



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

The early childhood education and care sector in Victoria

Inquiry | Interim report

March 2026

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Committee membership



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Anasina Gray-Barberio
Northern Metropolitan



DEPUTY CHAIR
Michael Galea
South-Eastern Metropolitan



Melina Bath
Eastern Victoria



Georgie Crozier
Southern Metropolitan



Jacinta Ermacora
Western Victoria



Dr Sarah Mansfield
Western Victoria

About the Committee

Functions

The Select Committee will inquire into and report on the Early Childhood Education and Care sector in Victoria including the adequacy of current quality and safety standards, the quality and oversight of educator training, professional development and qualifications, the impacts of Victoria's predominantly privatised system, the impact of workforce conditions, the adequacy of staff-to-child ratio regulations, whether there is sufficient oversight of the Department of Education and any other matter in relation to the adequacy, implementation, compliance and/or enforcement of child safety standards and regulations in the sector.

Secretariat

Matt Newington, Committee Manager
Te Kooanga Awatere, Inquiry Officer (from 5 November 2025)
Sylvette Bassy, Administrative Officer
Frank Fong, Monash Intern (until 5 November 2025)

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Terms of reference

Inquiry into the early childhood education and care sector in Victoria

That:

- (1) a Select Committee of six members be appointed to inquire into, consider and report on the Early Childhood Education and Care (ECEC) sector in Victoria, including but not limited to —
 - (a) the adequacy of current quality and safety standards across all ECEC service types;
 - (b) the quality and oversight of educator training, professional development and qualifications, including a review of the effectiveness of Working with Children Checks and of Registered Training Organisations issuing early childhood certifications;
 - (c) the impacts of Victoria’s predominantly privatised ECEC system, including a comparison with public, not-for-profit and cooperative models in terms of accessibility, affordability, safety and outcomes;
 - (d) the impact of workforce conditions, such as pay, job security, workload and recognition on educator wellbeing, retention and service quality;
 - (e) the adequacy of staff-to-child ratio regulations, including ratios being averaged across entire services rather than applied per room;
 - (f) whether there is sufficient oversight of the Department of Education and the role it plays in monitoring and maintaining child safety;
 - (g) any other matter in relation to the adequacy, implementation, compliance and/or enforcement of child safety standards and regulations in the ECEC sector;
- (2) the Committee provide an interim report by a date determined by the Committee, and a final report by 30 July 2026.

Chair's foreword

I am pleased to present the Interim Report for the Inquiry into the early childhood education and care sector in Victoria.

This Inquiry was established on following the emergence of serious child abuse allegations against educator Joshua Brown in July 2025. These deeply distressing allegations, most acutely felt by the children affected and their families, exposed critical systemic failures that enabled an individual to work across multiple early childhood education services while posing an unacceptable risk. This should never have been possible.

The Inquiry has been shaped by the lived and living experiences of children, families, educators, advocates, regulators, service providers, unions, community organisations, First Nations, and disability-led representatives across Victoria's early childhood sector. Evidence has been gathered through submissions and public hearings, which collectively provide a clear and consistent picture of the challenges facing the sector.

The sector has undergone significant changes, with rising demand and increasing system complexity. Government regulation, oversight, and investment have not kept pace with these changes. The Committee heard evidence of educator shortages, staff working under sustained pressure, and inadequate resources, support, and training to meet children's complex needs. The rapid rise of the for-profit sector has shifted the focus from children's safety to profit, further stretching systems and undermining both child safety and quality.

This Inquiry has heard unequivocal evidence that stronger stewardship is required across both the Victorian and national levels to ensure that safety, quality and accountability are not optional but guaranteed in the sector. Addressing these gaps, will require a coordinated, compassionate, and sustained response from both the Victorian and national governments.

This Interim Report summarises the evidence and issues identified to date. The Committee will continue engaging with the sector and Victorian communities with findings and recommendations to be presented in the final report by 30 July 2026.

I thank all those who have contributed to this Inquiry so far, particularly those who have shared their stories. Your voices are central to this work and will continue to guide the path forward.

I thank my committee colleagues for their dedication and collaboration in advancing this important Inquiry.

