



OLDER WOMEN'S

# Recipes for Respect Tatura

MAY 2026



**Respect for Older Women  
Living in Residential Aged Care**



People show me they respect me by giving me a hug and that's great. My family show me they respect me by visiting and making time to take me out and keep me involved. People talk to me and I feel I get listened to without people sneering.

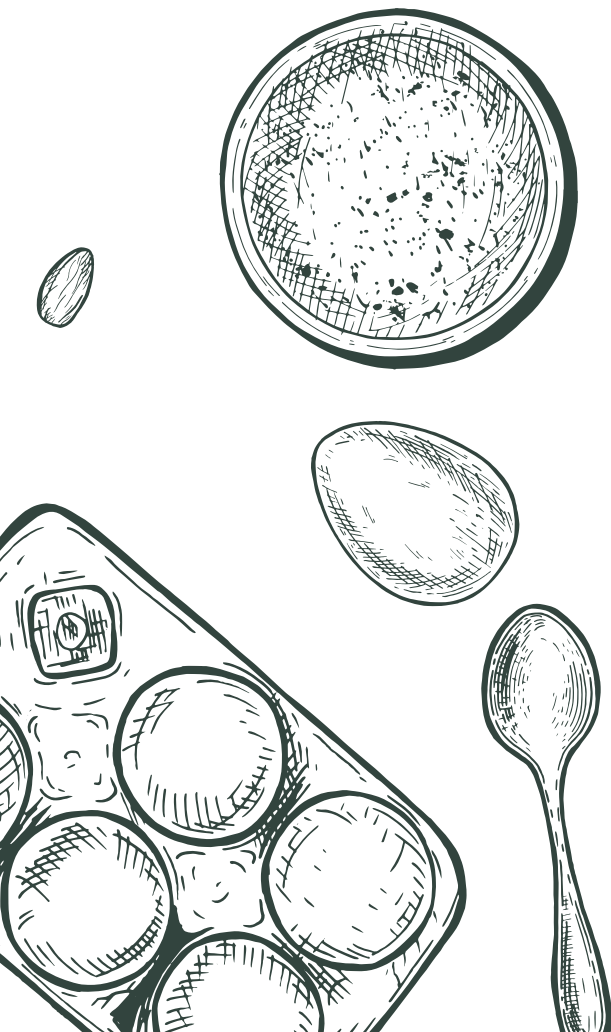
The people who live here and the staff are chums. The staff help us and we help them. We need to be there for the staff to lean on, because so many of them are new to Australia. They are from Nepal and India, France and New Zealand. We are helping them to learn English and to adjust as immigrants. Sometimes they ask us questions about life outside of here that they don't understand. We are happy to answer those questions and help them to adjust. Everyone has a story to tell and if you ask, they will tell you.

**Carol Ryan**



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## Project partners



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Special thanks also to photographer Liz Arcus for the beautiful photographs, <https://www.facebook.com/LizArcusPhotography/>

The Recipes for Respect, Tatura project is a collaboration between Elder Rights Australia, Moyola Aged Care and Celebrate Ageing Ltd. The project was facilitated for The Biscuit Tin program – an initiative of Celebrate Ageing Ltd.

### Project webpage

[celebrateageing.com/thebiscuittin](https://celebrateageing.com/thebiscuittin)

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# Foreword

## Debra Nicholl

Respect, or being valued, is a fundamental human right that may be taken away when a person demonstrates they are not worthy of respect – but – should never be taken away solely based on age and gender. Yet this is what older women experience. Too often they are devalued and disrespected because they are old and because they are women.

The devaluing of older women contributes to inequalities, including financial hardship, housing insecurity and higher rates of violence and abuse. It also corrodes the very fabric of society.

To help combat this issue we partnered with Celebrate Ageing Ltd, to pilot The Biscuit Tin project. The project helps to raise awareness and valuing of the contributions older women make,<sup>1</sup> and shares their experiences of what respect looks like when it works. The Biscuit Tin project involves workshops with older women, which lead to the development of a Recipes for Respect resource, sharing older women's contributions and their recipes for biscuits – and respect.

