



2023

B4 Early Years Coalition Co-Chair Expression of Interest Guidelines Information for Applicants

B4 EARLY YEARS COALITION

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Introduction

The B4 Early Years Coalition (B4) is currently seeking two B4 Co Chairs to partner and work together to provide strategic leadership and drive the work of B4. B4 Co Chairs lead the B4 Leaders Group to meet B4's agreed outcomes and commitments, including those identified in the '[It takes a Tasmanian Village' - Child and Youth Wellbeing Strategy](#)' (the Strategy).

Eligibility

To apply individuals must;

- o reside in Tasmania
- o support the principles and articles in the [United Nations Convention on the Rights of the Child](#), [Declaration on the Rights of Disabled Persons | OHCHR](#) and the [United Nations Declaration on the Rights of Indigenous Peoples | United Nations For Indigenous Peoples](#)
- o comply with Department of Justice Child Safe Organisation requirements, including holding a current and valid Working With Vulnerable People Registration see: [Work with Vulnerable people](#)
- o meet the criteria as set out in the B4 Co-Chair Expression of Interest (EOI) Application Form.

Applications will not be accepted by individuals representing a particular organisation or institution, or current employees of the Tasmanian or Federal Public Service.

To apply

- Complete the separate online EOI form.
- Submit your EOI with your resume and any supporting material to: B4@decyp.tas.gov.au by COB Wednesday 30 August 2023.

Appointment Process

1. Applications need to be lodged electronically by **COB Wednesday 30 August 2023**.
2. The Department for Education, Children and Young People (DECYP) will convene a selection panel of three people comprising Deputy Secretary Community Partnerships and Priorities Department of Premier and Cabinet (DPAC), Elizabeth Daly OAM previous B4 Co Chair, and Senior Project Officer B4 DECYP.
3. The selection panel will consider all applications and make recommendations to the Minister for Education, Children and Youth.
4. B4 Co-Chairs are appointed by the Minister for Education, Children and Youth for a four year term with the ability to roll over for a further four years.
5. Appointment of B4 Co-Chairs will be communicated to applicants by email and the successful applicants will be made public through a media release.

Background

B4 is a collective impact (Kania and Kramer, 2011) initiative launched in 2016 as part of the Tasmanian Government's commitment to providing quality early learning and development experiences for all young children, regardless of where they live or their family background. In 2021 the Tasmanian Government launched the Strategy which gave B4 additional roles focusing on the first 1000 days (from pregnancy to 2 years of age).

The name B4 represents the early years of a child's life from pre-birth to age four, the years 'before' a child begins full-time school. B4 also represents the time before birth, recognising the importance of this very early stage of development. The early years are a time of rapid change and development for children, as they learn and grow and discover the world around them. Positive experiences in the early years can set a child on a path for wellbeing and success now and throughout their lives.

B4 as a 'collective impact' model aims to connect, support, engage with, and encourage individuals and organisations to take action and work together to ensure all children in Tasmania in the early years (pregnancy to 4 years) reach their potential are nurtured through their early years no matter what. By working together, Tasmanians can create strong, positive communities that support families to provide experiences and environments that allow their children to thrive – and when every child thrives, all Tasmanians benefit.

B4 Vision

Every child in Tasmania is nurtured through the early years, no matter what.

B4 Goals

1. **Tasmanians value the early years**
 - and are aware of and understand the importance now and for the future of healthy development during pregnancy up to 4 years of age.
2. **Tasmanians support the early years**
 - have the awareness, skills, knowledge resources and a role to support children during pregnancy to 4 years of age, their families, and communities.
3. **Tasmanians work together to improve outcomes for the early years**
 - families, services, businesses, and communities have the knowledge, skills and confidence to partner and ensure the best start for children during pregnancy to 4 years of age their families and communities.

B4 Membership and structure

The B4 Early Years Coalition Membership Structure:



* Developed for distinct time periods on an as needs basis

B4 Leaders Group

Comprises:

- 2 Co-Chairs –
 - Appointed by the Minister for Education, Children and Youth
- 3 Government representatives drawn from
 - The Strategy owner (Department of Premier and Cabinet),
 - Tasmanian Health Service (THS) – Child Health and Parenting Service and
 - Backbone Agency (DECYP)
- 12 Leaders
 - identified through a public expression of interest, representing a diversity of skills, experience, location, and expertise relevant to the early years and or wellbeing domains identified in the Strategy including the Early Childhood Education and Care sector.
 - B4 Leaders are appointed by the Minister for Education, Children and Youth for an initial period of two years and may be reappointed by the Minister for a further term of two years.

