

# ANNUAL REPORT

2023/24





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# Chairperson Report

**Simon White**

I am proud of our organisation's performance in 2024, delivering another great year in what is Gowrie Western Australia's 84th year of operation. As such, I am pleased to introduce the Gowrie Annual Report for 2023 – 2024 on behalf of the Board of Directors.

Throughout the year, our Chief Executive Officer and the team worked diligently to meet slightly healthier demand than the previous few years, while remaining focused on executing our organisation's purpose and values. We continued to navigate saturation of centres and the impact that has on our services, the age and look of our buildings, and our strategic direction.

Sustainability and viability remained a key driver this year. Under the guidance and strategic direction of the Board of Directors, and the execution of strategies by the Chief Executive Officer, Gowrie Western Australia made great strides in executing our strategy and investment for long-term growth by expanding, albeit in its infancy, in to the Great Southern region.

Recognising the significant need for early years services in the Plantagenet Shire, Gowrie

purchased a property to transform into an early childhood education and care (ECEC) centre. At the time of purchase, we were to be the second ECEC service in Mount Barker, and were looking to ease the increasing pressure for families desperate for care while battling to secure one of 24 spaces available at the one existing service. With over 300 children under the age of three living in the region, we have set out to meet the demand for care for Plantagenet children, families and the community. To date this has not been without challenges and frustrations, as we worked hard to undertake a scheme amendment and navigate copious assessments and requirements, all while remaining focused on the needs of children and families. We have been very fortunate to receive a federal grant through the Community Child Care Fund (CCCF) Establishing Child Care in Limited Supply Areas that has greatly assisted Gowrie Western Australia to start to prepare for the future opening of a Gowrie service in Mount Barker. We are extremely grateful to the Department of Education for awarding us this funding.

The Board and CEO felt it would be remiss of



Gowrie WA not to consider all aspects of establishing a new centre in a regional area, in particular at a time of housing crisis and on-going staffing concerns plaguing the ECEC sector. To compliment the new regional centre and to ease any related pressures that may be felt by the community, Gowrie Western Australia purchased a home for team housing. In addition, the purchase of the house will provide opportunity for existing Gowrie staff who may like to experience a regional lifestyle, to live and work in Plantagenet. As this financial year closes, we creep slowly towards the future opening of Gowrie Early Learning in Mount Barker in 2025.

The current strategic plan for Gowrie Western Australia is due to end in December 2024. With an eye to the future, we will use the success and foresight our organisation has had this financial year to set us up well to develop a robust and considered strategic plan to align our resources and operational service needs and to guide us in to the future. It is envisaged that the saturation of centres around us, and on-going concerns and issues felt by our metropolitan centres, will have Gowrie considering how best

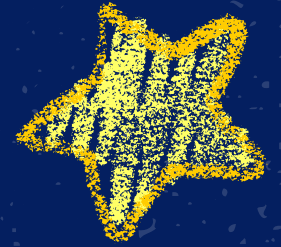
we go about meeting the care and education needs of young children, and where the location of our services is best placed.

As above mentioned, I am very proud of the work accomplished over the past year. On behalf of the Board of Directors, I would like to extend a special thank you to the Chief Executive Officer, her leadership team, and all Gowrie WA staff as you are the backbone of our organisation. Your hard work, commitment, and passion have propelled us through a year of innovation. Together, you have overcome challenges and achieved great successes. Your resilience and creativity continue to be our driving force, and I want to express my deepest appreciation for your loyalty.

Sincerely,

Simon White  
**Chairperson**

The Gowrie (WA) Inc and Gowrie Community Services WA Inc



# CEO Report

Tonia Westmore

I was honoured to lead Gowrie Western Australia through another year of success and stability, in a sector and environment that can be challenging to navigate. Our team remained steadfastly committed to our purpose of nurturing the potential of the formative years for the benefit of children, families and community. Through various initiatives within our centres and in the community, far and wide, such as family involvement days, Messy Play, WA Day in Albany, and so much more, Gowrie Western Australia effectively fostered strong relationships, supported community engagement and involvement, and enhanced the quality of our services and our organisational values.

This year we empowered our people and expanded opportunities for loyal and upcoming leaders, offering management roles and working closely with leaders to develop skills and abilities to manage the myriad of tasks involved with leading, managing and operating early learning and care services. They undertook leadership training, attending conferences and professional development sessions, and were closely and robustly mentored and guided. The leadership development and other learning opportunities have empowered our people to be their best for children and families, and has provided them with tools to integrate well-being to their teams to help them thrive. We know that the better and more inclusive our team us, the better we will be at providing the high-quality care and early education children and families require. We remain deeply proud of our leaders and our whole team and I continue to be inspired by our

team and organisation's work of providing beyond care and learning, all of which are having a positive impact on children and in the world today and for the future.

Our team members and leadership and management teams played an integral role in a great 2023–2024 year, generously contributing to the positive developments and achievements aforementioned. As we journey towards our 85th year of operation, our organisational determination to move forward remains unwavering as we commit to implementing prudent measures to ensure sustainable growth. With a focus on adaptability and strategic planning through our five organisational values, being: childhood, relationships, responsiveness, quality, and lifelong learning, we aim to emerge stronger from what has been a challenging few years. This cannot be done without the support and confidence of our Board of Directors, and our amazing team.

