



EarlyEd

ANNUAL REPORT

2014 - 2015



A family-centred early childhood intervention service
for young children with disabilities or delays in
their development, and their families.



Contents

Early Education (EarlyEd) Incorporated Annual Report

	PAGE
Chair’s Report	2
CEO’s Report	4
Training programs that make a difference. “More than just a workshop”	11
Supporting the Inclusion of Children in the School Playground	11
The Cubby House Toy Library joins EarlyEd	12
Funding for Aboriginal services	13
EarlyEd Out in the Community	14
Volunteers	16
Community Support	17
EarlyEd Online	17
Grants received	18
Financial Report	20
Purpose and Vision	22
Verification	25

Chair's Report

EarlyEd AGM – 29 October 2015



The Chair's report covers progress on several critical objectives of EarlyEd's mission, business and governance over the last 12 months.

We have strengthened overarching EarlyEd Governance through a more capable Board, with increased depth and breadth of experience and through more training.

The focus this year for the Board has been on improved governance and creating a Strategic Plan

that will take EarlyEd into the start of the National Disability Insurance Scheme (NDIS). We recognise that the needs of EarlyEd are changing rapidly and that, as the shape that NDIS will take when it does roll out is somewhat of an unknown, we need to be flexible around how we respond while maintaining a clearly defined plan.

The Board now has a membership with a full range of expertise and experience which includes business, legal, property and marketing experience as well as



experience in the early childhood sector. This makes it well placed to drive the business and purpose of EarlyEd. Many members also have experience firsthand of early intervention and the needs of families and their children when they are living with disability. The Board also brings external perspectives and experience in rolling out the NDIS.

We have achieved Third Party Verification of EarlyEd's key Governance functions, and trained our Board Members to comply with Verified Governance Processes.

EarlyEd has successfully achieved Third Party Verification which means that it is well placed to offer families services they can rely on to be highly accountable and well managed. As part of the Verification process the EarlyEd Board undertook governance training and facilitation to develop Board Policies and Procedures. Through EarlyEd's Policies and Procedures the Board has committed to recognising the rights of all children for quality, safety and respectful practices.

We have developed and approved the 5 year EarlyEd Strategic Plan, providing certainty and focus on key strategic priorities.

The Strategic Plan has 3 Priority areas to

1. be the service of choice for families and the community
2. be a quality early intervention service
3. create and maintain a sustainable organisation.

These areas overlap and interact. The maintenance of quality in service delivery through a qualified, responsive, up to date workforce will result in a sustainable business. Accountable, efficient, effective business and management behaviours will result in quality practices and sustainability.

We have invested in a new Senior Executive role and capabilities to position us to succeed under the NDIS insurance-based model of individually funded plans and greater choice for our families.

As a first step towards sustainable, quality business practices EarlyEd has introduced a Business Operations position into the Senior Executive Team to provide direction, evaluation and business

planning. EarlyEd is exploring strategic alliances and partnerships with organisations that will strengthen the place of early childhood intervention services in the future world of NDIS. Taking advantage of community grants and corporate support has enabled innovation in service delivery and broadening of service opportunities and alternative income streams for the future.

A key aspect of our Strategic Plan has been a decision to keep our service focussed on the needs of children aged 0–8 years. ADHC funding and the future funding with NDIS has created opportunities for services for children older than 8 years. We also recognise that many children who are now school aged and have not had access to funding, will now benefit from NDIS and will be able to take advantage of new opportunities. EarlyEd will offer services to children of any age when staff have the appropriate expertise and skills to support school aged children and look to find innovative ways to match the needs and interests of these children.

Thank you to all the staff at EarlyEd who have continued to contribute to EarlyEd's strategic planning and organisational development. Staff have adapted to ADHC funding devolution to not for profits with a growth in the team's size and expertise while embracing new service frameworks. They have used this opportunity for innovative responses and expansion of the range of service types.

We look forward to the challenges and opportunities over the coming year, and believe we enter the next 12 months better positioned, more enthusiastic and better equipped than ever before.

Warm regards,

Andrew Arcuri
Chair, EarlyEd

CEO Report

Change ahead for EarlyEd. Prepared and ready.



