

EARLY
LEARNING
ASSOCIATION
AUSTRALIA

ANNUAL
REPORT
2015-16



EARLY
LEARNING
ASSOCIATION
AUSTRALIA



The voice for parents and service providers

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EARLY LEARNING ASSOCIATION AUSTRALIA THE VOICE FOR PARENTS AND SERVICE PROVIDERS

OUR VISION

Excellence in early learning for every child.

OUR PURPOSE

As a national peak body, we champion excellence in early learning for children and support parents and service providers.

OUR VALUES

Excellence – Learning – Inclusive –
Enabling – Integrity – Respect



In 2016, ELAA celebrates 25 years of working with parents and early learning providers toward excellence in early learning for every child. Along the way, ELAA has developed a grass roots understanding of the value and challenges presented by early childhood education.

We share our members' passion for delivering excellence in early learning to children before they commence school, and we help them to do this by providing professional support and resources on a wide range of matters including effective governance, industrial relations and Occupational Health and Safety.

ELAA also provides a voice for parents and service-providers alike; a voice that is clearly heard and respected by policy makers, thanks to our understanding of government, relationships with early learning sector stakeholders, and our advocacy experience. You can learn more about ELAA's origins on page 4.

2015–16 HIGHLIGHTS

AUSTRALIANS VALUE A WELL-RESOURCED EARLY CHILDHOOD EDUCATION AND CARE SECTOR



**84%
AGREE**

participation in quality early learning boosts children's development.*

**2097
SIGNED**

the ELAA Keep Funding 15 Hours campaign online petition during 2016.**



**85%
AGREE**

participation in quality early learning is important for Australia's future prosperity.*

* Galaxy Research: Early Learning Study. Prepared for Early Childhood Australia. May 2016, Page 5.

** Keep funding 15 hours online petition to the Prime Minister, Leader of the Opposition and Federal Minister for Education and Training seeking an ongoing commitment to Federal funding of 15 hours of quality early learning in the year before school beyond 2017. Figures as at 26 September 2016.

INDUSTRIAL RELATIONS



Victorian Early Childhood Teachers and Educators Agreement 2016 (VECTEA) approved by the Fair Work Commission in June 2016. The Agreement was the result of nearly four years of intensive work by ELAA and the Australian Education Union to deliver a simplified, user-friendly agreement that addresses the principle concerns of all parties – salaries, workloads and workplace flexibility.

TRAINING

23

GOVERNANCE
TRAINING
SESSIONS
DELIVERED

282

COMMITTEE
MEMBERS
ATTENDED
GOVERNANCE
TRAINING

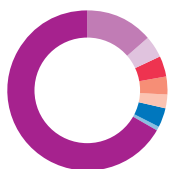
34

PROFESSIONAL
DEVELOPMENT
SEMINARS
DELIVERED
TO OVER
712 EDUCATORS

OUR MEMBERS

OVER
1300
SERVICES

ELAA membership by service type



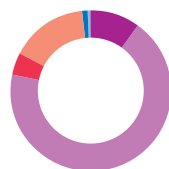
- Independent kindergartens (587)
- Long day care (120)
- School sites (40)
- Cluster managers (37)*
- Local government (30)
- Private child care centres (26)
- Independent schools (33)
- Out of school hours care (7)

* Cluster manager members operate some 504 services.

MEMBER CONTACTS

OVER
15,000
MEMBER
ENQUIRIES

Member type



- Early Years managers (10.1%)
- Independent services (68.3%)
- Services on school sites (4.5%)
- Long day care services (15.7%)
- Local government (0.9%)
- Other (0.5%)

A VISION FOR EARLY LEARNING IN THE EDUCATION STATE

Ten Principles for an Early Childhood Education State released – developed in collaboration with sector partners, the principles provide a framework to guide the Victorian Government's reform agenda in early childhood education and care over the next ten years.



MEMBER RESOURCES



New webinars posted on the ELAA website to assist members with:

- implementing the VECTEA (2016) Agreement
- budgeting, employee relations, committee member responsibilities, and financial management.

ADVOCACY

keep funding 15 hours

OVER
2000

signatures supporting
the pre and post-federal
election campaign.



Preschool Matters –
2016 Federal Election
special edition published.

Early Learning Everyone
Benefits campaign –
ELAA joined as a leading partner.



*Ten Principles for an Early Childhood
Education State* – released to provide
a framework to guide the Victorian
Government's reform agenda.

Jobs for Families childcare assistance
package – ELAA has been a supporter of
the package overall but continues to lobby
the Australian Government regarding our
concerns relating to the proposed
work/study Activity Test.



2016 TOGETHER WE GROW CONFERENCE

2
DAYS



841

ATTENDEE
REGISTRATIONS



47

SESSIONS



51

TRADE
EXHIBITORS



STARTING OUT SAFELY PROGRAM – ROAD SAFETY EDUCATION

ELAA continued to deliver the *Starting Out Safely* road safety
education program to early learning services on behalf of VicRoads.
A *Starting Out Safely* Evaluation Report commissioned by VicRoads
in August 2016 noted “Overall ELAA is working quicker, smarter
and faster and readily achieves or exceeds contract targets”.

500
PRESCHOOLS
ATTENDED

1164
EDUCATORS

attended ‘Embedding
RSE into Curriculum’
professional development.

10,000
CHILDREN
AND FAMILIES
ENGAGED

400
FAMILY DAY CARE
EDUCATORS

attended ‘Safe Transportation
of Children’ professional
development.

487
ATTENDEES

at child car restraint
information sessions.



CARING FOR KIDS RAFFLE 2016

*Presented by ELAA and
Playgroup Victoria*

\$33,882

BACK TO
SERVICE PROVIDERS
AND PLAYGROUPS
WHO
RECEIVED
\$1 FOR
EACH
TICKET
SOLD



CONSULTANCY

SUPPORTED
OVER

18

SERVICES
WITH TARGETED
CONSULTANCIES

covering OHS, governance,
human resources/industrial
relations, road safety
education, mediation
and educator matters.



AWARDS

STARTING OUT
SAFELY ROAD SAFETY
EDUCATION AWARD
**LEONIE HEDE
AND JO BOGIC**

Newport Gardens
Early Years Centre (ECMS)

McARTHUR
EARLY CHILDHOOD
VOLUNTEER OF THE
YEAR AWARDS
JAMIE RAE

Seaford Kindergarten

CELEBRATING 25 YEARS OF SERVICE TO MEMBERS

Kindergarten Parents Victoria (now Early Learning Association Australia) was formed in the early 1990s to ensure that kindergarten education thrived in Victoria. The organisation sprang from the vision and dedication of two key founders – Marg Stephens and Karen Weston who, with other parents passionate about the right of children to access high quality education, formed a group called *Parent Action for Kindergartens* over 25 years ago.