I am grateful for the unwavering dedication, continued commitment, and collaborative teamwork we have at Gowrie Western Australia. I extend my heartfelt gratitude and offer a sincere thank you to every single one of our team members for their support and continued motivation. The difference you each make to children and families, and to Gowrie, is awe-inspiring, and we are indebted to all you do for so many.

My gratitude extends to our Board of Directors and I would like to express my appreciation for their exceptional dedication to Gowrie Western Australia and



to children and families. Also, for embracing new ways of working and for laying the foundation for the realisation of our vision to go where others won't, to reach children, families and communities in desperate need of early childhood education and care. The collaboration and contributions you each make go such a long way in strengthening our organisation. Thank you for your trust, guidance, expertise, and commitment.

I look forward with confidence and optimism to Gowrie Western Australia's future journey. It is sure to be a different and exciting one.

Sincerely,

Tonia Westmore  
**Chief Executive Officer**  
The Gowrie (WA) Inc and Gowrie  
Community Services WA Inc



## Early Learning

Our three Early Learning Centres provide high quality care and education for children aged from 6 weeks to school age. Our centres' nurturing indoor environments and expansive nature play based outdoor environments are designed to foster children's development and encourage a strong sense of belonging. Our centres provide inclusive experiences and activities that develop and promote independence, learning, self-esteem and respectful relationships.

Our educators, who are dedicated, passionate and skillful, recognise each child's individual interests, culture and backgrounds and respectfully encompass these into daily experiences.



## OSHC

Our Outside School Hours Care program operates at our vibrant Nedlands centre and provides children with a safe and engaging environment to continue to grow and learn, relax and form friendships.

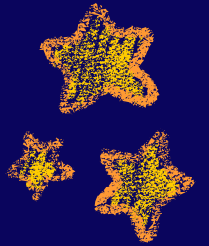
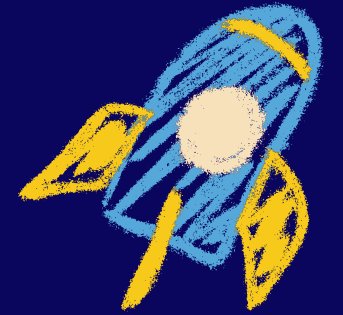
Our program is run by our experienced and enthusiastic educators, and it affords children with a myriad of enriching activities.



## Community Services

Our community services team is heavily engaged within our local community, affording services, facilitating play and social groups, and supporting our community through drives and initiatives.

Our beautiful family and community centre also acts as a vibrant community hub. The centre is the home to our wonderful programs, including our fantastic interactive sensory play session, and is utilised by the community for workshops and training sessions, functions, birthday parties, special interest groups, adult education groups, parental groups, and much more.



# Our Services

# Our Values



## Childhood

Providing children spaces to play, explore, learn, develop and build healthy relationships.



## Relationships

Team, families and community collaborating for the benefit of the child.



## Responsiveness

Adapting to the needs of the child and the community.



## Quality

Delivering leading activities, programs and services that aspire to exceed expectations.



## Lifelong Learning

Providing children and communities with knowledge, skills and attitudes that prepare and provide for the future.



# Our Year

Number of children our team has cared for

275+

Number of families we welcomed

250+

Number of bookings made for our community centre

21

Number of visits from community members to our programs

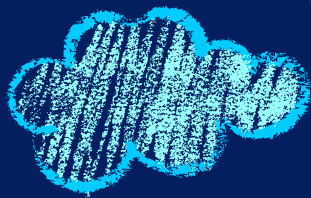
1025+







# Childhood



Providing children spaces to play, explore, learn, develop and build healthy relationships.



## Childhood

Providing children spaces to play, explore, learn, develop and build healthy relationships.



Learning environments are regularly reviewed, rearranged and, at times when the need and benefits are recognised, learning studios are swapped between age groups to emulate the children's interests and developmental stages, scaffold their growth and encourage a love for learning. Themed learning areas that reflect the children's interests and needs and to extend on their learning experiences were both spontaneously and intentionally established over the year, including a Handa's Surprise theme, dinosaur world and calm corners. A Bush Tucker garden was established at Karawara, featuring a range of indigenous flora such as bush mint, naive thyme, lomandra, gumbi gumbi and hardenbergia, to promote cultural awareness. New resources were also purchased from Modern Teaching Aids to foster the children's growth and development.



The centres were committed to continuous improvements and regular maintenance of the indoor and outdoor learning environments was pursued to ensure the children's exploration, learning and development occurred in safe, engaging and quality spaces. Actions undertaken at the Kewdale service included restoring the pavement, renovating the wet areas and nappy change areas, erecting a glass partition door to create a new pre-kindly learning studio, installing new soft fall, laying new mulch, re-filling the sandpits with fresh sand, and recompacting the bike track. At Karawara, the chicken coop was reconstructed to optimise the environment for the hens egg production and to facilitate their natural freedom of movement.



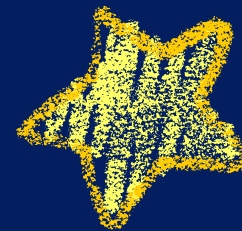
Our cherished children partook in a myriad of exciting excursions and community experiences to develop their sense of belonging to their community, enhance their understanding of the responsibilities required for active community participation and grow their social responsibility. Places of exploration across the centres have included Kings Park, Kilgour Park, Tomato Lake, Waterford Plaza, Kwel Park and the Karawara grasslands.





