

JIGSAW

THE MAGAZINE OF FAMILY DAY CARE AUSTRALIA



Family day care election commitments

WHAT MEMBERS WANT FROM THE NEXT AUSTRALIAN GOVERNMENT

2021 Excellence in Family Day Care Awards UPDATE

Enriching children's language through family day care

Farewell to our 'daytime sister'

FDCA 2022 National Conference Update

Our journey to Excellence

ALSO INSIDE

- ★ FDCA Board update
- ★ Wellbeing and family day care with Be You
- ★ 2022 National Engagement Program launch
- ★ Giving children the best start in life through high quality early childhood education and care with ACECQA
- ★ Building the foundations for mental health confidence and capacity
- ★ Business Insights
- ★ Story time
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Published by Family Day Care Australia (FDCA)
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 ABN: 93 094 436 021
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 Editor: Matt Asmanas
 Advertising: FDCA Marketing
 Graphic design: 2MI Design
 Printer: Kwik Kopy Gosford
 ISSN 13263528

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The material published in the magazine will aim to be inclusive of all participants of the Australian family day care program (including children) wherever they live, regardless of their gender, class, culture or nature of any disability. The magazine will not publish material which runs counter to the wellbeing and equal valuing of all children, their families and those who work with them. All unattributed articles will reflect FDCA's broad policy. As far as possible the language will be non technical. The final decision about inclusion of any article will be made by the Editorial Board. As there are differing descriptors used for the direct service provider, the generic term 'educator' will be substituted in every case.

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A word from the ceo

Welcome to the Summer Edition of JiGSAW magazine.

Another year has flown by and what a year it's been.

2021 has not been without its challenges, but again I am heartened and extremely proud of the sector's resilience and your unwavering commitment to supporting children, families and communities across Australia.

Inside this edition of JiGSAW we continue to celebrate the 10th anniversary of FDCA's Excellence in Family Day Care Awards by showcasing our Regional Educator Winners, Star Award Winners and National Finalists, as we move towards the Awards Gala Dinner in Canberra where our National Winners will be announced. You can find a full list of our 2021 Award Winners on pages 15 and 16.

On the subject of Excellence, inside we are honoured to share the story of Choices Family Day Care being awarded the coveted Excellence rating. The Queensland based service, now in its 10th year of operations, was the 2020 national service winner of FDCA's Excellence in Family Day Care Awards, and in achieving the excellence rating takes up the mantle from only a handful of family day care services before them to have achieved this prestigious acknowledgment.

As we approach a federal election, we share with you FDCA's Election Policy Commitments for the family day care sector. Informed by your feedback, we are calling on each of the major parties to commit to a number of important policy positions that will enhance the long-term viability and strength of family day care. We will keep our members informed over the coming months as responses are received.

Our investment into professional development and networking is a major feature of this edition, with the opening of registrations for our 2022 National Engagement Program and the re-opening of ticket sales for the 2022 National Conference. You can read more about these exciting events and how you can get involved on pages 7 and 8.

I encourage everyone to read some wonderful personal stories from our members in this edition. We feature several stories about educators, services and service staff that are making and have made amazing contributions to the family day care sector.

We are excited to welcome Cathy Bavage to the Board of FDCA. Cathy is a well-known and highly respected leader in the family day care community; inside you can read a brief profile on this new addition to our extremely talented and dedicated Board of Directors. This edition also contains important updates on the state of the sector, as well as features from regular contributors such as ACECQA, Be You and Everymind.

As we move closer to the end of 2021, I wish you and your loved ones a healthy and happy holiday season and all the best for the new year.

Andrew Paterson
 Chief Executive Officer
 Family Day Care Australia



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Latest Child Care in Australia report released

The latest quarterly Child Care in Australia report was recently released by the Department of Education. The report presents information about the early childhood and care sector for the March 2021 quarter, including child care usage, services, fees and subsidies in Australia. The report for the March quarter 2021 shows that:

13,589	1,317,010	26.2h	\$10.25	26.5%
<ul style="list-style-type: none"> 13,589 approved child care services operated in Australia during that quarter, comprising: <ul style="list-style-type: none"> - 8,504 Centre Based Day Care (CBDC) services (62.5 % of all services) - 430 Family Day Care services (3.2%) - 4,578 Outside School Hours Care (OSHC) services (33.7 per cent). 	<ul style="list-style-type: none"> 1,317,010 children attended Subsidy approved child care in the March 2021 quarter and were eligible for Child Care Subsidy. Of these <ul style="list-style-type: none"> - 816,880 or 62 % attended CBDC - 94,710 children, or 7.2 %, attended family day care - 468,190 or 36% attended OSHC. 	<ul style="list-style-type: none"> Average weekly hours spent in child care per child across all service types during the March 2021 quarter was 26.2 hours, with hours spent in family day care 24.9 hours. This compares to 31 hours for CBDC services. 	<ul style="list-style-type: none"> The average hourly fee across all care types (excluding In-home care) was \$10.25, with the average hourly fee for family day care sitting at \$10.80. This compares to \$10.65 for CBDC and \$ 7.50 for OSHC. 	<ul style="list-style-type: none"> Over 1 in 4 (26.5%) family day care services charged above the cap of \$11.30 in the March 2021 quarter, compared to 13.8% of CBDC services and 12.3% of OSHC services.

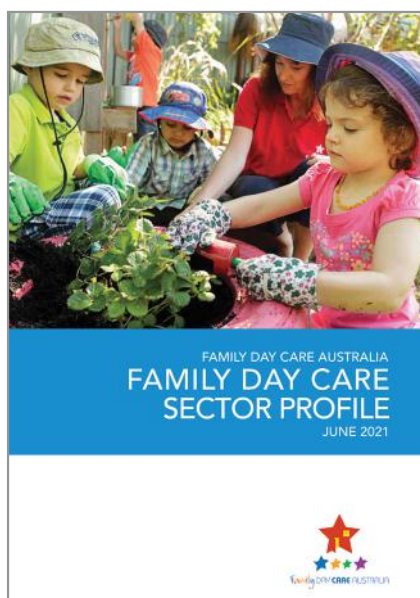
To view the full report, visit the Australian Government Department of Education, Skills and Employment website at www.dese.gov.au.

Latest FDCA Family Day Care Sector Profile report released

The FDCA June 2021 Family Day Care Sector Profile is now available online. This biannual report provides an analysis of the family day care sector, drawing on service data from the Australian Government Child Care Finder, FDCA internal member data as well as data from the Australian Children's Education and Care Quality Authority (ACECQA) and the Australian Bureau of Statistics (ABS).

The latest edition of the sector profile report focuses primarily on the first six months of 2021. Key points include:

- As of 30 June 2021, the total number of family day care services nationally was 429 and FDCA educator members totaled 10,878. This represents a 7.5% decline nationally in service numbers and a 4.3% decrease nationally in numbers of educators over the six months to June 2021.
- Almost half (48.1%) of all educators nationally fall between the ages of 40 and 54.



- Almost a quarter (23.8%) of family day care educators continue to reside in areas of highest socio-economic disadvantage (levels 1 and 2 as defined by the ABS), and just over half (53.6%) of all educators are located within deciles 1-5.

These proportions have not altered markedly over the years.

- Based on ACECQA's quality rating data, as of 30 June 2021, an increasing majority of family day care services (57%) hold a ranking of Meeting NQS or above, up 5 percentage points since the last sector profile report in December 2020 (52%), evidence of continuous improvement over time in the sector.

You can access the June 2021 FDCA Family Day Care Sector Profile report at www.familydaycare.com.au/representing-you/sector-profile.

FDCA distributes its FDCA Family Day Care Sector Profile reports to key stakeholders including federal and state Ministers for Education, relevant federal and state Departmental contacts as well as academics in the field.

25 wonderful years FOR ANASTAZIJA

Anastazija has been caring and educating young children in the Illawarra area for the past 25 years.

In October, Anastazija reached 25 five years as a much-loved educator for Illawarra Family Day Care (IFDC). Her career has been supported by her husband Adolf and her two sons Daniel (30yrs) and Tim (25yrs).

Anastazija's family needed a second income, but with her family living overseas, she didn't want to be away from her boys. She wanted to spend all her time with them. A friend of her husband worked as an educator with IFDC and passed on the service's phone number. She made the phone call and soon after the Nominated Supervisor, Kath, came to inspect the premises. Anastazija recalls being very nervous and embarrassed because her children played up a little.

She completed an orientation, first aid course and underwent a police check. It was 1996 when Anastazija first opened her door to the children of the Illawarra, working and living from her mother-in-law's home in Unanderra, NSW.

It was quite the adjustment for Anastazija's two children. Her oldest Daniel was four and Tim was only 10-months old. In total Anastazija cared for five children and remembers those initial months as very hard. Tim was very jealous and didn't like to share mum with the other children.

As the years went on Anastazija fell more and more in love with

her role as an educator. Her career in family day care has left her feeling very grateful and lucky. It has provided her the balance to be a mother and educator, giving her the best of both worlds. She is grateful that she was able to see her boys off to school in the morning and be there for them in the afternoons.

Anastazija continued to work from her mother-in-law's home for eleven years before moving into her own place, where she has spent the last 14 years. During these years, Anastazija recalls having many memorable moments, but one she holds close to her heart is a child who started with her at nine-months. She cared for him until he started school and then provided him with vacation care. One night she received a phone call from him, asking her to go to his year twelve formal. This moment was so special, it brought Anastazija to tears, unfortunately she was not able to attend.

Over the years, there has been a lot of changes to the industry such as qualifications, programs, journals and moving to online platforms. But one thing that remains the same is the

dedication, passion and commitment that Anastazija brings to family day care. She has always shared her culture within her family day care with celebrations and homemade traditional Slovenian sweet treats. These of course have been very popular with coordinators visits!

Despite her own children growing up, Anastazija has continued to fall more in love with her job. There is always a funny story and laughter coming from her home. It is undeniable the joy the children bring to Anastazija. Many of the children Anastazija has cared for have grown up, however the bond still continues with many of children remaining in contact and visiting her. Possibly in the near future she maybe caring for the next generation of the children she has cared for. She is a wonderful asset and a positive role model for all family day care educators.

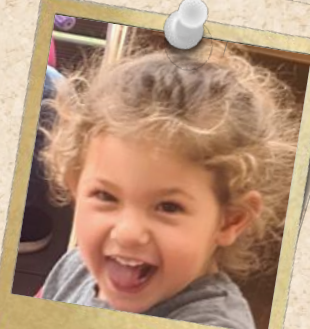
Thank you to Illawarra Family Day Care for sharing this wonderful story.



