

## Message from the Chief Executive Officer

Dear Families,

This edition of the newsletter heralds a change in season with Spring upon us and Summer looming. It has been a year like no other and as we enter the final months of 2020, like many within the community, we are hoping for the continued positive management of the impact of the pandemic.

Children have experienced a great deal of change this year – many interruptions to the normality of their lives with restrictions across a range of areas – attendances at school or early learning services, inability to participate in extracurricular activities and limitations around outings they would usually enjoy. It is hoped that the combined efforts from all within the community will continue to support access to activities for children and their families.

The organisation continues to be diligent in respect of the heightened health and hygiene practices across sites through compliance with the Worksafe Tasmania legislation, as well as

other regulatory requirements. It is interesting to note that the usual winter colds have been much reduced this year which indicates the increased focus on hygiene has paid dividends.

The two week school holiday period is upon us and again the programs developed promise a range of exciting and inspiring activities for children. There will be the re-introduction of some local excursions which have been deemed appropriate and procedures are in place to ensure the health and wellbeing of the children and educators attending.

It is also pleasing to note that attendances at the programs indicate a positive trend after some months of uncertainty. To further support business continuity and provide a level of confidence for our people, the organisation has been engaged in the development of the Roadmap to Recovery. Nearly 40 staff participated in a survey and workshops to identify strategies to recover, build and create a positive future for the organisation and its programs. The richness of



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the conversations has resulted in short, medium and long term plans to support the recovery phase from the impact of the pandemic. Working groups will meet to operationalise the strategies for implementation and evaluate the success factors.

New enrolments for 2021 will commence shortly with the introduction of an electronic system to support this process. The platform for enrolments, as well as a wait list, will be a more efficient and effective process for families reducing the need for a paper-based system that is currently in place. Existing enrolments will be facilitated through the transfer of current data. More information will be provided to families to support the implementation of this new process as soon as finalised.

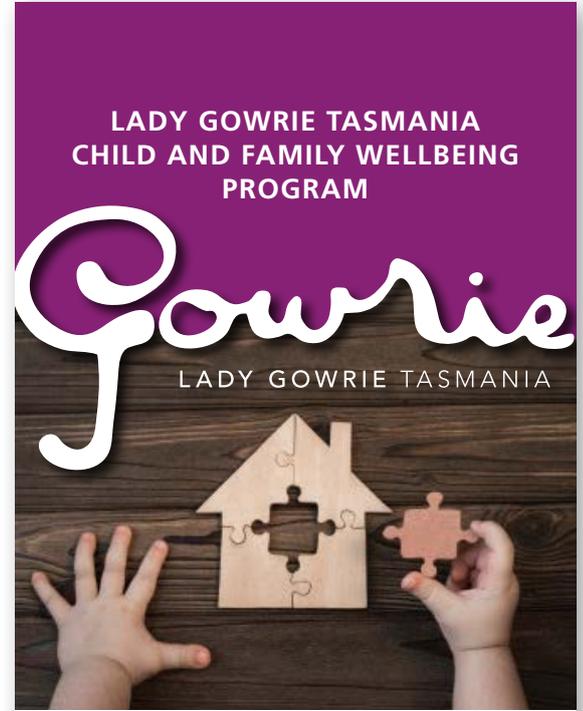
Thank you to those families who have placed their trust in our organisation to provide education and care for their children. Staff in all programs have remained committed to supporting the health of children whilst continuing to provide quality early and middle childhood programs and participate in a range of professional learning opportunities. They have remained focused during challenging times while balancing their work and own family responsibilities. Their commitment is highly valued and acknowledged – our people are certainly our best asset.

Until next time...

**Ros Cornish**  
Chief Executive Officer

## Announcement

Due to COVID-19 gathering restrictions and associated compliance issues, the decision has been made to cancel the Lady Gowrie Tasmania Children's Christmas Party this year. It is hoped that this special celebration which is enjoyed by so many children, families and educators will be held again in 2021.



LADY GOWRIE TASMANIA  
CHILD AND FAMILY WELLBEING  
PROGRAM

LADY GOWRIE TASMANIA

Lady Gowrie Tasmania is a community-based not for profit organisation, providing a range of services for children, families and early childhood professionals within Tasmania.

Lady Gowrie Tasmania offers their families access to the Child and Family Wellbeing Program.