# Relationships

Team, families and community collaborating for the benefit of the child.



# Relationships

Team, families and community collaborating for the benefit of the child.



Our teams maintained strong relationships with families and warmly welcomed regular input from them to guide our curriculum. Enhancing family engagement and incorporating routines, interests and activities from the home environment can enhance children's development and wellbeing, and promotes positive learning outcomes. Our strong relationships with parents also resulted in generous contributions from families, including the provision of The Baby Sign Language Book and Child Protective Behaviour resources.



A collective goal is shared between early learning professionals, parents and families, and that is to provide positive and outstanding care for children. As such, information about relevant workshops was regularly shared with families to support them, assist them to build their skills, knowledge and confidence, and to work together in collaboration for the benefit of each child. Workshops and information session included Protective Behaviour Parent Workshop, Nom! Nutrition Made Simple, and Let's talk Toilet Training.



## Minister Visit

Gowrie Early Learning Karawara was privileged to be visited by Hon. Minister Sabine Winton MLA in February 2024. It was a delight to meet Minister Winton, and even more of a delight for the children to immerse themselves in spectacular 'mess' at our very special Marvellous Messy Play With The Minister event. The children thoroughly enjoyed singing their welcome song to the Minister, and engaging in sensory exploration with her. This was a fabulous opportunity for our service to showcase our centre and the way we nurture our children, discuss relevant and noteworthy topics with the Minister to better our service for the children, and strengthen and protect the children's relationship with their community.

## Kind-Hearted Program

The children at Gowrie Early Learning Kewdale continued to nurture their heart warming relationship with the residence at Juniper Korumup in the Great Southern region of Albany, and the learners at Nedlands and Karawara strengthened their bonds with SwanCare. This financial year, letters and artwork continued to be shared between the intergenerational friends and perhaps most exciting was the sharing of recipes by our friends at Juniper Korumup. After receiving them, the Kewdale children were inspired to bake and created the special recipes for their afternoon tea. These relationships are heartening for all involved, provide companionship to promote a sense of safety and belonging, and are beautiful ways to foster a sense of care, respect and responsibility amongst the children.

## Dominos Community Excursion

The Djilba children at Gowrie Learning Karawara embarked on an exciting excursion to Dominos at Village Green. During this outing, the children were thrilled to have the unique opportunity to craft their very own pizzas at the local store and engage with the team. This experience was not only enjoyable and educational but also fostered a sense of community and togetherness among the children. By engaging in activities like this, the children and educators were able strengthen their relationships with one another and the community, and create lasting memories that contribute to a sense of unity for the benefit of the children.



Hon. Minister Sabine Winton MLA

# Relationships



The children from each centre actively engage with their communities on a regular basis. The EYLF highlights that supportive and inclusive communities promote the development of social-emotional skills and a stronger sense of belonging in children. Frequent connections include greeting medical staff members at the Nedlands site, engaging with the Belmont Men's Shed for our Kewdale learners, and warmly welcoming community patrons, including the local dentist, at our Karwara service. Each of these groups, whether consciously or not, play a vital role in supporting families and providers in their efforts to create a strong community for the children.



Gowrie WA continued to focus on the community and build community connections for the purpose of developing positive and robust foundations, and to strengthen the care we provide and the proceedings of our service. Our organisation's success is a result of many factors, however, the support of our community is a pivotal element. With our community, we shared resources, promoted safety and security for our children, fostered inclusion and respect, built opportunities, and formed a connection between children, families and our team for the benefit of the children.



## The Fabric of Our Community Project

Our Karawara Early Learning Centre launched The Fabric of Community Project in October 2023. The Fabric of our Community project is one of Aboriginal and Torres Strait Islander education practices that was built through the collection and connection of life experiences. The team has been encouraging families and visitors to add the fabric of knowledge and community for the purpose of unity, education, strengthened relationships and collaboration.

## ALIA National Simultaneous Storytime 2024

Gowrie Karawara was delighted to participate in the Australian Library and Information Association (ALIA) National Simultaneous Storytime 2024. This event, held annually, aims to promote the importance of reading and literacy by uniting thousands of children across Australia through simultaneously reading the same book at a designated time. Gowrie Karawara's participation in the event was met with great success, as the centre was announced as a winner of the competition associated with the event. The centre was awarded a prize of \$100 worth of books, which further enhanced the centre's resources, providing children with even more opportunities to explore new stories and expand their imaginations. By registering for and winning the competition associated with the ALIA National Simultaneous Storytime 2024, Gowrie Karawara participated and engaged with the wider community and has not only celebrated the joy of reading but also demonstrated its commitment to collaborating for the purpose of creating a vibrant and enriching learning environment for children.

## Dental Incursions

Our services were thrilled to again be visited by passionate dentists from local dental practices this financial year. Manning Dental, a practice our Karawara service is heartened to have connected with for many years now, visited the service to educate the children and build a positive perception of dentists to foster dental hygiene as the children grow and develop. The practice provided us with information and resources to continue to share oral hygiene practices and build a positive view during daily practices. We are thankful to work and collaborate with Manning Dental for the benefit of our children. Our Nedlands service was visited by Daycare Dental, a practice that allow parents to use Medicare to have their children's teeth checked. This fabulous team also worked to promote the care of teeth and support an optimistic relationship between the children and dentists.





