


THE NURTURE NOOK

Autum 2018 Edition

IECS 2018



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July 2018

2018 ACA NSW Professional
Development

Meet The ACA NSW Member
Support Staff



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PRESIDENT'S WELCOME



I realise we are only still at the beginning of 2018, but it just seems like there has been so much done already.

Your NSW Executive Committee is excitedly anticipating the International Early Childhood Symposium 2018 at the International Convention Centre (ICC) in Sydney during 20-22 April 2018! Already, we have an amazing array of 32 Australian and international speakers presenting on a range of topics from Children's Rights to Educational Leadership to global ECEC Trends! Most importantly, tickets have been selling like the proverbial hotcakes, and our sponsors (including Qantas, St George Bank, Guild Insurance, ChildCareSuper, HP, Paramount, ParentShop, ChildCare Concepts, EvacYou8, StoryPark, ChildCareCRM, Mathiou Services and Bellbirds) are so far very happy. Our Symposium is also offering its own Scholarship Fund to enable regional and remote delegates to easily access the kind of conferences that may normally be out of reach due to the cost and travel constraints.

The Australian Childcare Alliance (ACA) NSW has also released its long awaited "Early Childhood Education and Care in NSW: A Better Direction" Briefing Paper for the NSW Government. After much consultation, this paper brings together all the challenges facing childcare services, families and owners, and offers practical solutions that can be implemented in the short and medium term. ACA NSW is now engaging with 8 NSW Ministers and their advisors, as well as many other NSW Members of Parliament. In step with our ACA National Committee, we are also engaging with Federal Members of Parliament and was recently invited to make our submission to the Senate's Red Tape Committee

It is only March and we already have hosted two members-centric workshops about the upcoming introduction of Child Care Subsidies from 2 July 2018 onwards, with presenters from the Federal Department of Education and Training. Plus, we have reintroduced on 14 March 2018 the New Owners Nights for new and potential operators. We will host at least two of these per year, outlining the market conditions, opportunities and challenges, as well as regulatory and legal processes and issues. Not to mention ACA NSW has started again for the second year its Network Meetings. For 2018, there will be 16 Network Meetings across Sydney, Newcastle, Central Coast, Wollongong and Coffs Harbour.

We are looking forward to reflecting on 2018 as another year of advances and achievements.

CEO'S WELCOME



For this Autumn edition of Nurture Nook, I am so extremely proud of the Australian Childcare Alliance (ACA) NSW Executive Committee and members for its “Early Childhood Education and Care in NSW: A Better Direction” Briefing Paper for the NSW Government. Not only does it bring together all of the major challenges facing services, families and providers, it also offers meaningful solutions for the government’s consideration. Already, the NSW Minister for Early Childhood Education, the Hon Sarah Mitchell MLC, has asked that ACA NSW and the NSW Department of Education begin a series of discussions to explore in further detail the issues presented as well as ACA NSW’s solutions.

In the unions’ joint application, both had put forward that the award rate for early childhood educators should increase by 35%. After 4 years, the Fair Work Commission dismissed the unions’ equal remuneration campaign. Notwithstanding, it is envisaged that unions may make new applications for pay increases.

ACA NSW events for 2018 are also in full swing: the International Early Childhood Symposium (20-22 April 2018), our 2 Bus Tours, 2 New Owners Nights, New Child Care Subsidies Workshop and 16 Network Meetings across Greater Sydney, Central Coast, Newcastle, Wollongong and Coffs Harbour! And for the balance of 2018, members can look forward to the Office of the Children’s Guardian Workshop as well as the Early Childhood Education Week and Gala Evening. Dates and details of all these events can be found via ACA NSW’s The Weekly Update e-mail broadcasts, as well as the ACA NSW website under Events.

In 2018, approved providers will experience one of the biggest changes with the introduction of the new Child Care Subsidies (replacing CCB and CCR) beginning 2 July 2018. Working collaboratively with all other ACA states, ACA NSW will be sharing a new business tool for all ACA NSW members that will help them forecast financially sustainable childcare fees and business model for 2 July 2018 onwards. ACA and ACA NSW will continue to pursue the issues of what kinds of families will be negatively impacted financially, how to reduce or address the introduction of “mandatory provision of electronic” sign-in/sign-out data, and the unintended consequences of the Federal Government possibly introducing Commonwealth subsidies by the hour for childcare fees.

International Early Childhood Symposium

20th – 22nd April 2018

International Convention

Centre, Sydney, Australia

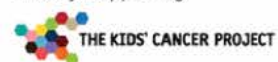
Program



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FRIDAY 20th April

8:00 – 9:00am	Registration opens
9:00 – 10:15am	Keynote sponsored by Guild Insurance Dr Laura Jana <i>The Toddler Brain: Nurturing the Skills Today That Will Shape Our Children's Tomorrow</i>
10:15 – 11:00am	Morning Tea
11:00 – 12:30pm	Concurrent Breakout Sessions - 1 <i>I like childcare better than you! - Ministers' Debate (female)</i> <i>Behaviour 'Management': Is Children's Behaviour Ours to Manage - Sandi Phoenix</i> <i>Children's Health - Panel of speakers</i> <i>Community Engagement - Panel of speakers</i> <i>Gender, Race and Equity - Panel of speakers</i>
12:30 – 2:00pm	Lunch break and Q&A with special guest Senator David Leyonheilm
2:00 – 3:30pm	Concurrent Breakout Sessions – 2 <i>I like childcare better than you! - Ministers' Debate (male)</i> <i>Cultivating 21st Century skills: Applying the exciting science of early brain & child development - Dr Laura Jana</i> <i>Trusting kids as learners – Jeff Johnson</i> <i>Educational Leadership - Panel of speakers</i> <i>Children's Rights - Panel of speakers</i>
3:30 – 4:15pm	Afternoon Tea
4:15 – 5:45pm	Keynote sponsored by HP / Paramount Dr Red Ruby Scarlet <i>The sky is made of clouds... But you can still dance there: Possibilities for children's learning that aim high</i>
7:00 – 9:00pm	Dinner Cruise on Sydney Harbour <i>Limited to 150 tickets!</i> <i>Join the early childhood industry, speakers and other attendees on an exclusive cruise on the world-renowned Sydney Harbour which includes food, drinks & music!</i>

