

Hunter Region Working  
Women's Group Ltd

# Annual Report

16/17



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Hunter Region Working Women's Group acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work

## *Hunter Region Working Women's Group*

Championing opportunities for women and families in the Hunter

### About Us

Hunter Region Working Women's Group is a not for profit, community based charity which provides services to improve the health and wellbeing of women and their families in the Hunter Region. The organisation has been established for over forty years and is based in Mayfield where it provides services through its two entities; the Hunter Women's Centre and Six Hats Early Childhood Service. The organisation also provides outreach services in conjunction with other like-minded organisations across the Hunter Region.

### Our Mission

We engage, support and empower Hunter women and their families to improve their lives through gender specific health and family safe programs, and the provision of early education and care services. Our targeted, integrated services focus on: reducing violence against women and their children; facilitating women's health, safety and wellbeing; providing high quality, price competitive early learning and childcare; and undertaking charitable works to build community participation and partnerships.

#### Our purpose

We are a highly respected and experienced not-for-profit community organisation that champions the opportunities for women and their families across the Hunter Region

#### Our Vision

Healthy women, supported families and safer communities

#### Our Values

Respect  
Integrity  
Sustainability  
Empowerment  
Inclusion  
Collaboration

## Chairperson's Report

The HRWWG has had an eventful year with both Hunter Women's Centre and Six Hats achieving milestones. The Board has worked to increase relationships with teams across the group and look at different approaches to managing the HRWWG. With one Director Rhonda Spain resigning; our board has diminished to five very hard working Directors.

There have been several staff changes, including Manager of Business strategy - Ann Morris leaving this year. This has led the Board to look at new approaches to managing the group. In April 2017 HRWWG engaged the services of Being More Human. We embarked upon a series of workshops as a team with the board members and staff from both Six Hats and the Women's Centre. This included the development of a new organisational structure led by a collaborative leadership team represented by the HWC Manager - Kerry Perkins, Director Six Hats - Tanya Winn and HWWG Accountant-Jacqueline Williams. In addition Being More Human completed a health check survey for staff, provided coaching for team members and completed a full review of position descriptions and delegations in line with the new organisational structure.

Six Hats have continued their community engagement programs with ongoing relationships with Mayfield Aged Care including visits and offering their bus for transporting children on excursions and Mayfield East Public School. The service has accessed a broad range of professional development activities and training upgrades using the Long Day Care Professional Development Program funding that finalised in June. Feedback on Compliance on National Regulations (2011). They received 'Met' across all

seven Standards in Assessment and Review. The service has seen a fluctuation in occupancy due to four new services opening in Mayfield area and is embarking on a range of marketing strategies, including signage flags displayed outside, leading to increased enquiries. The board would like to acknowledge Cath Howard for her contribution and dedication to the service during her time as Co-Director.

Hunter Women's Centre has seen some staffing changes including Administrative Assistant, Wendy Baugh, and also welcomed Bronwyn Crawford and Kylie Fawkner as counsellors and Helen McCauley as Office Administrator. The relationship with NSW Ministry of Health and the HNE Health NGO Unit remains strong. The need for outreach counselling in Port Stephens and Maitland remains high and the partnerships with Carries Place and Port Stephen's Neighbourhood Services have been integral to providing support to disadvantaged women in Hunter LGA's. Providing outreach counselling in the Lake Macquarie LGA proved challenging and plans are in place for the 2017/18 year to expand outreach workshop programs. The generous donation by Newcastle Coal Infrastructure Group (NCIG) enabled the Moving Forward Mentoring Program to continue. NCIG also donated computer equipment. The HWC once again hosted an International Women's Day Event in March. The Pink Ribbon Morning Tea and donations received went to support women living with breast cancer.

Acknowledgement must be given to the hard work and dedication of all our staff, providing high quality service to our clients and families throughout the year.