Throughout EarlyEd's long history, supporting children with disability and their families, the focus has always been on providing services backed up by leading practices in both the disability and early childhood sectors. This has meant that, though EarlyEd services always fulfil funding requirements, they are not limited by them. This year funding guidelines, (under Ready Together Ageing Disability and Home Care - ADHC), have shifted in readiness to prepare families for greater choice under the National Disability Insurance Scheme (NDIS). EarlyEd has embraced the opportunity and has been well placed to attract new funding, strengthen skills in current practices, forge new community links and take on new ideas and new directions.

Directions shaped by new Strategic Plan

The direction of EarlyEd's activity in 2014 – 2015 has been shaped by a new Strategic Plan and influenced by the 3 priority areas "Service of choice for families and the community", "Quality early intervention service" and "Sustainable organisation". These priorities reflect expert advice, sector input and EarlyEd staff viewpoints along with the vision required to ready the services, organisation and community for NDIS. EarlyEd is fully engaged in the preparation required for the transition to the National Disability Insurance Scheme. It has taken advantage of the support offered through NDS (National Disability Services - the Australian peak body for non-government disability services), ECIA (Early Childhood Intervention Australia - the peak body for early childhood intervention services) and the capacity building opportunities from ADHC, particularly the professional training offered.

Strategic Plan Priority 1: "Service of choice for families and the community"

Key Worker and Transdisciplinary Practice

Underpinning the roll out of NDIS are the key principles of person centred practice and inclusion. These are principles that EarlyEd first started embedding into our practices in the 1990's. This long term experience is a background that ensures EarlyEd has well established expertise to rollout the Key Worker services recommended through NDIS for early intervention services. New processes and practices will ensure EarlyEd has a reputation as a service that provides informed choice, accessibility for families and is responsive to child and family individual needs. This approach enables families to advocate for the needs of their child and family and to plan and prepare now and in the future.

School and early childhood centre services

EarlyEd services to children who are at school and their families are available as a result of changes in guidelines regarding ADHC funding. Services focus on supporting children to have positive and meaningful experiences in educational and social settings. The InclusionEd services use an individualised service which focuses on the concerns and priorities of children who have a disability or delays in their development. This service can support children in a variety of environments including homes, schools, early childhood centres and community settings.

This capacity-building approach is offered by therapists and special educators in partnership with families to enhance the participation of their children in home, family, school and community life.

Capacity Building Families and Community Supports Inclusion

Focus on Early Intervention: As NDIS takes shape EarlyEd is committed to advocating for and keeping focussed on service provision which matches the needs of children with delays in development or disability. Early intervention services and workforce skill sets needed to support children are very different compared to those required for the support of adults with disability. Pathways into intervention services need to first support families to be engaged, then adjust as children get older and also need to be relevant in their local communities.

Support in the local community: EarlyEd's Families NSW Mobile Playgroups (in operation since 2005) and close ties with community agencies such as Wesley Mission, Hills Community Aid and Schools As Community Centres (SACC) have provided crucial community links for families in Western Sydney when there are first concerns about their child's development. In Northern Sydney the involvement with Aboriginal community agencies has enabled highly flexible and responsive ways for engagement. Connections through schools has provided intervention that has supported readiness for learning for children who have speech, hearing and language

SportEd: Supporting young children with disability to participate in early sporting activities

EarlyEd's SportEd program supports families and coaches together, to develop the skills children with disability need to successfully participate in local mainstream sporting activities.

When children enjoy being part of an activity they are more likely to be able to be involved in future healthy and social activities. For many children with disability, early intervention includes attention to the motor, language and social developmental areas that will support their involvement in active play.

The SportEd program is a unique approach (flexible, inclusive and capacity building) which involves the child, the whole family and their community. It helps each child develop the individual skills needed to be involved in active play as well as building their strength and stamina. The EarlyEd early intervention staff encourage the whole family (brothers and sisters too) to be involved in structured small group active play. They learn how to play together and ways to develop the skills each child needs. Opportunities are created for playing and practicing skills in small group settings, at home and their local parks/community until children are ready to join in with regular sport, recreation and structured physical

activities e.g. dance classes, soccer. When children are ready to access mainstream sporting groups/activities, the early intervention staff support the transition through the sharing of information between families and coaches/teachers that will assist with the meaningful inclusion of the child. SportEd can support inclusive mainstream sporting groups in a variety of ways. Including:

- workshops
- practical strategies and individualised transition support
- facilitation of joint transition planning with coaches and ongoing support.

