

Message from the Board of Directors

Dear Families and Friends,

2019 marks a significant milestone for Lady Gowrie Tasmania – 80 years of continuous service provision to Tasmanian children, families and those dedicated professionals who work with them every day.

This milestone reminded us of the importance of documenting the history of the organisation. To this end, the organisation has developed and published a snapshot of the history and the key milestones. The 80th anniversary publication lists programs and services provided over the past 80 years and several former and current employees, Board Directors and friends of Gowrie have been interviewed. Their insights make for a great read!

The Board are delighted with the history publication that will be launched by the Her Excellency, Professor the Honourable Kate Warner AC, Governor of Tasmania at a reception at Government House on Tuesday 25th June. As the current Chair of the Board of Directors, I was invited to provide the acknowledgement that forms part of the publication and now share this with readers:

'There are countless individuals, both past and present who have been and continue to be an important part of the Lady Gowrie Tasmania story. Their contribution across the past 80 years is acknowledged and valued as they paved the way for others to follow. To those who have been so generous with their time – to reminisce and provide their stories for this publication, again this is so highly appreciated.'

This publication is only a snapshot as it impossible to capture the immense contribution of the many people involved in the Lady Gowrie Tasmania story.

On behalf of children, families and those who work daily with them, I take the opportunity to thank Gowrie Training & Consultancy for undertaking the enormous task of mapping the past 80 years of this amazing and resilient organisation.'

We were thrilled when the Premier of Tasmania, Hon Will Hodgman MP, a former student at the original centre at Battery Point, agreed to kindly write the foreword for the publication reflecting on his time at Gowrie:

'My enduring memory of Lady Gowrie - over a number of years is of a bright, buzzing and safe place for inquisitive young minds to play and learn. And wonderful educators, in whom parents and carers place great trust. I know that many lifelong relationships are also born at Lady Gowrie, which has a special place in our community. Best wishes,

The Hon Will Hodgman MP, Premier of Tasmania.'

A hard copy of the 80th anniversary publication has been distributed to a range of key stakeholders and it is now available on the organisation website. I encourage our community to read of the rich and long history of Lady Gowrie Tasmania.

Sincerely,

William McShane
Chair - Board of Directors



CELEBRATING



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Message from the Chief Executive Officer

Dear Friends,

As indicated in the Board Chair editorial, Lady Gowrie Tasmania achieves a major milestone in 2019 – its 80th birthday. Reading the 80th anniversary publication in readiness for printing and ultimately the launch, was very nostalgic. It reminded me of the important role the organisation has played in the lives of so many individuals and its influence on government policy and practice in Tasmania over the years.

The very reason for the establishment of the Gowrie Centres around Australia back in 1939 and 1940 is now being reflected in current models of programs for children and families being developed by government and non-government agencies. It is ironic that 80 years on the original model is now being duplicated and considered as best practice. One might say, those visionary women were way ahead of their times and true leaders of early childhood development.

The history publication also provides an insight into how government policy has altered over the years – validating the view that the early years sector has suffered from continual change thus supporting the notion of being in change fatigue.

Regardless, Lady Gowrie Tasmania has been a resilient and agile organisation responding positively to change by using a strength-based approach in modifying programs and activities to ensure compliance with government policy. Importantly, the organisation position of 'Children First' has ensured that any changes have been underpinned by this mandate supporting the integrity of the organisation both internally and externally.

Her Excellency, Professor the Honourable Kate Warner AC, Governor of Tasmania and Mr Warner hosted a reception at Government House on 25th June at which the Governor launched the anniversary publication. The history is long and rich, and I am sure this tradition will continue for the next 80 years.

Whilst the publication has been a focus, the children's programs have continued to flourish. Children have enjoyed a raft of experiences within the services and beyond with excursions into the local community. This program will be enhanced with the purchase of a 13 seater vehicle to enable small groups to venture a little further into the community.

It is pleasing to note that four services are embarking on research projects collaborating with interstate Universities. Action research supports a wide variety of evaluative, investigative and analytical research methods. This reflective tool can be transformational as educators critically reflect on current practice and use evidence-based research to validate or inform changes in practice.

