

## Message from the Chief Executive Officer

Dear Families and Friends,

Welcome to the first edition of the Centre Based and Family Day Care Newsletter for 2021.

The summer has certainly been indifferent – a mix of windy, mild, and warm weather. Regardless, I do hope that families managed to have a good break over the summer.

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. From reports from families with siblings at our services, children 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 continues to be part of the Department of Education initiative – Working Together (WT) with the Alanvale Education and Care Service facilitating the program targeted to 3 year old children who have not accessed any form of early learning. Evidence based research highlights the importance of positive early experiences as these set the trajectory for later life. This makes the WT program, and indeed all early learning programs, so vital and important for young children.

The organisation has responded to important current reviews – the National Quality Framework and the Child and Wellbeing Strategy Discussion Paper. The former will guide any changes to the Education and Care Services National Law and Regulations and the latter to inform the development of comprehensive long-term whole of government strategy for children and young people in Tasmania.

The organisation continues to comply with the requirements from authorities in respect of the COVID-19 pandemic.



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## 'Children First'

At most sites, the QR scan is in place along with manual systems to support any need for contact tracing. Heightened health and hygiene practices continue to support the health and safety of staff, families and children. Similarly, organisation policies and procedures have been reviewed in respect of Child Safety to support continuous improvement.

Easter closure dates are included in this newsletter and if there are any changes to bookings over this holiday period please advise the relevant service. Lady Gowrie Tasmania Vacation Care Programs will operate at the usual sites to cover the school holiday period and Student Free Days prior to or following the school holiday period. Opening dates and times for individual Vacation Care Programs are available on the organisation's website or by contacting your Service Manager.

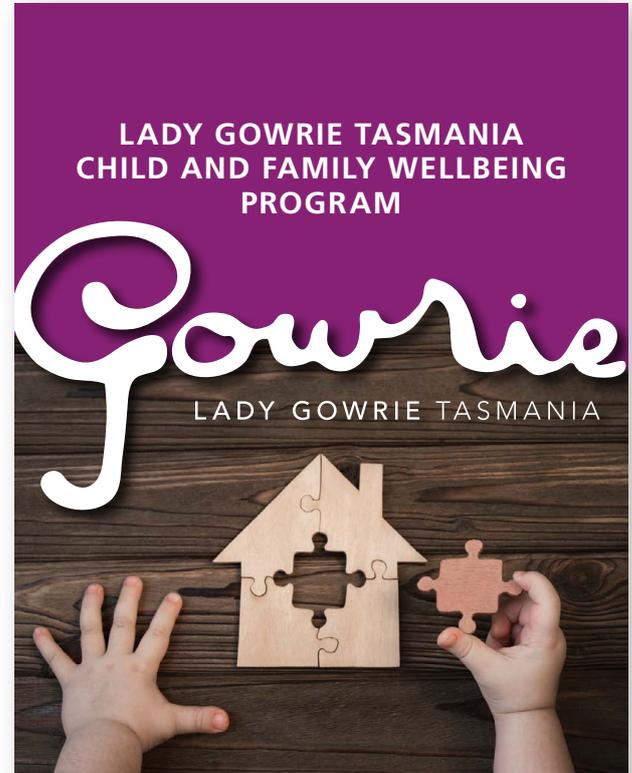
Finally, Harmony Week 2021 and the theme, 'Everyone Belongs', was acknowledged and celebrated across Lady Gowrie Tasmania services and programs. Examples of these celebrations were posted on Facebook and are contained in this newsletter along with an inspiring focus article, tips and further resources to support families with talking to children about respect, diversity and belonging.

I take this opportunity to wish you and your family a very happy Easter break.

All the very best for a safe and positive 2021.

Until next time,

**Ros Cornish**  
Chief Executive Officer



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

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

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

### CHILD AND FAMILY WELLBEING PROGRAM

229 Campbell Street, North Hobart, TAS 7000

PO Box 422, South Hobart, TAS 7004

P: (03) 6230 6860 E: [familysupport@gowrie-tas.com.au](mailto:familysupport@gowrie-tas.com.au)

## Easter Closure Dates

All Lady Gowrie Tasmania services and programs will close for the Easter break at their usual time on Thursday 1st April, 2021 and will re-open on Tuesday 6th April, 2021.