The training workshops for coaches and volunteers builds the capacity of each organisation to deliver inclusive sport, recreation and structured physical activity programs.

Resources for training - grant from Office of Communities, Sport & Recreation

A grant from the Office of Communities, Sport & Recreation has enabled EarlyEd to create and trial resources and training material in the workshops to support tutors, volunteers and coaches of local community groups to be ready to include all children of any ability into their local group or team. It is particularly focussed on the information needed by volunteers. The material was trialled in collaboration with the Young Athletes program team from Northern Sydney Special Olympics.



Stepping Stones Triple P: Evidence based behaviour support training available to families

A child with disability usually finds learning and some regular activities challenging. This means the way this child behaves is often challenging. As part of their intervention support all EarlyEd families are given the opportunity to find out about positive behaviour support strategies to use as part of daily life interactions that can reduce the likelihood of challenging behaviour occurring.

A new behaviour support program is available to EarlyEd families. The opportunity to participate in the roll out of Stepping Stones Triple P across NSW and to participate in the Australia wide research program and new training has been taken up by EarlyEd and will be offered to all families in the community. EarlyEd is committed to ensuring families have access to staff who have the skills and the most up to date training and research resources available regarding behaviour support. EarlyEd has already been able to partner with the trainer from Auburn Council to offer the Stepping Stones Triple P 8 week program on several occasions.

Hanen® is happening at EarlyEd: More Than Words - an intensive service for children with Autism

The More Than Words Program (Hanen®) is designed specifically for parents of children ages 5 and under who are on the Autism Spectrum or who have social communication difficulties. The program provides parents with the tools, strategies and support they need to help their children reach their full communication potential, to engage and play.

EarlyEd has offered The More Than Words program (MTW) to over 30 eligible and interested families across Western and Northern Sydney in a way that is embedded into their other early intervention services and supports. Funding from ADHC has enabled EarlyEd to specifically deliver

evidence based Autism services in flexible ways focussed on the use of MTW's program.

Using a flexible approach has meant that EarlyEd can ensure more families can access the program and receive ongoing support to use and adapt the skills they have acquired in the program. By offering a MTW plus intervention approach families are supported before, during and after the program by their Key Worker (this is a holistic approach to all aspects of their child's development and learning). This support is individualised to family needs and offered across any of their regular life settings e.g. childcare visits, play date support, behaviour and group settings.

The differences between the way the Northern and Western Sydney programs were delivered reflected family preferences.

Western Sydney families preferred to start off with the whole family attending 8 weeks of the MTW program before settling together as individual groups of adults and children.

This meant that families were offered an orientation to early intervention which helped the children and their siblings to later participate in their own group, while the parents completed training sessions.

Feedback from families has been overwhelmingly positive. They particularly value learning ways to incorporate strategies into everyday life and routines (a key feature of the MTW's program).

"I love learning different strategies each week to practice at home with my child."

"The home visits are great to follow up on what we've been doing. It's great to get feedback on whether we're on the right track."

"I enjoy being part of great small group of parents. I like hearing other parent's stories and ideas."

COMMENTS FROM PARENTS WHO PARTICIPATED IN THE EARLYED MTW'S PROGRAM.

difficulties. The ongoing community relationship with The Meeting House at Lane Cove has enabled the ongoing availability of two well established inclusive playgroups for babies and their parents, and young children and their families.

EarlyEd Cubby House Toy Library: When the Cubby House Toy Library service for Northern Beaches families closed in response to changing demands, EarlyEd determined that it was important to maintain this community support service. After negotiation, the toy library service was transferred to EarlyEd and then reframed to keep the program viable. At the

relaunch in February 2015 The Hon. Brad Hazzard, MP, Attorney General and Minister for Justice, Member for Wakehurst (at the time) and Mayor Michael Regan recognised and highlighted the valuable role this service, which is open to the community and employs staff with extensive local and early childhood intervention expertise, has in providing supports that have an impact early in a child's life.