*Program subject to change

SATURDAY 21st April

8:30 – 10:15am	Keynote sponsored by Child Care Super Jeff Johnson <i>Finding your smile again</i>
10:15 – 11:00am	Morning Tea
11:00 – 12:30pm	Concurrent Breakout Sessions – 3 <i>Parent Perspectives - Panel of speakers</i> <i>Indigenous Educator Issues - Panel of speakers</i> <i>Community Engagement - Panel of speakers</i>
12:30 – 2:00pm	Lunch break
2:00 – 3:30pm	Concurrent Breakout Sessions – 4 <i>Cultivating 21st Century skills: Applying the exciting science of early brain and child development - Dr Laura Jana</i> <i>Trusting kids as learners - Jeff Johnson</i> <i>Life Needs Balance is the New Black - Chris & Sandi Phoenix</i> <i>Educational Leadership - Panel of Speakers</i>
3:30 – 4:15pm	Afternoon Tea
4:15 – 5:15pm	Keynote sponsored by Kids' for Cancer Project Anthony Semann <i>Courage in our voice: Speaking up and speaking loud</i>
5:15 – 5:30pm	Book Launch Dr Red Ruby & Anthony Semann
6:30 – 8:00pm	No host dinners <i>optional extra</i> A “no host dinner” allows delegates to be assigned to random groups to go and enjoy fine food and company at one of the local restaurants or cafes. A great way to enjoy beautiful Sydney Harbour while making great connections with lifelong friends!

*Program subject to change

SUNDAY 22nd April

8:30 – 10:00am	<p>Concurrent Breakout Sessions – 5</p> <p><i>At the bottom of the playground there is...: Engaging with children's storylines to construct creative curriculum – Dr Red Ruby Scarlet</i></p> <p><i>Trusting kids as learners – Jeff Johnson</i></p> <p><i>Community Engagement – Panel of Speakers</i></p>
10:00 – 10:45am	Morning Tea
10:45 – 12:15pm	<p>Concurrent Breakout Sessions – 6</p> <p><i>The Love Cup: Relationships and Interactions with children that keep cups full - Sandi Phoenix</i></p> <p><i>Children's Rights - Panel of Speakers</i></p> <p><i>Early Childhood for Infants - Panel of Speakers</i></p> <p><i>Play - Panel of Speakers</i></p>
12:15 – 1:00pm	<p>Keynote session sponsored by St George Bank</p> <p>Jay Laga'aia</p> <p><i>If you don't play, why should they?</i></p>
1:00 – 2:30pm	Lunch break
2:30 – 4:00pm	<p>Concurrent Breakout Sessions – 7</p> <p><i>Show off – How to make the learning visible - Anthony Semann</i></p> <p><i>Teacher Education - Panel of Speakers</i></p> <p><i>ECEC Trends - Panel of Speakers</i></p> <p><i>Educational Leadership - Panel of Speakers</i></p>

*Program subject to change



Don't forget we have an optional centre tour on Thursday, 19th April (9am-3pm from the ICC) – You get the chance to visit some innovative centres and have a lovely lunch at one of our historic attractions!



The astonishing reason behind Dulcie's carsickness.

Three-year-old Dulcie decided she didn't want to go to kindy anymore. It was making her sick.

Life was blissfully routine for the Clarke family Nami, her husband Andy, and their two kids, Mannus (5) and Dulcie (3).

Mannus had started school while Dulcie's days revolved around her friends at daycare, cooking with daddy, along with playing outside with the cats and chooks.

Like any three-year-old, Dulcie had little bouts of gastro; vomiting, followed by headaches that apparently were related to dehydration and extreme tiredness.



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The Kids' Cancer Project team
at the International Early
Childhood Symposium 2018

Sydney's International
Convention Centre
20 - 22 April 2018.

Buy your tickets at
iecs.org.au today!

The awful truth

Months later, an innocent play date in the park brought the situation to a head, turning the Clarke's world inside out.

"Dulcie fell over and said she had a sore tummy. Her skin wasn't grazed, so I dusted her off and she went back to play," said Nami.

"A little later she came back and said she felt sick. Now I could see a lump coming out of the right hand side of her ribcage. It was too soft to be bone, so I knew it wasn't a break. But it was too firm to be a swelling. We went to the local hospital to get it checked out."

After hours of tests, a doctor handed Nami an envelope with the results and told her to get Dulcie to The Royal Children's Hospital in Melbourne immediately. The problem was Dulcie's right kidney. It didn't look normal.

The hospital was on alert, ready and waiting for Dulcie's arrival. From the time she was admitted through to the late evening, Dulcie underwent myriad tests; a process that drained both mum and daughter physically and emotionally.

"It was midnight," said Nami. "I was introduced to an oncology specialist who told me what was happening. My little girl had a stage 2 Wilms tumour in her right kidney.

"Immediately I felt our little world had imploded. I felt panic. It was a freight train moment inside my head. It felt really noisy, like I was in my own little storm."

Thankfully for the family, a treatment program was quickly established. Dulcie started chemotherapy within four days of arrival in emergency, and later the tumour was removed in surgery. The intensive eight-month treatment saved her life.

Early detection

Wilms tumours can grow quite large without causing any symptoms¹, but there are many other types of childhood kidney cancers and they all have similar symptoms as explained by Associate Professor David Ziegler, head of The Kids' Cancer Project Research Advisory Committee and paediatric oncologist at Sydney Children's Hospital, Randwick.

"When it comes to kidney tumours, the three main symptoms that children will present with are a lump, blood in the urine, and tummy pain," Professor Ziegler said. "Parents should seek immediate help if they notice blood in the urine, a lump that might be making their child's tummy look bigger."

"Immediately I felt our little world had imploded. I felt panic. It was a freight train moment inside my head. It felt really noisy, like I was in my own little storm."

"Unfortunately, kidney cancer doesn't have many symptoms, so it can be a long time before they are detected," said Professor Ziegler. "The good news is that they have a very high cure rate, even if the cancer is discovered late."