My thanks to the Committee Manager Matt Newington, Inquiry Officer Te Kooanga Awatere, Administrative Officer Sylvette Bassy, Monash Intern Frank Fong, and Council Committees staff Julie Barnes and Monique Riordan-Hill.

A handwritten signature in black ink, reading "Anasina Gray-Barberio". The signature is written in a cursive, flowing style.

Anasina Gray-Barberio MLC
Chair

Interim report

1.1 Interim report summary

This Inquiry was established by the Parliament following revelations by Victoria Police in the media of child abuse charges made against Joshua Brown. Mr Brown was a former childcare worker and had worked at over 20 childcare centres across Melbourne since 2017. He had no criminal history and had a valid Working with Children Check, and was still working at a childcare centre days before his arrest. At the time this Report was adopted the case remains ongoing, and the Committee is respectful of this process.

The revelations were made public on 1 July 2025. Victoria Police and the Director of Public Prosecutions had applied and were granted a suppression order to contact affected families before any information was made public.

In response to these revelations, several reviews were initiated. This included:

- the Victorian Government's Rapid Child Safety Review
- this Inquiry
- an Ombudsman investigation into the Quality Assessment and Regulation Division of the Department of Education which was the former regulator of the sector.

The Australian education ministers also met in August 2025 to discuss changes to the National Law to address these urgent issues.

The case is an outlier in Victoria's early childhood education and care system. However, it is one symptom of broader systemic issues within the sector which have been allowed to develop through inadequate support, oversight and accountability.

Inquiry stakeholders highlighted a range of issues facing the sector including:

- quality of services
- growth of private, for-profit providers
- child safety and wellbeing
- cultural safety for Aboriginal and Torres Strait Islander people
- working conditions
- education and training of educators
- the role of government in regulating and supporting the sector
- Working with Children Check limitations.

This Report contains an overview of these issues, which are summarised in the sections below.

Since the Inquiry was established, the Rapid Child Safety Review has concluded, and the Victorian Government accepted all 22 recommendations in the final report. The Government has since implemented key reforms including:

- improvements to the Victorian Working with Children Check framework
- establishing the Victorian Early Childhood Regulatory Authority as an independent agency, replacing the Quality Assessment and Regulation Division of the Department of Education
- working with state and territory education ministers to implement changes to the National Law, including a national register of early education workers, and improvements to information sharing
- a CCTV trial in certain centres.

Inquiry stakeholders were supportive of the changes but also highlighted that regulatory changes alone are not enough to address all issues and provide high quality care to children.

At the time this Interim Report was adopted the Committee received evidence through 99 submissions. The Committee also held 30 public hearings held over 5 days on:

- 8 December 2025, Parliament House, East Melbourne
- 24 February 2026, 55 St Andrews Place, East Melbourne
- 25 February 2026, 55 St Andrews Place, East Melbourne
- 10 March 2026, 55 St Andrews Place, East Melbourne
- 11 March 2026, 55 St Andrews Place, East Melbourne.

The Committee heard from witnesses from the following organisations:

- Affinity Education Group
- Australian Childcare Alliance Victoria
- Australian Children's Education and Care Quality Authority
- Australian Education Union
- Australian Services Union
- Body Safety Australia
- Bravehearts
- Children and Young People with Disability Australia
- Commission for Children and Young People

- Department of Education
- Early Childhood Australia
- Early Childhood Intervention Australia
- Family Day Care Australia
- The Front Project
- G8 Education
- Goodstart Early Learning
- Guardian Childcare and Education
- National Association for Prevention of Child Abuse and Neglect
- National Survivors Foundation
- Ngaweeyan Maar-oo
- Ombudsman Victoria
- Only About Children
- Outside School Hours Council of Australia
- The Parenthood
- Secretariat of National Aboriginal and Islander Child Care — National Voice for Our Children
- United Workers Union
- Victorian Aboriginal Children and Young People’s Alliance
- Victorian Registration and Qualifications Authority.

A full list of submissions accepted by the Committee and witnesses who gave evidence at public hearings is provided in Appendix A. The Committee intends to hold further hearings before the final report is presented by 30 July 2026.

The Committee acknowledges there is important evidence gathered so far in its Inquiry and investigations in Victoria’s early childhood education and care sector.

