

Year in Review 2020/21



The 2020/21 year was one of great challenge and also great pride.

Our team was on the frontline delivering services to children, families and adult learners showing persistence, resilience and professionalism. We are grateful to every team member and pay tribute to the wonderful work they have done. We are proud of how the Gowrie Victoria team lived by our values and supported each other and the entire Gowrie Victoria community.

The general uncertainty due to COVID-19 and specific restrictions had a significant impact on the sector. At times, we were unable to deliver our adult learning programs and changes to family working patterns impacted on our enrolments at Docklands. However, our long track record and trusted relationships enabled us to keep children, families and adult learners engaged and Gowrie services were places of stability and consistency for children and families.

The safety and wellbeing of our children, adult learners and team members was our highest priority as we navigated COVID-19. We are grateful for the Commonwealth's funding to the sector which helped protect enrolments during the pandemic. Together with our strong foundations and prudent financial management, this enabled us to weather the storm, continue to invest in quality education and be prepared for uncertain financial times.

We launched our new Strategic Plan which gives a clear focus for Gowrie Victoria in a COVID-normal world. We undertook detailed planning to support the implementation including developing new frameworks for pedagogy, brand positioning, IT and workforce.

Thank you to all the Gowrie Victoria community for your support and tremendous patience and flexibility during a year like no other. The strength of our relationships with our team, partners, stakeholders, board members, life members, students, clients, families and children is core to who we are. Together we put children first and are privileged to play a role in enabling their learning and development.

Susan Anderson
CEO

Paul Geyer
Chair

SUPPORTED

895

families and educated

1078

children

TRAINED

140

students

MENTORED

162

provisionally
registered teachers

SUPPORTED

64

organisations and services
with their professional learning

COACHED TEACHERS AND LEADERS AT

53

services across Victoria



Increasing our Impact

- We undertook important strategic planning processes during the year. We re-articulated our vision and purpose, defined five new goals and formulated a detailed implementation plan. We defined the essence of Gowrie Victoria and our external positioning. The broad consultation included children, families, students, staff, partners and external stakeholders. We also developed a new IT Roadmap to enable the delivery of the strategy.
- We developed a new Pedagogy Framework. It aims to build pedagogical capability across teams, embed consistent approaches and nurture innovation. It also extends to an inquiry approach and supports external research and key change programs across the organisation.

Investing in our People

- We developed and implemented a new Workforce Strategy, investing in additional resources to support attraction and retention, induction, health & safety, building the capability of our team and strengthen our culture. We implemented a new rostering, time and attendance system. We also implemented a new internal communications platform, Workplace.
- We are very proud of Michelle Gujer, Manager Gowrie Broadmeadows Valley, who was an Individual Leadership finalist in the 2021 HESTA Early Childhood Education and Care Awards. Michelle was recognised for her work over the past 30 years developing early childhood educators through supportive leadership, mentoring, and shared decision-making.
- We supported our people during challenging times of lockdowns, isolation and positive COVID-19 cases. We provided additional access to the Employee Assistance Program, RU OK Day activities and provided additional leave days during Melbourne's lockdown period when services were required to close.

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Thank you for the learning opportunities Gowrie has provided me. When I studied with Gowrie, we had face to face training, it was consistent and supported my learning and training needs. Expectations were clear and the training support was great.

Thank you very much for supporting me to develop my professional skills and knowledge. I am glad that I changed my career and took this amazing opportunity. Thank you.

Our Gowrie Consultant was amazing! Very knowledgeable and reliable, helping and guiding our practice. We were very fortunate to be given such a supportive consultant who we were able to discuss all aspects of our service with. Thank you for all your time and guidance





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As parents, we all have the highest hopes for our children. To help them achieve their dreams and their goals and ultimately be happy. It's a privilege to have Gowrie and the amazing humans there help our daughter develop in to the happy, kind and smart little person she is becoming.

Thank you so much for caring for our girls. It takes a village to raise kids, and we very much appreciate the mental, physical and emotional investments you make to helping our kids grow to be kind, caring, compassionate, and clever little humans.