With the Federal election completed and the Liberal Government re-elected for a further term, advocacy will continue to ensure that children's rights are paramount to policy and practice.

As winter is with us along with the usual winter ills, health and hygiene practices are certainly heightened to prevent the spread of infection. In the meantime, stay warm and safe.

Until next time.

Ros Cornish
Chief Executive Officer



Upcoming Events

Lady Gowrie Tasmania Family Support Service will be hosting two parent conversation evenings **'Managing Children's Big Emotions'** on Thursday 18th July for families with school age children and Thursday 25th July for families with pre-school children. Please see attached flyers for further information about these evenings. Please note that places are strictly limited so book in early!

Lady Gowrie Tasmania is proud to be attending the **Festival of Bright Ideas** this year at Princes Wharf in Hobart on Friday 9th August (schools only day) and Saturday 10th August, 2019. The Festival of Bright Ideas is a family friendly, community event which celebrates the science sector in Tasmania. This year's theme is 'Science for the Curious and Creative' and there will be a variety of hands on, engaging and innovative experiences and activities for children. We hope to see many of our families there!



Her Excellency, Professor the Honourable Kate Warner AC, Governor of Tasmania, pictured at the reception with Mr William McShane, Lady Gowrie Tasmania Chair – Board of Directors and Mrs Ros Cornish, Lady Gowrie Tasmania Chief Executive Officer.

Celebrating 80 Years

To celebrate Lady Gowrie Tasmania's 80th birthday Her Excellency, Professor the Honourable Kate Warner AC, Governor of Tasmania and Mr Warner, hosted a reception at Government House on Tuesday 25th June.

During the evening Her Excellency officially launched the 80th history publication and spoke of the enduring theme – 'Children First' - that is woven through the eight decades of historical facts and the many personal stories shared in this publication.

Her Excellency spoke of her interest in Lady Zara Gowrie's keen determination to advocate for children through the development of six child centres across Australia with a focus on nutrition, health and well-being as well as education. Her Excellency then acknowledged that this advocacy and determination remains today with Lady Gowrie Tasmania providing quality programs to the community that promotes the best outcomes for children, families and early to middle childhood professionals.

'A child whose behaviour pushes you away is a child who needs connection before anything else'.

KELLIE BARTLETT

Important Dates

Lady Gowrie Tasmania Children's Education and Care Services will close for the Christmas break on Tuesday 24 December 2019 and will re-open on Monday 6 January 2020. Please check with the educators at your particular service to confirm exact closure dates and times.

Practical Tips for Managing Meltdowns for Children with Autism Spectrum Disorder

Parents and carers of children with Autism Spectrum Disorder (ASD) know that there is a big difference between a tantrum and a meltdown. A tantrum, while still an expression of emotions and frustration, generally doesn't last as long and can often be controlled by the child. A meltdown, once underway, is difficult to stop and usually only ends when the child is completely exhausted.

While all children have both tantrums and melt downs, neuro-typical children are less likely to have meltdowns and are more likely to learn how to regulate their emotions in a shorter time than children with ASD (Ryan, 2010, Health and Place).

Children with ASD do have tantrums when things aren't going their way and/or they are expressing their emotions and the difficulty for parents and carers is in knowing the difference. It usually takes someone who knows the child very well and has observed them over many situations to identify when an ASD child is having a tantrum rather than a meltdown.

The causes of meltdowns are generally different from the causes of tantrums. Where tantrums can be caused by a child

becoming frustrated and feeling out of control - a meltdown is often caused by sensory overload and/or a build-up of overwhelming emotions. Sensory sensitivities to noise, touch sensation, visual overstimulation, smells, proprioception (body sense), can build up and the child can seemingly 'explode'. The melt-down may involve big physical movements, hitting, pushing, self-harm, crying, vocalising loudly and the child may lie on the ground. As the build-up can happen over time the melt down can seem 'out of the blue' for onlookers and seem completely unprovoked and unwarranted.

Sue Larkey (<https://suelarkey.com.au>), an experienced teacher and expert on ASD, describes the three stages of a meltdown:

1. Build-Up Stage

The Build-Up stage might look like - a change in body posture, observed tenseness in body, pacing or circulating repetitively, wringing hands, hyper-sensitivity to touch, slowing responses and increasing vagueness, or asking more questions, being distractible, using stock standard responses. How this looks will be very individual for each child.

