

# Wheels on the Bus Tour

27 October 2018



**Australian Childcare Alliance**  
New South Wales





**We're now  
open for  
business**

You may have heard of the recent changes to the workers compensation scheme in NSW. This has affected the majority of businesses holding a workers compensation policy with the likes of GIO, CGU, QBE and Allianz no longer performing the role of the scheme agent.

An exciting opportunity now exists to place your workers compensation policy with a specialised insurer focusing on servicing the needs of the Early Learning Sector.

Employees are your most valuable asset and at Guild Early Learning, we understand they are more like family. Sometimes, despite your best efforts to prevent it, even they may get hurt on the job. The goal is to keep them safe, but when an injury occurs, you want your employees treated with respect and empathy. You want solutions that help them bounce back as quickly and cost-effectively as possible.

You can now save money by combining your workers compensation with your child care policy, giving you one insurer for all your needs.

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- Pay by the month – FREE
- Designated experienced case manager from start to finish – forget the frustration of multiple case workers
- Advice and management of claims in-house

# President's Letter

*Welcome to the fourth and final Wheels on the Bus Tour for 2018! We will be visiting three unique services. A very big thank you must be said to today's wonderful hosts, the Owners, Directors and Educators of Kindalin- West Pennant Hills, Farran St Quality Childcare and Hillsong Childcare Centre. Without the generosity of these services, we would not be here today.*

*Please use today as an opportunity to interact with Service Host Julie Madgwick as well as your fellow participants on today's tour. Each and every person on today's tour brings with them a wealth of knowledge about the childcare sector.*

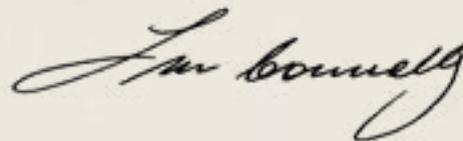
*We are also grateful to our corporate partners, sponsors and advertisers of the bus tour who, without them, it would not be possible to bring these tours to you.*

*Within this booklet, you will find information about each service and there is room within to record any reflections or inspiration you may gain from the services we visit.*

*We ask that you request permission from the service before taking any photographs as well as respecting the wishes of the services involved.*

*We hope that you find the day inspiring, fun and an opportunity to meet and network with like minded individuals.*

*Warm Regards,*



**Lyn Connolly  
President  
Australian Childcare Alliance NSW**



# Code of Conduct

As a participant on the ACA NSW Wheels on the Bus Tour, you agree to abide by the following:

- 1) Be respectful of the property (including intellectual property) of the services visited. Such property cannot be copied, replicated nor disturbed without permission.
- 2) Be respectful of the staff of the services visited. Do not invade their privacies or compromise their properties.
- 3) Be respectful of the children and families of the services visited. Any digital recordings via camera, video etc may not be taken of any children's names or faces.
- 4) Be respectful of the instructions of the services visited. Any room that is locked or the door is shut or signs indicating that such door(s) ought to be shut, must be closed or not be opened without permission from the services visited.
- 5) Be respectful of each other on the bus tour, including the views/ opinions of the services visited.
- 6) Be safe always. Ensure that all participants (including yourself) are not in harms way (eg. trip hazards, road rules and traffic).

Should you require any further information/ clarification please approach your approved provider (or representative) and/or a representative of ACA NSW.

# Itinerary

- 9:00 Welcome
- 9:30 Drive to Ready 2 Learn- Schofields
- 10:00 Tour Ready 2 Learn + Morning Tea
- 11:00 Drive to Neutral Bay Kindergarten
- 11:40 Tour NBK
- 12:30 Drive to North Ryde RSL for lunch
- 12:45 Lunch
- 14:15 Drive to Farran Street Quality Childcare
- 14:40 Tour Farran Street Quality Childcare
- 15:40 Return to ACA NSW by 16:00pm



# Welcome

Welcome to Australian Childcare Alliance (ACA) NSW, October,  
Wheels on the bus tour!

This is the fourth and final ACA NSW bus tour for 2018.

The ACA NSW bus tours have been operating since 2016 and provide Approved Providers, Owners, Directors, Educators and Investors with an invaluable opportunity to gather insight in how Exceeding and Excellent centres are operated everyday.

This booklet gives information on each centre and spaces for you to reflect and take notes on your experiences.

On today's tour, you will be able to explore the services and ask questions of the staff who work in the services on a day to day basis. You can explore the different ways in which you can draw further inspiration from their Exceeding or Excellent rating!

On board today's tour, you will also have the opportunity to hear from ACA NSW sponsors who provide industry services. Without the support of ACA NSW's sponsors, today's tour would not be possible.

ACA NSW would also like to thank Kindikids Ryde, Farran Street Quality Childcare and Hillsong Child Care Centre for opening their services to today's bus tour.

Enjoy the tour!

ACA NSW Staff



# Julie Madgwick



Julie is a globe-trotting international consultant, passionate about teaching and learning from the important early years to empowering adults as life-long learners. She believes the provision of quality education and care is the key to promoting a cycle of success for children, families and communities.