Risks to Community Awareness about the importance of Early Intervention: In the future under NDIS, EarlyEd may no longer be funded to deliver their community services that support families to access disability

services as early as possible. Our services that support families to find disability services and that support members of a child's family and community, will need to be funded by other means. At EarlyEd this impacts directly on our inclusive community playgroup supports, training programs for schools and child care services and most particularly, the inclusive Cubby House Toy Library.

If funding changes, there is a risk that communities will no longer have early intervention expertise which supports local, informal disability access points and pathways to formal intervention and services. If this were to occur, the work that has taken place in building awareness, understanding and recognition of the need for early diagnosis and support, as well as the relationships that have maintained inclusion support are at risk of being lost.

EarlyEd is supporting efforts to ensure the already established relationships that early childhood intervention services have in their communities, are maintained under NDIS's proposed Inclusion, Linkages and Capacity Building funding approaches.

Strategic Plan Priority 2: "Quality early intervention service"

Third Party Verification

EarlyEd has successfully completed the Third Party Verification process required to enable it to be a NDIS provider. This required an intense commitment from all staff but in particular the Senior Management Team, the EarlyEd Board and administrative staff, as all policies and processes underwent a total review and quality improvement processes were significantly improved. This outcome, as well as assuring the community that EarlyEd has sound governance practices, has provided the organisation with a strong structure and framework to enable greater growth and development.

Advanced professional expertise – quality workforce

Critical to maintaining quality services is maintaining a quality workforce. EarlyEd has a proactive three dimensional professional expertise framework

which is supported through workforce management practices, training, coaching, mentoring, reflective practices and supervision related to

- Early Intervention
- Discipline Specific expertise
- Vision, policies and procedures.

The new EarlyEd Enterprise Agreement supports this professional development framework with the introduction of Practice Leaders (who monitor quality practices and safeguards) and maintains the supervisory role of the Team Leaders.

Maintaining Updated Early Interventionist Skills: In response to the increase in size of EarlyEd's early intervention work force, due to new ADHC funding, EarlyEd undertook a substantial revitalisation of the teams' early intervention practices through extensive training activities and sector engagement. All staff participated in the "Best Practice in Early Childhood Intervention" from the renowned Early Childhood Intervention Inclusion (ECII), Noah's Ark, Victoria early intervention training team and the "Coach Approach", 2 day training session, from Jacqui Snider. Key worker and transdisciplinary practices are further developed as part of each staff member's regular individualised Reflective Practice and Supervision sessions.

Inclusion Focussed Practices: EarlyEd engaged in the Focus on Early Childhood Inclusion Project through ECIA NSW (<http://www.ecia-nsw.org.au/projects/focus-on-inclusion-project>) and then introduced the tools throughout the organisation. The ECIA Transition to School Project was introduced across the community and supported by EarlyEd through our



research in partnership with ECIA, presenting at the ECIA NSW Conference and hosting the launch of the project by the State Minister for Aging and Disability, John Ajaka. (<http://www.ecia-nsw.org.au/projects/project-resources>).

Workforce Professional Expertise: Under NDIS guidelines EarlyEd will now offer services that were formerly offered through other funded agencies. In readiness, EarlyEd has recruited staff with discipline specific expertise, created systems to update staff skill sets and upgraded staff qualifications. These strategies support the expansion in our range of services. EarlyEd would like to acknowledge the significant contribution from ADHC in mentoring staff to upgrade their discipline specific skills.

Community grants have funded projects that have provided capacity building training programs to support inclusion for children in community sport, school playgrounds and childcare services as well as trialling new EarlyEd services.

Strategic Plan Priority 3: “Sustainable Organisation”

Grants and Tenders

EarlyEd's successful tenders for funding from AHDC, NDS and community grants have opened up opportunities for growth in staff numbers and development in technology, business and marketing. The resulting workforce increase from ADHC's Ready Together funding has attracted professional staff with specialised expertise particularly in supporting children with complex needs. This allows for a professional structure that will sustain ongoing research and development and quality safeguards. These staff have specific expertise in the areas of equipment prescription, home modifications, swallowing and eating, and challenging behaviour.

Information Technology and Communication advances have led to the redesign of EarlyEd's website and social media presence. The introduction of a Client Record Management System as a result of NDS Industry Development fund support will improve data collection and enable the move to a mobile workforce.