And there's even better news ahead. Professor Ziegler has a particular interest in the genetic causes of cancer in children and has devoted hours of research in order to discover how families at risk can be forewarned.

"Part of our research is trying to understand what causes tumours and who in the community needs to have more regular surveillance, or rather, more intense screening for them," he said. "We're increasingly finding that a small percentage of children have a genetic disposition for the disease, making it important to screen parents and other members of the family."

While it's only a very small percentage, as medical research uncovers more about those kids with a genetic disposition to the disease, scientists will be able to find out who is at risk at getting cancer and target those children with precautionary screening.

The future

"Dulcie is extroverted and loves an audience for her ballet concerts and the songs she makes up," said Nami. "This experience hasn't knocked that pluck out of her."

"Kids miss out on a lot when they're stuck in hospital," Nami shared. "Swimming lessons for instance. I cried on Dulcie's first day back at kindy, and I cried at swimming lessons. Taking the kids to swimming used to feel like a chore. So much to pack and carry, mixed with the drama of trying to get there on time and the battle in the change-room at the end. Now I feel lucky I can take Dulcie and Mannus to swimming lessons."

And after all those months of vomiting after the shortest drive, Dulcie never gets carsick now.

**To support scientific research for childhood cancer
donate to thekidscancerproject.org.au.**



THE KIDS' CANCER PROJECT
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1. <https://childrenscancer.canceraustralia.gov.au/types-childrens-cancers/kidney-tumours/symptoms>

Have fun! Move and play every day!



That's the advice from the Australian Government Department of Health with the release of their "Australian 24-Hour Movement Guidelines for the Early Years" in late 2017.

The guidelines include a picture of what a child's day during a 24-hour period may look like including not just active play, but essential sleep and rest requirements. The guidelines specifically look at babies (under 1yrs of age), toddlers (1-2yrs) and pre-schoolers (3-5yrs), however guidelines have also been developed for 5-12yrs, 13-17yrs and 18-64yrs so everyone can benefit with useful tips and recommendations across the ages!

"Don't be restricted by your environment – you can be safe and active in all seasons, in all weather, indoors and outdoors. Remember play can involve other children, adults or the child alone."

As educators we are in the prime position to educate both families and children to develop healthy habits and while changing a routine may seem difficult, positive changes can be gradually introduced. Include stretching or games like "statues" before you transition and don't just set up obstacle courses – get actively involved and join in with the children to encourage participation. Active play isn't restricted to outside either, dancing, stretching, yoga, crawling and moving on the spot are all excellent ways to bring active play inside. And don't forget to dance in the rain and stomp in the puddles, just ensure children are suitably dressed and you have alternative dry clothes!

Services wanting to extend on these learning opportunities, but need help starting, can enlist the help of

external companies such as Early Start Programs to bring fitness, yoga, dance, music and foreign languages as fully inclusive incursion programs to their services daily for as low as \$3 per child per day.

The Early Start Programs are offering a special deal for Nurture Nook readers/ACA NSW members: get a month free when you sign up for 12 months.

Services can order free resources for educators and families by visiting The Department of Health <http://www.health.gov.au/internet/main/publishing.nsf/Content/pasbr> or visit www.earlystartprograms.com.au for further details in our BLOG page.

Darlene Wadham is a teacher, early childhood consultant and co-owner of Early Start Programs.



For further information contact Darlene Wadham:


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CHALLENGING PLAY

Challenging play provides a variety of benefits for children of all ages including resilience, problem solving skills and self-confidence. Children learn about their environment, adapt to new situations and engage in activities which will assist in developing life skills.

‘Challenge’ is considered an ‘opportunity,’ but it may also constitute a ‘risk’ and at Kidsafe we distinguish between these situations by referring to a negative ‘risk’ as a hazard. A hazard is something unseen or not obvious to the child and may result in an injury. A challenge is something obvious to the child where they can successfully assess their ability and decide whether to take that risk.

Challenges are ‘positive’ risks and provide learning opportunities in an environment that is safe for experimentation. It allows children to test things out. An example is climbing on a large, spatial network, which challenges children to negotiate their way through the ropes or climb up to the highest point.

It is important for educators to assist children in learning about risks in their everyday lives. As a hazard is unseen or not obvious, the likelihood of injury increases. An example of a hazard would be a faulty barrier on a high platform. The child cannot determine that the barrier is loose and leans upon it which may result in a fall and significant injury.

Lack of challenge limits opportunities for physical activity which may lead to childhood obesity. In an early childhood setting, opportunities to engage in challenging play should make up a significant proportion of each child’s day. A recommended guide is as follows:

- Infants (0-1 year): should be engaged in supervised, floor based play from birth
- Toddlers and pre-schoolers (1-5 years): should be physically active for at least 3 hours per day

BENEFITS

Challenging play aids children’s development in a wide variety of ways including the development of fine and gross motor skills with opportunities to engage and fine tune social skills. Children develop the cognitive skills to deal with day to day life and the emotional skills to be resilient and cope with a range of situations. Without the opportunity to take challenges we restrict a child’s ability to test their limits in a safe, controlled manner. Regular challenging play will assist children in becoming competent, capable and adept young people who feel confident to navigate their way in the world.

Educators are in a great position to provide for and encourage challenging play for the children who attend their service. Each age group requires challenges of varying degrees of difficulty dependant on a range of factors such as physical ability, cognitive development, emotional resilience, and social skills.

Additional benefits, rewards or outcomes of an activity may include:

- Pleasure
- Development of self-confidence and well-being
- Engagement with the natural environment
- Learning through experience
- Mixing with different age groups

Children both need and want to take risks in order to explore their limits, venture into new experiences. Any injury is distressing for children and those who care for them, but the experience of minor injuries is a universal part of childhood. A minor accident can provide a learning opportunity, something that can be discussed and analysed.

PROVIDING CHALLENGE

Educators can cater for infants by providing items such as crawl tunnels, jouncing boards, low level balance beams, rockers and spinners (all at ground level). These allow children to test their strength, strengthen core muscles; learn about balance and equilibrium; and place pressure on their large joints. Challenging play allows infants to test their cognitive skills by engaging in new activities.