The Committee received evidence from submissions and public hearings that the early childhood education and care sector is in need of systemic reform, better oversight and accountability, to ensure the paramount interests of Victorian children in care.

The Committee acknowledges the findings and recommendations from recent reviews into the sector including by the:

- Rapid Child Safety Review panel
- Victorian Ombudsman
- Australian Competition and Consumer Commission

- Productivity Commission
- national education ministers, in particular the recent agreement to reform under the roofline ratios.

Significant evidence has been received by this Committee on the matter of under the roofline ratios, and the Victorian Government should closely consider reforms pursuant to the recommendations of the national education ministers meeting.

The Committee remains conscious of evidence yet to be brought forward to the Inquiry which will address the terms of reference, and will look to explore these contributions as it progresses towards its final report by 30 July 2026.

1.1.1 Acknowledgements

The Committee thanks all those who contributed to the Inquiry by making submissions, appearing at public hearings and providing additional information to inform its deliberative process.

1.2 Recent changes to the early childhood education and care legislative framework

The Victorian early childhood education and care sector operates within national and state-based frameworks. Over 95% of Victorian services are regulated under the National Quality Framework, which comprises:

- National Law and National Regulations
- National Quality Standard
- assessment and quality rating process
- national learning frameworks.

The remaining 5% are regulated under the Victorian *Children's Services Act 1996* and the requirements largely reflect those under the National Quality Framework.

Reforms to the National Law were implemented in stages between August 2025 and February 2026 following the Rapid Child Safety Review and after receiving agreement from state and territory education ministers.

Figure 1.1 below provides a summary of key changes implemented in Victoria and at a national level.

Figure 1.1 Legislative changes implemented between August 2025 and February 2026

Victoria	National
28 August 2025	
<ul style="list-style-type: none"> • Treating Working with Children Check applicants who are excluded from child-related work outside of Victoria as category A applicants (refusal) • Requiring the Secretary to suspend a person’s Working with Children clearance in certain circumstances pending the person’s reassessment • Empowering the Secretary to cancel a Working with Children Check if a person gives false or misleading information in their application or reassessment • Limiting review at VCAT to only issues of mistaken identity • Increasing time limit for prosecuting offences of providing false or misleading information. 	
1 September 2025	
	<ul style="list-style-type: none"> • New policies and procedures for safe use of digital technologies and online environments • Earlier notifications of physical and sexual abuse • Use of vaping devices and substances banned.
26 September 2025	
<ul style="list-style-type: none"> • Restrictions on use of personal devices in early childhood education and care services. 	
10 December 2025	
<ul style="list-style-type: none"> • Powers for the regulator to publish information about enforcement or disciplinary action against certain persons • Ability for the regulator to prohibit persons who are involved in providing unlicensed services 	<ul style="list-style-type: none"> • Extended limitation period for offences and new ‘stop the clock provision’ where an offence is being investigated under other legislation • Information sharing by regulatory authorities, including from recruitment agencies

(Continued)

Victoria	National
<ul style="list-style-type: none"> • The regulator and the Minister will have new powers to: <ul style="list-style-type: none"> - give directions and guidelines to the sector - direct services in a certain area to close because of an emergency event. • If a person applies for an internal review of a Regulatory Authority decision, that decision will remain in place while the review is being conducted. 	<ul style="list-style-type: none"> • New offence for anyone subject to a prohibition notice for giving a recruitment agency false or misleading information about that notice.
1-2 January 2026	
<ul style="list-style-type: none"> • Victorian Early Childhood Regulatory Authority (VECRA) established as the new independent regulatory authority • New offences and increased penalties for large providers • Approved providers required to notify VECRA of any reportable sexual offence or misconduct committed by staff, students or volunteers • New offence for an approved provider to enter into an insurance contract that indemnifies them from a financial penalty for non-compliance with the National Quality Framework or Child Safe Standards • Magistrates Court can order people convicted of offences to publicise the offences and relevant circumstances and consequences. 	<ul style="list-style-type: none"> • Strengthened child safety focus in National Quality Standard Quality Areas 2 and 7 • Increased penalties, and expanded infringement offences and regulatory penalties.
23 February 2026	
<ul style="list-style-type: none"> • Oversight of Child Safe Standards and Reportable Conduct Scheme moved under Social Services Regulator (from the Commission for Children and Young People). 	