Volunteering

Community Support is vital for any organisation in order to be sustainable in the future. EarlyEd now has an evidence based volunteer training program as well as a Cubby House Toy Library program which will create new opportunities for community members to bring their skills and time to enhance our services (and be well supported to do so). We particularly value the ongoing volunteering support that United Way brings through resource making days and EarlyEd community events. Community volunteering makes a priceless contribution to EarlyEd.

Corporate Support

EarlyEd's Charity Partnership with Westfield Parramatta, a combination of volunteering, community engagement and funding support has given the Western Sydney community opportunities to find out about EarlyEd services through Westfield's GiveAbility days. Through the funds raised, EarlyEd families have been able to access services we wouldn't normally be able to fund such as community playgroup support and family programs in the school holidays.

Looking to the Future

Clear directions for the future, an informed and engaged team of intervention staff, dedicated administration and management and a Board with vision has made EarlyEd ready for the changes ahead. EarlyEd will retain its reputation for leadership in its local communities and the sector and will be valued for its community connections. EarlyEd is prepared and ready for NDIS and will ensure families have the quality early intervention services they all need. The future with NDIS will enable more families to access EarlyEd's responsive services.



Kerry Dominish

Chief Executive Officer





Training programs that make a difference: “More than just a workshop”

EarlyEd had feedback from many agencies who were actively supporting the inclusion of children in educational settings, that they were interested in receiving more information and training. In response EarlyEd applied through Club grants to fund the development and trial of a training package for local early childhood staff that would help them to support and include children with disability attending their centre.

The training package for each centre has 3 phases. The EarlyEd presenters

- meet with the centre staff to find out what information the staff need
- tailor a workshop to meet these individualised needs
- follow up after the workshop with practical support and resources to help staff apply what they have learnt.

Successful grant funding through Guildford Leagues Club and Wenty Leagues Clubs for Holroyd ClubGrants scheme, Parramatta Leagues Club through the ClubGRANTS program and in North Sydney through North Sydney Leagues ClubGRANTS program has meant that early childhood staff across Western and Northern Sydney received individualised training. These grants have led to EarlyEd creating and trialling a valuable resource that not only supports current children with disability or learning difficulties at their

local early childhood centres but will support staff to feel confident to support children in the future.

EarlyEd’s “more than just a workshop approach” has now also been offered to local schools. The training is offered at a time to suit the school so that all staff can share the same information and support each other to implement the strategies.

Schools and early childhood centres can contact EarlyEd centres to invite EarlyEd staff to discuss the development of individualised, tailored training.

Supporting the Inclusion of Children in the School Playground

For some children with a disability who are attending a mainstream school, play time can be a difficult part of the day to cope with. It is dynamic and unpredictable and playgrounds are busy places. EarlyEd received a grant from LinkedIn to develop a resource package to assist schools and families to support children to be active, involved and engaged in school playground activities.

The project addressed a gap in current resources available to schools to support teachers and students. These resources focus on support for children

- transitioning between classroom and playground
- feeling isolated or
- not being involved in physical play.

Playground InclusionEd’s approach is focussed on prevention. It helps staff find ways to understand the individual needs of a child and to predict the barriers that might prevent them from being fully included in the playground. These resources have then been used as part of workshops which use EarlyEd’s consultative planning and coaching approach with teachers and families.



The Cubby House Toy Library joins EarlyEd

In October 2014, the Cubby House Toy Library joined EarlyEd. Both EarlyEd and Cubby House were started by community members due to a lack of local services for families of children living with disability within a few years of each other, over 35 years ago.

Their long history of working side by side made the acquisition of Cubby House Toy Library by EarlyEd a logical step when Cubby House Toy Library decided it needed to close down as a result of the requirements for sector development in readiness for the rolling out of NDIS. This has ensured that the assets of over 2,200 toys and equipment would continue to be available to the community.

To celebrate the joining of these two well respected local services an official re-opening was held on Thursday 26th February which was an opportunity to share with the community the increased range of services now on offer since the joining of Cubby House Toy Library with EarlyEd.