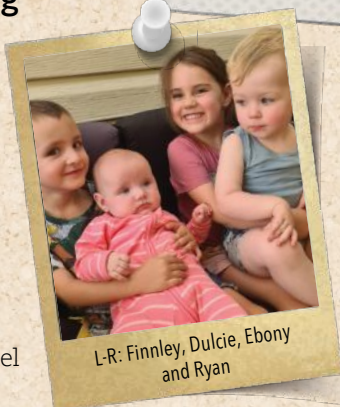
Anastazija pictured above and surrounded by several of her family day care children.



L-R: Mia, Kairo, Ebony and Finnley



Jye



L-R: Finnley, Dulcie, Ebony and Ryan



Finn



Ryan

New project to improve engagement with Culturally and Linguistically Diverse members



FDCA is aware that a significant proportion of our family day care educator and service members are from Culturally and Linguistically Diverse (CALD) backgrounds. In order to ensure the needs of these members are considered and taken into account in our engagement, member support and advocacy work, FDCA will soon initiate a project to assist us to identify and better understand the key issues facing members from a CALD background, including potential challenges to recruiting new educators or meeting professional development needs.

The outcomes of this project will specifically complement FDCA's new "Your Business, Their Future" Recruitment Program, which launched recently, and will also inform a broad range of additional FDCA initiatives by ensuring that the diverse needs of our membership are appropriately addressed.

Our new CALD Member Engagement project will establish a new time-limited FDCA Advisory Committee to gain insights from current educator and service members with a view to ultimately making

recommendations to the FDCA Management and Executive teams. FDCA has developed the terms of reference for this new Advisory Committee and has issued an expression of interest for members, so be sure to respond if you're interested in contributing!

This project is part FDCA's ongoing commitment to produce practical resources for our members that assist in strengthening pedagogical and operational practice and performance.

FDCA Board Update

FDCA is pleased to announce a change to our Board of Directors.

In November, Cathy Bavage, Service Manager of Wynnum Family Day Care and Education Service was appointed to the FDCA Board of Directors after being appointed to the FDCA Board of Directors following a casual vacancy.

Cathy has worked in the not-for-profit early childhood sector since 1986, the majority of this time leading a team of dedicated educators and the coordination unit team as Service Manager of Wynnum Family Day Care and Education Service.

During this time, the service was



awarded the inaugural National Coordination Unit of the Year 2013, Queensland Coordination Unit of the Year 2014, Perpetual Star Awards in 2017 (service) and 2019 (coordinator) and was inducted into the Family Day Care Australia Hall of Fame in 2018.

Cathy led the extended Wynnum team through an ongoing commitment to high quality service delivery, resulting in Wynnum Family Day Care and Education Service being awarded the prestigious Excellence rating twice through ACECQA, in 2013-2016 and 2016-2019, the first family

day care service to achieve this rating.

Cathy has extensive governance experience and was Committee Member and Chair of Audit Committee Residential Tenancies Authority. She holds an Advanced Diploma of Children's Services, Diploma of Business, Diploma of Business (HR), and Certificate IV TAE.

Cathy reflects on her move from the child protection sector, believing her longevity in family day care is driven by supporting children and families in their formative early years, setting the scene for ongoing success.

Cathy replaces Marina Bultjens who recently stepped down from the FDCA Board. FDCA would like to thank Marina for her service on the Board.

Associations

Family Day Care Educators' Associations

State family day care educators' associations represent educators and provide a range of member-based services, including advice, training, resources and assistance to educator members. Executive committee representatives work in a voluntary capacity to support fellow educators to provide quality home-based child care services.

Family Day Care Associations

State family day care associations provide a range of member-based services including advice, training, resources and assistance to members. This support strengthens services and assists staff in their vital role of providing effective support services to educators and families. The association works actively to promote family day care within their respective states.

Each association operates independently of FDCA.

New South Wales

- Family Day Care Educators' Association NSW Inc
0490 776 339
www.fdceducatorsnsw.com.au
- NSW Family Day Care Association
02 9779 9999
www.nswfdc.org.au

Tasmania

- Family Day Care Council of Tasmania Inc.
0439 307 273

South Australia

- Family Day Care Educators' Association of South Australia
0418 831 433
www.fdcassocsa.com.au

Western Australia

- Family Day Care Educators' Association, Western Australia, Inc.
08 9255 5290
- Family Day Care WA
08 9251 5777
www.familydaycarewa.com.au

Northern Territory

- Alice Springs Carers' Support Group
08 8952 2906

Queensland

- Family Day Care Association Queensland Inc.
07 3399 3737
www.fdcqld.org

Registrations open for 2022 FDCA

NATIONAL ENGAGEMENT PROGRAM FORUMS

SECTOR UPDATES

PROFESSIONAL DEVELOPMENT SESSIONS

NETWORKING LUNCH INCLUDED

PRIORITY ACCESS FOR FDCA MEMBERS

FDCA is excited to announce that our National Engagement Program is back for 2022 and registrations are now open.

Helping our members access premium professional development and learning, while providing opportunities to network with fellow family day care professionals and discuss the issues that matter to them, is an important part of the work that we do as your national peak body. Through the National Engagement Program, we're proud to continue our investment into this important initiative.

Joining representatives from FDCA will be Red Nose Australia and Australian Child Care Career Options (ACCCO). Red Nose Australia will deliver a "Safe sleeping for family day care" workshop, with ACCCO facilitating a session on "Child Protection: a family day care focused approach".

Both workshops will have an emphasis on the role of services and educators, providing valuable insights for all participants and a holistic approach to child safety. This ticks an important box in terms of assisting services and educators to meet both their professional development obligations under Element 7.2.3 of the NQS, and their child safety and child protection obligations under Standard 2.2 and Element 2.2.3. Attendees will receive a certificate for each workshop in acknowledgement of the learning experience.

Refreshments across the day and an official Networking Lunch will also

LOCATION	DATE
CANBERRA	26 FEB 2022
SYDNEY	12 MAR 2022
MELBOURNE	26 MAR 2022
BRISBANE	7 MAY 2022
ADELAIDE	4 JUNE 2022
PERTH	25 JUNE 2022

be included, alongside an exclusive presentation from FDCA on our 2021-2022 Member Initiatives.

Tickets for the 2022 National Engagement Program have been heavily subsidised for members and are available to purchase for just \$15 (\$75 for non-members).

Capacity across each event is strictly limited, so make you secure your registration as quickly as possible.

We're also giving away two FDCA 2022 National Conference tickets at each forum. Register to go into the draw to win!

To register, access a full listing of forum locations and date and to find out more, visit www.familydaycare.com.au/nep.

HOBART
2022

Make the FDCA 2022 National Conference your great escape!

It is with much excitement that FDCA can announce that tickets are again available for the FDCA 2022 National Conference.

Despite the many obstacles that have tried to get in the way of the FDCA National Conference, we are pleased to advise members that full conference registration tickets are once again available via one-off payments and payment plans.

Six-month payment plans are available exclusively to FDCA members in order to make it easier for member to purchase their FDCA 2022 National Conference ticket via six instalments.

We know that as we all begin to get back to a COVID-normal life, many members can't wait for the chance to network and access high quality professional development in a face-to-face environment, and as your national peak, we're excited to be able to host the FDCA 2022 National Conference as an opportunity for this.

To secure your ticket to the FDCA 2022 National Conference, visit www.fdca.com.au/conference.

Reconnect with old friends and make new ones

We all know it's been too long since we've been able to connect in person.

The FDCA 2022 National Conference is a one-of-a-kind opportunity to catch up with old friends and form new ones with colleagues from all-across Australia.

You'll also have the chance to network with representatives from FDCA and participate in discussions that will shape the future of the sector.

Make Tasmania your great escape in 2022!

The FDCA 2022 National Conference is not only a first-class professional development and networking event; it's your great escape to world class cuisine and pristine wildlife.

Join us for some well-deserved "me time" and soak in the dramatic and curious wonders of Tasmania!

i Want to find out more about the FDCA 2022 National Conference?

To find out more about the FDCA 2022 National Conference, visit www.fdca.com.au/conference.

Our conference line-up remains unchanged

The great news is that despite the new conference date, our first-class conference line-up and program has not changed. Conference delegates will still be treated to a star-studded line-up of keynote speakers that includes Maggie Dent, Jay Laga'aia and Professor Linda Harrison, along with 24 outstanding workshops to choose from.

We're also pleased to announce that Leanne McLean, Tasmania's Commissioner for Children and Young People, will also be making an address at the conference.

The Commissioner was appointed Tasmania's Commissioner for Children and Young People in November 2018. Her role is to promote the rights and wellbeing of Tasmanian children and young people—including ensuring that their rights are considered and respected by adults when making decisions that may affect children.

More information on our amazing keynote line-up can be viewed at the conference website.



Maggie Dent



Professor Linda Harrison



Jay Laga'aia



Leanne McLean

ELECTION POLICY COMMITMENTS

FOR THE FAMILY DAY CARE SECTOR:

What members want from the next Australian Government

In October 2021, FDCA surveyed members on their views on issues relating to the family day care sector. Members from across Australia had their say by responding to the Election Commitments survey.

The survey questions were based on areas that have been flagged by members as priority areas over the past 18 months through various feedback mechanisms, alongside several priority areas proposed by FDCA with the intent of increasing viability, promoting growth and supporting educators and approved services to be appropriately remunerated for the important work they do.

Based on members' feedback, FDCA developed a set of election commitment requests to send to the major parties. Early in 2022, FDCA will provide members with the policy commitments of what the major parties are willing, or unwilling, to commit to, which will assist in informing members' decision at the next federal election

What are we asking for?

It is our unwavering and evidence-based position that through several simple and cost-effective targeted initiatives, the next Australian Government has the opportunity to increase capacity and grow the family day care sector to assist

in achieving a range of important objectives of government, those being to:

- increase economic security for women;
- enhance workforce participation;
- increase flexibility in and accessibility to early childhood education and care nationally; and
- strengthen economic growth in regional, rural and disadvantaged areas.

FDCA has requested that the major parties make the following election policy commitments.

1. AFFORDABILITY AND WOMEN'S WORKFORCE PARTICIPATION

Raise the hourly CCS fee cap rate for family day care in line with the calculation afforded to centre-based care services so that it more accurately reflects the cost of providing family day care.

2. WOMEN'S ECONOMIC SECURITY

Commit to the provision of a direct funding support program (an "Approved Service Engagement Payment") for family day care approved services to assist in the recruitment, induction and training of new family day care educators.

Commit to the provision of a direct funding support program (an "Educator Start-up Grant") for new family day care educators to assist in overcoming some of the financial barriers to entry into the sector in establishing their micro-business.

3. REGIONAL ECONOMIC DEVELOPMENT

Work with FDCA and the family day care sector to explore options to increase viability and incentivise family day care service growth in rural and remote areas.