## Our People

### Hunter Region Working Women's Group Board of Management

Positions on the board are voluntary and held by women with a commitment to improving the health and wellbeing of women and their families. The Board is a dynamic group working to further develop the aims and operations of the current services and enhance the range of support offered to women in the Hunter Region. Board of Management members come from a diverse range of backgrounds, bringing skills from the fields of law, health, welfare, education, finance, business, social and employment sectors. Most importantly Board members bring the experience of being women, as mothers, daughters, partners and community members, and share the common purpose of enhancing the capacity for women to reach their full potential.

Name	Date of Appointment	Position and Date of Appointment
Geraldine Reeves	August 2009	Chairperson Nov 2015 (Outgoing Nov 2016)
Helen Harvey	September 2013	Chairperson Nov 2016
Karen Phillips	August 2008	Deputy Chairperson Nov 2015
Annette Morrissey	September 2014	Secretary Nov 2014, Treasurer July 2016
Jennifer Parkes	November 2015	Ordinary
Kattie Bujega	November 2016	Ordinary
Colleen Webb	November 2016	Ordinary
Rhonda Spain	September 2016	Ordinary (Outgoing May 2017)
Ricky Jones	September 2014	Treasurer Nov 2014 (Outgoing July 2016)

## Staff

Hunter Region Working Women's Group	
Position	Name
Manager of Business and Strategy	Ann Morris (Outgoing April 2017)
Accountant	Jacqueline Williams
Project Worker Moving Forward Program	Kylie Gilbert

Hunter Women's Centre	
Position	Name
Service Coordinator	Kerry Perkins
Counsellor	Christine Oberg
Counsellor	Sue Collins
Counsellor	Glenys Schultz
Counsellor	Kylie Fawcner
Counsellor	Bronwyn Crawford
Intake Worker	Jeanette Petrie
Office Administrator	Helen McCauley

Six Hats Early Childhood Service	
Position	Name
Director Nominated Supervisor	Tanya Winn
Team Leader	Emma Pticek
Team Leader	Barbara Lombardi
Educator	Cath Howard
Educator	Jann Gill
Educator	Cassie Rose
Educator	Emma Howard
Educator	Sancha Malloy
Educator	Kirsty Lewis
Educator	Kenny Fryer
Educator	Amylea Gleeson
Cleaner	Andrew Robertson

## Our Funding

Funding source	% of total funding	2016/17 Income
<b>Government Grants</b>		
- Hunter New England Health	31.77%	\$467,200.00
- Early Childhood Education & Care (ECEC - NSW Dept Education)	3.09%	\$45,380.00
- ECEC Legacy (Preschool) Grant *	0.70%	\$10,350.00
- Intervention Support Program (Six Hats) – NSW Dept Education	0.31%	\$4,516.50
- Long Day Care Professional Development Grant (Dept of Education – Federal) *	1.42%	\$20,934.75
- Volunteer Grant *	0.02%	\$245.00
<b>Other Grants/Donations</b>	0.00%	
- Aurizon Community Giving Fund 2016 *	0.28%	\$4,155.37
- Newcastle Coal Infrastructure Group donation (used during 16/17 FY)	3.73%	\$54,898.76
<b>Other</b>	0.00%	
- Parent Fees Six Hats Early Childhood Service	55.40%	\$814,730.22
- Facility Hire Fees/Rent	0.93%	\$13,688.64
- Other Donations/Fundraising	0.91%	\$13,403.36
- Other income	1.44%	21199.14
<b>TOTAL</b>		<b>\$1,470,701.74</b>

\*Funding received in prior financial year, amount represented is that expended in 2016-17 year



## About Us

Hunter Women's Centre has been providing services to women for over forty years. Although these services may have changed over time the foundation for the work we do continues to be the recognition that women's health is multi-dimensional and is determined by social, environmental, economic and biological factors. Gender, age, ethnicity, location, disability, socio-economic status and the environment impact on differences in health status. We continue to provide services within a gendered model of health that acknowledges gender as having a significant impact on a person's health and that the health needs and outcomes for women over their life differ from those of men.

