

ISSUE 101

JIGSAW

THE MAGAZINE OF FAMILY DAY CARE AUSTRALIA

2022 Excellence
in Family Day
Care Awards:

**National
Winners**

Grab a Cuppa with FDCA

Glassie Awards

From
Little Things,
**Big Things
Grow**

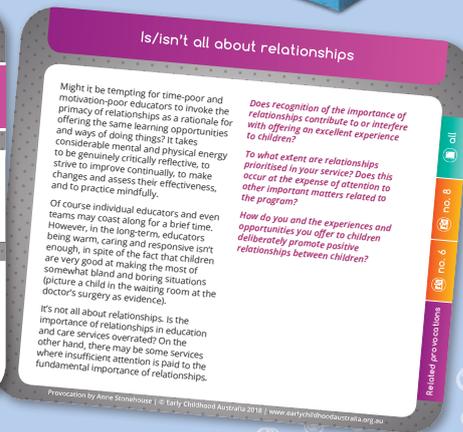
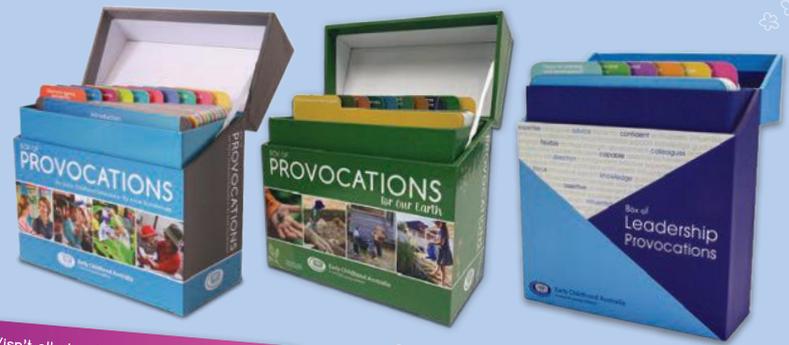
FDCA 2022
National
**Conference
Wrap**

FDCA launches
new Online
Engagement Series!

A chance to win with Fun with FDCA + A Different Lens on Sustainability with ACECQA + Planning and
Playing to Support Wellbeing with Be You + Business Insights + Story Time

ESSENTIAL RESOURCES FOR EARLY CHILDHOOD SERVICES

The different ECA Boxes of Provocations will provoke deeper thinking and discussion among educators.



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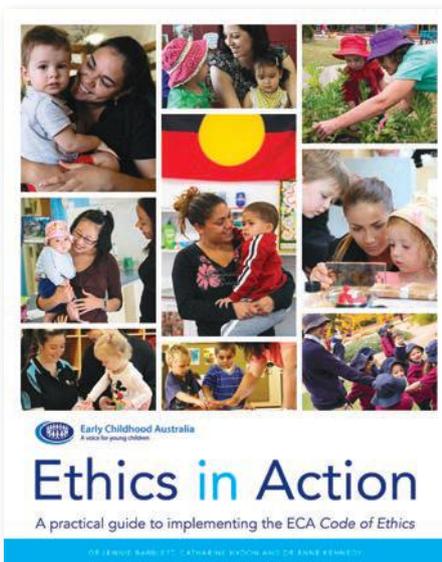
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Early Childhood Australia
A voice for young children

Ethics in Action

A practical guide to implementing the ECA Code of Ethics



This **easy-to-use practical guide** is suitable for all educators, managers, leaders and childhood professionals caring for children from birth to 12 years of age.

This highly anticipated practical guide for the Early Childhood Australia (ECA) Code of Ethics **clearly explains what 'Code of Ethics' means in everyday practice**, including templates for easy implementation.

“What a great professional privilege it has been to be involved in developing this comprehensive ethics resource which ECA, the authors and contributors anticipate will provide practical support for professionals wanting to embed the Code of Ethics into their work with children, families and colleagues (Dr Anne Kennedy).”

Visit bit.ly/3EDyl2t or call 1800 356 900

JiGSAW

Published by Family Day Care Australia (FDCA)
 PO Box 571 Gosford NSW 2250
 ABN: 93 094 436 021
 Telephone: 1800 658 699
 Insurance and Membership Services: 1800 658 699
 Email: enquiries@fdca.com.au
 Web: www.familydaycareaustralia.com.au
 Editor: Laura Howden
 Advertising: FDCA Marketing
 Graphic design: 2MI Design
 Printer: Kwik Kopy Gosford
 ISSN 13263528

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Service Membership	\$299.00
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A word from the ceo

Welcome to the 101st edition of JiGSAW, our first for the new year.

The end of 2022 was a significant time for our sector as we came together in Hobart for the Family Day Care Australia National Conference, for three days of networking, workshops and events alongside fellow colleagues and early childhood experts which you can read about on pages 11-14.

One of the many conference highlights was, of course, our 2022 Awards Gala Dinner and the crowning of our National Educator, Coordinator and Service of the Year. With Nova Peris OAM at the helm as our Master of Ceremonies and the splendid backdrop of Hobart's Princes Wharf, the dinner was a memorable end to another successful Awards season.

For a full listing of our Regional Educator Winners, Star Winners, National Finalists and National Winners, don't miss our 2022 Excellence in Family Day Care Awards article on pages 15-24.

This edition includes some special contributions from our membership with our brand-new Grab a Cuppa series (pages 33-36) providing readers with an insight on what their fellow colleagues and services are up to, and a heartwarming look at the journey of one family day care trainee detailed in the article From Little Things, Big Things Grow, across pages 9 and 10.

Make sure to catch our regular features from Be You and ACECQA in this edition on pages 27 and 29, as they share with us advice on planning for planning and playing to support child wellbeing and adopting a different lens on sustainability.

With 2023 in full swing, we can't wait to connect with you through a number of new member initiatives (like the FDCA Online Engagement Series) along with our ongoing ones, including this year's National Family Day Care Week and Excellence in Family Day Care Awards.

In the meantime we wish you a safe and happy start to what promises to be a big year ahead, as we work together to make family day care the natural choice for quality early childhood education and care.

Andrew Paterson
 Chief Executive Officer
 Family Day Care Australia

Cover image provided by Amanda Atherton



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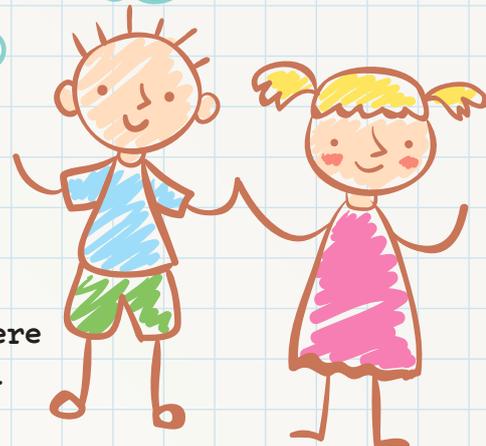
Care for kids

Put your service in the Spotlight



There's only one platform that shines the spotlight on Family Day Care.

Care for Kids. Child care, taken care of.



EARLY CHILDHOOD EDUCATION AND CARE (ECEC) SUMMARY UPDATE

The latest quarterly Child Care in Australia statistics were recently released by the federal Department of Education.

The report for the September quarter 2021 shows that:



13,805

approved childcare services operated in Australia during that period, comprising:

8,669

Centre Based Day Care (CBDC) services (62.8 per cent of all services)

422

Family Day Care services (3.1%)

4,672

Outside School Hours Care (OSHC) services (33.8 per cent)



1,346,140

children attended approved childcare in the September 2021 quarter. Of these:

816,070

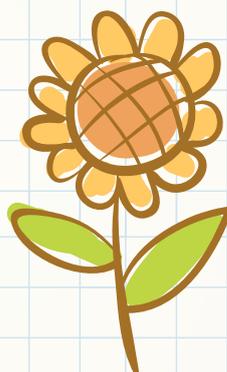
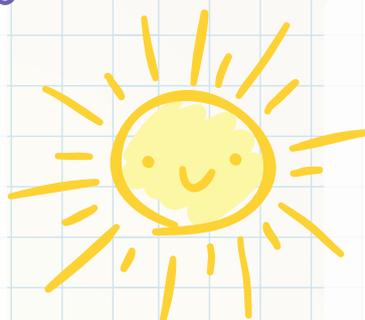
or 60.7% attended CBDC

90,450

children, or 6.7%, attended family day care

472,290

or 35.1% attended OSHC.



The total number of families nationally using childcare in the September 2021 quarter was

957,990

Of these:

670,060

or 70% used CBDC

64,390

or 6.7% used FDC

346,340

or 36.2% used OSHC.



INDUSTRY SNIPPETS



\$10.55

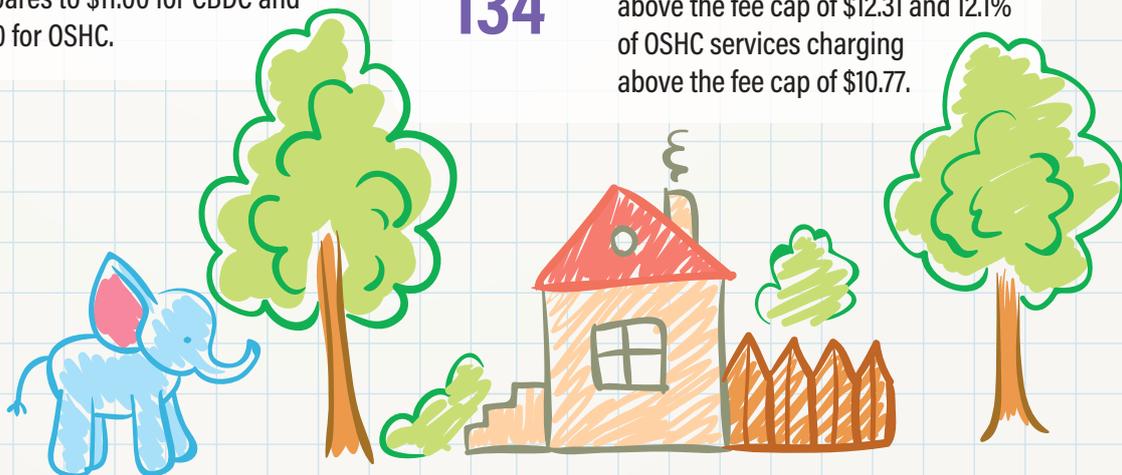
The average hourly fee across all care types (excluding In-home care) was \$10.55, with the average hourly fee for family day care sitting at \$11.05. This compares to \$11.00 for CBDC and \$7.50 for OSHC.