# Responsiveness

Adapting to the needs of the child and the community.

# Responsiveness

Adapting to the needs of the child and the community.



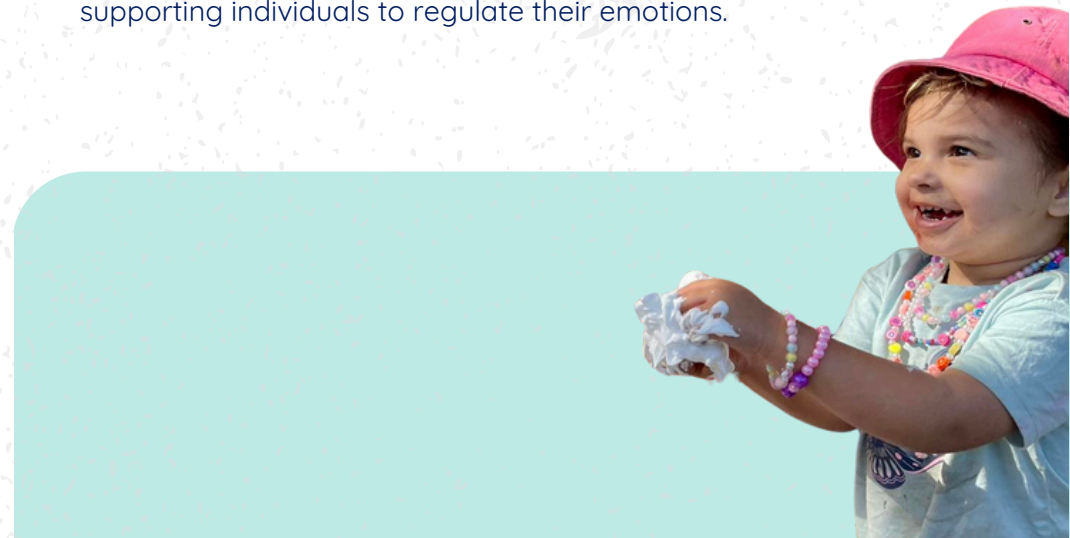
Our centres continued to support the children in their transitions between studios to foster their confidence and self-assurance as they embarked on new learning experiences. This involved the children visiting and spending time in their future learning studios and with educators and peers to build relationships, introduce the children to new learning topics, and begin to extend on built learning. For children transitioning into the kindy age group, the Early Childhood Teachers worked with educators to prepare the children, which involved supporting them to discover and focus on learning language, numeracy skills, writing and social skills. These efforts contribute to confident learners who feel safe and secure.



Our onsite Occupational Therapist identified the needs of the children and supported the children and our team to respond to these needs. This has included recognising challenging emotions and behaviours and introducing strategies, including emotion cards and sensory boxes, to support the children to understand and regulate their emotions. The Occupational Therapist provides support to the educators as required, and is available to assist and nurture the teams.



New resources were purchased to nurture the growth and potential of the children, particularly those with additional needs. The existing resources were reviewed and the teams and Occupational Therapist identified specific needs of the children. A range of sensory resources were acquired. Sensory resources play a pivotal role in supporting individuals, particularly those with additional needs, by helping regulate sensory input and allowing individuals to better cope with their environment; reducing anxiety, stress, and overstimulation; promoting a more peaceful state; and supporting individuals to regulate their emotions.



# Responsiveness



## Inclusion Support Program

One of our passionate Education and Care Leads held a meeting with Communicare to discuss the development of a Service Inclusion Plan (SIP) for a child with additional needs. During the meeting, the focus was on outlining the specific needs and goals of the child, as well as identifying the necessary support services and accommodations to enhance their care and learning experiences. The meeting represents a significant step towards establishing robust support systems and to empower us to provide children with the necessary tools, interventions and assistance to thrive in our care and education programs.



## Inclusion Support Funding

Gowrie WA received Inclusion Support funding to provide a further support person for children with additional needs. This allowed our teams to enhance the wellbeing, development and learning opportunities of children with additional needs, ensuring they receive the care, attention and opportunities necessary to thrive. Furthermore, it enhanced individualised care, improved social interactions, fostered inclusive practices and supported a greater sense of belonging.



## The Phoenix Cup Framework

This year, our educators adopted the Phoenix Cup Framework in various team activities. The Phoenix Cups Framework supports people, and educators, to understand how to meet their needs and the needs of those around them, our children. This is achieved through the discovery of what cups need to be kept full, how they impact and influence behaviours, and how they can be used to build relationships. Our educators utilised this Framework to understand what the needs of the children were, how they could meet the children's needs and respond to such needs, and how they could work and communicate with one another to reach the shared goal of providing for those in our care.

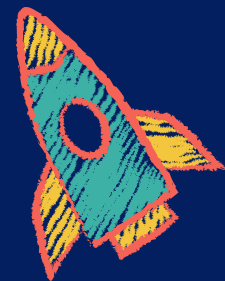






# Quality

Delivering leading activities, programs and services that aspire to exceed expectations.





## Quality

Delivering leading activities, programs and services that aspire to exceed expectations.