## Priorities

The Centre's priority target groups, which are not mutually exclusive, include women who are experiencing or at risk of family and or domestic violence; are disadvantaged and marginalised; are from CALD and Aboriginal/Torres Strait Islander backgrounds, and are socially and geographically isolated.

**Promoting the health and wellbeing of women**

### Our Vision

**Women of the Hunter will have the best possible physical, emotional and psychological health and wellbeing**

### Our Mission

**To achieve our vision we will:**

- \* **Provide client centred, strengths based, trauma informed services for women**
- \* **Ensure a timely and appropriate referral service for women and their families**
- \* **Provide education and social support for women**
- \* **Embrace health based, holistic and alternative therapies as options to achieve positive outcomes for women**

## Our Services

### Core Services

Funding for the Centre's core activities is provided by NSW Ministry for Health through Hunter New England Local Health District. For the 2016/17 financial year these services were:

- \* Information and Referral
- \* Counselling
- \* Workshops
- \* Groups
- \* Brief Interventions for Lifestyle Risk Factors

### Other Services and Activities

Hunter Women's Centre continues to enhance its core services through grants, donations, partnerships and venue hire for external practitioners and groups:

- \* Moving Forward Mentoring Program
- \* Victims Services Counselling
- \* Living Beyond Abuse Domestic Violence Program
- \* Shark Cages and Other Fishy Business Domestic Violence Program
- \* Family Law Seminars and Advice
- \* Certificate III in Micro-Business
- \* Cherish Cooking Workshop
- \* Talking With Your Kids Workshop
- \* Tai Chi Classes
- \* Women of Courage AA Meeting

## Core Activities

Information and referral service

Counselling at Mayfield

Outreach Counselling

Domestic Violence Group

Support Group for Women over the Age of Fifty

Quit Smoking Counselling

Workshops

- \* Easy Steps to a Healthier You
- \* Self Esteem
- \* Personal Boundaries
- \* Boundaries in Relationship
- \* Art Therapy
- \* Communication and Assertiveness
- \* Dealing with Difficult People



## Our Clients

In the 2016/17 financial year 425 women accessed services at Hunter Women's Centre. They received 2202 occasions of service by staff with a total of 6,788 presenting issue. Women present with more than one issue at each contact.

Presenting Issue Broad Categories	% Total Presenting Issues
Emotional/Mental Health	32%
Relationships	30%
Violence and Abuse	15%
Legal/Financial	12%
Social/Cultural	5%
Physical/Medical Health/ Gynaecological/Reproductive	3%
Addiction	2%
Other	1%

### Breakdown of three highest broad categories

Emotional/Mental Health Subcategories	Highest Sub Categories (% of Broad Category)
Anxiety/panic disorders	14.5%
Depression (incl post natal)	10%
Grief/Loss	13%
Mental Health	4%
Self Esteem	15.5%
Stress	25%
Trauma-emotional	15.5%
Relationships	Highest Sub Categories % of Broad Category
Childhood Issues	9%
Family Issues	12%
Parenting	23%
Relationships Other	41%
Impact Addiction	4.5%
Impact Mental Health	4.5%
Violence and Abuse	Highest Sub Categories % of Broad Category
Adult CSA	6%
Sexual Assault	2%
DV/Family Violence	82%

66% receive Centrelink Pensions/Benefit  
 6% have no personal income  
 4% identify as Aboriginal  
 7% were from multicultural communities  
 10.5% identify as living with a disability

### Local Government Areas

Newcastle 52.5%  
 Port Stephens 10%  
 Lake Macquarie 19.5%  
 Lower Hunter 17%  
 Upper Hunter 0.5%  
 Other 0.5%

### Ages

18 to 24yrs 9%  
 25 to 34yrs 21%  
 35 to 44yrs 27%  
 45 to 54yrs 21%  
 55 to 64yrs 15.5%  
 65 to 74yrs 5.5%  
 75 and over 1%

## NSW Health Priorities

Services provided at Hunter Women's Centre through NSW Ministry of Health Funding align with the health priorities outlined in the NSW Women's Health Plan (2009-2011) and the NSW Health Framework for Women's Health (2013).