We would like to wish all our children and families a happy and safe Easter break.



## Message from the Board of Directors

Families and Friends,

As you will have seen, earlier this month I announced that Ros Cornish, our CEO, will be retiring. Her last day in the office will be at the end of June before taking some accrued leave prior to formally retiring.

Ros has been part of Lady Gowrie Tasmania for 27 years and has been our CEO for a large part of that, becoming a significant part of Lady Gowrie Tasmania's history, which now spans more than 80 years.

Ros has been instrumental in shaping our organisation, which has grown significantly under her watch - Lady Gowrie Tasmania now has over 500 staff, operates more than 40 education and care services, strives for excellence and best practice through our education and training services as a Registered Training Organisation, and is delivering a range of programs including inclusion support, child and family wellbeing and integrated family support services.

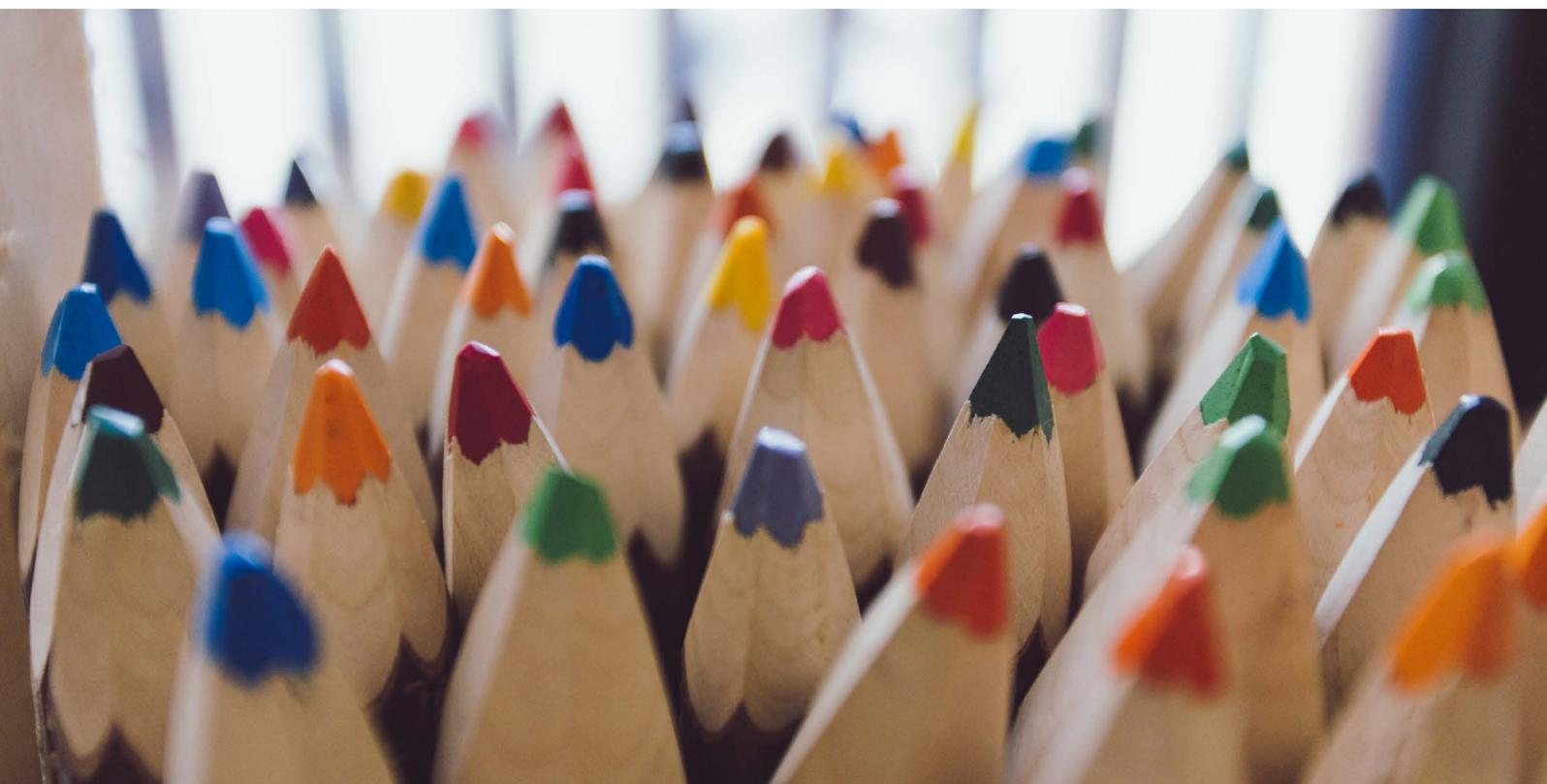
Ros will have a lasting impact on our organisation, providing strong foundations with a focus on quality, people and our philosophy of 'Children First'. This culture is a focus of our