Across the services, the educators implemented a range of engaging and inclusive activities for the children, and remained steadfast in their commitment to providing high-quality educational experiences. The focus on teaching AUSLAN to the children is a commendable initiative. AUSLAN is a valuable skill that promotes inclusivity and communication and introducing it to the children at a young age can have long-lasting benefits. The children focussed on learning how to sign more, drink, thank you, please, yes, no, toilet and sharing. They also worked together to learn the ABC and sing Somewhere Over the Rainbow in AUSLAN. On 23 September, the centres also recognised the International Day of Sign Language.



We are fortunate to have a myriad of cultures amongst our team and children at Gowrie WA, and we are privileged that these cultures are shared amongst each other to promote inclusivity, acceptance and awareness. Our children learnt basic Armenian from our Armenian educator who sings to the children in her native language, and our passionate Indonesian Education and Care Lead at our Karawara service taught the children the Indonesian language. Through these educational experience, the children deepened their connection to one another and respect for those around them. To further share in diverse cultures with the children, the teams shared cultural dishes with the children, including Bhutanese momo (dumplings), Indian curry, and Sri Lankan curry for lunch.



Gowrie Karawara partook in the Early Childhood Australia WA online art exhibition during National Aboriginal and Torres Strait Islander Children's Day in 2023. The online art exhibition provided the children with a meaningful opportunity to further embed and share their recognition, acknowledgment, learning and understanding of Aboriginal culture.



This financial year, our centres placed great emphasis on loose parts and heuristic play, providing the children with the opportunity to explore their creative side, develop their independence and enjoy the process rather than the result. Heuristic play is an enriching child-led style of play where children interact with everyday items with the goal of supporting them to use their curiosity to discover and learn independently through the provision a sensory stimulation and explorative pieces.





# Lifelong Learning

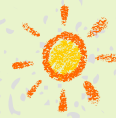
Providing children and communities with knowledge, skills and attitudes that prepare and provide for the future.

# Lifelong Learning

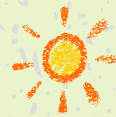
Providing children and communities with knowledge, skills and attitudes that prepare and provide for the future.



Research has concluded that humans have an intrinsic biological connection with animals and exhibit a natural instinct to nurture and care for living things. Research also suggests that children who are encouraged in their love for animals are inclined to extend this love and care to other living things, including plants and insects. The children across the centres were supported to develop their responsibility and respect for the environment through being tasked with caring for the centre animals and garden. Our centres are home to guinea pigs and chickens, which the children were encouraged to feed and tend to. In addition, the children watered and cared for their centre plants. At our Kewdale centre, the children planted and nurtured a fruit and vegetable garden to provide fresh produce for their centre pets. Through these experiences, the children also learnt to 'interact in relation to others with care, empathy and respect'.



The children learnt about life-cycles and the natural process of growth through a range of experiences this financial year. Learning about life cycles is valuable for children as it provides them with beneficial knowledge and skills that enhance their cognitive, emotional, and environmental development. To support the children to make sense of the world around them and to introduce them to concepts such as birth, aging and death in a safe and supportive manner, they raised insects, seedlings and centre animals. The children built small eco systems and habitats for their bugs and insects, learning about their needs as they investigate and discover how ecosystems function and how organisms depend on one another for survival. The children observed, hypothesised and experimented with stages of life cycles and this was extended into hands-on experiences with caterpillars. These experiences were also beneficial in encouraging the children to develop empathy.



Our learners recognised and participated in educational experiences relevant to the Indigenous seasons and ways of living on the land to extend on their cultural awareness, embrace diversity, and learn about the natural world around them. For example, during the Bunuru season, the children at Karawara created stunning works of art related to Tuart, Marri and Jarrah flowers using a pasting and stamping technique; created suncatchers of mullet fish, crab and mussels, which are the main diet during Bunuru season; and played imaginative fishing games, a common activity during this season. These activities also support the children to develop their fine motor and gross motor skills.



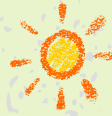
# Lifelong Learning

## Transition to School Program

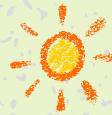
Each of our services provides a high quality transition to school program to support school readiness in our children transitioning to formal schooling in the following calendar year. The program aligns with the Western Australian Kindergarten Curriculum and is linked to the Early Years Learning Framework. The program assists educators to provide experiences to children which will prepare them for formal schooling, build their confidence and equip them with the resilience, skills and capacity to embark on their new educational journey and thrive. The Early Childhood Teachers personalises and tailors the programs to attend to the skills and knowledge the children would benefit support in, to prepare them.

## Celebrated and Recognised Events:

- Reconciliation Week
- Chinese New Year
- Recycling Week
- Nature Day
- Nature Play Week
- Earth Day
- NAIDOC Week
- National Science Week
- Father's Day
- Mother's Day
- Dental Week
- Grandparent's Day
- Children's Week
- Holi
- St Patrick's Day
- Easter
- ANZAC Day
- Ramadhan
- Harmony Day
- International Day of Sign Language **and more!**



Our early learning children regularly engaged in cooking experiences, creating snacks, afternoon and morning tea, and treats for their peers and families. Cooking positively impacts children's physical, mental, and emotional well-being. Through cooking experiences, the children learnt a variety of life skills including practical skills; safety awareness including the use of knives, avoiding heat and burns, and adhering to appropriate hygiene practices; problem-solving and executive functioning as they followed recipes and adapted ingredients; fine motor skills through stirring, chopping and measuring; enhanced hand-eye coordination; team work through the sharing of responsibility; and a healthy relationships with food.



