



# Parent and Citizen

Term 3, 2016 Vol 68 No 3





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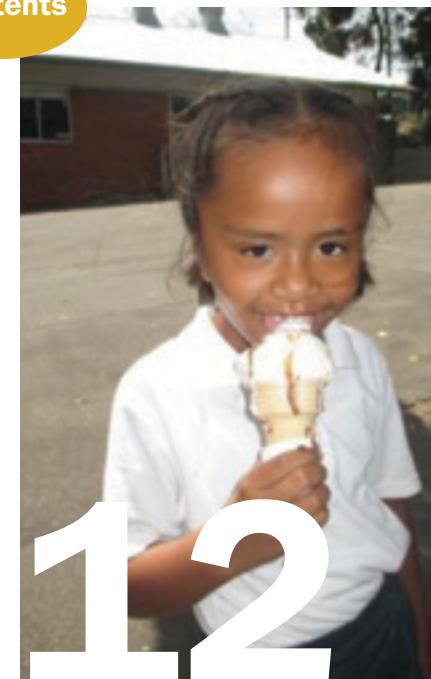


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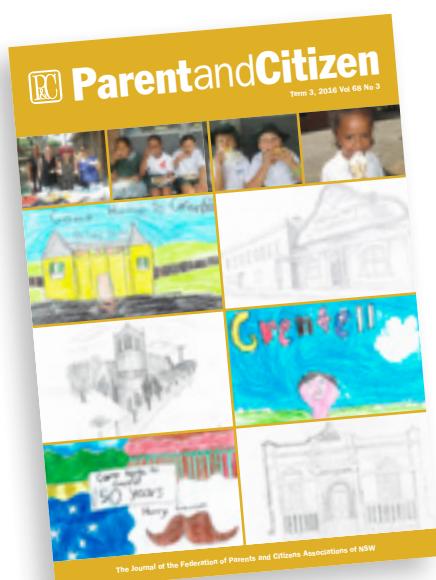
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# 19 | 12

Message from the President	<b>4</b>	Express, Engage and Enlighten:	<b>14</b>
New Secretary for Department of Education	<b>5</b>	State-wide Forums	<b>14</b>
Postcard Competiton Grenfell	<b>6</b>	P&C Federation Forums, a Great Way to...	<b>16</b>
Defamation and Directors' and Officers' Insurance	<b>8</b>	P&C Federation is Continuing to Deliver More	<b>17</b>
P&C Association Renewal Time!	<b>9</b>	Forums in 2016	<b>17</b>
Working With Children Check and Private Tutors	<b>9</b>	NSW Premier's Reading Challenge Approaches	<b>19</b>
Peak Parent Organisations Collaborate	<b>10</b>	its 15th Year	<b>19</b>
A Focus on Student Wellbeing	<b>11</b>	100 Years of The School Magazine	<b>21</b>
Food Day Fundraiser Success at Matraville	<b>12</b>	Volunteer Revival	<b>22</b>
Public School			



## Parent and Citizen Journal

The Journal of the Parents and Citizens Associations of New South Wales

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# MESSAGE FROM THE PRESIDENT

**As this is my last President's message, I think it is worth looking back on what has been achieved over the first term of P&C Federation following the administration period. The Minister for Education, Adrian Piccoli, appointed an administrator to P&C Federation following a period of significant instability. Our first job as the new Board was to start afresh, with a commitment from all councillors to work together for the benefit of Public Education in NSW.**

The Board set out a number of objectives that I am pleased to say have been achieved:

- to re-establish strong working relationships with the key stakeholders in Education in NSW
- to re-establish strong corporate governance
- to rebuild the financial position of the P&C Federation
- to improve the services to our members.

P&C Federation's return has been warmly welcomed by Adrian Piccoli and the Department of Education. I would like to thank the Minister in particular for his support in restarting our advocacy process. Your councillors have made sure parents' views are heard on issues like curriculum through the Board of Studies and small school closures through parliamentary enquiries. We have taken up roles on all the key advisory boards established by the Department of Education.

We have been working closely with the Primary and Secondary Principal Associations and Teachers Federation to achieve positive outcomes for Education, with a particular focus being the need to achieve full implementation of the Gonski reforms.

Parents' voices need to be heard in discussions about education, and I believe

we have made a good start in making those voices heard again. Recently we worked with the parent bodies representing Catholic and Independent schools on a forum discussing collaboration between teachers, schools and parents. This forum was warmly received and hopefully will be the start of ongoing collaboration between parent bodies where our interests overlap.

The Board, through the governance committee led by Tim Spencer, has written new policies and procedures to re-establish the rules and regulations any large body needs to work effectively. Hopefully the period prior to administration will never be repeated, and the new processes should work to ensure that.

Members will be aware that during this Board's administration, a decision was made to sell the P&C Federation-owned property in the Sydney suburb of Granville.

This forethought of the earlier council means P&C Federation is now in a strong financial position to purchase a new property. We acknowledge the support provided by the Department of Education through the grants system; however P&C Federation will now have additional income to add to that received through our insurance business, which should mean better services for our members.

P&C Federation's General Manager, Steve Carpenter, and his staff have supported the new Board admirably. Steve, in particular, has put in an enormous effort. I would like to thank him for his unstinting work, positive attitude and commitment to getting the new P&C Federation working.

I would like to thank all Board members for their enormous efforts on behalf of parents and students of NSW. The

commitment to become a councillor under the new structure is a big one, and I congratulate everyone on putting up their hand on behalf of Public Education in NSW. Everything that has been achieved has been as a result of the efforts of all councillors working together.

Fortunately, many of our councillors are standing again, with an infusion of new blood to continue to build on the work of our retiring Board. I congratulate all new councillors and delegates on their election. It has been an honour to be the President of the P&C Federation, and I take this opportunity to wish the new Board well as they continue the Federation of Parents and Citizens Associations of NSW long standing role of working for the betterment of Public Education in NSW.

---

**JASON VIALS**

*President, Federation of Parents and  
Citizens Associations of NSW*





# New Secretary for Department of Education

**The Department of Education has a new Secretary, with the appointment of Mark Scott announced by the Premier, Mike Baird.**

Mr Scott recently completed a decade as managing director of the ABC but has had a long professional interest in education since starting his working life as a teacher. He was an adviser to two education ministers, Virginia Chadwick and Terry Metherell, and is a former education editor of *The Sydney Morning Herald*.

Mr Scott said it was a great honour to be appointed Secretary of the NSW Department of Education, the largest education system in Australia which also has responsibility for Aboriginal Affairs and early childhood education.

"On leaving the ABC, I was asked what I planned to do next. I can think of no more important opportunity than working alongside the teachers of NSW and the staff of the Department to improve teaching and learning in our schools," Mr Scott said.

"Children born today will leave school in the mid-2030s – a third of the way through the 21st century. More than any other part of our society, schools need to be forward-thinking and constantly innovating, to ensure students are ready for the world in which they will work and lead."

Mr Scott will replace the former Secretary, Dr Michele Bruniges, who in April took up the position of Secretary of the federal Department of Education and Training. The Acting Secretary, Peter Riordan, will continue to lead the Department until Mr Scott takes up his appointment in August.

The Premier, Mike Baird, announced Mr Scott's appointment on 2 June and said it took the Government's reinvigoration of the NSW public service "a step further".

"Mark has accepted the most important public school position in the country. He is going to use his skills and experience to make it the best education system in the country."

The Minister for Education, Adrian Piccoli, said he looked forward to working with Mr Scott to continue delivering "the most comprehensive set of reforms of school education in a century".

"Our focus remains on improving student results and delivering the skills base needed to grow the NSW economy," he said.