Julie is the Managing Director of Collaborative Training Solutions, a consultancy company offering professional development, advisory leadership, leadership coaching, in service support, educator and leader performance development and management services. With over 30 years experience in the education sector, Julie offers practical advice and guidance. She has extensive experience in the management of early childhood services and is fully conversant with the requirements of the National Quality Framework.

Julie worked at the Australian Children's Education and Care Quality Authority (ACECQA) managing the Qualifications team, developing presentations and articles, and assessing Excellent rating applications. She has her Authorised Officer qualification and has been an assessor internationally. Julie has also collaborated with international consulting companies and governments on major reform projects in the Middle East and Cayman Islands.

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# Ready 2 Learn

## Early Education Centre

Ready 2 Learn Schofields is a purpose built education and care service which provides for children aged 6wks to 6 years .

We aim to provide an innovative and inspiring approach to early childhood education empowering children to be strong, capable and resilient, rich in knowledge and potential. Our 76 place centre provides children with learning opportunities to develop thinking skills, challenge ideas and question the world around them whilst interacting with peers at similar ages and stages of development and growth

The supportive and enriching environments developed at Ready 2 Learn acts as the third teacher, and is based on the principles of respect and responsibility. The learning environment is recognised for its potential to inspire children, and serves as an invitation to enter and participate. The environment is filled with natural light, order and beauty where every material is considered for its purpose. Our learning spaces encourage collaboration, communication, exploration and discovery. The space respects children by providing them with authentic materials and tools which promotes open ended learning.

“Our educational philosophy is based on the image of the child as possessing strong potentials for development “

At Ready 2 Learn Schofields we provide peace of mind to families that their child is in a creative, nurturing, secure environment with educators who are passionate about each child’s well-being, happiness, development and education. Our educators strive to meet each child’s needs and we enable them to reach their full potential by providing an environment rich in opportunities and experiences to challenge new learning every day.

Ready 2 Learn Schofields has a training room attached to the service which provides for Educator Professional Development

training, Community use for events and other Professional Agents for service delivery and support services. Ready 2 Learn offers Scholarship programs for educators to further enhance knowledge and skills to support career progression. The Scholarship program assists educators to work towards the Diploma in Early Childhood Education or Bachelor of Early Childhood Teaching. We ensure children are our priority by providing an additional educator in each room, to exceed regulatory ratio standards.

Ready 2 Learn Schofields strives for exceeding practices at all times and is continuously working to provide an education and care service which has a positive impact on children, families and the community.

Statistics:

Service Approval Granted:

**25 August 2016**

Approved Places:

**76**

Current Rating:



Website:

<https://www.ready2learnearlyeducation.com.au/>





# Neutral Bay Kindergarten

Neutral Bay Kindergarten is a privately owned long day care centre on Sydney's lower north shore, which has been owned and operated by our family for nearly 40 years.

Our service operates in a lease hold church hall and we are licensed for 57 places (from 0-6 years) operating from 8:00 am to 6:00 pm.

We currently have three rooms (age groups), beginning with a two to three year old room (catering for up to 16 children per day), a three to four year old room (catering for 20 children per day) and a four to five year old room (catering for a max of 21 children per day).

Over the many years we have operated, we have always achieved the highest quality ratings (High Quality and now Exceeding) which can be a challenge in a non-purpose built, heritage listed, lease hold, church hall. And whilst we are certainly not as 'visually stunning' as a number of newer centres, we are often told that our centre feels much more like a family home, which is a big part of the appeal to many of our families.

The physical facility aside, what is most important to us (and to our families) is our entire team. We have always maintained much higher staff ratios than required, and with much higher qualifications. We currently have three ECT's and all other educators are Diploma qualified, plus we employ a fulltime cook, cleaner, Director and enrolments coordinator.

We firmly believe that continuity of care is one of the cornerstones of early childhood education and this is reflected in our very low staff turnover (our staff tenure averages

in excess of 6 years, with a number already approaching LSL). Of course, some transition will always occur, but typically when a staff member does leave us, it's always with plenty of notice and on the best terms (usually travelling the world or maternity leave).

We attribute our consistent quality of care and the long term success of the service to our culture, which can be summed up very simply with one word – 'support'. Whilst that might sound a little clichéd, we believe very strongly in providing massive support to our families and our staff, well beyond what most people might ordinarily expect to receive from a childcare service.

**Service Approval Granted:  
19 June 2009**

**Approved Places:  
57**

**Current Rating:**



**Website:**

<https://neutralbaykindergarten.com.au/>





# *Farran Street*

## *Quality Child Care Centre*

Farran Street Quality Child Care Centre has been operating as a private long day care centre in a leafy Lane Cove street providing education and care for children between the ages of 0 to 6 for over 20 years.

The service has 3 age groups 0-2-year old's, 2-3-year old's, and 3-5-year old's. Each age group has its own area, outdoor space and individualised program.

Farran Street Quality Child Care Centre operates in a quiet residential area and has strong ties to the community. The children are encouraged to develop their own understanding of their community through regular bush walks, visits to the library and interactions with local businesses.

Farran Street Quality Child Care Centre is a small 35 place service which has been consistently rated as an Exceeding service. They choose to hire educators with higher qualifications and operate over educator-to-child ratios because it provides quality outcomes for children.

