



ST ANNE'S LONG DAY CARE CENTRE
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*Celebrating 11 years of Early Childhood Education
 since 27th January 2010.*

Dear Families,
 'Research' tells us 'change is inevitable in life, and it is simply the process of transformation'. At any one point in life, you must experience some change. Likewise 'business environments' experience change, either in small ways, or sometimes in big ways.

Although small changes may not affect an organisation much, bigger changes can sometimes meet a lot of resistance and uncertainty.

I have also read there can be 4 stages in the 'change' process:

(1) the denial stage, (2) the resistance stage, (3) the exploration stage and (4) the acceptance stage.

I believe I have always taken the 'glass half full approach' and have a 'positive mindset', however I do need to share with you that the resignation of 5 staff members is being somewhat challenging in finding appropriate replacements. BUT WE WILL! Just to recap, this is what is happening:

[Robyne Earl \(Pippies Room\)](#) retires this Wednesday 3rd Nov. (however will continue helping out with casual work for us) — [Josefina Olazabal](#) will take up Robyne's position (M/T/W) and [Suzanne Moane](#) will work on Thursdays (as well as her usual M/T/F).

[Carol Barlow \(Rockpools Room\)](#) retires this Friday 5th Nov. [Jodie Cowan](#) will work on Thursdays as well as her usual M/T/W and [Toni Baker](#) on Fridays as well as her usual M/T/W.

[Priscila Rios \(Shells Room\)](#) has resigned due to personal health.

[Jessie Xu \(Pippies Room\)](#) has resigned to return to Sydney. Jessie's last day will be Friday 19th November.

[Amanda Starkey \(Rockpools Room\)](#) has resigned to follow a different career pathway. Amanda's last day will be Thursday 23rd December.

And then....[Sharni's last day](#) will be Friday 28th January 2022.

Yours as we educate and care for children together.

Narelle Dewhurst.

CENTRE DIRECTOR

**STAFF CHANGES AND THE CURRENT IMPACT
 ON FAMILIES—EXTRA DAYS not available.**

We are confident that the staff changes, apart from feeling sad that particular staff members are leaving us, will have no significant impact on you or your children. A transition phase requires us all to face and manage the changes presented as positively as we can. When seeking staff we seek out those with appropriate skill and knowledge, as well as those who will work reflecting our Centre's Philosophy as well as the professional culture that we have worked so hard to develop.

I will make sure I inform you as we on-board new Staff members to ensure you are aware of those who are "taking care" of your children.

Recruiting, at the moment, seems somewhat challenging for many, in various fields of work. Early Childhood Education has been moving toward difficult times in relation to staffing and qualifications which has been acknowledged by peak-body groups and advocates in the early childhood sector. Whilst the pandemic cannot be responsible for everything, it has certainly had an impact on the early childhood education and care workforce.

The Department of Education regulations continue (as they should) to require services to meet and maintain the staff to child ratios at all times. That is,

1 Educator to every 4 children under 2 years of age.

1 Educator to every 4 children 2-3 yrs of age.

1 Educator to every 10 children 3-5 yrs of age.

The Department's prime area of concern is the health and safety of all children in care away from home.

Consequently and unfortunately, if I am unable to maintain the correct staff to child ratio for the day due to current Educators on leave for some reason and no replacement available, we will not be able to take children for 'extra days'.

For this I apologise and hope you understand.

So .. just to reiterate....if you contact Sharni to ask for an extra day knowing there is a child away from your child's Learning Room and the response is no, it is because we are trying to meet the requirement of maintaining the correct staff to child ratio.

Kind regards, Narelle.



**CHILDREN'S WEEK
 23—31 OCTOBER '21**

With hot weather now with us, and swimming in home pools a regular activity, this article and the strategies used in relation to supervision and children's water safety, is worth reading. A very similar strategy is used at St Anne's when Educators need to leave an area for some reason—they will say loudly to other Educators "I'm leaving the area!"...alerting other Educators that they need to take over "supervision" to ensure the children's safety in their absence. At St Anne's, it is never OK to leave an area of supervision without telling others.

HEALTH & SAFETY: Water safety supervision

Childrens' water safety is paramount all year round, but especially during the summer when families will be spending a lot more recreation time in swimming pools and various bodies of water. Susie Allison at Busy Toddler has shared an amazing (an incredibly easy) water safety tip that airline pilots use for cockpit safety, and guess what? This safety measure adapts surprisingly well for children in any environment but is especially handy around water.