134

In the September quarter 2021, a total of 134 (or 31.8%) of family day care services charged above the FDC fee cap of \$11.40. This compared to 15.7% of CBDC services charging above the fee cap of \$12.31 and 12.1% of OSHC services charging above the fee cap of \$10.77.

To view the full report, visit the Australian Government Department of Education at www.education.gov.au



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.fdcassoca.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



Educator takes runner up in the Glassie Awards!

Hailing from the town of Beerwah, Queensland, Mary Cullen's family day care reflects her passion for animals, nature and outdoor play.

Each year the locals get the opportunity to nominate small business owners in recognition of their contributions to the community – and Mary was delighted when a notification came through to say she had been nominated!

In Mary's own words:

"We don't have large shopping centres or central business districts up here in the Glass House region. It's our small 'Mum-and-Dad' business operators that are the lifeblood of our community.



These awards have been deliberately designed to promote and recognise the efforts of our many small businesses and their employees, and show our appreciation for their positive impacts on the wider community."

Taking out the spot of runner up, Mary is grateful to have been nominated by her peers in Beerwah and to see her business gain commendation in the local area.

FDCA's Online Engagement Series kicks off!

As the national peak body for family day care, FDCA understands the difficulty many of our members face in being able to access high quality professional learning content.

Therefore we were excited to recently launch the FDCA Online Engagement Series.

The new series will consist of online panel sessions that will provide educators and service staff with access to high quality professional learning content that will discuss a wide range of subject matter relevant to the family day care sector.

The first episode of the series started with a bang with Maggie Dent and Sylvia Arotin taking part in a discussion on supporting children's behaviours. The session covered a wide range of topics and responded to several questions from members.

The Online Engagement series replaces FDCA's National Engagement Program forums that first began in 2016.

The National Engagement Program was a great success and was very well received by members, however it became clear that while those who were able to attend the face-to-face forums appreciated the events, a great number of FDCA members were not able to attend the events. This was because for many members, there either wasn't enough free time to be able to attend or, the fact that there was a limit on the locations the forums could take place in, not all locations were suitable for members.

Best of all, every session will be recorded and made accessible to 24/7 to all members via the FDCA Member Zone, meaning that no matter where you are located, or how busy your schedule is, the sessions will always be accessible for you to digest at a time that is convenient to you!

For more information about the FDCA Online Engagement Series, stay on top of futures updates and submit your questions for upcoming sessions, visit www.fdca.com.au/supporting-you/oes.

FDCA WORKING FOR YOU



FREE FOR FDCA MEMBERS



TAILORED FOR FAMILY DAY CARE



STREAMED LIVE ONLINE



LIVE Q&A

With more amazing guests lined up for sessions in 2023, the FDCA Online Engagement



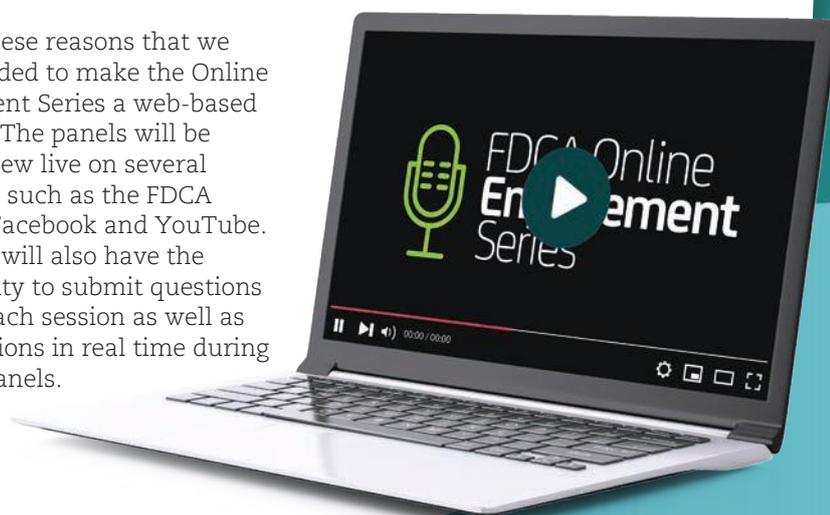
MAGGIE DENT



SYLVIA AROTIN

Series is set to become a staple of professional learning content for the family day care sector.

It is for these reasons that we have decided to make the Online Engagement Series a web-based program. The panels will be FREE to view live on several platforms such as the FDCA website, Facebook and YouTube. Members will also have the opportunity to submit questions prior to each session as well as ask questions in real time during the live panels.



Boost your Business in 2023 WITH FDCA'S MARKET MY BUSINESS HUB

As a member of FDCA, did you know that you have access to a range of FREE customisable resources that you can use to promote your family day care?

For many, the time and cost involved in developing marketing materials is daunting.

That's why, as your national peak body, we've developed a range of professionally crafted resources that you can access at no cost; taking the hassle out of marketing your business and giving you more time to do what you love.

What's available in the Market My Business Hub?

All material in the Market My Business Hub has been designed on the back of extensive market research and sector consultation, so you can be sure that the material you order will resonate with your audience.

With a wide range of digital resources available in the Market My Business Hub, members can access:

- PROMOTIONAL VIDEOS
- BROCHURES
- TESTIMONIAL VIDEOS
- POSTERS
- FLYERS
- POSTCARDS
- SOCIAL MEDIA GRAPHICS
- CUSTOM LOGOS
- EMAIL BANNERS

i Simply place your order and FDCA will send your material through in digital format for you to use and print as required!

To order from the Market My Business Hub, visit your FDCA Member Zone today!



FDCA WORKING FOR YOU

PROTECTION WHEN YOU NEED IT MOST

As your national peak body, FDCA knows the diversity and complexity of the issues that you can face in the day-to-day running of your family day care business: debt recovery, dispute resolution, noise complaints and more.

This is why we are partnered with a multi-award-winning law firm that can assist in these matters, solve your problems and give you peace of mind. Through legal specialists Wotton + Kearney, FDCA is able to deliver more affordable, expert assistance for services and educators across Australia.

This partnership provides a high quality level of service, professionalism and sector expertise with a Family Day Care Legal Services subscription. A Family Day Care Legal Services subscription is available for as little as \$3.15 per week and offers direct access to legal advice and resources designed specifically for family day care services and educators, for a tiny fraction of the normal cost.

Wotton + Kearney is one of Australasia's undisputed leaders in the provision of legal services, with sector expertise and offices in Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney in Australia, and Auckland and Wellington in New Zealand.

To find out more about Family Day Care Legal Services, visit fdca.com.au/legal or call 1800 658 699.

FROM LITTLE THINGS,



BIG THINGS GROW

A Reflection on Traineeships in Family Day Care

Fourteen years ago, educator Georgina Zadelj of Country Kids Childcare welcomed four-year-old Liliana Bozzo into her family day care.



"When Liliana first came into my life at the age of four, I was greeted by a calm, sensitive, kind, patient and empathetic child," Georgina said to Family Day Care Australia.

"Liliana went on to attend my family day care service for the next 8 years each school holidays".

Fast forward to August of 2019, Liliana, now in Year 10, approached Georgina and asked if she would be interested in giving her a school based traineeship.

The answer, of course, was a resounding yes!

"The wonderful attributes Liliana displayed as a child made it an easy decision to make, when she asked me to give her a school-based traineeship," the educator reminisced.

Georgina's business, Country Kids Childcare, is an award-winning family day care and has been recognised for excellence in both the Early Childhood Sector and in Outdoor Nature Play.

As a trainee, Liliana had to be able to strive to do her best, to set her own goals to achieve, and learn what is required on the job practically. Liliana also had to build strong and meaningful relationships with the children and families in her care.

Liliana herself admitted that at times the job came with challenges, but over time she found her voice as an educator, developing learning strategies and showing tenacity and resilience.

"During one particular school holiday period, Liliana had to work extremely hard with some very boisterous boys, many who had to respect her as an educator and not just as another one of the kids in care," said Georgina. "But she never gave up and knew when to ask for help".

Georgina couldn't be prouder of Liliana's achievements. "Her confidence and pedagogy grew so much over the time doing the traineeship. Liliana was not afraid to be unique and

always greeted people with a smile".

So much so that at the end of 2021, Liliana's high school nominated her for the School-Based Trainee of the Year in the Cairns Business Liaison Association 'Aspire Awards', where she was named runner up.

"I truly believe she has found her calling and many children will be blessed to have Liliana care for them," said Georgina fondly. "Liliana is no longer the child that first came into my care; she is now a young lady who shows so much promise, with dreams and aspirations of her own".

Georgina is a passionate advocate for traineeships within family



HOBART 2022

FDCA 2022 NATIONAL CONFERENCE WRAP

The FDCA 2022 National Conference, held over Thursday 15 September to Saturday 17 September 2022, brought together family day care professionals and early childhood education and care experts for three days of networking, workshops and plenary sessions.

OVER 400

conference delegates, speakers, sponsors and exhibitors descended on the Grand Chancellor Hotel in Hobart for the much-anticipated event, an atmosphere of excitement and anticipation in the air as the very first delegates arrived for registration.



CONFERENCE DAY 1

Beginning with the opening of registrations, conference attendees from across the country made their way to the FDCA Registration Booth to grab their tickets and goodie bags before settling in for the official Welcome Function.



The Federation Ballroom was transformed into a jam-packed Exhibition Hall, featuring over 20 vendors in the early childhood education and care sector, live music and a range of food and beverages to tempt the palates of



our arrivals!

FDCA CEO Andrew Paterson welcomed delegates to Hobart, kicking off the conference proceedings.





CONFERENCE DAY 2

The Grand Chancellor Hotel was a hive of activity on Day 2 of the Conference (despite Hobart putting on a rainy face).

The morning Plenary Session saw our delegates come together in the breathtaking Federation Concert Hall.

Cody Summers made an impression on attendees with his heart warming Welcome to Country and was followed by FDCA CEO, Andrew Paterson, whose video adventures with some local family day care children were a big hit!



Australia's Queen of Common Sense and our first Keynote Speaker for the Conference, Maggie Dent, finished off the session with an engaging and thought-provoking presentation on "Exploring Children's Anxiety".



There was plenty on offer in the morning workshops, including Kidsafe WA's "Naturally Kids Play" session, and another from Perry Campbell of ACECQA, looking at "Educational Leadership in Family Day Care".

After a hearty lunch, delegates selected between another stellar line up of workshop



options. Stephen Moger from the Department of Education ran a session on "Sector Led Directions for the Enhanced Payment Integrity System" and Everymind representatives covered "Supporting Mental Health and Wellbeing within the Family Day Care Environment".

During the very last session of the day, we heard from FDCA's own Michael Farrell and Early Childhood Australia's Shae Haylen, presenting on "The Role of the Coordinator".