Their focus, as well as being on the community, is helping children form their own sense of identity. They make a conscious effort to recruit educators with diverse skillsets and cultural backgrounds including Aboriginal, Thai, Italian, Chinese, Indian, Filipino and Australian.

Farran Street Quality Child Care Centre operates in a highly competitive environment with over 15 long day care services in a 1km radius. They maintain their competitive advantage by providing calm, quality learning environments for children.

When you visit Farran Street Quality Child Care Centre you see that this is a place where everyone cares for each other, they check in daily and say hello and goodbye with a smile, to families, children and colleagues. It provides the perfect environment for children to learn, grow and discover.

Service Approval Granted:

**1 June 2009**

Approved Places:

**35**

Current Rating:



Website:

<http://www.farranstreet.com.au/>





**Australian Childcare Alliance**  
New South Wales

In 2017  
&  
2018

**DONE**

- the restoration of LDC funding for Adult Migration Education Programme
- the FWC Equal Remuneration Order (ERO) and the unions' push to increase wages by 39%-72%
- payroll tax threshold increase to \$1m
- engagement with the Senate Select Committee on Red Tape
- assistance with members' staff to request to be excused from Jury Duty
- the new trial of a leasing contract negotiator and advisor
- revamped Retreat Weekends
- introduction of the annual International Early Childhood Symposium
- the reintroduction of at least 20 Network Meetings each year
- Reintroduction of New Owners and Investor Nights
- expansion of member benefits eg:
  - o over 150 templates of policies/checklists/forms/correspondences
  - o updating 80+ legacy template policies/checklists/forms/correspondences from 2015 to 2017
  - o refresh with new templates of all of regulation 168 policies
- full suite of tools and training for new childcare subsidy (CCS)
- assistance with parents CCS entitlements through centrelink
- change in the new MyChild website to include last assessment and rating date
- reintroduced Early Childhood Education Week (formerly known as Childcare Week) the largest awards program in NSW
- the establishment of the Annual Survey of Early Learning and Childcare Services

# WORKING ON

- application to the Fair Work Commission to increase wages of ECTs by up to 59%
- childcare oversupply
- the failures of the new State Environmental Planning Policy (Educational Establishments and Child Care Facilities)
- a better and fairer assessment and rating process
- labour shortages of educators and ECTs engagement with governments to fix labour shortages of educators and ECTs
- the Start Strong and Universal Access program
- the Modern Awards Review
- Creating a service to recruit overseas educators and ECTs
- Withdrawal of the Commonwealth Government from the National Partnership Agreement.



- Engagement with the Commonwealth with NSW Governments on comprehensive rethink for an affordable and quality Early Childhood Education and Care
- Potential introduction of quick 2 hour courses (“quickies”) in industrial relations, legal defences, assessment and ratings (including appeals), enhanced approval

# INSPIRATION



# REFLECTIONS



# childcare concepts

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New South Wales

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# ACA NSW CALENDAR OF EVENTS

## OCTOBER 2018 - MARCH 2019

### OCTOBER

08 OCTOBER 2018  
ACA NSW COFFS HARBOUR  
NETWORK MEETING

22 OCTOBER 2018  
ACA NSW PARRAMATTA  
NETWORK MEETING

24 OCTOBER 2018  
OFFICE OF THE  
CHILDREN'S GUARDIAN  
SAFE SERIES WORKSHOP

27 OCTOBER 2018  
WHEELS ON THE BUS TOUR

EARLY CHILDHOOD  
EDUCATION WEEK  
GALA AWARDS NIGHT

29 OCTOBER 2018  
EXECUTIVE COMMITTEE  
MEETING

### NOVEMBER

05 NOVEMBER 2018  
ACA NSW BLACKTOWN  
NETWORK MEETING

19 NOVEMBER 2018  
ACA NSW WOLLONGONG  
NETWORK MEETING

### DECEMBER

25 DECEMBER 2018  
CHRISTMAS DAY

### JANUARY

21 JANUARY 2019  
EXECUTIVE COMMITTEE  
MEETING

### FEBRUARY

04 FEBRUARY 2019  
ACA NSW PARRAMATTA  
NETWORK MEETING

WEEK OF 11 FEBRUARY 2019  
QUICKIES TRAINING

18 FEBRUARY 2019  
ACA NSW CHATSWOOD  
NETWORK MEETING

WEEK OF 25 FEBRUARY 2019  
QUICKIES TRAINING

25 FEBRUARY 2019  
EXECUTIVE COMMITTEE  
MEETING

### MARCH

04 MARCH 2019  
ACA NSW BLACKTOWN  
NETWORK MEETING

WEEK OF 11 MARCH 2019  
QUICKIES TRAINING

18 MARCH 2019  
ACA NSW SUTHERLAND  
NETWORK MEETING

WEEK OF 25 MARCH 2019  
QUICKIES TRAINING

25 MARCH 2019  
EXECUTIVE COMMITTEE  
MEETING

30 MARCH 2019  
WHEELS ON THE BUS TOUR

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With ACA NSW!**



**1300 556 330**

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