

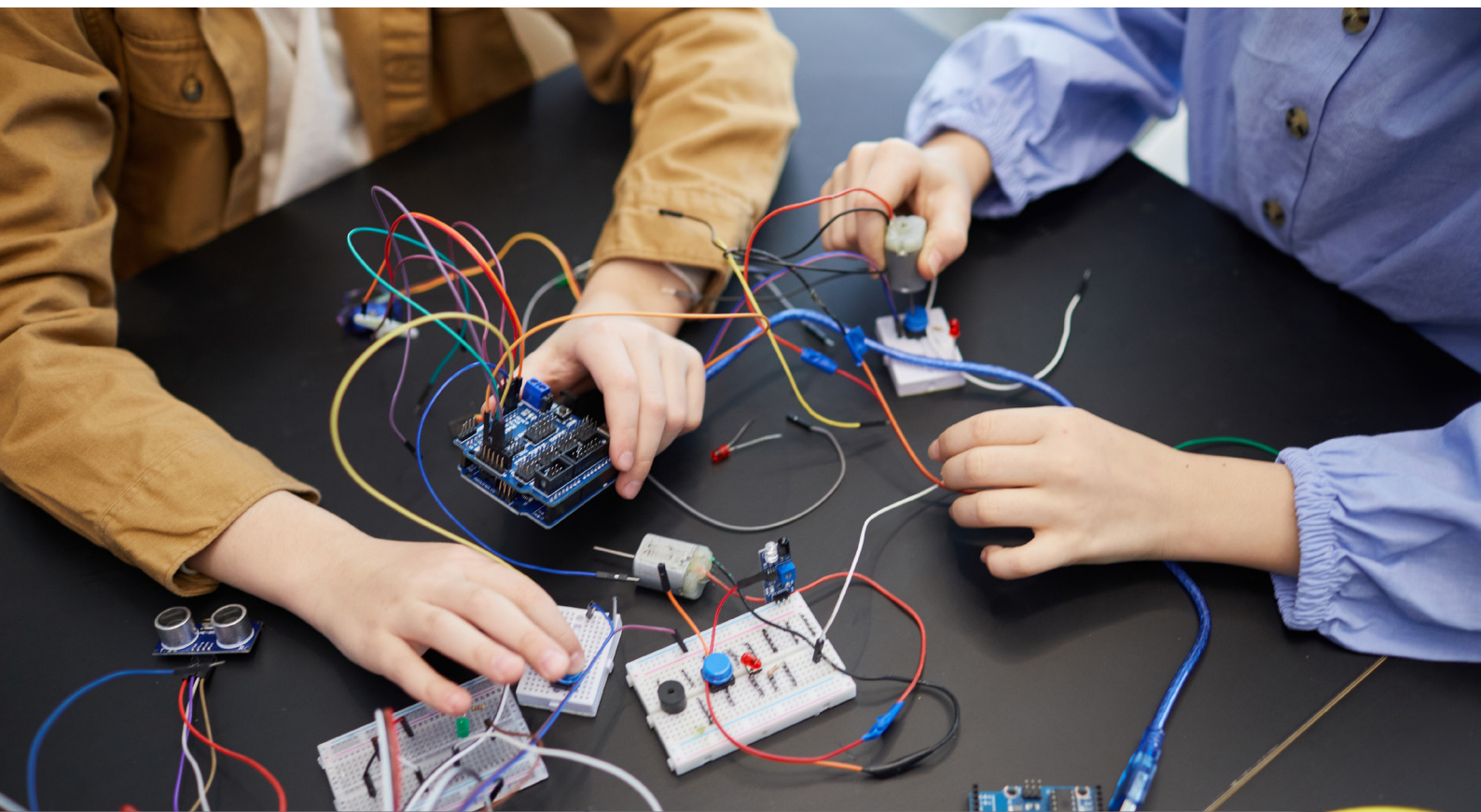
Message from the Chief Executive Officer

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.



inside

Message from the Board3
Tribute to Retiring CEO Ros Cornish4
The Importance of Outdoor Play in Winter5
National Reconciliation Week6

Welcome to Pedder Street.....9
Exploring Salamanca Place10
Reflective Practice at Rosetta OSHC.....11
51 Things To Do Before You're 12!12

'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.

