



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

Hearing Date: 11 March 2026

Question[s] taken on notice

Directed to: Guardian Childcare and Education

Received date: 31 March 2026

1. **The CHAIR, p. 42**

Question Asked:

But just on the ratings, can you please provide to the committee – and maybe you can take this on notice, because I have run out of time – your centres and how many are at ‘meeting’, how many are ‘exceeding’ and how many are ‘working towards’?

Warren BRIGHT: We have no ‘working towards’, but I am happy to take that on notice. It is all available from the ACECQA database.

Response: *Please find enclosed a spreadsheet containing a list of Victorian centres that have been rated and their respective NQS rating.*

See attachment 1

2. **Michael GALEA, p. 43**

Question Asked:

You said that all of your centres in Victoria are either meeting or exceeding the standard. Can I draw your attention to your centre in Croydon?

Warren BRIGHT: Yes.

Michael GALEA: Do you have any information on that?

Warren BRIGHT: I do have information on Croydon, yes.

Michael GALEA: The ACECQA website is, as of today, showing that it is working towards NQS.

Warren BRIGHT: My understanding is that that was overturned recently. Again I am happy to take that on notice and clarify exactly what has happened in that situation. But as of conversations with my team yesterday, all of our centres are rated ‘working towards’ and ‘meeting’, and that centre is marked as being overturned – the ‘working towards’ was overturned. So whether or not that is an administrative issue, I am happy to confirm.

Michael GALEA: If you could provide that, that would be terrific.

Response: *To clarify the current NQS rating for the Guardian Childcare & Education Croydon centre, this centre was recently reassessed and received a meeting NQS rating. This is evidenced in the data table in **attachment 1** – framed centre – taken from the ACECQA website 31 March 2026 sourced*

from this location: National registers | ACECQA
(<https://www.acecqa.gov.au/resources/national-registers>)

3. Melina BATH, p. 48

Question Asked:

Can you please provide that statement that you made for the rapid review for this committee on notice?

Warren BRIGHT: Yes, I am happy to provide that.

Response: Please find enclosed (**attachment 2**) a copy of the letter sent to the Victorian Rapid Child Safety Review dated 12 August 2025. As that letter was provided over 7 months ago, it may not accurately reflect our current practices. Please refer to the below updated information, to be read in conjunction with the letter provided to the Victorian Rapid Child Safety Review:

- Under the heading ‘A connected ecosystem is required’, it should be added that a single incident can also involve ‘Child Protection’ which was inadvertently not previously mentioned.
- With reference to the section discussing ‘Considerations for CCTV in High-Risk Areas’, it should be noted that Guardian has participated in conversations with the consultant for the Federal Government who is running the CCTV trial and we keenly await the outcomes of it.
- With reference to the section discussing ‘An insight into a large provider safety system’ and specifically the rigorous employment standards:
 - our current reference checking process includes:
Reference checks are conducted with strict verification processes, including fraud detection systems to confirm referee authenticity. At least 10 years of employment history, all gaps must be explained, and any more than one job change per year must be provable to be caused by a valid reason e.g. relocation. We require 5 years of manager references. We specifically ask candidates to complete our formal Suitability Declaration which requires evidence of the candidate’s suitability to work with children and investigate any employment history gaps in all reference checks.
 - our centre managers provide feedback on casuals within the Casual the Casual Team Member Pool with any casuals not rated as being the right standard by a centre manager being released from the casual pool.