Mr Scott said he wanted to tap into the knowledge and experience of department staff, students and parents.

"There's a lot of expertise in public education. I believe a strong and robust public education system is the key to the future of this state," he said.

"With the NSW Government's commitment to the Gonski reforms we have the necessary investment to equip our students for the future they face. Together we need to demonstrate that the quality of educational opportunities we provide is delivering the best possible return."



## POSTCARD COMPETITION

### Grenfell

This year is Grenfell's Sesqueicentenary; our 150 year anniversary. To mark the occasion Henry Lawson High School P&C ran a Design a Postcard competition within the Weddin Shire as part of the town's official events to celebrate. The theme of the competition was "Come Home to Grenfell".

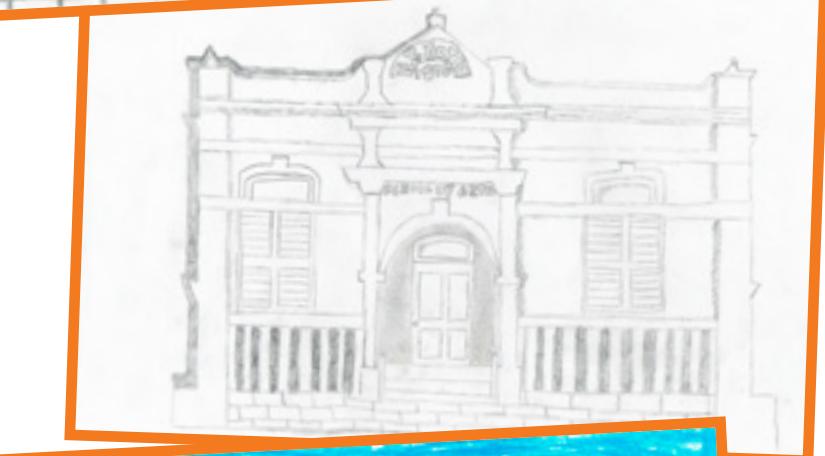
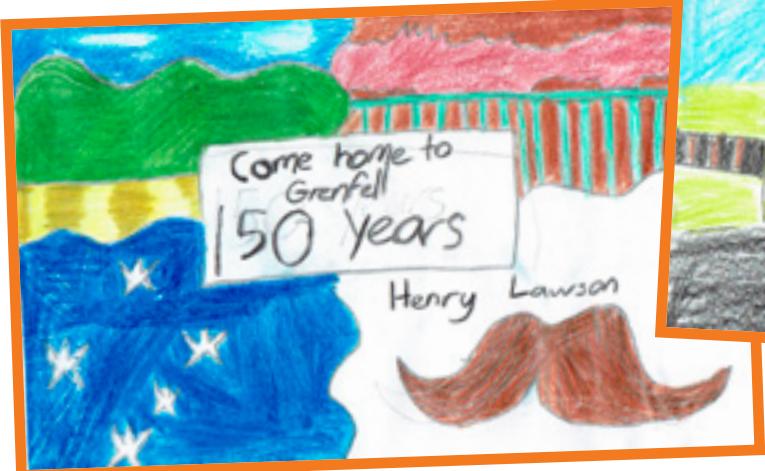
All schools in the area were invited to participate. The winning designs were made into postcards and are being sold as a fundraiser.

Our P&C looked at this competition as a way of Building, Widening, Expanding and Building Community involvement between our P&C and other Schools and Community Groups, which we feel we have successfully achieved.

---

HELEN CARPENTER

Secretary, Henry Lawson High School  
P&C Association





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# DEFAMATION AND DIRECTORS' AND OFFICERS' INSURANCE

## WHAT IS DEFAMATION?

Defamation is essentially a legal action against person(s) who have made, disseminated or communicated either written or verbal comments about the person bringing the action that:

- have the effect of lowering the reputation of that person in the eyes of the public at large;
- were calculated to injure the reputation of that person by exposing him or her to hatred, contempt or ridicule; or
- have the capacity and tend to put that person in the position of being shunned and avoided.

There is no requirement that the person(s) against whom the action is brought intended to defame. It is the effect of such person(s) actions which matter.

At least one other person (other than the person who is being defamed) has to see or hear the defamatory comments.

## WHO CAN BE LIABLE FOR DEFAMATION?

Essentially any person who makes, disseminates or communicates the defamatory comment can have a liability for defamation.

## DEFENCES TO DEFAMATION

A person against whom a defamation action is brought can commonly defend themselves by proving one of the following:

- The comments made were substantially true.
- The comments were published with the consent of the person allegedly being defamed.
- The comments are based upon facts that are truly stated and the comment was fair.
- The comment is an honestly held opinion, which is based upon proper material and is on a matter of public interest.
- The person against whom the action is brought is an innocent disseminator of the comment.

These defences can be difficult to establish and it can be expensive to defend a defamation action.

Damages are likely to be awarded in favour of a person who successfully brings a defamation action.

The best defence is not to make the defamatory comment in the first place.

## COVER FOR DEFAMATION PROCEEDINGS UNDER THE DIRECTORS' AND OFFICERS' COVERAGE IN AN ASSOCIATIONS LIABILITY POLICY.

Commonly the Directors' and Officers' coverage in an Associations Liability Policy covers the Loss of Insured Persons on account of a Claim in respect of Wrongful Act.

Who are Insured Persons varies from policy to policy and often from association to association. However it commonly includes past, present or future directors, management committee members, secretaries, officers, employees and volunteers of the association.

Wrongful Act commonly means any act, error or omission (including but not limited to breach of duty, breach of trust, neglect, misstatement, misleading statement) committed or attempted by any Insured Person, individually or otherwise, solely because of their status as an Insured Person in the course of his or her duties to the association.

As a result for cover to be provided under the Directors' and Officers' coverage in an Associations Liability Policy in relation to defamation proceedings brought against an Insured Person, it is necessary to show that the alleged defamatory comment was an act:

- committed solely because of the Insured Person's status as an Insured Person; and
- in the course of his or her duties to the association.

In addition the Directors' and Officers' coverage in an Associations Liability Policy commonly include (but are not limited to) the following exclusions:

- Bodily Injury – which will exclude a Claim for bodily injury, sickness, mental anguish or emotional distress or disturbance, disease or death of any person.
- Fraudulent, Dishonest and Willful Conduct – which will exclude a Claim arising from or in any way connected with any insured:
- committing any dishonest, fraudulent, criminal or **malicious act** (emphasis added);
- committing any willful violation or willful breach of any statute or regulation; or
- improperly using their position to cause detriment to the association.

Commonly such an exclusion will provide, for the purpose of determining its applicability, that the conduct and knowledge of any insured will not be imputed to any

other insured. In addition, the exclusion will only apply if it is established through a judgment or any other final adjudication adverse to the insured, or any admission by an insured, that the relevant conduct did in fact occur.

As a result cover for an Insured Person in respect of defamation under the Directors' and Officers' coverage in many Associations Liability Policies is not clear cut.

## CONCLUDING REMARKS

It is all too easy to become the subject of an allegation of defamation.

Such actions are often difficult and expensive to defend.

Damages are likely to be awarded in favour of a person who successfully brings a defamation action.

Cover for the costs of defending a defamation action and the damages awarded as a result of a defamation action against an Insured Person or not necessary clear cut under the Directors' and Officers' coverage in many Associations Liability Policies.

As a result care needs to be taken in making, disseminating or communicating comments about other people either in writing or verbally.

## DISCLAIMER

Statements concerning legal matters should be understood to be general observations based solely on our experience as insurance brokers and should not be relied upon as legal advice, which we are not authorised to provide. All such matters should be reviewed with your own qualified legal advisers.