The group worked with Victorian members of Parliament; the Office of Preschool and Childcare; and a variety of organisations such as the Australian Early Childhood Association and the Anglican and Uniting Churches Early Childhood Industrial Council toward the formation of a State-wide organisation. In May 1991, KPV was officially launched by the then Premier, Joan Kirner, at the Collingwood Children's Centre.

From initially representing parent volunteer kindergarten committees to a current membership representing the broader early childhood sector, ELAA continues the mission of KPV and has grown in its capacity to support the needs of members through advocacy; industrial relations and management advice; professional development programs; training for committees; management resources; plus a range of member benefits and sector specific communications.

MILESTONES

1989/90

Marg Stephens and Karen Weston form Parent Action for Kindergartens (PAK) to ensure Victorian kindergartens survive the economic recession.

1990

October – December, PAK work with parliamentarians; Office of Preschool and Childcare; employer, and other early learning organisations on the formation of a State-wide organisation.

1991

May, Kindergarten Parents Victoria (KPV) officially launched by Victorian Premier, Joan Kirner.

1992

First paid KPV staff appointed – Executive Manager, Kathy Boyle, and Committee Support Coordinator, Sue Morrow.

1995

ECMS (Early Childhood Management Services) established in response to local governments need for KPV to manage preschool enrolments and fee collections.

1997

First Kindergarten Parents Victoria / Lady Gowrie Conference for Early Childhood staff and committee members.

2003

ECMS formally separated from KPV.

2012

KPV members vote to become Early Learning Association Australia (ELAA).

“KPV for a long time was seen by other key players in the sector as the new kid on the block and I think over the years we ruffled a few feathers. Advocacy and promoting the value of Early Childhood education became a key strategy as we grew and evolved into a mature organisation.”

Carol Allen, Inaugural Committee member, Executive Director 1993–2002, KPV/ELAA Life Member, now CEO, Sapphire International Holdings

“The diverse skills, clear vision and commitment of Board members combined with the practice knowledge of the staff and their ability to connect and respond to the needs of the organisation's members has made ELAA the vibrant and relevant organisation it is today.”

Pauline Ogden, Board Member 2005–2011, KPV/ELAA Life Member, now early learning consultant

“I loved every minute of my time at ELAA. I had the opportunity to work with some of the greatest people on one of the most interesting policy areas going around.”

Danny Pearson, Board member 2007–2013, President 2010–2013, now State MP for Essendon

“The word I think of most when I look back on my wonderful time at KPV is ‘passion’. The passion of our Board members, the tremendous and passionate KPV staff who always went beyond what was asked of them and of course the amazingly passion filled Committees of kindergartens across the State.”

Gerard Mansour, Industrial Relations Manager 1996–2002, CEO 2002–2006, KPV/ELAA Life Member, now Commissioner for Senior Victorians

“It was a time of significant and long standing change with the introduction of quality standards and the overdue true recognition of the incredible value of early childhood education. Changing our name from KPV to ELAA honoured the founding goals of supporting volunteers at local kindergartens while recognising our important role as the voice of parents and providers of early childhood education at a state and national level.”

Emma King, CEO 2009–2013, now CEO, VCOSS



MEMBER PROFILE

ALBERT PARK PRESCHOOL

We've been a KPV/ELAA member for as long as anyone here can remember!

We are a community sessional kindergarten with a play-based philosophy. Our 3-year-old and four-year-old programs are guided by the Early Years Learning Frameworks (EYLF & VEYLDF) and our teaching practice is inspired by the Reggio Emilia approach.

Our learning community includes our staff and 84 children and their families.

As an early childhood service provider, we believe our sector needs to support teachers with ongoing training opportunities and with systems and structures that are sustainable and adaptable to the changing world in which we live.

As ELAA members, we value being able to pick up the phone to discuss issues impacting Early Childhood with advisors who fully understand the context and appreciate that the big picture is so important to our service – particularly with regard to understanding legal requirements and payroll queries. We also value the professional development opportunities and service management resources provided by ELAA.

Our service has had an exciting journey over the past twelve months and many of our achievements – including being nominated as a finalist in the 2016 Worksafe Awards – have been made possible thanks to the support of ELAA.

*Jenny Whelan, Administration Director,
Albert Park Preschool*

ORGANISATIONAL REPORT 2015–16



JO GEURTS President



SHANE LUCAS CEO

We are pleased to present ELAA's organisational report for 2015–16. Throughout the past year, we have continued to work towards the realisation of our ten-year Strategic Plan – Excellence for Every Child – that provides strategic direction across our four key areas of activity: Build on our Strengths; Advocate and Influence; Support Excellence; and Build Strategic Partnerships.

New industrial agreement for Victorian services

Our signal achievement in 2015–16 was the completion of negotiations leading to the approval (by the Fair Work Commission) of the *Victorian Early Childhood Teachers and Educators Agreement 2016* (VECTEA) in June 2016. This was followed by the provision of post-approval implementation resources and advice to members.

Developed over the course of a lengthy and at times difficult period of negotiations with the Australian Education Union – and finalised with the assistance of the Municipal Association of Victoria and the Victorian Department of Education and Training – VECTEA is a user-friendly, modern industrial agreement that is easy to interpret and be understood by both employers and employees.

VECTEA appropriately recognises the important role that teachers and educators play in delivering a quality early childhood program, and reflects the flexibility that employers require to be responsive in service delivery for children and families.

We want to thank all our members and critical partners for their support in the development and delivery of VECTEA. We would particularly like to thank the members of the ELAA Industrial Relations Reference Group for their guidance and input throughout the process.

Speaking up on behalf of members and the sector

In May 2016, ELAA participated in the launch of the *Early Learning Everyone Benefits* campaign in Brisbane by former Governor General, the Hon Dame Quentin Bryce. This positive national campaign – funded, developed and overseen by Early Childhood Australia, ELAA, Family Day Care Australia, Goodstart Early Learning, Uniting Care Australia and other peak bodies and large service providers – aims to increase public awareness and understanding of the benefits of investing in early learning (birth to five years) for Australia's future prosperity; and increase access to quality programs that amplify children's development by securing political commitment to increasing early learning.

ELAA's advocacy work throughout 2015–16 also focussed on the Federal Government's *Jobs for Families* childcare assistance package, initially introduced into Parliament in December 2015. ELAA has been a supporter of the package overall, though we continue to lobby the Government about our concerns regarding the proposed work/study Activity Test, which we believe could have adverse impacts on vulnerable and disadvantaged children and families.

In the lead-up to the 2016 Federal Election, ELAA also published a special 'Election' edition of our flagship publication, *Preschool Matters*. The edition featured Q&A pieces with the Federal Minister for Education and Training, Senator Simon Birmingham; the Shadow Minister for Education, Kate Ellis; and Greens Spokesperson for Early Childhood, Senator Sarah Hanson-Young.

In Victoria, ELAA also worked with a diverse range of members and stakeholders on the development of the *Ten Principles for an Early Childhood Education State*. These principles act as a framework to guide the Victorian Government's reform agenda in early childhood education and care over the next ten years.