(Continued)

Victoria	National
27 February 2026	
<ul style="list-style-type: none"> • New powers for VECRA to: <ul style="list-style-type: none"> – directly suspend individuals from working in early childhood education and care services – take disciplinary action and bring proceedings against an approved provider who has contravened the National Law or Regulations – cancel a provider approval if the provider has been deregistered or liquidated – suspend a service’s quality rating during an investigation – disclose information about individuals subject to suspension, supervision or mandatory training to approved providers and recruitment agencies – proactively disclose information about suspension directions, supervision directions and mandatory training directions given directly to an individual, to approved providers and recruitment agencies. • Persons refused provider or service approval will not be able to reapply for 12 months unless granted permission to do so by VECRA • Approved providers required to display their quality and compliance history for their services • VCAT able to order people subject to disciplinary action to publicise the offence or non-compliance and its circumstances and consequences. 	<ul style="list-style-type: none"> • New ‘paramount consideration’ making childrens’ safety, rights and best interests the paramount consideration for all decision makers under the National Law • National Early Childhood Worker Register established • Restricted use of digital devices in education and care services nationally (already in place in Victoria since 26 September 2025) • Mandatory child protection and national child safety training • New ‘inappropriate conduct’ offence • Expanded regulatory authority powers to respond to misconduct • Strengthened Working with Children Check requirements in all jurisdictions • Removal of ongoing service waivers related to service building designs • Enabling effective identification and monitoring related providers • Expanded regulatory authority powers to enter and inspect family day care services • Expanded responsibility of approved providers to assess areas near family day care residences or venues.

Source: Select Committee on the Early Childhood Education and Care Sector in Victoria.

Inquiry stakeholders were supportive of the changes. The Committee will monitor the implementation and outcomes of the changes throughout the Inquiry.

1.3 Other recent reviews of the early childhood education and care sector

Following revelations in the media and by Victoria Police, the Victorian Government commissioned an independent Rapid Child Safety Review on 2 July 2025. The review panel comprised Jay Weatherill AO and Pam White PSM, who provided the report to the Government on 15 August 2025. The Government later published the report and its response on 4 September 2025.

On 30 July 2025 the Legislative Council agreed to two motions referring investigations related to the incident:

- to the Victorian Ombudsman, on the performance of the Quality Assessment and Regulation Division of the Department of Education
- establishing this Select Committee and its terms of reference for the Inquiry.

In addition, the Australian Children's Education and Care Quality Authority completed a Rapid Assessment of Child Safe Practices in December 2025. The report was accepted by the Australian education ministers and was published in February 2026.

These reviews are discussed further in the sections below.