The information contained in this publication provides only a general overview of subjects covered, is not intended to be taken as advice regarding any individual situation and should not be relied upon as such. Insureds should consult their insurance and legal advisors regarding specific coverage issues. All insurance coverage is subject to the terms, conditions, and exclusions of the applicable individual policies. Marsh cannot provide any assurance that insurance can be obtained for any particular client or for any particular risk.

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# P&C ASSOCIATION RENEWAL TIME!

## Membership and Insurance is due 1 August 2016

P&C Federation issues notice of renewal to every P&C Association in New South Wales. Your P&C Association secretary/office bearers should look out for an email that will have your P&C Association's renewal documents for the 2016-2017 periods.

Once your P&C Association pays their membership fee they obtain the benefit of a \$50 million Public Liability Insurance. P&C Federation members are also welcome to choose other great value insurances to ensure that your volunteer needs are met.

**If your association is incorporated under the Federation of Parents and Citizens Associations of New South Wales Incorporation Act, 1976 you are required to maintain your membership with P&C Federation.**

Make sure you have all of your P&C Association activities covered. Consider insurance to cover your volunteers when they are participating in P&C Association events. What about some property insurance for those P&C Associations who operate Canteens, OOSH Centres or Uniform Shops? Better yet, take up one of the best value Insurance Packages available.

For more information, to access the Insurance renewal documents and to obtain the policy wording for all insurances available from P&C Federation head to the website; <http://pandc.org.au/>

[insurance@pandc.org.au](mailto:insurance@pandc.org.au) / 1300 885 982 option 1

# WORKING WITH CHILDREN CHECK AND PRIVATE TUTORS

## Keep Your Kids Safe

### #parentscheckthecheck!

Many schools and educational organisations in NSW have important processes in place that aim to protect children and help to keep them safe in those environments.

But what happens when children continue their learning in private, usually one-on-one arrangements outside of school?

Parents or carers who engage the services of a private tutor or coach for their child also have an important role to play in helping to keep their children safe.

From 1st April 2016 adults who provide

tuition or coaching services to children, including in private arrangements, have been required to obtain a new Working With Children Check.

As their 'employer', a parent/carer has a legal responsibility to obtain and verify their tutor's Working With Children number to ensure they have a clearance.

A Working With Children Check clearance means a person is not barred from working with children in NSW.

Parents/carers need to ask their child's private tutor or coach for their name, date of birth and their Working With Children number.

They must then go online and verify the

tutor or coach is not barred from working with children in NSW.

Verifying that a tutor or coach can work with children is quick and easy – just follow the simple steps at [www.kidsguardian.nsw.gov.au/parentscheckthecheck](http://www.kidsguardian.nsw.gov.au/parentscheckthecheck)

If anyone suspects an adult is providing services to children without a Working With Children Check a confidential report can be made online or to [check@kidsguardian.nsw.gov.au](mailto:check@kidsguardian.nsw.gov.au)

Help to keep kids safe by sharing #parentscheckthecheck with your family and friends and through your own social media networks.

## Are you working as a tutor or coach in education?

Tutors and coaches working in schools, tutoring organisations and in private arrangements are being phased-in to the new Working With Children Check.

This includes adults previously checked by employers under the old Working With Children Check system (pre June 2013).

If they have not already done so, people providing one-on-one tuition will need to apply online for a Working With Children Check

and provide the number to their employer or parent who is engaging them to verify.

To apply go to [www.kidsguardian.nsw.gov.au/check](http://www.kidsguardian.nsw.gov.au/check)

The new phase-in also includes individuals who had been issued with a Certificate for Self Employed People as these are no longer valid after their expiry date.

The last Certificate for Self Employed People issued under the old Working With Children Check expires on 11 July 2016.

Tutors and coaches working in private

settings need to provide parents with their full name, WWC number and date of birth so the parent can verify their Working With Children Check online.

Two new posters have been developed to assist tutors to promote the Working With Children Check in NSW, including an option of displaying their compliance details.

The downloadable posters and parent verification process are available at [www.kidsguardian.nsw.gov.au/parentscheckthecheck](http://www.kidsguardian.nsw.gov.au/parentscheckthecheck)

# Peak Parent Organisations Collaborate



**In a landmark event, on 12 May, P&C Federation in conjunction with the Council of Catholic School Parents (CCSP) and the NSW Parents Council (representing independent schools) joined together to hold a forum focusing on collaboration in schools. The key focus was to emphasise the importance of collaboration between schools and their parent communities.**

P&C Federation President, Jason Vials stated “As the peak parent bodies in NSW, we felt that collaboration was a key issue and that we needed to bring together all the stakeholders for a meaningful discussion. Regardless of the type of school you attend, we need collaboration between parents, teachers and administrators to ensure our students are getting the best possible outcomes”.

As the peak body for public school parents in NSW, P&C Federation invited key public

sector stakeholders to participate in the forum. This included senior representatives of the Department of Education, Teachers Federation of NSW, Secondary Principals Council (SPC), Primary Principals Association (PPA), Aboriginal Education Consultative Group (AECG), BOSTES (Board of Studies Teaching and Educational Standards), Australian Council of State School Organizations (ACSSO) and Schools Plus.

Keynote speakers, Katherine Henderson (University of Melbourne Network of Schools Project), and Peter Anthony (an expert in collaboration) provided some very direct and thought provoking ideas to those in attendance. Both speakers stressed the importance of collaboration between parents, teachers and Principals in achieving improved student outcomes.

The NSW Minister for Education, Adrian Piccoli spoke of the importance of parents

in the education process. He provided some examples of his own experiences as a parent of young children, which struck a chord with everyone. Adrian reiterated the message of collaboration and thanked the parent groups from each of the sectors for organizing the event.

A lively panel consisting of Lila Mularczyk (President SPC), Mark Mowbray (National President of the Australian Catholic Primary Principals Association), Neisha Licitra (parent of three), Tess Ziser (teacher) and Aidan Turner (student) explored the different viewpoints about collaboration. Aidan stole the show with his quick, sharp and insightful comments from a student's perspective.

Anyone interested in the contents of the forum can view the video of the event by clicking on the Collaboration Forum icon on the P&C Federation website [www.pandc.org.au](http://www.pandc.org.au) and registering to view.



**“Regardless of the type of school you attend, we need collaboration between parents, teachers and administrators”**

**“Wonderful collaboration between educators, parents and community across education sectors”**

**“I liked the quality and range of speakers. It gave lots of information and things to think about”**

**“Excellent speakers, great subject, great networking”**

**“I valued hearing experts in the field discuss collaboration and schools and parents role in that”**

**“Great to see 3 parent bodies coming together”**

**“Great job and thank you, I found this forum incredibly useful and informative”**

# A Focus on Student Wellbeing

**As parents we all want our children to be happy, to succeed and soar. We want them to maximise their education opportunities and lifelong journeys.**

We know that education is the pathway to opportunity and success and children who have positive levels of wellbeing are more likely to succeed at school. The research shows that students with higher levels of wellbeing are more likely to be higher academic achievers, complete Year 12, have better mental health and a more responsible lifestyle.

As educators we rightly focus on literacy and numeracy, but the school experience is more than just academic achievements and outcomes – it's about growing and supporting the wellbeing of the whole child.

Parents are the first educators of children and we encourage families to be active participants in children's learning – both at home and at school. This is why a strong partnership between parents and schools is critical to creating a positive environment to underpin learning.

We are often asked how parents can help children with their academic and social growth.

The first point to make is that young people who have a nurturing home environment and are provided with emotional, social and physical support are more likely to experience positive wellbeing.

This support can help children learn important social and emotional skills and values such as honesty, compassion, kindness and cooperation to grow into happy, confident and resilient adults.