As toddlers become increasingly independent, educators can create opportunities for challenging play in a wide variety of ways. Jouncing boards can be raised up to 30cms from the ground; balance beams lifted; spinning saucers added; and crawl tunnels angled slightly. This puts the focus on developing major muscle groups to fine tune gross motor skills. With the support of Educators managing the environment and guiding behaviour, these activities allow children to become increasingly competent and capable whilst realising their limitations.

Provide challenging play opportunities for pre-schoolers by increasing their physical challenges such as climbing, balancing at height, sliding, swinging, running, jumping and spinning. Activities can be catered for through the use of both fixed and moveable play equipment items. Children will gain a sense of responsibility and by establishing ground rules and routines, educators can build lifelong safety habits.

I CAN DO THIS!

Challenging play does not necessarily require the newest or fanciest equipment. The inclusion of rocks, boulders and logs for children to scramble across, jump over or balance on; a tree for climbing; and/or the addition of tyres, crates and other loose parts for children to build their own climbing structure, can create challenge and interest in the play-ground.

MANAGING RISK AND CHALLENGE

Challenge in the playground is easily managed. A risk benefit analysis is recommended to optimise play value and provision of challenge. Effective risk assessment will involve:

- Distinguishing between acceptable and unacceptable risks including:
 - The likelihood of coming to harm
 - The severity of that harm, and
 - The benefits, rewards or outcomes of the activity.
- Observing the children and identifying those who need greater challenge or specific support
- Establishing rules
- Modeling acceptable behaviour
- Actively encouraging children to assess risks and possible consequences, and Establishing a systematic maintenance program.

ABOUT KIDSAFE

Kidsafe promotes children experiencing and learning through safe, creative play. The expert team at Kidsafe offers design and inspection services of playgrounds in order to achieve a balance between safety and challenge.

FURTHER CONTACT AND INFORMATION

Contact Kidsafe NSW Playground Advisory Unit:

P: 02 9845 0893

E: schn-kidsafe@health.nsw.gov.au

W: www.kidsafensw.org



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Bridging The Gap For Better Outcomes

The revisions to the National Quality Standards (NQS) were introduced on February 1. Change is often accompanied by uncertainty. To help, I drew on the Penelope QIP team's expertise in quality regulation and systems for efficient continuous improvement in providing a free 'understanding the revised NQS' webinar series. Indicative of the level of doubt linked with the revisions, more than 3000 people from within Australian Early Education and Child Care (EECC) have registered to date.

A key factor in the unprecedented demand for this webinar is that many people don't feel supported to adapt to the changes. If they are aware of information such as ACECQA's 633-page 'Guide to the National Quality Framework (NQF)', they're first struggling to identify the changes relevant to them. There's a further feeling of despair surrounding how services need to adapt their practice.

'The goal posts had only just entered their sight before being shifted again.'

Assessment and rating is still relatively new in Australian EECC. Through work in similar care settings, we know it can take some getting used to. We've seen where these feelings of frustration often result in people working in services feeling disconnected with those assessing them. A general feeling of it's 'us against them'.

The process of assessment and rating first provides assessors with evidence to assure consumers your service performs to base standards. Your service's policies and procedures are robust, and your people adhere to them in interacting with children to assure a safe and positive experience. However, this process fits within the National Quality Framework (NQF). The true intention of the framework is clearly documented on page 316 of ACECQA's Guide as promoting and facilitating the continuous quality improvement of each service to result in better outcomes for children.

Always doing our best to benefit children. There are few that are in EECC for any other reason. Seeing regulators as the enemy only results in added frustration, confusion and expense. Perhaps a useful first step to bridging this gap is recognising the common ground. Regardless of our individual roles within the EECC space, we're all working towards nurturing the minds of our next generation.

The recent revisions to the NQF also show that the people working in the space are being heard by regulators. Many of the changes were in response to feedback received through a lengthy consultation period and comprehensive analysis of assessment and rating data. This represents a significant commitment of resources in improving the overall system we operate in.

For example, thousands of completed quality assessments were analysed through the revisions. It was found that there were many cases where 2 elements received the same rating. For example, the old elements assessing sustainability, 3.3.1 and 3.3.2, received the same rating in over 92% of quality assessments reviewed. In the revised NQS, these two elements have been merged into 3.2.3. The intention being to ensure each element is addressing a unique concept of quality and to reduce duplication.

When first analysing the original NQS on inception, it was pleasing to see that lessons had been learned from other spaces. Specifically, in moving away from standards written to be so prescriptive, they stifled creativity and innovation. However, in hindsight, the right balance wasn't quite achieved. Attempting to introduce both a flexible standard within an entirely new mandatory process was a tough ask. It is evident that many services, while understanding the intention of the NQS, have also craved more direction from them. Ambiguity in the standards has perhaps helped create doubt in the minds of already time-poor people. People who are focused on providing more for children through their daily practice rather than the

underpinning framework and the subsequent administrative requirements. This has created inefficiencies that have further fanned the flames of discontent regarding assessment and rating at all levels of many provider team's hierarchies.

Conversations about the assessment and rating process often report poor experiences. Or negative preconceptions built on hearing of the poor experiences of others. Many express a lack of faith in an inconsistent system. Particularly where assessors are often seen to rely on subjectivity over evidence within vague criteria and a complicated 5-level rating system.

For example, I recently met with Management of a small regional organisation who operated two almost identical services just 3 doors apart. The same person wrote and submitted the QIP for both. The services used the same systems, policies and procedures and a shared pool of staff. Both services most recent assessment and rating visits were only days apart but conducted by different assessors. The first service achieved an exceeding rating and the other received working towards. This was later overturned following an expensive and exhaustive appeal process.

In addition to reducing duplication, ACECQA have acted to provide more clarification through the revisions. The standards have been better organised to reduce from 18 standards and 58 elements to 15 and 40 respectively. Beneath the streamlined standards the assessment criteria documented in ACECQA's guide. This provides further clarity in the process of self-assessment for services to inform their QIP along with the evidence sought by formal assessors.