wonderful Senior Leadership Team, in Sam Wesson, Kathy Cripps and Annette Barwick, who collectively work across our organisation. Ros and the Senior Leadership Team have also been investing in establishing our Middle Management Team and making sure we have the right structures and roles in place and that our people have opportunities and are supported. This framework will support our continued focus on quality and service delivery.

The Board has started the difficult process of identifying our next CEO. We are working with an executive search firm to help with this process. However, the Board will be involved throughout this process with a Sub Committee formed focused on this task.

While this has been, and will continue to be, a key focus for the Board, we have also continued our regular schedule of meetings of the full Board and our Sub Committees focusing on Governance, Business Development, Finance and Risk and Audit. We are also close to finalising our 2021-2024 Strategic Plan, developed in consultation with key stakeholders and hope to have this to share with you soon.

**Anne Beach**  
Chair - Board of Directors





WE'RE PROUD TO CELEBRATE THE  
DIVERSITY OF OUR COMMUNITY

HARMONY.GOV.AU

HARMONY  
WEEK

## Harmony Week 2021

Harmony Week is a time to celebrate Australian multiculturalism, and the successful integration of migrants into our community. Harmony Week is about inclusiveness, respect and belonging for all Australians, regardless of cultural or linguistic background, united by a set of core Australian values.

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

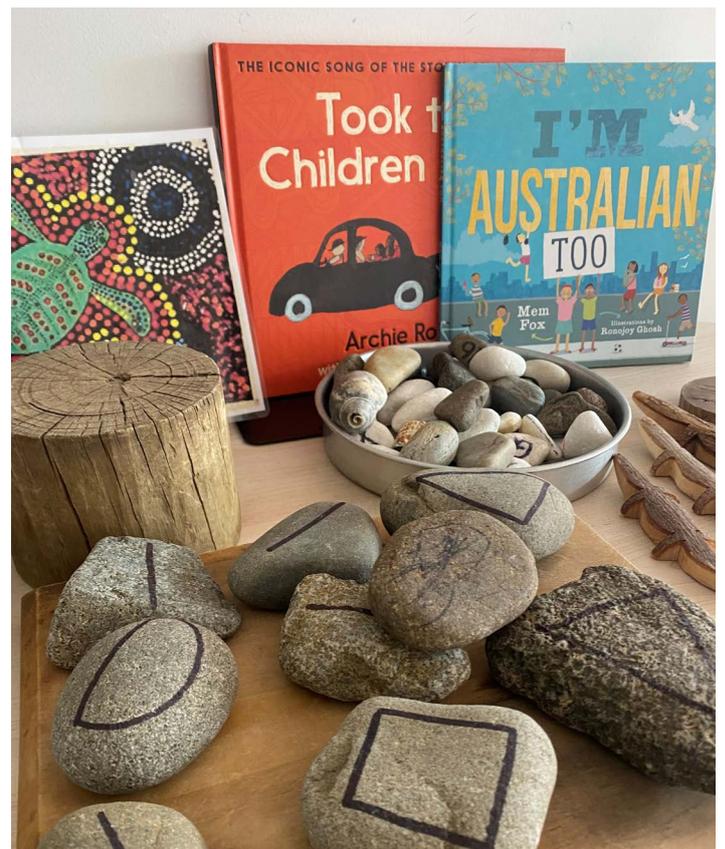
The Harmony Week 2021 theme was 'Everyone Belongs' – from the traditional owners of this land to those who have come from many countries around the world. We hope you enjoy the following article and photos from Lady Gowrie Tasmania Integrated Centre for Children and Families which showcases their Harmony Week celebrations.