Capping off Day 2 was our second Keynote Speaker, Leanne McLean, the Tasmania Commissioner for Children and Young People.

PHOTO BY ALASTAIR BETT

FDCA 2022 NATIONAL CONFERENCE WRAP



CONFERENCE DAY 3

The long awaited Gala Dinner for our 2022 Excellence in Family Day Care Awards was on everybody's mind on Day 3.

Cody Summers gave another moving Welcome to Country in the morning's Plenary Session and attendees enjoyed another round of video shenanigans with FDCA CEO, Andrew Paterson, interviewing family day care children on a number of hot topics.

Professor Linda Harrison's Keynote Address spoke to her important research in the sector surrounding updates of the Early Years Learning

Framework, before delegates moved into their chosen workshops.

Sylvia Arotin of Guide and Grow held a workshop on "How to Get Kids to Listen" which was well-loved by attendees, and Professor Susan Irvine from Queensland University of Technology presented on the findings of a new study into "Effective Leadership in Family Day Care".



Lunch once again saw delegates flocking to the Exhibition Hall, followed by a plethora of afternoon workshops: Juanita Wilson, Be You Consultant and her workshop on "Wellbeing for Educators"; the

team from Coastal Family Day Care on "Innovative Approaches to Risk Management of Outdoor Environments"; and Jennifer Branch-Allen, CEO of Kidsafe Tasmania on "Kidsafe and Family Day Care Educators Work Together".

The final Plenary Session of the 2022 National Conference saw Nova Peris OAM take to the stage, delivering a stirring final Keynote Address.

Nova re-joined delegates a few short hours later at the Princes Wharf No. 1, where the 2022 Gala Dinner party was beginning to kick off!

As the evening's Master of Ceremonies, Nova was joined by a number of prominent sector stakeholders to acknowledge our Regional Award Winners, 2022 National Finalists, STAR Award Winners and to announce the 2022 Educator, Coordinator and Service of the Year (read more on our 2022 Award Winners on pages 15-24).

As the dance floor heated up, delegates had a chance to reflect on the last few days and spend time with friends old and new.



HOBART 2022



CONFERENCE END

With some delegates choosing to extend their stay in Hobart and others flying home, the 2022 National Conference officially came to an end.

As the biggest event on the FDCA calendar, it was an enormous privilege for our staff to spend time with our members in person and hear first-hand the positive impacts delivered each day by family day care educators, coordinators and services.



With plans already in motion for our next National Conference, we would like to thank our amazing sponsors for their support, without which an event of this scale would not be possible:

- Tasmanian Government Department of Education
- Care for Kids
- NSW Department of Education
- FDSee
- Australian Government Department of Education
- Elantis Premium Funding
- Harmony Web
- Adventure Patch Family Day Care
- Everymind
- Be You
- Clyde & Co





EXCELLENCE IN FAMILY DAY CARE AWARDS 2022

NATIONAL WINNERS ANNOUNCED





After what has been another fantastic Excellence in Family Day Care Awards season, it was great, for the first time in three years, to celebrate the Excellence in Family Day Care Awards at a Gala Dinner full of excited family day care sector representatives!

FDCA had the great honour of announcing the National Winners in the 2022 Excellence in Family Day Care Awards at Princes Wharf No.1 in Hobart on Saturday 17 September as part of the FDCA 2022 National Conference Dinner.

Not only was it wonderful to announce our National Winners but following two years of not being able to host regular awards dinners, it was a pleasure to be able to recognise the 2022 National Finalists and Regional Educator winners and Star Award winners from 2020 to 2022 that were in attendance on the evening.

This year's awards saw each category winner come from a different state or territory for the first time since 2017.

Mid Coast Family Day Care educator, Hannah Smith, became the first New South Wales based educator to win national honours since 2015 and made it two national titles in a row for Mid Coast Family Day Care following Lyndall Cotterill's National Coordinator of the Year win in 2021.

On the Coordinator of the Year front, Kathi Hewitson from Foundations Family Day Care

became the first Victorian representative to take home the national award.

Accompanying both Hannah and Kathi, was Elite Family Day Care, who was named as the 2022 National Service of the Year and become the first Western Australian based service to take home the service national title in the 10-year history of the service award.

FDCA Chief Executive Officer, Andrew Paterson, spoke to the important role that the Awards play in recognising the accomplishments of all those nominated and named as winners, as well as the critical role the awards play in generating positive publicity for family day care.

"Our National Finalists are selected each year from thousands of nominations, and we are thrilled to recognise their incredible achievements not only as leaders in the family day care sector but as shining examples of the positive impacts made by early childhood professionals," said Andrew.

"Our 2022 Educator, Coordinator and Service of the Year have displayed excellence in all areas

of practice and are committed to providing quality outcomes for their children, peers and communities," said Andrew.

"The high-quality education and care and holistic learning environments provided by our finalists and the sector is what makes family day care so unique and is the reason why so many families choose family day care."

Family Day Care Australia would like to thank all the families, coordinators, educators and services who took part in the 2022 Excellence in Family Day Care Awards and congratulate all who were nominated or won an award.

We would also like to thank our sponsors the Tasmanian Department of Education, Care for Kids and Early Childhood Australia. Without the generous support of these organisations the awards program would not be possible.

2022 NATIONAL WINNERS



2022 NATIONAL COORDINATOR OF THE YEAR

Kathi Hewitson – TAS/VIC

Foundations Family Day Care (VIC)

Kathi Hewitson, our 2022 National Coordinator of the Year, has a career in the sector that has spanned 27 years, including having worked as Australia's first Professional Support Consultant for family day care and in home care.

The founder of Foundations Family Day Care, Kathi maintains high expectations for herself, her service and her educators, which begins at induction and follows through into training days and ongoing professional support for her team.

Kathi speaks to each of her educators once a week to check on their wellbeing and the wellbeing of their families. Training opportunities are offered in and outside of the service along with the incorporation of methodologies like Phoenix Cups. The service has also participated in an extended research program looking at the long-term benefits of pre-literacy.

"Kathi is one in a million," praised one of her nominators!



2022 NATIONAL EDUCATOR OF THE YEAR

Hannah Smith – ACT/NSW

Mid Coast Family Day Care (NSW)

Our 2022 National Educator of the Year, Hannah Smith, began her career in 2007 and prides herself on constantly evaluating and improving her environment and her professional practices.

Hannah is an avid networker and loves touching base with fellow educators. To her, networking is a powerful exchange of knowledge, ideas and encouragement, which benefits not just herself but the children in her care.

With over twenty years of experience in early childhood, Hannah is particularly passionate about building a deeper understanding of neurodiversity. Currently in the process of publishing a series of children's books featuring an autistic main character, she believes it is important to portray neurodiversity in a positive way and provide all children with enjoyable, relatable narratives.

Living on four acres, Hannah's program strongly emphasises child-centred nature play, allowing her children to strengthen their independence and sense of self. She has a diverse range of families in her care, as a passionate advocate for neurodiversity and cultural inclusion.



2022 NATIONAL SERVICE OF THE YEAR

Elite Family Day Care (WA)

SA/WA Representative

The 2022 National Service of the Year, Elite Family Day Care, prioritises investment into professional development across a range of early childhood topics, providing educators across the state with inclusive and equitable ways in which to grow in their career.

Elite Family Day Care recently worked alongside their staff, educators, families and a specially appointed strategist to develop a set of values to guide everyday practice: we are adventurous, we are collaborative, we are caring, we are trustworthy. It is these values that the staff and educators at Elite Family Day Care live and breathe.

The service runs a bi-annual Awards night, The Elite Extravaganza, to specially recognise the incredible talent and hard work within their team. Servicing an incredibly large area in Western Australia, with educators from Derby to Esperance, opportunities like these to come together are well loved by all involved.



2022 COORDINATOR NATIONAL FINALISTS



Cindy Warren – ACT/NSW
Open Arms Family Day Care (NSW)

Cindy Warren, our 2022 NSW/ACT Coordinator National Finalist, encourages her educators to remain true to the teaching approaches that inspire them most, be it Steiner, Montessori or Reggio Emilia.

By supporting her team to adopt pedagogies that most speak to their style of education, children reap the rewards of a confident and driven educator. When an educator first begins at the service, Cindy guides them to enhance their environment and create meaningful activities, resources and programs.

Cindy encourages open channels of communication between educators and coordinators, believing that educators who are treated as early childhood professionals and capable leaders are empowered to produce the best quality outcomes.

“Cindy is always there to answer my questions, day or night,” one of her nominators remarked. “She is full of ideas and makes sure we are safe and supported.”



Ricky Fazldeen – QLD/NT
Marlin Coast Family Day Care (QLD)

Ricky Fazldeen’s approach to professional practice is to motivate, provoke thought and inspire her team to think outside the box.

As our 2022 QLD/NT Coordinator National Finalist, Ricky is a firm believer in role modelling the expectations and frameworks she seeks to grow in others.

Running regular workshops and mentoring sessions, Ricky and her team workshop changes at the service together, to promote the voices and acknowledge the importance of each person as a contributor.

With a strong cultural and linguistic diversity within the service, Ricky also coordinates a regular play group that celebrates and embraces traditions old and new, including Sri Lankan cooking, Scottish dancing and Elder story-telling. She also hosts a range of team building events such as yoga, craft nights and wellbeing workshops to build a sense of community within her scheme.

“Ricky does a fantastic job and the kids just love her,” said one of her nominators.



Michelle Richter – SA/WA
Northside Family Day Care (SA)

In her unique role as a guardianship family day care coordinator across the South Australian Department of Education, working with 12 different services, Michelle Richter demonstrates her professional practice daily in partnership with passionate and qualified educators.

The guardianship program is a targeted intervention and support process, proving short term placements in family day care for children under the care of child protection. As our 2022 SA/WA Coordinator National Finalist, Michelle supports vulnerable children who have undergone significant trauma and neglect within their early years.

Her goal is to create positive outcomes and provide these children with the safety and space to begin their healing journey. Since the inception of the guardianship program, Michelle has successfully placed 200 children into nurturing family day care environments.

“Michelle has such a good heart and it shows,” one of her nominators wrote.



2022 EDUCATOR NATIONAL FINALISTS



Felicia Burridge – QLD/NT
NQ Family Day Care (QLD)

As an educator, Felicia Burridge defines her professional practice as a robust, play-based approach to learning and development, empowering children to become leaders of tomorrow.

Our 2022 QLD/NT Educator National Finalist, Felicia, has over 17 years of industry experience and a long list of career successes, including training 6 school-based apprentices who are now thriving within the early childhood education and care sector.