The Hon. Brad Hazzard, Attorney General, Minister for Justice and Member for Wakehurst, a long-time supporter of the library, conducted the official ceremony and praised the valuable work of the Cubby



House team over the past 35 years. He highlighted the ongoing need for families in the community to have access to local intervention services such as Cubby House and EarlyEd. Michael Regan, Mayor of Warringah and Jean Hay, Mayor of Manly, also supported the launch.

The re-opening was also an opportunity to thank the many Cubby House volunteers who support the families and children, and manage the Toy Library returns.



Increasing services to the Northern Beaches

EarlyEd has been able to increase the number of staff delivering services in the Northern Beaches area. Experienced staff from the Cubby House Toy Library who joined the EarlyEd team brought a full range of early intervention expertise and knowledge of the local Northern Beaches community. A variety of programs including Transition to School, Early Learners and SportEd as well as key worker support at home, preschool/day care services or school are on offer.



Funding for Aboriginal services

EarlyEd's Ready to Learn Program to support Aboriginal and Torres Strait Islander children between the age of 0–8 has been funded by AHDC in Northern Sydney. This was in response to advocacy from the Aboriginal community for flexible ways for children to receive intervention for speech, language and hearing difficulties. Flexible, responsive approaches are key to the success of all EarlyEd services for families. By working closely with Aboriginal Community Liaison Officers from the NSW Department of Education and Communities and building relationships with families and schools, EarlyEd has been able to offer services to many schools and areas and facilitate new referrals.

EarlyEd's family centred approach helps families develop a deeper understanding of their child's strengths, learning style and the strategies that enhance participation, confidence, social skills and learning. Schools are able to access individualised support to help them plan approaches in the classroom. Families are better equipped to take a lead in transition meetings and share with teachers what they know works well for their child, what the focus of support should be and what the next steps are.



EarlyEd Out in the Community

Promoting awareness of the importance of early intervention

By being involved in community events such as the Aboriginal summit - Manu Allawah and the Connect EXPO at The Beach School (bringing together agencies and schools from across the Northern Beaches) EarlyEd helps to raise awareness in the community about the importance of early intervention. Children need to access services as early as possible after concerns have been identified about their child's development to reduce the likelihood of delays and difficulties in the future.

Babies have a place to meet and play

EarlyEd responded to requests from Mum's with babies, to meet with other mum's with babies

who are experiencing similar difficulties with their children's development. EarlyEd has created different opportunities for Mum's to meet, chat and play in safe places for their babies and toddlers. By setting up or joining in local inclusive playgroups families can meet others from their local area.

EarlyEd in association with Auburn Schools as Community Centres (SACC), at Auburn North Public School ran a baby and toddler group. This was possible due to the support of funding of a project from Dooley's Lidcombe Catholic Club Grants "Supporting Children with Disabilities to get Help Early in Life". An early interventionist from EarlyEd and the facilitator from SACC created a weekly opportunity for families to meet while learning ways to facilitate their child's development.

"Baby Possibilities" is the inclusive playgroup held in partnership with The Meeting House in their centre at Lane Cove. A physiotherapist and another early interventionist coordinate the playgroup on a weekly basis. Community agencies have found that when a family is concerned about their baby's development they feel very comfortable attending these supported groups in their local community where there are other families, carers or parents, and babies.

Partnerships and Community Engagement

The building of EarlyEd's relationships with local agencies has been an effective way to connect with families so they can know about early childhood intervention supports available in their community. This year, as well as strengthening agency relationships in Auburn, Lane Cove and the Hills, a new partnership with Wesley Mission in the Hills and Blacktown LGA's has provided information and strategies to families who access their services particularly through their various playgroups. An early intervention staff member visits playgroups on a regular, consultative basis to offer ideas and strategies that promote inclusion and capacity build staff in areas where they have indicated a need for information. Together with EarlyEd, agencies support children to work towards the goals identified by their families and access intervention services if required.

Paint the Town REaD

Between September and November 2014, EarlyEd took part in the annual events of Paint Parra REaD and Paint Auburn REaD. 'Paint the Town REaD' is a community initiative raising awareness about the importance of supporting children to develop literacy skills. The events help families find out how to start reading to children when they are babies and learn fun and engaging ways to do this. EarlyEd partnered with local community service providers, businesses and schools to organise Story Tents with special guest readers in Parramatta and a Story Walk down the main streets in Auburn. More than 70 families with their children took part at each event, celebrating the benefits and joys of reading.

