

## Message From The Board

Since my last article, our three new directors have taken up their positions on the Board and are already making an active and welcome contribution. They have rapidly been coming up to speed on the operations of Gowrie, culminating in a recent site visit tour of facilities in the south. A number of Directors visited northern facilities when the whole Board travelled to Launceston for the September Board meeting.

The Board has been focused in recent months on approval of the 2012/13 budget, as well as the expansion of programs including long day at the Fahan School and at Oatlands, and commencement of outside school hours care in the northern suburbs of Hobart through the Wellington School Alliance.

Over the coming months, as well as a continued focus on the West Hobart development and integration of new services into the Gowrie family, the Board will be giving particular focus to two key areas, risk management and strategic planning.

The Board Risk & Audit Committee has commenced work on redrafting the organisations risk management framework, and is working closely with the senior management team on a review of critical risk areas. As we operate in a highly regulated environment, and issues such as safety are paramount, the senior management team has a strong risk management process already in place. Work over the coming months will be about aligning those operational risks with the longer term strategic risks for the business, and understanding the role of the Board and the role of management in managing those risks.

Now we have completed the Board recruitment, we will also turn our attention to the longer term strategic planning for the organisation, again in partnership with the senior management team. Gowrie is a strong organisation, providing a valuable community service. This planning exercise will be aimed at ensuring Gowrie remains at the forefront of early childhood education and care for the next decade. I look forward to working closely with the senior management team on formulation of this strategy.

I hope to have more news on the exciting West Hobart development by the time of my next article.

**Scott Adams**  
Chairman



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## Message From The Chief Executive Officer

With spring with us and the commencement of daylight saving, the end of another year is looming. Since the last newsletter there have been a couple of new initiatives Lady Gowrie Tasmania.

In the Board Report, the Chair Scott Adams highlighted these and now I will expand on these. In mid September a new partnership was formed with the Fahan School with Gowrie taking on the management and operation of the redeveloped preschool on the school site. This 20 place 3-5 year old preschool is a small specialist program with a strong focus on the transition to school process with the program reflecting the Reggio Emilia curriculum in an Australian context.

At the commencement of term 3, a new After School Care Program commenced at the Glenorchy School. This program was established following a number of schools within the area seeking a combined central service where children are transported. Whilst early days, it is envisaged that this program will support families in this area as they juggle work and family responsibilities.

Currently Lady Gowrie Tasmania is waiting for a service approval to take on the management and operation of The Station Child Care Centre in Oatlands. The current Management Committee approached Gowrie some months ago with the Board undertaking the necessary due diligence to support their decision. Since then the Committee and Board has collaborated to make the transition which ensures this vital service is available to the Oatlands community. It is envisaged that the transition will take place in early November.

These initiatives along with the proposed purpose built Child and Family Centre in West Hobart reflects the commitment by Gowrie to respond to community needs and reinvest resources to services to support children and families.

Such commitment is extended to our people. There has been a great deal of media recently relating to the need for improved wages and conditions for educators in the education and care sector. Lady Gowrie Tasmania has provided above award wages and conditions in excess of the award for almost a decade and with the current Enterprise Agreement about to be negotiated there is a further commitment to continue this trend.

United Voice, the child care union, has been lobbying government for a budget commitment to improve wages for the sector through its Big Steps Campaign. In the coming weeks the Parent Postcard activity will be winding up – I do hope families have taken the opportunity to support the campaign by completing the postcard. Saturday November 17 is the Big Steps Community Action Day (following the Hobart Christmas Pageant) on Parliament House lawns. This family friendly event aims to gain community support for their campaign.

In other news members of the Board visited northern services in September prior to the Board Director meeting conducted in Launceston. Employees were invited meet the Board after the meeting to enjoy refreshments and chatted informally to Directors. The Board Directors valued the opportunity both meet with staff and to view the programs in action.

With the end of the year looming, families will be advised of the process for ongoing bookings for 2013 and new enrolments to fill any vacancies will be sourced from the waitlists. Keep an eye out for information to support the re-enrolment process for next year.

Until next time.....

**Ros Cornish**  
Chief Executive Officer

## Education and Care Fee Increase

The Board of Directors have approved a fee increase effective 1 January 2013.

