

## Message From The Board

Dear Families and Friends,

For a number of reasons 2014 will be a memorable year for Lady Gowrie Tasmania where we have been fortunate enough to consider the past, present and future of the organisation. While it could easily be said that we do this anyway, particular events have emphasised each of these era's in LGT.

The marking of 75 years of continuous services to children and families is a milestone that cannot be over emphasised. Having first been established at our Battery Point facility, the brand Lady Gowrie is now seen through five other states and territories in Australia. In today's fast moving world, seventy five years of service to the community is a remarkable achievement and one that has relied on dedicated staff and the support of families and children.

For the Board 2014 has provided a number of highlights and challenges. The highlights include the continual high standard of audit results our centres are receiving through the National Quality Framework (NQF). This is a testament to the quality system being run by the organisation and more importantly the staff who implement these systems on a daily basis. The Board are also very aware of the number of long serving staff we have in the organisation which has a very low turnover rate. This is comforting not only for the Board but also parents who see the same faces at the centres each time.

As Ros Cornish has mentioned in her article, we are also dealing with a number of government reviews into the childcare sector.

These will not be released until 2015 and the Board is committed to ensuring that whatever changes are made, we are still able to deliver quality services to children and families in the communities we serve.

The future for lady Gowrie is exciting and will no doubt mark a new era in the Lady Gowrie story. As you may have heard in the media, the organisation has a contract for the purchase of the old Performance Automobiles site in South Hobart. The Board and the senior management team have been heavily engaged in the last few months ensuring that appropriate due diligence was undertaken in order to finalise the purchase. This has now been completed and we are looking to finalise design in order to commence building in early to mid 2015. We will be sharing regular updates in this development and look to be able to provide a wider range of community services from what will be a unique development in the childcare sector.

To close off for 2014 I would like to thank all the families who entrust their children to our care. It is your ongoing support in Lady Gowrie that allows us to contribute back into the community through the South Hobart project.

From everyone on the Board we wish you all a peaceful and enjoyable Christmas holiday period and may Father Christmas bring you that little something special.

Finally, please stay safe!

**Chris McGuire**  
Chair – Board of Directors



### inside

Message From The Ceo ..... 2

ECA Conference..... 3

Toilet Training ..... 3

Toys and Play ..... 4

Healthy Lunch boxes ..... 5

Water Safety..... 6

Christmas Closure ..... 6



## Message From The Chief Executive Officer

Dear Friends,

As 2014 draws to a close, some families will be coming to the end of the connection with Gowrie as their children commence the next phase of their educational pathway by commencing the first year of school. The experiences and opportunities at Gowrie I know will stand them in good stead as they embark on this journey. Of course, school does not always mean the end of the relationship as many remain as part of the Gowrie family by accessing the outside school hours care programs operated at the various school sites around the state.

To those families continuing in 2015 we look forward to welcoming each of you back and continuing the partnership of education and care for your children. Similarly, to the new families who will commence with Gowrie for the first time in 2015, we commit to working in collaboration with you to support the establishment of positive relationships which will enhance the process for your children.

For the education and care sector, 2014 has been a year of reviews, consultations, submissions and inquiries. This is due mainly to the incoming state and federal governments attempting to gain views from the sector on a range of issues. The organisation has responded to each of the inquiries and reviews with submissions and attendance at consultations.

One of the main activities has been the Productivity Commission Inquiry (PCI) into Early Childhood Learning. The draft report provided the opportunity for feedback and now the final report is with the federal government for review and determining which recommendations will be implemented over the immediate and long term. The draft report includes a number of positive recommendations while others are more contentious. Early indicators are such that together with the PCI and National