Enhancing the value proposition of ELAA membership

In the first half of 2015, ELAA was extremely grateful to receive pro bono support from major consulting firm, Ernst & Young (EY) to undertake a review of our membership structure and pricing. This work included consultation with a range of members and stakeholders, and identified a series of service improvements and structural options for implementation in the coming year and beyond.

With the assistance of EY, ELAA has continued to build the value proposition of membership through the development of more targeted resources and an enhanced suite of pedagogical and practice-focussed professional development programs for members and educators.

The ELAA Member Services team also continues to support the sector with advice on governance, industrial relations and good management practice. Implementation of new Educator-to-Child ratios from 1 January 2016; preparation for implementation of the new VECTEA; and changes to the ADP payroll process were all significant focuses of member support in 2015-16.

Together we grow Conference

In May 2016, we presented the annual *Together we grow* Early Childhood Education Conference in partnership with Gowrie Victoria and the dedicated members of the Conference Reference Committee. The Conference theme was *connecting communities* and accordingly our diverse range of keynote and plenary speakers included cultural literacy and practice expert, Ms Charlotta Oberg, and Mr Toby Kent, Chief Resilience Officer for the City of Melbourne. As always, the Conference attracted delegates and exhibitors from across Australia, and showcased a mix of policy, research and practice presenters from the early childhood sector, tertiary institutions and beyond.

Starting out Safely

Through our partnership with VicRoads, ELAA delivers Victoria's early childhood road safety education program, *Starting out Safely*. Over the course of the program's fifth year, the *Starting out Safely* team have worked with children, families and educators to deepen community understanding of the importance of road safety behaviours through *ThingleToodle* incursions, professional development activities, advocacy and attendance at conferences and expos, and the implementation of safe transportation policies into early learning management practice and curriculums.

Thank you to partners and peers

We continue to enjoy and appreciate the support of our preferred partners, sponsors, and peer organisations across the early childhood education and community sectors.

Thank you to Board members and staff

We would like to thank the volunteer members of the ELAA Board for their commitment and leadership throughout another busy year. The Board farewelled Karalynn McDonnell, who retired after six years of service, and June McLoughlin, who had served as Vice-President since 2013. We welcomed Sue West and Jacinta Barnes to the Board at the 2015 AGM.

We also thank the ELAA staff for their passion and pride in the services they provide for members – and for their commitment to a culture of continuous improvement on behalf of children, families, and the organisations and educators that deliver quality early learning services.

Jo Geurts President

Shane Lucas CEO

MEMBER PROFILE

BPA CHILDREN'S SERVICES

As an Early Years Manager, BPA manages 28 Kindergartens, seven Childcare Centres and three Occasional Care facilities.

We've been an ELAA member since 2003 but prior to that our Association had individual centre memberships with Kindergarten Parents Victoria (KPV) starting back in the early 90s. We've had a great working relationship with ELAA ever since.

In terms of the challenges we face as a sector, I think key amongst those is getting to a point where State and Federal Governments commit to fully funding all 3 and 4-year-old kindergarten children. Every 3 and 4-year-old child deserves to start their education in kindergarten – the most important time for children to interact with other children, learn and play with other nationalities and cultures.

ELAA has become a stronger organisation over its 25 years for its negotiations with governments and unions which supports us as Early Years Managers. Working with us on Industrial Relations has been a large part of our working relationship with ELAA and we also value the fact that ELAA helps to bring the members together so we can discuss what's happening in the industry, support and learn from each other to work towards a better future for our early learners.

*Steve Sutton, Chief Executive Officer,
BPA Children's Services*



OUR VISION – EXCELLENCE FOR EVERY CHILD

ELAA's vision of excellence in early learning for every child was articulated two years ago in the ELAA Strategic Action Plan: *Excellence for Every Child A 10-year vision for excellence: 2014–2024*.

The key focus of our Action Plan is on developing and supporting quality in early learning.

OUR 10-YEAR VISION FOR EXCELLENCE

- 1** Universal access to free, high quality learning (at least 15 hours for 4-year-olds and five hours for three-year-olds).
- 2** More programs and inclusive models that address social and economic disadvantage.
- 3** Service models that better integrate early years services, from playgroups to school.
- 4** Research-based practice models that meet emerging needs.
- 5** A qualified, highly professional workforce.
- 6** Greater collaboration across the education sector leading to the extension of ELAA's influence and capacity to advocate for early learning.
- 7** A leading advocacy role for ELAA in public policy debates.

BUILDING ON OUR VISION

ELAA's Strategic Action Plan defines four key activity areas, each with short-term actions and long-term aspirations.

Since publishing its Strategic Action Plan in 2014, ELAA has continued to lay foundations and progress the four key activity areas in an ongoing effort to realise our vision.

1. Build on our strengths

- Professional development programs enhanced and online resources developed e.g. webinars re implementing VECTEA 2016.
- Development of ELAA resources for interstate e.g. NT and QLD editions of PolicyWorks.
- Development of social media channels and new CEO forum 'think tank'.
- Robust Finance Committee for financial oversight and business diversification.

2. Advocate and influence

- Negotiated on behalf of members toward the approval of VECTEA 2016.
- Continuing campaign to maintain funding for 15 hours of quality early learning in the year before school via *Keep 15 Hours* and *Keep Funding 15 Hours* campaigns.
- Collaborated with sector partners on issues such as implementation of NQF; amendments to Jobs for Families Childcare Package; and Early Learning Everyone Benefits campaign.
- Continued facilitation of specialist reference groups and budget submissions to government.

3. Support excellence

- Continued to provide members with high quality advice and support across employee relations, policy, OHS and committee and management processes.
- Rural KCM support project.
- Professional Development Program now has explicit links to NQS and APST.
- New OHS training developed and delivered with Recovre.

4. Building strategic partnerships

- ELAA continues to deliver high quality Road Safety Education via the Starting Out Safely program on behalf of VicRoads.
- ELAA has worked with ARACY, PwC, Gowrie Victoria, and the Early Learning Everyone Benefits coalition to share and promote research with the sector.
- *Together We Grow* Conference Reference Committee membership refreshed to ensure broad sector representation.

OUR SERVICES



WHAT YOU SAID ABOUT OUR SERVICES

“ One of the elements that I appreciate in particular is the opportunity to discuss issues impacting Early Childhood with people who fully understand the context – particularly with regard to the complex arena of government funding.”

“ Our preschool is celebrating its 65th year and, as policies change, we find it challenging to maintain a community run preschool. Therefore, your assistance has been vital to running our preschool. Thank-you.”

“ Our Director and I felt that your team went above and beyond expectations and that they were truly our partners in this process...”

ADVOCACY AND POLICY

In 2015–2016, ELAA continued its work with members and stakeholders at the state and national level to improve outcomes across the early childhood education and care sector.

Implementation of new ratios

From 1 January 2016, new staffing ratios of one educator for every eleven children aged three years and over came into effect under the National Quality Standards.

