

Hunter Region Working
Women's Group Ltd

Annual Report
17/18



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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

Hunter Region Working Women's Group is a not-for-profit, community organisation that 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

Hunter Region Working Women's Group

Championing opportunities for women and families in the Hunter

Chairperson's Report

On behalf of the Board of Hunter Region Working Women's Group, I acknowledge the hard work, dedication and commitment of Board members, the Leadership Team and staff during the 2017/2018 year.

The Hunter Region Working Women's Group embarked on a significant process of change over this period. The Leadership Team appointed just over 12 months' ago has steered the organisation with great enthusiasm and purpose. The organisation's business units – Hunter Women's Centre and Six Hats Child Care Service – continue to report sound service delivery outcomes under the leadership of Kerry Perkins, Tanya Winn and Jacqueline Williams.

Hunter Women's Centre

This year was one of consolidation and stability for Hunter Women's Centre with the NSW Ministry of Health introducing a three-year funding cycle across the Women's Health Centre sector at the start of the year. Our team of highly skilled, experienced and dedicated staff worked hard to ensure our clients' experiences of coming to the Centre were positive and the service they received was of a high quality but most importantly, that the service made a beneficial impact in their lives. In June 2017 the Centre achieved three-year accreditation at Certificate Level with Australian Service Excellence Standards and this year entered into a new cycle of continuous quality improvement across the organisation. This is a great achievement and provides a sound

platform for further service and program growth.

Hunter Women's Centre continues to develop and strengthen partnerships within the sector and the broader Newcastle and Hunter Community. For example, a successful partnership with Hunter New England Health Sexual Assault Service saw the Discoveries Program for women who have experienced childhood sexual assault running again at the Centre.

Also, HWC's outreach capacity was broadened to support access to services for women in other LGA's. The outreach counselling service in Maitland relocated to the Woodberry Family Centre in partnership with Maitland Family Support. We also continue our longstanding partnership with Port Stephens Family and Neighbour Services at Raymond Terrace and introduced outreach workshops at The Place Community Centre Charlestown,

A number of community groups utilised the venue afterhours including Tai Chi, Chakra Dance and the Women of Courage AA group.

In March another successful International Women's Day event was held and in April the launch of the Domestic Violence Resource Card developed by the Newcastle Domestic Violence committee was hosted by the Centre.

The generosity of the broader community was apparent in the increase in donated goods and fundraising monies.

Many of our programs could not run without donations from our corporate and community partners. The Moving Forward Mentoring Program, funded by the Newcastle Coal Infrastructure Group was delivered again in the second half of 2017. The Getting Your Act Together Anxiety Group, funded through

donations received from the 28 Days in Flowers fundraiser, was held in the first half of this year.

The International Women's Day fundraising event held by the Equal Futures Project, raised \$9,000

Through the NSW Community Building Program grant the Centre was able to upgrade the bathroom and storage facilities.

Hunter Region Working Women's Group continues to strive to meet the needs of its clients across the Newcastle and Lake Macquarie region.

The organisation is looking forward to continue to meet and excel in relation to its service delivery commitments while making positive steps to increase its public profile in the community. I have little doubt that the task ahead will be exciting as well as challenging, and that our staff and Board members are well equipped for the task.

Six Hats Early Childhood Centre

Six Hats continues to offer a rich learning environment for children through programs such as dramatic arts garden to kitchen, recycling and sustainability and cultural inclusion. A focus for the pre-school children has been on building resilience and school readiness. Six Hats have continued their community engagement programs strengthening their relationship with Mayfield Aged Care. The Centre has partnered with KU Children's Services to develop an Inclusion Plan, and Bachelor of Education students from University of Newcastle completing their placements. Six Hats Educators skills and knowledge remain current through professional development and training opportunities throughout the year that included the Science, Technology, Engineering, Art and Mathematics (STEAM) training. Six Hats has had continual compliance with

the National Quality Standards receiving "Met" across all seven standards.