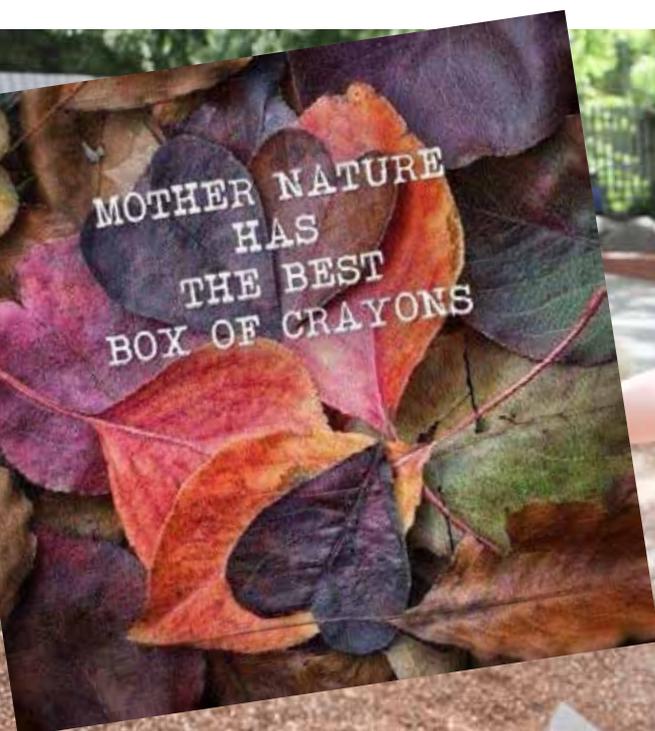
Quality Framework Review the sector is on the cusp of major change. As has been the case in the past, Lady Gowrie Tasmania will address any changes with a positive solution focused approach ensuring the best interests of children are at the forefront.

At a local level the Minister for Education has instigated a review of the Tasmanian Education Act. A discussion paper has been developed with over 30 key questions. Responses are due on 31 December 2014. Again Lady Gowrie Tasmania will respond to the review with a submission focusing on the early and middle childhood issues. Compulsory school starting age is one of the key points of contention. In Tasmania 5 year olds commence Prep as the first compulsory year of school. The discussion paper suggests this be reduced to 4 ½ years to support national consistency. Should this be an outcome the flow on effect to Kindergarten starting age raises major concerns? Families are encouraged to engage with the review with information available at: [www.education.tas.gov.au](http://www.education.tas.gov.au)

As advised in previous newsletters all Lady Gowrie Tasmania programs will close at the normal time on Tuesday 23 December 2014 and reopen on Monday 5th January 2015. This closure period provides the opportunity for staff to enjoy the festive season with their own families and take a well earned break with minimal loss of leave days.

To all families and friends, thank you for your support of Lady Gowrie Tasmania throughout 2014. On behalf of the staff teams I wish you and your families a happy and safe festive season. Take good care if travelling and if on or in the water be aware of conditions and supervise the children closely.

**Ros Cornish**  
Chief Executive Officer





# Professional Development for Educators - ECA Conference

"Seasons of Change" Early Childhood Conference 2014 was attended by 11 Lady Gowrie Educators, held at the Melbourne Convention and Exhibition Centre Melbourne 4-7th September. ECA conferences are often eagerly awaited and held every two years. Not only is this an opportunity to gain professional knowledge but to network, and bring together early childhood professionals into an environment of collegiality, to be inspired and enable each and everyone that attends to contribute to improved outcomes for young children. Conference themes "Identify, Community and Leadership" had something for everyone.

Next ECA conference to be held in Darwin, 5-8 October 2016 - "Childhood Pedagogy" and Practice in the early years.

*Attendees at the ECA Conference Dinner held at Sofitel Melbourne  
Mel Byrne, Stacey Dare, Kathy Cripps, Judy Beecroft, Karen Atkinson, Deb Garth (South)  
Corrina von Stieglitz, Lynette Mason, Maree Howard, Tania Ackerly and Casey Reid (North)*



## Toilet Training

With summer around the corner, and while there is no right age to begin toilet training, the weather does support nappy free time.

Most children show signs of readiness for toilet training between 18 months and 3 years. But in stating this, each child is an individual and will be different.

Be sure your child is showing some signs of readiness before embarking on toileting training. Some of these signs include:

- Some curiosity about toilet time
- Show signs of not liking nappies – particularly dirty ones
- Can sit happily for short periods on a potty or toilet
- Becoming independent and only needing minimal assistance to pull pants up and down
- Has dry nappies for up to 2 hours
- Has regular and predictable bowel movements
- Can articulate that they are doing it

Remember patience and a positive outlook plus a child showing signs of readiness will assist in making this process

a stress free experience. Some tips:

- There will be 'accidents'
- Chat about going to the toilet – make sure they know you are there to help them
- Read a book about toilet training
- Let them help choose undies or a potty
- Take a turn flushing the toilet – so it is familiar and the noise does not frighten the child
- A potty as opposed to a toilet is mobile and to some children less daunting
- If using a toilet make sure a step and a suitable seat is available
- Choose days to commence when you are happy to stay at home
- Replace nappies (except night and nap time) with undies
- Dress the child in clothes that are easily removed – up and down
- Provide reminders ...but don't overdo it!
- Sit them on a toilet or potty at regular times – especially if there is a pattern of using bladder/bowels
- Watch for signs that they need to go to the toilet
- Provide encouragement – praise them when successful

- Show them how to wipe and washing hands afterwards is a must
- Clean up any accidents without a fuss
- Remember setbacks are normal

Overnight dryness takes longer – sometimes children are 3 to 4 years or older before they are out of night nappies.

Naturally, it is important to be consistent in the process. Therefore, it is imperative that families communicate with educators when they are embarking on this process so as a consistent approach can be adopted at home and at the education and care service. Goodluck!



## Toys and play

Toys can be a great way to kick start your child's play and support your child's development. But your child might not need as many toys as you think.

The best toys for children are 'open-ended'. These are the toys that encourage your child to play using imagination, creativity and problem-solving skills.

Open-ended toys include:

- blocks – one day your child uses them to build a tower, and the next day he might bring the block up to his ear and pretend it's a phone
- balls – they're great to bounce, look at, roll, hold and throw
- cardboard boxes – these can stand in for so many things, including pretend shop counters, ovens, cars, boats and doll houses
- dress-ups – with some hand-me-down clothes and bits of fabric, your child can become anything or anyone he likes
- crafty bits and pieces – coloured paper, stickers, crayons and washable markers can get your child started on a masterwork.



### Choosing toys

Many toys have age-range information on their packaging. This can be useful, but in terms of play, it's only a guide. Your child's interests and stage of development will probably give you a better sense of what to choose. Age-range information can be important for safety, however – for example, when toys contain small parts that could be swallowed by a baby. In these cases, it's wise to follow the recommended age-range information.

For your baby, the best 'toy' and play partner is you, a carer or other close family member. Your baby will delight in watching your face, listening to your voice and simply being with you. She'll also enjoy looking at a brightly coloured mobile, listening to a wind-up musical toy or learning to reach for a rattle. When your baby can sit up, she might also like things she can bang – a wooden spoon to bang on a pot is every bit as much fun as a purpose-built toy.

Toddlers love to play with boxes, and often find the wrapping a present comes in more fun than the present itself. Other good choices for toddlers include construction toys (for example, Duplo) and clothing for dress-ups.

Older children often like to solve problems and use their imagination. Puzzles or games that get your child playing with others are also good choices.



## Heading off to school - ideas for healthy lunch boxes

It is possible to pack your child a nutritious lunch box that will actually come home at the end of the day empty and eaten.

### Try these tips:

- Think about what your child likes to eat at home and try to translate that into a lunch box option.
- Vegetables are often overlooked in the lunch box. Try cutting up some carrot sticks or putting in a handful of cherry tomatoes.
- While the humble apple is a great lunch box filler (sturdy and hard to squash), consider cutting softer fruit up and putting it into a smaller container for protection. Berries and kiwi fruit survive very well this way.
- Dairy can be hard to include, particularly in hot weather. If you can't safely get yoghurt into the lunch box, make sure you offer dairy when she comes home from school.
- Last night's leftovers in a container with a small spoon can make a welcome change to the parade of endless sandwiches.
- Try putting together a small picnic in her lunch box - slices of tomato, ham, grated carrot, grated cheese and some bread and butter - so she can build her own sandwich.
- Stick to water in the drink bottle - most juices are full of sugar and make the drink-bottle smelly. They also don't do a very good job of quenching thirst.
- Homemade pikelets are a great snack - easy to make ahead of time, they're filling and don't require any extra toppings.

### Lunch box recipes

- All lunch box recipes
- Sandwich and bread ideas
- Savoury lunch box snacks and scrolls
- Packet-a-likes: lunch box snacks to make from scratch
- Muesli bars and lunch box snacks
- Sandwich-free lunch box ideas
- 10 healthy lunch box recipes (they'll actually eat)

### Lunch box tips

- Nutritious lunch boxes
- Anna Gare's lunch box ideas
- Coolest school lunch boxes
- Lunch box safety
- Healthy eating pyramid for school children
- Fibre facts
- Tips for packed lunches
- Top tips for healthy lunchbox eating
- 10 top lunchbox ideas
- Healthy school lunches





## Water Safety Outdoors

Kids need constant supervision around water — whether the water is in a bathtub, a wading pool, an ornamental fish pond, a swimming pool, a spa, the beach, or a lake.