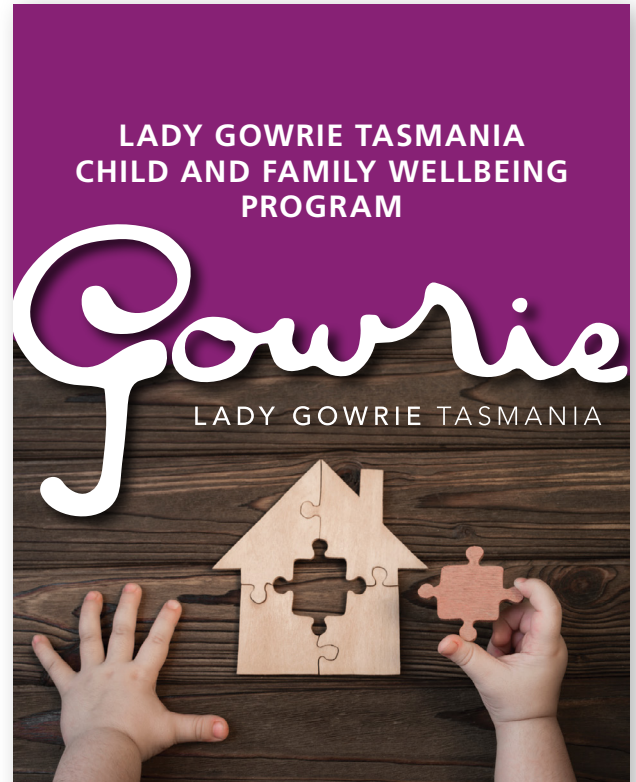
I will continue to take a keen interest in Lady Gowrie Tasmania from afar and will always remain a loyal supporter of the organisation and indeed the education and care sector.

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 CHILD AND FAMILY WELLBEING 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 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 Swansea After School Care

"On Wednesday 26th May, National Sorry Day, one of our educators, Nicole, initiated a group discussion with the children attending after school care about National Reconciliation Week. Nicole began the conversation by asking the children if they knew what National Reconciliation Week meant.

Ivy shared: 'The Aboriginals were the first people here and they were treated really bad by the white people.'

Chloe went on to share: 'The white people used to kill the Aboriginals and take their children away. It was so bad.'

Ella told the children that she has been learning about Aboriginals at school.

Chloe said: 'At School I learned that the white people who came here from places like England and other places like that were our relatives.'

Nicole responded to the children by sharing that all the comments shared are correct. She went on to talk about National Reconciliation Week being a time to learn and reflect about Australia's shared culture and history. Nicole asked the children their ideas about how we as a service can

show respect to the Aboriginal and Torres Strait Islander people as the traditional owners of the land. Ideas about doing Aboriginal art and wearing traditional body art were shared by the children.

Nicole responded to the children by sharing that all the comments shared are correct. She went on to talk about National Reconciliation Week being a time to learn and reflect about Australia's shared culture and history. Nicole asked the children their ideas about how we as a service can show respect to the Aboriginal and Torres Strait Islander people as the traditional owners of the land. Ideas about doing Aboriginal and Torres Strait Islander art and wearing traditional body art were shared by the children.

As a group we discussed ways that we as a service are respectful to the Aboriginal and Torres Strait Island people in our everyday practices. Nicole shared the importance of having such practices embedded in the program, not just because it is nationally recognised event on a particular week. The meaning of respect and building our knowledge of the land and our history comes from real understanding and is reflected in our everyday practices below:



'Children First'



Engaging within the natural environments of our community



Sharing in discussions, building knowledge about the history of our community and visiting areas such as Loontitetermairlehoiner Track which is named after the local band of Aboriginal people



Developing, reviewing and sharing thoughts about our service
Acknowledgement of Country book



Learning about Identity through play.