An example is where former element 2.1.2 has been revised to makes explicit that services must provide for each child's well-being as well as comfort in revised element 2.1.1. While the majority of services would likely have already assumed this in their practice, obviously there have been enough that haven't to warrant adding additional direction.

There is also now more guidance around what 'above and beyond' means in being eligible for an exceeding rating. Even better, the application fee for the previously controversial excellent ratings has been removed. An excellent rating should no longer be seen as 'paid for'.

Pleasing everyone can be hard. For anyone working in a service, satisfying families might prove a relatable experience. For example, some providers have already denied that the changes facilitate quality improvement because the quantity of information added to clarify requirements is commensurate with an increase in regulation and workload.

The NQF is 6 years old and the revisions are less than one-month in. The central focus of an evolving quality system for EECC is children. We would all band together, adjust and demonstrate patience in nurturing a developing child. Perhaps collaboration and compromise can help refine our system and deliver better outcomes for all children?

Given those that are at stake, it's at least worth giving reform a chance.

Steve Collier
Managing Director, Penelope QIP

Penelope QIP



PROFESSIONAL DEVELOPMENT

April 2018 – May 2018



ACA NSW Network Meetings

The Australian Childcare Alliance (ACA) NSW reintroduced Network Meetings across Greater Sydney, Newcastle and Wollongong where service provider members and non-members and their fellow owners and business decision-making directors can come together and discuss sector issues that impact on their childcare services, building collegial local communities of like-minded service providers.

Depending on demand, ACA NSW can conduct more Network Meetings in other cities and towns or on-line, subject to the Executive Committee's approval.

What would be discussed at Network Meetings:

The current issues that typically would be discussed include:

1. **New Child Care Subsidy:** Are you ready for 2 July 2018? Do you know how to calculate your new fees based on your parents' incomes and hours of activities? Do you what your obligations are for electronic sign-in/sign-out data?
2. **Better Certificate III and Diploma courses:** via Early Education and Care College (EECC) (powered by Kool Kids)
3. **Legal Names Synchronisation Request:** Dealing with the Federal Department of Education and the NSW's Enhanced Approval Process
4. **Lifting Our Game:** An update on states/territories governments' push for additional Commonwealth funding for an additional year of Universal Access for 600 hours for 4 year olds in a preschool program
5. **Wage Increases:** An update on Fair Work Commission and the unions' application to increase wages (eg by 39%-72%)
6. **General Update:** ATO's Single Touch Payroll, the new Notifiable Breach Scheme and existing Privacy Laws

Dates:

1. Monday evening, 9 April 2018
2. Monday evening, 23 April 2018
3. Monday evening, 7 May 2018
4. Monday evening, 21 May 2018
5. Monday evening, 4 June 2018
6. Monday evening, 18 June 2018
7. Monday evening, 9 July 2018
8. Monday evening, 23 July 2018
9. Monday evening, 20 August 2018

10. Monday evening, 3 September 2018
11. Monday evening, 17 September 2018
12. Monday evening, 8 October 2018
13. Monday evening, 22 October 2018
14. Monday evening, 5 November 2018
15. Monday evening, 19 November 2018

Registrations are open now; keep an eye on our website and Weekly Update emails for details and updates!

PROFESSIONAL DEVELOPMENT

April 2018 – May 2018



Office of the
Children's Guardian

Office of the Children's' Guardian workshop

An Interactive workshop to assist participants in developing and implementing effective and practical child safe policies and procedures in the workplace will take place on the 10th May 2018 at our ACA NSW Parramatta office.

Registrations are open now; keep an eye on our website and *Weekly Update* emails for details and updates!

 The Australian Children's Alliance New South Wales is proud to present the 

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20-22
2018**

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Early Education and Care College (powered by Kool Kids Training College) currently offers the following Early Childhood Education and Care Courses:

CHC30113 : Certificate III in Early Childhood Education and Care

CHC50113 : Diploma Of Early Childhood Education and Care



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thank you!



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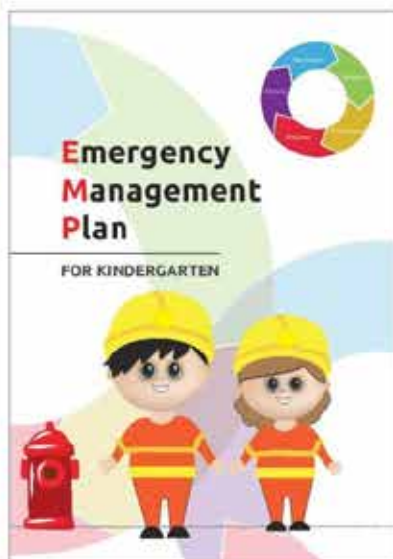


KINDERGARTEN EMERGENCY MANAGEMENT PACKAGE

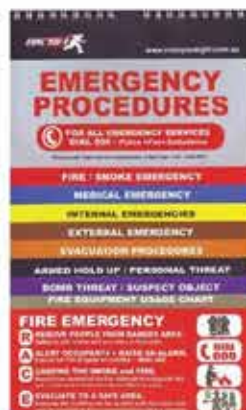
Supporting NSW Childcare centers with their **safety measures**



Evacuation Diagram



Emergency Management Plan



Flip Chart



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Namaste – How Children Benefit from Yoga

Early Start Programs

Adults all over the world have been experiencing the benefits of mind-and-body balance that yoga brings, but what we've been seeing recently is that, with some simple modifications, the ancient practice can help young children develop focus, motor skills, balance, and self-confidence with a wide range of emotional resilience and social skills.

Children learn through play and they are constantly seeking unique experiences for learning. This is one of the reasons we now see so many early education and care centres offering extracurricular programs, as well as indoor and outdoor spaces specifically designed for children to explore. One activity that is now trending amongst services all around Australia is yoga – and there are many benefits to it.

Not only deep stretches and flows

Yoga programs for children are usually more animated and expressive than adult yoga, and children are encouraged to have fun. It's all about giving children an opportunity to develop balance, strength, and coordination in a playful environment. Programs usually involve storytelling, music, games and props to engage the little ones both physically and mentally.

