

Message from the Chief Executive Officer

Dear Families,

As outlined in the May edition of the CEO Communique to families, the Federal Government budget included initiatives to support families with the cost of education and care. The communique provided brief details of impending changes, noting that these need to be passed through the legislative process as they require changes to Family Assistance Law and will not come into effect until mid-2022.

Whilst thinking about the cost of care, a recent press report indicated that Tasmanian education and care services had the greatest increase in family fees. In considering this report, it is important to consider it in context. There are so many

variables that impact on the cost-of-service provision. The age cohort of children is a major factor as the adult to child ratio for children birth to 2 years is much higher than the older cohort, thus meaning increased wage and oncosts. The provision of meals, commercial versus 'peppercorn' rental costs on properties from which services operate, payment of above award wages and conditions – for example Lady Gowrie Tasmania employees can access 8 weeks paid parenting leave for their first child, discounted child care fees for their own child in care, and after ten years' service have access to 13 weeks long service leave as opposed to the 8 and 2/3 weeks identified by the Long Service Leave Act – all impact on cost. The benefits outlined above demonstrates Lady Gowrie Tasmania's commitment to and valuing of its people.



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'Children First'

The report indicated the hourly cost of care was well more than \$9.00 per hour with some being at \$11.00 per hour. Lady Gowrie Tasmania fees schedules range from a low \$8.00 per hour to a maximum of \$8.63 per hour which is well below market forces. When developing budgets, the organisation is very cognisant of the cost to families as access to affordable education and care services support workforce participation but importantly, supports the learning and development of young children in the years prior to formal school.

As I write this article, I realise it will be the final one as CEO of Lady Gowrie Tasmania. The decision to retire after 27 years at Gowrie and almost 40 years in the sector was indeed difficult. The reason for this is that I really enjoy my job, I totally believe in the organisation its purpose and values and I work with some amazingly dedicated and passionate individuals. I will certainly miss all of this but more so, I will miss the children. Working in a facility that includes an education and care service provides the opportunity to continue to connect with children and provides a constant reminder of our purpose and the important role we play in their lives and that of their families.

As outlined in the Message from the Board of Directors in this newsletter, the recruitment of the incoming CEO has been completed with Mathew Rowell appointed. Mat has had extensive CEO experience in the not-for-profit community sector and brings a wealth of knowledge, experience and skills to the organisation.

I wish Mat all the very best and know that he will be supported by the Gowrie family, as I have.

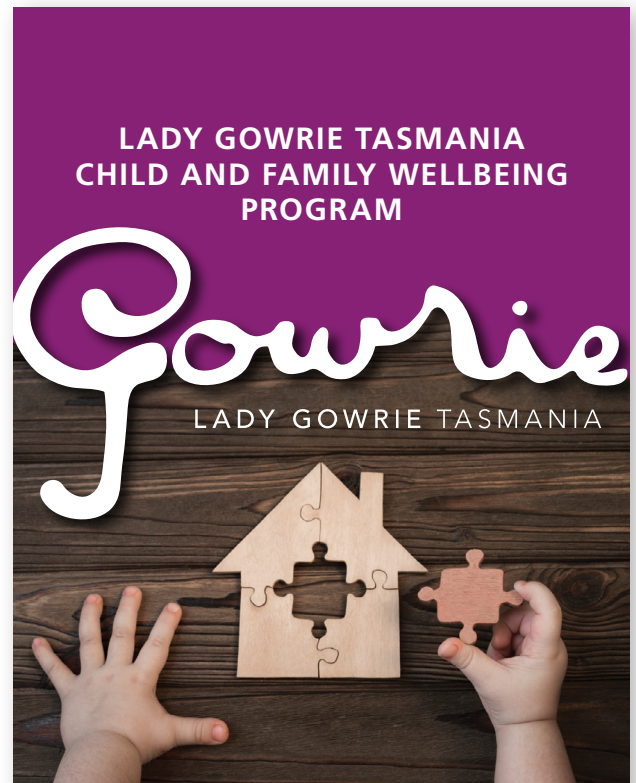
I will continue to take a keen interest in Lady Gowrie Tasmania from afar and will always remain a loyal supporter of the organisation and indeed the education and care sector.

It has been an honour and a privilege to be part of the Lady Gowrie Tasmania journey!

I wish all children, families and educators the greatest health and happiness for the future.

Sincerely,

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

'It's time to add a pinch of adventure, a drop of rain, a sprinkle of sunshine and a big handful of outdoor play.'