The NSW Health Framework for Women's Health approach "focuses on issues where the detrimental health impact is disproportionately experienced by women, or where the response is different for women than for men. The framework places women at the centre of decision making for their own health and acknowledges women's health is impacted by many factors including housing, rural living, employment and access to services." NSW Health Framework for Women's Health (2013)

Health Priority	Services delivered to meet priority
<p><b>Support healthy lifestyles, including nutrition, physical activity and prevention of smoking, risky alcohol use and drugs</b></p>	<p>Easy Steps to a Healthier You Workshop                      Quit Smoking Counselling                      Facebook posts                      Support Group for Women Over the Age of Fifty                      * Nurse Practitioner Health Education Session                      * Healthy Eating and Recipe Exchange Session                      * Pharmacist Visit Health Education Session                      * Healthy Living on a Budget Health Education Session</p>
<p><b>Promote good mental health and provide early intervention and specialised treatment</b></p>	<p>Counselling                      Self Esteem Workshops                      Art Therapy Workshops                      Support Group for Women Over the Age of Fifty                      * Social support and outings to café's and plant nurseries                      Facebook posts</p>
<p><b>Improve responses to sexual, domestic and family violence against women</b></p>	<p>Counselling                      Domestic Violence Groups                      Dealing with Difficult People Workshop                      Personal Boundaries and Boundaries in Relationship Workshops                      Communication and Assertiveness Workshops                      Support Group for Women Over the Age of Fifty                      * Domestic Violence Education Session                      Facebook posts</p>
<p><b>Promote awareness of the risks of chronic disease to women and support health, thereby preventing avoidable hospitalisations</b></p>	<p>Counselling                      Information and referrals to Quit Line, Go4Health and HNEHealth AoD services                      Support Group for Women Over the Age of Fifty Health Education Sessions (see Priority One)                      Facebook posts</p>
<p><b>Provide support for women with disability and women caring for a person with a disability</b></p>	<p>Counselling                      Support Group for Women Over the Age of Fifty                      * Seated Massage Session                      * Social support and outings to café's and plant nurseries                      Facebook posts</p>

## Our Relationships

Hunter Women's Centre works collaboratively with a range of agencies and workers in the government and non-government sectors across the Newcastle Hunter Region to improve the health and wellbeing of women and their children. We do this by actively strengthening and broadening our referral pathways and networks and attending Interagency Meetings and Domestic Violence Meetings. The Centre's relationships and partnerships with other individuals and organisations in our sector enhance in-house activities and services and the provision of outreach services to women. Grants and donations from local individuals and organisations strengthen the connections our clients have with their community. Receiving these monies shows community awareness of the issues women face, and community support for when they become independent from services like Hunter Women's Centre.