Parents who make the time to listen to and have conversations with their children develop strong bonds and respectful relationships. Our lives are busy but it's worth factoring in time to talk with children, ask questions and reinforce positive behaviours.

Parents have valuable insights into how their children best learn and what assistance may be required by the school to help their child. Having a good relationship with teachers can help children learn and develop.

Discussing any concerns about your child's wellbeing with the school early is really important as the school can work with you to put in place strategies that can assist your child at home, at school and in the broader community.

This year we are implementing the NSW Government's Supported Students, Successful Students initiative, which is underpinned by our Wellbeing Framework for Schools that ensures student wellbeing is an integral part of the school planning process. Supported Students, Successful Students is a \$167 million package of reforms over four years, representing a 45 per cent increase in student wellbeing resources and services in NSW public schools.

The package includes 236 extra school counselling positions, \$51.5 million in flexible funding for wellbeing services, and graduate scholarships to boost the recruitment of school counselling and wellbeing staff.

In public education we always put the needs of students at the centre of our decision-

making. Our wellbeing initiatives focus on the individual needs of every student because we want every child to have the opportunity to connect, succeed and thrive.

Greg Prior is Deputy Secretary, School Operations and Performance, with the Department of Education.

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**GREG PRIOR**

*Deputy Secretary, School Operations and Performance, with the Department of Education*



# Food Day Fundraiser Success at Matraville Public School



**Matraville Public School is situated in south eastern Sydney and has 240 students. Over 40 different languages are spoken within the school community. In 2014 the leased school canteen closed after several years of running at a loss. Prior to closing, it operated for two days a week. The P&C saw the closing of the canteen as an opportunity to trial something new for the children and the idea of food days was explored.**

Our first food day was Pancake Day. This was met with amazing response from parents, students and teachers alike. We prepared all pancakes in the canteen space at the school. Then students came to the canteen to collect their order.

Although the first food day proved to be a great success the P&C executive team had some lessons to learn from that food day. We discovered that food days could ultimately be very popular but there would be a lot of organisation involved. We realised we needed to consider food days that were much easier to distribute the food, were healthy and explore ways to ensure the food remained warm. We knew that the success would be in the planning, co-operation and team work!

Our next trial was a chicken wrap lunch with Zumba exercise class. This was another successful day and we organised this more



effectively with notes going home with the children before the food day so parents could place an order. The notes had a selection of: chicken breast, cheese, lettuce and tomato as well as a selection of sauces. The wraps were made in the canteen space then either sent to the hall for children participating in Zumba, or to the classroom of other students.

The canteen was put out for tender again in 2014, however the school was not successful in gaining a new tender and the canteen remained closed. With the growing success of the P&C food days the P&C jumped at this opportunity for regular food days with the full support of the school.

The executive

members met with the school principal Ms Orlovich and discussed the possibilities of further food days. The days were proving popular, provided a service to students and their families, and raised significant funds for the P&C to support the school. So it was decided that we would begin to run regular food days every three weeks in 2015, starting with two in Term 4 of 2014. These were Hamburger Day and Fruit and Scoop Day.

The school has a strong commitment to 'Live Life Well @ School' and encourages healthy food choices and an active lifestyle. To this end, a commitment was made by the P&C to offer food day choices in accordance with the Healthy School Canteen. We then began excitedly planning food day ideas for 2015. These included Hamburger Day, Pasta Day, Bake Day, Fruit and Scoop Day, Chicken and Corn Soup Day and many more. We are aware that cultural and religious practices influence the types of foods that students may eat and made sure that halal products were offered and meat alternatives were also an option. Feedback from the students, staff and community helped us to

**"Our P&C raised \$12,000 across two years. That's a big achievement for a tiny P&C!"**

**I love the fact that fresh ingredients are chosen for the food days. It supports the learning in classrooms about healthy food choices” Teacher**



shape the types of food days on offer.

Many of our students had never eaten a home-made hamburger and it was fantastic to see their little faces light up! The children absolutely loved the food days and not only would they tell teachers but also their parents. One student said, “*I loved hamburger day. It’s the best hamburger I’ve ever had!*” (Student, Year 3)

The P&C executive team often get compliments from the parents about the quality of the food as it is made from fresh ingredients and from scratch.

*“It’s great that we have the food days for our students. We aren’t able to afford to buy lunch usually, so it’s wonderful to have a healthy lunch day for them. My child really looks forward to it!” (Parent)*

The teachers, principal and even the office staff are extremely supportive of these food days and many of them order.

The staff said, “*I love the fact that fresh ingredients are chosen for the food days. It supports the learning in classrooms about healthy food choices*” Teacher.

On many occasions we have been asked for the recipe!

The school principal Ms Orlovich is highly supportive of the food days and says, “Our food days are a terrific example of

our parents working in partnership for the benefit of our students. Not only are students treated with a delicious and nutritious lunch, but our parents and carers show great teamwork in supporting our school. The ipads we now have in our stage one classrooms are, in part, the result of our successful food days! The Food Days initiative has been an enormous success and is going from strength to strength!”

When food days began in 2014, our average number would be around 50 orders. With interest growing and positive feedback, orders increased, first around 50, then 80, then 120! Our most recent food day in Term 2 2016 was hamburger day, where we got 150 orders. That equates to more than half the school!

Food days also give an opportunity for parents and carers both within and beyond the P&C to volunteer. This provided a time and place for them to meet new people. It brought the school community together and children were extremely happy to see their mum, dad or carer at the school during the

day. For our newly arrived parents and carers, it’s a welcoming and positive activity to take part in and many of the mums are keen to share their cooking skills.

As well as these benefits, the P&C began raising a lot of funds. These funds resulted in over \$12,000 being donated to the school over 2 years for technology (including ipads and laptops), Dancesport costumes, athletics singlets and the school community garden. That’s a big achievement for a tiny P&C!

**“I loved hamburger day. It’s the best hamburger I’ve ever had!”**

Year 3 Student

Every school community is different and our Matraville P&C has been responsive to the desires of the wider school community to offer regular healthy food options, whilst

raising money that supports our students at school. It’s a win-win for our community and we are proud of our Matraville Food Days!

**KYLIE WRIGHT**



Funds raised support our students’ activities

# Express, Engage and Enlighten: State-wide Forums

## P&C Federation Forums 2016

**'Building Capacity in Our P&Cs', this has been the goal for P&C Federation travelling around the state to deliver face-to-face presentations to our members in both metropolitan and regional areas.**

During P&C Federation's travels delivering these forums, it has reinforced the amazing results P&Cs are achieving with the time and energy being put in by volunteers to deliver great results for their school, school community and students. It again confirms the importance of the partnership between P&Cs and their public schools.

Feedback from our forums to date has been very positive. With attendees being surprised at the information they gain from attending a forum and the amount of resources available to them through P&C Federation even though they may have been involved in P&C for some time.

P&C Federation is committed to providing a consistent message to its members about delivering support, advice and advocacy. These forums are about increasing member communication and engagement. They give P&C Federation the opportunity to dispel concerns or misconceptions of the members about the role of P&C Federation.

Information provided at these forums is to assist P&C volunteers understand their roles, responsibilities and requirements. And to ensure they are compliant and how they may put P&C procedures in place. This is so the processes are improved so when the time comes to hand over to a new committee.

P&C Federations role is not to police P&C Associations or panic members if things aren't quite running smoothly. On the contrary, P&C Federation is here to inform, guide and encourage P&Cs to work on strategies. Then, step-by-step the current situation is improved if needed, and to provide information they may not have been aware of.

Through May many kilometres were covered to reach our more regional members. Firstly, Broken Hill in the Far West electorate where the Department of Education played host. P&C Federation was able to connect with members that may not have previously accessed or been aware of the services and support available to them as a member of P&C Federation.