4. FLEXIBILITY

Reform funding frameworks to reflect the higher costs of providing non-standard hours care through provision of an additional loading of 20% to the CCS fee cap for family day care undertaken in non-standard hours, overnights and weekends.

5. ECEC WORKFORCE SUPPORT

Work with FDCA and the family day care sector to implement specific strategies outlined in Focus Area 2 (Attraction and Retention) of the draft *National Children's Education and Care Workforce Strategy* to promote growth in the family day care sector nationally.

6. ACCESSIBILITY

Review the efficacy of the Inclusion Support Program (ISP) in supporting family day care services that care for children with additional needs, with specific attention given to utilisation by the family day care sector and take-up of the Inclusion Development Fund (IDF) Family Day Care (FDC) Top Up Payment.

1. AFFORDABILITY AND WOMEN'S WORKFORCE PARTICIPATION

COMMITMENT REQUEST 1

Raise the hourly CCS fee cap rate for family day care in line with the calculation afforded to centre-based care services so that it more accurately reflects the cost of providing family day care.

When the Government's Child Care Package was developed, the Child Care Subsidy (CCS) cap price for family day care was calculated differently than other service types.

The calculation that informs current cap rates was based on the projected mean fees at the time (2015) (post removal of top 5% of fees) and were increased by 5.75% for family day care and 17.5% for other service types.

However, FDCA maintains that the primary assumptions underpinning

the calculations leading to the current CCS fee cap rates for family day care are no longer applicable and are invalid. It is therefore imperative that the above rationale be abandoned and the hourly fee cap be restored to an appropriate level.

A much cleaner data set is now available showing that the average hourly rate for family day care is higher than that of the centre-based day care sector: \$10.80 as opposed to \$10.65.¹ FDCA contends that this represents a much more accurate picture of legitimate fee charging practices, and that the primary reasons for a comparatively higher mean fee in the family day care sector reflect that:

- overheads in family day care are on par with those of centre-based day care;
- family day care charges are significantly closer to actual usage;² and

- family day care is the primary ECEC option delivering non-standard hours care.

FDCA is urging the next Australian Government to invest in supporting the future viability of the family day care sector though the application of an appropriate formula for the calculation of the CCS hourly fee cap for family day care, that is, that which is applied to the centre-based day care fee cap calculation which would more adequately reflect the actual cost of standard hours family day care service provision.



SERVICES

100% support
94.4% rate vital/very important



EDUCATORS

96.9% support
96.9% rate vital/very important

2. WOMEN'S ECONOMIC SECURITY

COMMITMENT REQUEST 2A

Commit to the provision of a direct funding support program (an "Approved Service Engagement Payment") for family day care approved services to assist in the recruitment, induction and training of new family day care educators.

Due to the increased cost of compliance, business administration and a number of market restrictions specific to the family day care sector, many services report difficulties in the recruitment of new family day care educators.

Like centre-based ECEC approved services, family day care approved services must allocate significant resources in the recruitment, induction and training of new family day care educators entering the sector. However, unlike the centre-based care sector, which can be supported by programs that provide a wage subsidy to support businesses to take on new employees, there are no programs that directly support approved family day care services with the cost of engaging new family day care educator sole traders.

As such, FDCA is proposing that the next Australian Government initiate a program that provides specific support to the approved service whereby the service would receive

an incentive payment (an "Approved Service Engagement Payment") to assist in the allocation of resources to engaging, inducting and training new educators throughout their first 3-6 months.



SERVICES

93.9% support
91.9% rate vital/very important



EDUCATORS

92.4% support
71.4% rate vital/very important

1. Department of Education, Skills and Employment, Child Care in Australia report, March Quarter 2021

2. Baxter, J., Budinski, M., Carroll, M., Hand, K., Rogers, C., Smart, J., Bray, J.R., Gray, M., Blaxland, M., Katz, I., & Skattebol J. (2019) Child Care Package Evaluation: Early monitoring report. (Research Report). Melbourne: Australian Institute of Family Studies.

2. WOMEN'S ECONOMIC SECURITY continued

COMMITMENT REQUEST 2B

Commit to the provision of a direct funding support program (an "Educator Start-up Grant") for new family day care educators to assist in overcoming some of the financial barriers to entry into the sector in establishing their micro-business.

New family day care educators can face considerable costs in the establishment of their businesses in order to comply with regulatory standards and be appropriately equipped to run a family day care

business. This can act as a barrier for potential new entrants to the sector, which is problematic as the sector as a whole relies on new entrants for approved services to remain viable.

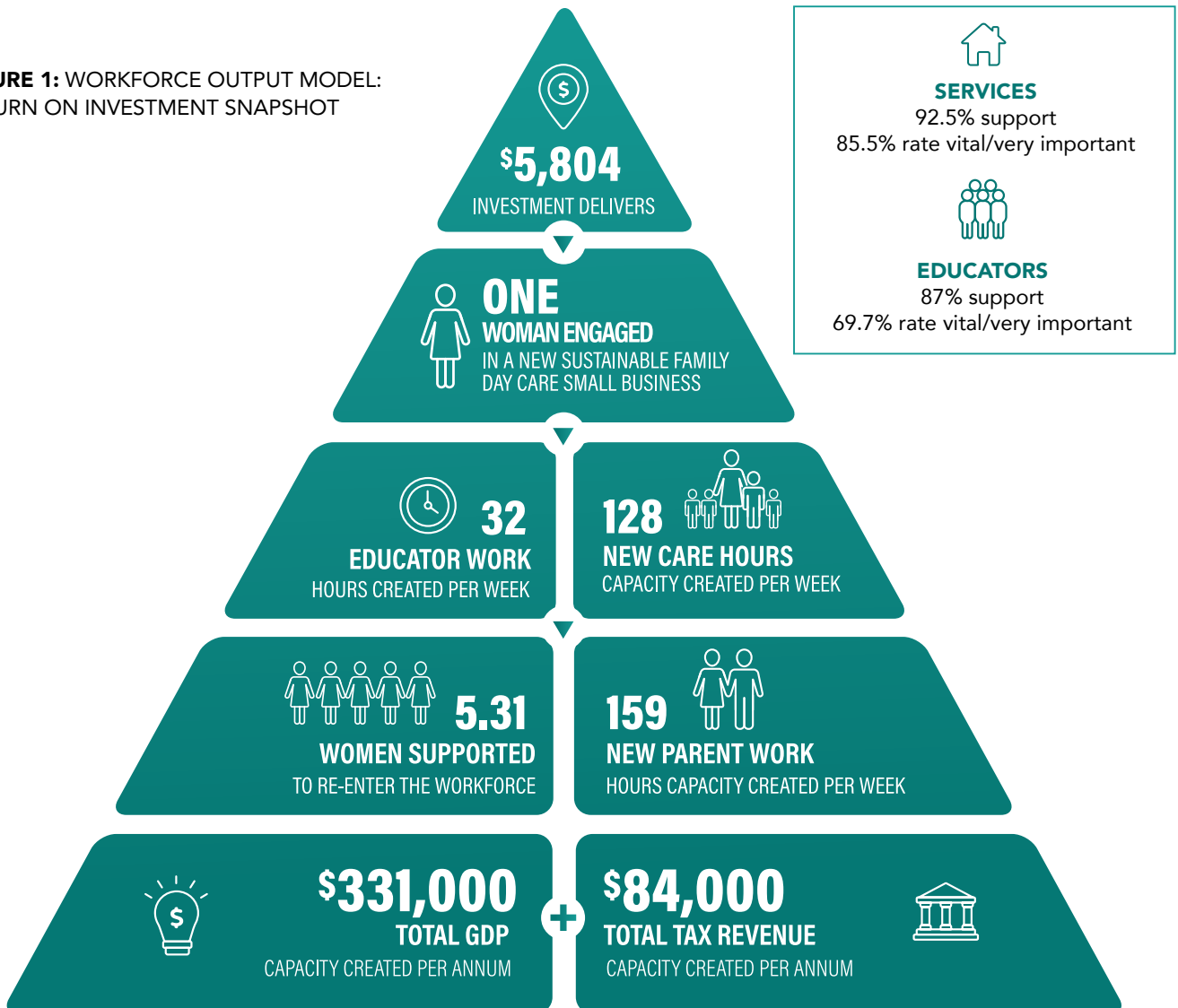
Support for the educator in the establishment and initial growth phase of their small business is a vital component in reactivating sector growth. As such, we are asking the next Australian Government to commit to initiating an "Educator Start-up Grant".

In exploring this concept, FDCA developed a "workforce output model" which was independently validated by Deloitte Australia.

Deloitte's Review of the Workforce Output Model report, it is evident that the proposed additional investment by Government into the sector through these proposed measures is a policy decision that makes sound economic sense, as it generates a significant return on investment per educator.

The Workforce Output Model: ROI Snapshot (Figure 1 below) provides a graphic summary of the return on investment of additional targeted funding programs for family day care through incentivising new educators to enter the sector and providing additional support to services to engage them.

FIGURE 1: WORKFORCE OUTPUT MODEL: RETURN ON INVESTMENT SNAPSHOT



3. REGIONAL ECONOMIC DEVELOPMENT

COMMITMENT REQUEST 3

Work with FDCA and the family day care sector to explore options to increase viability and incentivise family day care service growth in rural and remote areas.

Family day care is well placed to be the ideal service delivery type in regional communities, though importantly also has immense potential in supporting workforce participation in such areas, yet many services are struggling to

remain viable and/or recruit new educators.

As recently as September 2021, the National Children's Education and Care Workforce Strategy ('the Strategy'), endorsed by all governments, has emphasised the need for dedicated support structures to grow the ECEC workforce in regional areas.

Our contention is that additional targeted funding programs for family day care through incentivising new educators to enter the sector and providing additional support to services to engage them, is the most appropriate form of support to increase the pool of family day care educators

nationally. This may be achieved simply through a "regional area loading" to the Commitment Requests 2A and 2B, that is, the "Educator Start-up Grant" and the "Approved Service Engagement Payment".



SERVICES

98.5% support

83.6% rate vital/very important



EDUCATORS

99% support

86.2% rate vital/very important

"Although there has been substantial growth in the number of qualified educators and early childhood teachers, workforce shortfalls are reported across all jurisdictions, particularly in regional and remote areas."³

4. FLEXIBILITY

COMMITMENT REQUEST 4

Reform funding frameworks to reflect the higher costs of providing non-standard hours care through provision of an additional loading of 20% to the Child Care Subsidy (CCS) fee cap for family day care undertaken in non-standard hours, overnights and weekends.

The Child Care Subsidy (CCS) fee cap of \$11.40 does not recognise the increased costs associated with non-standard hours family day care,

including weekend and overnight care. Adding an appropriate loading to the CCS would not only better reflect the actual cost of non-standard hours family day care, but would also incentivise increased provision, which may assist the sector in better meeting the varied needs of more modern working families. FDCA's recent fee charging practices consultation showed that the average fee for non-standard hours family day care was \$13.90, therefore a loading of 20% would accurately reflect the actual cost.