The program provides free confidential, practical and emotional support to families who might be experiencing some of life's challenges or who may benefit from support in the day to day raising of their children.

### CHILD AND FAMILY WELLBEING PROGRAM

229 Campbell Street, North Hobart

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## Christmas Closure

Lady Gowrie Tasmania Children's Education and Care Services and Head Office will close for the Christmas break on Wednesday 23 December 2020 and will re-open on Monday 4 January 2021. Closer to the time, please check with the educators at your specific service to confirm exact closure dates and times.

*'Spring's greatest joy  
without a doubt  
is when it brings  
the children out.'*

EDGAR GUEST

## Message from the Board of Directors

Families and Friends,

While the risk of COVID-19 remains, and we must remain cautious, over the last few months we have been lucky to increasingly return to pre-COVID-19 routines and services, with relatively minor modifications. This has enabled our children to again be able to experience familiar faces and routines, as we have welcomed back returning families, and some new faces, seeing our education and care services return to the usual hive of activity.

The team at Lady Gowrie Tasmania have worked hard to continue to provide safe and accessible services throughout the pandemic and are carefully managing the return to normal services in keeping with the current requirements. Our team of Directors have continued to meet throughout this period, both as a full Board and through our supporting Sub-committees. While we were able to effectively operate remotely and through video conference calls during much of the restricted period, the return of face-to-face discussions for our Board meetings has been welcomed by all.

While the team has been focussed on providing safe services and programs for children, we are also taking the opportunity to learn from the COVID-19 experience. This has seen staff come together from across our services and programs to reflect on the year to date and to provide ideas on how we can continue to adapt and support our team.

The Board has also started work on our next Strategic Plan and held a dedicated strategy session last month to commence this process. This engagement and planning across the organisation, informed by our collective recent experiences, will see our next Strategic Plan take shape over the balance of this year ready for 2021.

Work is also underway to prepare for our Annual General Meeting in November. As well as covering the formalities of an AGM, we use these annual meetings as an opportunity to celebrate some of our teams' achievements including long service and scholarship recipients. This has seen our AGMs well attended in recent years and our room is often close to capacity. Restrictions on the number of people we can safely host in a physical space means the AGM will look a bit different this year, however, we are exploring options to make this accessible to our team, families and friends and anticipate using a digital platform to support a physical meeting.

While the current situation remains challenging for many, it has been heartening to see the resilience of our community, team and organisation. As we move forward, the team are bringing with us the lessons we have learnt and the improvements we have made in over the last few months, including in our communication, flexibility and the use of digital platforms to support our programs and engagement.

Stay safe and well.

**Anne Beach**  
Chair Board of Directors



## 'Children First'

### Family Day Care Celebration

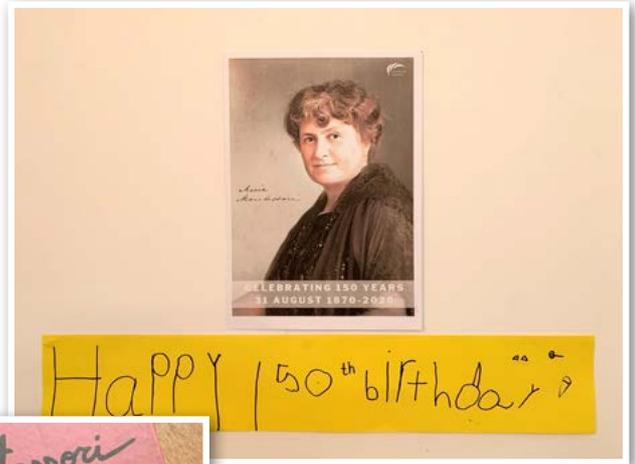
On 31 August 2020 children from Blossom Montessori celebrated the 150th anniversary of Dr Maria Montessori's birth. Many children are familiar with 'Little Maria' through reading a book about her. We started from looking at the photographs of Maria Montessori at different stages of her life. Then we used maths materials to represent the time since Maria's and the children's birth. The children observed that 150 beads made a much longer line than 3 or 4!

We also found the town of Maria's birth on our map and tried saying few words in Italian. When children were asked how they think we should celebrate Maria's birthday they quickly suggested: balloons, party games, candles and of course a cake! One of the children realised that we would have to make a very big cake to have 150 candles on it so we settled on making a number of 150 with fruit. We made delicious banana cake and children decorated it with flowers from the garden. We had a special afternoon tea to remember this amazing person whose legacy we continue and benefit from each and every day at Blossom Montessori.