## Reconciliation Week

To recognise Reconciliation Week and understand its importance, the children across the centres engaged in activities focused on learning about shared histories, cultures, and achievements, as well as exploring ways to contribute to achieving reconciliation in Australia. Experiences included engaging in stories shared by Indigenous people that represented unique cultural perspectives and narratives; participating in sensory experiences themed around reconciliation, including using materials such as sand, water, and natural objects in tactile play to explore concepts of harmony, unity, and reconciliation and foster empathy, cultural appreciation, and emotional expression in a safe and inclusive environment; artistic endeavors that involved working as a team to produce a vibrant display that read 'National Reconciliation Week'; and exploring books that reflected the themes of reconciliation and cultural diversity, such as 'The OO in Uluru' and 'We Are Australians.' Whilst participating in these experiences, the children engaged in educational discussions about why reconciliation is important, what role we can play in reconciliation, why we want and need it and who can work to achieve reconciliation. Our centres are committed to nurturing inclusive and culturally aware individuals and supporting reconciliation.

# Sustainability



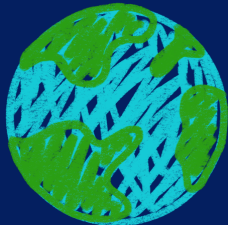
## Recycling Centres

Our centres actively encouraged families to participate in our recycling programs by inviting them to drop off cans and other recyclable materials to our centres. This initiative not only helped the services to collect a significant amount of recyclables but has also fostered a sense of environmental responsibility among families. The Karawara team was also grateful for the support and involvement of our neighbours and local community, who took the initiative to deliver their recycled materials, including cardboard boxes, yoghurt containers, and paper rolls, directly to the centre. These materials served as valuable resources for children's artistic and imaginative creations and are used in experiences and sustainable practices. The service also had neighbours to the centre donate unused flour for the children to make play dough. Through their involvement, our families and the community demonstrated their commitment to sustainability, creativity, and fostering a sense of community. The provision of recycled materials allowed children to understand the importance of reusing and repurposing items, fostering an appreciation for sustainable practices and environmental stewardship from a young age. We are immensely grateful for their contributions and look forward to continued collaboration and engagement in the future.



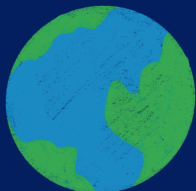
## Food Wastage

To promote sustainable practices and reduce wastage, the centres provided the animals with the appropriate vegetable, fruit and meal scraps. Through this practice, waste that would otherwise end up in the rubbish and land fill, was diverted and utilised as a meal to reduce environmental impacts. This is also reduced the need for commercially produced animal feed.



## Recycling Week

Recycling Week was enthusiastically celebrated and recognised across the centres. The celebration ran from 13 to 19 November and was an opportunity, in addition to the everyday practices already embedded, to emphasise the importance and benefit of recycling on our world. Activities during Recycling Week provided education around environmental protection, reducing waste, conserving natural resources and inspiring action.



## Loose Parts and ReMida

The centres made best use of loose parts, collected from ReMida, through donations to the centres and from recycled materials, to set up educational experiences for the children and foster curiosity all whilst engaging in sustainable practices and learning about sustainability. ReMida collects business and industry offcuts and discards, which are directly repurposed into arts and education activities. Team members visit ReMida periodically to acquire recycled resources to use in the children's learnings.

# Professional Development

Supporting our team to enhance their education and skill development to promote continuous professional and personal growth for the benefit of the team, children, families and community.



## **Mandatory Reporting Training - Bentley Technology Park**

This course focused on mandatory reporting requirements, and provided vital knowledge and skills in reporting and responding to child abuse and neglect. It was attended by two Education and Care Leads, who took the valuable information back to their teams to share their newly acquired and strengthened knowledge.

## **Early Childhood Learning and Development (ECLD) Immersion Program**

The ECLD program was abundant in acclaimed keynote and welcomed speakers passionate about their research, profession and improving learning and developmental outcomes for children. Members of the leadership team attended and were consequently able to share the strategies they learnt from the workshops they attended with their teams, to support them to adapt to, support and recognise behaviours. As a result, multiple resources were purchased to support the execution of their learnings and strategies.

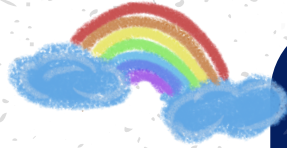
## **Early Childhood Leadership Program**

In December 2023, our three Education and Care Leads completed this training course online to develop skills and resources to provide quality leadership, inspire team members, and empower their teams to innovate and develop.

## **Autism Awareness Training**

To promote the awareness of autism and to acquire an understanding of autism and the needs of autistic individuals, all educators across the services completed an online training course. Included toolkits for educators have been effective in improving their teaching strategies. Completing these free training programs can equip educators with valuable knowledge and skills to create inclusive and supportive learning environments for students with autism spectrum disorder.

# Professional Development



## **2023 ECRU roadshow**

Two members of our Leadership team attended the 2023 Education and Care Regulatory Unit (ECRU) Roadshow where QIPs, self-assessments and embedding Aboriginal and Torres Strait Islander perspectives into practices were discussed. The team learnt valuable information to share with the rest of their teams to enhance the service we provide.