As such, it should be a priority for governments to incentivise family day care service delivery in non-standard hours through an appropriate loading to the

CCS hourly fee cap given it is the primary regulated and Commonwealth approved early childhood education and care option that can cater for non-standard hours.



SERVICES

97.1% support

88.2% rate vital/very important



EDUCATORS

96.1% support

81.8% rate vital/very important

³ Education Services Australia (2021) National Children's Education and Care Workforce Strategy, "Shaping Our Future: A ten-year strategy to ensure a sustainable, high-quality children's education and care workforce 2022-2031".

5. ECEC WORKFORCE SUPPORT

COMMITMENT REQUEST 5

Work with FDCA and the family day care sector to implement specific strategies outlined in Focus Area 2 (Attraction and Retention) of the National Children's Education and Care Workforce Strategy to promote growth in the family day care sector nationally.

The recent launch of the National Children's Education and Care Workforce Strategy "Shaping our Future" ("the Strategy") sets out a 10 year plan to ensure a sustainable, high-quality children's education and care workforce.

Focus Area 2 of the Strategy outlines a number of priorities for attraction

and retention of new educators into the sector stating that targeted strategies are required to overcome barriers to entry for certain groups of prospective educators, such as those in regional and remote communities. It is specifically recommended that, among other ECEC types, specific consideration should be given to how family day care can best support the priorities outlined therein.

In 2021, FDCA has invested heavily in a national recruitment program, the "Your Business, Their Future" campaign, through which we partner with our approved service members to attract, screen and place the next generation of family day care educators.

FDCA believe that this initiative is very much aligned with the goals of the Strategy and is seeking the support of the next

Australian Government to expand the initiative. Existing Australian Government programs, such as the Launch into Work program, have the potential to support this initiative if minor amendments are made to the program to adapt to the family day care, independent contractor model.



SERVICES

100% support
97% rate vital/very important



EDUCATORS

97.4% support
77.1% rate vital/very important

6. ACCESSIBILITY

COMMITMENT REQUEST 6

Review the efficacy of the Inclusion Support Program (ISP) in supporting family day care services that care for children with additional needs, with specific attention given to utilisation by the family day care sector and take-up of the Inclusion Development Fund (IDF) Family Day Care (FDC) Top Up Payment.

Family day care is, in many circumstances, an ideal early

childhood education and care environment for children with disabilities or additional needs. However, the Inclusion Support Program (ISP) is not currently adequately supporting the sector to undertake increased levels of this type of education and care. Anecdotal evidence tells us that the application and ongoing administration processes of the ISP are onerous, which is a barrier for services and educators to navigate and has thus resulted in extremely low take-up in the sector.

As such, we ask that the next Australian Government review the efficacy of the ISP in supporting

family day care services that care for children with additional needs, and that specific attention be given to utilisation by the family day care sector and take-up of the IDF Family Day Care Top Up Payment.



SERVICES

98.5% support
78.7% rate vital/very important



EDUCATORS

98.8% support
88.9% rate vital/very important



To view a full copy of FDCA's Election Policy Commitments for Family Day Care, scan the QR code or visit www.fdca.com.au/latest-news/election-commitments.



A FULL LIST OF
AWARD WINNERS
CAN BE SEEN ON
PAGES 15-16

EXCELLENCE IN FAMILY DAY CARE AWARDS 2021 UPDATE

Following on from a nomination period that has contributed to an ongoing record-breaking streak for the Excellence in Family Day Care Awards, it has been FDCA's pleasure to announce several award winners over recent months.

The response to this year's awards program highlights the incredible work of family day care educators, coordinators and services and the invaluable contributions they make to the lives of children, families and local communities.



Thank you to the Tasmanian Government Department of Education and Early Childhood Australia for their support of the 2021 Excellence in Family Day Care Awards.

The Awards will conclude with the announcement of the National Award

Winners, Star Award Winners and National Finalists. A full listing of our award winners to date can be viewed on pages 15–16. Award winners are also listed on the FDCA website and Facebook page.

Again, FDCA would like to congratulate all those that were nominated in the 2021 Excellence in Family Day Care Awards. We would

also like to thank everyone in the family day care community for their support of the awards and taking the time to place nominations.

In this edition of Jigsaw, we are pleased to showcase our 2021 Excellence in Family Day Care Awards Regional Educator Award



Winners on 26 February 2022 at the Awards Gala Dinner in Canberra.

For more information on the 2021 Excellence in Family Day Care Awards, please visit www.fdca.com.au/awards.

NATIONAL FINALISTS

EDUCATORS

ACT/NSW	Olga Dik, Open Arms Family Day Care
NT/QLD	Georgette Ahfock, Choices Family Day Care
SA/WA	Patricia Boyd, Nature Alliance Family Day Care
TAS/VIC	Melissa Dreger, City of Ballarat Family Day Care



COORDINATORS

ACT/NSW	Lyndall Cotterill, Mid Coast Family Day Care
NT/QLD	Nicole McGregor, Kids at Home Family Day Care
SA/WA	Angela Clarke, Ngala Family Day Care
TAS/VIC	Mariam Shahid, Bright Sun Family Day Care



SERVICES

ACT/NSW	CASS Family Day Care
NT/QLD	Excellence in Care Family Day Care
SA/WA	Bright Futures Children's Services
TAS/VIC	Baw Baw Family Day Care



STAR AWARD WINNERS

EMERGING STARS

Educator Emerging Star - Lydia Burr, Launceston Family Day Care, TAS

Coordinator Emerging Star - Zowie Simpson, Maryborough and Districts Family Day Care, QLD

Service Emerging Star - Koolanga Family Day Care, WA



PERPETUAL STARS

Educator Perpetual Star - Trish Graham, Communities@Work Family Day Care and In-Home Care, ACT

Coordinator Perpetual Star - Denise McKenzie, Gunnedah Family Day Care, NSW

Service Perpetual Star - North Metro Family Day Care Scheme, SA



EDUCATOR REGIONAL WINNERS

NAME	SERVICE	REGION
AUSTRALIAN CAPITAL TERRITORY		
AYESHA DURRANI	COMMUNITIES@WORK FAMILY DAY CARE AND IN-HOME CARE	NORTH CANBERRA
TRISH GRAHAM	COMMUNITIES@WORK FAMILY DAY CARE AND IN-HOME CARE	SOUTH CANBERRA
NEW SOUTH WALES		
GABRIELA GASINSKA	FAMILY DAY CARE SYDNEY WIDE	CBD, INNER WEST & EASTERN SUBURBS
MARIA AGGABAO	SYDNEY FAMILY DAY CARE	NORTH SHORE & NORTHERN BEACHES
VIJAY KIRTI	FIVE STAR FAMILY DAY CARE	NORTH WEST & HILLS DISTRICT
CHYALI SUNEEL NAIK	FIRST START FAMILY DAYCARE	PARRAMATTA & WESTERN SUBURBS
VIJAYA PRAJAPATI	CARES "R" US FAMILY DAY CARE	RICHMOND & HAWKESBURY
SHIVA SHAHRIARY	CHRISTIAN COMMUNITY AID FAMILY DAY CARE	RYDE & MACQUARIE PARK
JILLIAN CRITCHLEY	SUTHERLAND SHIRE COUNCIL FAMILY DAY CARE	SOUTHERN SUBURBS & SUTHERLAND SHIRE
XIAOLING MIN	CASS FAMILY DAY CARE	SOUTH WEST & M5 CORRIDOR
TABITHA WOONINGS	GREATER HUME CHILDREN SERVICES	ALBURY WODONGA & MURRAY
COURTNEY MURPHY	BATHURST FAMILY DAY CARE	BLUE MOUNTAINS & CENTRAL WEST
OLGA DIK	OPEN ARMS CARE FAMILY DAY CARE	COFFS HARBOUR & NORTH COAST
JOCELYN MCKAY	DUBBO FAMILY DAY CARE	DUBBO & CENTRAL
MARYANN ZAMMIT	FAR WEST FAMILY DAY CARE SERVICES	FAR WEST & CENTRAL NORTH
BARBARA WALLISCH	COASTWIDE FAMILY DAY CARE	GOSFORD & CENTRAL COAST
BROOKE DRUETT	GOULBURN FAMILY DAY CARE	GOULBURN & SOUTHERN TABLELANDS
SARAH JANE WILSON	BALLINA-BYRON FAMILY DAY CARE	LISMORE & FAR NORTH COAST
CORINNE BELL	UPPER HUNTER FAMILY DAY CARE	NEWCASTLE, MAITLAND & HUNTER
KAYLENE MILLIGAN	MID COAST FAMILY DAY CARE	PORT MACQUARIE & MID NORTH COAST
VALERIE HUME	ARMIDALE AND DISTRICT FAMILY DAY CARE	TAMWORTH & NORTH WEST
SAMANTHA KING	WINGECARRIBEE FAMILY DAY CARE	TUMUT, SOUTHERN HIGHLANDS & SNOWY
STEPHANIE WHITE	SOUTH WEST REGIONAL FAMILY DAY CARE	WAGGA WAGGA & RIVERINA
SABRINA KELLY	EARLY YEARS CARE	WOLLONGONG, ILLAWARRA & SOUTH COAST