Felicia strikes a careful balance between intentional teaching and planning and autonomous play, encouraging her children to lend their voices on what and how they want to learn. The children at her family day care tend to chickens and a compost farm and are especially passionate about conservation, which lead to their family day care swapping their town water supply for their very own, sustainable rain water tank.

"Most afternoons my daughter doesn't want to come home," said one of Felicia's nominators.



Rebecca Beattie - SA/WA
Nature Alliance Family Day Care (WA)

For Rebecca Beattie, our 2022 SA/WA National Finalist, continuous learning and improvement is what makes her the best educator that she can be!

Attending a variety of professional development seminars and conferences each year, Rebecca has also recently completed a Neuropsychology Diploma and is part way through a Diploma of Child Psychology.

As a passionate advocate for the early years, Rebecca shares with her parents and children her dedication to nature play, child led learning and being out and about in the community. The days at Little Gumnuts Family Day Care are always exciting, with new adventures every day.

Rebecca's pedagogical approach is inspired by the Reggio Emilia and Montessori schools of thought, believing that children are competent co-constructors of their own curriculum. In her family day care, each child is considered a unique individual with a high capacity to make positive contributions to the world around them.



Sue Higgs – TAS/VIC
Adventure Parch Family Day Care (TAS)

With an impressive thirty-two years of experience working with children, you might say that Sue Higgs knows her stuff!

Selected as our 2022 TAS/VIC Educator National Finalist, Sue's family day care, *Growing Wild*, operates on 23 beautiful acres. The children in her care enjoy muddy puddles and pulling fresh zucchinis out of the veggie garden as part of their day-to-day routine.

When asked a question by one of her children, Sue's favourite response is, "shall we find out?"

Together they embark on journeys of learning and discovery, which is just part of the reason why Sue shares such close and meaningful relationships with her children and families.

"Sue guides the children with a gentle hand", said one of her nominators, helping them to learn naturally, at their own pace.



2022 SERVICE NATIONAL FINALISTS



Early Years Care (NSW) ACT/NSW Representative

For the team at Early Years Care, the ethos of “it takes a village to raise a child” is at the heart of what they do each and every day.

Our 2022 NSW/ACT Service National Finalist, Early Years Care believes in holistic and collaborative learning pathways that are developed from rich experiences, creativity and the natural world around them.

With an appointed Educational Leader to help inspire a continued love of learning, and a Wellbeing Coordinator to keep everyone connected and support thriving relationships, the service takes the happiness of its educators seriously.

Recognising the diversity of families and children in care, the team at Early Years Care places a high value on cultural competence and feelings of belonging. Educators and staff participate in a range of activities and everyday practices drawn from collaboration with families and their rich community.

“The children always come first at Early Years,” said a very proud nominator.



Choices Family Day Care (QLD) NT/QLD Representative

The Code of Ethics, The National Quality Framework and the Rights of the Child underpin the philosophy of Choices Family Day Care, our 2022 QLD/NT Service National Finalist.

The team inspire and learn from each other every single day, from the very first steps of induction and training to educators with careers spanning decades.

Australian Early Development Census data informs the services practice and provides insights at a community level into the specific learning and development needs of children and families. Using this data, Choices Family Day Care identified a need for additional support in key developmental domains and introduced a range of Early Learning Programs delivered as incursions to enhance children’s opportunities for learning.

Alongside their Be You consultant, the service runs Community Connection zoom meetings to focus on team building and well-being. As a relationship-centric family day care, the team emphasises the importance of idea sharing and collaborative practices, which led to the service adopting an ethos of nature play and sustainability, following on from their educator’s passion for those areas.



Adventure Patch Family Day Care (TAS) TAS/VIC Representative

From the very beginning of an educator’s journey, Adventure Patch Family Day Care provides an individualised approach to supporting their learning needs and nurturing the growth of their career as an early childhood professional.

Our 2022 TAS/VIC Service National Finalist, places their educators at the centre of decision making. Differing views and opinions are valued, respected and encouraged, with the understanding that a culture of confident educators and diverse ideas benefit the community as a whole.

Coordinator to educator and educator to educator support is encouraged through a range of physical and virtual platforms, knowing that working alone can be challenging and lonely at times, and a friendly face or a kind word can make all the difference. Children are also embraced as a crucial part of the service’s approach to programming, with each child taught to reach their full potential and see each moment as an opportunity for both teaching and learning.

NATIONAL FINALISTS

EDUCATORS

ACT/NSW Hannah Smith, Mid Coast Family Day Care, NSW
NT/QLD Felica Burridge, NQ Family Day Care, QLD
SA/WA Rebecca Beattie, Nature Alliance Family Day Care, WA
TAS/VIC Sue Higgs, Adventure Patch Family Day Care, TAS



COORDINATORS

ACT/NSW Cindy Warren, Open Arms Family Day Care, NSW
NT/QLD Ricky Fazldeen, Marlin Coast Family Day Care, QLD
SA/WA Michelle Richter, Northside Family Day Care, SA
TAS/VIC Kathi Hewitson, Foundations Family Day Care, VIC



SERVICES

ACT/NSW Early Years Care, NSW
NT/QLD Choices Family Day Care, QLD
SA/WA Elite Family Day Care, WA
TAS/VIC Adventure Patch Family Day Care, TAS



STAR AWARD WINNERS

EMERGING STARS

Educator Chloe Weir, Windermere Family Day Care, VIC
Coordinator Kylie Smith, Excellence in Care Family Day Care, QLD
Service Garden Play Family Day Care, WA



PERPETUAL STARS

Educator Kylie Graetz, Uniting Family Day Care Wimmera, VIC
Coordinator Karen Beech, Campbelltown Family Day Care, NSW
Service Maitland Family Day Care, NSW



EDUCATOR REGIONAL WINNERS

NAME	SERVICE	REGION
AUSTRALIAN CAPITAL TERRITORY		
AYESHA DURRANI	COMMUNITIES@WORK FAMILY DAY CARE AND IN-HOME CARE	NORTH CANBERRA
LEAH UTTLEY	COMMUNITIES@WORK FAMILY DAY CARE AND IN-HOME CARE	SOUTH CANBERRA
NEW SOUTH WALES		
ILANA BUTNARU	FAMILY DAY CARE SYDNEY WIDE	CBD, INNER WEST & EASTERN SUBURBS
SHOKO WARK	ARTARMON FAMILY DAY CARE	NORTH SHORE & NORTHERN BEACHES
AFROZA YASMIN	BAULKHAM HILLS FAMILY DAY CARE	NORTH WEST & HILLS DISTRICT
SREEVIDYA YADATISAISTRULA	TWINKLE FAMILY DAYCARE PTY LTD	PARRAMATTA & WESTERN SUBURBS
EMMA TURNBULL	COLLECTIVE FAMILY DAY CARE	RICHMOND & HAWKESBURY
KRISTINA LEPEDJIAN	CHRISTIAN COMMUNITY AID FAMILY DAY CARE	RYDE & MACQUARIE PARK
JACQUELINE SINGH	CAMDEN FAMILY DAY CARE	SOUTH WEST & M5 CORRIDOR
MAGDA SANCHEZ	SUTHERLAND SHIRE COUNCIL FAMILY DAY CARE	SOUTHERN SUBURBS & SUTHERLAND SHIRE
MAHANANDA JAMBLE	GREATER HUME CHILDREN SERVICES	ALBURY WODONGA & MURRAY
KYLIE HAZELL	BATHURST FAMILY DAY CARE	BLUE MOUNTAINS & CENTRAL WEST
HANNAH SMITH	MID COAST FAMILY DAY CARE	COFFS HARBOUR & NORTH COAST
VANESSA EDWARDS	CABONNE FAMILY DAY CARE	DUBBO & CENTRAL
JO-ANNE WARHURST	FAR WEST FAMILY DAY CARE SERVICES	FAR WEST & CENTRAL NORTH
RENUKA RAJ	COASTWIDE FAMILY DAY CARE	GOSFORD & CENTRAL COAST
MADDISON LORD	GOULBURN FAMILY DAY CARE	GOULBURN & SOUTHERN TABLELANDS
LINDA FRASER	COASTWIDE FAMILY DAY CARE	NEWCASTLE, MAITLAND & HUNTER
KAYLENE MILLIGAN	MID COAST FAMILY DAY CARE	PORT MACQUARIE & MID NORTH COAST
KAREN GRIEVE	TAMWORTH FAMILY DAY CARE	TAMWORTH & NORTH WEST
ANNA JOHANSEN	WINGECARRIBEE FAMILY DAY CARE	TUMUT, SOUTHERN HIGHLANDS & SNOWY
ANGELA COFFEY	INTEREACH FAMILY DAY CARE	WAGGA WAGGA & RIVERINA
LINDA TANDY	EARLY YEARS CARE	WOLLONGONG, ILLAWARRA & SOUTH COAST





