and Evidence Division
Australian Government Department of Education, Skills and Employment

s 22(1)

Team: financialviabilityteam@dese.gov.au
www.dese.gov.au