



**Junior  
Adventures  
Group**

**OSHClub**



Helping today's children  
***navigate their tomorrow***



**ASCA**  
BETTER BUYING POWER FOR SCHOOLS



# Acknowledgement of Country

**In Australia, we acknowledge that we continue to learn on the lands of the Traditional Owners of Country. We pay our respects to Elders past, present and the emerging children and young people, and recognise and celebrate the diversity of Aboriginal and Torres Strait Island peoples and their ongoing cultures and connections to the lands and waters and community.**

**As an organisation committed to empowering and educating children through enriching experiences, we pledge to continually learn from and respect the cultures, histories, and knowledge of these communities as part of the wider communities we operate in. We believe in fostering an environment where every child can feel a sense of belonging and appreciation for the rich tapestry of histories that surround us through all cultures represented in our school communities.**



## Our Story

In 2024 we commissioned Aboriginal artist Jodie Herden to help tell our story. The artwork represents Junior Adventures Group's (JAG's) commitment to fostering inclusive relationships in a positive and supportive way. The central images connect to each arm of JAG with interconnecting links that show a path of unity, resilience, determination, understanding and compassion in the work we do in supporting children.

Through our deep-rooted connection to families and communities, JAG provides children the opportunity to develop and foster positive relationships. We build strong partnerships with families (depicted by the circle and U-shape symbols of the artwork that represent families) to meet the needs of each individual child, adding depth and richness to their educational outcomes. This is in line with our vision of 'Helping today's children navigate their tomorrow' and is represented in the blue water holes that show a ripple which signifies ongoing learning.

## Our Vision

Helping today's children *navigate their tomorrow* 

## Our Values



# About us

Junior Adventures Group (JAG) is proud to be 100% Australian owned and operated with over 15 years' experience delivering high-quality OSHC services. We are a collective of trusted and vibrant OSHC providers that engages, empowers, and educates children through leading specialist brands in the OSHC sector: OSHClub, Helping Hands Network and Primary OSHCare.

Today, JAG employs more than 3,600 people in Australia. Everyone at JAG is united by a commitment to bring joy and a sense of belonging to all children. And that support provides our teams with the tools necessary to ensure exciting and innovative OSHC programs across Australia.

Our localised teams also allow us to tailor each program to a specific community, so our schools can enjoy the benefits of a secure OSHC provider – and of a \$1.5 million investment in evidence-based, play-based learning – without sacrificing a smaller and more personalised experience.

JAG is backed by Quadrant, one of Australia's leading investment firms that supports other values-based Australian businesses in the health, education, and care sectors, including ICON Cancer Care, Enrich Health Care and Affinity Education. Quadrant's connection to these organisations highlights the depth of its commitment to community.

## Benefit from Our Global Network

JAG operates leading OSHC services in Australia, New Zealand, Ireland and the UK. Over 90,000 children across 700+ services in four continents attend a JAG program every day. This allows our 5,000+ staff to share their knowledge and experience, making for continual improvement in our programs.



# Why choose us?

## We lead the way in play

JAG has developed its programs with a commitment to the UN Convention on the Rights of the Child. Article 31 recognises 'the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts'.

Following these principles, all of our programs are underpinned by a framework developed by a panel of external experts in childhood development including Robyn Monro Miller AM, president of the International Play Association and CEO of Play Australia.

Our programming is quality assured by the My Time Our Place framework, and our teams are trained in this method of delivery so schools and families can expect a best-practice approach to play, programming and child development.

Our program evolves with children's input, ensuring it remains engaging and relevant. Our team adjust weekly cycles to reflect school and community values, interests, and needs. Continuous feedback drives program enhancements, promoting children's involvement in decision-making.

Team leaders regularly meet with school principals to align programs with school initiatives and community activities, accommodating meetings at the school's discretion.

## We support the entire school community

JAG is deeply immersed across Australian communities and we understand the importance of a seamless and effective transition from school to OSHC and vice versa. Our focus is always on providing the highest quality programs and services for children, giving the best possible support to families and adding significant value to school councils and communities.

We achieve this through our school community partnership model, which results in greater integration and involvement in the school community when compared to a typical outsource model. We listen to your school community's needs, ensuring we provide a personalised program that creates shared value for the community.

We love participating in and supporting school-wide events such as sports carnivals, cultural celebrations, book weeks, fetes and other fundraising initiatives.

## A JAG Partnership Looks Like This





## Superior quality standards

Our strong network of coordinators and educators means we can consistently deliver high-quality OSHC services.

