

### Message from the Chief Executive Officer

Dear Families and Friends,

Welcome to the first edition of the Children's Services Newsletter for 2019.

The summer has certainly been a challenge with warm weather, little or no rain and ferocious fires in the central highlands and far south. Many communities were impacted - thankfully a minimal loss of property and more importantly no lives lost. Tasmanian Fire Services were stretched to the limit and worked tirelessly to protect property and communities.

During much of this time air quality was poor, particularly in the south of the state, resulting in the implementation of strategies to minimise exposure of young children to these conditions. Each service undertook an evaluation on a regular basis supported by information provided by the regulatory authority the Department of Education. Outdoor play was monitored carefully both due to the warm weather and the air quality. Hydration was increased and actively encouraged with extra attention given to those children with asthma plans. Lady Gowrie Tasmania personnel were featured on a news bulletin sharing information on what was being undertaken each day to support the health and well-being of the children during that period.

Early February meant the beginning of the new school year and for many former Lady Gowrie Tasmania children, they commenced their first year of school. Reports from families with siblings at Lady Gowrie Tasmania Services indicate these children have settled well into their new environment which is a testament to the transition process undertaken by educators, families and teachers. Whilst buoyed and excited, many children will be fatigued thus requiring adults to be sensitive and responsive in supporting quiet and rest times. This is particularly so for those who will attend after school care programs - educators will ensure that there is a balance of quiet and active activities available.

Lady Gowrie Tasmania is pleased to be chosen as one of the services to pilot the Department of Education initiative - Working Together for Three Year Olds (WT3). This early

learning program is for 3 year old children who have not accessed any form of early learning. The pilot program will be delivered from the Lady Gowrie Tasmania Alanvale Education and Care Service in Launceston during 2019 in readiness for a full roll out of the program across Tasmania in 2020.

The importance of quality early learning experiences is well documented with evidence-based research highlighting the early years as the most critical in terms of development and these experiences set the trajectory for later life. This makes the WT3 program, and indeed all early learning programs, so vital and important for young children.

Several of the services underwent quality assurance assessment at the end of 2018 and I am pleased to report very positive outcomes. Despite these results our commitment to continuous improvement remains with all services active in ensuring the programs for young children meet their interests, needs and contribute to enhancing all areas of development.

All the very best for a safe and positive 2019.

Until next time.

**Ros Cornish**  
Chief Executive Officer



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## Message from the Board of Directors

Dear Families,

With the festive season long past, on behalf of the Board of Directors, I take the opportunity to wish you a happy, safe and prosperous 2019.

The Board's work for the coming year will focus on the priorities identified in the Internal Audit Program. The first priority was the review of the organisations information technology systems and processes with this now completed with recommendations for improvements being implemented. The safe and secure storage of data held by the organisation in respect of stakeholders is paramount hence cyber security being the most pressing matter for the audit.

The next priority, a review of the organisations policies and procedures, has been completed with a draft report provided to the Board. This report is very positive indicating that the organisation has been diligent in ensuring the development and implementation of a comprehensive portfolio of policies and procedures. This was pleasing as the Board is very cognisant of the role the organisation plays in the lives of children and families and its responsibility to minimise any risk to the health, safety and well-being of children. The report made several recommendations to support continuous improvement noting that the organisation is one of the best examples of a non-government agency in respect of these systems and processes in place.

The Board will also be developing a succession plan for Board membership to ensure consistency and maintenance of solid corporate knowledge. A change to the Constitution endorsed at the 2018 Annual General Meeting provides the opportunity to develop the plan that fulfils this outcome.

A negotiation for a new Enterprise Bargaining Agreement (EBA) was completed in December with the necessary documents lodged with Fair Work. Certification of the Agreement is pending due to a backlog of Agreements to be certified, however, the first percentage increment has been provided to employees. It is pleasing to note that the new EBA continues to provide above sector standards in terms of wage rates and conditions.

2019 marks a significant milestone for Lady Gowrie Tasmania – 80 years of continuous service to the Tasmanian community. As a medium sized employer (nearly 500 employees), with an annual turnover of over \$22 million, the organisation is a positive contributor to the Tasmanian economy and plays a significant role in the lives of many children, families and those who work with them on a daily basis.

Sincerely,

**William McShane**  
Chair - Board of Directors

21 MARCH

**HaRMONY DAY**

**HARMONY.GOV.AU**



### Celebrating 80 Years

In July 1939 Lady Gowrie Child Centre (Hobart) Incorporated was established at the current Battery Point site. The Centre was established by the then Commonwealth Government as a demonstration, training and best practice model for early childhood professionals across a range of multidisciplinary services – education, care and health.

In 2019 Lady Gowrie Tasmania is celebrating its 80th year and we would love to hear from you!

If you or your family and friends have any stories or memories to share then please email [info@gowrie-tas.com.au](mailto:info@gowrie-tas.com.au) or phone 6230 6800.



### Announcements

Lady Gowrie Tasmania Children's Education and Care Services will be closed for the Easter break on Friday 19th and Monday 22nd April. All services will re-open on Tuesday 23rd April.