PENNY WHITEHOUSE

Message from the Board of Directors

Dear Families,

In our last newsletter I shared with you the significant news that our CEO, Ros Cornish, is retiring, with Friday 2 July being her last day in the office.

Since making that announcement, the Board has been working with a recruitment firm to progress the search, identification and review of potential candidates to undertake the difficult task of finding our next CEO.

I am delighted to share with you that after a comprehensive process, the Board has appointed Mathew Rowell as our incoming CEO.

Mat is an experienced CEO with a long history of working with people and families in the not-for-profit sector. Mat brings a people-focussed, consultative and strategic approach, with experience in building relationships, and an existing network, that will support our continued role as an advocate for children and the sector.

I look forward to welcoming Mat into our LGT family and introducing him to you.

There will be a four week transitional period between Ros's last day in the office, and when Mat joins us on Monday 2 August.

During that time, our Senior Leadership Team – comprising Annette Barwick, General Manager Business Development and Research; Sam Wesson, Chief Financial Officer; and Kathy Cripps, General Manager Education and Care – will continue to work together and with our teams to deliver our suite of services, facilities, programs and initiatives to support children and families. This will include Kathy taking on a caretaker CEO role as part of that team for the four week transitional period.

As a result, this will be our last newsletter featuring an update from Ros as our CEO. Ros will leave us with a lasting

legacy built through her leadership, dedication and passion, which has helped shape Lady Gowrie Tasmania into the organisation it is today. Over the last 27 years our organisation has grown significantly in size, scope and in its influence as a voice for children and early years education and services.

While Ros will be greatly missed, I know you will join me in wishing Ros all the best for a very well-earned retirement.

Before signing off for this month, I have two other updates to briefly share with you.

The first is to welcome our newest Director to the Board, Chelsea Trubody-Jager. Chelsea brings to the Board significant legal experience and expertise, as well as previous experience working on a not-for-profit Board. Chelsea is also a Lady Gowrie alumni and we are excited to have her join us!

The other important news to share is that the Board has endorsed our 2021-2024 Strategic Plan, setting four goals over the next three years.

These are:

- to deliver through excellence in our work
- to have a valued, respected, professional team
- leadership for children in our community
- for growth and flexibility on strong foundations

You can find a copy of our 2021-2024 Strategic Plan on our website.

In closing, on behalf of the Board, thank you again Ros. We are grateful for your support, wisdom and significant contribution to LGT, the sector and early education and care services.

Sincerely

Anne Beach
Chair - Board of Directors



Message to Retiring CEO Ros Cornish

On behalf of all past and present children, families and employees at Lady Gowrie Tasmania we say – THANK YOU!

These two simple words cannot do justice to our gratitude and appreciation for your contribution to Lady Gowrie Tasmania over the last 27 years. Lady Gowrie Tasmania has grown and diversified under your leadership into the multifaceted organisation that it is today. The lives of the many children, families and colleagues who have been part of the Lady Gowrie Tasmania story over the years, under your leadership, have been enhanced by the programs and services this organisation stands for. 'Children First' will be your legacy and we commit to ensure that this position statement continues to guide our practice and direction, as we move into the next chapter of Lady Gowrie Tasmania's story. Your tireless advocacy to have education and care recognised as a valued profession has given our people job security and rewarding careers. Your passion and belief in the Tasmanian community based education and care sector for nearly 40 years will be remembered by your colleagues.

We wish you and your family the greatest happiness and fulfilment in the future.

Kathy Cripps - General Manager Education and Care

'One of the greatest influences a person can have in this world is to influence a child.'

ROSEMARY M. WIXOM



The Importance of Outdoor Play in Winter

Barriers to Outdoor Play in Winter

During the cooler months, it is common for children to spend more time indoors with outdoor play being restricted due to weather conditions. Families may worry that their children will not 'like' being outside in the cold or that they will get sick from being outside in the cold fresh air. In fact, increased exposure to poorly ventilated indoor environments, where bacteria and viruses live, is more likely to make children sick than spending time outdoors.

By dressing children appropriately for the weather and encouraging outdoor play in winter, children gain much needed exposure to fresh air and Vitamin D. Playing outside in autumn, winter and spring also presents unique opportunities for exploration and learning for children as they observe the change of seasons. Outdoor play should be embraced in all types of weather, as it is crucial for children's ongoing development.

Why Outdoor Play in Winter is Important

See the outdoors through a new lens

During the spring and summer, children become familiar with bright green foliage, flowers in bloom, and a warm climate. As the change in season, they come to see different characteristics in their environment, such as brown grass, fallen leaves, and ice.