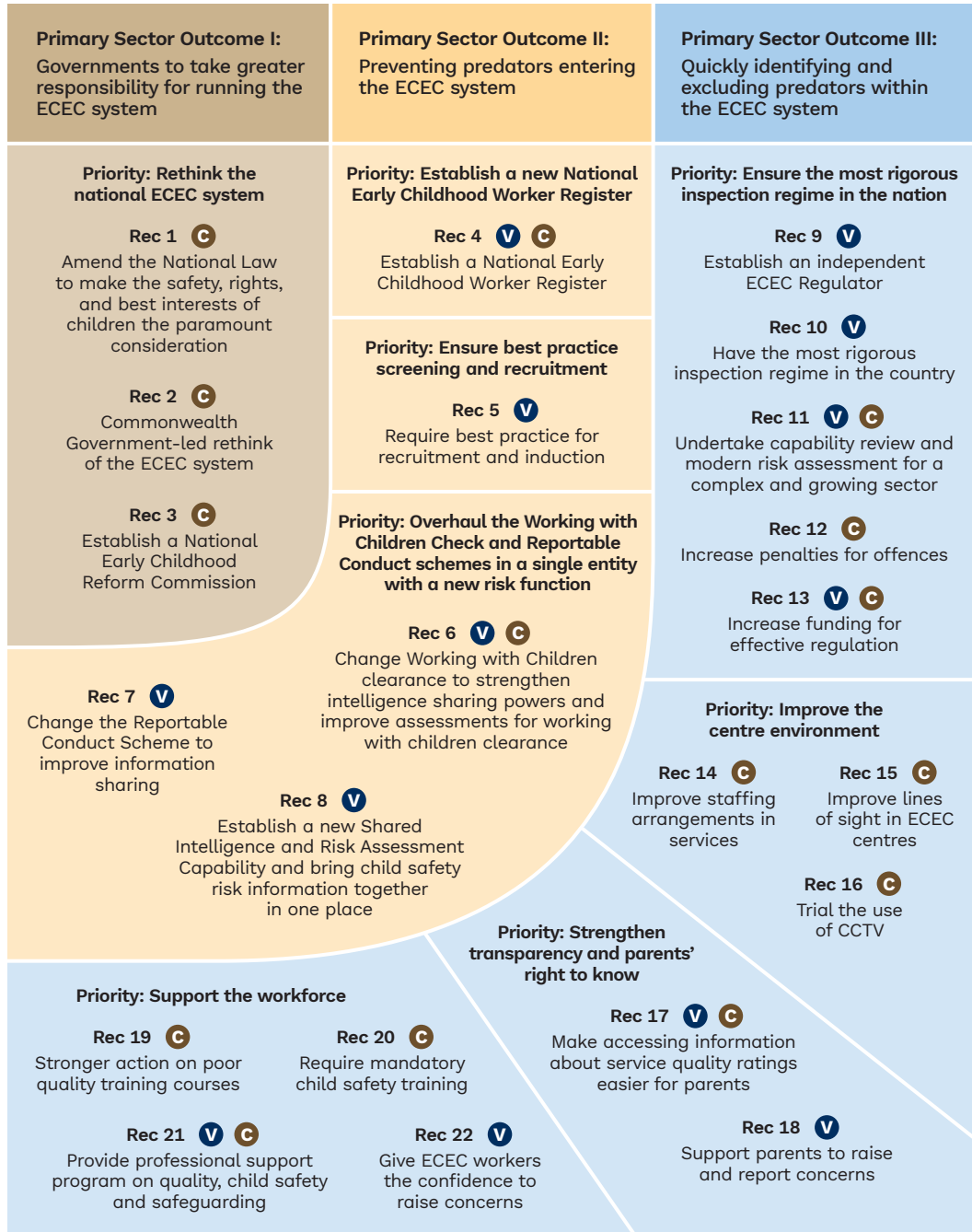
At the time this Report was adopted, two other parliamentary inquiries into the early education and care sector were being conducted by committees of the Commonwealth and New South Wales Parliaments. The Committee notes the consistent themes in the evidence provided to these inquiries, highlighting the nationwide nature of this problem, and awaits the findings and recommendations of the committees in their final reports.

1.3.1 Rapid Child Safety Review

The Victorian Government commissioned the Rapid Child Safety Review to examine immediate actions to improve child safety in early childhood education and care.

The Review's report made 22 recommendations directed to the Victorian and Commonwealth Governments. These are summarised in Figure 1.2 below.

Figure 1.2 Summary of recommendations from the Rapid Child Safety Review



- V** Recommendation relating to reforms to be initiated by the Victorian Government
- C** Recommendation that the Victorian Government will take to the Commonwealth Government

Source: Jay Weatherill AO and Pam White PSM, *Rapid Child Safety Review*, Victorian Government, Melbourne, 2025.

The Victorian Government accepted all recommendations and implemented a suite of reforms at the state level, and worked with other education ministers for changes to the National Law (as detailed previously in Section 1.2).

1.3.2 Rapid assessment of child safe practices

In August 2025, the Australian Education Ministers commissioned the Australian Children’s Education and Care Quality Authority to conduct a rapid assessment of child safeguarding practices across the sector. The terms of reference required the Authority to examine whether current operational applications of educator-to-child ratios were being appropriately applied and supporting child safety.

Over 6,100 stakeholders were consulted in the Rapid Assessment. This included service providers, peak bodies and regulators.

The Australian Children’s Education and Care Quality Authority made recommendations in four key areas. These are summarised in Figure 1.3 below.