Continued next page



2. Survival Mode

The next stage is Survival Mode - this is where the child will use their own strategies to try and prevent the melt down. They may seek sensory input through repetitive actions such as rocking, chewing, jumping, pacing, or they may become rigid, and unresponsive, they might even run away or hide. The child is demonstrating they are in the 'fight or flight' mode where faced with an overwhelming situation they are either fighting it or running away from it.

3. Meltdown

The third stage is the Meltdown - the child is in panic mode and has no control, the child will use actions that will make people move away or leave them alone - hitting, pushing, swearing, crying, screaming and self-harm. The child is unable to respond to care givers and behaviour management techniques will be ineffective. When the child is in meltdown all caregivers can really do is make the space safe for the child and any people nearby and be available to support and comfort the child when they are eventually ready.

The most effective time to try strategies with the child is when they are beginning to show behaviours that are in the Build-Up stage and Survival Mode.

Ms Larkey suggests several strategies to try including:

- Limiting verbal instructions
- Sending the child on an errand
- Taking the child for a walk but not asking questions or commenting on their behaviour
- Redirecting to a quiet space designated for the child to use, using noise blocking headphones

- Directing them to use sensory toys (e.g. squeeze ball, playdough, plasticine, fidget spinner)
- Directing them to a repetitive physical activity (jumping on a trampoline, run around oval, obstacle course)
- Offering a break- toilet break, drink or snack break

Observing the child over time and in varying situations will help to determine their individual sensory sensitivities and/or their emotional status, implementing these strategies can help the care giver manage the meltdowns and support the child to begin to manage their emotions more independently.

As a parent of an ASD child I am aware of how unique the approach for each ASD child needs to be, and that determining the best approach is literally a process of trial and error. Developing the most effective approach can take time and perseverance and the process can be emotional and exhausting. Like most parents, having strategies that are practical and easy to apply means I am more likely to be able to fit them into my day to day life and therefore be able to maintain my approach for a longer time. Some of these strategies have been very effective for me personally and I find my son will now seek his sensory toy or retreat to his quiet space without direction which shows me he is learning how to avoid having meltdowns and to manage his own emotions. Hopefully some of these tips may be useful for other ASD parents and carers as well.

Neivh Gilligan

Lady Gowrie Family Support Worker and parent of ASD son.

References:

- Sue Larkey, 2017; Tip Sheet Three Stages of a Meltdown. <https://suelarkey.com.au> and Sara Ryan, 2010; 'Meltdown', surveillance and managing emotions; going out with children with autism. Health and Place Journal.

Immunisation

Immunisation is a simple, safe and effective way of protecting people against harmful diseases before they come into contact with them. Immunisation not only protects individuals, but also others in the community, by reducing the spread of preventable diseases. Your child can get the immunisations recommended on the Australian National Immunisation Program (NIP) schedule from several places including GP clinics, community health clinics and local government immunisation clinics. In January 2016, the Australian Government introduced a 'No jab, no pay' policy. This means that if a child isn't fully immunised parents are ineligible for the Family Tax Benefit Part A or the Child Care Subsidy. For more information about immunisations go to www.immunise.health.gov.au or talk to your family GP.

'Children First'



Outdoor Winter Play Ideas

Children need regular exercise and plenty of fresh air – even in the cooler winter months! The benefits of exercise for children include:

- Strengthening their bones and muscles
- Increasing their self-confidence and belief
- Helping to promote a healthy state of mind
- Reducing the risk of obesity and Type 2 diabetes

So get your family together, pop on your winter woollies and head out into the great outdoors! Tasmania has wonderful places to explore in winter and some ideas may include:

- Taking a day trip to the mountains to play in the snow or go for a bushwalk
- Finding an outdoor gym at your local park and do some circuits together
- Visiting your local beach to collect shells, look for crabs and have running races
- Setting up an obstacle course in your back yard or in your local park

Healthy Winter Recipe

Vegetable Nuggets

Prep: 20mins Cook: 40mins Makes: 12

Ingredients:

- 1 peeled and coarsely chopped medium sweet potato
- 1 head finely chopped broccoli
- 1/2 cup (60g) frozen peas
- 1/2 cup (80g) frozen corn
- 1/2 cup (60g) coarsely grated tasty cheddar
- 1 cup (150g) plain flour
- 2 lightly whisked free range eggs
- 1 cup (75g) panko breadcrumbs

Method:

Step 1 - Preheat oven to 200°C. Line a baking tray with baking paper. Cook the sweet potato in a large saucepan of boiling water for 15 mins or until tender. Add the broccoli and cook for a further 5 mins or until bright green. Drain well. Use a potato masher to mash until almost smooth. Add the peas, corn and cheddar and stir to combine.

Step 2 - Shape the mixture into 12 nuggets. Place the flour, egg and breadcrumbs in separate bowls. Dip 1 nugget in the flour and turn to lightly coat. Dip in the egg, then coat in breadcrumbs. Place on the lined tray. Repeat with the remaining nuggets.

Step 3 – Spray the nuggets with olive oil. Bake, turning the nuggets halfway through cooking, for 20min or until golden brown and crisp. Serve immediately.



Harmony Day 2019

Lady Gowrie Tasmania celebrated Harmony Day in March with various celebrations and activities held in all services and programs across Tasmania. Harmony Day is a day of cultural respect for everyone who calls Australia home – from the traditional owners of this land to those who have come from other countries around the world.

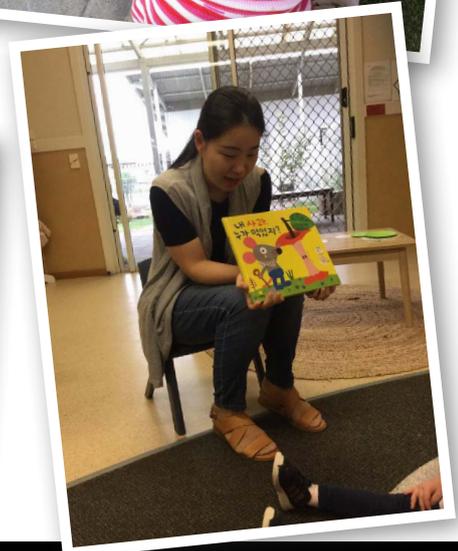
Lady Gowrie Tasmania honours and celebrates the cultural diversity of our community not only on Harmony Day but through our everyday practice and the provision of inclusive programs for all children, families and early to middle childhood professionals.

To guide their Harmony Day celebrations, Lady Gowrie Tasmania Bowen Road Education and Care Service asked for family feedback into the program. Families in the Bayswater Room responded through Storypark as to their family

heritage and from this information a world map was established. The babies in the Fletcher Room also created artwork using orange paint to symbolise Harmony Day. They were also encouraged to hang a butterfly on the service's 'Harmony Tree'. This tree was designed to represent the multiculturalism and successful integration of migrants into the richly diverse community in which the services operates.

Harmony Day at Lady Gowrie Tasmania Norwood Education and Care Service was celebrated with a family BBQ. This provided a wonderful opportunity for families to come together and for children to play and celebrate the many cultures at this service in a relaxed environment. Other Harmony Day experiences included sharing a stories in both Korean and English and parent-led yoga and Persian cooking sessions.

Harmony Day 2019 – 'Everyone Belongs'.



Supporting Children's Artistic Development

At Lady Gowrie Tasmania Battery Point we are embracing a project that speaks to our Lady Gowrie Tasmania philosophy. **The B4 Early Years Coalition** (of which Lady Gowrie Tasmania is a partner), has created the *Making Marks* project that 'aims to celebrate, nurture and make visible the voice of very young children from across the State.'

We acknowledge in children the predictable trajectory of combined skills that enables each child to grow to be an expresser of their creativity and, a successful user of the materials they need to do so.

We also advocate for children to be supported in learning spaces that reflect the emotional and developmentally appropriate guidance that leads to artistic growth.

Sadly, without knowledge of how we could be potentially stifling future growth, children are often praised and, as a result, shaped permanently to fit a standardised method of expression in art. Corralled into expressing ideas the same way that others have before them.