Capturing nature through art and photography



Norwood After School Care - Using Nurragunnawali Resources

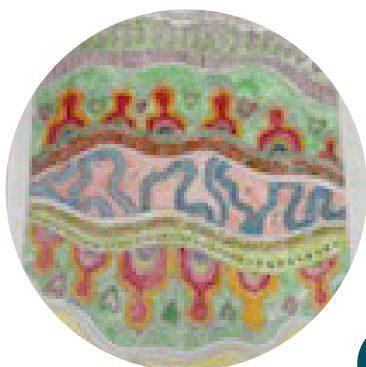
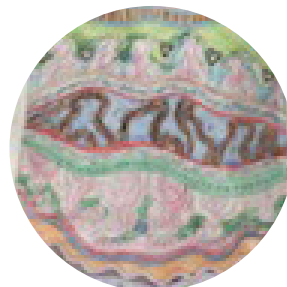
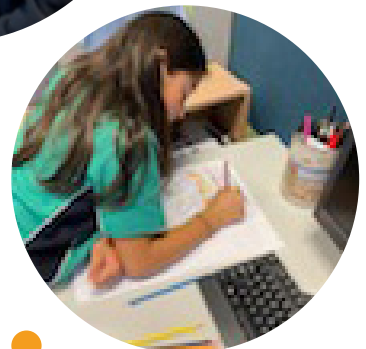
To celebrate National Reconciliation Week the children and educators at Norwood After School Care Service had discussions about what this week means and how they could respectfully celebrate Aboriginal and Torres Strait Islander history and traditions, including visiting the Nurragunnawali website. Nurragunnawali supports schools and early learning services in Australia with resources to develop environments that foster a high level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

This year, we downloaded the 2021 National Reconciliation Week poster resource which the children coloured in and then, along with thousands of other children across Australia, uploaded their coloured posters back onto the website. Following discussions around the significance of, and the

meaning behind the Aboriginal and Torres Strait Island flag colours (red representing the earth, yellow the sun and black the Aboriginal people of Australia) the children created a large hand poster together.

These experiences and discussions relate to the My Time, Our Place Framework for School Aged Care in Australia Outcome 2: Children are connected with and contribute to their world. Children develop a sense of belonging to groups and communities and an understanding of the reciprocal rights and responsibilities necessary for active community participation, children respond to diversity with respect and children become aware of fairness.

Norwood Outside School Hours 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!

Exploring Salamanca Place

During the April school holidays, the children from Lady Gowrie Tasmania Fahan Education and Care Service went exploring in the local community on the Lady Gowrie Tasmania bus to visit Salamanca Place. Children had the chance to freely stop and investigate the surroundings as we were walking - focusing on statues, buildings and particular shops that caught their attention.

Once we arrived at Salamanca Square, we found the iconic giant chess game and some of the older children helped the younger children to understand the rules so they could play together. Right next to the giant chess game we discovered a seed garden dedicated to the Muwina people, with lots of rocks and plants, which gave us the opportunity to engage in conversations around Tasmanian Aboriginal history.

The next discoveries, before reaching the docks and the MONA ferry, were the whale fountain and the funny sculptures in Salamanca Square. We stopped to take funny photos there and share our weekend family adventures around Salamanca Place. The excursion was an amazing opportunity for children to develop a sense of belonging and connection to the Hobart community and recall families' narratives and share them with their peers and educators.

**Fahan Outside School Hours
Education and Care Service**



Reflective Practice at Rosetta OSHC

To ensure we are inclusive of every child, we regularly reflect upon and modify our practice at Rosetta Outside School Hours Care. We start building relationships with children from the very first day of school to identify their individual interests and strengths.

Throughout the year, we ask children what experiences they enjoy and what they like to eat so we can incorporate this into our planning. We observed that many of the children were fascinated by dinosaurs which culminated in a special 'Dinosaur Week'. During this week the children shared with the educators and each other amazing fun facts about dinosaurs! This week was such a success that the children and parents have requested another 'Dinosaur Week' later in the year.

We have identified that some children are particularly energetic and we plan our program accordingly. Experiences include physical activity, digging and games in the school yard whilst inside we offer building and construction. Our group times are very short and to help with any attention or anxiety issues during this time, the children can quietly fidget with the stress balls they made in our program.

We aim to be an inclusive service that encourages and supports difference and our practice is guided by the learning outcomes of My Time, Our Place Framework for School Aged Care in Australia. We are proud that our children feel a sense of belonging to our program, that their needs and interests are met at this present time and that they are becoming who they want to be.

Rosetta Outside School Hours Education and Care Service





51 Things to do Outside Before You're 12!

There are so many fun things to do outside that every child should experience. How many of these 51 things have your children done? Why not start a challenge with your family and friends these school holidays to see how many you can tick off the list!