## 'Everyone Belongs' at the Integrated Centre

Harmony Week celebrations are always an amazing opportunity to celebrate respect and belonging of all children, families and educators, regardless of cultural or linguistic background.

This year at Lady Gowrie Tasmania Integrated Centre for Children and Families, we focused on implementing inclusive practices through intentional teaching experiences that could support children developing a positive disposition for diversity. Our multicultural staff implemented a variety of learning experiences from group discussions to book reading and researching, that could prompt conversations with the children in the rooms about their cultural identities, languages and traditions, opening a sharing space where all children and families were invited to share their own culture.

During Harmony Week this year, we decided to explore the colour orange, which is traditionally chosen to represent Harmony Week. This opened space for meaningful conversations with educators and children about what this colour represents. We learnt that it symbolises the freedom of ideas and encouragement of mutual respect, that is why we decided to wear orange on Friday the 19th of March to show



## 'Children First'

our support and commitment to inclusion and respect. Children in each room also had the chance to sensory explore orange with a variety of experiences including, but not limited to, natural material investigation, play dough and paint.

What a wonderful opportunity to discuss diversity and inclusion with our younger generation.

**Janelle Robinson and Susanna Mazzola**  
Managers - Lady Gowrie Tasmania Integrated Centre for Children and Families



*'Diversity makes for a rich tapestry and we must understand that all threads of the tapestry are equal in value no matter what their colour.'*

MAYA ANGELOU

## Teaching Children about Diversity through Dignity, Value and Respect

Helping children to embrace diversity begins with helping them to understand the universal values of human dignity, equal value and respect.

What are these values? How do we teach children to understand them and to live them out in the world of school, family, friends and community?

### Human Dignity

Human dignity is intrinsic to every person. This is not something earned or quantifiable. It is not based on skin color, economic class, educational level, location, family name, health, ability, skill set, age or any other external factor. Human dignity is foundational and bestowed simply by virtue of being a person. It means that every person is perfectly human just as they are and that every person both innately possesses and deserves to be treated with dignity.

#### *Activity to help young children understand dignity:*

Ask children to take a blue crayon and remove the blue from it. Don't just discuss it, really have them hold the crayon (or some other coloured object) and brainstorm, trying to remove the blue. Even if they colour over the blue with another colour, or cover it up, they can never remove blue-ness from blue.

Remind them that every other person has this innate blue-ness, or dignity and that they themselves have it. Their own dignity cannot be removed no matter how other people treat them or how they think of themselves.

### Equality

People are different, that is obvious, even to the youngest children. But different in physical appearance, colour, size, shape, language, location, education, wealth and ability does not mean different in value. This seems obvious until we look at all the ways our cultures try to establish a hierarchy based on all of these things.

In the news, people are often reduced to numbers or labels. Five killed in a car accident. Twelve injured in a school shooting. Six million disappeared in a holocaust. Fifty victims of Ebola. Immigrant. Terrorist. Activist. Diseased. This reduction makes it hard to see the value of every person, that the person sick with Ebola is as valuable as the person reporting it. That the person seeking refuge across a border is as valuable as the official standing at the border.

#### *Activity to help children understand equal value:*

Discuss the difference between a winner and someone who wins a race or a loser and someone who loses a race. Ask the

children - if you lost a race, are you a loser or did you simply lose the race? Talk about the difference between having an experience and an identity.

Also, be mindful of the language you use as a parent or educator. Instead of talking about people by a label or category, seek to find something unique about them as an identifier. Maybe even their name, if it is someone you can speak to, but it could be something as simple as: the man wearing the red shirt who tried to cross the border – marking him as human, as unique, as an individual with value.