## **35th ECA National Conference**

Our CEO, Education and Care Leads and Quality and Compliance Leader attended the 35th ECA National Conference held at the Adelaide Convention Centre, South Australia in October 2023. The conference was an invaluable experience and inspired our team to open their minds to new skills and possibilities. It was beneficial in assisting our team to keep pace with the latest research and developments in the sector.



## **Child Protection Course**

All permanent staff members are required to complete the Child Protection course to develop their skills and contribute to the provision of a safe and nurturing learning environment.



# Embedding Indigenous Perspectives



Gowrie builds on children's cultural capital throughout our environments such as displays of Aboriginal art work by Aboriginal artists



Gowrie provides children with a diverse range of dreaming stories and books by Aboriginal writers



Gowrie plays Aboriginal music and children sing Aboriginal song



Gowrie has a bush tucker garden and educates children on growing food



Gowrie uses native herbs in cooking, playdough and sensory experiences



Gowrie uses Aboriginal symbols in learning experiences and story creation



Gowrie acknowledges Noongar seasons and displays applicable resources and items



Gowrie uses Aboriginal language and images in greetings, communication and emails, and where appropriate



Gowrie promotes and practices an Acknowledgement of Country each day



Gowrie has a Statement of Recognition and a Vision for Reconciliation that was developed in consultation with team and families, that we practice



Gowrie uses Aboriginal language to name learning studios and rooms



Gowrie practices yarning circles for story telling

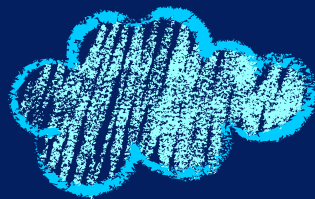


Gowrie plays Noongar games such as Borna Jokee and Chiba, and children are taught the history of these games



Gowrie has a Yamatji man from Nhanda Country in WA, on the Board of Directors





# Community Services

Working with and for our community to foster individual, family and community wellbeing.

# Community Services

Working with and for our community to foster individual, family and community wellbeing.



## Kind-Hearted Program

Our Kind-Hearted program continued this financial year at Juniper Korumup and SwanCare. This initiative aims to build connections and reduce feelings of isolation and loneliness among both young individuals and older community members. Children at Gowrie Early Learning, along with local community members and Gowrie Community Services, actively participated by writing notes and letters, and creating pictures, artwork, and care packages for the residents of Juniper Korumup and SwanCare. These items were eagerly unpacked, read, and responded to by the residents. During the year, we received a variety of artwork, letters, recipes and stories about residents' childhoods. This program fosters connections among people of all ages, abilities, backgrounds, and locations, and Gowrie is proud to support such a heart-warming community initiative.



## H.U.G Program

Gowrie WA created the H.U.G program this financial year, which resulted in Gowrie donating in excess of 40 health and wellbeing bags to women accessing Zonta House Refuge Association, a women's refuge that provides safety and support for women who have experienced family and domestic violence. Gowrie WA wants people to feel supported and cared for, and believes every person should have access to a supply of general hygiene items. This vision and belief inspired the name H.U.G, which stands for Hygiene U (and) Gowrie.



## Food for Thought Program

This year, Gowrie also initiated and implemented our Food for Thought program. This program encourages people within our community to donate non-perishable foods, which are then provided to people in need through local homeless shelters or organisations set up to distribute items to people in need. Gowrie remained passionate about assisting people in need and will continue to focus on providing support and relief where possible.

# Community Services



## Charity Drive

Leading up to Christmas 2023, Gowrie WA ran a charity drive collecting donations to fill sacks with essential items for people living on the streets of Perth. Over the month of November 2023, more than 200 essential items were donated across our three Gowrie Early Learning Centres and our Karawara Family and Community Centre. With such generosity and kindness afforded to the cause, Gowrie staff eagerly put together the sacks, which were hand sewn by four fantastic community members who donated the fabric, cottons, ribbon, and their time to the cause. When the sacks were packed, Street Friends, a local charity group, collected them to be handed out on behalf of Gowrie WA. We are so proud to have donated 35 Christmas sacks, filled with essential items to those in need.



## Village Green Partnership

During this reporting period, Gowrie continued its partnership with Village Green by providing monthly Super Senses sessions in the centre. Super Senses is a community engagement program that offers free interactive sensory sessions for children aged 4 and under, along with their parents and caregivers. These sessions enable families to participate in sensory play activities that promote the well-being of both children and caregivers, foster a sense of community connection, and help alleviate feelings of isolation. The sessions have continued to grow in popularity, consistently selling out each month, with attendance exceeding 45 children monthly. Additionally, Gowrie and Village Green met to discuss the expansion of Super Senses and to explore additional activities and experiences that can be held in the next reporting period. Village Green has also provided contact information for other like-minded organisations and expressed a desire to collaborate closely with multiple groups to discuss and facilitate further community engagement opportunities. We have had over 150 community members join us in the latter half the financial year alone.



## Great Southern WA Day Festival

Gowrie participated in the Great Southern WA Day Festival in 2024. This fabulous community event provided an excellent platform for us to connect with our community and promote our wide range of services and programs. Our involvement allowed us to create new relationships and connect with other organisations that share in our vision. At the festival, Gowrie offered free activities for children and families, while also distributing information on the services we offer. The event attracted over 1,500 community members. The experience was also an opportunity to gather feedback about community interests, challenges, and experiences. This feedback is essential for assessing the viability of our current programs and planning future services accordingly.