1. Climb a tree
2. Sleep under the stars - even in your backyard
3. Fall off a bike
4. Learn to swim
5. Build a cubby or a tree house
6. Find a geocache in your neighbourhood
7. Go beach combing after a storm
8. Cook damper on a campfire
9. Go on a school camp in the bush
10. Catch a wave - start with a small one
11. Play chasings in the rain
12. Catch a fish in a river (or at least have fun trying)
13. Make a water slide with builders plastic and a hose
14. Find a cave
15. Make something with things you find
16. Play in a creek
17. Do something you are scared of
18. Watch kangaroos in the wild
19. Slide down a sand or grass hill on cardboard
20. Yell 'cooeee!' in a gorge or a valley
21. Camp on a beach
22. Build a sandcastle city
23. Skim a stone
24. Plant something and watch it grow
25. Play spotlight
26. Ride your bike on a bush trail
27. Visit an island
28. Go for a two-day hike
29. Snorkel at the beach or on a reef
30. Ride a flying fox
31. Play under a sprinkler
32. Climb a big rock
33. Play in the bush for a whole day
34. Visit a waterhole
35. Meet kids in a park and invent a game
36. Paddle a kayak
37. Dig for worms in your backyard
38. Catch a crab
39. Learn the Aboriginal names for five plants and five animals
40. Visit a national park
41. Catch a fish
42. Play on a rope swing
43. Eat bush tucker
44. Make a kite and fly it
45. Jump off a jetty but check the water is deep enough first
46. Identify the birds in your backyard
47. Go abseiling
48. Catch a tadpole and then release it
49. Make a mud pie
50. Find a lake, puddle or pond and use a magnifying glass to spot the living creatures in it
51. Play beach cricket

Source : <https://www.natureplaywa.org.au/resources/51-things-to-do-before-you-re-12>

For other fantastic ideas about outdoor play visit <https://www.natureplaywa.org.au/>

Flu Vaccine

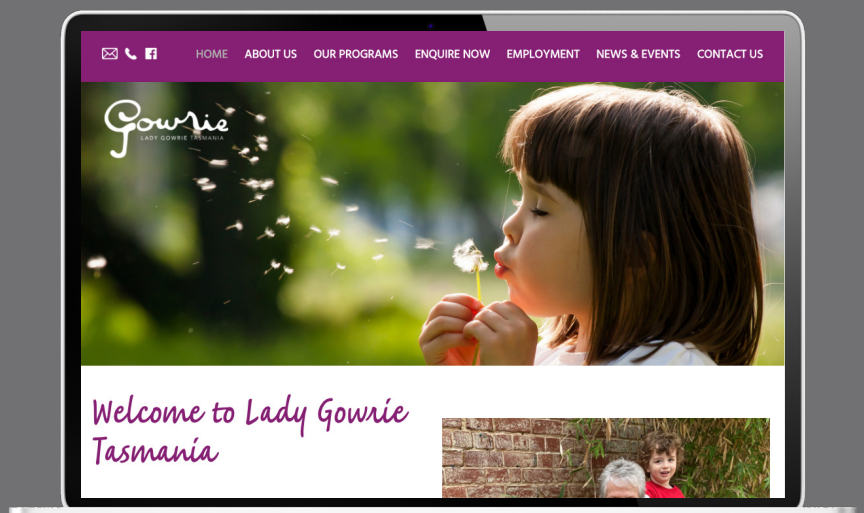
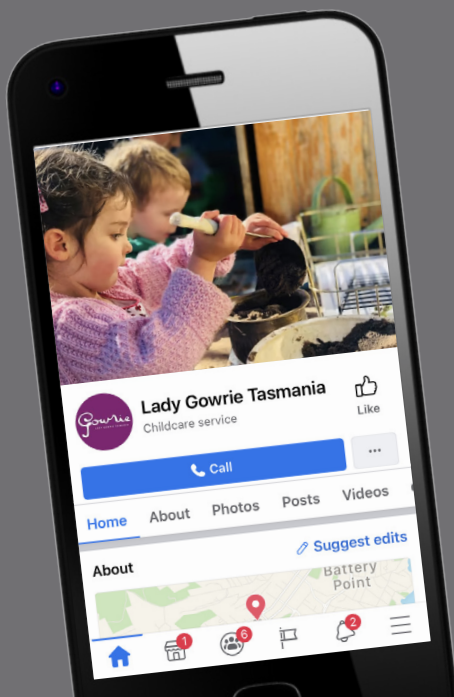
All Tasmanians should consider protecting themselves, their family and their community from flu by having a flu vaccine. The flu season usually occurs each year in Tasmania between June and September. It is best to have a flu vaccine from mid-April and you need a flu vaccine every year to stay protected. 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	Swansea	6230 6805	clusteradmin@gowrie-tas.com.au
Richmond	Oatlands		
South Hobart			

Outside School Hours Care Programs

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

Family Day Care

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