Involved with the Early Childhood Intervention Sector

EarlyEd is committed to involvement in early childhood intervention sector activities and using best practice resources. Recent involvement has included the ECIA NSW Early Childhood Intervention Australia NSW/ACT Focus on Inclusion Project and the Transition to School Resource (funded by the ADHC (Department of Family & Community Services - Ageing, Disability & Home Care)).

EarlyEd was proud to be able to host the launch of the Early Childhood Intervention Australia (ECIA) NSW 'Transition to School' Website in July 2014. The resource provides information that can help children with disabilities or delays in development transition to school as smoothly and positively as possible. The website has been developed with reference to the latest research literature and in consultation with agencies around NSW.



The website was launched by the State Minister for Aging and Disability, John Ajaka supported by Dr Geoff Lee MP, the Member for Parramatta. With them in the photo are Rosemary Flavel – Executive Officer ECIA NSW, Kerry Dominish – Chief Executive EarlyEd, Emma Pierce – Project Officer and Sylvana Mahmic, Vice-President ECIA.

www.transitiontoschoolresource.org.au

Volunteers

EarlyEd thanks our volunteers for their support enhancing our services and helping us offer more to families especially through:

- Cubby House Toy Library
- United Way – who provide volunteer groups to EarlyEd to support resource making days and organisation events.

University and Students

EarlyEd is committed to supporting students to gain practical experiences and to develop their understanding of disability and developmental delay for children and their families and to have a practical experience of best practices in early childhood intervention.

EarlyEd accepts students from related courses at university and TAFE for observation and practicum. For over a decade EarlyEd North Sydney has had a long term connection with fourth year medical students from Royal North Shore Hospital as part



of their community paediatrics sessions. From Macquarie University, 3 groups of PACE “Professional and Community Engagement” students researched and created the foundation material for 3 resources:

- An orientation package for students, volunteers and visitors to EarlyEd
- Evaluation of EarlyEd services
- A corporate marketing package.



Community Support

Westfield Charity Partnership

EarlyEd's support from Westfield Parramatta as its GiveAbility Partner has not only provided funds for new services but also built strong community connections as a result of the generous and supportive Westfield Parramatta staff. Through this relationship we benefit from donations made by shoppers and retailers over the course of the year.

On 8 November 2014 Westfield held their major promotion, GiveAbility Day, where about 25 volunteers from EarlyEd staff, families and friends together with volunteers from Westfield Centre Management ran activities and promotions including face painting, fairy floss and lucky dips to raise funds and build awareness about EarlyEd in the community.

Over the course of the year we have been beneficiaries of nearly \$20,000 in donations through the Westfield Charity Partnership. These funds contribute in a very tangible way to help EarlyEd provide extra services to families including holiday programs for the whole family and crisis support for families particularly around the time of their child's diagnosis. Without this significant support we would be limited in the ways families can receive support.



EarlyEd Online

EarlyEd has launched a new website at www.earlyed.com.au and Facebook page at www.facebook.com.au/EarlyEdAustralia.

By checking Facebook and the website regularly families and community will be kept informed about

- activities and services at EarlyEd
- information that will support families of young children when there is a concern about their child's development
- community connections and resources
- how to access NDIS services in the future.

Grants received

EarlyEd families benefit from the community grants process across all of Northern and Western Sydney.

Grants: July 2014 – July 2015	Project Title	Amount received
The Hills Shire Community Grant	An inclusive sport program for pre-schoolers with disabilities and the community	\$1,204
Lane Cove Financial Assistance Grant	Developing the new 'Baby Possibilities Playgroup' for isolated families with sick or delayed babies	\$3,003
North Sydney Council Small Grants Program	Supporting young people who are a sibling of a child with a disability	\$2,167
Holroyd ClubGrant	Building the capacity of child care providers to support children with disabilities	\$9,820
Parramatta ClubGrant	Building the capacity of child care providers to support children with disabilities	\$9,820
North Sydney ClubGrants	Building the capacity of child care providers to support children with disabilities	\$9,820
Dooleys Grant; Category 2 ClubGrant	Supporting children with disabilities to get help early in life	\$25,300
Hornsby ClubGrant	Community Partnerships Lead to Better Outcomes at School for Young Aboriginal Children in Hornsby	\$2,970
Carers NSW	Carers Week Celebratory Tea	\$250
Early Childhood Intervention Australia	Partnering in Key Word Signing	\$1,800
Manly Community Grant	Redevelopment and Promotion of the Community Inclusive EarlyEd Cubby House Toy Library	\$740
Parramatta Community Grant	SwimEd - increased participation of children with a disability in mainstream swimming programs	\$9,974
Ryde Community Grant	Children from the subcontinent ready for school	\$2,000