Words from the project that inspired us to action are following:

'Ages around 4 to 5 (up to 7 years) is often a time of crisis in child art. Adults seldom appreciate spontaneous art and give children formulas to copy. Once formulas for objects which are 'acceptable' to adults are learned, the child will make combinations of them into scenes. These formulas (such as stick figures) often last until children themselves reach adulthood and in turn give their children formulas (often in the form of stencils, or those found in colouring books).

Most children stop all spontaneous art activity by the age of 8 or so. Those who continue to be spontaneous usually study and practice techniques which they master in various media. What will you do to support such learning, explorations and skill development in ways that challenge not choke creativity?'

We are taking to this pedagogical challenge with zeal! Lady Gowrie Tasmania Battery Point Education and Care Service is surrounded by galleries and exhibitions of many artistic forms. It seems only fitting that we build our knowledge of how a child is best supported to reach artistic freedom of expression, given the inspiration found within our community.

For more information on the B4 Early Years Coalition go to <https://b4education.tas.gov.au/>

Janelle Robinson and Monique Wickham
Lady Gowrie Tasmania Battery Point Managers



Sustainability in Action

Lady Gowrie Tasmania Norwood Education and Care Service recognises the responsibility we have in being active, collaborative and empowered participants in change towards more sustainable ways of being. Through a reflective process the service acknowledged that previous attempts to introduce meaningful sustainability practices into our curriculum had been somewhat short lived. Over the last three months we have held a strong focus on ensuring meaningful, collaborative practices centred on sustainability are embedded into our daily routines.

Recycling Station

The recycling station is set up in the service hallway. It provides an opportunity for families to drop off recyclable materials such as cardboard, soft plastic, batteries, aluminium cans, milk and juice bottles. The children also sort through recyclable items disposed of by the service and place them into the appropriate baskets. Cardboard, cans and bottles are

placed in the service recycling bin for collection while the soft plastics are taken to the local supermarket for recycling.

Garden

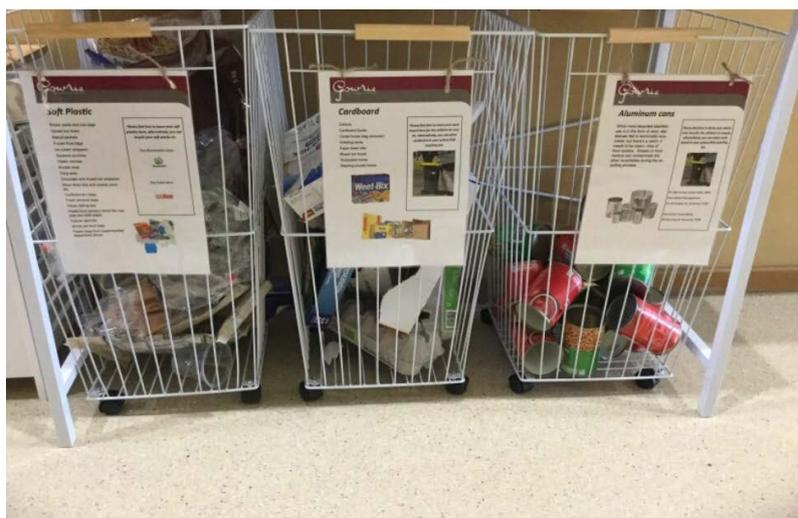
Tending to the service garden has become an embedded element of the curriculum. The garden has now reached a point where we are able to harvest and use a variety of vegetables in meals cooked at the service.

Composting/Worm Farm

The compost bin and worm farm provide daily learning for the children at Lady Gowrie Norwood Education and Care Service. Each day scraps discarded from the service are placed in either the worm farm or compost bin. The compost and worm farm play a vital role in supporting our vegetable garden to grow.

Casey Reid and Kate Grosvenor

Lady Gowrie Tasmania Norwood Education and Care Service



LADY GOWRIE TASMANIA FAMILY SUPPORT PROGRAM



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 Family Support 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.

FAMILY SUPPORT SERVICE

229 Campbell Street, North Hobart
PO Box 422 South Hobart Tasmania 7004
P 6230 6860 E familysupport@gowrie-tas.com.au

Family Day Care Children's Art Exhibition 2019

Lady Gowrie Tasmania Family Day Care celebrated National Family Day Care Week in May with a Children's Art Exhibition. The exhibition was created by the dedicated Family Day Care educators and the children in their care.