# Community Services



## Communicare

Our community services team continued to work closely with Communicare to provide a safe, supportive and comfortable venue for parents, guardians and caregivers to partake in workshops based around raising children.



## Messy Play

Our much loved Messy Program continued to be exuberantly enjoyed by our community. Our Messy Play program was enjoyed by over 450 visitors across the year between our wonderful participants. The program enabled each little learner to engage in unstructured, exploratory sensory play to foster their curiosity, imagination and knowledge and allow them to make their own discoveries. The sensory experiences further allowed children to understand their senses and the sociable nature of messy play encouraged them to interact and develop their social skills and sense of belonging.



## Car Restraint Checks and Fittings

Gowrie WA continued to offer car restraint fitting sessions whereby community members were invited to have their car restraints checked or fitted by our qualified Type 1 Fitter team member.



## Promotions

Our social media channels, specifically Facebook and Instagram, remained our top resource for promoting our services. Over this reporting period, our Facebook page gained more than 200 new followers, reached over 120,000 accounts, and recorded 17,100 visits. Our Instagram account experienced a 14% increase in engagement since the last reporting period, resulting in an additional 54 followers. Feedback collected from an online survey revealed that our audience enjoys our inclusive and engaging content, notably our reels, which have collectively seen over 10,800 views across both Facebook and Instagram.

# Financial Report

The Gowrie (WA) inc.

For the year ended 30 June 2024



## STATEMENT BY THE BOARD

The Board have determined that Gowrie (WA) Incorporated (the “Association”) is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The Board of the Association declare that:

- 1 The financial statements and notes presents fairly the financial position as at 30 June 2024 and of its performance for the year ended on that date;
- 2 There are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable; and
- 3 The financial statements are in accordance with the Australian Charities and Not-for-profits Commission Act 2012.

This declaration is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

Chairperson

Handwritten signature of the Chairperson.

Board Member

Handwritten signature of the Board Member.

Perth, Western Australia  
27 November 2024

# Financial Report

The Gowrie (WA) inc.

For the year ended 30 June 2024



## STATEMENT OF FINANCIAL POSITION

	Note	2024 \$	2023 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	4,961,427	5,654,314
Other current assets	4	-	10,000
Trade and other receivables	5	351,394	244,191
<b>TOTAL CURRENT ASSETS</b>		<b>5,312,821</b>	<b>5,908,505</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6	1,863,017	382,536
Right-of-use assets	7	2,171,269	2,447,624
<b>TOTAL NON-CURRENT ASSETS</b>		<b>4,034,286</b>	<b>2,830,160</b>
<b>TOTAL ASSETS</b>		<b>9,347,107</b>	<b>8,738,665</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	9	899,547	303,024
Lease liabilities	8	186,418	172,778
Employee Entitlements	10	281,666	201,065
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,367,631</b>	<b>676,867</b>
<b>NON-CURRENT LIABILITIES</b>			
Lease liabilities	8	2,507,821	2,775,067
Employee Entitlements	10	20,832	17,968
<b>TOTAL NON CURRENT LIABILITIES</b>		<b>2,528,653</b>	<b>2,793,035</b>
<b>TOTAL LIABILITIES</b>		<b>3,896,284</b>	<b>3,469,902</b>
<b>NET ASSETS</b>		<b>5,450,823</b>	<b>5,268,763</b>
<b>MEMBERS' FUNDS</b>			
Retained Earnings		5,450,823	5,268,763
<b>TOTAL MEMBERS' FUNDS</b>		<b>5,450,823</b>	<b>5,268,763</b>

# Financial Report

Gowrie Community Services

For the year ended 30 June 2024



## STATEMENT BY THE BOARD

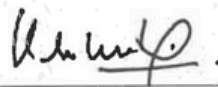
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The Board of the Association declare that:

- 1 The financial statements and notes presents fairly the financial position as at 30 June 2024 and of its performance for the year ended on that date;
- 2 There are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable; and
- 3 The financial statements are in accordance with the Australian Charities and Not-for-profits Commission Act 2012.

This declaration is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

  
\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Board Member

Perth, Western Australia  
27 November 2024



# Financial Report

Gowrie Community Services

For the year ended 30 June 2024



## STATEMENT OF FINANCIAL POSITION

	Note	2024 \$	2023 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	92,962	29,634
Trade and other receivables	4	4	4,515
<b>TOTAL CURRENT ASSETS</b>		<b>92,966</b>	<b>34,149</b>
<b>NON-CURRENT ASSETS</b>			
Plant and equipment	5	5,985	3,696
<b>TOTAL NON-CURRENT ASSETS</b>		<b>5,985</b>	<b>3,696</b>
<b>TOTAL ASSETS</b>		<b>98,951</b>	<b>37,845</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	57,534	22,683
Employee entitlements	7	23,372	9,765
<b>TOTAL CURRENT LIABILITIES</b>		<b>80,906</b>	<b>32,448</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee entitlements	7	-	4,421
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>-</b>	<b>4,421</b>
<b>TOTAL LIABILITIES</b>		<b>80,906</b>	<b>36,869</b>
<b>NET ASSETS</b>		<b>18,045</b>	<b>976</b>
<b>MEMBERS' FUNDS</b>			
Retained Earnings/ (Accumulated Loss)		18,045	976
<b>TOTAL MEMBERS' FUNDS</b>		<b>18,045</b>	<b>976</b>