My sincere thanks to our 2017/2018 Board for their dedication as volunteers and for their invaluable input in guiding the organisation – Helen Harvey, Karen Phillips, Annette Morrissey, Kattie Bugeja, Colleen Webb, Dawn Denton, Venessa Wells, Nicole Waddell and Karen Forbes. But most importantly, thank you to the staff for going above and beyond to support and empower Hunter women and their families.

I look forward to seeing HRWWG's progress over the next year.

Jennifer Parkes

People

Board of Management

Positions on the Hunter Region Working Women's Group Board of Management 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.

The Board 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 supporting and empowering women to reach their full potential.

Name	Date of Appointment	Position and Date of Appointment
Helen Harvey	September 2013	Chairperson Nov 2016 (Outgoing Nov 2017)
Jennifer Parkes	November 2015	Chairperson Nov 2017
Karen Phillips	August 2008	Deputy Chairperson Nov 2015
Annette Morrissey	September 2014	Treasurer July 2016
Colleen Webb	November 2016	Secretary Nov 2017
Kattie Bujega	November 2016	Ordinary
Venessa Wells	February 2018	Ordinary
Nicole Waddell	February 2018	Ordinary
Dawn Denton	April 2018	Ordinary
Karen Forbes	April 2018	Ordinary

Staff

Hunter Region Working Women's Group	
Position	Name
Manager of Business and Finance	Jacqueline Williams

Hunter Women's Centre	
Position	Name
Services Manager	Kerry Perkins
Counsellor	Christine Oberg
Counsellor	Sue Collins
Counsellor	Glenys Schultz
Counsellor	Kylie Fawkner
Counsellor	Bronwyn Crawford
Intake Worker	Jeanette Petrie
Office Administrator	Helen McCauley
Volunteer	Shelley Smith

Six Hats Early Childhood Service	
Position	Name
Director, Nominated Supervisor	Tanya Winn
Team Leader	Barbara Lombardi
Team Leader	Cath Howard
Team Leader	Emma Howard
Team Leader	Emma Pticek
Educator	Jann Gill
Educator	Cassie Rose
Educator	Sancha Malloy
Educator	Kirsty Lewis
Educator	Kenny Fryer
Educator	Amylea Gleeson
Educator	Nicole Gajewski
Educator	Julia Gajewski
Trainee	Nina Treacy
Trainee	Hannah-Louise Mason
Cleaner	Andrew Robertson

Funding

The Hunter Region Working Women's Group relies on the support provided by its government, corporate and community donors and funders. Without out the generosity of all those who made donations, enhanced our delivery of services through grants, and volunteered their time, we simply could not have achieved all we did. Thank you.

Funding source	Percentage of Total Funding	2017/18 Income
Government Grants		
- Hunter New England Health	33.9%	\$ 484,500.00
- Early Childhood Education & Care (ECEC - NSW Dept Education)	3.2%	\$ 45,380.00
- Intervention Support Program (Six Hats) – NSW Dept Education	0.2%	\$ 3,017.00
- Community Building Partnership Program 2016 (NSW Dept of Family & Community Services) – Hunter Women's Centre bathroom improvements	1.0%	\$ 15,000.00
- Community Building Partnership Program 2017 (NSW Dept of Family & Community Services) – Six Hats Painting (\$15000 received, amount used in 2017/18 applied to income in this Financial Year)	0.5%	\$ 7,000.00
Other Grants/Donations		
- Newcastle Coal Infrastructure Group donation (used during 17/18 FY)	0.6%	\$ 8,088.00
Other		
- Parent Fees Six Hats Early Childhood Service	55.9%	\$ 798,056.00
- Facility Hire Fees/Rent	1.0%	\$ 14,380.00
- Other Donations/Fundraising	1.9%	\$ 27,582.00
- Other income	1.8%	\$ 25,836.00
TOTAL		\$ 1,428,839.00



Hunter Women's Centre has been providing services to women in the Newcastle/Hunter Region since 1974, evolving to meet the changing needs of women living in our community.