Next was a four day road trip heading north of Sydney to present a forum in the Hunter electorate at Maitland Public School where P&C Federation was received with our

largest number of attendees to date. Two students helped the morning run smoothly directing attendees to the library. The P&C, canteen staff and volunteers provided the catering with a wonderful variety to choose from including the most amazing tuna sandwiches ever eaten. It was also great to see a P&C goal chart displayed in the school so the whole school community can see exactly what funds are raised for and how much more they need to achieve that goal.

The journey then continued to the New England electorate where in Inverell, MacIntyre High School was our host venue. The P&C again did a wonderful job providing the catering with the help of canteen staff and volunteers. Little containers were supplied so everyone could take some treats for their travels. It was a great to see some familiar faces as well as members not previously met.

Next stop was the North Coast electorate and The Rivers Secondary College – Lismore campus was the venue for our forum. Catering was again organised by their P&C with the help of their passionate canteen staff who come up with innovative and healthy options that are cost effective and affordable for students. We were each provided with great a healthy boxed lunch which we were told is a favorite amongst the students.

Our last port of call before heading home was the Mid North Coast electorate with the principal and canteen manager of Orara High School in Coffs Harbour giving up precious time on their weekend to provide P&C Federation access to a their school as our final venue for our northern trip. The forum was an intimate one with only a small number of members attending, nevertheless again the feedback was positive with members going away with new information and resources to share with their P&Cs.

On 2 June P&C Federation delivered another two forums. Firstly, in the West Sydney electorate at St Marys Public School. Then in the evening in the North West Sydney electorate at Kellyville Public School. As previously experienced, both P&Cs did a wonderful job catering for these forums. There was good attendance at both venues

with a mixture of P&C members that have been involved in P&C for a long time as well as many who were new to P&C and a little daunted by the job at hand. During the forums there was a lot of interaction with many questions asked and clarified, needed? Resulting in everyone going away with a bit more information and knowledge than when they arrived.

Four more forums will complete P&C Federations "Express, Engage and Enlighten state-wide forums planned for the first 6 months of 2016 and these will be reviewed in Term 4 of the P&C Federation journal.

All feedback gathered during these forums is valued and used to improve the quality of service and resources P&C Federation delivers to members.

In looking to the future planning of forums. We would like to know what topics you want us to cover. Please send ideas to [projects@pandc.org.au](mailto:projects@pandc.org.au).

Please ensure your P&C has completed a member register update, to ensure P&C Federation has the most current contact details so your P&C doesn't miss information sent out to members. Go to [www.pandc.org.au](http://www.pandc.org.au), click on the members tab, complete the member register update and then submit. Or speak to your P&C Association about having an affiliate email setup which is free for members, through P&C Federation so there is a consistent email address to capture all your correspondence. For more information about an affiliate email or to have one setup email [mail@pandc.org.au](mailto:mail@pandc.org.au)

**DEBBIE CLIFFORD**

### Overall view of Forum



We appreciate your great feedback.

**"So pleased I came – thoroughly enjoyable and very informative. I look forward to the next event. Thanks!"**

**"Loved hearing the information and speaking to other P&Cs"**

**"A lot of info packed into a short time"**

**"Really great content. Question and answer time was really informative"**

**"Brilliant. So many things we weren't doing but will now!"**



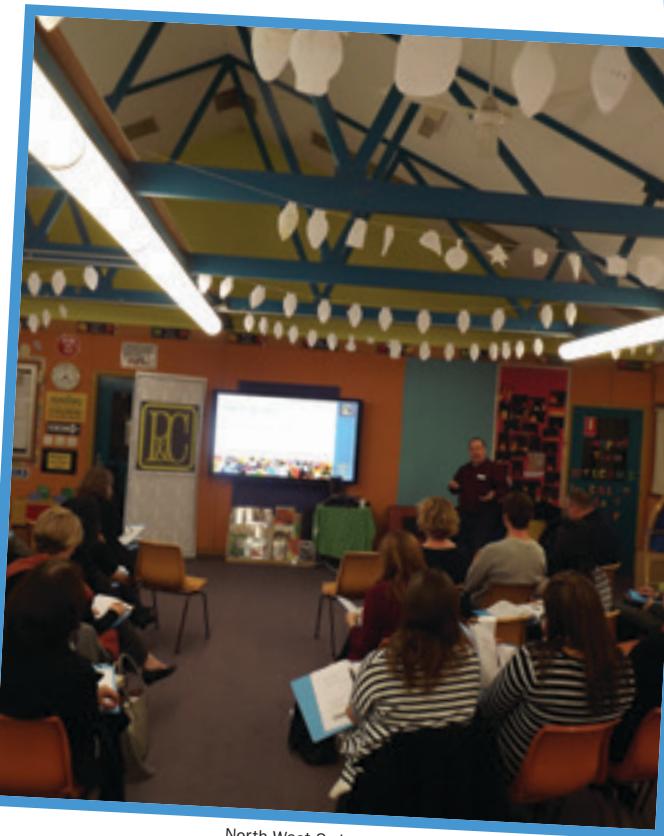
Riverina Forum



New England Forum



Western Sydney Forum



North West Sydney Forum



Thanks for your hospitality Kellyville Public School



Inspiring! Maitland Public School keeps an eye on their goals.

# P&C Federation Forums, a Great Way to...

**"Are forums useful? Are they worth it? Should I go?  
The answer to these questions is a definite YES!"**



**Hi my name is Helen Carpenter and for the past 2 ½ years I have been the Secretary of the P&C Association at Henry Lawson High School in Grenfell Central West NSW.**

Last year, I attended the first of P&C Federation's forums held in Forbes as part of the Far West electorate. It was a wonderful experience. The Councillor, General Manager and P&C Federation staff, along with the guest speakers, made it a very relaxed and informative day. Everyone shared their knowledge and experience. It was very helpful when other P&C Associations also shared and discussed their issues and what they were doing locally.

After the 2015 Forbes Forum, I was able to report back and instigate a Social Media Policy. The page enabled our P&C to set up and run a very successful Facebook page where we have been able to engage, inform and build community relationships allowing us to also reach a broader group

of the community. Out of the first forum I attend I also bought back the idea of small scholarships to help families with the expenses of students representing our school at a state level. This year saw our committee resolve to initiate a scholarship program to acknowledge and support students representing our school at a state level. These are just two of the great ideas that have come from attending forums. The group discussions at these forums are a great way to:

- solve and share problems
- gain fresh new ideas
- keep your own local P&C Association fresh and progressive
- reconfirm that you are operating within the P&C Federation guidelines
- remember that you can always seek assistance if you are unsure of any issues.

Recently, I attended my second forum; this time held in Cowra. The 2016 forum covered different topics than in the first forum. Again, I came away with a renewed energy and information to share with my local P&C Association.

Forums are a great place to:

- start networking with other like-minded Parents and Caregivers who want the best out of the Public education system
- support our teachers and students
- work with the P&C Federation to make sure that Public Education in Rural and Regional NSW gets an equal standing as our city counterparts, and that our voice is heard.

**HELEN CARPENTER**

Image: Cowra Forum; Steve Carpenter, Jason Vials, Helen Carpenter and Dee Barter



## Providing safety, comfort and style wherever people gather

The main image shows a large, modern outdoor shelter with a green metal frame and a dark, curved roof. It is situated in a park-like setting with trees and a playground area visible in the background. To the right of the main image, there are four smaller inset images arranged vertically: 1. A white metal bench with a curved backrest. 2. A redwood picnic table with a white metal frame. 3. A blue and yellow circular playground structure. 4. A long, white metal bench with a curved backrest.