The purpose of National Family Day Care Week is to recognise and promote the important role family day care educators, services and families play in the development and wellbeing of more than 131,000 children across Australia.

**National Family Day Care Week
2019 – 'Every Child is a Star'.**



EVERY CHILD IS A STAR
NATIONAL FAMILY DAY CARE WEEK

Government Policy and Practice

The Tasmanian Government Department of Education, in consultation with the education and care sector, have developed a *Provisional Policy and Process to Guide Co-location of education and care and Department of Education Services*. This provisional policy is underpinned by the *Provisional Strong Partnerships Framework*.

Many education and care services are co-located on school sites and provide a valuable service to the community in the form of long day care and outside school hours care. In terms of Lady Gowrie Tasmania – 6 long day care services and 26 outside school hours care services operate from school sites – a significant number.

These two documents will guide and inform existing and new services in a fair and equitable manner to ensure co-location processes and arrangements support genuine collaborative partnerships and deliver quality outcomes for children.

Prior to these policies, the process was not documented or clear, causing confusion and misunderstanding by many stakeholders. Lady Gowrie Tasmania look forward to working in collaboration with their school partners in order to continue to have genuine and respectful relationship that allows children to prosper in strong, connected communities.

More information is available on the Department of Education website.

Reconciliation Action Plan Working Group

Lady Gowrie Tasmania is currently working towards a Reconciliation Action Plan (RAP).

The RAP program, developed by Reconciliation Australia, provides a framework for organisations to support the national reconciliation movement. A RAP is a strategic document that supports an organisation's business plan. It includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.

A group of dedicated and passionate staff across all Lady Gowrie Tasmania programs meet on a regular basis and are working towards the development of Lady Gowrie Tasmania's RAP. At this stage the group has gathered information from within the organisation, connected with staff across all programs to understand their thoughts about reconciliation and is working towards a shared organisational vision for reconciliation.

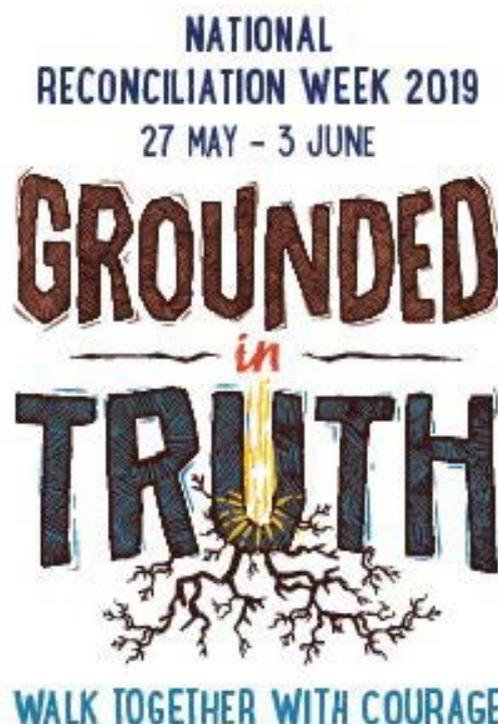
Actions were developed as a result of the surveys which included a RAP development template and follow up conversations after the survey process led to the following questions:

1. What does reconciliation mean?
2. Why is this process important to the organisation?

The RAP group is keen to identify and access resources for use in the programs to ensure ongoing education around cultural competence. One of the key messages the group wants to convey is the importance of exploring Tasmanian Aboriginal history and culture within our programs. Aboriginal culture is part of Australia's history - the past, present and the future and we need to understand what happened in the past and acknowledge it as we move into the future.

As a manager of Lady Gowrie Tasmania Acton Education and Care Service, I am, along with my co-manager Taryn, actively working towards finding ways to embed aspects of Tasmanian Aboriginal culture into our programs for children and ways to support the development of tolerance and acceptance for all members of our community.

Jodie Hayes
Lady Gowrie Tasmania Acton Manager



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	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	6211 0340	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 and Vac South Hobart ASC Taroona BSC, ASC & VAC Warrane ASC	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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