The services will also be closed on Thursday 25th April for the ANZAC Day Public Holiday.

### Upcoming Events

Lady Gowrie Tasmania Children's Education and Care Services will all be celebrating Harmony Day on Thursday 21 March 2019. 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 many countries around the world.

We encourage our families to join in the celebrations!

*'You're never too old, too wacky, too wild,  
to pick up a book and read to a child'.*

DR SEUSS

## Separation Anxiety in Babies and Children

### What is separation anxiety in children?

Separation anxiety is children's common and normal fear of being away from their parents or carers. As children are still settling into new education and care settings it is useful to have an understanding of what separation anxiety is and ways to overcome it.

**Separation anxiety** can start at around 8 months and reach its peak in babies aged 14-18 months. It usually goes away gradually throughout early childhood.

**Stranger anxiety** is similar to separation anxiety. It's when children get upset around people they don't know. It can happen from 7-10 months and usually starts to go away after children's first birthdays.

These anxieties are a normal part of development and are nothing to be concerned about. Children are starting to move around more at this stage, so these anxieties make sense from a survival point of view. That is, if children could crawl or walk away from their carers but weren't afraid of separation or strangers, they'd get lost more easily.

### Helping children with separation anxiety

If your child is suffering from separation anxiety, there are lots of things you can do to help her.

#### In new places

- If you're leaving your child in a new setting – child care centre, preschool, friend's house, babysitter – spend time at the new place with your child before the separation. Your child will be less distressed if he's left in a safe, familiar place with familiar people he trusts.
- Let your child take something she loves from home, like a teddy bear, pillow or blanket. These objects will help your child feel safer, and you can gradually phase them out as she feels more settled in the new place.
- Tell your child's child care centre, preschool or school about his separation anxiety, and let them know about anything you're doing to help your child. This way, other people in your child's environment can give him consistent support.
- Gently encourage your child to separate from you by giving her practice. It's important to give her positive experiences of separations and reunions. Avoiding separations from your child can make the problem worse.

### When you are leaving your child

- Tell your child when you're leaving and when you'll be back. This is helpful even with babies. Sneaking out without saying goodbye can make things worse. Your child might feel confused or upset when he realises you're not around and might be harder to settle the next time you leave him.
- Settle your child in an enjoyable activity before you leave.
- Say goodbye to your child briefly – don't drag it out.
- Keep a relaxed and happy look on your face when you're leaving. If you seem worried or sad, your child might think the place isn't safe and can get upset too.

### At home

- No matter how frustrated you feel, avoid criticising or being negative about your child's difficulty with separation. For example, avoid saying things like 'She's such a mummy's girl' or 'Don't be such a baby'.
- Read books or make up stories with your child about separation fears – for example, 'Once upon a time, there was a little bunny who didn't want to leave his mummy. He was afraid of what he might find outside his burrow ...'. This might help your child feel he's not alone in being afraid of separating from his parents.
- Make a conscious effort to foster your child's self-esteem by giving her lots of positive attention when she's brave about being away from you.

### Separation anxiety disorder in children

As children reach preschool and school age, they're less likely to have separation anxiety. Of course, there'll always be times when they only want to be with you. If your preschool-age or school-age child seems particularly and regularly upset about being separated from you, it's possible he has separation anxiety disorder. About 4% of preschoolers and school-age children develop this severe condition. You know your child best and if you are worried about your child's separation anxiety, consider seeking professional help from your local GP.

*Article taken from Raising Children Network – The Australian Parenting Website.*



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](mailto:familysupport@gowrie-tas.com.au)

## Busy Little Bees!

The children at Lady Gowrie Tasmania Family Day Care Service, Blossom Montessori, have been very busy little bees over the last couple of weeks learning about bees!

The children's interest and learning about bees was reflected in a long collaborative project with the children creating a wonderful honeycomb and bee collage.



## Healthy Lunch Box Recipe

### Cheesy Scrolls

Makes: 16 Prep: 10 mins Cook: 20 mins

### Ingredients

2 cups self-raising flour

30g chopped butter

¾ cup grated tasty cheese

1 cup milk

### Method

1. Pre-heat oven to 200C and lightly grease an oven tray.
2. Sift flour into bowl. Using fingertips rub in butter until mixture resembles breadcrumbs. Mix in ¼ cup cheese.
3. Make a well in centre of flour mixture. Add milk and, using a butter knife, mix quickly to form a soft and sticky dough.
4. Turn out onto lightly floured board. Knead gently, then press out to a rectangle about 5mm thick, with the long side facing you.
5. Sprinkle remaining cheese over dough and roll up like a swiss roll. Cut into 1.5cm slices. Place on the prepared tray, cut-side up, overlapping slightly.
6. Bake for 15-20 minutes until golden and leave to cool slightly.

Variations: Vegemite and Cheese, Ham and Cheese, Bacon and Cheese, Grated Vegetables and Cheese and Chicken, Pesto and Cheese.