- \* **Lisa Hyde-Mills: Art Therapy Workshops**
- \* **Verona Longsdale: Victims Services Counsellor**
- \* **Baptist Community Services: Living Beyond Abuse Domestic Violence Program**
- \* **Newcastle Family Support: Shark Cages and Other Fishy Business Domestic Violence Program**
- \* **Unifam: Talking with Your Kids Workshop**
- \* **Muloobinba Aboriginal Corporation: Indigenous Triple P**
- \* **Salvation Army: Cherish Cooking Workshop**
- \* **The Business Centre: Certificate III in Micro-Business**
- \* **Perdriau Family Lawyers**
- \* **Mason Lawyers: Casey Stewart**
- \* **Savitri Naidoo: Chakras Dance**
- \* **Tina Chen: Tai Chi**
- \* **Judy Jacob: Volunteer**
- \* **Women of Courage: AA Meetings**
- \* **Port Stephens Family and Neighbour Services: Outreach Counselling, Port Stephens**
- \* **Carries Place: Outreach Counselling, Maitland**
- \* **Nikinpa Family and Child Care Centre: Outreach Counselling, Lake Macquarie**
- \* **Walk A Mile Koori Style Committee**
- \* **Multicultural Domestic Violence Committee**
- \* **Aurizon Community Giving Fund Grant: Domestic Violence Community Education Sessions**
- \* **Newcastle Coal Infrastructure Group Donation: Moving Forward Mentoring Program**
- \* **Volunteer Grant: Computer Equipment**
- \* **Community Builders NSW Grant: Storage and toilet upgrades (to be expended 2017/18)**

Hunter Women's Centre acknowledges organisations and individuals who donated money, goods and time

- \* Newcastle Coal Infrastructure Group \$93,571
- \* Response Services Random Acts of Kindness
- \* The Nappy Collective
- \* Wings and Strings
- \* Friends with Dignity
- \* Chubb
- \* Mayfield Frullets Soccer Team
- \* Blessing Bags
- \* NRMA staff
- \* Mary Kay
- \* Wests (Clubs NSW)
- \* All individual donors

International Women's Day 2016 Pink Ribbon Day event raised money for women living with breast cancer. Recognition for its success goes to

- \* Women of Note Choir
- \* Chakras Dance
- \* Hunter TAFE Hospitality Students
- \* Random Acts of Kindness
- \* Lyn Perkins
- \* Annette Svetec
- \* Lauren Velich Photography
- \* Judy Jacob

## Our Effectiveness

### Continuous Quality Improvement

In May 2017 the Centre achieved Accreditation through the Australian Service Excellence Standards (ASES) at Certificate Level. Continuous quality improvement is imbedded in all aspects of service delivery and administrative systems, and staff are committed to ensuring a high standard of service delivery.

### Women's Health NSW

We belong to Women's Health NSW, the state wide peak body for women's health centres and specialist women's health centres.

### Service and Program Evaluation

We use a range of tools and strategies to measure outcomes and the effectiveness of services and programs. These include the Kessler 10 Psychological Distress Scale, the Groups and Workshop Evaluations and the Client Feedback Questionnaire. The Health Assessment for lifestyle risk factors was updated in line with NSW Health best practice guidelines.

### Professional Development

Our counsellors are members of the Australian Counselling Association and also attend regular clinical supervision with an external supervisor. Staff have attended the following training:

Responding to Disclosures of Sexual Assault: HNEHealth Sexual Assault Service

E-Safety Training: E-Safety Women

DV Alert Training: Lifeline

Cultural Awareness and Interpreter Training HNEHealth Multicultural Health Unit

Child Protection Training: Centre for Community Welfare Training

Working with Female Partners of Same-Sex Attracted Men: Leichhardt Women's Community Health Centre

HRWWG engaged Being More Human consultants to facilitate workshops and work with board members and staff around organisational change

#### Kessler 10

66.5% of women receiving counselling showed an improvement in psychological distress

#### Domestic Violence Groups

75% of women of women who attended the 4 groups reported an increase in confidence and coping mechanisms

#### Support Group for Women Over the Age of Fifty

100% of women who attended reported an increase in confidence and coping mechanisms

#### Workshops

86% of women who attended reported an increase in skills knowledge and understanding in:

- \* Self-Awareness
- \* Managing isolation
- \* Domestic violence
- \* Improving lifestyle factors such as nutrition and exercise
- \* Strategies using creative arts and writing to manage anxiety
- \* Developing social connections
- \* improving self esteem

## What Our Clients Say

### Client Feedback Questionnaire

The questionnaire is given to women at completion of counselling, it is also available at reception for other women visiting the centre. 71% were completed by women who had received counselling. (Scale 1 to 4 where 1 is Completely Agree and 4 is Completely Disagree)