Table 1: B4 Leaders Group – as of July 2023

Name	Role
Suzanne Purdon	Interim Co-Chair
Melissa Gray	Interim Co-Chair
Cecillia Wheatley	B4 Leader
Regina Thompson	B4 Leader
Dr Lyndsay Quarmby	B4 Leader
Prof. Andrew Hills	B4 Leader
Jacinda Armstrong	B4 Leader
Chloe Woolnough	B4 Leader
Monique Reardon	B4 Leader
Gail Eaton-Briggs	B4 Leader
Dr Lauren Armstrong	B4 Leader
Mathew (Mat) Rowell	B4 Leader
Vacant	B4 Leader
Vacant	B4 Leader
<i>Melissa (Mel) Gray - DPAC</i>	<i>Government Rep.</i>
<i>Suzanne Purdon - DECYP</i>	<i>Government Rep.</i>
Nicole Kinghorn - THS	Government Rep.
Annette Fuller	B4 Support Team
Kate McCreadie	B4 Support Team

B4 Values

- Child Focused
- Holistic Strengths based
- Inclusive
- Influential
- Informed
- Transparent
- Passionate
- Courageous

B4 Leader Working Together Agreement (WTA)

B4 Leaders have agreed as a collective the principles, practices and frameworks that guide their work as a B4 Leader. See Attachment C for the current B4 Leader Working Together Agreement.

B4 Leaders Meetings

Leaders will meet at least six times per year with additional meetings called as required. Face to face meetings will be at a location that considers respective travel distances for all Leaders traditionally Campbell Town. All meetings will have Teams connectivity available. Leaders may also agree to meet solely via Teams or other means as appropriate.

B4 Strategic Plan and Change Process

In response to the new roles and responsibilities B4 acquired under the Strategy, B4 revised and updated its Strategic Plan, refer Attachment 2, and Theory of Change. The B4 Theory of Change is currently under review to ensure its ongoing currency and to strengthen alignment with the Strategy.