Each OSHC program in Australia is assessed on seven important standards defined by the National Quality Framework. Services are awarded an overall rating based on the quality of the program. Data published by the Australian Children's Education and Care Quality Authority shows 96.26% nationally\* of our assessed programs meet or exceed the standards (the national average is only 66%). Nationally, 7% of all JAG services have received an Exceeding rating. This represents our capability, dedication, and investment in providing high quality OSHC services every day.

The quality and impact of our program has been validated through an independent research study conducted by Monash University which assessed it against the requirements of the My Time, Our Place framework. The study, which was entirely based on responses from children, found that the program benchmarks strongly against My Time, Our Place, scoring particularly highly on the Identity, Connection and Wellbeing learning outcomes.

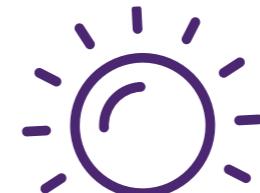


## Children's Safety

JAG is committed to keeping safe every child in its care and go well beyond regulatory standards. We set the sector agenda regarding safety and ensure families can rely on us to deliver beyond regulatory requirements to keep our care environments secure, free from abuse, neglect, or exploitation.

### Our code of conduct protects children's rights and wellbeing

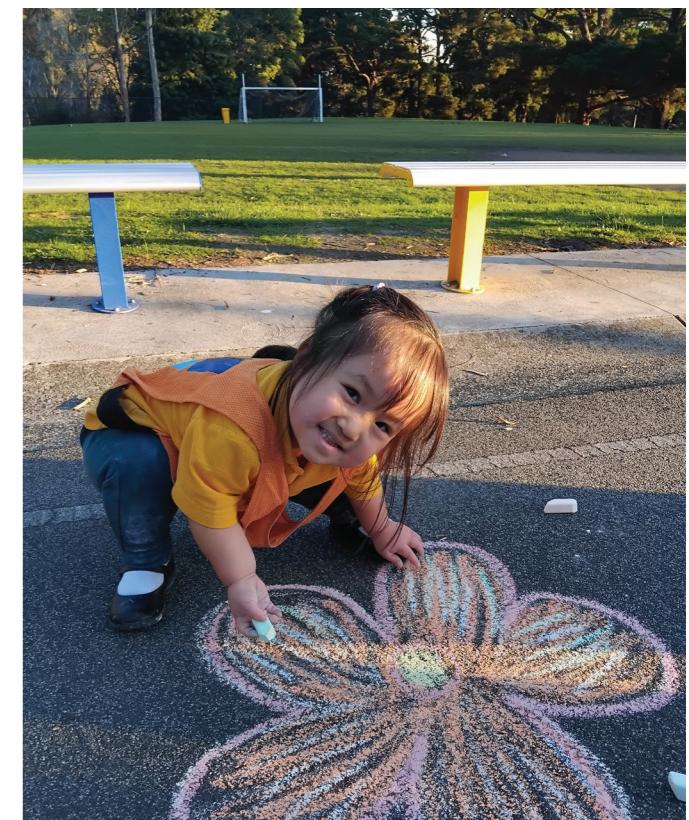
We expect the best from each of our team members. We have a code of conduct that provides clear guidance to our team regarding our expectations of creating and ensuring environments where the safety and wellbeing of children is imperative. We expect all JAG people to have a working knowledge of children's rights appropriate to their role and use this knowledge to inform decisions about how to behave and act with and on behalf of children. Team members are not able to commence working for us until they have undertaken our mandatory child protection training and signed our Safeguarding Children and Young People Declaration.



We're a member of the Australian Childhood Foundation's Safeguarding Children accreditation program. And we've embedded the National Principles for Child Safe Organisations (developed by the Council of Australian Governments) in everything we do. Our CEO, Melinda Crole, is a member of the Child Safe Sectors Leadership Group convened by the National Office for Child Safety.

### We safeguard children with real-time Oho reports

We're the only provider in the OSHC sector using the Oho platform to continuously monitor working with children accreditation – in real time, every week – for all our staff. Among parents and carers, 79% trust organisations to maintain their staff's child safety accreditations, but only 5% of organisations verify accreditation after staff are hired. This is inadequate when at least one working with children check is revoked every day in almost every state in Australia. By using Oho we show we take children's safety seriously and aren't waiting to be notified by statutory bodies.