These developments provide children with new experiences and opportunities, such as learning about the seasons, and the life cycles of plants. Through outdoor play in the winter, children also learn to see their environment through a different lens, and progress from being unconscious to conscious observers of their environment.

The physical health benefits of outdoor play

Playing outdoors in winter promotes physical development and wellbeing. This is because outdoor play encourages the use of the whole body by offering a safe space to run, jump, and exercise key muscle groups. Through activities such as riding tricycles, swinging, and running, children increase their large muscle use.

This increase in physical activity supports children's gross motor development and overall health. It is important that children remain active in the cooler months so that they continue to build emerging skills that are crucial to their physical development.

The emotional benefits of outdoor play

Outdoor activities also promote emotional health benefits, such as self-confidence and the ability to assess risks. By encouraging outdoor play in the winter, children learn to identify hazards, such as slippery surfaces, and moderate their behaviour to ensure their safety.

Further, challenges associated with winter environments, such as icy leaves, and games played in fog, also provides children with new ways to develop their emotional skills. Through wintry games, children learn to explore, work together and find harmony in endless problem-solving opportunities.

The social benefits of outdoor play

Finally, playing outdoors with others encourages social development and collaboration. This is because play teaches children how to work together in groups, which includes learning to share, negotiate and solve conflict.

Social outdoor play also provides children the opportunity to exercise and stretch their imaginations. In winter, the physical changes to the outdoor environment provide children with new opportunities for socio-dramatic play and winter-themed games.

Children who are encouraged to explore through play are also more likely to learn new skills and overcome challenges, which promotes self-confidence, resilience and self-advocacy. The development of these social skills is vital to the development of healthy social relationships, communication skills and a strong sense of self.

Article adapted from 'The Importance of Outdoor Play in Winter', June 2017, <https://montessoriacademy.com.au/>



20 years of
Reconciliation
Australia



National
Reconciliation
Week 2021

27 May – 3 June

nrw.reconciliation.org.au

#MoreThanAWord
#NRW2021

National Reconciliation Week - Reflection from Midway Point

The children, families and educators at Midway Point Education and Care Service are at the very beginning of their journey in developing strong understandings around the Aboriginal and Torres Strait Islander communities. National Reconciliation Week presented as a pivotal time to begin this journey.

We shared with the children in our 3 to 5 year old program an Aboriginal story called 'Tom, Tom' by Rosemary Sullivan and Dee Huxley. The story talks about an Aboriginal boy and his family who live in a remote community in the Northern Territory. Throughout the story, the children posed questions about why the little boy was having a bath outside and why his clothes were hanging on the fence.

Conversations evolved in the room about skin colour, which then led to art experiences being provided to explore understandings. A book by Mem Fox called 'Whoever You Are?' was provided as a provocation for the children to draw

images of themselves and their family with skin tone pastels. Another group of children were given the opportunity to explore skin colour through mixing paints. Educators engaged in collegial conversations regarding how aspects of the Aboriginal culture and the diverse cultures within the service can be included in programs for all ages, brainstorming ideas for educator learning as well as those for the children.

Through books, art and conversations, the journey of building cultural awareness and understanding has begun. The theme for Reconciliation Week 2021 was 'More than a word. Reconciliation takes action.' By providing opportunities to embed knowledge and understanding in our children, we can move forward on this journey in a positive way.

Jodie Hayes – Manager

Midway Point Education and Care Service



Welcome to Pedder Street Education and Care Service

From Thursday 1 July 2021, Lady Gowrie Tasmania assumed the management and operation of Pedder Patter Child Care Centre, including the associated Outside School Hours Care programs at Youngtown and West Launceston Primary Schools.

Lady Gowrie Tasmania warmly welcomes into our community all the children, families and staff from this centre.

This change is something that the current and indeed previous Pedder Patter Management Committees considered for some time as the increased regulatory and mandatory environment in which education and care services operate demands an experienced and proven operator.

Lady Gowrie Tasmania was honoured to be chosen to take on the task of operating and managing this established and vital education and care service in the Launceston community. Lady Gowrie Tasmania and the Pedder Patter Committee have worked tirelessly to ensure the transition process has been smooth for children, families and staff.

Moving forward we are committed to working in collaboration with families, staff and the local South Launceston community to ensure the best quality outcomes for children.