In 2026 we partnered with Moyola Aged Care to take The Biscuit Tin workshop to women living in residential aged care. We know respect matters to older women living in aged care and are very aware that The

Standards and Guidelines for Aged Care call for older people to be treated with dignity and respect. We also know that being valued by families is important for older women in residential aged care.

Moyola Aged Care are committed to promoting equality for all older people accessing their services – and were happy to participate in The Biscuit Tin project. The stories in this resource bear testament to the importance of feeling respected by aged care service providers and reciprocity – the older women talked about valuing staff and being valued by staff.

Older women also shared stories of the importance of being valued by their families, often shown through family visits.

Being valued and respected is not a 'nice to have' – it is critical to our health, wellbeing and equality. Our work at Elder Rights Australia, the state based independent aged care advocacy service for older people, clearly tells us that older women are not equal, and that the inequalities are growing. This mutuality matters.

As the CEO of Elder Rights Australia, I know we need a toolkit of a thousand resources to make the culture shifts required to promote equality and respect for older women. The Biscuit Tin is one powerful resource in that kit, and we were proud to be part of it.



**Debra Nicholl.**  
CEO, Elder Rights Australia

<sup>1</sup> <https://www.celebrateageing.com/biscuittin.html>



# Foreword

## Jacqueline Griffiths

Older women are an important part of the backbone of rural communities, contributing thousands of hours of volunteer work over many decades to fill the gaps created by a lack of money or other resources. Older women helped build our town and are part of the essence of what makes a community great.

The contributions of older women to building community are apparent in the stories shared in this resource – and while many of older women are physically unable to continue their voluntary work, they continue to mentor, problem solve, connect and nurture their own families – and others.

One particularly heart-warming example of the contributions older women make to building community is shared in Carol's story about Chums. Carol describes how she and others living in our aged care home support our diverse workforce, who she refers to as "chums".

Carol and other older women who participated in the workshop, recognise that some of our workers are adjusting to life

as a migrant and, as Carol articulated "we need to be there for them to lean on". Carol describes the importance of listening to staff – and how in return, she feels staff listen to her. This mutual exchange of listening and respect is important to us all.

Moyola Aged Care is a 43-bed residential aged care home in Tatura, a dairy farming town of 4,900+ people, 167 kms northwest of Melbourne

We embraced the opportunity to participate in The Biscuit Tin pilot in residential aged care because it provided a new opportunity to explore what respect means to the older women who live in our home. The workshop was well received by the older women who participated and has generated useful conversations about reciprocity of respect. We also hope this Older Women's Recipes for Respect, Tatura resource will build on those conversations to include families, community members and the aged care sector more broadly.

The Biscuit Tin project provided us with an opportunity to recognise the contributions of the older women in our home. They are an important part of the community in our home and the broader community and they deserve to be valued and respected.

*Jacqueline Griffiths*

**Jacqueline Griffiths**  
**Care Services Manager**  
**Moyola Aged Care**

# Introduction



The Biscuit Tin project was established by Celebrate Ageing Ltd in 2024, to promote respect and equality for older women – because older women are not equal. For example, older women are the lowest income earning family group<sup>1</sup> and are more likely to experience housing insecurity,<sup>2</sup> ageism<sup>3,4</sup> violence and abuse.<sup>5,6,7</sup>

The Biscuit Tin project responds to these inequalities by raising awareness of the inequalities, promoting awareness of the contributions of older women and by promoting respect for older women.

This report describes the pilot expansion of The Biscuit Tin project to include older women in residential aged care. This reflects the need to learn from older women in these settings – and the need to promote respect for older women in aged care.

## Project outline

A Biscuit Tin project was facilitated in Moyola Aged Care, Tatura in 2026. Six women, most in their nineties, attended the project workshop to discuss the contributions of older women in rural communities like Tatura, to share their recipes for respect and to have their photographs taken with a biscuit tin, by a professional photographer.

All the participants were provided with an information sheet and signed a consent form before participating. The activities coordinator assisted in documenting older women's contributions and their recipes for biscuits and respect. The stories were then provided to the women for verification and editing.

The older women's stories form the basis of this report, and several launch events are planned to encourage conversations about respect. An evaluation of the project will take place after the launch events.

The following section summarises the insights on the contributions of older women and their recipes for respect.