NAME	SERVICE	REGION
NORTHERN TERRITORY		
EMILY LAWLER	ALICE SPRINGS FAMILY DAY CARE	ALICE SPRINGS
CECILE MIEL	KENTISH FAMILY DAY CARE	DARWIN
QUEENSLAND		
RENAE GREEN	EMPOWERED FAMILY DAY CARE SERVICE	BRISBANE NORTH/SUNSHINE COAST
YILIN LIU	MY PLACE FAMILY DAY CARE	BRISBANE SOUTH
SARAH MCIVER	CHOICES FAMILY DAY CARE	BRISBANE WEST/IPSWICH/BOONAH
LISEMAY TOWNSEND-LALLOO	EXCELLENCE IN CARE FAMILY DAY CARE SCHEME	LOGAN/REDLANDS/GOLD COAST
FELICA BURRIDGE	NORTH QLD FAMILY DAY CARE	CAIRNS & FAR NORTH
ANNA WERTMULLER	HOLISTIC APPROACH FAMILY DAY CARE SCHEME TAS	MOUNT ISA/WESTERN QLD
REBECCA DWYER	ENHANCE FAMILY DAY CARE - CAPRICORNIA	ROCKHAMPTON/CENTRAL QLD
KYLIE BROWN	EXCELLENCE IN CARE FAMILY DAY CARE SCHEME	TOOWOOMBA/DARLING DOWNS/SOMERSET/LOCKYER
ALYSHA MCNEILL	ENHANCE FAMILY DAY CARE - TOWNSVILLE & REGIONS	TOWNSVILLE/NORTHERN QLD
BELINDA CROSBIE	ENHANCE FAMILY DAY CARE - CAPRICORNIA	WIDE BAY/HERVEY BAY/MARYBOROUGH
SOUTH AUSTRALIA		
AMBER CONNOLLY	SOUTHERN DISTRICTS FAMILY DAY CARE SCHEME	ADELAIDE
MERRILYN HANNAFORD	HILLS MURRAYLANDS FAMILY DAY CARE SCHEME	ADELAIDE HILLS & BAROSSA
HELEN PRESTON	SOUTH EAST RIVERLAND FAMILY DAY CARE SCHEME	MT GAMBIER & LIMESTONE COAST
ALISON COOK	HILLS MURRAYLANDS FAMILY DAY CARE SCHEME	RIVERLAND & MURRAY MALLEE
TARA UTTING	EASTERN EYRE FAMILY DAY CARE SCHEME	WHYALLA & EYRE PENINSULA
MAXINE VOIGT	COUNTRY CENTRAL FAMILY DAY CARE SCHEME	YORKE PENINSULA & CLARE VALLEY
TASMANIA		
TRUDY CHILCOTT	ADVENTURE PATCH FAMILY DAY CARE NORTH	DEVONPORT & NORTH WEST
SUE HIGGS	ADVENTURE PATCH FAMILY DAY CARE	HOBART & SOUTH
SVITLANA BRASHER	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
MAHNOOSH KHAYAMIM	SHINING STARS FAMILY DAY CARE SERVICES	EASTERN SUBURBS
NUZHAT NADEEM	UNICORN FAMILY DAYCARE SERVICE	NORTHERN SUBURBS
KATHERINE TRUONG	LIL' ANGELS FAMILY DAY CARE	WESTERN SUBURBS
NATASHA BLACKWELL	WINDERMERE FAMILY DAY CARE	BAIRNSDALE & GIPPSLAND
JANINA SHARER	GOLDEN PLAINS FAMILY DAY CARE	BALLARAT & CENTRAL HIGHLANDS
DEBRA TOWERTON	BENDIGO FAMILY DAY CARE	BENDIGO, GOLDFIELDS & MACEDON RANGES
JACQUI SESTITO	CITY OF GREATER GEELONG FAMILY DAY CARE SERVICE	GEELONG & GREAT OCEAN ROAD
JACQUELINE WALLACE	INSPIRED FAMILY DAY CARE VIC	HORSHAM & GRAMPAINS
KELLY MARTIN	INTEREACH FAMILY DAY CARE	MILDURA & MURRAY
KAREN ELDRED	HOLISTIC APPROACH FAMILY DAY CARE SCHEME	SHEPPARTON & GOULBURN VALLEY
MEGAN DUNKS	BAW BAW SHIRE FAMILY DAY CARE	TRARALGON & LA TROBE VALLEY
JULIE PARKER	FOUNDATIONS FAMILY DAY CARE	YARRA VALLEY & HIGH COUNTRY
WESTERN AUSTRALIA		
REBECCA BEATTIE	NATURE ALLIANCE FAMILY DAY CARE SERVICE	CBD, INNER & WESTERN SUBURBS
NICOLE DREJA	NATURE ALLIANCE FAMILY DAY CARE SERVICE	EASTERN SUBURBS
ROSELYN LAWRENCE-WILLIAMS	CONNECTIONS FAMILY DAY CARE COORDINATION UNIT	FREMANTLE & SOUTHERN SUBURBS
ALPA SHAH	NECTAR FAMILY DAY CARE SERVICE	NORTHERN SUBURBS & JOONDALUP
EMMA FOX	ELITE FAMILY DAY CARE	ROCKINGHAM & KWINANA
ELSPETH SMITH	WILLI WAG TAILS FAMILY DAY CARE SERVICES	ALBANY & GREAT SOUTHERN
ELIZABETH STANGER	NATURE ALLIANCE FAMILY DAY CARE SERVICE	BROOME & KIMBERLEY
CASSANDRA DENNISON	NATURE ALLIANCE FAMILY DAY CARE SERVICE	BUNBURY & SOUTH WEST
SRI MORGAN	ELITE FAMILY DAY CARE	GERALDTON, GASCOYNE & MIDWEST
JENNIFER KROEGER	NATURE ALLIANCE FAMILY DAY CARE SERVICE	KALGOORIE, GOLDFIELDS & ESPERANCE
STACEY ANN GALLAGHER	BRIGHT FUTURES FAMILY DAY CARE	MANDURAH & PEEL
TANYA LEE PHILLIPS	WILLI WAG TAILS FAMILY DAY CARE SERVICES	NORTHAM & WHEATBELT



L to R: Julie Metselaar, Cecile Miel, Dorka Kabaivanof, Ayesha Durrani, Andrea McInerney (representing North Metro Family Day Care Scheme), Ali Fleming, Heather Walters, Hannah Smith and Felica Burridge



FDCA was also honoured to recognise the following Regional Educator and Star Award recipients from 2020-2022 who were in attendance the Gala Dinner.

2020-2022 STAR AWARD WINNERS

Emerging Star Award Winners

Kylie Smith - 2022 Emerging Coordinator Star, Excellence in Care Family Day Care, Queensland

Lydia Burr - 2021 Emerging Educator Star, Thrive Group, Tasmania

Perpetual Star Award Winners

North Metro Family Day Care Scheme - 2021 Perpetual Service Star, South Australia

Adventure Patch Family Day Care - 2020 Perpetual Service Star, Tasmania

Julie Metselaar - 2020 Perpetual Coordinator Star, Victoria



L to R: Vanessa Edwards, Trudy Chilcott, Sue Higgs, Sri Morgan, Sarah McIver, Rebecca Beattie, Maxine Burr and Mahananda Jamble



FDCA Chief Executive Officer Andrew Paterson and former FDCA Board Director and family day care educator, Merrilyn Hannaford.



L to R: Lydia Burr, Louise Hill, Kylie Smith, Kaylene Milligan, Karen Eldred, Janelle & Craig McIvor and Joanna Farnell and Karen Banks (representing Adventure Patch Family Day Care)

2020-2022 EDUCATOR REGIONAL WINNERS



NAME	SERVICE	REGION + STATE	YEAR/S
REBECCA BEATTIE	NATURE ALLIANCE FAMILY DAY CARE	CBD, INNER & WESTERN SUBURBS REGION, WA	2020, 2022
MAXINE BURR	THRIVE GROUP	LAUNCESTON & NORTH REGION, TAS	2020
FELICA BURRIDGE	NQ FAMILY DAY CARE	CAIRNS & FAR NORTH REGION, QLD	2020, 2022
TRUDY CHILCOTT	ADVENTURE PATCH FAMILY DAY CARE	DEVONPORT & NORTH WEST REGION, TAS	2020, 2022
AYESHA DURRANI	COMMUNITIES@WORK FAMILY DAY CARE	NORTH CANBERRA REGION, ACT	2020, 2021, 2022
VANESSA EDWARDS	CABONNE FAMILY DAY CARE	DUBBO & CENTRAL REGION, NSW	2020, 2022
KAREN ELDRED	HOLISTIC APPROACH FAMILY DAY CARE	SHEPPARTON & GOULBURN VALLEY REGION, VIC	2022
ALI FLEMING	NORTH METRO FAMILY DAY CARE SCHEME	ADELAIDE REGION, SA	2021
LINDA FRASER	COASTWIDE FAMILY DAY CARE	NEWCASTLE, MAITLAND & HUNTER, NSW	2022
MERRILYN HANNAFORD	HILLS MURRAYLANDS FAMILY DAY CARE SCHEME	ADELAIDE HILLS & BAROSSA, SA	2021, 2022
SUE HIGGS	ADVENTURE PATCH FAMILY DAY CARE	HOBART & SOUTH REGION, TAS	2022
LOUISE HILL	GOULBURN FAMILY DAY CARE	GOULBURN & SOUTHERN TABLELANDS REGION, NSW	2020
MAHANANDA JAMBLE	GREATER HUME CHILDREN SERVICES	ALBURY WODONGA & MURRAY REGION, NSW	2022
DORKA KABAIVANOF	LADY GOWRIE TASMANIA FAMILY DAY CARE	HOBART & SOUTH REGION, TAS	2020
SARAH MCIVER	CHOICES FAMILY DAY CARE	BRISBANE WEST/IPSWICH/BOONAH REGION, QLD	2022
JANELLE & CRAIG MCIVOR	EMPOWERED FAMILY DAY CARE	TOOWOOMBA/DARLING DOWNS/SOMERSET/LOCKYER REGION, QLD	2020
CECILE MIEL	KENTISH LIFELONG LEARNING AND CARE	DARWIN REGION, NT	2021
KAYLENE MILLIGAN	MID COAST FAMILY DAY CARE	PORT MACQUARIE & MID NORTH COAST REGION, NSW	2020, 2021, 2022
SRI MORGAN	ELITE FAMILY DAY CARE	GERALDTON, GASCOYNE & MIDWEST REGION, WA	2020, 2022
HANNAH SMITH	MID COAST FAMILY DAY CARE	COFFS HARBOUR & NORTH COAST REGION, NSW	2022
HEATHER WALTERS	COASTAL FAMILY DAY CARE	DEVONPORT & NORTH WEST REGION, TAS	2021



BUSINESS INSIGHTS

Home and Contents insurance at a glance

What is home and contents insurance?

Home insurance can protect you from financial risk if your home is damaged or destroyed and can also cover your home's contents if they are damaged, lost or stolen. You can take out cover for specific listed events only or for wider accidental damage cover, depending on your needs.

Who should consider it?

If your home and its contents were damaged or destroyed in a natural disaster or accident, or all your valuables were stolen, could you afford to replace them?

Home & contents insurance can even protect you against legal liability if someone is injured or killed on your property.

“One in 25 Australian properties will be effectively uninsurable by 2030, due to rising risks of extreme weather and climate change.”

THE CLIMATE INSTITUTE, 2022



1.8m

The number of Australian households that don't have buildings and contents insurance.

(Allianz, Calculating the replacement cost of your home and contents, 2022)



40%

Almost 40% of home fires are caused by electrical appliances and faults.

(NSW Fire and Rescue, Common Home Fires, 2022)



1.7%

The percentage of Australian households that experienced a break-in in 2020-21.

(Australian Bureau of Statistics, Crime Victimization, Australia 2020-21)



What can it cover?

Home insurance can provide you with extensive protection if your home suffers loss or damage – with a number of additional benefits included automatically. You have a choice of options, with different levels of cover and inclusions available. The exact cover you can receive depends on the policy that you take out.

To give you an idea, here are some of the benefits a home insurance policy may include:



POTENTIAL BENEFITS

A safeguard of up to 30% extra of your total sum insured, so you can feel confident you won't be caught short if you have to rebuild (does not apply to base listed events policy). Only applies if the sum insured was calculated using the building sum insured calculator or the cause of the increase was a catastrophic event.

Automatic cover for flood and cover for fire or explosion.

Cover for earthquake, tsunami, lightning strikes, storm, rainwater, hail and wind and water damage from certain leakages.