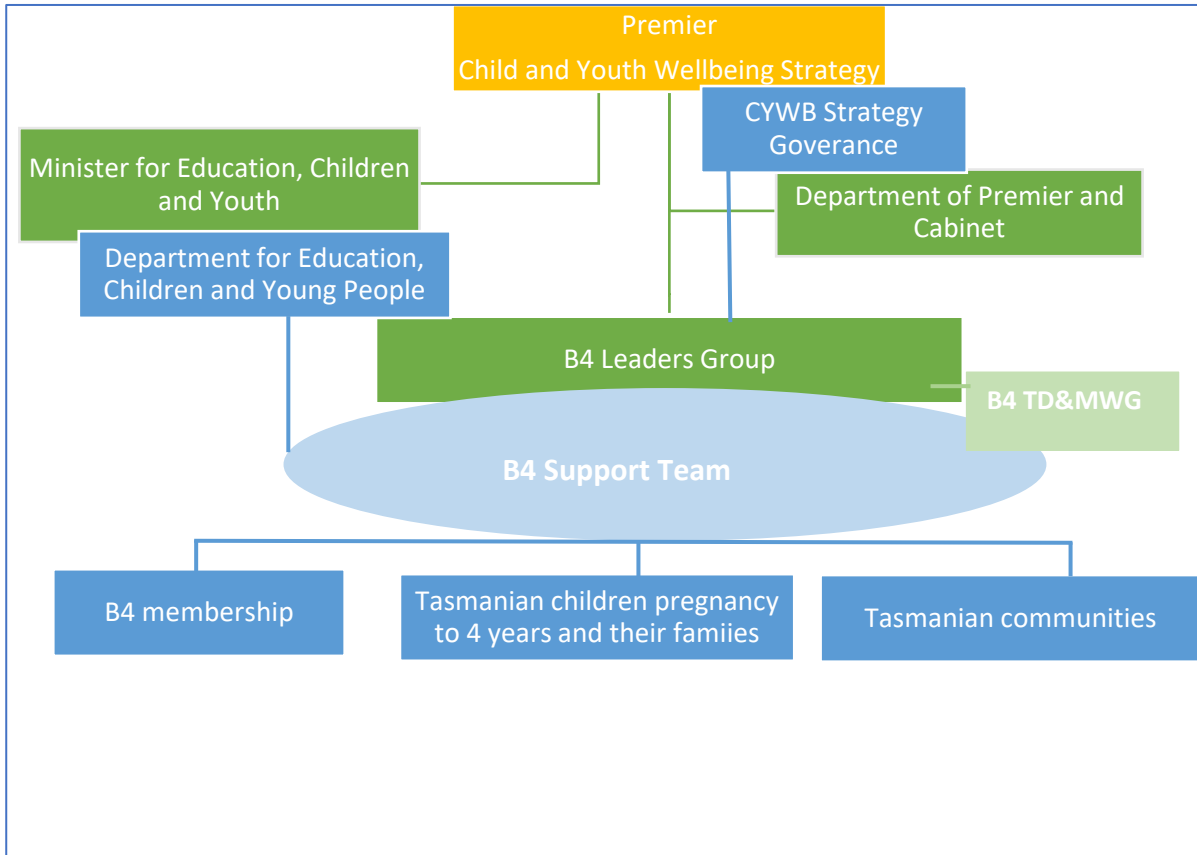
B4 Governance

B4 has a collective governance model with multiple reporting roles and responsibilities, Figure 1 summarises the B4 governance model.

B4 reports both to the Minister for Education, Children and Youth the Hon. Roger Jaensch MP., and through the Strategy B4 has identified reporting roles to the Government both as an identified governance body in the Strategy and through delivering under Strategic Policy Action 1 of the Strategy to:

- Provide advice on an outcomes and measurement framework for the first 1000 days, and
- Provide policy advice to government on the first 1000 days actions in the strategy and suggestions for future priorities.

Figure 1: B4 Governance overview



B4 Outcomes

B4 during its initial years has been focused on raising the awareness of the early years. Ensuring all Tasmanians understand the importance of this period for healthy development for children, now and for their future, and the actions they can take to support children, their families, and communities to get the supports they need to thrive. A summary of B4's history and outcomes are at Attachment A.

Role and Responsibilities of B4 Co-Chairs

Roles

B4 Co-Chairs with support from the B4 Support Team:

- Provide leadership to the B4 Leaders Group, overseeing B4's strategic plan, actions, and activities
- Facilitate the effective functioning of the B4 Leaders Group
- Represent B4 publicly
- Advocate for children in the early years, their families and communities on issues identified and as supported by B4 Leaders
- Communicate the views of the B4 Leaders Group, with support from the B4 Support Team to government, broader stakeholders and the public, including the provision of advice and analysis to government on behalf of the B4 Leaders Group on the following actions identified in the Strategy:

- an outcome and measurement framework for the first 1000 days
- the first 1000 day actions as identified in the Strategy
- future research opportunities in the first 1000 days and
- future priorities for the first 1000 days under the Strategy
- Facilitate good decision making by B4 Leaders
- Encourage organisations and individuals to become B4 Members, Supporters and Friends

Responsibilities

- Meet one week prior to each B4 Leaders Meeting to develop with the B4 Support Team an Agenda and review any papers or other documentation required.
- Review B4 Leader Minutes prior to dissemination to broader B4 Leadership group
- Co-Chair B4 Leader meetings including
 - identification and management as required of any conflicts of interest
 - facilitate and involve all B4 Leaders in meetings
 - ensure meetings held reflect and embody the B4 Leaders Working Together Agreement
- Actively participate, sharing views, insights and encourage new ideas concerning support for children in the early years in Tasmania and their families especially in the first 1000 days
- Be well informed on issues being considered by the B4 Leaders, prepare adequately for meetings, and seek additional information if required
- Accept collective responsibility and uphold group decisions as agreed to by B4 Leaders
- Role model appropriate conduct at B4 Leaders meetings and events
- Comply with Department of Justice Child Safe Organisational requirements, including having a current and valid Working with Vulnerable People Registration
- Maintain confidentiality of personal information and B4 Leader deliberations
- Identify and resolve any challenges or barriers impeding the full and effective functioning of the B4 Leadership groups
- Declare any real or potential conflicts of interest as they arise and propose management strategies as appropriate.