### Respect

As we engage our children over the topics of the dignity and value of every human, our differences will be naturally highlighted. Diversity and uniqueness across the human spectrum is what makes humanity beautiful and creative. As children come to understand dignity and value, they will embrace respect of this diversity rather than judge it.

Respect is deeper than tolerance. Tolerance ends at an acknowledgement of difference. Respect moves to an embrace of and engagement with that difference, a willingness to explore it and celebrate it.

#### *Activity to teach children respect:*

Have children share positive traits they notice about others – siblings, friends or family. This is a great way for children to celebrate each other.

Finally, as adults, we need to model these things to the children in our lives. Believe in the inherent human dignity of all, embrace the equal value of all, and choose to honour others with respect.

*This article 'Teaching Children about Diversity through Dignity, Value and Respect' was written by Rachel Pieh Jones, 2019 and adapted from <https://multiculturalkidblogs.com/>*

*Additional resources to assist families with talking to children about diversity are listed below:*

<https://www.abc.net.au/abckids/shows/play-school/our-celebrations/12935564>

<https://www.unicef.org/parenting/talking-to-your-kids-about-racism>

<https://www.parentsandkids.com/40342/talking-to-children-about-diversity-and-acceptance/>

### Exploring the Creative Arts at Norwood

The arts provide a powerful means of communication that enables children to express their ideas and make meaning using a range of media. Children can communicate and create meaning by engaging with the arts in various ways.

Art and creative experiences are always on the agenda at Lady Gowrie Tasmania Norwood! We have found that these types of experiences, which are always open-ended, provide children with a creative outlet, as well as a space in which they can engage with others. When children are given the opportunity and time to explore creative materials, they are able to experience a sense of calm and satisfaction.

Art and creative experiences help children to settle into their environment in the mornings and can be a great transition between home and their education and care environment. Children can revisit familiar experiences which they find comforting, as well as try out new ideas that they have not experienced before.

One of the experiences which really peaked the children's curiosity in the Montgomery Room recently was cloud dough. When an educator asked the children if they would like to make some, the children eagerly gathered around. They measured out and mixed the ingredients together and then each child immersed themselves into manipulating their portion, squeezing the substance through their fingers and swishing it around the table.

Here is our favourite cloud dough recipe that you might like to try making at home with your children:

#### Ingredients

- 2 heaped cups of cornflour
- 1 cup of conditioner (choose a natural one)
- Natural food colouring (optional)

#### Method

- Measure and add your cornflour to a large mixing bowl
- Add the conditioner and food colouring (if using)
- Use a long spatula to mix the ingredients together until it becomes hard to mix
- Use your hands to finish kneading the dough together. One way to do this is to put it all in a ziplock bag and continue kneading it

Now it is ready for play!

This creative process enabled a wonderful opportunity for chatting with friends, asking questions and experiencing simple joy. We hope you might try some of these experiences at home!

**Heather Mains**

**Manager - Norwood Education and Care Service**





## The Joy of Sensory Exploration at Bowen Road

The Fletcher Room team have been settling in and getting to know the brand new little members of our Bowen Road community. To learn more about them, the team has focused on nurturing the children's natural and innate desire to play and explore. By providing the children with a multitude of sensorial provocations with a focus on touch, the educators have been delighted as each experience offers them a new glimpse into the dispositions and personalities of the children in their space.

The educators provided the children with a cardboard box filled with shredded paper. To begin with, when an educator sat the box on the ground, the children were unsure about touching the paper but very quickly began putting their hands in to feel and explore. Eventually they all began grabbing handfuls of paper and throwing up into the air. We

*'Touch comes before sight, before speech. It is the first language and the last, and it always tells the truth.'*

MARGARET ATWOOD

added small buckets to the experience, and they began filling them and tipping them out again. We also added trucks for them to move around through the paper.