Breathing exercises where children pretend to be balloons, bubbles, or even a washing machine teach them body awareness and concentration, all while having fun. Yoga also allows children to make the most of their distinctive flexibility, and poses are selected to encourage risk-taking and trust, trust in their own strength and ability. They show children how much they can achieve when they focus their mind on one task at a time.

Emotional Intelligence and Resilience

Yoga creates a special experience for children. By weaving together imagination with relaxation and visualisations, children learn how to relax. This improves their listening skills and taps into their ability to perform academically with their reading and writing and with artistic flair as their imagination expands.

Children also learn to connect with each other, through the practice of acknowledgement and gratefulness that is fundamental to the teaching of yoga. They love the simple greeting of Namaste as they start and finish the session on their mats.

Yoga teaches children to remain present instead of thinking about what might happen next. It teaches them to be aware of their feelings and emotions and learn self-soothing techniques that help deal with stress in a healthy way. By understanding their feelings and learning to manage them, children have better relationships and leave their yoga class feeling happy and content.

Stress-free Option for Parents and Management

While the benefits of yoga for children are undeniable, working parents don't always have time to take their little ones to yoga classes or play groups, which is why offering a yoga program at your service is such a great selling point.

But you don't need to do it inhouse – there are providers, like Early Start Programs, that offer extracurricular activities such as yoga as incursion programs at early education and care centres – and they take care of all logistics, staffing and paper work for you, so your workload stays the same.

"My 2 and 4-year-olds come home and tell their grandad how to place his feet and legs and say to him: 'you need to say namaste!' They love the yoga sessions, it is very cute seeing them do it at home." – Current family whose children attend a centre offering Fun Key Yoga.

To learn more about Early Start Programs – music, sports, fitness, yoga and foreign language programs, visit our website on www.earlystartprograms.com.au.



CHILDS PLAY & ACTIVITY CORNER

Asparagus macaroni cheese

Macaroni and cheese is always a crowd pleaser. So try this healthier version of a family favourite that includes fresh asparagus and a crumble topping that will be deliciously crunchy when it comes out of the oven

Notes:

Don't be tempted to leave your sauce while it's cooking – it needs to be stirred continuously to avoid lumps. Because asparagus spears are so delicate, they only need to be lightly steamed before being added to the macaroni mixture. The heat from the sauce and the 30 minutes in the oven will do the rest of the cooking for you.



Ingredients

- 1 tbsp margarine
- 1 medium onion, finely chopped
- 3 tbsp plain flour
- 2 cups Sanitarium So Good soymilk
- ½ cup grated reduced-fat cheese
- ¼ tsp salt
- 3 cups cooked macaroni
- 1 bunch fresh asparagus spears, steamed and chopped
- Crumble3 Sanitarium Weet-Bix Kids, crushed
- ¼ cup grated reduced-fat cheese
- 1 tbsp margarine, melted

Method

1. Melt margarine in saucepan and sauté onion until soft.
2. Stir through flour and cook for 1 minute.
3. Remove from heat and gradually add So Good.
4. Return to heat and stir over medium heat until sauce boils and thickens.
5. Add cheese, salt, cooked macaroni and asparagus. Mix well.
6. Spoon mixture into a lightly greased ovenproof dish.
7. Combine crumble ingredients and sprinkle over top. Bake in a moderate oven, 180C, for 30 minutes or until golden brown.

Autumn Leaf Suncatchers

You will need:

Paper plates, Sticky back plastic (contact paper), Scissors, Paints in autumn colours, Leaves, String, Sticky tape or something to attach from a window

Method:

1. Firstly, cut out the middle of the plate for the children as it's a bit tricky to master for little hands. Set out with some paints and brushes and leave the Little Tots to decorate.
2. Next, go on a walk to collect the leaves whilst the paint is drying.
3. The next step is to cut out a circle of sticky back plastic (contact paper) slightly larger than the hole in the middle of the plate. Peel off the backing and stick to the plates so the sticky side is on the back of the plate.
4. Flip the plate over and let the Little Tots arrange their leaves sticking them to the plastic. Once finished, attach some string and stick tape to hang from your window and await the sun to come through.



Centre sale to childcare corporate group exceeds client's asking price by 30%



Have you thought about selling to a large childcare group?

Tossing up about the value of using an experienced childcare broker? John, Managing Director of a group of five centres did and Childcare Concepts far exceeded his expectations.

This family owned and operated group of centres with over 20 years of servicing their local communities recently worked with leading childcare brokerage service, Childcare Concepts to gain a result that exceeded expectations!

In order to consolidate the group's offerings and provide the highest standard of quality care it was decided to sell one centre that was outside the group's core catchment area to improve efficiencies and level of service to current families. With this in mind John approached a leading childcare corporate to seek a realistic offer but with limited success. To

maximise return John approached Phillip Malek of Childcare Concepts to seek his advice on price and contract time given Phillip's extensive experience in selling to large corporate groups.

Phillip was able to review the Centre's Profit and Loss and financial position to maximise the Centre's saleability and negotiate with not only one large corporate but two leading childcare corporate groups.

Through Phillip's guidance and expert negotiations during the negotiation period over several months with two interested parties John was able to gain a selling price that far exceeded his expectations.

Contact Childcare Concepts and ask us about:

- Free centre appraisals
- How we can exceed your asking price
- Our latest listings including freehold, leasehold and greenfield sites in NSW & QLD
- Location sourcing and development approvals
- Our extensive purchaser networks and marketing campaigns
- Regular Childcare Business Matters workshops.

Talk to Phillip Malek today for a confidential discussion about selling your centre and exceeding your expectations.

childcare
concepts

For further information contact Phillip Malek:

☎ 0423 754 855

✉ phillip@childcareconcepts.com.au

🌐 childcareconcepts.com.au

Congratulations!

January

No matter what time of the year, playing with water can be great fun for our little people and a great way to learn. Whether it's out in the yard with the hose, in the bath, paddle pools, riverbeds or down at the beach, playful involvement with water is a fun and healthy activity for kids.