ELAA was funded by the Victorian Government to provide advice and support to services as they worked through the transition issues of group size, demand for places, staffing profiles and infrastructure and funding constraints to deliver the new ratios. The Victorian Government further supported the implementation of the ratios with a funding commitment of \$83.7 million over four years.

10 Principles for an Early Childhood Education State

ELAA developed Ten Principles for an Early Education State in collaboration with partners from across the sector including early childhood peak bodies, service providers, community sector organisations and research institutions. The principles support a vision of a viable, high quality early childhood education and care system which is universally accessible to children and families. It provides a framework to inform the development and implementation of the Victorian Government's Education State initiative.

ELAA's 2016–2017 State Budget submission was based on this framework and argued for short and medium-term investments to fully realise the benefits of a longer-term Education State reform agenda including a fundamental review of the kindergarten funding model and a strengthened workforce.

Keep Funding 15 Hours

During the Federal election, ELAA initiated its Keep Funding 15 Hours campaign demanding an ongoing commitment from all parties to ongoing funding of 15 hours (for a minimum of 40 weeks) of quality early learning for all children in the year before school.

The Keep Funding 15 Hours website keepfunding15hours.org.au was launched at the *Together we grow* Conference during May. Over 1,000 members, parents and supporters signed the online petition to the Prime Minister and Leader of the Opposition before the end of the financial year increasing to over 2000 signatories by the time this report was published.

Early Learning Everyone Benefits

ELAA is a lead partner in a new national campaign to raise public awareness and understanding about the value of early childhood education. The Early Learning Everyone Benefits campaign was launched in May 2016 by former Governor General, the Hon Dame Quentin Bryce.

During the Federal election, the campaign built political and community support for initiatives and policies about Australian children's access to quality early learning including the benefits for Australia's future prosperity.

Jobs for Families Childcare Assistance package

ELAA collaborated with national partners to lobby the Federal Government on its Jobs for Families Childcare Assistance package to ensure vulnerable children and families were not disadvantaged by the proposed changes to the Activity Test and Budget Based Funding of small rural services.

ELAA REPRESENTATION ON REFERENCE GROUPS 2015–16



- Victorian Government (10)
- Federal Government (3)
- Local Government (3)
- State peak bodies and organisations (12)
- Federal peak bodies and organisations (1)

ELAA MEMBER SERVICES INCOMING ENQUIRIES BY TOPIC 2015–16



- Governance (23%)
- Governance/IR (27%)
- Industrial Relations (30%)
- Payroll (20%)

OUR MEMBERS' VIEWS ARE VITAL

The 2015 ELAA membership survey showed an increase in satisfaction ratings for key ELAA training and seminars; the *Together we grow* conference; and engagement with ELAA's member advisory services. We also received feedback on how we can improve our services to assist members to advocate in their communities and to ensure our policy manuals and other products are effective and user-friendly.

Key policy issues of concern to members included the 1 January 2016 changes to educator-to-child ratios; teacher quality; professional development; and most importantly, funding. Online, rural and remote training, and assistance with complex policy issues were some of the areas that our members would like more support with.

ADVICE, CONSULTANCY, TRAINING AND RESOURCES

Our experienced Member Services team continued to provide support and advice on a range of governance and industrial issues to members through our phone and email service as well as attending meetings as required.

Requests for assistance included help with budgeting and financial management; understanding constitutional requirements and the role of the committee; meetings and decision making; policy development; timetable structure; legal obligations; and dealing with complaints and conflict. We also supported employers with interpreting relevant Awards/Agreements; payroll; OHS; recruitment and management of staff; as well as dealing with disciplinary matters.

Service highlights 2015–16

Advice

The ELAA Member Services Team received nearly 15,000 contacts during 2015–16 from ELAA members and early learning sector stakeholders.

Consultancy

ELAA supported over 18 services with targeted consultancies including OHS inspections and training, organisational reviews, mediation and policy review.

Training

The ELAA Member Services team partnered with local governments to deliver 23 sessions on governance topics (funded by the DET). Over 282 committee members attended sessions covering the roles and responsibilities of committees of management; planning for an AGM; succession planning and handover to a new committee; and financial management.

ELAA's Professional Learning and Development program continued to grow and delivered 34 professional development sessions to over 712 early childhood professionals and service managers.

Resources

ELAA developed a range of resources to assist members with the implementation of the new VECTEA 2016. These included webinars, a pre-implementation kit, implementation kit, templates and back pay calculation workbooks.

Four new governance webinars, featuring ELAA staff as presenters, were developed exclusively for ELAA members and cover:

- Committee as employer
- Financial management for early learning services
- Occupational Health and Safety in early learning services
- Budgets and Fees for early learning services.

As part of ELAA's continual revision and updating of policy resources for members, we re-wrote the Enrolment and Orientation Policy to support early childhood education and care services with their legal responsibilities under the new *No Jab No Play* legislation.

STARTING OUT SAFELY – ROAD SAFETY EDUCATION



Since 2011, ELAA has delivered Road Safety Education (RSE) throughout Victoria. The *Starting Out Safely* program is funded by VicRoads and aims to deliver developmentally appropriate RSE that prepares children to become safe and independent road and transport users. The premise of the program is that effective road safety education delivered during early childhood plays an important role in laying the foundations for safe road use throughout life.

With the advent of the National Quality Framework, VicRoads determined that it would be appropriate to engage an organisation with early childhood expertise to deliver the Starting Out Safely program. The program has been developed through evidence-based research, in collaboration with leading early childhood experts and is based on best practice principles.

Over the past five years of the program, ELAA has consistently exceeded targets in a number of key areas with a number of key milestones contributing to the success of the program.

The quality of our highly skilled, qualified and experienced early childhood consultants has enabled the program to develop and deliver highly sought after professional development. These consultants have also been instrumental in developing educator resources that are leading the way in road safety education nationally.

We have engaged professional actors to deliver the interactive, funny and entertaining *ThingleToodle* education sessions. The quality and reputation of the sessions has seen an overwhelming demand for these sessions.

ELAA delivers child car seat training to a wide range of organisations including family day care, Culturally and Linguistically Diverse communities, child protection services, foster care, fitters, and other organisations transporting children. We also attend community events where our advice is very well received. ELAA has also produced nationally applicable, child car seat information in 22 languages through funding from the Transport Accident Commission.

Another key achievement of the program has seen the Victorian Government commit to the *Starting Out Safely* program in *Toward Zero 2016–2020 Victoria's Road Safety Strategy and Action Plan*. The plan also commits to working with early childhood services to implement our Safe Transport Policies.

Overall, the key to the remarkable success of the *Starting Out Safely* program is the knowledge, dedication and enthusiasm of the ELAA staff and consultants who are delivering a program that is setting a high standard for road safety education nationally.

STARTING OUT SAFELY PROGRAM OBJECTIVES



Advocacy – to advocate for the value of early childhood RSE by influencing early childhood policy at the state and national level to improve outcomes for Victoria.