Campfire Damper Recipe

Servings: 8 Prep Time: 10 mins Cook Time: 30 mins

Ingredients

- 250 g self-raising flour
- 1/2 tsp salt
- 25g butter - chilled and cubed
- 175 ml milk

Method

- Mix the flour with the salt in a large bowl
- Add the butter and rub it into the flour with the tips of your fingers, until it resembles fine crumbs
- Stir in the milk with a butter knife to make a soft (but not sticky) dough
- Divide dough into two pieces and roll into a snake shape
- Wind around a clean and dry stick
- Brush dough lightly with milk
- Hold over the campfire to cook for 30 minutes or until golden
- Serve warm with preferred condiments

Variations

You may like to add to the mixture fresh herbs, cheese, vegemite, ham, bacon, spring onions, sundried tomatoes, pumpkin, spinach, feta, dates, sultanas, grated apple, seeds – the possibilities are endless!

Nature Play Week 2021 at Battery Point

The educators from Lady Gowrie Tasmania Battery Point Education and Care Service share their reflection below:

'It was truly joyful to observe the children engaged in meaningful and varied nature based experiences during Nature Play Week. We are delighted to share these experiences below:

Secheron Room

The children explored autumn leaves after observing the wind blowing many to the ground. It was clearly visible in the children's expressions and interactions with the leaves how intrigued they were by the sound and interesting variations of colour and form. As the children explored the leaves, we talked about the sounds we could hear and what we could feel, using descriptive language to bring the children's experience to life.

McGregor Room

The children had a sensational time exploring our natural environment through sensory experiences in various forms including making collages, painting leaves and sticks, natural portraits and investigation of plant, flower and native bush trimmings. The highlight was certainly our group project - a collaborative hessian collage of autumn leaves and paint colours to represent the children's observations of the season.

Salamanca Room

We rugged the children up in jumpers, beanies and coats and headed outside to our playground where the children helped to gather leaves into troughs. They delighted in sitting in amongst the leaves and feeding their toy animals. In the smaller trough they tossed the leaves in the air and pushed various sized trucks, diggers, and cars around as they explored and discussed the different sizes and textures of the leaves.

Runnymede Room

The children engaged in interesting discussions about our special delivery of baby spider plants, how they grow their own 'babies' and where they had seen the plants before - some at home and some at their grandparents' houses. We also looked at the anatomy of spider plants and how they use the roots to source food. Finally, it was time for the children to hold the plants and they did so with such care. It was wonderful to witness the children connecting to nature with such enthusiasm and interest.



'Children First'

Kelly Room

After deciding together to gather some rosemary from the garden as a painting medium, the children eagerly and carefully began to blend paints to create autumn colours. As the children began to make their marking with the paint the conversations then focused on the distinct smell of the rosemary. The children's markings were interesting and created an experience that was unpredictable, very much like nature itself!

All week the children also experienced making marks on a tabletop filled with earthen clay under one of our beautiful deciduous trees. What a wonderful week it was!





Winter Outdoor Play Challenge!

Why not get dressed in your winter woollies and try this Winter Outdoor Play Challenge with your children, family and friends?

1. Go outside to experience rain, hail, snow and wind
2. Draw pictures or take photos of trees in winter and notice the changes
3. Take a walk under the full moon and look for shooting stars
4. Do a winter scavenger hunt and make a piece of art
5. Find the muddiest puddle to jump in
6. Build a fire outside and toast marshmallows
7. Make a rainproof fort outside
8. Go beachcombing on a wild and windy day
9. Wrap yourself in a blanket and do some cloud watching
10. Go outside and kick and crunch in dry leaves

Source: <https://www.natureplaywa.org.au/winter-playlist>

Hands on Learning at Family Day Care

Exciting things have been happening at Enriched Explorers Family Day Care over the last few months. We started our chicken incubation with only a basic understanding about how the whole process worked and it was wonderful to be on the learning journey with the children.

We found an incubator online and sourced twelve fertilised chicken eggs. The children were all eager to put the eggs into the incubator and even though they were expecting chickens to hatch immediately, they showed lots of patience and care as they checked the eggs each morning and helped top up the water to keep them warm and humid. Whilst we waited for the chicks to hatch, the children had many questions so we learnt together as we watched videos, researched, explored with crafts and learnt about the life cycle and incubation period for chickens.

On the 21st day of incubation, straight after Easter, our first egg hatched and the children named her Rosie. Soon after more chicks hatched and by the next morning we had eight baby chicks, which the children named Charlotte, Bluey, Chickaletta, Spots, Sarah, Limer and Yoshi! We put them in the brooder for 5 weeks during which time the children doted on them and gave them lots of pats. Stephen then built a large free-range play space and before we knew it they were big enough to be outside.

The children love their chickens and enjoy feeding and taking care of them. Stephen loves them too - often staying up all night worrying about his eight little babies!