Remuneration of B4 Co-Chairs

B4 Co-Chairs are voluntary positions and do not attach sitting fees. B4 Co-Chairs are entitled to be paid travelling expenses to attend meetings or for any out-of-pocket expenses incurred in the conduct of B4 business, as agreed with the B4 Support Team.

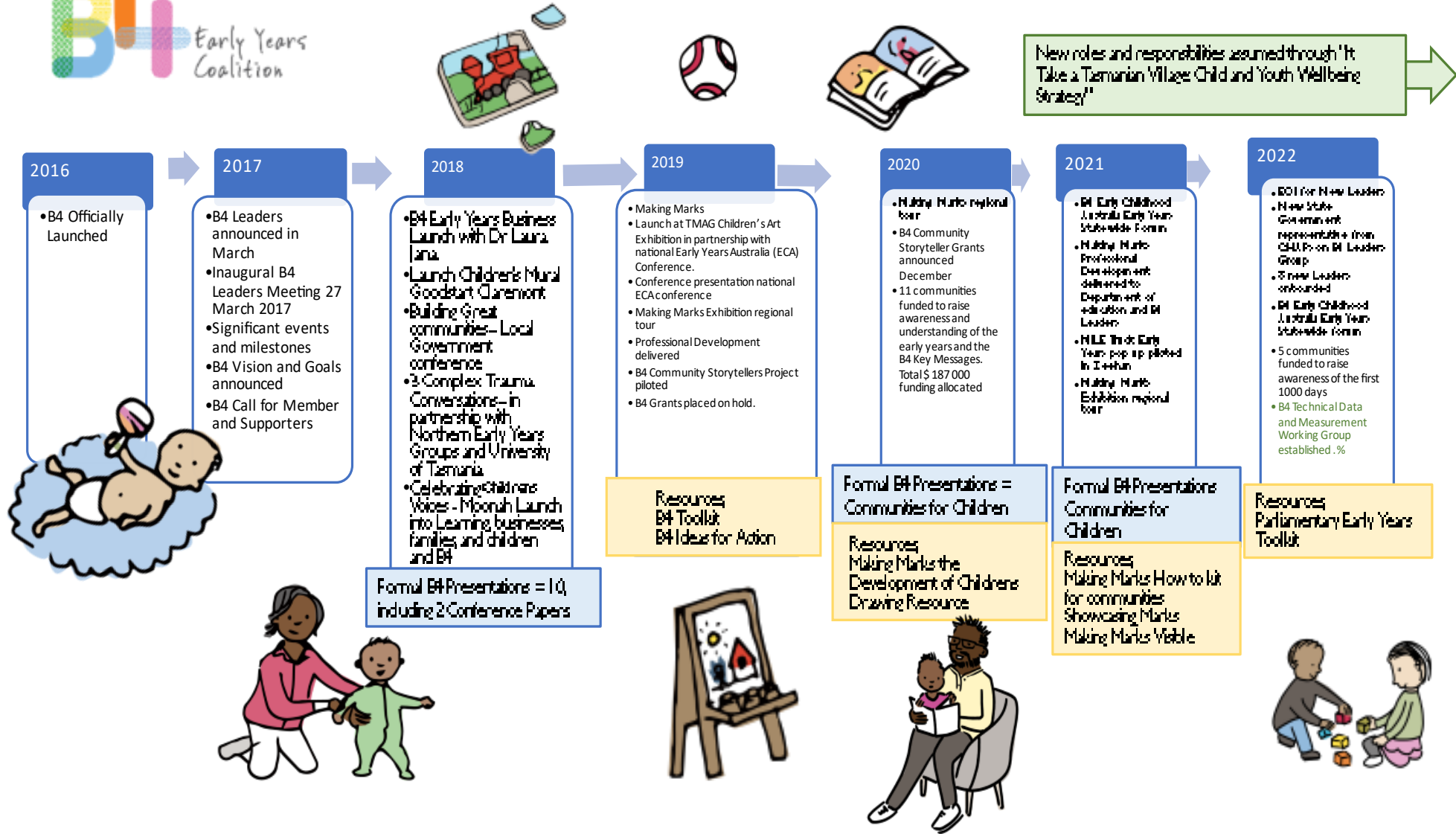
A claim for reimbursement of travelling expenses will be provided at each meeting.