1 [https://melbourneinstitute.unimelb.edu.au/\\_\\_data/assets/pdf\\_file/0010/2437426/HILDA-SR-med-res.pdf](https://melbourneinstitute.unimelb.edu.au/__data/assets/pdf_file/0010/2437426/HILDA-SR-med-res.pdf)  
2 <https://humanrights.gov.au/our-work/age-discrimination/publications/older-womens-risk-homelessness-background-paper-2019>  
3 <https://theconversation.com/from-cauldrons-to-cardigans-the-lurking-prejudices-behind-the-name-granny-238200>  
4 <https://www.emboldenfestival.com/uploads/1/5/3/9/15399992/genderlenselements.pdf>  
5 <https://www.abs.gov.au/statistics/people/crime-and-justice/recorded-crime-victims/latest-release#data-downloads>  
6 <https://iris.who.int/bitstream/handle/10665/376338/9789240090996-eng.pdf?sequence=1>  
7 <https://www.emboldenfestival.com/uploads/1/5/3/9/15399992/lifestages.pdf>

## Contributions of older women

Older women make valuable contributions as leaders, CEOs, academics, mothers, grandmothers, aunts, neighbours, colleagues and friends. Most volunteers are older women,<sup>8</sup> and older women make up the largest group of unpaid carers.<sup>9</sup> Workshop participants discussed their contributions, which are paraphrased below:

- I worked on pulling together a local paper. We had none so we had to make our own. It is called The Bulletin. It is so important we had it because it keeps the community connected
- Being involved in the things I was involved in meant I felt needed
- Country towns need volunteers and if you are talking about volunteers you are talking about women like us
- There is a saying, if you want something done, ask a busy woman. Those of us who had kids always found time for everything else that had to be done
- It's different in rural communities. You pitch in. It's just what you do
- We have an annual dairy week event and I used to volunteer. I can't volunteer any more, but every year I ask if they need me and they tell me they don't. Even though I am not volunteering with them - I don't stop thinking about them
- Volunteering is the essence of community. Even though my body can't do the physical work anymore – I still volunteer what I can
- People know where to come and ask me if they have a problem
- I was on the women's committee for the fire brigade for over 50 years. It's a family thing – a lot of my family were involved in the fire brigade
- In country towns we don't always have the money or resources we need, so we have to volunteer. You find out what people are good at
- We help with our children and grandchildren and our neighbours' children
- Some of us are surrogate grandmothers
- I tell people I am here to help but I feel like I don't get called on often enough
- I mentor my neighbours
- This is my town and I worked for it. We all worked for our towns. We helped to build these towns. We helped to build the bowling greens and the buildings of historic significance. We did what had to be done. We raised money and set up local services. Anything that needed to be done – we rolled up our sleeves and got it done.

The contributions of older women continue while they are in a residential aged care home, with many of the women describing support and mentoring roles for family and friends. Carol's story (see page 12) also describes the mentoring of migrant aged care workers by several of the older women living in the home.

<sup>8</sup> <https://www.volunteeringaustralia.org/wp-content/uploads/Volunteering-in-Australia-Research-Early-Insights-from-the-Volunteer-Perspective.pdf>

<sup>9</sup> <https://www.carersaustralia.com.au/carers-need-more-mental-health-and-wellbeing-supports-this-national-carers-week-and-beyond/>

## Recipes for respect

Conversations about how older women experience respect in ways they value, covered their interactions with family and aged care workers, as paraphrased below.

### Respect in families and friendships

The women all described feeling respected by family and friends who visited. Those who made time to visit older women, and particularly to engage them in community updates and activities, were particularly valued.

### Respect in the aged care service

The older women shared stories about feeling valued by aged care workers and management in the aged care service, through the following actions:

- Being listened to
- Being talked to without being sneered at
- Sharing a laugh with staff
- Sharing a story with staff
- Discussing things with staff
- Asking for help and knowing that I will be heard
- Mutual respect – understanding that everyone has a story to share
- Respecting our dignity by not barging in to our room
- New staff introduce themselves
- They ask me what I need
- Respect is knowing who I am and what my name is; and spelling it correctly
- Kindness
- Offering to help me
- Staff asking me for help when they need it
- Knowing someone is right behind me when I take a step
- Helping staff know what they need to do, especially the new staff who are learning what you need
- Being involved in my care.