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# P&C Federation is Continuing to Deliver More Forums in 2016

**Express Engage and Enlighten State-wide Forums  
“Building Capacity in Our P&Cs”**

Upcoming forums being delivered in the Riverina, Southern and Central Tablelands and South Coast electorates.

## Mon 1 Aug 2016

Where: **West Wyalong Public School**, Park St, West Wyalong NSW 2671

Time: 6pm – 9pm

## Tue 2 Aug 2016

Where: **Hay War Memorial High School**, 216 Pine St, Hay NSW 2711

Time: 10am – 2pm,

Where: **Berrigan Public School**, 25-29 Momalong St, Berrigan NSW 2712

Time: 6pm – 9pm

## Wed 3 Aug 2016

Where: **Jerrabomberra Public School**, 2 Coachwood Ave, Jerrabomberra NSW 2619

Time: 6pm – 9pm

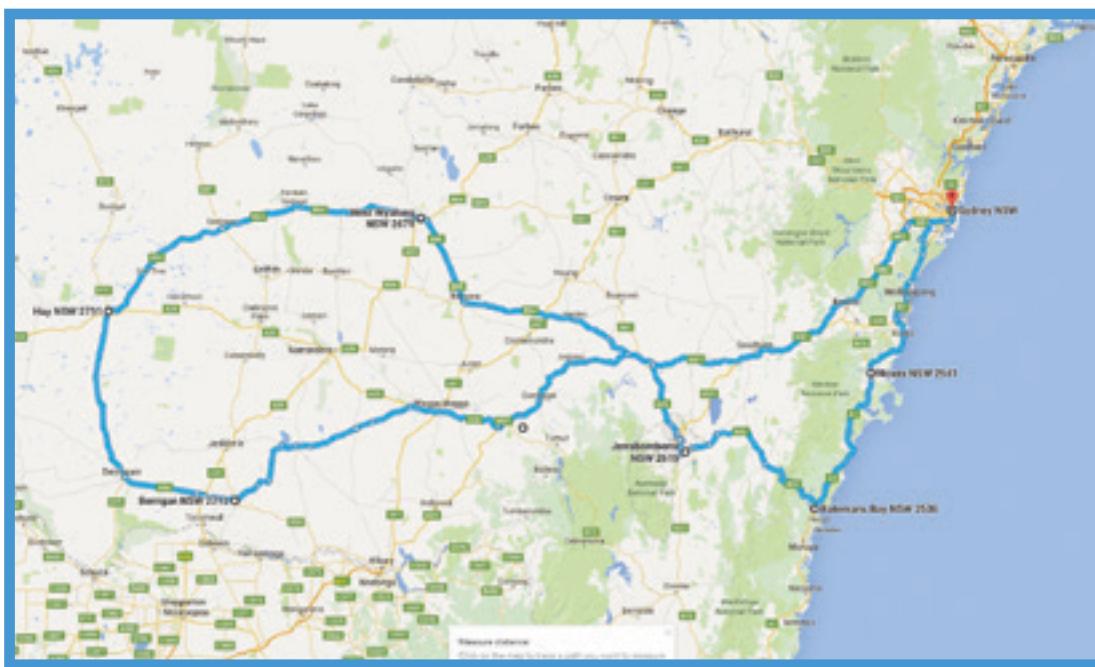
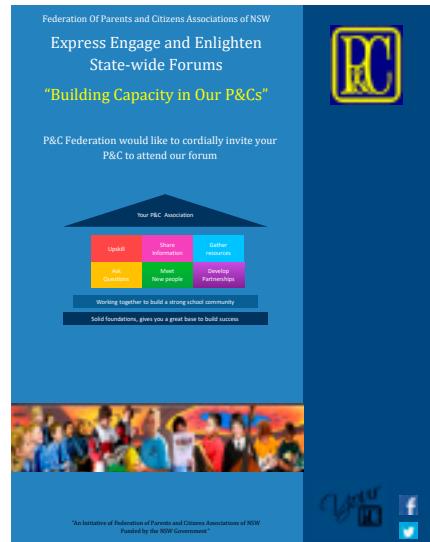
## Thurs 4 Aug

Where: **Batemans Bay Public School**, Mundarra Way, Surfside NSW 2536

Time: 10am – 2pm

Where: **Nowra Public School**, 74 Plunkett St, Nowra NSW 2541

Time: 6pm – 9pm



P&Cs are more than welcome to attend any of the forums advertised regardless of whether they are in their electorate or not as P&C Federation is aware that for some P&Cs a forum out of their electorate maybe closer and more convenient to attend.

Invitations for the upcoming Forum in your electorate are emailed to your school and P&C (so please make sure your P&C contact and email details are current with P&C Federation). Details for upcoming forums will also be on our website calendar as well as advertised via P&C Federation website [www.pandc.org.au](http://www.pandc.org.au) and facebook page [www.facebook.com/PC-Federation-740005162725315/](https://www.facebook.com/PC-Federation-740005162725315/).

To register for a forum online: <http://www.pandc.org.au/index.php/forumrego>

For Further information call, Debbie: 1300 885 982 or email [projects@pandc.org.au](mailto:projects@pandc.org.au)

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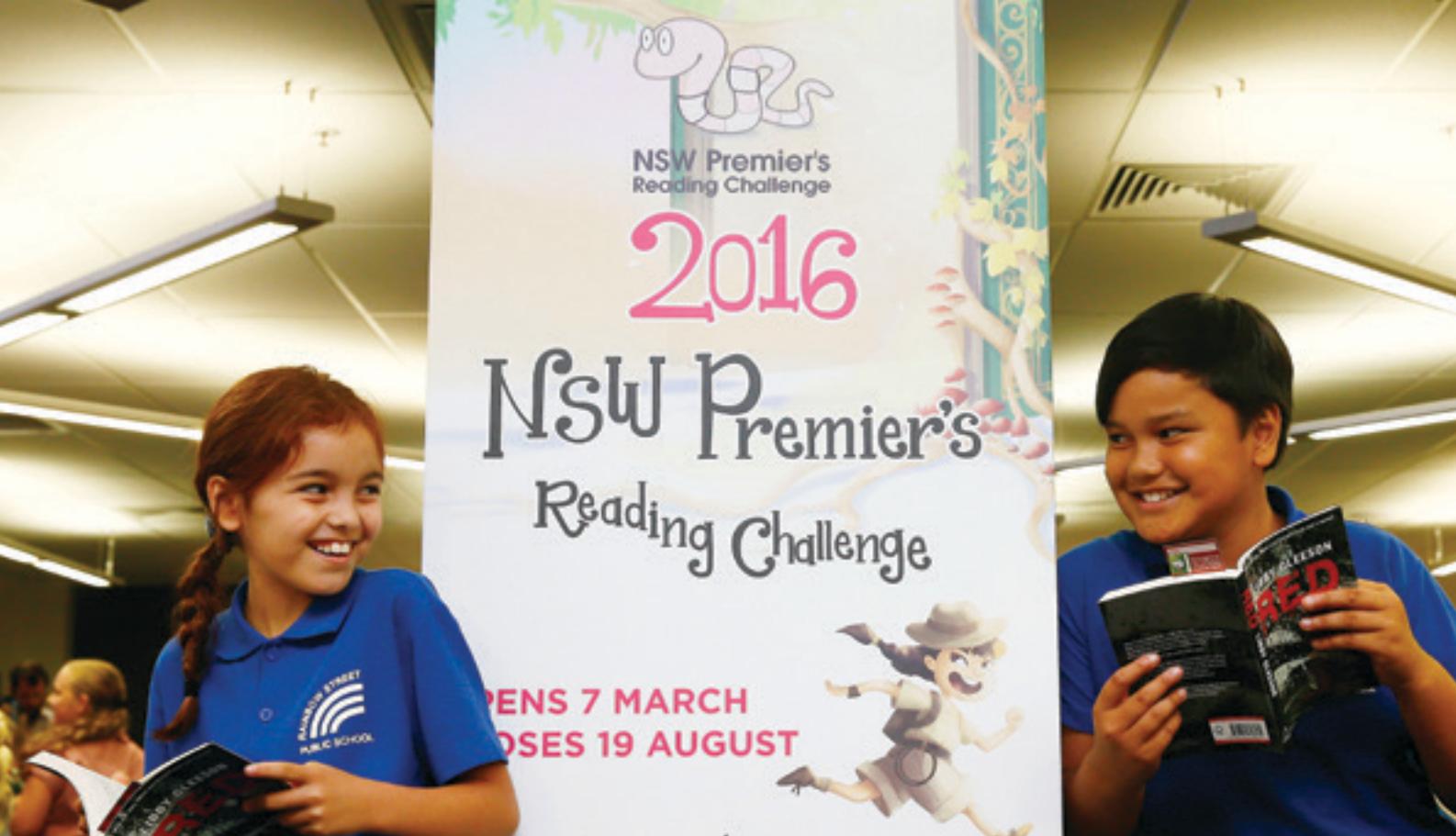
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## NSW PREMIER'S READING CHALLENGE APPROACHES ITS 15TH YEAR