Financial Report

Early Education (EarlyEd) Incorporated

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

	NOTE	2015	2014
CURRENT ASSETS			
Cash	3	1,704,877	1,753,131
Receivables	4	32,473	48,117
TOTAL CURRENT ASSETS		1,737,350	1,801,248
NON-CURRENT ASSETS			
Property, Plant & Equipment	5	62,247	43,931
TOTAL NON-CURRENT ASSETS		62,247	43,931
TOTAL ASSETS		1,799,597	1,845,179
CURRENT LIABILITIES			
Creditors & other payables	6	360,493	494,591
Provisions	7	105,042	129,615
TOTAL CURRENT LIABILITIES		465,535	624,206
NON CURRENT LIABILITIES			
Provisions	8	67,906	34,413
TOTAL NON CURRENT LIABILITIES		67,906	34,413
TOTAL LIABILITIES		533,441	658,619
NET ASSETS		1,266,156	1,186,560
EQUITY			
Accumulated Funds	9	1,266,156	1,174,960
TOTAL EQUITY		1,266,156	1,174,960

INCOME & EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
INCOME		
Grants & Funding Received		
State Government Grants (ADHC)	1,626,058	1,160,810
State Government Grants (ADHC) - Early Start	371,111	362,307
Commonwealth Government Grants (DET)	241,606	262,748
Department of Community Services (FACS)	136,551	132,786
	2,375,326	1,918,651
Other Revenue		
Donations	3,725	2,730
NDIS fees & Rebates	2,246	900
Other Grants	64,944	41,192
Interest Received	48,159	59,925
Fees Received	38,680	53,480
Fundraising & Other	26,827	15,513
	184,583	173,740
TOTAL INCOME	2,559,909	2,092,391
EXPENDITURE		
Advertising & Recruitment	1,609	1,429
Accounting fees	10,678	8,243
Audit fees	5,400	5,250
Bank Charges & Fees	1,848	1,578
Cleaning & Maintenance	10,656	7,877
Computer Maintenance & Support	57,167	24,694
Consultants	14,788	-
Depreciation	13,764	17,060
Doubtful Debts Provision	13,650	-
Educational Resources	12,763	13,911
Electricity	7,083	10,110
Fees Subsidy/Waived	7,515	16,500
Insurance	31,781	28,132
Interpreting Services	3,400	-
Materials & Minor equipment	5,548	4,048
Motor Vehicle Expenses	11,036	12,436
Printing, Postage, Photocopying & Stationery	16,045	9,568
Program Expenses & Materials	1,036	538
Rent & Outgoings	28,980	14,534
Repairs & Maintenance	18,858	15,870
Staff Amenities	9,726	8,631
Staff Training	35,255	10,793
Subscriptions	16,382	9,038
Sundry Expenses	7,153	5,438
Superannuation	172,987	142,436
Telecommunications & Website	43,451	14,604
Travel & parking reimbursements	46,268	36,440
Wages & employment expenses	1,863,886	1,591,491
	2,468,713	2,010,648
NET SURPLUS FOR YEAR	91,196	81,742



PURPOSE

Early in their life children with disability, their family and community receive the help they need.



VISION

Children with disability reach their full potential, are ready to learn and share in family and community life through responsive, quality services and support.



Verification

EarlyEd has successfully completed the Third Party Verification process which assures families and community that EarlyEd

- recognises the right of children and their families to receive safe, quality services
- is committed to continuous quality improvement
- uses sustainable financial and business practices and
- can be registered as an NDIS provider.

Verification Number 377NHS





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