Figure 1.3 Summary of recommendations in the Australian Children's Education and Care Quality Authority's rapid assessment of child safe practices report



Source: Australian Children's Education and Care Quality Authority, *Rapid assessment of child safe practices*, Canberra, 2025.

The Australian education ministers accepted the recommendations and stated their intent to implement further changes, including:

- banning bad business practices
- stronger requirements for child safety and supervision policies
- risk assessments for situations where educators supervise children alone
- changes to support safer supervision at all times
- clearer legislative definitions of ‘adequate supervision’
- reviewing when educators working towards qualifications can be counted in ratios.¹

1.3.3 Ombudsman investigations

The Victorian Ombudsman has conducted two recent investigations in the early childhood education and care sector:

- *Investigation into a former youth worker’s unauthorised access to private information about children* (September 2022)
- Investigation into the performance of the Quality Assessment and Regulation Division of the Department of Education (ongoing at the time this Report was adopted).

The Ombudsman’s 2022 report was an own-motion investigation following media reports in April 2021 into a significant data breach by a former youth worker Alexander Jones.

The Ombudsman recommended key changes to improve screening for applicant suitability for Working with Children Checks. However, these changes were not implemented until the Government’s response to the Rapid Child Safety Review, which identified similar issues in the Working with Children Check screening process.

**Adopted by the Select Committee on the
Early Childhood Education and Care Sector in Victoria
Parliament of Victoria, East Melbourne
19 March 2026**

¹ Ministers of Education, *Safety in early education and care update*, <<https://ministers.education.gov.au/clare/safety-early-education-and-care-update>> accessed 6 March 2026.

Appendix A

About the Inquiry

A.1 Establishing resolution and terms of reference

On 30 July 2025, the Legislative Council agreed to a motion establishing this Select Committee to conduct an inquiry into the early childhood education and care sector in Victoria. An extract of the establishing resolution is below:

That:

- (1) a Select Committee of six members be appointed to inquire into, consider and report on the Early Childhood Education and Care (ECEC) sector in Victoria, including but not limited to —
 - (a) the adequacy of current quality and safety standards across all ECEC service types;
 - (b) the quality and oversight of educator training, professional development and qualifications, including a review of the effectiveness of Working with Children Checks and of Registered Training Organisations issuing early childhood certifications;
 - (c) the impacts of Victoria’s predominantly privatised ECEC system, including a comparison with public, not-for-profit and cooperative models in terms of accessibility, affordability, safety and outcomes;
 - (d) the impact of workforce conditions, such as pay, job security, workload and recognition on educator wellbeing, retention and service quality;
 - (e) the adequacy of staff-to-child ratio regulations, including ratios being averaged across entire services rather than applied per room;
 - (f) whether there is sufficient oversight of the Department of Education and the role it plays in monitoring and maintaining child safety;
 - (g) any other matter in relation to the adequacy, implementation, compliance and/or enforcement of child safety standards and regulations in the ECEC sector;
- (2) the Committee provide an interim report by a date determined by the Committee, and a final report by 30 July 2026.

Under the resolution, the Committee was required to comprise two members from the Government, two from the Opposition and two members from the remaining parties in the Council.

Members were appointed to the Committee on 4 August 2025. At the Committee's first meeting on 11 August 2025, Anasina Gray-Barberio MLC was elected Chair and Michael Galea MLC Deputy Chair.

A.2 Submissions

The Committee accepted 99 submissions to the Inquiry, which are listed below.