Q1. Since using the Centre, life is better for me  
95% Completely or Somewhat Agree

Q2. The service I received was of a high quality  
97% Completely or Somewhat Agree

Q3. I felt comfortable with my worker  
96% Completely or Somewhat Agree

Q4. I was treated with respect by other staff at the Centre  
93% Completely or Somewhat Agree

Q5. I was able to locate and get myself to the Centre with ease.  
84 % Completely or Somewhat Agree

Q6. The areas and rooms were comfortable and suitable.  
96 % Completely or Somewhat Agree

Q7. The Centre helped me achieve the goals for which I came.  
96 % Completely or Somewhat Agree

Q8. I would recommend the Centre to other women.  
96 % Completely or Somewhat Agree

#### Support Group for Women Over the Age of Fifty

'Coming to this group has given me a reason to come out instead of staying at home by myself'

'It's something to look forward to I have enjoyed coming and meeting lots of lovely women and having interesting visiting people giving us lots of information'

'I have used HWC a few times now and have always been treated with compassion and respect'

'I have learnt so much during my counselling sessions and I have been able to use this knowledge to help me adjust to my new life'

#### Dealing with Difficult People

'The workshop was filled with a lot of information and useful strategies within a friendly and respectful environment'

#### Art Therapy

'I feel calm -will do more of Lisa's workshops in the future'

#### Self Esteem

'I am learning as the workshops build on each other, I am gaining ground'

#### Domestic Violence Group

'I learned so much and felt more hopeful about the future without abuse in my life! Thank you'

## Our Programs

NSW Health Program	
Program Area	Results
Women receiving information and referral	757 New women 236 Returning women
Counselling @ Mayfield	180 women
Occasions of service @ Mayfield	567
Outreach Counselling	45 women
Occasions of service @ Outreach	158
Workshops	22
Workshop attendance	10 women attended each workshop (average)
Domestic Violence Groups	4
DV Group attendance	7 women attended each group (average)
Over 50s Social Support Group	23 sessions
Support Group attendance	14 women attended each session (average)
Lifestyle Risk Factor Assessments	145 women
Smoking Issues	39 women identified and given Quitline information
Quitline Referrals accepted	28%
General Health Issues	62 identified 100% referred to either Get Healthy, Go 4 Fun or HWC workshop
Alcohol and Other Drugs Issues	52 identified 100% provided with information and referrals to HNEHealth AoD services

### Domestic Violence Education

Domestic violence community education programs were run through grants monies received from Aurizon Community Giving Funds, including the 2017 Mentor Training sessions on domestic violence awareness and how to support survivors of domestic violence.

### Moving Forward Program

The Moving Forward Mentoring Program continued to run through donation funds from the Newcastle Coal Infrastructure Group. The program supports women who have experienced domestic violence and are ready to rebuild their confidence and “move forward” to education, training and employment. Mentors are women in the community who volunteer their time. The program involves; Mentee and Mentor information sessions, individual interviews for both Mentees and Mentors; Mentor Training and an Introductions Day. During the six month mentoring period both Mentees and Mentors receive individual and group support from the project manager and project worker. At completion a graduation ceremony is held to recognise the achievements of both Mentees and Mentors. Two mentoring programs were held in the 2016/17 financial year.

November 2016: 11 pairs of Mentees and Mentors were matched, with all 11 Mentees completing the program and graduating.

March 2017: 9 pairs of Mentees and Mentors were matched with 8 Mentees expecting to complete the program and graduate in December 2017.



## Early Childhood Service

### About Us

Our long day care service was initially established in May 1976 to provide care for children from the community and supply much needed childcare for working women. The service opened as, 'The Hunter Women's Child Care Service', and in 2003 the name changed to reflect our policy of inclusion and diversity.