The NSW Premier's Reading Challenge (PRC) was developed to foster a love of reading in children, with the aim of encouraging reading across a wide range of books suited to students' school year and age group. The PRC is all about reading for leisure and pleasure.

Books are selected by a range of reviewers working in school and public libraries across the state, as well as by the PRC team at The Arts Unit. Each book is considered on its merits, and the Challenge book list now contains over 7,000 books, so there's plenty of choice for readers.



The goal of the Challenge is to create lifelong readers by building a healthy relationship between readers and books. The PRC relies greatly on the support of parents and carers, librarians and teachers to introduce students to reading and to use the PRC recommended booklists as a great base

to start from. The Challenge simply wouldn't be such a success without everyone giving such great commitment to the love of reading.

Readers can begin at any year level and work towards their Gold (4 years' participation) or Platinum certificates (7 years). For star participants (those who complete the Challenge every year from Years 3 to 9 inclusive), a medal is awarded. In 2015, 379 incredible readers were awarded medals.

The 2016 Challenge launched in Sydney in March, with award-winning authors and illustrators Libby Gleeson, Ursula Dubosarsky and Tohby Riddle appearing live at media sponsors NewsLocal's headquarters. Students from several metropolitan schools attended the launch, and were joined by hundreds of others from across the state via video conference.

The PRC also hosted a fantastic video conference with Jacqueline Harvey (*Alice-Miranda* and the *Clementine Rose* series) in April, in conjunction with another key sponsor, Dymocks Children's Charities.

In May, much-loved author Deborah Abela (*Ghost Club*, *Max Remy Superspy*, *Grimsdon*) met at Ruse Public School with students from a number of schools in the Campbelltown area. Deborah discussed the impact of her love of reading from childhood and how it has shaped her career as an author.

The good news is that it's easier than ever to coordinate students' Reading Records from school or from home using the PRC website. Check to see if the Challenge is running at your school. If not, get in touch with us at [prc@det.nsw.edu.au](mailto:prc@det.nsw.edu.au) and we can assist you with joining in the Challenge as an independent participant.

In 2015, the Challenge boasted over 272,000 participants from Kindergarten to Year 9 across 2,256 public and non-government schools and home schools in NSW. 2016 promises to be even bigger, with record numbers of participants already underway.

The Premier's Reading Challenge will be celebrating its fifteenth anniversary in 2017. Stay tuned for a range of exciting events and opportunities for your school and your readers to get involved. There's also a new website coming for students so tell them to keep their eyes peeled at <https://online.det.nsw.edu.au/prc/home.html>.

*Key dates to remember: the Premier's Reading Challenge closes this year on 19 August for students and 29 August for coordinators.*

Images: Gaby and Myles from Rainbow Street Public School get stuck into Libby Gleeson's 'Red'. Cartoonist Warren Brown, MC at the PRC launch in March (in Harry Potter mode), with students

# DOES HEALTHY HAROLD VISIT YOUR SCHOOL?



Dear parents, citizens and friends,

In a time of so many conflicting pressures on young people and families we are here to help your school, your children and your community.

- One in 4 children is overweight or obese\*
- Alcohol contributes to the 3 major causes of teen death: injury, homicide and suicide\*\*
- Almost 3 in 10 teenagers have communicated with people online that they've never met in person.\*\*\*

**So, as a P&C, how do you make the biggest difference?** You need help from an organisation that is trusted, credible, experienced and up to date with the latest information.

Life Education's annual programs, delivered in our unique mobile classrooms, empower children to make safe and healthy lifestyle choices now and into their adult lives.

We've been working with schools for 36 years and continue to innovate. This year we'll launch brand new programs and resources to help your school deliver a dynamic, engaging drug and health education program.

**Sources:**\* 2013 National Drug Strategy Household Survey report \*\*2009 National Health and Medical Research Council - Australian Guidelines to Reduce Health Risks from Drinking Alcohol \*\*\*2015 Intel Security's Teens, Tweens and Technology Study.

## Did you know this about Life Education?

- We recently launched 5 new engaging modules: All Systems Go, Mind Your Medicine, It's Your Call, On the Case and bCyberwise. In 2017 we will release 5 brand new programs for students in Kindergarten through to Year 2.
- Apps provide topic extension for teachers and parents
- Our fleet of 42 mobile learning centres are newly refurbished and have the latest technology
- Experienced educators are specially trained and follow best practice
- Post-session handouts let parents connect at home and receive ongoing support via [www.lifeeducation.org.au/parents](http://www.lifeeducation.org.au/parents)
- Our programs can be tailored to suit your school and student needs and cater to all learning styles
- An open van policy for parents including program information sessions covering drug and wellbeing topics
- In late 2016, schools can select to include a focused illicit drug education program funded by the Australian Government ICE Taskforce

*Kellie Sloane*

**Kellie Sloane**  
CEO, Life Education NSW



## A Unique Learning Environment

Our state-of-the-art mobile classroom with interactive multimedia screens, star-studded ceiling, hands on activities, and iconic mascot Harold [for early years] provides a unique, stimulating experience which entices children to learn.

## A Vital Partnership

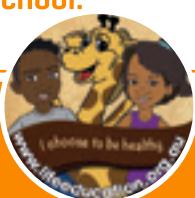
Life Education provides an always current, sequential program delivering curriculum based lessons to enhance your schools drug and health initiatives.



## What's including in the Life Education visit?

- Comprehensive pre-visit & needs assessment
- 60-90 minute face-to-face session
- Updated print and online teaching resources – print and digital provide a terms worth [15-20 hours] of lesson plans and activities per module
- Each student receives a workbook/online resource & sticker
- Detailed alignment to the Australian Curriculum and NSW PDHPE Syllabus
- Opportunities to engage with Parent, Staff and P&C meetings.
- Program [incursion] cost \$10 per child.

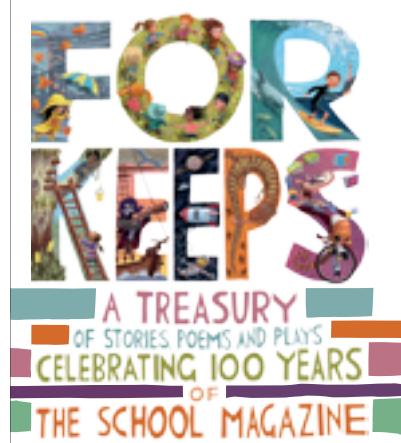
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If it feels like *The School Magazine* has been around for a lifetime, that's because it has – an impressive four generations of young readers have had the pleasure of engaging with its entertaining stories, plays, poems, puzzles and pictures.