Personally, as a Montessori educator I have connected with thousands of other Montessori educators around the world in a special Montessori Everywhere online event. The discussions and workshops were delivered by educators from different Montessori organisations and were designed to inspire and challenge our thinking about the child, the prepared adult and the prepared environment.

**Ania Steele**

**Blossom Montessori - Family Day Care  
Educator registered with Lady Gowrie  
Tasmania**



## Connecting with Nature at Frederick Street

At Frederick Street Early Learning the children and educators have been focusing on their outdoor environment and fostering peer relationships through connecting with nature.

The children found a lazy bee that was full after eating some lunch and was carefully taking his time to fly away. They carefully watched and put some greenery around the bee as they were worried he had 'no salad to eat'.

The children show great enthusiasm and interest in their time spent outdoors and have been eagerly watching their broad beans grow, adding to their mud kitchen and rock garden and incorporating many built resources into the natural environment.

**Courtney Hobbs**

**Education and Care Manager – Frederick Street Early Learning**



### Learning in the Monash Room

Over the past few months, the educators in the Monash Room at University North Education and Care Service have been focused on exposing children to numerous sensory experiences where they can explore, feel and manipulate new and interesting resources. The snow that fell on our playground in winter was especially exciting! This program evolved from observing children touching, tasting, and manipulating both natural and processed materials in their world with great interest.

Educators have offered opportunities for children to explore their bodies further by throwing soft animal bean bags at a target, playing ball games involving throwing and kicking, wheeling wheelbarrows and prams and climbing over ladders and balance beams that are set up differently every day.

Our group times have become more popular as the year has progressed. Children are sitting attentively to see what is on offer - singing, felt board stories, picture cards and books while indoors and the parachute, balloons, bubbles and streamers outdoors, before they make a choice.

Language experiences continue spontaneously throughout the day. When children hear 'come and sit on the log' they run over knowing that singing is about to occur. The telephones are offered every day, and the children verbally express themselves through their imaginative phone conversations. The educators have been teaching the children some simple sign language to give more methods of communication for children where language is just emerging. This has helped to ease some of their frustrations and has also helped to empower them with a new skill.

Perhaps most importantly this year is the encouragement of the children's socio-emotional wellbeing. The educators have been encouraging children to do more for themselves which is helping them to become more independent and resilient. This can be seen in daily routines where children are helping to pack away toys, tip their own food scraps into the bin, put their bowls on the trolley and wipe their own faces - with a little help from the educators!

**Gabe Tams**

**Education and Care Manager – University North**



### Children's Week 2020 Teddy Bears' Picnic

*'If you go down in the woods today, you're sure of a big surprise' ...*

To celebrate National Children's Week 2020 all Lady Gowrie Tasmania Education and Care Services will be hosting a Teddy Bears' Picnic for morning or afternoon tea on Wednesday 28th October. Children will be encouraged to bring along their favourite teddy bear for the celebration. Further details will be communicated to families in the coming days.

## National Aboriginal and Torres Strait Islander Children's Day

National Aboriginal and Torres Strait Islander Children's Day is held every year on August 4. It is an opportunity for all Australians to come together to celebrate and show our support for Aboriginal and Torres Strait Islander children, as well as learn about the crucial impact that culture, family and community play in the life of every Aboriginal and Torres Strait Islander child. This year, Lady Gowrie Tasmania Education and Care Services across the state celebrated National Aboriginal and Torres Strait Islander Children's Day in their own unique way.

At University South Education and Care Service, the children and educators participated in a variety of engaging conversations and experiences about Aboriginal and Torres Strait Islander peoples, children, heritage and culture. In the Churchill Room, educator Paula gathered the children together to write and illustrate a story. During this time, Paula and the children learnt about Aboriginal and Torres Strait Islander children's connection to the land and how their stories have been shared through paintings for thousands of years and continue to be shared in this way.

Celebrating difference and the many cultures within our University South community is embedded in our everyday pedagogy and practices. It was a privilege to celebrate National Aboriginal and Torres Strait Islander Children's Day and we hope you enjoy reading the children's wonderful story which can be found on page 12 of this newsletter.

