



Gudjagang Gulgul Committee Ways of Working

Background

The Gudjagang Gulgul Committee was established in 2020 to work with the NSW Department of Education to co-design an Aboriginal Early Childhood Education (ECE) strategy. [First Steps, The NSW Aboriginal Children's Early Childhood Education Strategy](#) was launched in June 2021 and The Gudjagang Gulgul Committee provides ongoing oversight and governance for its delivery. Where possible, the functioning of the Committee aligns to Closing the Gap Priority Reform 1 on formal partnerships and shared decision making and Priority Reform 3 on transforming government organisations which commits government to systemic and structural transformation to improve accountability, and to respond to the needs of Aboriginal and Torres Strait Islander children, families and communities, as well as the Aboriginal community-controlled sector.

Purpose and role

The purpose of Gudjagang Gulgul is to oversee, co-design, inform decisions and guide the work of the First Steps Early Childhood Education Strategy and other key initiatives that the Department has responsibility for in Early Childhood Education and Care.

The role the group includes but is not limited to:

- Providing input, feedback, and endorsement.
- Guiding the broader implementation of the First Steps Early Childhood Education Strategy.
- Where required, co-designing pieces of policy and program work that impact Aboriginal and Torres Strait Islander children, families and communities.
- Sharing decision making in equal partnership.
- Engaging, distributing information, and/or consulting your community/organisation.

Principles

Underpinning the role of Early Childhood Aboriginal and Torres Strait Islander Committee are the following key principles:

- **Cultural respect** – recognising, respecting, valuing and celebrating Aboriginal and Torres Strait Islander peoples' cultures with cultural humility and respect.
- **Justice and Equity** – fostering justice and equity through fair process, transparent decision making and valuing all voices.



- **Leadership and accountability** – demonstrating and fostering leadership and accountability to community, ECEC sector on the implementation of the First Steps ECE Strategy.
- **Respectful engagement and strong partnerships** – sustained, respectful and inclusive engagement and partnerships.
- **Culturally responsive system and services** –centring Aboriginal and Torres Strait Islander perspectives into the design, delivery and evaluation of policy, programs and services relating to early education and care.
- **Reciprocity** - ensure there is reciprocity in the way we do business. Each member brings something into the space and can take something away.
- **Value Aboriginal and Torres Strait Islander voices** – voices of Aboriginal and Torres Strait Islander people, community, children, educators, families, carers are being heard.
- **Community responsibility** – recognise members have a responsibility to community to be transparent and practice culturally responsive consultation.
- **Respectful dialogue** – hold safe spaces for open, honest dialogue and encourages truth sharing.

Specific Roles and Responsibilities

Role	Responsibilities
Members	<ul style="list-style-type: none"> • Provide expert advice on all ECEC matters inclusive of ECEC policy and funding reforms, Brighter Beginnings, National Quality Framework, regulation of the ECEC, and universal pre-kindergarten) • Provide input, feedback, and endorsement • Guide the broader implementation of the First Steps Strategy • Co-design pieces of policy and program work that impact Aboriginal and Torres Strait Islander children, families and communities • Shared decision making • Engage, distribute information, and/or consult your community/organisation • Practice our Ways of Working • Practice confidentiality when discussing specific confidential matters
Chairperson (Department of Education)	<ul style="list-style-type: none"> • Director of Aboriginal and Torres Strait Islander Outcomes • Manages the agenda • Manages the progress of the meeting



	<ul style="list-style-type: none"> • Ensures meetings are effective and discussion is open and constructive
Co-Chairperson (Member of Committee)	<ul style="list-style-type: none"> • Communicates with other advisory group members • Conduit between other members and the broader Aboriginal and Torres Strait Islander communities • Promotes ECEC and work the Department is doing to Aboriginal and Torres Strait Islander peoples • Attends broader strategic stakeholder group meetings that follow the committee meetings • Reports matters of significance from the Early Childhood Aboriginal and Torres Strait Islander Committee for consideration to broader strategic stakeholder groups • Report any matters of significance for consideration from broader strategic stakeholder groups to the Early Childhood Aboriginal and Torres Strait Islander Committee • Co drafts the annual evaluation report with the secretariat.
Secretariat (Department)	<ul style="list-style-type: none"> • Drafts and provides agendas and reading materials before the scheduled meeting • Keeps note of discussions, decisions and actions • Maintains official file, and action record • Records and distributes minutes • Support delivery of an annual evaluation report • Track group participation and attendance

Membership

Co-Chair: The meeting will be chaired by the elected Committee co-chair with assistance when required from the departmental co-chair and support staff, unless delegated to another member. On agreement by the Committee, the community co-chair may be changed through a vote among members after 12 months, however this is not compulsory and if community members agree, then the selected co-chair can remain for the full term (2 years). The co-chair is elected through a democratic process at the first meeting of the year.