Thank you each of you who has been a big support not only to our children, but also to us as family. Your smile every morning, your observations and excitement are translated into resourceful learning experiences. Memories that will be carried by our little ones forever. Thank you for doing your job with such love.

Extending our Reach

- We opened Gowrie Docklands Kindergarten. The unique design and shared spaces has enabled us to build close connections with Docklands Primary School and the wider community. We were pleased to welcome Minister Stitt to open the service.
- We increased Gowrie's support to the sector by coaching teachers and leaders in 53 kindergartens, funded through DET's School Readiness Funding program, two-thirds of which were in regional Victoria.
- As part of our agreement with DET, Gowrie staff mentored 162 provisionally registered teachers towards full registration status with the Victorian Institute of Teaching.

Delivering Quality Programs

- The RTO received very positive feedback in the survey of student outcomes and satisfaction. 93.4% of students were satisfied with the quality of the training, 80.5% had improved employment status after training and of those employed after training, 100% received job-related benefit.
- 44 trainees commenced a program during the year, 20 of whom were employed within Gowrie services. In our survey of recent trainees, 95% reported they expected to remain working in early childhood or broader education/community sectors, over half are already considering career progression and around one-third are considering a higher early childhood qualification.
- With support from DET, we delivered a Spanish Language program and appointed an Aboriginal outreach worker at Broadmeadows Valley to support early learning enrolments and transition to school. We participated in DET videos for the Lookout program to support children in out of home care and a campaign to attract new teachers to the sector.

2020/21 Financials

Income Statement

	30-Jun-21	30-Jun-20
Revenues	21,720,516	18,101,065
Expenses		
Depreciation and amortisation	-659,398	-622,155
Impairment losses arising from intangible assets	-	-325,725
Employee benefits	-17,106,169	-14,940,383
Occupancy expenses	-650,366	-547,853
Advertising expenses	-52,854	-72,862
Finance costs	-114,052	-122,259
Administration expenses	-198,872	-210,095
Operational expenses	-712,858	-528,733
Organisational expenses	-118,985	-102,530
IT expenses	-390,037	-305,637
Other expenses	-21,519	-32,948
Total Income/(Loss)	1,695,406	289,885

Balance Sheet

	30-Jun-21	30-Jun-20
Assets current		
Cash & cash equivalents	7,277,168	6,061,262
Receivables	669,403	106,499
Other assets	347,802	1,050,641
Total current assets	8,294,373	7,218,402
Assets noncurrent		
Intangible assets	-	-
Lease assets	1,781,120	2,270,057
Property, plant, and equipment	539,383	397,030
Other assets	85,512	21,532
Total noncurrent assets	2,406,015	2,688,619
Total Assets	10,700,388	9,907,021
Liabilities - current		
Payables	631,936	970,467
Lease liabilities	507,361	480,669
Provisions	1,579,978	1,197,099
Other liabilities	1,254,695	1,827,978
Total current liabilities	3,973,970	4,476,213
Liabilities - noncurrent		
Lease liabilities	1,344,930	1,833,448
Provisions	244,893	156,171
Total noncurrent liabilities	1,589,823	1,989,619
Total Liabilities	5,563,793	6,465,832
Net Assets	5,136,595	3,441,189
Member Funds		
Accumulated surplus	5,136,595	3,441,189
Total Equity	5,136,595	3,441,189

Board

Paul Geyer
Chair

Mia Bromley
Vice-Chair

Kim Rowe
Treasurer

Joel Cohen

Sonia Sharp

Marija Maher

Hannah Hollingworth
(from August 2020)

Mark Burke
(from August 2020)

Michelle Bruggeman
(to May 2021)

Executive

Susan Anderson
CEO

Nicole Pilsworth
Early Learning

Glyn Williams
Adult Learning and Marketing

Sue Chamberlain-Ward
People and Culture

Paul Hodgson
Commercial

Life Members

Jenny Acton

Joan Waters

John Emmerson

Maureen Savage

Sue Harper

Gilda Howard

Heather Barnes