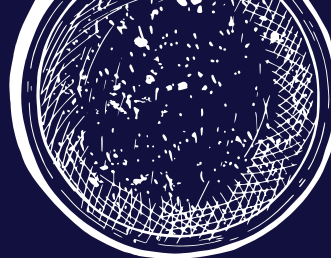
The reciprocity in older women's stories about feeling respected in the service was a powerful theme. Several older women felt it was important to demonstrate respect for aged care workers – particularly migrant workers, who were valuing of the older women, but not always sure of their work. This exchange of respect is important in the context of a culturally diverse aged care workforce.

## About this resource

This resource has been developed to raise awareness of the inequalities for older women and the importance of respect, particularly for older women living in residential aged care.

The following section shares the portraits of older women with their biscuit tins, a summary of some of their contributions and their recipes for biscuits and respect. We hope the resource will be picked up by families, friends and service providers – to promote reflection on the valuing of older women and how valuing can be enhanced.

We also hope the resource will be read by aged care service providers, to promote reflection on the importance of respect for the older women in their care.



# Jan Lindsay

Mum was a good cook and a homebody. We always had visitors on a Sunday and there were things for them to eat. When Mum wasn't cooking, she was preserving or making hampers. There was always plenty to eat. Mum made biscuits that were vanilla and had cream in the middle, with a fork mark on the top. They were my favourite.

## My recipe for respect

The staff here are always right there behind us if we take a wrong step. That's how they show us respect.

## Volunteering Everything Titanic Collector

JAN

“Having people calling and visiting is another way I am shown respect.”



# Custard Creams



## Ingredients

1 cup plain flour  
 1 pinch of salt  
 1/3 cup custard powder  
 1/3 cup icing sugar  
 3/4 tspn baking powder  
 125 g firm butter, cut into cubes  
 1/2 cup caster sugar.

## Method

Preheat the oven to 180 degrees

Line two oven trays with baking paper

Put the flour, salt, custard powder, icing sugar and baking powder into the bowl of a food processor fitted with a metal blade

Process for a few seconds to combine dry ingredients

Add the butter and process until the mixture begins to form a ball around the blade

Have a shallow plate ready containing the caster sugar

Roll mixture into balls about 2 cm in diameter and coat all over with the caster sugar

Place on prepared trays and gently flatten with the back of a fork

Bake for 12 minutes, or until golden and crisp

Cool biscuits on trays then store in an airtight container

If desired sandwich biscuits with a vanilla buttercream icing.

## Source

[https://www.abc.net.au/news/2010-10-15/custard-cream-biscuits/8910686?utm\\_campaign=abc\\_news\\_web&utm\\_content=link&utm\\_medium=content\\_shared&utm\\_source=abc\\_news\\_web](https://www.abc.net.au/news/2010-10-15/custard-cream-biscuits/8910686?utm_campaign=abc_news_web&utm_content=link&utm_medium=content_shared&utm_source=abc_news_web)

# Carol Ryan

We had a fruit shop and mum was there all the time. My kids said I was a shocking cook. My friend used to make vanilla slice, which I loved. It was a ripper. It had a base and then lovely custard and white icing. Gosh they were good! My kids make biscuits and cakes for parties.

## My recipe for respect

People show me they respect me by giving me a hug and that's great. People talk to me and I feel I get listened to without people sneering. The people who live here and the staff are chums. The staff help us and we help them. We need to be there for the staff to lean on, because so many of them are new to Australia. They are from Nepal and India, France and New Zealand. We are helping them to learn English and to adjust as immigrants. Sometimes they ask us questions about life outside of here that they don't understand. We are happy to answer those questions and help them to adjust. Everyone has a story to tell and if you ask, they will tell you. I share a laugh with the staff, and I communicate with some more than others.

My family show me they respect me by visiting and making time to take me out and keep me involved.

“Everyone has a story to tell and if you ask, they will tell you.”

**Mother  
Volunteer  
Committee Member  
Club Member**

**CAROL**



# Vanilla Slice



## Ingredients

### Slice

2 sheets frozen puff pastry  
 1 cup (220g) caster sugar  
 90g corn flour  
 1/3 cup (50g) custard powder  
 3 cups (750ml) milk  
 1 cup (250ml) pure or thickened cream  
 60g butter  
 2 tsp vanilla extract  
 4 large egg yolks.