The Board is cognisant of the current economic situation and have absorbed significant increases in operational costs for the past two years without imposing any fee increase in this period. Most families are eligible for Child Care Benefit which reduces the cost, and along with Child Care Rebate which results in a refund of 50% of out of pocket costs (up to \$7,500 pa) means the increase has less impact on families.

Families can elect to have Child Care Rebate paid directly to the respective service. This can be arranged by contacting Health and Human Services (formerly Family Assistance Office).

- Long day care - \$2.00 per day (excluding Fahan, Oatlands and Swansea\*)  
\*Swansea - \$1.00 per day
- Outside school hours care  
After school care - \$1.00 per day  
Before school Care - \$1.00 per day  
Vacation Care - \$2.00 per day
- Family Day Care – no increase





## Annual General Meeting

Thursday 15 November 2012 7.30pm

Henry Jones Art Hotel, Hobart

Guest Speaker: **Bernadette Black**

Bernadette was 2009 Barnardos Australian Mother of the Year, is the founder of Brave Foundation – a not for profit group that aims to equip and help transition pregnant and parenting teens towards happy, healthy and skilled family units over time. They endeavour to connect these teens to further education and community support services.

Brave Group provides two education programs implemented at both State and National level, 'Gift of a Teenage Life' and 'Gift of a Young Parents Life'. Both of these programs aim to reduce risk-taking among teenagers.

She is also a nurse, local government councillor and author: "Brave Little Bear" – an inspirational story of a teenage mum with a message of inspiration for hope and perseverance.

More importantly Bernadette is a mum of three who has inspired many through her public speaking engagements and her message is one of equipping others with the realisation that nothing is impossible, regardless of the opposition.

Come along and hear this outstanding and inspirational local woman.

RSVP: for Catering purposes to:  
info@gowrie-tas.com.au/62306803



## Physical Activity Research Project

Since April 2012 four Lady Gowrie services in the south have been participating in a new program called Jump Start, developed by the University of Wollongong. The children have been part of the University's research, by wearing activity monitors (similar to pedometers) and being filmed practising motor skills over a certain period to ascertain if the prescribed program has resulted in improved skills.

Jump Start is a physical activity and movement skill development program for 3-5 year olds, designed for early childhood settings. It involves teaching children fundamental movement skills, which are the alphabet of physical activity. All sports require a combination of these skills. These skills don't develop naturally, but rather through a process of practice, encouragement and feedback.

The Australian Government recommends that preschool children (aged 3-5) should:

- Participate in at least 3 hours of physical activity each day.
- Not be inactive for more than 1 hour at a time (unless sleeping)
- Have less than 1 hour each day of 'screen time' (TV, computer etc)

It seems that children at this age are high energy, and always on the go, but in reality, less than 6% of Australian preschool age children accumulate three hours of physical activity per day!

The benefits of physical activity are seen across all areas of children's development and links strongly to the Early Years Learning Framework and National Quality Standard. It enhances self esteem, concentration and social skills. It's a fundamental part of motor development and maintaining physical health.

Physical inactivity is the second largest cause of sickness and death in adulthood, so it is essential to foster and develop healthy behaviours in children which they can then carry on to adulthood. Confidence and competence lead to participation; if you are good at something, you are more likely to want to do it! Research has shown that healthy, physically active children are likely to become healthy, physically active adults.

The data from this research project is now being analysed by the researchers and early next year the results of this research will be available to be shared.





## Vitamin D/Sun Safety

The benefits of Vitamin D go beyond its role in the healthy bones – the scary truth is that many Australians don't get enough, according to dietician Karen Inge.

Wearing sunscreen reduces the chances of developing skin cancer...but it could be risking health in other ways. Apply SPF, decreases the body's ability to make vitamin D. Vitamin D is a fat soluble vitamin that has been recognised for its role in maintaining bone and muscle strength. Vitamin D enhances calcium absorption and regulates calcium and phosphate concentrations in the blood.

If there is a mild to moderate vitamin D deficiency, calcium absorption is impaired, which can result in decreased bone density and muscle strength, and an increase in fractures.

Many studies have linked vitamin D deficiency with falls and fractures and if the deficiency is severe can develop soft bones in adults as well as rickets in

children. In Tasmania vitamin D deficiency is common. So how to safely get your daily vitamin D dose from the sun?