The foundation for the work we do is the recognition that gender has a significant impact on women's health.

Funding for the Centre's core activities is provided by NSW Ministry for Health through Hunter New England Local Health District and the 2017/18 financial year saw the return of a three funding cycle. The Centre achieves the funded objectives through a trauma-informed model of client care.

Funded Activities
Information and referral service
Counselling at Mayfield
Outreach Counselling at Maitland and Raymond Terrace
Domestic Violence Group
Discoveries Therapeutic Program
Support Group for Women over the Age of Fifty
Quit Smoking Counselling
Easy Steps to a Healthier You
Self Esteem Foundations
Self Esteem Strategies
Personal Boundaries
Boundaries in Relationships
Art Therapy
Communication and Assertiveness

Promoting the health and wellbeing of women

- ### Objectives
- Funded objectives are to improve the health and wellbeing of women who are:**
- * Marginalised and disadvantaged
 - * Experiencing or at risk of violence
 - * From multicultural and Aboriginal backgrounds
 - * Geographically isolated
 - * At risk of chronic disease

- ### Core Services
- * Information and Referral
 - * Counselling
 - * Workshops
 - * Groups
 - * Outreach
 - * Advocacy
 - * Brief Interventions for Lifestyle Risk Factors

Clients

This year:

- 624 women accessed services at Hunter Women's Centre.
- 3052 occasions of service were provided
- 6822 issues presented. (Women present with more than one issue at each contact).

Presenting Issue Broad Categories	Total Presenting Issues
Emotional/Mental Health	33.5%
Relationships	23.0%
Violence and Abuse	16.5%
Legal/Financial	13.5%
Other	6.5%
Social/Cultural	3.0%
Physical/Medical Health/ Gynaecological/Reproductive	2.5%
Addiction	1.5%

Three highest categories:

- Emotional / Mental Health
- Relationships
- Domestic Violence.

Emotional/Mental Health	% of Broad Category
Stress	24%
Trauma-emotional	17.5%
Anxiety/panic disorders	17.5%
Grief/Loss	13%
Depression (incl postnatal)	10%
Self Esteem	11%
Mental Health	4.5%
Relationships	
Relationships Other	36.0%
Parenting	22.0%
Family Issues	19.0%
Childhood Issues	9.5%
Impact Mental Health	5.0%
Impact Addiction	4.5%
Violence and Abuse	
DV/Family Violence	73%
Adult Childhood Sexual Assault	20%
Sexual Assault	3.0%

Local Government Areas

Newcastle	50%
Port Stephens	9%
Lake Macquarie	23%
Maitland	12%
Other Hunter	4%
Other	1.5%

70% receive Centrelink Pensions/Benefit
 9% have no personal income
 3% identify as Aboriginal
 8% were from multicultural communities
 13% identify as living with a disability

Ages

18 to 24yrs	8.5%
25 to 34yrs	21%
35 to 44yrs	29%
45 to 54yrs	22%
55 to 64yrs	13%
65 to 74yrs	6%
75 and over	0.5%

Programs Delivered

NSW Health Program

Hunter Women's Centre is funded by NSW Ministry of Health to deliver results on key program areas.

Program Area	Results
Women receiving information and referral	767 New women 221 Returning women
Counselling @ Mayfield	190 women
Occasions of service @ Mayfield	665
Outreach Counselling	27 women
Occasions of service @ Outreach	106
Workshops	22
Workshop attendance	9 women attended each workshop (average)
Groups for women who have experienced violence	4
DV Group attendance	8 women attended each group (average)
Over 50s Social Support Group	24 sessions
Support Group attendance	13 women attended each session (average)
Lifestyle Risk Factor Assessments	191 women
Smoking Issues	100% identified and given Quitline information
Quitline Referrals accepted	15% women accepted referrals
General Health Issues	95% identified referred to either Get Healthy, Go 4 Fun or HWC workshop
Alcohol and Other Drugs Issues	100% provided with information and referrals to HNEHealth AoD services

Discoveries Therapeutic Program

In partnership with HNE Sexual Assault Service, the Centre ran the Discoveries Program for women who have experienced childhood sexual assault (CSA). Using a Narrative Therapy approach the group runs for nine weeks. Women who expressed an interest in attending were offered an individual appointment with the facilitators prior to the program starting.