### Icing

1½ cups (225g) pure  
 icing sugar sifted  
 2 tbsp (40ml) milk  
 ½ tsp vanilla extract.

## Method

Preheat oven to 180°C (fan forced) and defrost puff pastry sheets. Line two baking trays with baking paper and lay the pastry sheets on top. Place another baking tray on top of your pastry sheet to prevent pastry rising too much during baking. Bake in oven for approximately 20 minutes, or until the pastry is golden. Remove from oven and allow to cool completely.

Line a 23cm square tin with aluminium foil, extending it over the sides so you can use it as handles to remove the slice when cool. Place one sheet of pastry in base of tin, top side down.

Combine sugar, corn flour and custard powder in a saucepan. Gradually add half the milk and whisk until smooth. Add the rest of the milk, and cream and stir over medium heat until mixture starts to boil and thicken. Allow to boil, stirring constantly for 1 minute. Reduce heat to low, add butter and vanilla extract and whisk until butter is melted. When the mixture is smooth, remove pan from heat, then whisk in egg yolks until combined.

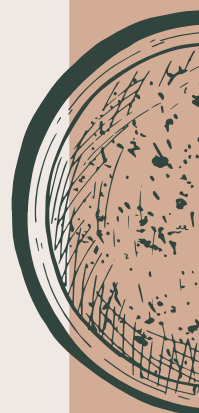
Spread vanilla custard over pastry inside the tin, then place the second pastry sheet on top and allow to cool. Refrigerate for 6 hours or overnight.

### For the icing

Combine icing sugar, vanilla extract and milk, mixing until smooth the spread over the top of pastry. Cut Vanilla Slice into 16 portions and serve.

### Source

<https://queen.com.au/recipes/classic-queen-vanilla-slice/>



# Pat Normington

My favourite biscuit is an ANZAC biscuit. I made them fairly often. My mother was one of eight children and her mother used to make them when she was little, they didn't last long. I have three children and I used to make ANZACS for them.

## My recipe for respect

Everyone is so nice to me here. The staff will say to me, I'm here if you need anything. They like us. I can tell they like us because they are nice to us.

**Grandmother  
Mother  
Volunteer  
Meals on Wheels**

**PAT**

**“Respect is also  
my family ring  
regularly and  
visit.”**



# ANZAC Biscuits

## Ingredients

- ½ cup flour
- ⅓ cup sugar
- ⅔ cup finely desiccated coconut
- ¾ cup rolled oats
- 50g butter
- 1 tbsp golden syrup
- ½ tsp baking soda
- 2 tbsp boiling water



## Method

Preheat the oven to 180°C

Line a baking tray with baking paper

Mix together flour, sugar, coconut and rolled oats

Melt butter and golden syrup

Dissolve baking soda in the boiling water and add to butter and golden syrup

Stir butter mixture into the dry ingredients

Place level tablespoonfuls of mixture onto cold greased trays and flatten with a fork

These don't spread as they bake so you can place them close together

Bake for about 15 minutes or until golden

Leave on the tray for 5 minutes then place on a wire rack to cool

### Source

<https://edmondscooking.co.nz/recipes/biscuits/anzac-biscuits>



# Marie Wright

We were a country family. We were on a wheat and sheep farm. Life was good. We reared chickens. I usually make Yo Yos for my nieces and nephews for Christmas, and for the Church, and the fire brigade. I wrap them in cellophane bags and tie them with a ribbon. When I give them to my nieces and nephews, they are rapt.

## My recipe for respect

The staff here offer me help when I need it and treat me with respect by checking in on me. They are not slow on telling me what they think. I ask for help when I need it and they give it to me. My family show respect by visiting me.

Mother to my sons  
CWA Volunteer  
Ladies Fire Brigade  
Secretary  
Scouts Volunteer

MARIE

“I ask for help when I need it and they give it to me.”