Cover for burglary or theft, caused by a forced break-in and vandalism or malicious damage.

POTENTIAL BENEFITS

Liability cover of up to \$30 million for injury or loss of life to a third party, or loss of a third party's property on a building you occupy or own. Cover for accidental breakages, damage caused by falling trees during a storm or the impact of a car.

Automatic inflation adjustment to your buildings and contents sum insured.

An extra 20% of your total sum insured to cover accommodation costs, if you need to move out while your home is being repaired or rebuilt.

Environmental upgrade cover – up to \$5,000, and extra costs of rebuilding to meet statutory requirements – up to \$25,000.



What usually isn't covered?

Each policy is different, but generally you won't be covered:

- If your home is unoccupied for more than 100 continuous days (90 days for the listed event and base listed event wordings).
- For rust, corrosion, gradual deterioration, depreciation or wear and tear.
- For damage caused by rats, mice or insects.

There are other exclusions which your Family Day Care Australia insurance team can outline for you. In addition, there is a deductible/excess.



Business Activities

Did you know that many insurance companies' standard home and contents policies won't cover you if you're running a business from home? Even if the claim isn't business related!

FDCA's home and contents policies endorse family day care. This means you can be assured that running a family day care business won't have an impact on a claim you make.

We can also provide business interruption cover which will cover any loss of gross income if your business suffers damage or interruption by an insured event.



Planning and playing to support wellbeing

By Be You



Wellbeing has never been more important. Looking after our own mental health and wellbeing ensures we're better able to support the children and families in our family day care community.

Caring for our wellbeing

Caring for our mental health and wellbeing is as important as looking after our physical health. Our world has thrown up some challenges over the past few years and it's perfectly normal for these to have affected you professionally and personally.

It's important to acknowledge when we are feeling stressed, anxious, distressed or even burnt out. Recognising and acknowledging these feelings is an important step in getting support that is right for

us. It's best to get this support before we feel overwhelmed.

Stress behaviour and our Window of Tolerance

We all experience positive or negative stress from our work environments or in our personal lives. How we react is 'stress behaviour', and it's our attempt to regulate our emotions.

We're able to function most effectively and deal with whatever is happening in our life when we are in our 'Window of Tolerance'. When we are in this zone, we can readily respond to the demands of everyday life.

We can understand this better if we look at the function of three parts of the brain:

- the neo-cortex is the rational, reasoning, planning part of the brain
- the limbic system experiences and recognises emotions, supporting social interactions
- the reptilian brain supports the basic functioning for survival

When our brain senses threat, it turns off our rational brain and only uses the areas for emotions and survival.

Reactions to stressors can trigger us to move beyond our Window of Tolerance and into states of hyper-arousal or hypo-arousal, resulting in flight, fight, or freeze responses. This is a normal response to threats. During periods of prolonged stress, we can experience periods of both hyper or hypo-arousal.



- Hyper-arousal, known as the fight/flight response, is often characterised by hypervigilance, feelings of anxiety and/or panic, and racing thoughts
- Hypo-arousal, or a freeze response, may cause feelings of emotional numbness, emptiness, or feeling like everything is hopeless

In either of these states, we may be unable to think clearly, and we may be unable to manage our emotional reactions. At this time, we can be said to be outside our Window of Tolerance.

movement and connect with others. As educators, we can play with and alongside children, building our own sense of belonging and wellbeing. Exercising and connecting with nature are two common strategies to support wellbeing. Play through dance and movement with children helps build exercise and joy into an educator's day. Playing with mud, leaves and sand while feeling the sun warm our skin can connect us to nature in a small way each day.

Play doesn't have to be a specific activity but can also be an approach, intention or a state of mind. Being playful throughout the

are feeling challenged. Rather than seeing play as something we do when the workday is over, we can build play and playfulness into our wellbeing plan to help regulate our emotions throughout the workday.

Get started with Be You to access further information to support your wellbeing.



<https://beyou.edu.au/get-started>



Play and wellbeing

There are things we can do to move back into our Window of Tolerance. Positive connections with others can build a sense of belonging and wellbeing. Family day care is a unique context where often your only contact for long periods of time is with the children in your care.

We know being interested and supportive of a child's play helps them to feel connected, valued and accepted. Having fun together enables children to experience pleasure and joy. We often hear the (simplistic) phrase "play is the work of childhood". What if we applied a similar lens to ourselves as educators? What if we found play in our work to support our wellbeing?

Through play, we can express feelings, be creative, encourage

day with routine activities such as preparing meals and transitions may help us to regulate our emotions at these times.

Documentation in family day care settings records and shares the learning that occurs through children's play. Educators can document in ways, which support their own creativity and curiosity, using colour, images and words to tell stories of play.

Wellbeing Plan

By developing and using a wellbeing plan, we can find ways to support our mental health and wellbeing and be prepared for unexpected difficulties. We can refer to our plan when we are moving out of our 'Window of Tolerance' for guidance on how to support our wellbeing when we

Explore:

Planning for wellbeing – mine, yours, ours: <https://beyou.edu.au/resources/tools-and-guides/wellbeing-tools-for-you>

Window of Tolerance: <https://www.nicabm.com/trauma-how-to-help-your-clients-understand-their-window-of-tolerance/?itl=hhomepageinfographics>

Why play is important: <https://beyou.edu.au/fact-sheets/social-and-emotional-learning/why-play-is-important>

<https://thespoke.earlychildhoodaustralia.org.au/leading-play-based-pedagogies/>

More than a worm a different lens on sustainability

By ACECQA

The Australian Children's Education and Care Quality Authority (ACECQA) works with all governments to provide guidance, resources, and services to support the sector to improve outcomes for children.

In 2009, Australia introduced its first national Approved Learning Framework (ALF), *Belonging, Being and Becoming: The Early Years Learning Framework for Australia*, closely followed by the *My Time Our Place: Framework for School Age Care* in 2011.

These two ALFs have been in place under the National Quality Framework (NQF) since 2012 and have been embraced by family day care educators and coordinators as a tool to support reflection and quality improvement.

Service practices, policies and programs have been enhanced and informed by a strong evidence base over the decade since their introduction. 2019 NQF Review survey results suggested strong support for a review of the ALFs, which has now been completed and the refreshed ALFs will be published in 2023.

This review identified that services and educators now have a broader view of sustainability. Aligning with National Quality Standard (NQS) Element 3.2.3 Environmentally responsible, family day care services, educators and the community have shifted their focus from environmental sustainability to intentionally teaching children about their social community, and the economic effects of things like climate change on our world.

Contemporary research helps us to take a broader view of sustainability

The Approved Learning Frameworks Update Literature Review 2021



identified a broader view of sustainability in several other early years curricula and international resources, including:

- The Organisation for Economic Cooperation and Development (OECD) action plan to achieve sustainable development goals (SDG).
- The United Nations Educational, Scientific and Cultural Organization (UNESCO) now recognises intertwined the dimensions of sustainability.

As well, the Approved Learning Frameworks Update Discussion Paper identified opportunities for updating the ALFs in this area, including:

- incorporating a new principle into the ALFs - promoting and

addressing sustainability

- strengthening concepts of sustainability in Learning Outcome 2, Children are connected with and contribute to their world - incorporating a broader view spanning environmental, social, and economic sustainability.

With the publication of the refreshed ALFs in 2023, it is timely to refresh our own view on how to include environmental, social, and economic sustainability practices into our programs and practices to scaffold children's learning.

Consider what you think sustainability means. What is your community's perspective, and how could you incorporate emerging research into your planning with and for children?



farm



Australian Children's
Education & Care
Quality Authority®



The concept of sustainability is complex

The idea of including environmental, economic and social components in sustainability is complex, and prompts us to transform our thinking as professionals to support outcomes for children.

The United Nations (UN) defines sustainability as “the ability to meet the needs of the present without compromising the ability of future generations to meet their own needs.”

This globally recognised definition can support understandings of the complexity of what it means to be globally sustainable.

The National Quality Framework promotes continuous quality improvement

Services care for the environment and support children to become environmentally responsible, with a strong focus on children developing an understanding and respect for the natural environment. Teaching children and young people about the natural environment and how to take care of it is central to their education.

When we think of sustainability our minds might shift to the many environmentally responsible projects early childhood settings have developed with children, families, and communities from Boomerang Bags to Take 3 for the Sea.

However, the review of the ALFs and research findings encourage us to think more deeply and consider how to include the three dimensions – environmental, social, and economic – in our daily lives and work with children.

Adopting this broader view of sustainability helps us meet the needs of the present without compromising the ability of future generations to meet their own needs.

Sustainability a deeper dive

Let's consider the three dimensions of sustainability and how they might inform practice.

Firstly, what is social sustainability?

Social sustainability is the process in which places, communities, and workplaces design or plan for total well-being.

This means that people will have the space, ability and support needed to engage, evolve, and live healthy lives. There is social sustainability in just about every aspect of life ranging from business and healthcare to early childhood and development.

Liveable communities that are democratic, diverse, connected, equitable, and offer a good quality of life for all within it are those that are socially sustainable.

Secondly, what is economic sustainability?

Economic sustainability is the term used to identify strategies that make it possible to use available resources to their best advantage.

It is also about making decisions that are equitable and fiscally sound and consider long term rather than short term benefits. To be sustainable, economic decisions must consider environmental and social elements.

Responsible use of resources is the key element in ensuring economic sustainability.

Thirdly, what is environmental sustainability?

Environmental sustainability explores our relationship with nature, and the interdependence of the world's ecosystems and the role we play in preserving, protecting, and improving the environment.

Sound engagement with nature builds emotional and physical well-being and environmental awareness. Sustainable practice supports biodiversity, leading to a robust eco-system.

Reflections

Reflecting on the above and thinking about your current sustainability practices:

1. How will you build and scaffold your own learning on these dimensions?
2. How will you provide opportunities for children to:
 - learn about the interconnected dimensions of sustainability?
 - engage with concepts of social justice, fairness, sharing, democracy and citizenship (local and global)?
 - learn about Aboriginal and Torres Strait Islander histories, cultures and sustainability practices?
3. How will you further embed the three dimensions of sustainability into the service and your personal philosophy?

We encourage you to continue to reflect and research within your community and contribute to the shared global vision for a sustainable future.

Resources

- ACECQA website
- PD in your pocket – Sustainability in FDC
- Narragunnawali - Caring for Country (Early Learning)
- What Is Sustainable Development? - YouTube
- About Us - Earth Charter
- ACECQA Standard 3.2 Use – Exceeding Case study 1

FUN with FDCA



▲ Red Star House

Enter the Red Star House competition and you could win a Painted Bamboo Rainstick Kit. Turn the painted bamboo rainsticks over to hear the soft sound of small pebbles running down through a maze created by cactus needles. To win this fantastic prize all you must 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 1st April 2023.