The "six" was relevant as our service was originally number 60 on Industrial Drive, born out of a need to service and support working women in the Newcastle and Hunter Region.

The "hats" suited us well as it denoted inclusion and diversity. We all wear different hats at different times, they may be cultural, gender or role specific and all are welcome at Six Hats.

The logo is a symbol of the many different personalities that gather at Six Hats Early Childhood Service. A hat can signify imagination, individualism, personality and role-playing – all of which are embraced and encouraged by the Six Hats service.

The hat stand is a place where these many and varied hats come to rest, just as Six Hats is a community of many diverse individuals, each with a unique personality.

### Our Mission

Our commitment to the community is to strive for excellence in Early Childhood Education and Care by providing a high quality service in a professional, dynamic, progressive environment built on relationships, empowerment and the inclusion of the voices of the service:

- \* Children
- \* Educators
- \* Families
- \* Community

### About Us

We are a community based, long day care and early education and service.  
We are licenced for 46 children aged 6 weeks to 6 years.  
The service operates Monday to Friday between 7.30am and 6pm.

## Our Service

At Six Hats Early Childhood Service we offer an inclusive environment that fosters partnership with the family, community and other professionals who become a part of our service. We believe that children learn in harmony via the partnerships that are formed between families and our service, and in everyday play and interactions with peers and the environment. We believe that each child is capable from birth and that early learning provides the foundation for all future learning, which we believe is a continuum throughout life. In doing so, we believe that all theories of child development need to be explored, discussed and if our community within the service believe it worthy, implement into practice.

### Our Families

54 families accessed Six Hats service in 2016/17 financial year

### Our Programs

Education programs stem from children's interests, passion and voices to develop enquiry, problem solving, collaboration relationships, resilience, persistence and healthy choices through a holistic play-based curriculum following the Early Childhood Curriculum

- \* Literacy program rich in phonemic awareness
- \* Science and math program rich in enquiry based experiences
- \* Nutrition program involving garden sustainability and cooking experiences
- \* Arts program rich in visual and dramatic expression experiences
- \* Movement Program includes dance, music, yoga, brain gym, and other gross motor experiences



## Our Effectiveness

### Continuous Quality Improvement

Six Hats underwent Assessment and Review through the Australian Children's Education and Care Quality Authority (ACECQA) in July 2016. We are pleased to report that we received an overall rating of Meeting Expectation across the seven industry standards with a recognised start toward excellence in the following areas: The service takes an active role in caring for its environment and contributes to a sustainable future; Educators, co-ordinators and staff members are respectful and ethical; Each child is supported to build and maintain sensitive and responsive relationships with other children and adults.

### Professional Development

Through the Long Day Care Professional Development Program (LDCPDP) all of our educators had opportunities to undertake both formal and informal studies to gain higher qualifications and experience in refining their teaching practice. Three Certificate III educators began their Diploma Studies. A fourth Certificate III completed their Diploma qualification. One Diploma educator began her Early Childhood Teaching (ECT) qualification. All educators attended webinars and conferences in addition to completing child protection refresher courses.

## Our Relationships

### Mayfield Aged Care

Six Hats children continue to regularly visit, engage, play and share stories with the residents. Mayfield Aged Care now offer their bus for transporting children on excursions

### Mayfield East Public School Excursions

### Men's Shed Mayfield

Generously provided assistance with time, repairs, resources and building a stage for our arts program

## Hunter Region Working Women's Group Ltd

For full set of audited financials see Attachments  
or visit Australian Charities and Not-for-Profits Commission

[www.acnc.gov.au](http://www.acnc.gov.au)

**Hunter Region Working Women's Centre**

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HRWWG is a Public Benevolent Institution.  
Donations of \$2 and above are tax deductible

*Hunter Women's Centre funded by NSW Ministry of Health through HNE Local Health District*

*Six Hats Early Childhood Service funded NSW Dept of Education, Early Childhood Education and Care*

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