Professional development – to develop and deliver an effective and efficient model for the state-wide delivery of early childhood RSE professional development.



Child restraint and booster seat education – to develop and deliver an effective and efficient model for the statewide delivery of child restraint and booster seat education sessions.

ThingleToodle sessions – to develop and deliver an efficient and effective model for the statewide delivery of RSE education sessions in services.



OVER FIVE YEARS...



6100
EARLY CHILDHOOD EDUCATORS
HAVE RECEIVED RSE
PROFESSIONAL DEVELOPMENT



2500
PRESCHOOLS HOSTED
A THINGLETOODLE SESSION



50,000
PRESCHOOL CHILDREN
ENGAGED IN A
THINGLETOODLE PROGRAM



2715
PARENTS AND CARERS
FROM CALD COMMUNITIES
ATTENDED CHILD CAR RESTRAINT
INFORMATION SESSIONS

TRADE EVENTS AND EXPOS

6000

VISITORS TO STARTING OUT SAFELY
STAND/SESSIONS IN 2015–16.



“ We had the best session for the Khmer New Parents Group at (the) Springvale Service for children. The presentation with resources and hand-outs provided were excellent for all mothers/grandmas who are now more aware of child safety on the road.”

Chandoravann Dy (Dorovann),
Peer Educator for Khmer
New Parent Group,
Southern Health Springvale

“ The (ThingleToodle) session was wonderfully presented and was an excellent mix of education, fun and laughter... Such a wonderful program is a valuable part of our curriculum.”

Judith Kierce, Educational
Leader, Woodbine Road
Preschool

CHILD CAR RESTRAINT INFORMATION SESSIONS IN VICTORIA 2015–2016

188
ORGANISATIONAL
SUPPORT WORKER
PARTICIPANTS

215
CALD PARENT
AND CARER
PARTICIPANTS

84
MCH NURSE
PARTICIPANTS



THINGLETOODLE SESSIONS

500
SESSIONS

delivered to over 10,000
Victorian preschool children
(July 2015 – June 2016)



- Eastern Metro (14%)
- Western Metro (16%)
- Northern Metro (13%)
- Southern Metro (20%)
- Loddon (8%)
- Barwon (11%)
- Hume (5%)
- Grampians (3%)
- Gippsland (10%)

SUPPORTING MEMBERS AND THE SECTOR THROUGH KEY PROJECTS

New Enterprise Agreement for Victorian services – Victorian Early Childhood Teachers and Educators Agreement 2016 (VECTEA)

The VECTEA 2016 was approved by the Fair Work Commission on 22 June 2016 and implementation of the new agreement commenced on 29 June. The new agreement replaced the Victorian Early Childhood Teachers and Assistants Agreement (VECTAA) 2009.

This was a fantastic result which reflected the enormous amount of hard work by ELAA and the Australian Education Union, over approximately four years, to deliver a simplified, user-friendly agreement that addresses the principle concerns of all parties – salaries, workloads and workplace flexibility.

ELAA worked closely with a diverse range of members to model the funding impact of a new agreement and the proposed salary structures at a service level. We would like to acknowledge the commitment of the Victorian Government to secure additional funding to support this agreement, while ensuring that the outcome remains within Government's wages policy.

We would also like to take this opportunity to acknowledge the support and hard work of ELAA and AEU staff, the Municipal Association of Victoria, the ELAA Industrial Relations Reference Group, ELAA board and thank those members and individuals for their assistance in achieving such a positive outcome for the early learning sector in Victoria.

The majority of early learning services in Victoria are now operating under the new industrial agreement – the VECTEA 2016.

ELAA is continuing to support another 50 employers through the complex Fair Work Commission approval process in the form of enterprise agreements that will mirror the terms and conditions of VECTEA 2016 thereby ensuring more services and their staff are covered by this sector standard.

ADP Agreement

In July 2015, ELAA renewed its contract to provide consultative services to ADP for another two years.

ADP is the payroll service provider contracted by the Victorian Department of Education and Training to provide a free payroll service to early childhood organisations that operate a funded kindergarten program.

ELAA has been subcontracted by ADP since 1994 to ensure services are able to submit accurate payrolls for their employees.

ELAA is pleased to be able to continue this very important partnership.

Strengthening the participation of children and parents in early learning and community project

Supporting rural and regional families to access community playgroups

2015–16 was the final year of a three-year partnership between ELAA and Playgroup Victoria to grow the participation of birth to 4-year olds and their families in community playgroups in three Victorian rural areas – Gippsland, Wimmera and Ballarat and surrounds. While this project achieved great results and positive benefits for children and families in each of these areas, new funding has not been made available resulting in the cessation of the project.

Supporting the move to improved educator to child ratios

ELAA received funding from DET in July 2015 to support funded community-based, early childhood care and education services with the implementation of improved Educator to Child ratios from 1 January 2016. A key aspect of this project was to advocate that services maintain or increase current enrolments to promote the availability of funded kindergarten places across Victoria and ensuring all eligible children continued to have access to a funded kindergarten program.

ELAA provided strategies and solutions including:

- tailored advice for ECEC services considering factors such as budget, the number of educators, enrolments, group sizes, space/licensed capacity and families' capacity to pay fees
- tailored models of service delivery for ECEC services.



MEMBER PROFILE HOBSON'S BAY CITY COUNCIL

The Hobsons Bay City Council has been an ELAA (formerly KPV) member since 1996.

We directly support and own 17 community managed kindergartens and auspice a pre-school field officer program that supports all funded four-year-old kindergartens in the municipality. Council support for early learning services ranges from providing and maintaining infrastructure, committee training, and facilitation of consultative forums to management of the four-year-old Kindergarten Central Enrolment Scheme and payment of the annual ELAA membership subscription.

The challenges for the sector over the coming years will be sustainability of small standalone kindergartens to compete in the market; sufficient capital investment to provide modern and flexible early childhood facilities; access and affordability to kindergarten for families; and finally ensuring our most vulnerable families have access to a quality early learning experience.

12 out of the 17 community managed early learning services in Hobsons Bay are managed by voluntary committees of management so access to the ELAA support staff on a daily basis provides our committees with advice on all operational components of the service. ELAA also provide a regional officer to attend all our Kindergarten Consultative forums which again provides our services with the ability to discuss issues and raise concerns.

*Jenny Denouden, Team Leader
Kindergarten Services,
Hobsons Bay City Council*

2016 EARLY CHILDHOOD EDUCATION CONFERENCE



Together we grow – connecting communities

With a theme of *connecting communities*, the 2016 Conference was opened by Minister for Families and Children, the Hon Jenny Mikakos, who also took the opportunity to release the revised Victorian Early Years Learning and Development Framework (2016).

The Minister's decision to release the revised VEYLF at the Conference's opening session was gratifying in that it reflected the high status of the Conference within our sector.

A highlight on the annual calendar for early learning professionals, the 2016 Early Childhood Education Conference attracted 841 delegates with approximately 80 speakers across 47 sessions.