Sudoku ▶

Enter the Sudoku competition and you could win a Stuka Puka "You're on the right track" Wooden Puzzle.

This stunning wooden educational puzzle by Stuka Puka introduces children to the world of animal tracks with 3 layers to explore.



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

The first layer provides intrigue with the fascinating track, the second layer reveals the creature that made it, and the third layer reveals the name of the animal providing so much for children to learn, ponder and discover about nature.

Enter your answer online at www.fdca.com.au/competitions by clicking on the Sudoku competition link. Competition closes 1st April 2023.

Chain Letters ▶

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

Can you find the 13-letter word hiding in the chain? You must use all 13 letters once and can move from circle to circle only where they are connected by lines. Enter your answer online at www.fdca.com.au/competitions by clicking on the Chain Letters competition link. Competition closes 1st April 2023.



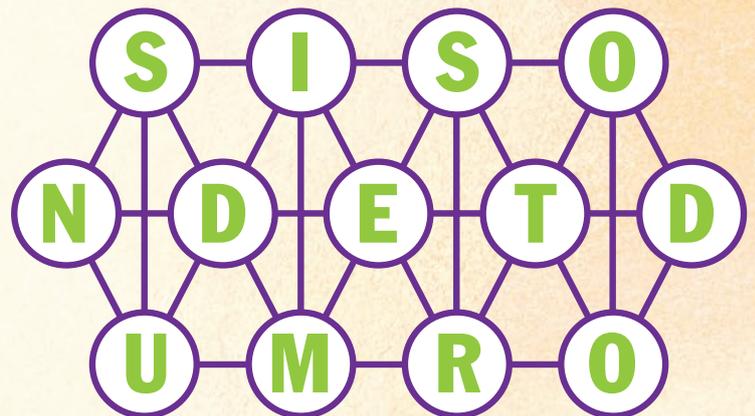
congratulations

...to the winners
from Issue 100

Find the Red Star House
Anne Bradbury, NSW

Sudoku
Renu Anand, VIC and
Margaret Howlett, QLD

Word Teaser
Devimala Marimuthu, SA



THE SHY ZEBRA

Phillip Gwynne
Penelope Pratlley

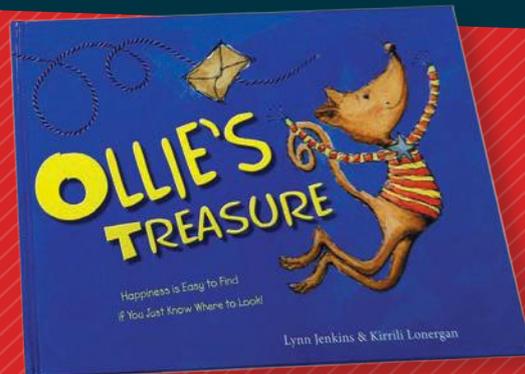


THE SHY ZEBRA

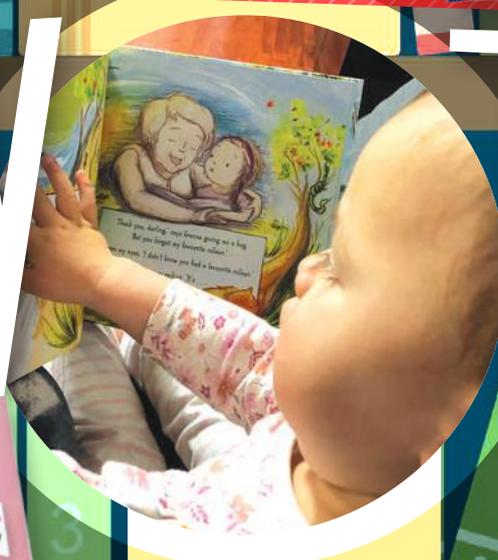
This was a really nice book to read to the children. They loved all the things the animals did for the talent show, which led to a discussion of all the things we are good at, all the things our friends are good at. A favourite part was when Zebra was trying to hide by camouflaging himself in different spots. The discussion questions at the end of the book really helped the children explore their own feelings and understand the behaviours associated with their feelings and the characters feelings.

OLLIES TREASURE

Who doesn't like a treasure hunt? Ollies treasure hunt had a little twist to it. As he embarked on his treasure hunt, he had to use all his senses to discover all the beautiful things around him. A beautiful message in this story as Ollie realises that he is the treasure and it is he who can make himself happy, not materialistic things. After reading the story, the children and I walked around our garden, using our senses to discover things that made us feel happy. The children were really engaged.



STORY TIME



FLOSSIE FASHIONISTA

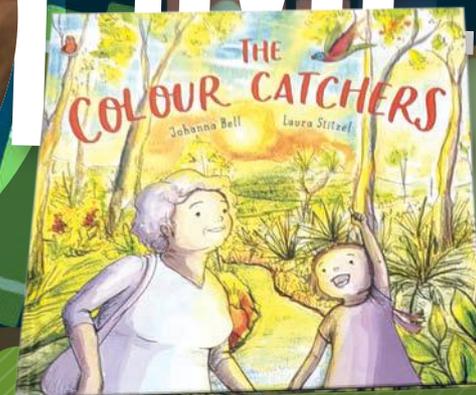
Written by
Marie Armstrong



FLOSSIE FASHIONISTA

At first glance I was worried this was going to be a very stereotypical story, but was surprised when we discovered all the things that make Flossie happy, like riding skateboards and climbing trees (as well as her beautiful sparkly dresses). The children loved the colourful and descriptive words, the rainbows of colours and seeing what the bird is doing on each page. The children and I talked about doing things that make us happy and how sad we would feel if we weren't able to do them anymore.

Nikki Hanley has an impressive background in the early childhood sector with over 25 years of experience. Her family day care, Today's Child Family Day Care, is located in Redcliffe WA.



THE COLOUR CATCHERS

A lovely Australian book about the bush, colours and using our imaginations. The first comment from one of the children, when we opened the book was "where are all the colours?". This led to the discussion about the colours in nature that we see once the sun wakes up and shines upon us. We were introduced to a few new earthy colours, nesting habits of the bowerbird and the special bond between Granna and her grand daughter. We followed up this story with a rainbow treasure hunt. The children loved finding the colours of the rainbow in nature.

Grab a Cuppa

WITH FDCA

Sometimes it's all about the simple things in life: a good read and a cup of something warm (or cold, for those of us melting in the summer sun!)

With that in mind, FDCA invites you to grab yourself a cuppa and take a seat while you get to know some of your fellow family day care colleagues.

The "Grab a Cuppa" Concept

To develop this series, members from across the country reached out to share their unique stories and perspectives with us, outline their journey in the sector and tell us a little bit about what a day in their shoes is like.



GET TO KNOW

Rachael Sheppard

Early Childhood Team Leader at Kentish Family Day Care

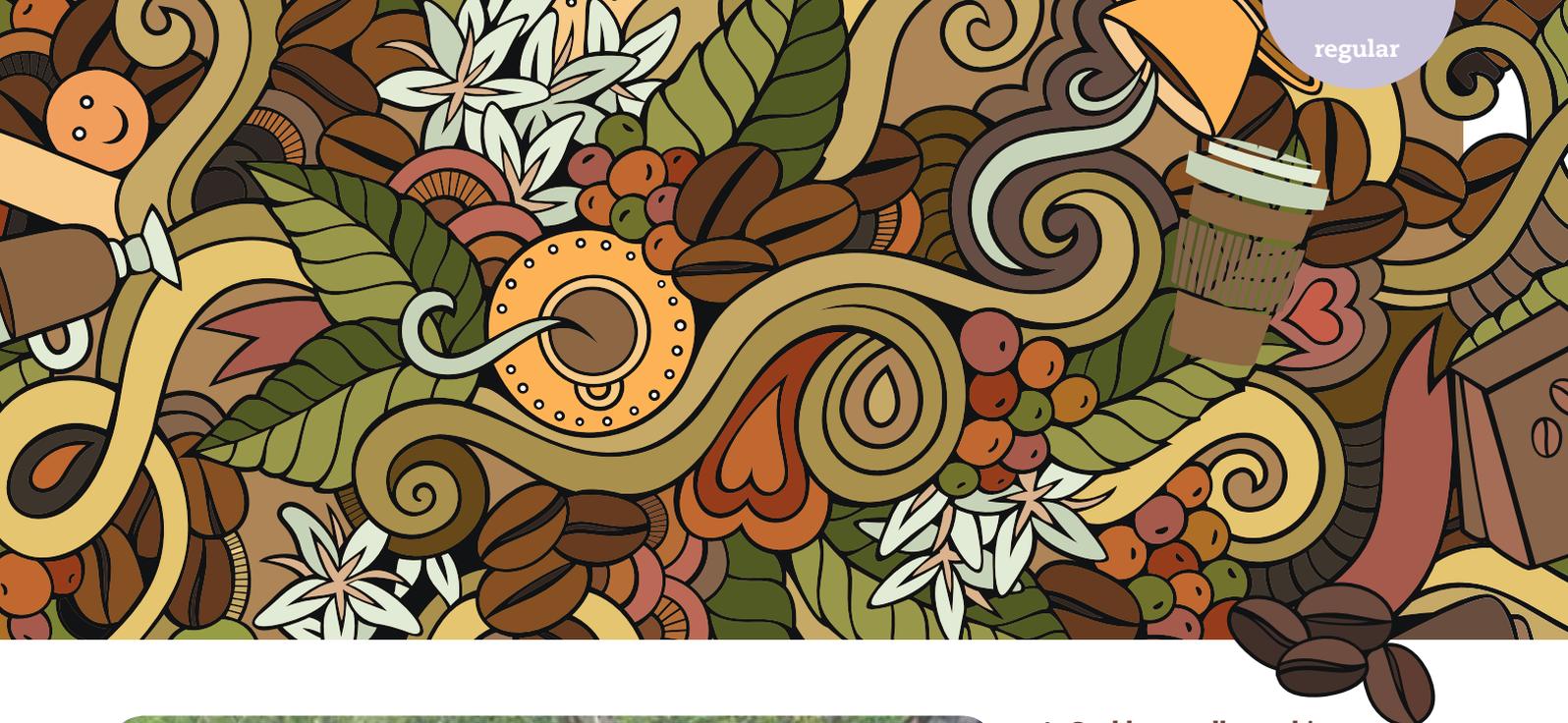
1. How long has your service been in operation and where is it located?