# Our Programming



## Rise then Shine | Stay and Play

All our programs are developed by a globally informed, pedagogical framework. Programs are developed by a panel of external experts in childhood development and best-practice playtime, including Robyn Monro Miller AM president of the International Play Association and CEO of Play Australia, Dr Jennifer Cartmel, co-author of *My Time Our Place*, and Dr Bruce Hurst of Melbourne University who endorse our program and approach.

JAG has also partnered with award-winning play space designer Ric McConaghey (Life Member Play Australia) to create engaging and stimulating environments that are safe and inclusive for optimal play.

We continue to invest in this child-first approach to programming because we believe in positive outcomes for kids. Through regular consultation and reviews with the children in our care, we evolve our practices to both align with our research while appealing to children's interests.

The Adventure Program is based on seven categories of play (detailed overleaf) which create a complete, holistic approach to a child's development. They foster creativity and learning, wellbeing and happiness, and inclusion and participation, with focuses on nutrition, sustainability and global citizenship, STEM, cooperation and problem solving, physical activity and health, arts and creativity, and mindfulness and emotional wellbeing.

Flavour Fest encourages the children to experience cooking, understand nutrition and develop healthy habits. We can adapt the program and maximise our opportunity to utilise the available spaces to create interesting experiences, and growing awareness of farm to plate and sustainable practices.

### Rise then Shine

Our morning programs are now called 'Rise Then Shine', the perfect start to the school day. We set the tone for a great day at school through an array of energising activities and some delicious and nutritious food. From delightful breakfast moments, to calming morning meditations, we ensure they step into school ready to embrace the day.

Each morning program includes (at a minimum) one Flavour Fest activity, one Wellbeing Warriors activity, and one Super Sports or Power Teams activity to keep active bodies moving.

### Stay and Play

**The fun continues after school at our 'Stay and Play' afternoon programs.** Kids can dive into more fun activities, building lasting friendships and creating memories beyond the classroom, all before heading home for quality family time.

With a little more time to play with, every afternoon session includes at least one Flavour Fest activity, one Wellbeing Warriors activity, one Super Sports or Power Teams activity and one activity from either Creative Inventors, Brain Boosters or Global kids to stimulate "real" play – vital for child development.

### Holiday HQ

Offers an array of captivating activities that is tailored to our children's diverse interests, enabling them to enjoy their holiday adventures with friends and participate in fun activities not available during the school term, including excursions and incursions.

Our dedicated school holiday programming team ensure that our program offering is constantly refreshed, but importantly our national scale in Australia ensures we can negotiate the best rates with suppliers, making sure the cost to attend for families is kept to a minimum, without compromising on fun.



## Adventure Categories

The Adventure Program comprises of seven fun-filled adventure categories, each packed with a range of activities. Each adventure category gives children the opportunity to develop life skills and explore their interests, all while having fun and creating friendships for life.



### Brain Boosters

Crack codes, solve puzzles, and engage in captivating games and science experiments. Get ready to explore the wonders of the world with hands-on STEM activities.



### Flavour Fest

Explore the tasty world of food and nutrition through fun and interactive experiences created to develop healthy habits.



### Global Kids

Embark on a journey to become a better global citizen and protect our planet through developing essential life skills and exploring the world around us.



### Wellbeing Warriors

Discover a range of activities specially designed to help you feel good by boosting happiness, mindfulness, and wellbeing.



### Creative Inventors

Let your imagination soar as we engage in creative activities that combine expressive arts, materials, and crafts to fuel your inner inventor and unlock your hidden talents!



### Power Teams

Join in fun games, thrilling challenges, and exciting group activities to build team skills for life.



### Super Sports

Super fun and sporty sessions designed to develop essential skills for a lifetime of active living.

## We understand that each child is unique and deserves to participate.

Children have different passions and capabilities. They each go through different experiences and learnings to become adults. As part of our whole-child developmental approach, we look at each child as an individual who, to grow and thrive, will need something different from the child standing next to them.

With a focus on inclusivity for children with a disability, additional needs, culturally and linguistically diverse (CALD) or non-verbal children, our adaptable programming ensures all children can successfully contribute and collaborate in a team environment with their friends and fellow children.