Number	Submission	Number	Submission
1	Mitchell Stark	29	Young Men's Christian Association Victoria
2	Name withheld	30	Marlea Hutso
3	Name withheld	31	Per Capita Australia
4	Name withheld	32	Chelsea Heights Kindergarten
5	Mandy Blount	33	Uniting Victoria and Tasmania
6	Name withheld	34	Advocating for Children with Disability
7	Name withheld	35	Early Learning Association Australia
8	Elise Davis	36	Kristi McVee
9	Rebecca Saville	37	Allergy & Anaphylaxis Australia
10	Name withheld	38	Municipal Association of Victoria
11	BubbaDesk	39	The Directors Network
12	Belinda Dixon	40	Moyne Shire Council
13	Sarah Briggs	41	Brotherhood of St. Laurence
14	Name withheld	42	Reggio Emilia Australia Information Exchange
15	Name withheld	43	The Parenthood
16	Name withheld	44	Mallee Family Care
17	Name withheld	45	National Survivors Foundation
18	Kidz R Kidz Early Learning Centre	46	Early Childhood Intervention Australia Victoria Tasmania
19	Confidential	47	Madeleine Dowel
20	National Association for Prevention of Child Abuse and Neglect	48	Christian Schools Australia and Adventist Education Australia
21	Early Childhood Outdoor Learning Network	49	Maribyrnong City Council
22	Name withheld	50	Leongatha Children's Centre
23	Centre for International Corporate Tax Accountability and Research	51	G8 Education
24	Niels Wouters	52	Kindergarten Union Children's Services
25	Name withheld	53	United Workers Union
26	George Amos	54	Victorian Catholic Education Authority
27	Australian Childhood Foundation		
28	The Front Project		

Number	Submission
55	Goodstart Early Learning
56	Asylum Seeker Resource Centre
57	Defence Families Australia
58	Triple P International
59	Affinity Education Group
60	Victorian Children's Council
61	Minderoo Foundation
62	The Royal Children's Hospital, Department of Allergy and Immunology
63	Confidential
64	Name withheld
65	Early Childhood Management Services
66	Research in Effective Education in Early Childhood Centre, Faculty of Education, University of Melbourne
67	Mount Evelyn Christian School Kindergarten
68	Body Safety Australia
69	Early Learning and Care Council of Australia
70	Australasian Society of Clinical Immunology and Allergy
71	Neighbourhood Houses Victoria
72	EMILY's List Australia
73	Nido Early School
74	Sophie Baker
75	Diamond Creek Memorial Kindergarten
76	Australian Childcare Alliance Victoria
77	Ethical Interactions

Number	Submission
78	Matt Harvey
79	Family Day Care Australia
80	Hailey Hackett
81	Commission for Children and Young People
82	Victorian Government
83	National Allergy Council
84	It Takes a Village
85	Bravehearts
86	Latrobe City Council
87	The Victorian Foundation for Survivors of Torture, Foundation House
88	Outside School Hours Council of Australia
89	Secretariat of National Aboriginal and Islander Child Care - National Voice for our Children
90	Law Institute of Victoria
91	Independent Schools Victoria
92	Early Childhood Australia
93	Victorian Aboriginal Children and Young People's Alliance
94	Australian Education Union Victoria
95	Ngaweeyan Maar-oo
96	Voices for Early Years Education
97	Australian Services Union
98	Tully Gordon
99	Australian Children's Education and Care Quality Authority

A.3 Public hearings

The Committee held 30 hearings over 5 days.

8 December 2025

Federation Room, Parliament House, Spring Street, East Melbourne, 3002

Witness	Position and organisation
Pam White PSM	Rapid Child Safety Review Panel
Tony Bates	Secretary, Department of Education
Bronwen FitzGerald	Deputy Secretary, Early Childhood Education, Department of Education
Helen Quiney	Executive Director, Quality Assessment and Regulation Division, Department of Education
Marlo Baragwanath	Ombudsman, Ombudsman Victoria
Andrew Adason	Deputy Ombudsman, Prevention, Ombudsman Victoria
Corey Stevens	Principal Investigator, Ombudsman Victoria
Argiri Alisandratos	Acting Principal Commissioner, Commission for Children and Young People
Meena Singh	Commissioner for Aboriginal Children and Young People, Commission for Children and Young People
Emily Sanders	Director Regulation, Commission for Children and Young People
Prof Jane Page OAM	-
Liana Buchanan	-