- Always stay within an arm's reach of your child when he or she is in or near water
- Ensure that pool gates and fences are secure and in working order
- Gates should be self-closing and self-latching, and the latch should be out of kids' reach



## Water Safety Indoors



The home environment has many hidden drowning hazards for children. Drowning deaths can occur not only in pools and spas, but in bathtubs, toilets, washing machines and buckets.

Keep these safety tips in mind to make your home safer from these hidden hazards.

- Always stay within an arm's reach of your child when he or she is in or near pools, spas, bathtubs, toilets or buckets.
- Keep doors to bathrooms and laundry rooms closed.
- Empty all buckets, containers and wading pools immediately after use. Store them upside-down and out of children's reach.
- Keep toilet lids closed and use toilet seat locks.
- Close top loading washing machines.
- Never leave your child unattended in the bath or around any other body of water, even if he or she knows how to swim.
- Never leave your child alone or in the care of older children during bath time.

## Education and Care Fees

Families are advised there will be a fee increase effective 1st January 2015. Further information will be forwarded to families in mid December.

**I'm a Little Reindeer**

- I'm a little reindeer, ready to fly.
- I'll pull Santa's sleigh up in the sky.
- Christmas is here; we can't be late.
- All the children just cannot wait!



## Christmas Closure

Services will close at normal time on Tuesday 23rd December/reopen Monday 5th January 2015.

Please note the following exceptions:

Oatlands - close on Tuesday 23rd December/reopen on 12th January 2015

Swansea - close on Tuesday 23rd December/reopen on 19th January 2015





## Northern Services Contact Numbers / Email

### Long Day Care Services

#### Alanvale

6348 1390  
avcc@gowrie-tas.com.au

#### Norwood

6336 6971  
nwcc@gowrie-tas.com.au

#### University

6324 3731  
uncc@gowrie-tas.com.au

### Outside School Hours Care Programs

#### Frederick Street VAC

6348 1390  
oshcnorth@gowrie-tas.com.au

#### Launceston Preparatory School ASC

6336 6971  
oshcnorth@gowrie-tas.com.au

#### Norwood ASC

6336 6971  
oshcnorth@gowrie-tas.com.au

#### University ASC Mowbray

#### University VAC Campus

6324 3731  
oshcnorth@gowrie-tas.com.au

### Occasional Care Program

#### Frederick Street Pre-School Program

6348 1390  
avcc@gowrie-tas.com.au

#### Head Office

'Glenora' Building  
229 Campbell Street, Hobart  
6230 6800  
info@gowrie-tas.com.au  
www.gowrie-tas.com.au

## Southern Services Contact Numbers / Email

### Long Day Care Centers

#### Acton

6248 5644  
atcc@gowrie-tas.com.au

#### Battery Point

6214 0380  
bpcc@gowrie-tas.com.au

#### Bowen Road

6211 0340  
brcc@gowrie-tas.com.au

#### Campbell Street

6230 6881  
cstcc@gowrie-tas.com.au

#### Fahan

#### Richmond

#### South Hobart

#### Swansea

#### Oatlands

6230 6865  
cluster1@gowrie-tas.com.au

#### University

6226 2088  
uscc@gowrie-tas.com.au

### Outside School Hours Care Programs

#### Albuera Street ASC & VAC

#### Bowen Road ASC

#### Glenorchy ASC

#### Goulburn Street ASC

#### Lansdowne Crescent BSC, ASC & VAC

#### Mt Nelson ASC

#### Richmond ASC

#### Rosetta ASC

#### South Hobart ASC

#### Taroona ASC & VAC

6230 6864  
cluster2@gowrie-tas.com.au

### Family Day Care

#### Family Day Care Scheme Pre-school Program

6223 3238  
fdc@gowrie-tas.com.au

#### Head Office

'Glenora' Building  
229 Campbell Street, Hobart  
6230 6800  
info@gowrie-tas.com.au  
www.gowrie-tas.com.au