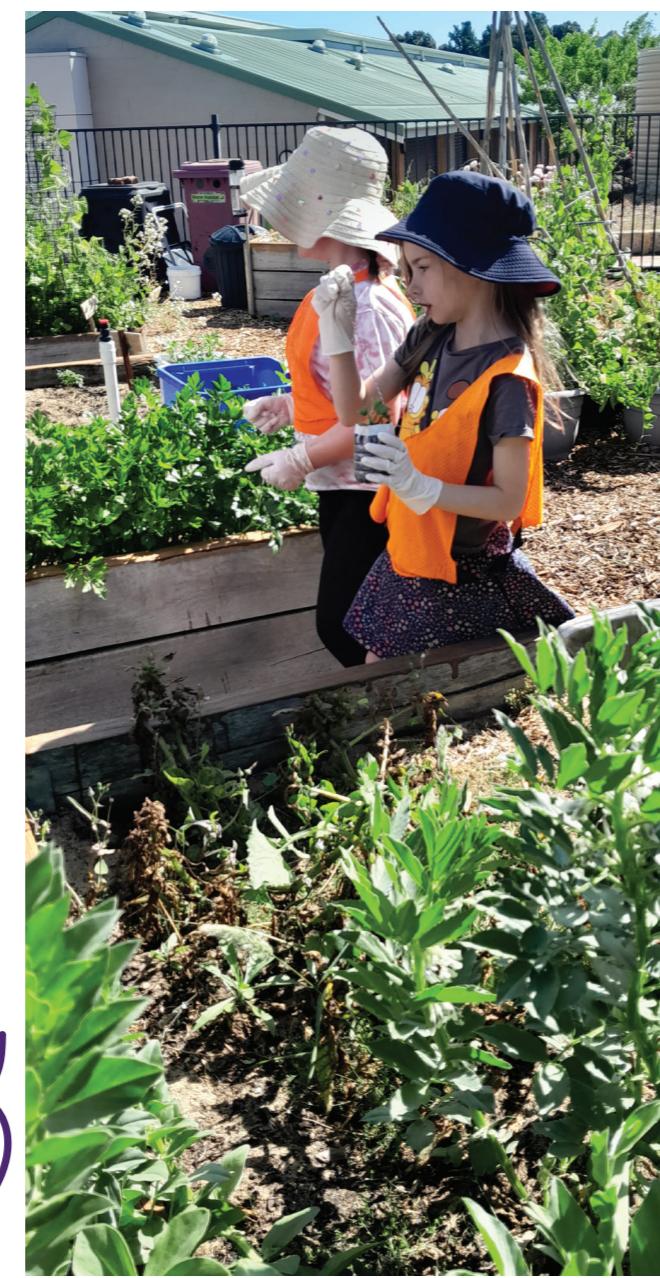
All JAG daily programs have embedded inclusive practices, which are reinforced by a culture that is both welcoming and inclusive. These are supported by our State Inclusion Specialists who work with service staff to promote positive outcomes for children and families who may need extra support around safeguarding and inclusion. In our program decision-making processes, such as determining the ratio of educators and selecting resources, we consider every child's social, cultural, and communication skills.

## Food and Nutrition

Good food is vitally important to growing children, and we know that kids need nutritious and yummy food to keep them happy and full of energy. Like our programs, our food offering is fresh and customised to the children's requirements and interests.

We align to Nutrition Australia's guidelines and draw upon an expert team of accredited practising dietitians and nutritionists to ensure the food we provide supplies a good balance of the vitamins, minerals and nutrients needed by growing children to support their development, health, brain function, energy, and mental health.

Our educators work with the school, families, and children to tailor menu offerings to the community. We provide fresh, delicious foods from local stores wherever possible. This also supports local businesses and the community.



## Our Team

From our educators to our CEO, JAG is made up of dedicated educational professionals. We're passionate about supporting children to thrive. When we hire, we're looking to attract similarly purpose-driven, values-led people.

Our program team is the backbone of our organisation; it's the force driving our vision of helping today's children navigate their tomorrow. Our reputation and scale provide an unmatched base to recruit and retain the highest quality staff.

### Unrivalled support structures

What makes JAG different is our ability to support our staff. By partnering with us, you join a network of 433 services across Australia.

Excellent support frameworks around our people, alongside clear roadmaps for progression, mean they're happy to stay with us. Families, too, appreciate peace of mind that comes with having familiar faces always on hand.



## How we hire, retain, promote and plan for succession

- We recruit team members with an ACECQA-approved qualification, at minimum
- We prioritise investing in our staff and maintaining high-quality standards
- We offer government funded traineeships
- We place great importance on continuous learning and development
- We're deliberate about career progress and succession planning
- Each team member creates their own professional development plan
- We provide our staff with industry-leading access to micro-credentialing opportunities





Thank you!