Additional information

For further information or queries please contact B4 Support Team, (03) 616 55666 or email b4@decyp.tas.gov.au



B4 Early Years Coalition - Timeline of significant achievements and outcomes



B4 Strategic Plan 2022 and beyond.

Vision

Every child in Tasmania is nurtured through the early years, no matter what.

Mission

To connect, engage and inspire all Tasmanians to actively support positive development in the early years especially the First 1000 Days

Belief

Getting it right in the early years, especially in the First 1000 Days supports healthy wellbeing and development for all Tasmanian children now and for their futures.

Ambition

All Tasmanian children, and their parents/carers can access the right supports for their needs at the right time at the right place.

Values

Child Focused & Safe
 Informed
 Holistic Strengths based
 Transparent
 Inclusive
 Passionate
 Influential
 Courageous

Audience/s *

Children

Parents/Carers

Families

Communities

How we will lead

Collaborate and partner

Communicate

Develop, support, and advise on innovative early years interventions with sustainable impacts.

What we will do

Develop and maintain quality partnerships and collaborations

Develop tools and resource to support others to develop and maintain collaborative partnerships

Create pathways for consultation and knowledge exchange with B4 and identified audience/s

Listening and acting upon the voice of children, parents/carers and communities

Promote knowledge transfer and network through an innovative communication strategy focusing on the First 1000 Days

Facilitate and advise on early years data as part of the Strategy's' Information Strategy to address gaps and identify research opportunities

Ensure early years services and policies have access to relevant research and data

Collaborate on innovative interventions with a focus on emergent literacy and gross motor skills

Support communities lead innovative early years interventions

Share learnings from communities and innovative early years interventions

Strategic Priorities

It Takes a Tasmanian Village; Child and Youth Wellbeing Strategy

Increase participation, and opportunities to participate in B4.

Increase awareness and commitment to, across audience/s of mission

Build a high performing team with resources to deliver impact for the early years

* B4 will specifically focus on Tasmanian Aboriginal children, families and communities working in partnership with Aboriginal organisations across the B4 Strategic priorities.



Leaders Working Together Agreement

"The child is at the centre of our focus and decision making"

As a B4 Leader I will:

- Listen deeply
- Be respectful
- Have integrity
- Be kind
- Be courageous
- Commit to taking action

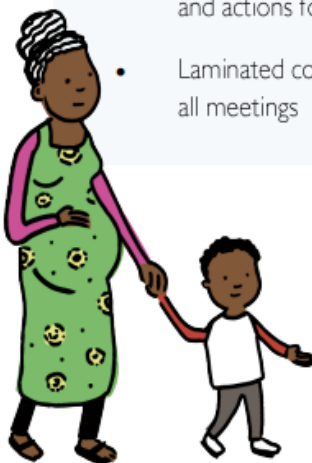
B4 Leaders will:

- Hear all perspectives and reference in making decisions and taking action
- Contribute to robust discussion within the Coalition and commit to collective action outside of it
- Work as a team and actively build relationships
- Do what is right and always do what we say we will do
- Work together to create a inclusive, fun, nurturing and supportive environment
- Speak up, say what we think and express and challenge new ideas in a constructive and thoughtful way
- Take a human rights approach to the work we do
- Measure our progress towards achieving our goals

WTA in Action:

As a Coalition all actions, decisions and advice will be informed by multiple sources, including research, data, knowledge and lived experience, in an environment of inclusivity, diversity and authenticity.

- As Leaders this WTA will guide our work and actions for the B4 EYC
- Laminated copies of WTA are available at all meetings
- Begin each meeting with time to reconnect informally and/or formally
- At the end of each meeting take time to reflect on the WTA individually and collectively



The B4 Early Years Coalition supports the United Nations Convention on the Rights of the Child, the Declaration on the Rights of Disabled Persons and the Declaration on the Rights of Indigenous Peoples.