NAME	SERVICE	REGION
NORTHERN TERRITORY		
CECILE MIEL	KENTISH FAMILY DAY CARE	DARWIN
NARIETA TINA IKULABU	ALICE SPRINGS FAMILY DAY CARE	ALICE SPRINGS
QUEENSLAND		
SHARON RASMUSSEN	EMPOWERED FAMILY DAY CARE SERVICE	BRISBANE NORTH/SUNSHINE COAST
RANNA RAVAL	WYNNUM FAMILY DAY CARE	BRISBANE SOUTH
JANE EDWARDS	BUILDING FUTURES CARE	BRISBANE WEST/IPSWICH/BOONAH
JASMINE SHERIDAN	CASSOWARY COAST FAMILY DAY CARE	CAIRNS & FAR NORTH
BHARTI DHILLON	BEAUCARE FAMILY DAY CARE	LOGAN/REDLANDS/GOLD COAST
JANELLE CROOK	EXCELLENCE IN CARE FAMILY DAY CARE SCHEME	ROCKHAMPTON/CENTRAL QLD
GEORGETTE AHFOCK	CHOICES FAMILY DAY CARE	TOOWOOMBA/DARLING DOWNS/SOMERSET/LOCKYER
ALYSHA MCNEILL	ENHANCE FAMILY DAY CARE - TOWNSVILLE & REGIONS	TOWNSVILLE/NORTHERN QLD
NORMA HASTINGS	GIN GIN FAMILY DAY CARE	WIDE BAY/HERVEY BAY/MARYBOROUGH
SOUTH AUSTRALIA		
ALI BARRY FLEMING	NORTH METRO FAMILY DAY CARE SCHEME	ADELAIDE
MERRILYN HANNAFORD	HILLS MURRAYLANDS FAMILY DAY CARE SCHEME	ADELAIDE HILLS & BAROSSA
SUSAN ANN HILLYER	SOUTH EAST RIVERLAND FAMILY DAY CARE SCHEME	MT GAMBIER & LIMESTONE COAST
AMYE ZANDER	HILLS MURRAYLANDS FAMILY DAY CARE SCHEME	RIVERLAND & MURRAY MALLEE
TARA UTTING	EASTERN EYRE FAMILY DAY CARE SCHEME	WHYALLA & EYRE PENINSULA
TASMANIA		
HEATHER WALTERS	COASTAL FAMILY DAY CARE	DEVONPORT & NORTH WEST
KAREN MILLHOUSE	NORTHERN CHILDREN'S NETWORK FAMILY DAY CARE & IN HOME CARE	HOBART & SOUTH
TAMARA WARLAND	NORTHERN CHILDREN'S NETWORK FAMILY DAY CARE & IN HOME CARE	LAUNCESTON & NORTH
VICTORIA		
ZENAIDA TERNOLA	WYNDHAM EARLY LEARNING FAMILY DAY CARE	BAYSIDE & SOUTH EASTERN SUBURBS
ANETA MACCARONE	WHITTLESEA FAMILY DAY CARE	CBD & INNER SUBURBS
JUNTING CHEN	FOUNDATIONS FAMILY DAY CARE	EASTERN SUBURBS
MARIA TAN	BESTCHANCE FAMILY DAY CARE	NORTHERN SUBURBS
KUMUDINI KURUKULASURIYA	MORELAND FAMILY DAY CARE	WESTERN SUBURBS
MARTHA SMITH	BAW BAW FAMILY DAY CARE	BAIRNSDALE & GIPPSLAND
MELISSA DREGER	CITY OF BALLARAT FAMILY DAY CARE	BALLARAT & CENTRAL HIGHLANDS
SHERIDAN CHANDLER	MT ALEXANDER FAMILY DAY CARE	BENDIGO, GOLDFIELDS & MACEDON RANGES
TANIA LOCKE	CITY OF GREATER GEELONG FAMILY DAY CARE	GEELONG & GREAT OCEAN ROAD
SIMONE MCFARLANE	MILDURA FAMILY DAY CARE	MILDURA & MURRAY
CHRISTINE DAWS	KIDS INDIVIDUAL DAYCARE SOLUTIONS	SHEPPARTON & GOULBURN VALLEY
ANNE BELL	BAW BAW FAMILY DAY CARE	TRARALGON & LA TROBE VALLEY
DANIELLE KENNEDY	KIDS INDIVIDUAL DAYCARE SOLUTIONS	YARRA VALLEY & HIGH COUNTRY
WESTERN AUSTRALIA		
ISIS DORADO	COMMUNITY VISION FAMILY DAY CARE	CBD, INNER & WESTERN SUBURBS
NARELLE THREDGOLD	NATURE ALLIANCE FAMILY DAY CARE	EASTERN SUBURBS
LEANNE DOWSETT	NATURE ALLIANCE FAMILY DAY CARE	FREMANTLE & SOUTHERN SUBURBS
PAULA-MARIE DAWSON	ELITE FAMILY DAY CARE	NORTHERN SUBURBS & JOONDALUP
LOUISE MARTIN	ELITE FAMILY DAY CARE	ROCKINGHAM & KWINANA
CAROLINE BOOCOCK	NATURE ALLIANCE FAMILY DAY CARE	ALBANY & GREAT SOUTHERN
PERRINE BREHERET	WILLI WAG TAILS FAMILY DAY CARE SERVICES	BROOME & KIMBERLEY
CASSANDRA DENNISON	NATURE ALLIANCE FAMILY DAY CARE	BUNBURY & SOUTH WEST
PATRICIA BOYD	NATURE ALLIANCE FAMILY DAY CARE	GERALDTON, GASCOYNE & MIDWEST
JULIE BELHAMINE	NATURE ALLIANCE FAMILY DAY CARE	KALGOORLIE, GOLDFIELDS & ESPERANCE
ELISSA KALLESKE	COMMUNITY VISION FAMILY DAY CARE	MANDURAH & PEEL
CASSANDRA DUCKWORTH	WILLI WAG TAILS FAMILY DAY CARE SERVICES	NORTHAM & WHEATBELT
SARA BLATTNER	NGALA FAMILY DAY CARE SERVICE	PORT HEDLAND, KARRATHA & PILBARA

Our journey towards "Learn, Inspire, Thrive"

By Choices Family Day Care

In October this year, Choices Family Day Care was awarded the "Excellent" rating by the Australian Children's Education and Care Quality Authority (ACECQA) - the highest rating a service can achieve under the National Quality Framework (NQF).

The Queensland family day care service has been recognised for its:

- inclusive partnerships with children and families
- positive workplace culture and organisational values
- sustained commitment to professional development and support of educators
- practice and environments that enhance children's learning and growth.

To celebrate this life-changing news, we spoke with the team at Choices Family Day Care to reflect on their beginnings, the process to receive an Excellent rating, and the reaction of their staff, educators, families and community.

Our journey towards Excellence commenced in 2011 and was established on clear and transparent organisational values, policies, practices, philosophy and solid business 'not for profit' principles.

Since our inception, we have embedded the Early Years Learning Framework as well as Early Intervention components into our day-to-day working practice. Our vision is for all children to 'learn, inspire and thrive' in environments that offer opportunities that reflect the 'Rights of the Child'.

We have found that these positive values have enabled us to build and sustain strong positive relationships with educators, families, staff and

our community, as well as building a solid foundation that will enable us to move into the future and respond to any needs within our community.

We believe that infancy and early childhood are important times in every child's life and can provide opportunities for considerable growth when 'children have the opportunity to experience learning that is engaging and builds success for life'.

All of our staff are advocates for high quality education and care and partner with other leaders in our community.

We also love to celebrate together! Our end of year Hi Tea Celebration is a time for our full team to



Members of the Choices team enjoying their 2020 Hi Tea celebration.

Excellence

Rated
EXCELLENT
by ACECQA



The Choices team with gifts for the K-Mart Christmas appeal in 2020.

celebrate and reflect on our journey over the past 12-months. A few years ago, educators asked if we could include an opportunity to share a 'gift' with children less fortunate. In answer to this request, we have introduced into the K Mart Wishing Tree Appeal where families, staff and educators can participate in the Appeal.

Our 2021 Hi Tea took place in early December. It's a special year for our service, as we will be celebrating our 10th Birthday and being rated Excellent by ACECQA. This will be a day of celebrations and one that we will all remember.

Preparing and submitting our application for the Excellent rating was a natural process within our journey. It was an opportunity for us to share our passion for quality care as well as our personal experiences on a national platform, with the aim of improving outcomes for children and promoting the quality practices in family day care that happen each day throughout Australia.

As our team is passionate about what we do, it was a pleasure to document this information. Our submission for ACECQA was compiled by a couple of staff members, within a relatively short time, outlining our daily practices.

The ACECQA process involved telephone and zoom meeting between ourselves and the 'Excellent Team' at ACECQA. These meeting were a wonderful opportunity for us to expand on the contents within our application.

The timeframe for ACECQA to rate an Excellent application is approximately two months. At the end of this, we received the wonderful news that our service had been rated as Excellent!

We shared this amazing news with our full team - provider, staff, educators, families and our community.

“

All were ecstatic and thrilled at this recognition of our dedication and passion for improved outcomes for children.

We look forward to celebrating with the team at the Hi Tea in early December, as our journey toward Excellence and best outcomes for all children continues.



Enriching children's language through family day care

By Garden Play Family Day Care

To learn a second language requires adults to dedicate hours to develop, but for a young child, when holistically exposed to the language and culture it happens almost effortlessly.

Within Garden Play Family Day Care Service, we are delighted to be witnessing children absorb and develop a sense of belonging with other cultures and languages. Alex (3.5yrs) has no French background however through holistic approaches and a secure, respectful and reciprocal relationship with his family day care educator, Alex now understands and converses in French with his family day care friends. Nevada (4yrs) is also picking up her educators first language and wants to pursue Bollywood and other traditional Indian dancing just like her educator.

The small, close-knit setting of family day care facilitates deep connections between children and educators; thus, the influence and lasting impression is stronger.

The home setting is a place where immediately the child feels a sense of belonging with, this creates a security through familiarity which establishes that strong foundation for learning.

Family day care educators around Australia work tirelessly each day to support children's learning. Documenting how they have made connections with past learning experiences and so on. As a service, we see on each of our visits, that learning is happening at every moment on every day. It is also in subtle moments, such as the sharing of a joke, greeting a visitor or observing the wet weather outside.

Julie has operated her bilingual French and English family day care since 2009.

"Initially I never expected that I would have predominantly French speaking children, I initially hoped I would be able to teach a little bit of French. Once the local French community heard about me, I have mostly had only French speaking children, then in 2017 I had two English speaking children join my family day care," said Julie.

Initially, Julie communicated only in French to her French speaking children, however once Julie commenced taking on some English only speaking children, she realised she needed to adjust her approach.

"Unless I helped communication between the children, it was difficult for them to develop all of the rich language skills that results from communication with peers at that crucial age."

Julie could see children staring blankly at one another, confused as to what the other was saying.

“It was important for me to support the social and emotional development of the children, and to do this I needed to support the communication happening. All day I would switch between English and French, even when reading stories as a group - so both my English and French children understand.”

Soon enough, young Alex and others (from only English-speaking backgrounds) were repeating the French words, joining in with French songs and even conversing with their friends in the new language.

Julie expected the English children to pick up some French, such as greetings, but not be at the conversational level that they are at now.

“ I feel very proud of this - Julie

Alex’s mother, Shannon, is very grateful that family day care has provided this opportunity to Alex from when he started at 6-months old.

Shannon says the appeal of having Alex exposed to a second language seemed like a great opportunity. We initially wondered if the second language would confuse him or delay his development of English, however it seems the opposite happened; his speech (in English) was clear and developed from a young age.

“To hear him say French words and sentences is so cute, and always amazes us. It’s funny to hear him communicate with the other kids in a mixture of both languages too. We’re so lucky he can enjoy this unique experience at Julie’s which we know will set him up with a love of all things French for life,” said Shannon.

Similarly, to Julie’s story, another of our educators is Manjula, who

has also made a lasting impression with her first language and love for dancing.