**Meagan Shea and Kate Edmonds**  
Education and Care Managers – University South



## Sun Safety Reminders

As we welcome the warmer, sunnier weather with our children spending more time playing outdoors please be reminded of the following:

1. SLIP on some sun-protective clothing that covers as much skin as possible.
2. SLOP on broad spectrum, water resistant SPF50+ sunscreen. Put it on 20 minutes before you go outdoors and every two hours afterwards. Sunscreen should never be used to extend the time you spend in the sun.
3. SLAP on a hat – broad brim or legionnaire style to protect your face, head, neck and ears.
4. SEEK shade.
5. SLIDE on some sunglasses – make sure they meet Australian Standards.



## Chinese Five Spice Pancakes

Prep Time: 10 mins

Cook Time: 20 mins

Total Time: 30 mins

### Ingredients

- 2 cups plain flour
- 420-440 ml water
- 1 cup finely chopped spring onions
- 1 pinch of salt
- 1/8 teaspoon Chinese five spice powder
- Vegetable oil for frying

Note – other finely chopped vegetables and herbs may be added to these ingredients. Children will enjoy helping to cook this quick and easy recipe!

### Method

1. In a large mixing bowl, stir water to flour and keep stirring with an egg whisk. Make sure that the water and flour is combined completely. Set aside for several minutes.
2. Place spring onions (or other finely chopped vegetables and herbs) to into the bowl with flour and water. Add pinch of salt and five spice powder; continue to stir until everything combined well.
3. Heat 2 tablespoons of cooking oil in a pan. Scoop the mixture and pour into the pan. Pan-fry over medium fire for around 2-4 minutes until one side becomes golden brown. Turn over carefully to fry the second side for another 2 minutes. Then fry each side another 1 minute for a darker colour and crisper texture.
4. Transfer onto kitchen paper to absorb excess oil. Repeat above steps with remaining mixture and enjoy together as a family!



## Outdoor Play Ideas for Spring

### Nature Walk

Tasmania has many nature reserves and walking tracks. Spring provides the opportunity for children to experience a whole new world of different smells and sounds – how many new plants and animals can you find this spring?

### Beach Clean-Up

Give your children the opportunity to become more active in their local community and learn about protecting the environment! Take a garbage bag to your local beach and pick up plastic that has been washed up on the shores.

### Fly a Kite

Some things change, but some things never do – like the wind and how much fun it is to fly a kite!

### Family Bike Ride

Riding bikes is a great way to get exercise and enjoy being outside together. If your little one is not quite old enough to ride a bike, try a bicycle trailer that you can attach to your bike.

### Gardening

Children love gardening and digging in dirt! Visit your local nursery and buy some native plants and flower to plant for a more sustainable garden. Gardening with your children is a great way for them to learn about the environment and how different bugs, insects and animals help their flowers to grow.

### Nature Collage Craft

Go for a walk and collect small items that have fallen to the ground - leaves, gumnuts, bark and twigs. Take them home and create nature collages together. All you will need is craft glue and firm cardboard.



## Professional Development

Lady Gowrie Tasmania is committed to providing ongoing professional learning for our educators. Regular professional learning inspires and motivates educators to provide age appropriate, stimulating and interesting experiences for children in our education and care services. At present we have educators participating in the following:

- 60 educators are participating in a program to update skills in the areas of Health and Safety and Reflective Practice
- 10 educators participated in a three-part webinar 'Becoming Leaderful' facilitated by well-known early childhood expert Catharine Hydon
- Expressions of interest have also been invited for the Lady Gowrie Tasmania 2020 Helen Stephen Memorial Scholarship - supporting an educator to upgrade to a degree qualification.

We look forward these educators sharing with their services and colleagues the knowledge and skills gained during these professional learning sessions.

**Kathy Cripps**  
General Manager Education and Care



## When is my child ready to use the toilet?

Introducing a new guidebook 'HIGH and DRY - All about wees, poos and bedwetting' by Tasmanian author and Child Health Nurse, Meg Bamber.

Learning to use the toilet is one of the most significant milestones in a young child's life. Many families worry about the best way to approach the process, when to start and if there is a 'wrong' way. At Lady Gowrie Tasmania Child and Family Wellbeing we believe that as long as the chosen approach supports a child's sense of safety, wellbeing and a positive view of themselves, then it is the 'right' approach.