Educators at 3 Bears acknowledge the benefits of water play and the important role they themselves play to ensure children establish healthy sun protection habits during the early years, by using "Cozzie day" as a platform to promote and model these healthy core elements and standards.

"Cozzie Day" opened a path for playfulness, an invitation for play and opportunity for fun interactions between our Educators and the children through group participation.



February

February the month of LOVE!
But what is meant by LOVE?



"Unconditional comfortable feelings of trust, someone to count on"

At 3 bears our aim for this month's competition category was to share the LOVE of learning, by providing beautiful learning opportunities for our amazing children that provide opportunities to explore affection, friendship, and charity.

As it was the day of LOVE (Valentine's Day).

In sharing our day with you we thought we would start with our passionate Educators, who set up some inspirational invitations of LOVE. Based around the theme of Valentine's Day and Support for Heart Kids Day, our curious little learners made cakes and sweets to be sold at our charitable stall as well as cards of LOVE and support for the children with heart disease, which we organised through the help of heart kids- and their family support group, to be personally delivered to those in need of LOVE, at the Westmead children's hospital.

Again drawing on what the children LOVE, we encouraged group participation of our families to become involved, by donating sweets for our stall, by calling out for all Master Chefs. Our Master Chef competition called for our families to send in photos of them and the children engaged in fun and learning while baking. The winning photo received a voucher from a local restaurant to enjoy with LOVE ones.

Wearing Red on Valentine's Day was encouraged and as a result of everyone's group mindfulness a wondrous \$137.00 was gifted to Heart Kids from 3 Bears.

We believe at 3 Bears that children should also be taught through their heart and soul, if they are going to LOVE to learn and as a result of ACA's 2018 Calendar completion we were all given the power and opportunity to bring magic!

ACA NSW CALENDAR

2018 Calendar



1300 556 330 | www.childcarealliance.org.au

ACA NSW is excited to introduce a fun and exciting competition running from January 2018 through to September 2018.

For every month we have selected one day to encourage fun and learning through group participation

Best entry wins a prize and will qualify as a finalist in the ACA NSW Calendar Incentive category, to be presented at the Early Childhood Education Week Gala night on 27 October 2018

25 Jan - Aussie Cozzie Day

Feeling mischievous? Aussie Cozzie Day gives you an excuse to get out your swimming costumes, splash your friends and have some fun with water based activities. Don't forget to be sun safe!

14 Feb - Valentine's Day

February is the month of love, Valentine's Day and also home to Heart Kids Sweetheart Day. Support Heart Kids on 14th February 2018 and get together to help fund vital support and life-changing medical research into childhood heart disease.

2 March - World Wildlife Day

The World is full of amazing creatures from every possible medium. World Wildlife Day is a day to remind us of our responsibilities to our world; and the lifeforms we share it with.

3 April - International Children's Book Day

Since 1967, on or around Hans Christian Andersen's birthday, 2 April, International Children's Book Day (ICBD) is celebrated to inspire a love of reading and to call attention to children's books.

18 May - Walk safely to school Day

Now in its 19th year, National Walk Safely to School Day (WSTSD) is an annual event when all children will be encouraged to walk and commute safely to school. It is a Community Event seeking to promote Road Safety, Health and the Environment.

21 June - World Music Day

Also known as the 'Fête de la Musique'. The festival has become an international phenomenon, celebrated on the same day in more than 700 cities in 120 countries, bringing people from all over to rejoice and celebrate everything music. Have your own mini music festival, celebrate all things musical or even create some music of your own

10 July - Teddy Bear Picnic day

It's a wonderful day for a stroll in the woods! Grab your favourite stuffed toy, a hamper of goodies, and set off for Teddy Bear Picnic Day! Why not arrange an outing with friends and family, or even your own garden and enjoy the summer sun, fun and games, with your favourite toys.

3 Aug - Munch & Move day

Munch & Move is NSW Health initiative that supports the healthy development of children birth to 5 years by promoting physical activity, healthy eating and reduced small screen time. Make something healthy to eat and have the children help, implement a fun, play-based approach to supporting healthy eating and physical activity habits in young children.

19 Sept - Cupcakes 4 A Cure

Support childhood cancer research.

Sell your fresh baked cupcakes at a morning or afternoon tea at your school, workplace or just between friends to raise funds for the bold research needed to find better treatments and ultimately a cure for childhood cancer. As a Cupcakes 4 A Cure host, you will receive a pack including fundraising tips, collection box, poster and balloons to help promote your day.

How to Enter: We want to know how you spent the day. Take some photos and send your best pic with a 300 max word description of the activities your service participated in. Send your e-mail to nsw@childcarealliance.org.au. **Monthly winners will be contacted via phone at the end of each month.**



Notice Board

E-mail us at
nsw@childcarealliance.org.au
if you would like to place an
advertisement for next Nurture
Nook edition!

ACA NSW CALENDAR 2018

Jan-18

Executive Meeting	16-Jan-18
Ozzie Cozzie Day	25-Jan-18

Feb-18

Valentines Day - wear red	14-Feb-18
2018 CCS Changes meeting (Blacktown)	19-Feb-18
2018 CCS Changes meeting (Wollongong)	21-Feb-18
Wheels on the Bus Tour	24-Feb-18
Executive Meeting	26-Feb-18

Mar-18

World Wildlife Day	2-Mar-18
Network Meeting	5-Mar-18
Office of the Children of the Guardian	7-Mar-18
Industry Network Evening	14-Mar-18
Network Meeting	19-Mar-18
Executive Meeting	26-Mar-18

Apr-18

International Childrens Book Day	3-Apr-18
Network Meeting	9-Apr-18
IEC Symposuim	20-22 April 2018
Network Meeting	23-Apr-18
Executive Meeting	30-Apr-18

May-18

Network Meeting	7-May-18
Walk Safely To School Day	18-May-18
Network Meeting	21-May-18
Executive Meeting	28-May-18

Jun-18

Network Meeting	4-Jun-18
Network Meeting	18-Jun-18
World Music Day	21-Jun-18
Executive Meeting	25-Jun-18