“I regularly take part in group dance performances for a variety of different ceremonies and celebrations, both traditional and Bollywood style. I regularly play the music with the children, and I have showed them recordings of my performances,” says Manjula.

Nevada’s mother, Trish, is very appreciative of Manjula’s influence on her daughter.

Trish says we love watching Nevada show us what she has learnt from Manjula, she loves Bollywood dancing and loves wearing the traditional costumes. Nevada will find it very hard to leave Manjula once she leaves for big school”.

“I have had Nevada since she was a baby, so my home is like her home too,” Manjula laughed when re-telling a story of how Nevada repeated back in English what her husband had said to his own children in Kannada. “He was so shocked, that she understands everything we say. Although I speak to the family day care children only in English, they hear me talking to my own children in my language.”

For both educators, their intention wasn’t to teach a second language. However, from the child’s immersion in the setting and through strong secure and reciprocal relationships with educators and their families, these educators are enriching the language skills of the enrolled children whilst developing their awareness of and appreciation for other cultures.

Educators each leave an impression on the young minds they care and educate for. As adults we occasionally look back and give credit to those in our own childhoods, that have made

a positive and lasting impression on our lives. For now, we want to acknowledge and give credit to the wonderful work our educators are doing to broaden the minds of our children. Thank you all.

NEVADA,
INSPIRED BY
MANJULA IN
TRADITIONAL
DRESS



FAREWELL TO OUR 'DAYTIME SISTER'

By Wynnum Family Day Care Education and Care Service

Do you remember seeing Michael Jackson performing Billie Jean, and doing the moonwalk for the first time? That Motown special TV event was in March 1983, the same time Marie Sayers started her family day care career.

As Marie began the final 12-week countdown to her retirement in January 2022, we asked her to reflect on the past 38 years...

"In 1983, I opened the doors to my family day care business. My second child was turning two, my eldest was four and by 1988 I would have my third child join our family and be born into my busy family day care business.

My mother and two aunts had been educators in family day care since I was very young, my mum retiring after being an educator for 35 years. Having children and families coming into our home and lives was not unusual for me.

The first child in my care was Kate; who was one at the time and is now in her thirties she is still in my life, as are many of the children who I had the opportunity to love and support throughout their early years. Doesn't family day care mean that the children you care for become part of your family? That is always how I saw it. Making connections, sharing our time together, learning from one another.

I started my studies in the mid-nineties at Southbank TAFE, where

I was one of the first family day care educators to be approved to complete the diploma qualification. At the time we were only approved to do an equivalent of a Certificate 3 - it was a time when educators in family day care were not seen as early childhood workers, and we had to do 200 hours in a centre-based service to gain practical experience.

It was a hard slog to get us approved to complete the Diploma - it was four years of night school, two nights a week, sometimes three. I remember feeling so overwhelmed with having my full quota of family day care children (7 children plus my own three), starting at 6.45am and saying goodbye to the last child at 6.00pm, before driving into Southbank for my tutorials. One day my coordinator Jan Birch visited and saw the stress I was under - she suggested I take a week off to finish my assessments and lighten my load by getting a cleaner. Jan also offered to proofread my

assignments. I had never given thought to being kind to myself before. What a difference a week off made, I completed the assessments and kept the cleaner! Thank you Jan.

After completing the diploma, my approach to being an educator changed; I went from trusting my instincts, to a more informed position of understanding children's development and why they do the things they do. I gained so much knowledge from studying the theorists and having class discussions with my peers and lecturers. I know my work with the children changed; my observations





Marie (right), with Cheryl Flaherty (left) and Jan Birch (centre) as social committee members of the 1st National Conference at Royal Pines on the Gold Coast



Marie's family day care children at the Ekka in 1992



and reflections challenged me more. I was more confident and professional.

I was an educator with Bayside Family Day Care for over 17 years. A few years after completing the diploma I worked in a women's refuge for victims of domestic violence, and for a few years I put my skills into practice as the child support worker. In this time, I gained more knowledge about working with children who had been through trauma and grief, and new strategies for supporting families. This knowledge in turn has helped many families in our service, supporting them to find resources for themselves and children.

In 2000 I was offered a position with Wynnum Family Day Care and I joined the team as a visiting coordinator, a role which later evolved into becoming the family support coordinator. Twenty-one years on, I am still here working with a number of educators and staff who I shared with all those

years ago. So much has changed in family day care over the past twenty-one years, but Wynnum Family Day Care has always moved with the changes, always progressive, supporting educators with changes and challenges, always working together as a strong supportive team.

“It has been such a pleasure and an honour working with educators, getting to know them...”

It has been such a pleasure and an honour working with educators, getting to know them on such a personal level sharing in births,

deaths and marriages. The families I have had the pleasure to meet have been such a joyous part of my work, supporting them to leave their babies in the trusting hands of our educators. Understanding and acknowledging how families are feeling when leaving their child, giving them strategies to cope on that first hand over to a stranger. One of the best parts of my role is giving parents strategies to cope when their little person doesn't want to go home from care and to be happy that their child has had a great day and has built strong trusting relationships with another adult, who will become an important person in their life.

I shall be very sad to say goodbye to my 'daytime sisters', the amazing, strong, opinionated women I work alongside each day. Thank you for the laughter, tears and joys of the last twenty-one years at Wynnum Family Day Care, as well as the thirty-eight years I fiercely and proudly advocated for family day care.”



Building the foundations

for mental health confidence and capacity

Developing the skills, values and behaviours needed for positive physical, social and emotional wellbeing throughout adult life often have their genesis in the mental health support provided in early childhood.

With this important fact in mind, researchers from national mental health institute Everymind are aiming to build mental health confidence and capacity in family day care educators who work at the coalface with thousands of young Australian children.

A bespoke learning program – the first of its kind – was developed and trialled by The Prevention Hub, co-led by Everymind and the Black Dog Institute, with funding from the Federal Department of Health and consultation from family day care educators, peak bodies and leading professionals in early childhood education.

“Children who are supported in their mental health and wellbeing in early childhood are more likely to experience positive physical and mental health as an adult, and family day care educators are uniquely placed to provide this support for children in their care,” Everymind Program Manager Dr Sally Fitzpatrick says.

“Our program aims to deliver professional development approaches that build educator confidence, while also encouraging educators to reflect on and look after their own mental health and wellbeing.”

The need for a targeted program was identified as part of an evaluation of *Connections* – a resource developed by Everymind for early childhood educators (everymind.org.au/resources/connections-resource). Importantly, the new program was configured for online delivery, a flexible and time-efficient format that allows those in the family day care sector to access professional development when it suits them.

Being self-paced enables educators to set aside shorter periods for further education during their working day. It also gives rural and remote educators a chance to access professional development without travel costs and time.

Included in the program were fact sheets and planning tools, videos and podcasts from practicing educators and leading academics, plus case studies and reflective questions.

This helped to equip family day care educators with skills to maintain key partnerships with families and other professionals, create positive environments, support children’s social and emotional wellbeing, and develop early intervention strategies to support mental ill-health.

“It is always helpful to hear from others who are in the same profession and who share

experiences similar to our own,” Dr Fitzpatrick adds. “We wanted the program to be authentic and reflect the real experiences of family day care educators.”

Following successful testing in 2019, a randomised control trial was conducted between March and September last year to test if the program was effective. More than 250 educators completed the pre-program survey.

Results from the eight-week trial showed a significant increase in educators’ self-belief and confidence. These increases were maintained at three months, indicating that the program is an effective resource for educators in supporting children’s mental health and wellbeing and helping to prevent the development of depression, anxiety and other conditions.

Feedback from participants was also highly positive:

“It’s been most informative, reaffirming and helpful to me.

I enjoyed the course very much, thank you for the opportunity.”

“I think many educators could get a lot out of it from beginning educators to confident professionals.



A reference group of key stakeholders guided the project. Among them were Family Day Care Australia, the Australian Children's Education and Care Quality Authority, Early Childhood Australia, Emerging Minds, Australian Psychological Society, Murdoch Children's Research Institute and the Australian Research Alliance for Children and Youth.

Next steps include developing an implementation and evaluation framework to enable the program to be integrated into existing settings and coordination units nationally. The program will then be evaluated at scale, within a real-world setting, with an effectiveness trial involving family day care educators and coordinators across Australia. Economic evaluation will identify the cost of implementing the program.

Self-care for educators

In addition, analysis of a survey and focus-groups with educators revealed the impact and stress that working as family day care educators, and small business owners, can have on educators. They also identified the barriers faced to maintain their own mental health and wellbeing. The program, therefore, also encouraged educators to reflect on their own wellbeing and how it may affect their capacity to promote the mental health of children in their care.

Family day care educators tend to have high levels of responsibility,

while working long hours alone in their homes. Research has shown there are high levels of burnout and educator turnover, along with depressive symptoms and anxiety.

Many educators reported stress stemming from long hours, difficulties taking time off, feeling isolated, and struggling with administrative tasks. These are common issues among small business owners.

Despite this, the educators also reported high levels of job satisfaction and many indicated they appreciated the ability to have a more autonomous career. Many also expressed their passion for the role.

"I'm actually in my zone. It's what I love. I don't do it as a job," one educator said. "So mentally, for me, that's my happy place. Just seeing what influence we have on the children we care for is one of the most uplifting, rewarding things ever."

Another noted: "I have the best job in the world, I get to enjoy the company of wonderful children every day and in turn I educate and care for them. I learn from them just as much as they learn from me".

Although many educators reported adopting various self-care strategies, most also admitted to putting the children's needs before their own.

Ultimately, a key recommendation from this project was to encourage family day care educators to

incorporate self-care into their daily schedules. This can include regular exercise, enjoying a hobby, connecting with family, friends and other educators, or simply practising breathing exercise to reduce stress.

Another recommendation to come from this research was to help educators connect with their peers. As small business owners, they can access the Ahead for Business (AFB) online forum (aheadforbusiness.org.au/forum) and also use a tool to create their own wellbeing plan.

More information about supporting family day care educators as small business owners are available on the AFB website: <https://aheadforbusiness.org.au/communities/family-day-care>.



If you need help now, we encourage you to call one of the following:

Lifeline

13 11 14 - 24/7 crisis support. To find local services in your area use Lifeline's Service Finder.

Kids Helpline

1800 55 1800 - 24/7 telephone counselling for people 5-25 years.

Beyond Blue

1300 22 4636 - 24/7 telephone support service and online chat 4pm - 10pm (AEST)



BUSINESS INSIGHTS

Educators make great tenants!

At FDCA we regularly receive enquiries from members and the public who are curious about whether or not they can carry out family day care in a rented property. Did you know that FDCA's contents insurance offers cover for educators who rent their premises? FDCA's contents policies are designed for educators running a family day care business and can cover your family day care business-related property regardless of whether you're renting or own your property.