Allison's husband is a former airline pilot, and the couple started this system "almost the day our first came home from the hospital." Shared in a Reel on her Instagram page, Allison writes, "My husband and I have been using a cockpit safety measure for our whole span of parenting AND IT WORKS WONDERS. It keeps the kids safe, makes sure supervision is specified, and helps us never just assume the other adult is watching out."

"When airline pilots need to make a change of controls in the cockpit, the pilot currently flying says: 'Your airplane.' This signals a change of controls is coming. The other pilot must respond back with 'My airplane,' acknowledging that they are now flying the aircraft.

Allison continues, "When one of us needs to make a change in supervision or go do something different or help someone else, we announce it and make a verbal change: 'Your Kate & Matt.' And we wait for the other to respond 'My Kate & Matt.' This is the verbal and acknowledged shift of supervision duties for those two kids from one parent to the other. THIS SYSTEM WORKS."

And when it comes to assumptions, well, those don't come in to play. Allison writes, "We never assume the other is watching. We never assume they noticed we walked away. We never assume the kids are being supervised."

By stating clearly "Your" and the names of your children, then waiting for confirmation, you will know that your partner has taken over keeping an eye on the kids, which is especially important around water.

"Your kids." - "My kids."

Water Safety

Drowning continues to be one of the biggest killers of Australian children. Every year a number of children are killed and hundreds more are rescued from near drowning situations. The most common factor in childhood drowning is lack of supervision.



Using a method like the one described in the opposite column ensures an adult is actively observing children at all times. Active supervision should not be limited to pools and water ways either. Whenever a child is in water, including a bathtub they should be supervised by a competent adult.

AUSTRALIA'S NATIONAL DROWNING REPORT BY THE ROYAL LIFE SAVING SOCIETY OF AUSTRALIA SHOWS THAT IN 2020/2021:

25 children aged 0-4 drowned in Australia

An increase of 108% on 2019/2020 and a 9% increase on the 10-year average. 24% of these deaths occurred while bathing.

14 children aged 5-14 drowned in Australia

An increase of 56% on 2019/2020 and a 27% increase on the 10-year average.

Before summer really kicks in familiarise yourself with these four key actions to ensure the safest Summer possible.

- (1) Supervise** - Actively supervise children around water. Eyes on. Hands on. Focus all of your attention on your children all of the time, when they are in, on or around the water.
- (2) Restrict** - Restrict children's access to water. Place a barrier between your child and water if you can't create a child safe play area with no water in it.
- (3) Teach** - Teach children water safety skills. Make sure your child grows up water aware, water familiar and water confident.
- (4) Respond** - Learn how to respond in case of an emergency. Many children are alive today because their parents knew how to perform CPR and respond quickly.

Source: Royal Life Saving Australia (2021) Royal Life Saving National Drowning Report 2021 Retrieved from royallifesaving.com.au



SLEEP / NAP TIME

Sleep is important for all of us because it's a time for rest and recovery, allows our brains to form new pathways and is a chance to replace chemicals and repair muscles. Because young children grow and develop so quickly, they need much more sleep—including daytime sleep—than adults.

Naptime is not only important for regaining energy, it's also beneficial for brain development in young children. Several studies have shown that napping allows for improved cognition and memory development.

In fact, one study had preschool children play the game "Memory" either after a nap or after quiet playtime. The children who napped showed better recall than those who did not.

What if my child no longer has naps? At St Anne's children who do not wish to sleep, engage in an up to 20 minute relaxation period (take a break, let your brain rest) and are then provided with alternative quiet activities and experiences, while those children who do wish to sleep are allowed to do so, without being disrupted. If a child requests a rest, or if they are showing clear signs of tiredness, regardless of the time of day we provide them with a comfortable, safe area they can rest in.

St Anne's rest and relaxation times vary from Learning Room to Learning Room.

In the Nursery individual children's needs for sleep are met at any time through the day.

In the Shells Room 'rest and relaxation time' occurs after lunch from around 12:30/12:45pm to 2pm or sometimes later depending on the child's need to sleep.

In the Rockpools Room 'rest and relaxation time' is available from around 1pm-2/2:30pm.

In the Seabirds Room 'rest and relaxation time' is available from around 1pm-2pm.