Keynote speaker on the opening morning was intercultural consultant, Charlotta Oberg, a former cultural diversity advisor to the Swedish Government and intercultural consultant to the International Criminal Court in The Hague.

Charlotta began by providing delegates with an evocative picture of the complex communities in which we live. She then challenged everyone to consider their own socio-cultural experience and assumptions when seeking to connect with children and families from diverse cultural, linguistic and faith-based backgrounds. Her key message to delegates was that these are daily challenges in our modern life, but challenges that can be met by early childhood educators with a mix of respect, reflection and openness.

Keynote speaker on the Saturday was Toby Kent – Chief Resilience Officer at the City of Melbourne. Toby updated delegates about the work being undertaken through the Rockefeller Foundation to develop resilience strategies in 100 cities across the world. He asked delegates to think about risk – avoidable, manageable or unacceptable – in the context of delivering rich educational and development experiences for children that balance an educator's need to provide children with a safe environment, with a child's need to explore risk to develop resilience.

There were many engaging sessions on the conference program ranging across a broad spectrum of topics from the NDIS to using music in early learning to children's rights.

The event was the culmination of months of work by staff from ELAA and Gowrie Victoria with invaluable assistance and guidance from the Conference Reference Committee which included representatives from Playgroup Victoria; Noah's Ark Inc; the Victorian Department of Education and Training; FKA Children's Services Inc; Community Child Care; City of Monash; Murdoch Childrens Research Institute; and the Victorian Aboriginal Education Association Inc.

Thank you to the Conference supporters

ELAA and Gowrie Victoria would like to acknowledge the support of the Conference Gold Sponsor, the Victorian Department of Education and Training, who sponsored our international speakers and contributed to accommodation costs for rural delegates. We're also grateful to the support provided by the Conference Major Sponsors including AustralianSuper, VicRoads, Help 2 Buy, and mta (Modern Teaching Aids) along with the generosity of one of ELAA's preferred partners, McArthur, who sponsored the very popular coffee cart which produced over 1000 coffees in two days.



SAVE THE DATE FOR THE 2017 CONFERENCE

The 2017 Conference *Together we grow – the child in focus* will be held on Friday 26 May – Saturday 27 May at the Caulfield Racecourse, Melbourne. Further details available on the Conference website www.togetherwegrow.com.au and the ELAA website www.elaa.org.au



FIVE MOST POPULAR SESSIONS*

Listening when you
cannot hear their voices
ROBYN MONRO MILLER
258

Do we really see
what we think we see? Girls
and boys – ensuring equality
HELEN BILTON
230

All we need is ...
a reflection on the
possibilities of leadership that
connect and bind us
ANTHONY SEMANN
172

Pathways to a healthy
mind: resilience and the
prevention of psychological problems
from early childhood onwards
DR TOM HEHMY
162

Creating scientists
SUE SOUTHEY
161

* by attendee registration.

CONFERENCE EVALUATION

52%
RATED THE CONFERENCE AS “EXCELLENT”
while 45% thought it was “good”.*

60%
RATED THE REGISTRATION PROCESS
AS “EXCELLENT”
while 34% said “good”.*

59%
THOUGHT THE VENUE WAS “EXCELLENT”
while 39% said “good”.*

51%
THOUGHT THE DIVERSITY OF SPEAKERS
WAS “EXCELLENT”
while 47% said “good”.*

* source: ELAA 2016 Conference Evaluations.

WHAT YOU SAID ABOUT YOUR CONFERENCE

“Great speakers – relevant
respectful balance of
thinking and practice.”

“Loved the links to NQS
and APST in the program,
makes life easy!”

“Always run
exceptionally well
and is at the highest quality
in every way! Always so
inspiring and motivating.
Great speakers. That’s why
I enjoy coming every year!
Fabulous trade fair!”

“Food was very tasty,
good choice of
companies and fab displays.
I bought so many things for
my kindergarten.”

MEMBER PROFILE BUBUP WILAM ABORIGINAL CHILD AND FAMILY CENTRE

We have eighty three children currently enrolled and attending Bubup Wilam across long-day care and three and four-year-old kindergarten.

Our Enhanced Learning Program is central to the success of our early years learning program. It is underpinned by the Bubup Wilam Aboriginal Early Years Curriculum which aligns with the National Early Years Framework, is trauma informed, strengths based, culturally strong, and family centred.

Our program is achieving significant benefits for families and savings for the government, including instilling in children a strong sense of identity and personal self-esteem as their foundation for lifelong learning, health and wellbeing. Understanding who you are and where you are connected is the cornerstone of identity and place, alongside the families we are supporting the children with this journey.

However, as an organisation we face challenges everyday in securing funding to hold the doors open. The biggest challenge we will face into the future is the mainstreaming of Aboriginal specific services for early years and the necessity to build centres like Bubup Wilam. Aboriginal Early Years needs to be seen in its own right as a sustainable program for Aboriginal children and as a teaching model that can inform other Early Years services.

ELAA has been a great support in the areas of workforce and legalities and in our fight for survival as an Aboriginal Early Years Service that has a place in the future of Early Childhood Education.

*Lisa Thorpe, CEO, Bubup Wilam
for Early Learning – Aboriginal Child
and Family Centre*



EARLY CHILDHOOD EDUCATION FOUNDATION

In August 1997, the Early Childhood Education Foundation (the Foundation) – was established by Dr Terry Nienhuys with the sole purpose of providing funding to enable disadvantaged children to attend a kindergarten in their local area.

Over 60,000 children access kindergarten programs across Victoria each year. Many of these children miss out on the opportunity to attend a quality kindergarten program in the year before they commence school because their parents are unable to afford the fees.

The Foundation strives to:

- ensure that children from families experiencing financial difficulties have access to a funded kindergarten program which will enhance their opportunities to succeed in life by providing funds that contribute to attendance fees
- develop a program where contributions from donors such as the community, kindergarten services, other organisations and the corporate sector support its mission.

Thank you to our donors

ELAA thanks all those who have given so generously to the Early Childhood Education Foundation over the past 19 years. Contributions to the Early Childhood Education Foundation are essential to its continuation and are greatly welcomed.

To learn more about the Early Childhood Education Fund visit www.elaa.org.au/ecef

EARLY CHILDHOOD EDUCATION FOUNDATION

19 YEARS

OF MAKING QUALITY EARLY LEARNING POSSIBLE FOR CHILDREN WHO MAY OTHERWISE MISS OUT

205

FAMILIES ASSISTED

\$128,000

WORTH OF KINDERGARTEN FEES SUPPORT PROVIDED

CHILDREN FROM ALL WALKS OF LIFE NEED THE ECEF...



Jack's parents, John and Suzie, value the importance of early childhood education for their children. They witnessed the positive effects of attending kindergarten on their eldest child, Katie, as her confidence grew prior to starting school.

They wanted the same experience for Jack but a cancer diagnosis for Suzie meant that she could not work and John had to take time off to support her during treatment which made meeting kindergarten fees difficult.