Kentish Family Day Care has been open since 1994. Kentish Family Day Care commenced to service the Australian Army when the Defence Force opened Robertson Barracks in Darwin NT. We have grown over the years, and now we have Educators in Darwin, Palmerston, Katherine, and Alice Springs. There are

more than 1500 kms between some of our educators.

2. What is your role at the service and your background in the early childhood sector?

My role is the Early Childhood Team Leader at Kentish Lifelong Learning and Care Inc. I have been in the Early Learning Sector for fifteen years. I started



out as a Diploma qualified educator and when I had my first child, I began my own Family Day Care. I then moved interstate and worked in various management roles in the NT, before becoming a team leader at Kentish.

3. If you could provide only one answer to the question – why choose family day care? – what would it be?

For the unique home like environment and quality relationships with the carer.

4. Could you tell us a bit about what your service has been up to recently?

Here in the NT, we embrace the diversity of our communities and develop programs that enrich and support the children's play and learning, through a range of experiences. This includes Heritage and Culture excursions that provide cultural programming, support and experiences to children and educators and ensure the implementation of culturally appropriate and diverse Aboriginal and Torres Strait Islander activities, programs, learning experiences and professional development; that align with the National Quality Framework and Early Years Learning Framework.

5. What would you say your service is most famous for?

Positive outcomes for children, young people, and communities.

6. How does your team like to have fun outside of work?

We provide team building for the educators and Coordinators. This happens quarterly and we have been to many different venues. This allows us to get to know each other better and have a laugh. We have offered jewellery making workshops, dinner and drinks, pampered day, scavenger hunt and many more.

7. What is the best piece of advice you would give to a new educator?

Every day is an opportunity for you to learn something new about a



child and their family. Be passionate and love your job, as it's extremely rewarding to contribute to a child's development.

8. What is the best piece of advice you would give to a new coordinator or nominated supervisor?

The role requires you to be resilient and a good role model. Be in tune with your educators and offer support when needed. Don't forget you have walked in their shoes and

always remember the hard work they put in.

9. What's the best advice you have received yourself?

To have patience.

10. Is there any other information you'd like to share about your team, your families, your career, or your service?

We support and encourage the interest and involvement of families, educators and staff.

Consultation and information sharing is of vital importance, and we encourage all stakeholders to contribute to and feel part of the organisation.

Throughout the year we host many community events and encourage our families and educators to take part. This includes a family breakfast, celebrating National Family Day Care Week, NAIDOC week, CBCA book week and Christmas Events.



Supervisors are Amanda and Kylie.

3. If you could provide only one answer to the question – why choose family day care? – what would it be?

This unique setting creates a special space where each child is free to thrive and develop their own personalities. An environment where educators have more time to help every child pursue their passions and can actively support new hobbies, creating a space where everyone receives dedicated attention and feels the comforting embrace of a family unit. The low child-to-educator ratios allow stronger bonds to be formed to develop consistent relationships.

4. Could you tell us a bit about what your service has been up to recently?

We have been actively promoting our service throughout our community to attract educators to join our team. We were fortunate enough to secure a grant which has allowed us to promote and offer support within our community.

Promotions we currently offer or have done recently include:



Amanda Brett and the team

at Whitsunday Family Day Care

1. How long has your service been in operation and where is it located?

Whitsunday Shire Family Day Care have been providing quality childcare throughout the Whitsunday region since 1984.

2. What is your role at the service and your background in the early childhood sector?

We are a small team of 3 in the Coordination Unit. Marlene is our Administrator, and our Coordinators/Nominated

- Enrolment gift packs for children which include a hat, water bottle, pen, fridge magnet clip in the shape of a house and a magnetic notebook in a tote bag – all with our logo on it.
- Maternity Gift Bags for our local hospital that are gifted to each new baby. These include similar items to the enrolment packs plus a mini-Buddy Bear teddy. (When we delivered these, we also gifted flowers and chocolates for International Women's Day to thank our local midwives for the hard work they do).
- Donations to the local schools, and a donation of \$2000 to the local Speech Pathology Unit which they have used to purchase resources for the children.

We are also in the process of creating a community children's book in conjunction with our local high school students, educators and day care children. This will hopefully be published toward the middle to end of 2023.

5. What would you say your service is most famous for?

High quality care and our strong community connections and involvement.

6. How does your team like to have fun outside of work?

Most recently we invited Educators to join us for a paint and sip morning. This was thoroughly enjoyed by those who were able to attend and have requested it become a regular social event.

7. What is the best piece of advice you would give to a new educator?

To connect with other Educators so you don't feel isolated and, where possible, to try to create a care environment that allows for you to separate home from work on your days off.

8. What is the best piece of advice you would give to a new coordinator?

To take the time to get to know your educators as each person is unique and has their own skillset. Everyone has their own learning language and it important to understand how they learn so that you can adequately support them.

9. What's the best advice you have received yourself?

To remember that although you are visiting educators in a work capacity, you are also entering their family home and to be respectful of that.



10. Is there any other information you'd like to share about your team, your families, your career or your service?

We have a Mascot Buddy Bear. We welcomed him into our family when we adopted him in 2019. He is loved and adored by our day care children who get excited when he comes to visit.

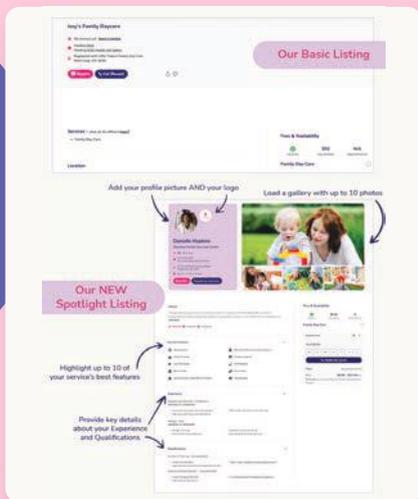
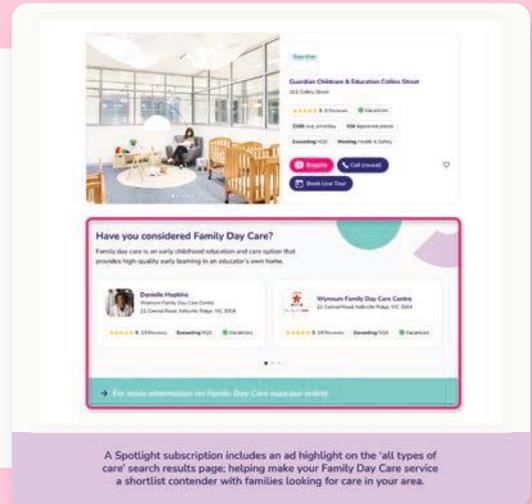
Buddy loves to sing and dance and watch the children play and learn. Recently Buddy Bear dressed up and he joined the day care children, their families, our educators, and coordinators in the parade with our Yellow Submarine float to celebrate the Great Barrier Reef Festival. This is a popular community event in our region!

Put your service in the Spotlight and be discovered by parents

Sure, we all know what's great about Family Day Care. Those in the industry champion the benefits and families already in the know reap the rewards. But getting the word out to the parents entering the world of early learning, Family Day Care is still one of the least considered options. We're here to change that!

One of the latest additions to Care For Kids is the Family Day Care Spotlight subscription and it's something to shout about.

The Spotlight listing has been specifically designed with Family Day Care in mind, created to highlight to parents the added benefits of personalised care by qualified professionals.



Put your best foot forward

We all know that standing out can be challenging when there's a lot of noise but we've put together a few tips on how to cut through the clutter and put your best foot forward.

Photo-bomb!

Show off your best bits with photos of your Family Day Care facility. Nothing showcases a service more than seeing it in action. It might take a little planning to get the right day, weather and conditions, but snapping some pics and popping them up so parents can make an emotional connection to your place is one of the easiest ways to stand out. Just be sure to get written permission from the parents if you're popping their children's photos online.

What's your story?

We've all got a starting point and we should be proud of how far we've come. So when you look back on your journey, don't keep it a secret - parents love to find out how it all began. Introduce yourself, tell everyone and be proud.

Celebrate your differences.

Much like every child is unique, every service too has its differences and most of the time, they're left off the list. Do you provide flexible hours or weekends? What about vacation care? Is a more healthy home cooking approach taken at your facility? Maybe your small group setting is across multiple age levels and parents love the benefit of a more sibling age-based approach. Whatever the differences are, you really need to make sure they're celebrated.

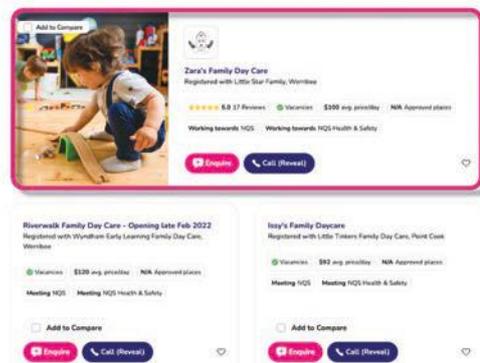
Don't be humble - you're better than that!

You're a fully qualified professional after all and your qualifications deserve the spotlight! You've worked hard and parents need to know just how good you are.

Keep it up-to-date and relevant

When you sign up to the new Family Day Care Spotlight and showcase your facility, it's important to keep it up to date with any new features, equipment and of course changes to your availability, hours of operation and any other relevant information.

Put your service in the Spotlight and receive top ranking with Family Day Care services on the search results page in your area + higher ranking on the 'all types of care' search results page *not previously available with a Family Day Care listing subscription.*



Log into the FDCA LEARNING HUB today!

➔ Over 25 courses that speak the language of family day care professionals.

➔ Developed in partnership with Early Childhood Australia, the FDCA Learning Hub is designed to meet your high standards in online learning.

➔ Complete each course from the comfort of your home or together with colleagues at a pace that suits you.



Access your Learning Hub now
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**Early Childhood
Australia**
A voice for young children





FAMILY DAY CARE

LEGAL SERVICES

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12

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All from as little as

\$3.15

a week*

Access legal advice valued at

\$1,500

per enquiry**



Telephone legal advice and
debt recovery services available

One of the biggest distractions when running a successful family day care business is debt recovery, with a growing number of services and educators often seeking assistance with managing cash flow and other legal matters.

As your national peak body, FDCA is committed to helping you deal with the stress of any issues related to your family day care business requiring legal assistance.

For more information about Family Day Care Legal Services, visit fdca.com.au/legal or phone **1800 658 699**.

*Based on upfront payment for an educator Legal Services package.

**Based on a limit of 4 hours billable time per enquiry.

Family Day Care Australia ABN 93 094 436 021 AFSL 329 616 receives a fee for referring this service. Because we don't know your legal needs, we can't advise if this service will suit you. The legal advice scheme is delivered by Clyde & Co Australia ABN 72 157 316 912.