We understand that when starting up or moving to a new property there are lots of things that you need to consider, one of those, if you are renting, is notifying your landlord that you will be operating a family day care business from their home. Your landlord may not understand what this will mean for them and might not be aware that their current insurance may no longer cover their home.

With this in mind FDCA has a tailored landlord policy that we can offer landlords of family day care tenants. FDCA landlord's policy can cover your landlord's house as well as additional features like loss of rent.

To assist our members communicate the unique benefits of having a family day care educator operating from their home with their landlord and also to help landlords understand their insurance obligations, FDCA has also developed a brochure titled *Tenants that Care* that can be provided to landlords.



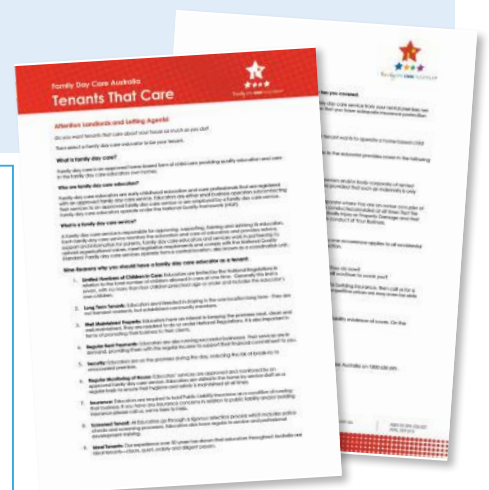
Some of those unique benefits included in the brochure are:

- 1 Limited numbers of children in care:** Educators are limited by the National Regulations in relation to the total number of children allowed in care at one time.
- 2 Long term tenants:** Educators are interested in staying in the one location long term - they are not transient residents, but established community members.
- 3 Well maintained property:** Educators have an interest in keeping the premises neat, clean and well-maintained; it

is also important in terms of promoting their business to their clients.

- 4 Regular rent payments:** An educator running a successful business will have regular income to support their financial commitment to you.
- 5 Security:** Educators are on the premises during the day, reducing the risk of break-ins to unoccupied premises.

If you would like a copy of *Tenants that Care*, a quote to cover your contents from your rented home or if your landlord would be interested in receiving a quote for their property, they can visit fdca.com.au/insurance-services and select *Home/Contents and Landlords Insurance* within the Insurance for Family Day Care Educators section.





BUSINESS INSIGHTS

Do you need a National Police Check?

Did you know that FDCA members are exclusively able to access the lowest priced National Police Check on the market at \$37.50!

Family day care services may periodically require existing educators to undertake a National Police Check. A service may request a National Police Check as approved providers have obligations under both the Education and Care Services National Regulations and the Child Care Subsidy Minister's Rules 2017 to ensure the fitness and propriety of all educators registered with the service. As such, services may have a policy that requires

educators or other personnel to undertake a National Police Check regularly, for example, annually.

Additionally, educators will need to undertake a National Police Check if they transfer to a different family day care service. When an approved provider registers a new family day care educator to a service, the provider must provide a declaration to the Department of Education and Training, within 7 days, that they have sighted the National Police Check (that is no more than 6 months old).

To support the sector in meeting these requirements and as your not-

for-profit national peak body, FDCA has become an accredited provider of National Police Checks through the Australian Criminal Intelligence Commission (ACIC).

If your service requests that you or your family members obtain a National Police Check, head to fdcapolicechecks.com.au. Checks can be done online in less than 15 minutes.

If you have any questions or need assistance please call 1800 658 699 or email admin@fdcapolicechecks.com.au.

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Wellbeing and family day care



Family day care is a unique context where you're often working by yourself while educating and caring for children. Without face-to-face support from colleagues, there are a number of everyday decisions that you must make. While you're putting your energy into creating a positive environment for children and young people, it's also important to focus on your own wellbeing.

What is wellbeing?

Wellbeing refers to all aspects of a person's health – social, emotional, physical and mental. Mental health and wellbeing can change, and can be influenced both positively and negatively

by the actions you take or by something that has occurred during a specific moment e.g. connecting with a close friend for a chat, having a difficult conversation with a child's parent, having a good night's sleep, or receiving positive feedback.

Why your wellbeing matters

Your mental health and wellbeing influence how you interact and form relationships with the children in your care. When you're experiencing positive wellbeing, you're better able to respond to children, form relationships, and model positive responses. Children take their cues from you – they look up to adults to see how to respond to situations. When you're calm and modelling responses to your own feelings in a positive way, this supports children too.

Your wellbeing also influences your ability to respond to challenging or unexpected situations that arise. While routines are part of everyday practices, there are moments where things change and you have to quickly respond and adapt. When you're experiencing positive wellbeing, you're better able to cope with these unexpected changes.

Wellbeing also has an impact on your feelings about your role as an educator. When you identify strategies and practices that promote mental health, this can increase positive feelings about your commitment and desire to remain an educator.



Therefore as a family day care educator, it's important to consider your own wellbeing as part of your everyday practices.

Stress and self-care

Family day care can be a stressful environment. Identifying ways you can reduce stress is a protective

factor for mental health and also a self-care strategy. Self-care strategies are everyday practical tactics you can use to promote and protect your wellbeing. We each have our own way of responding to a stressor or situation, and this may also vary depending on the context, environment or what the stressor is.

Having a range of self-care strategies that you can draw from to promote wellbeing is really helpful. You can think about self-care strategies as being biological, emotional, cognitive, social or prosocial. Some strategies that you may find useful for self-care are:



Biological

- Getting enough sleep
- Engaging in exercise that you enjoy
- Mindfulness
- Breathing techniques



Emotional

- Seeking support from a trusted person
- Finding ways to identify, challenge and reframe unhelpful thoughts



Cognitive

- Increasing your understanding of mental health and wellbeing
 - Identifying the best times and spaces for you to process information



Social

- Connecting with friends, family members and colleagues
- Creating spaces for solitude to recharge



Prosocial

- Defining and establishing boundaries for your work and relationships
- Exploring strategies to manage difficult conversations
 - Being clear to yourself and others about your time and your priorities

Learn more about self-care through the Be You Staff Wellbeing Fact Sheet: <https://beyou.edu.au/fact-sheets/wellbeing/staff-wellbeing>

Planning for your wellbeing

The *Be You Planning for wellbeing: mine, yours, ours* resource (<https://beyou.edu.au/resources/tools-and-guides/wellbeing-tools-for-you>) can help you to identify your own stress behaviours and triggers, and strategies that work for you to address these and promote positive wellbeing. This resource prompts you to consider:

1. What are your stress behaviours and how do these stress behaviours affect you and others?
2. What stressors (biological, cognitive, social or prosocial) trigger your stress behaviours?
3. What protective factors can best support your wellbeing?
4. Which wellbeing strategies can you use?

Wellbeing is not something you need to manage on your own. This resource also has templates to support you to have conversations with friends and colleagues about how you are all feeling using the Stop, Reflect, Act model. Being able to share and discuss challenges with families and children in your care helps you to support them and to create a more connected community.

Learn more about the Stop, Reflect, Act model by completing the Be You Assist Professional Learning module, <https://beyou.edu.au/learn/family-partnerships/assist>.

Making the most of your networks

Having networks around you can promote mental health and wellbeing because you're

able to engage in professional conversations, form relationships with other educators and reduce feelings of isolation. There are a number of ways that you can do this.

For example, keeping in touch with your coordination unit, making the most of practice mentor visits, seeking out local professional networks, connecting with your state branch or attending a Be You Conversation session, <https://beyou.edu.au/resources/sessions-and-events/be-you-conversations-for-early-learning>.

Remember, looking after your own wellbeing puts you in a better position to help create a positive, inclusive and resilient learning community.



Our National Quality Framework gives children
the best start in life
 through high quality early childhood education and care

The Australian Children's Education and Care Quality Authority (ACECQA) is the independent national authority that assists governments and services to achieve the objectives of Australia's National Quality Framework (NQF) for children's early education and care in more than 16,500 approved services.

The NQF consists of the National Law and National Regulations, National Quality Standard (NQS), assessment and quality rating process and approved learning frameworks. Together, these elements form Australia's regulatory system for education and care services.

The priorities of the NQF are children's optimal education and development outcomes in a safe, healthy and inclusive environment. This sets children up for the best start in life.

Just as services monitor their impact on children's health,

safety, wellbeing and development and enhance their programs and practices accordingly, ACECQA updates its programs, resources and services to meet the changing circumstances of services and families.

Approaching the tenth anniversary of the NQF, ACECQA acknowledges there is still a lot to be done to support parents and the wider community in understanding quality and professional practice in early education and care.

It is interesting to consider the rising number of articles and opinion pieces about what families in Australia look for, and what sources of information they rely on, when choosing an early childhood education and care service for their children. As early childhood education and care professionals, sharing your expertise and NQF knowledge with families is important both for parental decision

making and to clarify the role of your service.

ACECQA's guides and resources on the NQF are helping services and educators

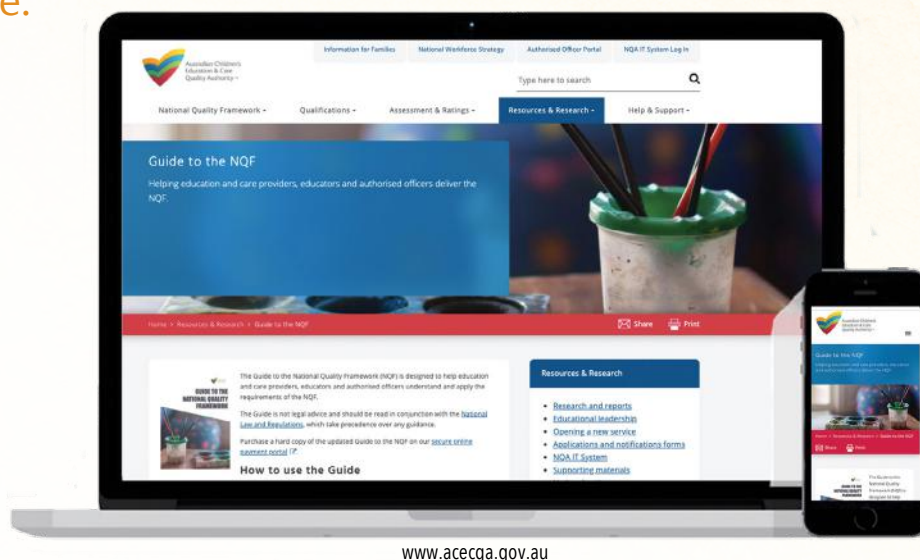
The [Guide to the NQF](#) and ACECQA's series of resources are provided to support regulatory authorities, service providers, educational leaders, teachers and educators in their professional development and educational practices. They do not replace the requirements of the National Law or Regulations but are designed to provide clarification and additional guidance if needed.