On another day they experimented with a contact collage. Placing a large piece of sticky contact to the table, everyone took some different textured paper out of a basket to stick onto the contact. At first, it felt a bit sticky on our fingertips, but quickly we got used to it and we had fun picking some paper off and put the new pieces on. This experience provided our children with an opportunity to practice our fine motor and sensory skills whilst engaged in a social setting.

The children will often work together with the educators to make a squishy batch of play dough, taking it in turns to pour and to mix the dry ingredients together. Painting is also used as an opportunity to participate in sensory exploration, rather

## 'Children First'

than creating a finished product. What often starts off as a simple creative painting experience, quickly turns into some messy fun with paint brushes. Not only does the paint look good on our paper, but often the children think it would be fun to have a little taste and add a bit of colour to themselves, laughing and smiling with each other. With a dab here and a dab there, in the end it quite often looks like we have had a small face painting session in the Fletcher Room!

Recently, The Fletcher Room have also started making their own play resources to add to the collection of sensory balls, water filled mats and trays full of natural materials to tip and

pour. The team collected objects from around the service and tipped them into A4 laminating pouches. Using a hair straightener, they sealed the edges to leave the children with a collection of pouches to shake, scrunch, poke, press and fold. Some are filled with feathers, other with glue and some contain squishy gel and paint. All of these pouches are getting a wonderful work out in the room and becoming a much beloved resource for play. Maybe you could try making some at home and let us know how they turn out?

**Hidajeta Vlaskovac and Billie Cowell**

**Managers – Bowen Road Education and Care Service**



## 'Children First'

### 'Everyone Belongs' – Harmony Week Reads

Sharing books together opens up new worlds for our children and can be a powerful tool for starting conversations about inclusiveness, respect and belonging.

Children's Books Daily have compiled a wonderful list of books to share during Harmony Week to help children to understand the concept of diversity and celebrating difference.

Follow the link below to find out more:

<https://childrensbooksdaily.com/everyone-belongs-books-to-read-for-harmony-week/>

This is just a small sample of the books available on these topics so why not take a trip to your local library or bookshop with your children and see what else you can find?



### Getting Creative this Autumn!

While autumn brings the cooler air and shorter days, it also provides some wonderful inspiration for so many simple, yet creative activities to do with your children at home. Autumn also provides the opportunity to connect with your child and the world around them through conversations about the life cycle of plants and the change of seasons.

Using fallen leaves, twigs and branches of different colours, shapes and sizes why not try creating the following?

- Leaf face masks using leaves, twigs and paper plates
- Autumn collages using leaves, bark, twigs and glue
- Crayon leaf rubbings using crayons, leaves and bark
- Leaf, bark and twine autumn necklaces
- Playdough trees using playdough and coloured leaves
- Salt crystal leaves (for instructions on this STEM activity go to: <https://www.pinterest.com.au/pin/61572719885722455/>)

And let's not forget the pure joy of simply throwing fallen autumn leaves up in the air or at each other!



### Building Positive Relationships in Family Day Care

Gemma, from Gemma's Family Day Care, is a registered Lady Gowrie Tasmania Family Day Care educator and shares her reflection below:

On Thursday mornings at Gemma's Family Day Care, we engage with our local community by attending play group at Guilford Young College (GYC) in Glenorchy. During these three hour sessions, the children have endless opportunities to socialise and explore a different environment both indoors and outdoors.

On offer are a range of experiences ranging from art and craft, cooking, role play, play dough and other activities to extend our fine motor skills.

It is a lovely opportunity for the children to build positive and trusting relationships with the GYC students and for the students to gain the practical experience needed to work with children.

What makes this time particularly special is that three of the children have older siblings who attend GYC, so it is a lovely chance to make the connection with their older siblings' school.



## B4 Early Years Coalition

Lady Gowrie Tasmania is a proud member of the 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 Elizabeth Daly the past Chair of the former Tasmanian Early Years Foundation.

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.