During the October to April March period regular short periods of exposure to the sun to say 15 percent of the body (face, arms, and hands) for six to 10 minutes during non peak UV times, and from May to September at non peak UV times 15-30 minutes is recommended. Avoid sunburn! (Reference: Cancer Council – [www.cancertas.org.au](http://www.cancertas.org.au))

With spring and summer with us the Lady Gowrie Tasmania Sun Safe Policy requirements come into effect. Families are reminded to provide children with a hat which is recommended by recognised safety authorities – one which is a legionnaire type hat which covers the ears and neck. The organisation provides sunscreen and ensures children's activities are undertaken in shaded areas during periods of high UV.



## Christmas/ New Year Closure Period 2012/2013 – Advance Notice

To provide advance notice to families and client, I now advise that Lady Gowrie Tasmania programs will close on Friday 21 December 2012, reopening on Wednesday 2 January 2013.

Ros Cornish  
Chief Executive Officer

### EASY PLAY DOUGH

1 CUP PLAIN FLOUR

1/2 CUP OF SALT

1/2 CUP WATER

Making play dough:

1. add food colouring to the water
2. mix salt, flour and coloured water together
3. knead to form a ball

Tip: add a little extra flour if the dough is too sticky

## Inside Play Time

Young children love to explore and learn through play. These games and experiences can help your child's skills grow:

Let children help around the house with simple jobs—packing their toys away, washing the car are jobs young children can help with and have fun. Remember they still needs of lots of help, especially for bigger jobs.

Try make-believe play and dress ups. Your clothes and shoes and things around the house are great to use.

Try easy puzzles—give them lots of time to think about where the pieces go. They may try lots of spots before they find the right one—be ready to give them some help if they need it.

Draw and colour with them. They will learn lots about drawing from watching you. Pencils, crayons, washable markers—make it fun.

Build a car or cubbyhouse from cardboard boxes or make some play dough together. Make shapes, roll snakes or make pancakes.

Try a posting game— children can post pegs, blocks or old letters— it will help your child's thinking and memory skills. Make a post box by cutting slits into the front of a cardboard box or use a tissue box.

Spending time together makes your child feel special. It also helps them to learn to feel good about themselves and manage all sorts of feelings. They need adults to:

Give praise: "you did a great job putting your toy's away, thank you".

- Build confidence in children by allowing to make easy decisions— "a banana or an apple" choice for a snack is a simple choice and great way to begin.
- Talk to children about what you are doing and how they can help you.
- Look at children when they are talking to you so they know you're really listening to them.

Show your toddler how to behave by being a good role model—children





KIDSAFE TASMANIA is the leading non government, not for profit charitable organisation, dedicated to preventing unintentional childhood injuries and reducing death and disability associated with accidents in children. Kidsafe Tasmania is affiliated with the nationally based charitable, non government organisation - Child Accident Prevention Foundation of Australia (Kidsafe), dedicated to the prevention of unintentional childhood injuries and reducing the severity of such to children under the age of 14 years.

Expressions of interest are being sought for additional Board Directors specifically with legal and/or health background. These positions are voluntary and involve attendance and active participation at Board meetings which are conducted every six weeks from 5.15-7.00pm in Hobart.

For further information contact:

Peter Gibson  
President – Kidsafe Tasmania  
psda@netspace.net.au



## Lady Gowrie - Acton Education and Care Centre Mini Olympics Day

There was much fun and excitement at the Lady Gowrie - Acton Education and Care Centre today (Wednesday 8 August) as the Mini Olympics started – inspired by the children's interest in the London Games. At the beginning of the day children appointed their team leaders who proudly led their teams onto the arena to the tune of the National Anthem and accompanied by great cheers and flag waving from parents and family members and to the cry of Let the Games Begin!

Children participated in events which included obstacle courses, sack races, egg and spon races, bean-bag throwing competitions, balloon races as well as traditional running races. During the week leading up to the Games, children were in training – practising for their event in readiness for the big day. The focus was on participation as opposed to winning, with all children receiving acknowledgement of their effort. The final event of the day involved a very amusing three-leg race between the educators at the service – cheered on by the children and families.