Assistance from the ECEF meant that Jack could continue from the 3-year-old program into the 4-year-old program during 2015–16 which helped to reduce the stress on Jack's family. It also meant that Jack could continue learning and avoid the potential effects on his social and emotional development that could result from being isolated from his peers.

* names changed to protect applicant's privacy



HOW TO DONATE

The ECEF contributes approximately \$350 per term to a recipient's kindergarten fees – allowing a child to attend at little or no cost.

All contributions will be issued with a receipt and donations of \$2 or more are tax deductible.

If you would like to donate please:

1. Download the donation form from elaa.org.au/ecef
2. Print out and complete the form
3. Return the form via post or email (see form for address details).

OUR BOARD



JO GEURTS – PRESIDENT

Jo is the Chief Executive Officer of the Eureka Community Kindergarten Association Inc. (ECKA). With a background in retail and business management, Jo has spent the past 21 years directly involved with kindergarten management and is passionate about access to high quality early education and care for all children. She is actively involved in many groups providing advocacy and advice around service provision within the sector.



NICOLE PILSWORTH – VICE PRESIDENT

Nicole has worked in the early childhood sector for over 25 years including delivery of education and care services in both NSW and Victoria and an educational leadership position in local government. A strong advocate for the rights of young children, Nicole is a research fellow with the Melbourne Graduate School of Education (University of Melbourne) and is engaged in the Victorian Advancing Early Learning research study.



KRISHNAN RANGASWAMY – TREASURER

Krishnan Rangaswamy is a risk management professional with over 25 years of experience. Currently the Executive Director Transformation at the ANZ Banking Corporation, Krishnan is passionate about sharing his extensive financial experience with not-for-profit organisations. Krishnan has been an expert member on the ELAA Finance Committee for the past two years, assisting with the review of the financial systems and investments, and developing the investment policy.



LEE CATH – SECRETARY

Lee has qualifications in Law, Arts and Social Work and a professional background working in the not-for-profit sector. The focus of much of her work – including her practice as a social worker – has been on children, young people and families. Lee's most recent experience is in training, program development and volunteer management. Lee has three young children and enjoys being actively involved in her local kindergarten committee.



JACINTA BARNES

Jacinta's working life has focused on working with young children and families – teaching, consulting and managing services. A long-time ELAA member and member of the ELAA Industrial Relations Reference Group, Jacinta was elected to the ELAA Board in October 2015. She was formerly a Victorian State Manager for KU Children's Services and is currently Senior Coordinator – Children and Family Services with the City of Boroondara.



KATE FISCHER

Kate is the Director of the Public Institute Law Initiative at the University of Melbourne Law School. She joined the ELAA Board in 2014 bringing both her strong legal background (Master of Laws) and over ten years experience developing and delivering training programs for not-for-profit organisations through her long association with JusticeConnect.



CHARLES POWER

Charles Power is an employment law partner at the law firm Holding Redlich. Charles is accredited by the Law Institute of Victoria as a workplace relations specialist and is Editor-in-Chief of the Employment Law Practical Handbook.



BEN WILLEE

Ben works for Spinach Advertising where he helps companies large and small build effective relationships with their customers. His career has been in the advertising industry in Australia and the UK, helping large corporations navigate through the complex and ever changing world of media planning and buying. Ben is also an officer in Royal Australian Navy Reserve where he holds the rank of Lieutenant.



SUE WEST

Elected to the ELAA Board in October 2015, Sue is an Associate Director of the Centre for Community Child Health and a Group Leader of Murdoch Children's Research Institute. Sue leads a national program of work including an initiative concerned with early childhood policy, translation of research into practice, workforce development, service improvement and evaluation. Her group includes the award winning Raising Children Network in partnership with the Parenting Research Centre.



CARLENE WILSON

Carlene is currently Director, Policy and Government relations at The University of Melbourne. A graduate of the Harvard School of Government, she has expertise in public policy leadership and government relations. Carlene previously worked as a ministerial adviser in the NSW Government in the areas of health, education, training and youth affairs. She has also held senior policy and government relations roles at BHP Billiton and ANZ.



ELAA CONGRATULATES KARALYNN MCDONNELL

ELAA would like to acknowledge the appointment of former Board member, Karalynn McDonnell, to the Council of the Victorian Institute of Teaching in 2016.

Karalynn is a highly experienced early childhood educator of more than 25 years standing and presently works as a Preschool Field Officer across the Maribyrnong and Melbourne local government areas.

Karalynn was a long-serving ELAA Board member (2010–2015) and a member of the Board Governance Committee, closely involved in strategic planning, policy development and policy review processes.

Karalynn's early learning expertise and governance experience will be valuable assets to the VIT Council.

OUR STAFF



Chief Executive Officer Shane Lucas

Deputy CEO / Manager Business Development and Growth Sunitha Raman

Member Services Glenda Glover; David Haesler; Carrie McCluskey; Laura Mondon; Kathy Cross; Pat Rustad; Louise Hennessy; Sonali Le Brocque

Business Development and Growth James Gardener; Anu Krishnan; Lisa Minchin; Vanaja Thomas; Cass Marxsen (until December 2015); Sue Smith (until March 2016)

Road Safety Education Zora Marko; Anita Valenzisi; Christina Martono

Administration and Finance Tania De Carli; Janelle VanderWerf; Sarah McNeill; Iromi Kodikara; Trevor Olsen (until January 2016)

BENEFITS TO MEMBERS THROUGH ELAA PREFERRED PARTNERS



ELAA has developed partnerships with organisations that can help members manage their services. These companies understand the early childhood sector and are committed to making your job easier.

AustralianSuper

AustralianSuper is run to profit members only. Super is about saving. So it makes sense to be with a fund like AustralianSuper that is run only to profit members, doesn't pay dividends to shareholders or commissions to agents, and has low fees. As one of the largest industry super funds, AustralianSuper looks after the retirement savings for over 2.1 million everyday Australians. Put us to work for you. **Contact:** 1300 300 273 or go to www.australiansuper.com

Insurance House

Insurance House is pleased to announce our new ELAA contents insurance policy. Our comprehensive policy is specifically designed for kindergartens, offers a discounted rate, together with excellent coverage and security. CGU Insurance Ltd (CGU) provided the very best offer which is exclusive to Insurance House. CGU is one of Australia's largest insurers, holds a security rating of A+ and is known for their excellent claims management. Insurance House is dedicated to offering ELAA members the highest level of service. **Contact:** 1300 305 834 for a quotation.