In 2021, ACECQA published a set of new guidelines on [Preparing NQF policies and procedures](#). Approved providers must ensure their education and care services have policies and procedures covering a range of areas set out in the National Regulations. This supports teachers' and educators'



Australian Children's
Education & Care
Quality Authority®

The website is reliable, free to access and helps with continuity of learning and transitions with Activities to do at home.



www.acecqa.gov.au

important roles in protecting and promoting children's health, safety and wellbeing, and enables service providers to consider and address the necessary requirements for sound decision making, accountability and governance.

ACECQA also provides a Sector Information Service via 1300 422 327 to answer your questions about the NQF and how it relates to your own programs, policies and practices.

Australia's NQF has built a system which values the whole child

The NQF sets minimum early childhood education and care qualifications, educator to child ratios, and a guiding curriculum (approved learning frameworks). It supports teachers and educators to use their professional knowledge, autonomy and creativity to build relationships with each child and family, and adjust programs and practices to deliver optimal outcomes for them.

Educational leaders, teachers and educators are part of a long and proud profession. Their service and team policies and practices are assessed under the NQS. Increasingly, NQS data and analyses show high-quality services commit to continuous quality improvement through innovations uniquely adapted to the needs and interests of their children and families.

It's important for families to understand the NQF

ACECQA recognises that families are very busy people. It's often difficult

to find a convenient opportunity to talk about how your programs, policies and practices relate to the seven quality areas. So ACECQA's family-focused Startingblocks.gov.au website provides free resources to use in conversations and communications with your families and communities.

These resources explain the NQF and the NQS through engaging formats, with some key resources translated into community languages. They also help build awareness and understandings of your important role as early childhood education and care professionals.

It's important for families to know how they can use these resources and information to make informed choices about the best service for their children.

There are resources at StartingBlocks.gov.au to help with conversations about:

- [National Quality Framework- how can it help me?](#) – how to interpret the NQF and use it to determine if a service is right for their child
- [A brief guide to the assessment and rating process](#) – an overview

of the process and answers to commonly asked questions

The StartingBlocks.gov.au website provides a popular search tool to help families find quality early learning services near their home or work, along with their NQS quality ratings. In February 2022, new service fees and vacancy information will be added to the website. This is an easy to use search tool on mobile, iPad or pc, sharing service details updated daily by governments, providers and services.

The website is reliable, free to access and helps with continuity of learning and transitions with [Activities](#) to do at home.

StartingBlocks.gov.au also provides supporting tip sheets for families who have found a service and are ready to take the next step and enrol, including [what you should look for when you visit a service and questions to ask](#).

Quality education and care in the early and developmental years leads to better health, education, social and employment outcomes in life so every child - regardless of their circumstances – deserves the best we can do together.

FUN with FDCA



▲ Red Star House

Enter the Red Star House competition and you could win an A3 Explore & Discover Light Panel valued at \$186.95.

This amazing light panel features a bright LED surface. They are excellent for encouraging exploratory play as well as for art and craft activities and STEM and STEAM project-based work.

Due to the large variety of different resources that can be used with a light panel, they are also excellent for children to use when learning maths, science and literacy. Children can explore line, texture, shape and colour. The panels are lightweight and durable, with a large, flat surface and excellent light projection.

To win this fantastic prize all you have to do is find the Red Star House which is hiding somewhere in this magazine. Enter your answer online at www.fdca.com.au/competitions by clicking on the Red Star House competition link.

Competition closes 20 February 2022.



Sudoku ▶

Enter the Sudoku competition and you could win an Australian Animal Alphabet Flashcard set and Australian Animal Alphabet Poster from Fabriculture.

Responding to the alarm she felt at playgroup after discovering children could recognise a fox but not a bilby, twin mum, textile designer and creative director Penny Gale started working on these flashcards to teach her own children.



			2				
				4	5		3
	2	8	1			4	6
9			3	7			5
4		3		5		1	2
8	1			2	4		9
2		6			7	5	9
7			8	6			
					3		

These beautiful flashcards and poster feature an A-Z of unusual and vulnerable Australian species and can be used as a tool for children and the grown-ups who nurture them.

You can find out more about Fabriculture at www.fabriculture.com.au or via Facebook and Instagram @thefabriculturalist.

Enter your answer online at www.fdca.com.au/competitions by clicking on the Sudoku competition link.

Competition closes 20 February 2022.

Word Teaser ▶

Enter the Word Teaser competition for your chance to win a \$50 Booktopia gift voucher.

Complete the 3-letter words and the middle row across will reveal the solution.

Enter your answer online at www.fdca.com.au/competitions by clicking on the Word Teaser competition link.

Competition closes 20 February 2022.

- 1. Alien craft (1,1,1)
- 2. Paid expert
- 3. Poorly lit
- 4. Inquire
- 5. Flow away
- 6. Morning vapour
- 7. Lock opener

1	2	3	4	5	6	7
U	P	D	A	E	D	K
O	O	M	K	B	W	Y



congratulations

...to the winners from Issue 97

Find the Red Star House

Kristy Knight
Queensland

Sudoku

Karen Sinclair
New South Wales

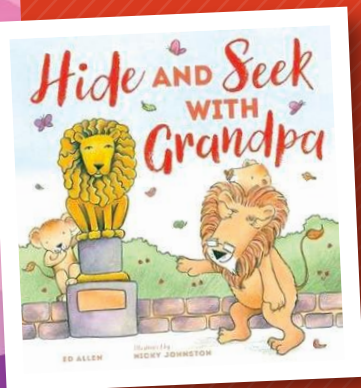
Word Teaser

Anoma Kottege
Victoria

Hide and Seek with Grandpa

Written by Ed Allen

Illustrated by Nicky Johnston



This was a favourite amongst my young children. With only a few words on each page, we were able to expand the story using the wonderful illustrations, the younger children took great delight in

finding the little lion who was hiding from his little sister and his grandpa. It was lovely the way the illustrator was able to "hide" the little lion, however easy enough for younger children to find him.



A Boy his Bear and a Bully

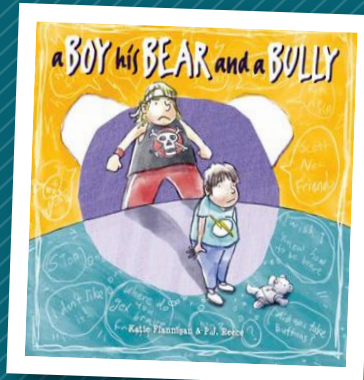
Written by Katie Flannigan

Illustrated by P.J. Reece

This was a useful story which was enjoyed by my school age children. It sparked lots of conversation about dealing with bullies, how to overcome a

potential bully and how to find your inner strength.

It proved that you don't need an object to be brave.



STORY

TIME

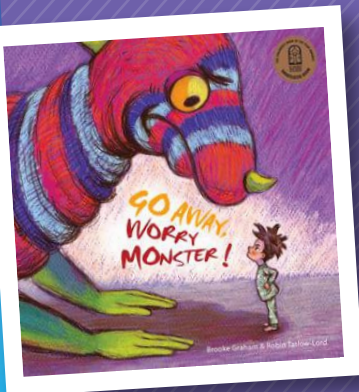
Go Away, Worry Monster

Written by Brooke Graham

Illustrated by Robin Tatlow-Lord

This is a wonderful book which shows how you can control your own fears and worries with some very simple techniques. I would highly recommend this book to any young person who is about to start school, who may need some guidance around controlling your worries with some quite simple strategies.

The strategies used in this book are simple enough to do anywhere and with regular practice would become part of your routine.



Our book reviewer for this edition of JIGSAW is Janice Mulqueen from Victoria, who is registered with Bambini Child Care Services.

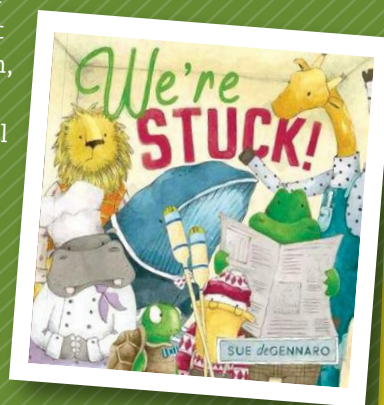
We're Stuck

By Sue DeGennaro

After getting stuck in an elevator with his neighbours, Turtle's announcement that it was his birthday was enough to encourage his neighbours to use their imaginations to help Turtle celebrate.

By using the little resources that they had with them, they were able to throw a very special party for Turtle in the elevator.

Such a lovely book to remind all of us that we can turn a stressful situation into a wonderful one with a little imagination.



OUT AND ABOUT

with Natural Choice Early Learning Family Day Care

By Natural Choice Early Learning Family Day Care

Do you have a story about a family day care excursion that you would like to share?

Send your pictures and stories through to marketing@fdca.com.au

Earlier this year in September children from Natural Choice Early Learning Family Day Care had the opportunity to participate in a wonderful excursion to Halloran's Hill Conservation Park.

Halloran's Hill Conservation Park is located within the township of Atherton in Far North Queensland on the land of the Tableland Yidinji people, which is approximately 48k (as the crow flies) south-west of Cairns.

Rising above Atherton, Halloran's Hill is actually an extinct volcanic cone which is covered in a very old remnant rainforest called 'Mabi' where only a few pockets remain across parts of the Atherton Tablelands.

“...it is important for us to work together and help protect forests like Mabi...”



To help encourage the children investigate the surroundings while on their adventure, they each received their very own nature book. This book contained several features about the area and when the children found a feature, they had to place a sticker in their book.



During the excursion, Natural Choice Early Learning Family Day Care Service Manager Chris Gueho, spoke to the children about the unique fauna and flora of the area and how it is important for us to work together and help protect forests like Mabi, so that everyone can continue to enjoy the beauty now and into the future.

All the children involved had a wonderful time exploring Halloran's Hill, our excursion allowed the children to use skills such as exploring, inferring, predicting

and consideration. This helped the children to develop an increased understanding of the relationship between the land, people, plants and animals, and show appreciation and care for the natural and constructed environments.

Our journey also broadened the children's understanding of the world in which they live and provided them with an opportunity to demonstrate a new level of awareness and respect for others' perspectives, while openly expressing their feelings and ideas in their interactions with others.



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MELBOURNE • 26 MARCH 2022

BRISBANE • 7 MAY 2022

ADELAIDE • 4 JUNE 2022

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Safe Sleep and Child Protection training to be provided by Red Nose Australia and Australian Child Care Career Options (ACCCO).

FDCA member ticket price: \$15
Non-member ticket price: \$75

Register at
familydaycare.com.au/nep



Photo by Alastair Bett

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Photo by Stuart Gibson