Source: <https://www.tuck.com/daycare-preschool-naptime/>

Children's Services regulatory requirement includes:

National Quality Framework | Quality Area 2:

Element 2.1.1 – *Wellbeing and comfort*. Each child's wellbeing and comfort is provided for, including appropriate opportunities to meet each child's need for sleep, rest and relaxation.

NATIONAL CHILDREN'S WEEK

23 October – 31 October 2021.

The Children's Week

National Theme for 2021 is based on UNCRC Article 15.



Children have the right to choose their own friend and safely connect with others.

The Children's Week Council of Australia strongly advocates for and promotes the United Nations Convention on the Rights of a Child.

Each year an article is selected by the Children's Week Council of Australia.

St Anne's COVID-19 SAFE entry strategies

PLEASE CONTINUE to:

- ⇒ Use the QR code each time you enter
- ⇒ Wear a mask
- ⇒ If your **school-age child** accompanies you, they too, need to wear a mask
- ⇒ **Only one adult family member to bring your child**
- ⇒ Only one family at a time in the foyer
- ⇒ Minimise contact with others during drop off and pick up of your child
- ⇒ Social distance when in the Centre
- ⇒ Minimise the bringing in of primary school siblings
- ⇒ Keep children home when even slightly unwell.

MANDATORY COVID-19 VACCINATION

The NSW Government has advised that from Monday 8 November all those working in a NSW Early Childhood Education and Care service are required to have received two doses of COVID-19 vaccination to ensure the health and safety of our early childhood education and care community. (This does not include Parents.)

BEST BLOGS

Realistic & accessible parenting advice!



MAGGIE DENT

Commonly known as the 'queen of common sense', Maggie Dent has become one of Australia's favourite parenting authors and educators. She has a particular interest in the early years, adolescence and resilience, and is an undisputed 'boy champion'.

Maggie is an advocate for the healthy, common-sense raising of children in order to strengthen families and communities. She is a passionate, positive voice for children of all ages. Her blog includes articles, videos, podcasts and top tips! A one stop shop for parenting advice. www.maggiedent.com

JANET LANSBURY

Janet Lansbury is a parenting advisor, writer and teacher. She has served on the board of directors of Resources for Infant Educators (RIE) for over a decade, written childcare articles and been a frequent presenter at early childhood conferences. A former actress/model (Janet Julian), Janet found her true calling when she gave birth to her first child and sought guidance from renowned infant expert Magda Gerber. Inspired and mentored by Gerber in the early 1990s, Janet became a RIE Parent/Infant Guidance Class instructor and has since had the privilege of providing support and guidance to thousands of parents and caregivers. Janet's blog has a worldwide following, it is easily categorised for each stage of childhood. You are bound to find the advice you are looking for.

www.janetlansbury.com

HAVE YOU CHANGED YOUR ADDRESS OR PHONE CONTACTS?

Please let Sharni know if your contact details have changed.

You can:

→Email your changes—

admin@stannesldcc.org.au

→Phone St Anne's-
66 87 5961

→Write a note and pop it in the 'drop box'-
The drop box is the letter-box opening in the upper bench of Sharni's Office.

ST ANNE'S POLICIES & PROCEDURES

Please don't hesitate to ask if you ever want a copy of any of the St Anne's Policies that guide our practice.

Just ask Sharni, Narelle, or any one of the Educators and we can email it/them to you or make you a hard copy.

Required Policies under the Early Childhood Education and Care National Regulations are:

Nutrition, Food, Beverages and Dietary Requirements
Sun Protection-SunSmart Policy

Water Safety Policy

Administration of First Aid Policy

Safe Sleep Rest and Relaxation Time Policy

Incident, Injury, Trauma and Illness Policy

Providing a Child Safe Environment Policy

Infection Control and Dealing with Infectious Diseases Policy

Dealing with Medical conditions in children Policy

Fire and Emergency Response Policy

Delivery and collection of children Policy

Excursions Policy

A Code of Conduct for Staff

Determining the Responsible Person Policy

Volunteers Students and Visitors Policy

Interactions with Children Policy

Enrolment and Orientation Policy

Acceptance and Refusal of Authorisations Policy

Fees Policy

Complaints, Raising Concerns and Feedback Policy

Governance and Management of the Service Policy

Notification of change to a Policy

Privacy and Confidentiality Policy

As well, there are a number of other Policies supporting our best practice in relation to the National Quality Standards.

PLEASE...just ask!