McArthur

McArthur are ELAA's preferred provider of temporary and permanent staff. They can recruit qualified child care workers, cooks, kindergarten teachers and assistants. McArthur early childhood professionals are job ready, meet all legislative requirements, hold approved qualifications and demonstrate all relevant skills, knowledge and experience. McArthur provide information about staff retention strategies and recruitment within early childhood education and also proudly sponsor Jobs in Early Childhood, an online Job Board Free to ELAA members. **Contact:** (03) 9828 6512 or visit www.mcarthur.com.au

Officeworks

At Officeworks we understand the importance of education, and as such endeavour to make organising classroom supplies as easy as possible. With over 20,000 quality products, we have everything your kindergarten needs, combined with the flexibility of online and phone ordering. In addition, we offer several exclusive benefits to ELAA Members who sign up to an Officeworks Business Account including preferential pricing – over 100 products including paper, paints and pencils; dedicated ELAA website for ordering; personalised service from our Business Account Managers; and same day delivery for orders placed before 11.30AM. **Contact:** www.officeworks.com.au/campaigns/elaa

Storypark

Storypark offers EC services a secure, private online platform that supports children's learning, improves practice and strengthens collaboration. Storypark offers ELAA members 10% off the monthly and annual fee. **Contact:** www.storypark.com



TREASURER'S REPORT

Summary

ELAA is in a healthy financial position as it continues to play a leading role as an advocate, consultant, and support body for service providers, educators, and families in the nation's early learning sector.

The financial statements presented with this report are for the year to 30 June 2016 and disclose an operating surplus of \$155,989 (2015 surplus \$25,655), and equity position of \$1,644,452 (2015 \$1,488,463).

Income and Expenditure Statement

ELAA's income is earned from diverse sources such as membership fees, project income, training and consultancy services, and governance advisory service funded by the Department of Education and Training.

The Board and management have worked hard to diversify ELAA's income base to ensure the organisation is stable and is not overly reliant on any one source of income as the Strategic Action Plan continues to be rolled out.

Revenue for 2016 at \$2.74M (2015 \$2.68M) was marginally higher due to membership and consultancy income being higher than budget.

Operating surplus of \$155,989 for 2016 was achieved from a combination of increased revenue activities and prudent management of costs relating to conferences, consulting and administrative expenses.

Balance Sheet

The Balance Sheet reflects a net equity position of \$1.64M (2015 \$1.48M) an increase of \$0.16M. ELAA is in a strong financial position and has adequate liquidity to meet all of its liabilities.

Going Forward

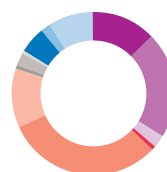
The net equity position of \$1.64M ensures ELAA is well positioned to withstand any unexpected political or policy changes and has also provided ELAA the capacity to deliver against the 2014–24 Strategic Plan approved by the ELAA board. We are well placed to move forward on all the key deliverables outlined in our Strategic Action Plan.

ELAA will continue to focus on maintaining a healthy financial position in the upcoming financial year.



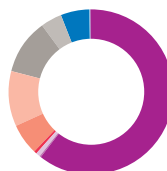
Krishnan Rangaswamy Treasurer

TOTAL INCOME



- Conference (\$355,534)
- Membership (\$580,158)
- Interest (\$67,525)
- Advertisement (\$23,747)
- Projects (\$852,615)
- Advisory service (DET) (\$317,922)
- Resource/publications (\$23,791)
- Raffle (\$70,494)
- Other (\$11,637)
- Seminars & consultancies (\$148,319)
- Sponsorships (\$54,838)
- Payroll support (\$237,940)

TOTAL EXPENDITURE



- Employee benefits (\$1,573,611)
- Other staff costs (\$7,074)
- Depreciation (\$21,774)
- Professional fees (\$13,277)
- Occupancy costs (\$159,016)
- Program consulting costs (\$276,181)
- Conference & training costs (\$285,554)
- Office costs (\$108,111)
- Marketing & advertising costs (\$138,610)
- Other costs (\$5,323)

AUDITOR REPORT



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF EARLY LEARNING ASSOCIATION AUSTRALIA INC.

We have audited the condensed special purpose financial statements of Early Learning Association Australia Inc. (the Association) contained within this report which comprises the balance sheet as at 30 June 2016 and the income and expenditure statement for the year then ended, in accordance with Australian Auditing Standards. The condensed financial statements have been derived from the annual financial report of the Association.

Audit Opinion

In our opinion, the information reported in the condensed financial statements is consistent with the annual financial report from which it has been derived and upon which we expressed an unqualified audit opinion in our report to the members of the Association dated 8 September 2016. For a better understanding of the scope of this audit these statements should be read in conjunction with our audit report on the annual financial report.

A handwritten signature in grey ink that reads "Crowe Horwath Melbourne".

CROWE HORWATH MELBOURNE

Melbourne, Victoria
8 September 2016

A handwritten signature in grey ink that reads "David Munday".

DAVID MUNDAY
Partner

Crowe Horwath Melbourne is a member of Crowe Horwath International, a Swiss Verein. Each member of Crowe Horwath is a separate and independent legal entity. Liability limited by a scheme approved under Professional Standards Legislation other than for the acts or omission of financial services licensees.

INCOME AND EXPENDITURE STATEMENT

FOR THE YEAR ENDED 30 JUNE 2016

The Summarised Statement of Profit or Loss or other Comprehensive Income and the Statement of Financial Position are summarised from the audited financial statements. Complete copies of the audited financial statements are available on request.

	2016 \$	2015 \$
INCOME		
Revenue from operating activities	2,744,520	2,680,059
EXPENDITURE		
Employee benefits	(1,573,611)	(1,510,784)
Other staff costs	(7,074)	(17,800)
Depreciation	(21,774)	(14,121)
Professional fees	(13,277)	(13,975)
Occupancy costs	(159,016)	(155,020)
Conference and training costs	(285,554)	(373,408)
Program consulting costs	(276,181)	(333,783)
Office expenses	(108,111)	(150,743)
Marketing and advertising costs	(138,610)	(68,301)
Finance costs	-	(7,361)
Other expenses	(5,323)	(9,108)
Surplus before income tax expense	155,989	25,655
Income tax expense	-	-
Surplus after income tax expense	155,989	25,655

BALANCE SHEET

AS AT 30 JUNE 2016

	2016 \$	2015 \$
Current assets		
Cash and cash equivalents	537,399	698,173
Trade and other receivables	80,590	73,751
Financial assets	1,600,671	1,550,435
Other current assets	69,421	13,327
Total current assets	2,288,081	2,335,686
Non-current assets		
Property, plant and equipment	50,385	39,761
Total non-current assets	50,385	39,761
Total assets	2,338,466	2,375,447
Current liabilities		
Trade and other payables	200,990	288,714
Income in advance	270,985	397,500
Employee benefits	177,624	182,942
Total current liabilities	649,599	896,156
Non-current liabilities		
Employee benefits	44,415	17,828
Total non-current liabilities	44,415	17,828
Total liabilities	694,014	886,984
Net assets	1,644,452	1,488,463
Equity		
Accumulated funds	1,644,452	1,488,463
Total equity	1,644,452	1,488,463

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w www.elaa.org.au



EARLY
LEARNING
ASSOCIATION
AUSTRALIA



The voice for parents and service providers