To learn more about the important work of the B4 Early Years Coalition, please follow the link below: <https://b4.education.tas.gov.au/projects>



## Rainbow Vegetable Slice Recipe

Makes: 12 slices    Prep Time: 10 mins    Cook Time: 35 mins

### Ingredients

- 6 eggs
- 1 cup grated cheddar
- 1 small yellow capsicum diced
- ½ diced red onion
- 200g halved cherry tomatoes
- 1 head of broccoli (florets only)
- Extra grated cheese for top of slice

### Method

- Preheat oven to 200 degrees celsius
- Whisk the eggs by hand until well whisked
- Combine all the chopped veggies and cheese into a loaf pan and mix together
- Pour the egg mix over the top
- Add extra grated cheese on top
- Bake at 200 degrees for 35 minutes

Cool in the pan for 10 minutes before transferring to cooling rack.

### Variations

You can also add bacon to this recipe and substitute any of your children's favourite vegetables. The mixture can also be poured into mini muffin trays for easy and healthy snacks on the go!

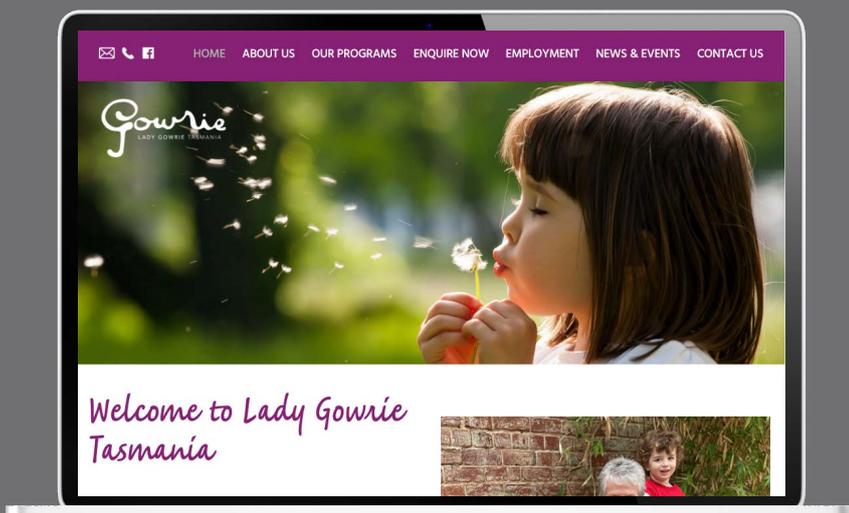
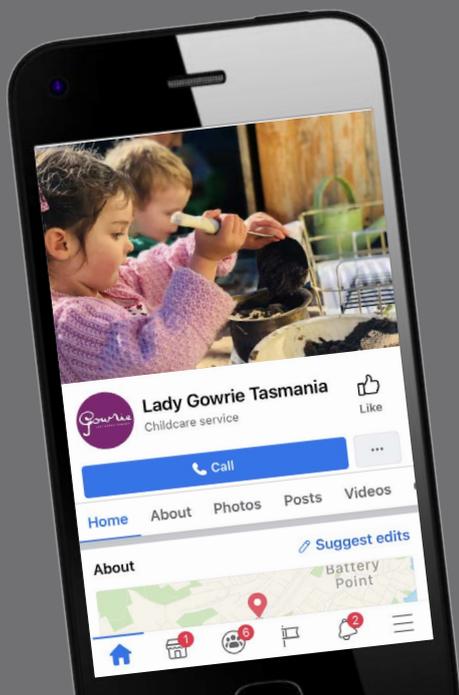
### Immunisation

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.



### Lady Gowrie Tasmania - Website and Facebook

We encourage all families to follow the Lady Gowrie Tasmania Facebook page to receive current announcements and the reflections, stories and photos from our services and programs. For current information on all Lady Gowrie Tasmania services and programs, details of upcoming events, direct links to the latest Newsletters and Vacation Care Programs and most importantly for families - an easy to navigate 'Contact Us' page please visit our website [www.gowrie-tas.com.au](http://www.gowrie-tas.com.au)





## Contact Details

### Head Office

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

#### Long Day Care Services

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

#### Outside School Hours Care Programs

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

#### Occasional Care Program

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

#### Long Day Care Services

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

#### Outside School Hours Care Programs

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

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