Registrations and Attendances		Outcomes	
27 Registered expression of interest	27	50% reported decrease in depression symptoms	
17 Attended pre-group appointment	17	90% reported decrease in anxiety symptoms	
14 Confirmations of attendance	14	70% reported decrease in stress levels	
11 Women who attended	11	100% indicated improvements in their self-perception about their understanding and beliefs about CSA	
10 Women completing program	10	100% indicated positive shifts in recognising themselves as having strength, courage and resilience	
9 Average weekly attendances	9	100% indicated a positive shift in their personal understanding about the dynamics of CSA and developed insight into grooming tactics used by perpetrators which reduced feelings of self-blame	

Getting Your Act Together Group

Getting Your Act Together Anxiety Program was funded through the 28 Days in Flowers donation. The six week program was developed for women who experience stress and anxiety in their lives. Eight women completed the program.

Outcomes	
62.5% reported decrease in depression symptoms	87.5% indicated improvement in recognising themselves as having strength and courage
62.5% reported decrease in anxiety symptoms	75% indicated increased understanding of how childhood experiences are linked to current ways of how they think and behave
62.5% reported decrease in stress levels	100% indicated a positive shift in their feelings about themselves; self-acceptance, compassion, appreciation
50.0% reported decrease in sleep disruption	100% indicated a positive shift in their ability to respond rather than react in difficult situations

Moving Forward Program

The program continued to run through donation funds from the Newcastle Coal Infrastructure Group. The six month program supports women who have experienced domestic violence and are ready to rebuild their confidence and “move forward” to education, training and employment. Both Mentees and Mentors receive individual and group support from the project manager and project worker. One mentoring program was held in the 2017/18 financial year. March 2017: 9 pairs of Mentees and Mentors were matched with 7 Mentees completing the program and graduating in December 2017.

Effectiveness

Program Evaluation and Client Feedback

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.

Activity	Evaluation Results
Counselling	Using the Kessler 10 Psychological Distress Scale: 78.5% of women receiving counselling showed an improvement in psychological distress
Domestic Violence Groups	95% of women who attended the 4 groups reported an increase in confidence and coping mechanisms
Support Group for Women Over the Age of Fifty	96% of attendees report a decrease in social isolation 95% of attendees report an increase in knowledge of preventative health strategies as they age
General Workshops	85% of women who attended reported an increase in skills knowledge and understanding in: <ul style="list-style-type: none"> * Managing symptoms and understanding the underlying causes of stress and anxiety * Improving lifestyle factors such as nutrition and exercise * Strategies using creative arts and writing to manage anxiety and stress and reduce social isolation * What are healthy relationships * Strategies to improve self esteem * Strategies to improve relationships with children and family.

Counselling

'Having the help and support of Hunter Women's Centre was very important to me as a place for resources, information, friendship and guidance when I was at a very low point in my life'

'I am so grateful for this centre as I feel it kept me going when I was giving up. I'm so thankful. I still struggle a fair bit but am doing a lot better than where I was. Thank you'

Personal Boundaries Workshop

'I would love to attend more to learn about this, I feel I really would benefit a lot in my life'

Self Esteem Workshop

'Thank you for the gift to further develop my self-esteem'

Domestic Violence Group

'This group has been so helpful to me, thank you for running it'

'I have more of an understanding about DV and the impact it has on me and the children'

Art Therapy

'This was beautiful. The space and atmosphere was very respectful and inviting. Lisa was very lovely, a good listener and guide for our creative process. I was delighted by the joy and lightness that I felt. I would recommend this to other women.