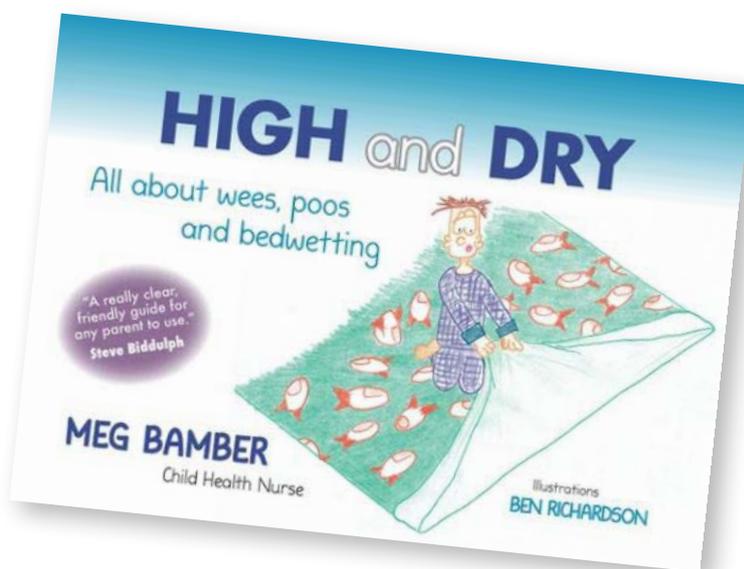
Families whose children use Lady Gowrie Tasmania services; Long Day Care, Family Day Care and Outside School Hours Care, also have the support of experienced and well trained educators who welcome the opportunity to create partnerships with families focussed on developing their child's toilet independence.

Education and care settings are a great place for children to practice using the toilet for many reasons; often the children in care are at similar stages and will inspire each other and toilets and bathrooms are child sized and non-threatening. Educators can identify toilet readiness cues and are aware there are various approaches to learning to use the toilet. Most importantly, educators listen closely to the family's wishes and aim to make the strategies used in care consistent with those used at home.

### What is toilet readiness?

Toilet readiness refers to the time when the child is both physically and emotionally ready to transition from nappies to using the toilet. Being physically able to remove their clothing, being aware when they have a wet or soiled nappy and being able to communicate that to their caregivers, having the necessary control over their muscles to 'hold on' momentarily, having the ability to take off their own pants and pull them up are all indicators that a child is physically ready.

Being emotionally ready refers to when a child is showing signs of not wanting to have a wet or soiled nappy on, showing signs of wanting to do things independently of their care givers, wanting to be 'big' or 'grown up', and wanting to make more choices for themselves. Being emotionally ready means that a child is developing their sense of self and readiness to become more independent.



### Wide range of approaches to toilet readiness

There are a wide range of approaches to toilet readiness ranging from: Families deciding on a specific time and date and deciding there are no more nappies and the child then wears underpants all the time, to families taking their child to the toilet when they are showing signs of wanting to go - staying in nappies until their child is confident using the toilet.

Each of these approaches has its pros and cons; the first may involve lots of washing and mop ups but is reported to be quicker and a clearer message for the child; and the latter may take a significantly longer time but involve less mess and is more child-led. Different approaches might suit different children and in some cases, children take the lead and take charge of the process themselves. Families may use some strategies and not others. All these approaches are 'right' and will suit each unique families and child.

For good tips and ideas you might like to try the following online resources: The Raising Children Network, Kids Health, Continnence Foundation and the Babyology online blog.

I would recommend from my own experience that families take a moment to prepare themselves practically and emotionally. Practically - with equipment that they want to use including a potty or toilet seat and emotionally - plan to be calm, and patient, plan to be consistent and plan to focus on the little successes and pay less attention to accidents and the clean ups. Remember to talk positively and manage your

## 'Children First'

feelings of frustration as negative reactions can affect how your child feels about themselves. Finally, have confidence in your child - your confidence in them will reassure them that you know they can do this!

### Further support and information

Someone who is very experienced and knowledgeable in the area of children's continence and in particular supporting children to become dry at night is Meg Bamber. Meg is a Child Health Nurse who specialises in the area of continence and works with a team of Child Health Nurses running the 'Wetaway' program. Meg has put her years of practical experience and her medical and nursing knowledge to use and written a book: "High and Dry: All about wees, poos and bedwetting" that aims to guide families faced with the challenge of teaching their children to have dry pants and dry beds.