Members: Members are representative of the ECEC sector and associated partners. Government and partner members have standing membership. Community



representative membership is selected through a competitive EOI process. Membership will be renewed every two years. Members may tender their resignation to the co-chairs at any time.

Remuneration: Non-Government members are entitled to be remunerated under their membership.

- Co-chair – \$10,000.00 per annum
- Members – \$5,000.00 per annum

Members will be paid at the end of the calendar year based on the following criteria:

- attend 75% of all meetings
- perform all membership roles and responsibilities in the Ways of Working

The Secretariat is responsible for monitoring members' attendance and participation to determine the annual membership payment for each member.

Reimbursement: Members are entitled to be reimbursed for legitimate expenses incurred while carrying out their duties. Such expenses include travel, accommodation and meals. Department policies and guidelines on how to claim expenses will be provided to members to support with the reimbursement process.

Meetings

Format: Meetings will be conducted in person where possible. There is also the option of participating via online zoom for members in meetings. Participation details will be included on all agendas distributed. Working Group members should indicate if they will be attending via zoom or in person when accepting a calendar invitation.

Frequency: Meetings will be held every six weeks with every second meeting held online. Additional meetings may be scheduled as agreed by the members of the Committee.

Input out of session may be sought, however this will be kept to a minimum.

Decision Making: In line with cultural governance principles decision making will be fostered via consensus, however, should consensus not be reached in a reasonable time or manner, the matter should be brought to all members and voted on by majority rule. In the unlikely event the vote be hung between members, the current co-chair vote counts as a deciding vote.

Acknowledgment of Country: Each Working Group meeting will open with a Welcome to Country or an Acknowledgement of Country and Traditional Owners.

Quorum: The quorum for the Working Group will be defined as half of its membership plus one (including proxies). In the absence of a quorum the meeting may continue at the discretion of the Chair.

Agenda papers: Agenda items may be submitted by any committee member. Agenda items, together with discussion papers shall be submitted to the Secretariat not less than 10 business days prior to the date of the meeting. Additional agenda



items may be accepted outside this timeframe with approval of the Chair. Agendas and relevant papers will be circulated by the Secretariat at least 5 working days prior to the date of the meeting.

Minutes: Minutes will be drafted by the Secretariat as on or within 7 working days following meetings. The minutes will be provided to all members via email. Requested changes to the minutes are to be in writing to the secretariat no more than 7 days after receipt.

Guests: Guests may be invited to attend the meeting to contribute information to specific agenda items. Proposed guests will be captured in the agenda ahead of meeting dates.

Proxies: Committee members commit to attending as many meetings as possible, however, to ensure a quorum is achieved, where a member is unable to attend a meeting, they are encouraged to send a proxy. The proxy should be fully briefed prior to the meetings and have delegation to actively contribute to discussions and decisions.

Confidentiality: Members from the Committee may from time to time be in receipt of information that is regarded as culturally sensitive, confidential or have privacy implications. Members acknowledge their responsibility to maintain the privacy and confidentiality of all information that is not in the public domain. Members will be asked to sign a Confidentiality agreement. Members will be provided with a summary of points that can be shared amongst their networks if or when asked.

Conflicts: It is expected that members will declare any actual or perceived conflicts of interest on any business as it arises with the chair.

Evaluation: An evaluation report is expected to be delivered at the end of each financial year on the scope of activity performed by the Committee, number of in session and out of session events with time captured, key decision making and any recommendations for changes of the Committee membership or Ways of Working. The responsibility of the report is with the co-chair and secretariat.

Update: The Ways of Working document for this Committee is expected to be reviewed by the group and updated annually.