Thank you'

Quality Improvement

The Centre maintains accreditation at Certificate Level through the Australian Service Excellence Standards until June 2020. The Privacy Policy was updated and privacy procedures and practices reviewed and implemented to meet current legislation. Other key documents include a new plain English Clients Rights and Responsibilities brochure and signage and the development of a Counselling Practice and Model of Client Care document.

The Compliments & Complaints procedure was reviewed and renamed Comments & Complaints, with the introduction of a simplified form for providing feedback. The processes for intake, assessments, outreach and in-house counselling have been a focus of reviews and continuous quality improvement (CQI) underpins policy, procedures and work practices across the service. Quarterly planning and CQI meetings provide a whole of team approach to implementing improvements and change.

Professional Development

Counselling staff are members of the Australian Counselling Association (ACA) and are required to undertake a level of professional development and training to maintain their membership. They receive regular external clinical supervision with some counsellors also attending the Professional Counselling Association ACT/NSW (PCA) meetings and group supervision.

Women's Health NSW

The Centre is a member of Women's Health NSW, the state wide peak body for women's health centres and specialist women's health centres.

Staff Training

Three-Phased Approach to Trauma Training (Blue Knot Foundation)

Alcohol & Other Drugs Training (Community Drugs Action Team CDAT Lake Macquarie)

GBLTI Inclusive Training (ACON)

Child Protection Training (HNE Health NGO Unit)

E-Safety Training:(E-Safety Women)

Safetalk Suicide Alertness Training (Lifeline)

Leadership Coaching (Being More Human Consultants)

Community Awareness Policing Program (Belmont Police Station)

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).

Health Priority	Services delivered to meet priority
<p>Support healthy lifestyles, including nutrition, physical activity and prevention of smoking, risky alcohol use and drugs</p>	<p>Easy Steps to a Healthier You Workshops Quit Smoking Counselling Women of Courage AA weekly meetings Tai Chi Classes Facebook posts Support Group for Women Over the Age of Fifty * Healthy Lifestyle Health Education Session * Healthy Eating and Recipe Exchange Session * Stroke Foundation Ambassador Health Education Session * Healthy Living on a Budget Health Education Session</p>
<p>Promote good mental health and provide early intervention and specialised treatment</p>	<p>Counselling Self Esteem Workshops Art Therapy Workshops Facebook posts Support Group for Women Over the Age of Fifty * Social support and outings to café's and plant nurseries * Women of Note Chorus visit * Opera Singer Guest visit</p>
<p>Improve responses to sexual, domestic and family violence against women</p>	<p>Counselling Domestic Violence Groups Discoveries Therapeutic Program Personal Boundaries and Boundaries in Relationship Workshops Communication and Assertiveness Workshops Facebook posts</p>
<p>Promote awareness of the risks of chronic disease to women and support health, thereby preventing avoidable hospitalisations</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>Provide support for women with disability and women caring for a person with a disability</p>	<p>Counselling Easy Steps to a Healthier Your Outreach Workshop for dementia patients and their carers Facebook posts Support Group for Women Over the Age of Fifty * Companion & Service Animal Information Session * Social support and outings to café's and plant nurseries</p>

Partnerships

Hunter Women's Centre would like to extend our thanks to everyone who has supported our work to improve the health and wellbeing of women and their children. Particular thanks goes to our principle funders Hunter New England Local Health District; our referral partners across the government and non-government sectors; in-house and outreach service partners; community groups that use our venue; and our maintenance and repair contractors. We would also like to gratefully acknowledge the recognition we have received through grants; and the donations of funds and goods from individuals, businesses and organisations.

