



# Select Committee on the Early Childhood Education and Care Sector in Victoria

**Hearing Date:** 24 February 2026

**Question[s] taken on notice**

**Directed to:** G8 Education Limited

**Received date:** 11 March 2026

## 1. **The CHAIR, p. 64**

### **Question Asked:**

**The CHAIR:** I guess for me it is just understanding what you have done since these events have transpired to ensure, like you said, child safety always.

**Pejman OKHOVAT:** And if the Chair would like me to address your last question, which was different to the initial question around what we have done since, I am more than happy to go into that if you wish, but if you wish to move on, I am more than happy to be guided by you.

**The CHAIR:** Yes. Because I have run out of time, could you take that on notice?

### **Response:**

G8 Education has:

- Provided enhanced training for all team members across Australia relating to safeguarding and early warning systems, for example FLAG protocol, speak up, child safety procedures.
- Enhanced our internal Child Safety/Safeguarding Training – this provides educators with the information to be able to identify red flags in services to prevent ‘bad actors’ from using our environments and providing team members with a voice to speak up where they see cause for concern through internal channels including grievance procedures, reporting lines and whistleblower procedures.
- Early adoption of personal device restrictions in rooms.
- Strengthening of recruitment procedures – G8 Education is mandating a leader reference from the most recent employer. We have also strengthened child safety pre-employment screening questions to further explore potential concerns from working history and any red flags.
- Giving parents the ability to express a preference for providers of intimate care through our Individual Learning Plans (ILPs).
- Continuing to take a ‘No-Tolerance’ approach to situations where a child is put at risk of harm or harmed with an enhanced Accountability and Consequence Frameworks for the appropriate management of conduct and behaviour of team members.
- G8 Education is working closely with the Federal Government to accelerate the roll-out of CCTV across G8 Education services. This includes working with the Federal Government to ensure best practice implementation of the

- Act for Kids – partnership to provide educators and children with language and ways to explain when situations do not feel right and allows for clear communication across all age groups.

## 2. **The CHAIR, p. 64**

### **Question Asked:**

**Pejman OKHOVAT:** The other thing that, Chair, we have committed to doing, particularly in Victoria after finding out about the Mr Brown case, is we have also committed to doing an independent review of that incident, so all the learnings that we can continue to work on post the police's work and allowing us to conduct our own interview and an investigation fully into the matter. We will provide that on notice.

**The CHAIR:** And will you make that independently?

**Pejman OKHOVAT:** Independent of G8, absolutely.

**The CHAIR:** Are there any plans to make that publicly available once it has all gone through?

**Pejman OKHOVAT:** We will take that on notice and provide that information.

### **Response:**

G8 Education plans to share all recommendations that will uplift child safety and well-being, along with G8's approach to implementing these.

## 3. **Michael GALEA, p. 65**

### **Question Asked:**

Are you in a position to provide those reviews to the committee?

**Josie KING:** No, I do not have them yet. The early ones –

**Michael GALEA:** The ones that you already have?

**Josie KING:** The original one, which was the original plan, is some years old. Let us take that under review.

**Michael GALEA:** If you can take that on notice, I would thank you for that.

### **Response:**

The review completed by EY in 2017. G8 Education notes that this review was completed almost 10 years ago and was cited in the Committee hearing to support evidence provided that G8 Education has been developing its child safe organisation plan for a number of years. G8 Education notes that since the review was completed, the regulatory and operating environment has continued to evolve, as has G8 Education's progress towards its child safe organisation aspirations.