There will be very few NSW households that haven't, during the course of the Magazine's extended history, had a copy at some stage brought home.

Since its birth in 1916, initially under the leadership of Editor Stephen Smith, the Magazine has been introducing readers in Years 3–6 to a world of words.

Its second Editor, Doris Chadwick, led the Magazine's small and passionate team for a mighty 37 years (1922–1959).

Her Assistant Editor, Noreen Shelley, took over as Editor in 1959. Noreen, who had earlier trained as an artist, is credited with increasing the presence of illustrations in the magazines. Artwork moved from black-and-white to two-colour in 1985, before shifting

to full-colour in 1999, brightening the look of the Magazine and engaging even more young people in the joy of reading.

Currently, half of all NSW primary schools subscribe to *The School Magazine*, with 80% of the 1.3 million magazines produced each year go out to NSW public schools. The remaining subscribers include non-government NSW schools as well as government and non-government educational institutions and home schools from around the country.

The four titles of *The School Magazine* are tailored specifically to primary-age groups:

*Countdown* 7–9 years

*Blast Off* 9–10 years

*Orbit* 10–11 years

*Touchdown* 11+ years.

The Magazine draws on the skills of the finest writers and illustrators in Australia and worldwide and prides itself on being one of the last publications that still accepts unsolicited manuscripts from established and aspirational writers, alike.

It has been a springboard for successful careers in publishing, including that of illustrator Noela Young (illustrator of Ruth Park's much-loved book *The Muddle Headed Wombat*). Noela started providing pictures for the Magazine straight out of art school, and continued to do so for an incredible 63 years, illustrating right up until earlier this year, when she took a well-earned retirement.

Award-winning author Pamela Freeman (*Victor's Quest*, *Blood Ties*) credits the Magazine with launching her writing career.

To celebrate a century of quality engagement with young readers, *The School Magazine* will be hosting 'A century of

words' – an student-based event to be held at Sydney's Royal Botanic Garden, with the participation of Taronga Zoo, during Education Week in August 2016.



Hundreds of students and their teachers will be participating in a series of workshops with leading authors, illustrators and educators, as well as enjoying an official commemoration ceremony.

Term 3 will also see the release of *For Keeps – a treasury of stories, poems and plays celebrating 100 years of The School Magazine*. *For Keeps* pulls together some of the best material from the past century, providing a fascinating insight into the evolution of literature for young people.

This collector's item will become a 'must-have' in both school libraries, and the homes of the Magazine's loyal readers.

Keep up-to-date with *The School Magazine* on our Facebook page: [facebook.com/The-School-Magazine-204174416321027/](https://www.facebook.com/The-School-Magazine-204174416321027/) And for more info on our Centenary or to subscribe to *The School Magazine*, visit: [theschoolmagazine.com.au/](http://theschoolmagazine.com.au/)

# Volunteer

Some school canteens are blessed with a full roster of volunteers, while others scrape by with only one or two per month. And depending on the size of your canteen, these volunteers can be the difference between making a profit and closing down entirely. So what can you do?

## Why won't they volunteer?

There are any number of reasons people won't volunteer. One of the top reasons is that they've simply never been asked to help out.

Other reasons include shyness or low self esteem, perceived lack of kitchen skills, fear of over-commitment, lack of adequate adding/subtracting skills, no available transport options and a feeling that, when they do volunteer, they aren't valued.

Don't forget; less than 10% of customers complain. And it's the same with volunteers when they slip away, so retaining volunteers is a big piece of the puzzle.

## How to attract volunteers

While a recruitment drive once a year is a fantastic idea, the reality is that attracting volunteers is a year-round process.

This sounds daunting, but it's simply a matter of making a few small changes now, gradually building on your people and marketing skills, and then ensuring volunteers stay as long as possible.



## #1 reason...

... people won't volunteer is because they don't feel valued.

## Know your target market

Spend 10 minutes thinking about your current volunteer base (if you have one!).

Are they all one type? For example, are they mostly mothers, fathers or grandparents? Are they young, middle aged, male, female, students or professionals? Once you've figured this out, it's much easier to target your efforts to a particular type and work outwards from there.

For example, imagine your current average volunteer base are male, grandparents and volunteer once a week. The majority also play tennis together once a fortnight, and it was word of mouth referrals that got them volunteering in the canteen. Straight away you could ask your current volunteers to refer a friend, to put up a poster at the tennis club and to suggest other social places where your marketing might work.

# revel

## Actively engage

Instead of waiting for your volunteers to walk up to the canteen and introduce themselves, have a few of the below strategies ready so you can widen the net:

- Ask people to volunteer. It's simple, it's effective, and even if the initial answer is no, keep trying!
- Write a few school newsletter snippets and ask them to be included in any letters home to parents. The free online design platform, Canva, has templates, images, graphics and more that can help to make your messages pop.
- Go along to your P&C/P&F committee meeting. Ask for volunteers from the group itself and ask for help in attracting new ones.
- Chat to the school assembly about volunteers and send a form home for parents to fill out, including preferred volunteer days/hours.
- Put up a sign on the school gate during drop-off and pick-up time.
- Ask to speak at parent information nights and kindy orientation days.

Some people may also be very willing to volunteer but can't help out during weekdays or don't think they'd enjoy everyday canteen tasks. Don't disregard this eager volunteer, but instead think of other ways they could potentially help out, such as:

- Recruiting other volunteers by word of mouth, during weekend sports days or whenever they come into contact with another parent/carer.
- Helping out with stocktake.
- Writing a list of ideas for weekly specials and researching healthy recipes.
- Washing aprons, tea towels, tablecloths and any other linen used in the canteen.
- Creating promotional pamphlets, posters and even seasonal menus.
- Organising and running fundraisers for the canteen and school.

**Don't forget;** most parents are professionals in their own right. There could be an accountant, painter, chef, graphic designer, marketing guru, plumber and sales person in one year level alone! All you need to do is ask them to donate their experience and time.

## How to reward and retain volunteers

There are a few things you can do straight away, including:

- Having a happy, positive attitude.
- Making the canteen a great place to be.
- Showing genuine appreciation for a job well done.
- Saying thank you at the end of each shift.
- Chatting throughout the day.
- Making each volunteer feel included.
- Encouraging suggestions.
- Showing interest on a personal level.
- Giving positive feedback.
- Inducting volunteers so they're immediately at ease.

Further down the track, you can also cater for specific volunteer likes and dislikes so each one is in a role they love. Think about offering written and verbal references for people who may want to go back into the workforce. And ultimately, reward your volunteers in any way you can – with free lunch, tea and coffee, a Christmas party, recognition in school newsletters, monthly prize draw incentives, a card on their birthday and allowing them to give feedback freely.

## Calling all volunteers...

Your volunteer sign-up form should be eye-catching as well as simple. Don't forget to pop copies in the take-home kindy orientation and enrolment packs as well as in your school's uniform shop bags. Your form should also include:

- A splash of colour, either the paper itself or the printing.
- Available shift days and times.
- A list of usual tasks.
- Whether training is provided.
- Why volunteering benefits the school.
- A few bullet points on 'what's in it for them'.
- A space to write their name and contact details.
- The contact details of the canteen.
- What they do with the completed form.
- What will happen next, e.g. Jane will be in touch soon with your volunteer welcome pack [call Healthy Kids on 02 9876 1300 for a free copy] and to organise your first shift.

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