This book is available online or at local bookshops and is full of step-by-step practical advice and resources that families can immediately put into practice that will help children to use the toilet independently and sleep dry.

**Neivh Gilligan**

**Lady Gowrie Tasmania Child and Family Wellbeing Program**



## New Website

Lady Gowrie Tasmania is excited to announce the launch of a new look website. On this website you will find current information on all services and programs, details of upcoming events, direct links to the latest Newsletters and Vacation Care Programs and most importantly for families - an easy to navigate 'Contact Us' page!

To explore our new website please follow the link below:

[www.gowrie-tas.com.au](http://www.gowrie-tas.com.au)



## 'Children First'

Story written by the children at University South Education and Care Service to celebrate Aboriginal and Torres Strait Islander Children's Day. See article on page 7 of this newsletter.

### Journey Back to the Bush

Once upon a Dream Time, Petal the Koala lived in the bush.



When suddenly the bush was on fire, Petal could see orange, red and blue everywhere.



Petal had to leave quickly to find a new home. After a long journey Petal found his friend, Leaf the koala.



Leaf told Petal it was safe to go back to the bush, so together they began the journey home.



Petal remembered his gumtree was near some water, so they searched for water.



They then came across their friend, Happy Hop the kangaroo who said he knew where there was some water.



On the journey they began to notice the colours of the burnt bushland, black, grey and red, these colours made the bush dark.



The friends set off looking for Petal's home near water. When they found a stream, Petal knew they were close. With the help of his friends they found the burnt gumtrees, Petal knew he was home.



With the help of his friends they began to rebuild Petal's home together.



## Contact Details

### Head Office

346 Macquarie Street, Hobart	6230 6800	info@gowrie-tas.com.au
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### Northern Services

#### Long Day Care Services

Alanvale	6348 1390	alanvale@gowrie-tas.com.au
Gordon Square	6382 2445	gordonsquare@gowrie-tas.com.au
Norwood	6336 6971	norwood@gowrie-tas.com.au
University	6324 3731	uninorth@gowrie-tas.com.au

#### Outside School Hours Care Programs

Frederick Street VAC	6331 5106 / 0438 109 367	oshclusternorth@gowrie-tas.com.au
Gordon Square ASC, VAC	6382 2445	gordonsquare@gowrie-tas.com.au
Launceston Preparatory School ASC	6331 5106 / 0438 109 367	oshclusternorth@gowrie-tas.com.au
Norwood ASC, BSC	6331 5106 / 0438 109 367	oshclusternorth@gowrie-tas.com.au
University ASC Mowbray, VAC Campus	6331 5106 / 0438 109 367	oshclusternorth@gowrie-tas.com.au

#### Occasional Care Program

Frederick Street Pre-School Program	6331 5106	oshclusternorth@gowrie-tas.com.au
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### Southern Services

#### Long Day Care Services

Acton	6248 5644	acton@gowrie-tas.com.au
Battery Point	6214 0380	batterypoint@gowrie-tas.com.au
Bowen Road	6228 4568	bowenroad@gowrie-tas.com.au
Campbell Street	6230 6881	campbellstreet@gowrie-tas.com.au
Kingston	6229 1901	kingston@gowrie-tas.com.au
Integrated Centre for Children and Families	6230 6805	integratedcentre@gowrie-tas.com.au
Midway Point	6230 6872	midwaypoint@gowrie-tas.com.au
University	6226 2088	unisouth@gowrie-tas.com.au
Fahan Richmond South Hobart	Swansea Oatlands	6230 6805 clusteradmin@gowrie-tas.com.au

#### Outside School Hours Care Programs

Albuera Street ASC, VAC Bowen Road ASC Brighton BSC, ASC, VAC Glenorchy ASC, VAC Goulburn Street ASC Lansdowne Crescent BSC, ASC, VAC	Mount Nelson BSC, ASC Richmond ASC Rosetta BSC, ASC Sorell ASC, VAC South Hobart ASC, VAC Taroona BSC, ASC, VAC	6230 6806	clusteradmin@gowrie-tas.com.au
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#### Family Day Care

Family Day Care Scheme	6230 6809	familydaycare@gowrie-tas.com.au
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