Jul-18

Network Meeting	9-Jul-18
Teddy Bear Picnic Day	10-Jul-18
Network Meeting	23-Jul-18
Early Education Week	23-27 Jul 2018
Executive Meeting	30-Jul-18

Aug-18

Munch & Move Day	3-Aug-18
Network Meeting	6-Aug-18
Network Meeting	20-Aug-18
Executive Meeting	27-Aug-18

Sep-18

Wheels on the Bus Tour	1-Sep-18
Network Meeting	3-Sep-18
New Owners Night	12-Sep-18
Network Meeting	17-Sep-18
Cupcake 4 A cure	19-Sep-18
Executive Meeting	24-Sep-18

Oct-18

Network Meeting	8-Oct-18
Network Meeting	22-Oct-18
ECEW Gala Evening	27-Oct-18
Executive Meeting	29-Oct-18

Nov-18

Network Meeting	5-Nov-18
Network Meeting	19-Nov-18
Executive Meeting	28-Nov-18
ACA NSW AGM	TBC

Dec-18

Christmas	25-Dec-18
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Australian Childcare Alliance
New South Wales



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Member Plus
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Member Associate
\$420.00 ex GST

Top Reasons to be a Member

1. Advocacy & Lobbying

The Australian Childcare Alliance (ACA) NSW takes a proactive role in policy matters as well as public and political advocacy. We have made and presented submissions to the Federal and NSW Parliaments and Governments, ACCC, Productivity Commission, Fair Work Commission on sector matters, and collaborate with other peak bodies where the impact of government proposals would have an overall adverse effect on our members and the early childhood education sector.

2. Industrial Representation

The ACA NSW is the only organisation that NSW centre providers can become a member of that will represent centre Providers in the Fair Work Commission (FWC). While we all would love to pay our wonderful educators more money, we all know that the parents would not be able to afford the fees necessary to cover the cost of huge pay rises. Currently United Voice and the Independent Education Union have a claim lodged in the FWC for pay rises in the order of 39%-72% for your educators. If your business would not be able to sustain pay rises of this magnitude, join ACA NSW now.

3. Member Support

Whether it is for help understanding the regulations, information on grants and funding programmes, staff issues, policy development, assessment & rating, general business advice, or dispute resolution, our Member Support Officers and staff have years of practical experience to share.

4. Modern Awards and Wage Rates

ACA NSW's Member Support Officers can assist members with information/clarification relating to the sector's Modern Awards as well as current wage rates as deemed by the Fair Work Commission.

5. Free Legal & Industrial Advice

Should you need specialist advice, members can access up to 15 minutes free legal advice as well as up to 45 minutes free industrial relations advice, with discounted rates applying thereafter.

6. Industry Publications

ACA NSW Members receive Nurture Nook and the Belonging magazines, respectively containing sector information and insights that cover early childhood education development, sector issues, future business forecasts, and special/relevant supplier-related offerings.

7. Free Policies

ACA NSW members can access the templates to all mandatory policies in order to achieve minimum compliance with Regulation 168. These policy templates are up-dated regularly to ensure they are best-of-class and reflect any changes made to relevant legislation and/or regulations

8. Member-only Access

ACA NSW Members are each issued their unique usernames and passwords so that they can access Members-Only information on ACA NSW's website.

9. Email & SMS Broadcasts

ACA NSW Members receive regular e-mail broadcasts including The Weekly Update, From the President and Member Alerts. Members will also receive Red Alerts by e-mail and SMS only when issues arise that are urgent and important for your attention.

10. Network Meetings

ACA NSW conducts a minimum of 20 Network Meetings per year where members are briefed on pressing issues of the day and forums for discussion are held. Network Meetings are also held on-line in interactive webinar format particularly for regional/rural members as well as those unable to attend daytime sessions.

11. Discounted Training & Events

ACA NSW members are offered discounted offerings to its professional development sessions and events. These include to key events including Early Childhood Education Week & Awards (formerly Childcare Week), NSW Annual Conference, Wheels on the Bus Tours, and New Owners and New Investors Briefing Nights.

12. Voting Rights

Under the ACA NSW Constitution, financial members under Member Classic and Member Plus have voting rights at Annual General Meetings, Special General Meetings and General Meetings, as requested by the ACA NSW Executive Committee.

13. Additional Policies, Forms & Documents

In addition to the Regulation 168 policy templates, ACA NSW's Member Plus offers access to over 150 template policies, agreements, HR forms and checklists that can be useful to your childcare service. These templates are updated by specialists, and reflect any changes to legislation and/or regulations. [Member Plus only]

For more information and membership enquiries, please call 1300 556 330,
e-mail to nsw@childcarealliance.org.au or visit www.nsw.childcarealliance.org.au.

The above are subject to the Constitution of the Australian Childcare Alliance NSW. Prices are correct as of 1 July 2017 and are for 12 months membership subscriptions. Any bank/financial fees and charges relating to the transaction will be passed on.

CODE OF ETHICS



For members of Australian Childcare Alliance New South Wales

As a member of Australian Childcare Alliance New South Wales, we will always ensure to act in a proper manner in our relationships with our children, families, employees, our fellow members and with the community.



- To provide a caring, well equipped environment where a child may develop physically, intellectually, emotionally, socially, and culturally
- To provide security and maintain privacy for families and children's confidential information, records, documents and programs
- To promote relationships with families of children enrolled at the service that welcome families' involvement and participation in the service
- To provide a safe and healthy work place, ensure correct entitlements are paid, respect the rights and dignity of employees and ensure equal opportunity for all parties
- To work continuously to improve employees' professional development, knowledge sharing and information exchange
- To acquaint employees with the Code of Ethics
- To maintain a high standard of professional conduct and service and to ensure continuing improvement of standards
- To respect other members' rights to compete in the market place
- To contribute to the development of positive community attitudes towards children's services and early childhood professionals by fulfilling its responsibilities to the communities which it serves, as well as the broader community of our society
- To work collaboratively with regulatory and other agencies to promote excellence and best practice within member services

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	1300 720 353	www.steproducts.com.au
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