## Making Reading Fun!

Reading is vital for developing children's literacy, a good vocabulary and a vivid imagination. Mem Fox, renowned Australian children's author, shares some fun tips below for reading with young children:

1. Spend at least ten wildly happy minutes every single day reading aloud to your children.
2. Read at least three stories a day - it may be the same story three times. Children need to hear a thousand stories before they can begin to learn to read.
3. Read aloud with animation. Listen to your own voice and don't be dull, flat, or boring. Be loud, have fun and laugh a lot.
4. Read with joy and enjoyment: real enjoyment for yourself and great joy for children.
5. Read the stories that children love, over and over and over again.
6. Let children hear lots of language by talking to them constantly about the pictures in the book.
7. Look for rhyme, rhythm or repetition in books for young children and make sure the books are short.
8. Play games with the things that you and the child can see on the page, such as letting children finish rhymes or finding the letters that start the child's name.
9. Never ever teach reading or get tense around books.
10. Read aloud every day and thoroughly enjoy that time with your children – not just because it is the right thing to do!

*Extract taken from Essential Kids article 'Tips to make reading a fun activity for all the family.'*



## B4 Early Years Coalition



B4 Early Years Coalition is a State Government Department of Education initiative with the vision *that every child in Tasmania is cared for and nurtured through the early years.*

The Minister for Education and Training appointed influential individuals from diverse backgrounds who represent and engage groups and individuals to improve outcomes for Tasmanian children and their families in the early years. The CEO of Lady Gowrie Tasmania, Ros Cornish, was appointed as an inaugural B4 Early Years Leader and recently reappointed for a further two years. This group is co-chaired by the Commissioner for Children and Young People, Leanne McLean, and the past Chair of the former Tasmanian Early Years Foundation, Elizabeth Daly.

There are ways in which other individuals and organisations can be involved in this initiative in any of three ways – being a member, being a supporter or being a friend of the B4 Coalition.

Further information is available on the website <https://b4.education.tas.gov.au/>

## 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](http://www.immunise.health.gov.au) or talk to your family GP.

### Growing Giant Sunflowers

Late last year the children and educators planted 'Giant Russian' sunflower seeds in the playground at Lady Gowrie Tasmania Campbell Street Education and Care Service. Since then the children have watered them every day and watched them grow bigger and stronger every week. Sadly, some of the sunflowers died during the bushfires in January because the children were unable to water them during the water restriction period. However, some survived and one in particular grew much larger than the children's documented predictions last year. The children could not believe that it had grown taller than one of the educators!

This sunflower investigation has provided many learning opportunities and conversations between the children and educators. These have included sunflower paintings, looking at the shapes and parts that made up the flower and discovering that inside the head of the sunflower is a love heart shape. Then when the sunflower dies, the children will develop their fine motor control by using tweezers to collect the seeds, dry them out and replant them in the spring – ready for another round of learning opportunities and conversations!



### Seascape Play and Learning Forum

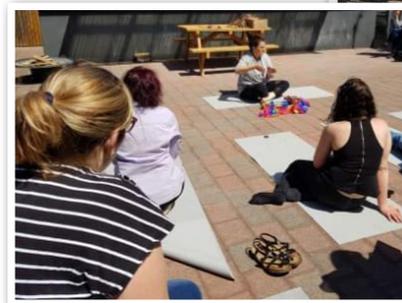
Along with other educators from around Tasmania, we recently travelled to Bicheno to attend the Seascape Play and Learning Forum hosted by Gowrie Training and Consultancy.

During the day we delved into the fundamentals of the early years play based learning and were given the opportunity to:

- Explore learning environments that promote curiosity, collaboration and taking risk
- Question and investigate early years play based programs
- Understand the valuable learning that occurs during children's play
- Participate in yoga, mindfulness and Little Scientist workshops
- Learn about different types of play around the world through video clips - Anji Play (loose parts play on a grand scale) was of great interest to us

At the end of the day we walked to the beach and reflected on the day's learnings. We talked about different ways we can implement our new understandings about play into our everyday practice with children. This forum was a valuable experience for us because we gained new knowledge and skills and it gave us a chance to reflect on our practices and curriculum.

*Kate and Lynette – Lady Gowrie Tasmania Alanvale Education and Care Service*



### Celebrating Chinese New Year

The children and educators in the Belmont Room at Lady Gowrie Tasmania Alanvale Education and Care Service have recently been celebrating the Chinese New Year. They participated in a variety of activities including cooking seaweed crackers (which they ate with fried rice during lunch time), joining in a dragon dance, making a decorative fan and listening to Chinese New Year stories together. These experiences have provided the opportunity to extend the children's knowledge of diversity and understanding of culture, heritage and traditions as part of their cognitive and social development.



## 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
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
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	Swansea	6230 6805 clusteradmin@gowrie-tas.com.au
Richmond	Oatlands	
South Hobart		

#### Outside School Hours Care Programs

Albuera Street ASC & VAC Bowen Road ASC Brighton BSC, ASC, VAC Glenorchy ASC 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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