Stephen and Stacey - Enriched Explorers Family Day Care (Registered with Lady Gowrie Tasmania Family Day Care)



Emerging Language at University North

The educators from the Monash Room at Lady Gowrie Tasmania University North Education and Care Service share their reflection below:

'We have been facilitating many cooking experiences with the children, who have been thoroughly involved in the whole process. Cooking Anzac biscuits for Anzac Day led to making muffins for National Families Week which then led to trying out healthy waffles as we built on the children's current interest and learning.'

'Our current literacy and numeracy program has seen children engrossed in felt songs and stories, many of them relating to counting themes. Children have been calling out to the educators 'special stories, special stories!' as they eagerly await to learn about colours, numbers, the alphabet and naming animals through literature.'

'The children and educators have also been interacting with number displays around the room as they touch the numbers and count along with their fingers. We will also be introducing basic sign language to the children over the coming weeks.'

'It is a privilege to support and encourage the children's emerging language and listening skills through our daily interactions, experiences and routines.'



Flu Vaccine

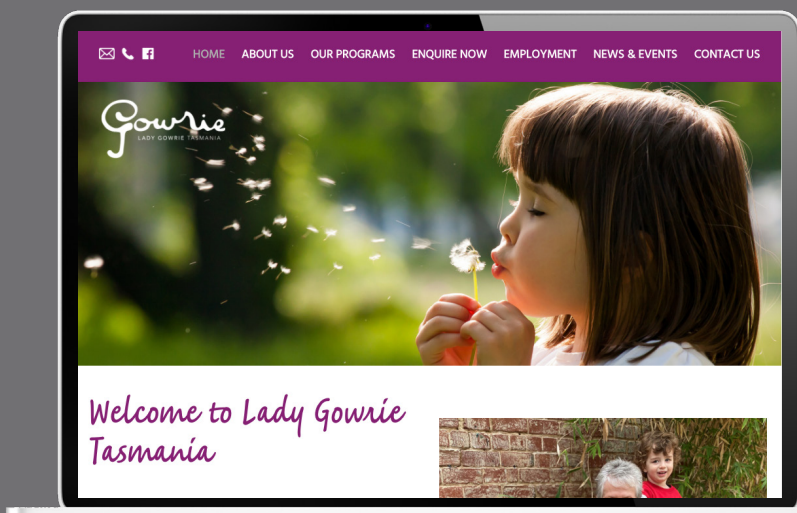
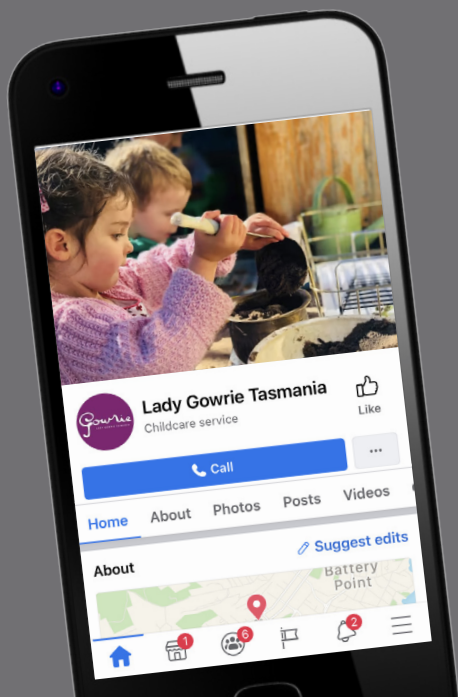
All Tasmanians should consider protecting themselves, their family and their community from flu by having a flu vaccine. The flu season usually occurs each year in Tasmania between June and September. It is best to have a flu vaccine from mid-April and you need a flu vaccine every year to stay protected. The following people are eligible for a free flu vaccine because they are at greater risk of getting severe flu and complications: all children aged from six months to less than five years, all adults aged 65 years and over, pregnant women at any stage in their pregnancy, adults and children aged from 6 months with chronic medical conditions such as heart, lung, liver or kidney disease, severe asthma, diabetes, cancer, impaired immunity and neuromuscular conditions and Aboriginal and Torres Strait Islander people over 6 months of age.

Free flu vaccines are available for these people through local GPs. Further information about the flu vaccine is available at: https://flu.tas.gov.au/about_influenza



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





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
Pedder Street (including Preschool)	6344 9993	pedder@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
West Launceston ASC, VAC	6344 9993	pedder@gowrie-tas.com.au
Youngtown ASC	6344 9993	pedder@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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