Partnerships
Lisa Hyde-Mills: Art Therapy Workshops
Baptist Community Services: Living Beyond Abuse Domestic Violence Program
Newcastle Family Support: Shark Cages and Other Fishy Business Domestic Violence Program
Muloobinba Aboriginal Corporation: Indigenous Triple P
Family Planning NSW: Menopause Workshop
Verona Longsdale: Victims Services Counsellor
Savitri Naidoo: Chakras Dance
Tina Chen: Tai Chi
Women of Courage AA Meetings
HNE Health Sexual Assault Service: Discoveries Group
Woodrising Neighbourhood Centre: Outreach Workshops
The Place Charlestown: Outreach Workshops
Commonwealth Respite and Carelink Hunter
Defence Community Organisation Outreach Workshop
Wesley Mission: Outreach Workshops
HNE Health Sexual Assault Service: Discoveries Group
Perdriau Family Lawyers
Mason Lawyers: Casey Stewart
YEEND & Associates Family Lawyers
Port Stephens Family and Neighbour Services: Outreach Counselling,
Maitland Family Support: Outreach Counselling
Newcastle Coal Infrastructure Group Donation: Moving Forward Mentoring Program
The Ellis Group

The International Women's Day 2018 event raised funds for the Stroke Foundation.
 Many thanks to everyone involved in making this event a great success.

- * Mary, Barbara and Ruth Callcott
- * Meredith Burke: StrokeSafe Speaker
- * The Red Torquettes Women's Motorcycle Club
- * Newcastle Women's Roller Derby
- * Natalie Henry
- * Random Acts of Kindness
- * Hunter TAFE Bakery Team

Donations of Funds and Goods	
28 Days in Flowers	Flamingals Network
Equal Futures Project	Exceptional Building Inspections
Hamilton Station Hotel	Life Without Barriers Random Acts of Kindness
Chakras Dance	Women of Note Chorus
Australia Post Warabrook	The Nappy Collective
Chickies in Photography	Wings and Strings
Ravenworth Mine Glencore	Friends with Dignity
Monica Claire Recruitment	Blessing Bags
Fletcher Early Learning Centre	Woolworths
Insurance for Living	All other donors
Layer 3 Technology	



Early Childhood Service

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.

We are a community based, long-day care and early Education service

We are licenced for 46 children aged 6 weeks to 6 years

Monday to Friday
7.30am & 6pm

Families

62 families accessed Six Hats service in 2017/18 financial year

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

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.

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

Effectiveness

Quality Improvement

Six Hats continues to hold an overall rating of “Meeting Expectation” across the seven industry standards through the Australian Children’s Education and Care Quality Authority (ACECQA).

Professional Development

Six Hats is committed to providing professional development opportunities to educators. This year staff have gained competency in behavioural guidance programs, and received training in child protection, senior first aid, STEAM (Science, Technology, Engineering, Art, and Mathematics), mindfulness cognitive behaviour therapy, and life coaching. Two trainees gained their Certificate III qualifications.

Relationships

Six Hats received a grant through the NSW Community Building Partnership to paint the inside of the building. Visits to Mayfield Aged Care by the pre-school children continued throughout the year with positive outcomes for both the residents and children. KU Children’s Services have provided Six Hats with support in developing a Service Inclusion Plan that will ensure the educational environment is inclusive of families, children, staff and community. Five students studying Early Childhood Teaching at the University of Newcastle participated in teacher placements throughout the year.

All of the educators at Six Hats are worth their weight in gold. They are all committed, dedicated and extremely knowledgeable. The educators have implemented the most wonderful curriculum and learning plans, all while understanding the individual needs and strengths of each child

I have never been so impressed with the care and genuine love that Six Hats has given my son and the initiative that the Centre takes to help my son learn. They sing, cook, make art, learn their name and read wonderful stories. And the outside play area is a wonderful creative environment. Thank you Six Hats staff, my son is taught and cared for by the most wonderful individuals

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

Hunter Region Working Women's Centre

PO Box 38 Mayfield NSW 2304

60 Industrial Drive Mayfield NSW 2304

T 4968 2511

E: board@hwc.org.au

www.hwc.org.au www.sixhats.com.au



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

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

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