The Mini Olympics was heralded a huge success with fantastic support provided by the large number of family members in attendance. For more information on Lady Gowrie Acton's Education and Care Program Phone: 62485644 or visit our website [www.gowrie-tas.com.au](http://www.gowrie-tas.com.au)





Extract from Michael Grose – blog September 2012

# Taming Temper Tantrums

Tantrums come in various guises and have various names including wobbles, tanties and hissy fits to name a few.

They can be loud with lots of shouting. They can be quite physical, with doors slammed and objects thrown. And they can be silent, which can be just as difficult to manage as the louder kinds. Kids of all ages throw them, but the frequency is a little higher in the toddler and teenage age groups.

## So what are tantrums about?

There are two types of tantrums that kids throw. The first type is a frustration tantrum, when they can't do or explain things adequately. Throwing this type of tantrum is a way of venting that most of us grow out of.

It may be valid for a four year old to throw his shoes in the air because he can't tie up his laces, but it's embarrassing when an adult tosses his work in the air when he misses a deadline! When kids throw a frustration tantrum adults need to reassure them, give them space or a hug until they have calmed down.

There is another type of tantrum that comes from a different space altogether: a control tantrum. These are the wobbles kids throw when things don't go their way. When they want to demonstrate their disapproval or get what they want a tantrum magically appears. These tantrums are forms of emotional blackmail, which are very effective in helping kids get their own.

Control tantrums require an audience – the bigger the better, so supermarkets and other public places make great places where children can throw a 'wobbly'. Children may throw a tantrum in their bedrooms, too, but they are always loud enough for parents to hear. They are often thrown just at a time when it's hard to resist, such as when you are racing out to work in the morning, and you haven't time to deal with them.

## Tantrums can make kids feel powerful

Tantrums are also very energizing. Next time you are feeling lethargic try throwing yourself on the ground and throw a full-blown tantrum and you'll feel the adrenaline pumping. So how can you respond to these control tantrums so that

you they decrease rather than become more prevalent? Here are some ideas from my book *Thriving!* to consider:

1. If possible, get on top of tantrums before they begin. As soon as you see the first sign of a 'wobbly', act quickly to prevent from escalating. Use distraction, be firm, but don't let the tantrum take off.
2. When a tantrum begins, move away. Don't try and reason with a child in the middle of a tantrum. Go into another room or even outside. If the tantrum is in public, either move away (still close enough for supervision) or quietly remove him or her from the scene. Refuse to be around or even cooperate with a tantrum-thrower.
3. Be firm and refuse to be blackmailed by your children's outbursts. Giving in sends a message that tantrums work if children cry loud and long enough. If a child makes a mess or becomes destructive he or she can clean up the mess or make some type of restitution later. By remaining calm and refusing to give in to temper tantrums, you are sending a powerful message: 'I will not be blackmailed by such behaviour. I shall respond positively to you when you calm down.'

Following a tantrum, talk about better ways that your child could act to get his or her needs met. Rehearse what they could do next time, even practising what they could say. This type of behaviour rehearsal can be very effective in teaching children more appropriate ways to get attention.

Provide a safe alternative for children who want to display their anger. Exercise, hitting a ball or even quiet relaxation can help dissipate anger if this is a problem. Talk about these safe alternatives with your child.

Tantrums work in terms of enabling kids to get their needs met, whether it's avoiding something they don't want to do or just changing their parents' minds. Your unwillingness to give into this form of emotional blackmail will have a large impact on the number and intensity of tantrums that your kids display.

For more ideas to manage tantrums effectively visit [www.parentingideas.com.au](http://www.parentingideas.com.au)



*Happy Spring Time!*



## Northern Services Contact Numbers / Email

### Long Day Care Centres

#### 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

#### Launceston Preparatory School

ASC 6336 6971

#### Norwood ASC

6336 6971  
nwcc@gowrie-tas.com.au

#### University ASC Campus

#### University ASC Mowbray

#### University VAC Campus

6324 3731  
uncc@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

6230 6865  
0427 960 859  
cluster1@gowrie-tas.com.au

#### Lindisfarne North

#### Richmond

#### South Hobart

#### Swansea

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

#### Springfield Gardens 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  
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