24 February 2026

Committee Hearing Room 2, 55 St Andrews Place, East Melbourne, 3002

Witness	Position and organisation
Glen Hurley	Chief Executive Officer, Affinity Education Group
Nicola Page	Chief Risk and Quality Officer, Affinity Education Group
Dr Liz Hudson	Policy and Research Manager, Children and Young People with Disability Australia
Dr Ros Baxter	Chief Executive Officer, Goodstart Early Learning
Kelly Jebb	Head of Social Policy, Goodstart Early Learning
Samantha Page	Chief Executive Officer, Early Childhood Australia
Tonii Tran	President, ACA Victoria, Australian Childcare Alliance Victoria
Paul Mondo	President, ACA National, Australian Childcare Alliance Victoria
Brooke Eerden	Vice President, ACA Victoria, Australian Childcare Alliance Victoria
Pejman Okhovat	Chief Executive Officer and Managing Director, G8 Education
Josie King	Chief Legal Quality and Risk Officer, G8 Education

25 February 2026

Committee Hearing Room 2, 55 St Andrews Place, East Melbourne, 3002

Witness	Position and organisation
Gabrielle Sinclair	Chief Executive Officer, Australian Children's Education and Care Quality Authority
Abigail Weldon-Chan	Acting General Manager, Policy and Regulatory Systems, Australian Children's Education and Care Quality Authority
John Burton	Executive Director Policy and Research, Secretariat of National Aboriginal and Islander Child Care – National Voice for our Children
Miranda Edwards	Director Early Years Support, WA, Secretariat of National Aboriginal and Islander Child Care – National Voice for our Children
Jason Kanoa	Chief Executive Officer, Victorian Aboriginal Children and Young People's Alliance
Karen Heap	Board Chair and Chief Executive Officer, Ballarat and District Aboriginal Co-Operative, Victorian Aboriginal Children and Young People's Alliance
Laura Browne	Manager of Policy and Advocacy, Victorian Aboriginal Children and Young People's Alliance
Georgie Dent	Chief Executive Officer, The Parenthood
Karen Bunker	United Workers Union member, United Workers Union
Nicole Skoda	United Workers Union member, United Workers Union
Ffion Evans	National Coordinator, Early Childhood Education and Care Team, United Workers Union
Justin Mullaly	President, Victorian Branch, Australian Education Union
Heidi Ratje	Deputy Vice President – Early Childhood, Victorian Branch, Australian Education Union
Justin Bowd	Research Officer, Victorian Branch, Australian Education Union
Melinda Crole	President, Outside School Hours Council of Australia

10 March 2026

Committee Hearing Room 3, 55 St Andrews Place, East Melbourne, 3002

Witness	Position and organisation
Sally Moore	Chief Executive Officer, Early Childhood Intervention Australia
Clare Leaney	Chief Executive Officer, National Survivors Foundation
Joe Stroud	Deputy Chief Executive Officer, National Survivors Foundation
Tamara Kube	Special Projects and Deputy of Communications, National Survivors Foundation
Karen Douglas	Research and Policy Adviser, Australian Services Union
Steph Chiron	Organiser and ECEC worker, Australian Services Union
Andrew Paterson	Chief Executive Officer, Family Day Care Australia
Michael Farrell	General Manager Advocacy and Engagement, Family Day Care Australia

Witness	Position and organisation
Deanne Carson	Chief Executive Officer, Body Safety Australia
Merrin Sulovski	Training and Development Specialist, National Association for Prevention of Child Abuse and Neglect
Taihan Rahman	National Association for Prevention of Child Abuse and Neglect Youth Advisor, National Association for Prevention of Child Abuse and Neglect
Alice Dolin	Researcher and National Association for Prevention of Child Abuse and Neglect Youth Advisor

11 March 2026

Committee Hearing Room 3, 55 St Andrews Place, East Melbourne, 3002

Witness	Position and organisation
Alison Geale	Chief Executive Officer, Bravehearts
Lisa Briggs	Chief Executive Officer, Ngaweeyan Maar-oo
Lisa Thorpe	Early Childhood Care and Development Sector representative, Ngaweeyan Maar-oo
Reuben Leigh	Policy Officer, Ngaweeyan Maar-oo
Martel Menz	Strategic Policy Manager, The Front Project
Warren Bright	Chief Executive Officer, Guardian Childcare and Education
Anna Learmonth	Chief Executive Officer, Only About Children
Stefanie Veal	Chief Executive Officer, Victorian Registration and Qualifications Authority
Bree Gauci	Deputy Chief Executive Officer, Training and Skills, Victorian Registration and Qualifications Authority