# Yo-Yos

## Ingredients

200 gram butter, softened  
 ½ cup caster sugar  
 1 teaspoon vanilla essence  
 1½ cup plain flour  
 ½ cup cornflour  
 150 gram butter, softened  
 2 cups icing sugar,



## Method

Preheat the oven to 180°C and line two trays with baking paper

Beat butter and sugar with an electric beater until pale and fluffy.  
 Add vanilla

Turn mixer speed to low, combine flours and add to mixture,  
 mixing until you have a soft ball of dough

Roll dough into 24 walnut-sized balls and place on trays, leaving  
 room for them to expand slightly

Gently flatten each ball with a fork

Bake for 15-20 minutes until golden

Leave to cool before sandwiching with butter cream

For the butter cream, beat 65 grams butter at room temperature  
 with 1 cup icing sugar for 2-3 minutes until pale and fluffy (add  
 1½ tablespoon passionfruit if desired)

Chill until required.

### Source

<https://www.womensweeklyfood.com.au/recipe/baking/passionfruit-yoyos-21770/>

# Gloria Polkinghorne

“Respect makes me feel good.”

My mother was always working, and I was an only child. In later life she used to do a lot of cooking. I used to make a lot of cakes, the one I am most well known for is my boiled Christmas cake. I put pineapple in it. It has a lovely smell that doesn't go away.

## My recipe for respect

Country women do a lot for the community, and we don't ask for payment. We do the best we can. When the young people in town call me Mrs Polkinghorne, that's showing me respect.

The staff here show me respect. When we need help its there. I only have to push the call bell and help is there.

Volunteering  
Helping people  
in community

GLORIA



# Boiled Christmas Cake with pineapple

## Ingredients

4oz butter  
1 cup plain flour  
1 cup self-raising flour  
2 eggs  
1 cup sugar  
15oz can of crushed pineapple  
1lb. mixed fruit  
1 teaspoon bicarb, soda  
1 teaspoon mixed spice



## Method

Place sugar, can of pineapple, chopped mixed fruit, bicarb soda, spice, and butter in saucepan

Bring to boil and then boil for three minutes

Remove from the heat and cool completely

Sift flours together, mix into cold fruit mixture with well beaten eggs

Place mixture in greased and lined 8 inch cake tin

Bake in a moderate oven for approximately 1.5 hours

Reduce oven temperature to moderately slow and bake further 20 to 30 minutes or until a skewer, inserted, comes out clean

## Source

<https://trove.nla.gov.au/newspaper/article/46075935/4897354#>

# Margaret Donaldson

I used to make bran biscuits. They were not very sweet. My husband loved them. He used to put butter on them.

## My recipe for respect

My family come in every day or two and they are wonderful. My family come and visit often.

The staff show their respect by doing everything we ask them to do. They do lots of little things for us and they would never get cross with us. Being involved in my care, along with my son and daughters, is also an example of how I am shown respect.

**Grandmother  
Mother  
Volunteer  
Red Cross  
60 years with CWA  
MARGARET**



# Bran Biscuits



## Ingredients

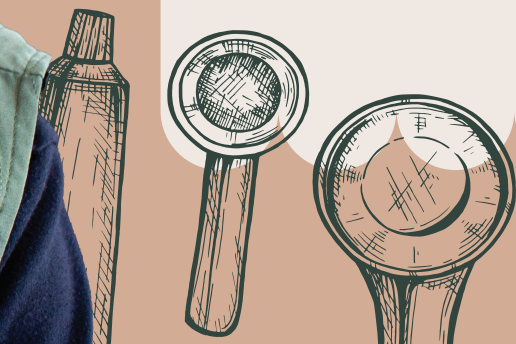
- 100 gm butter
- 1/3 cup sugar
- 1/4 cup milk
- 1¼ cup flour
- 1 cup oat or wheat bran
- 3 tsp baking powder

## Method

- Preheat oven to 180 degrees
- Grease or line a couple of baking trays
- Cream softened butter and sugar together
- Add the milk and mix well
- Combine the flour, bran and baking powder in a separate bowl and then add to creamed mixture to form dough
- Take some of the dough and roll on a floured surface to about 3mm thick
- Either cut into rectangles (Nana's way) or use a circular cookie cutter to cut biscuits and lay on trays
- Take the off cuts, add some more dough from the bowl and repeat
- The dough does not mind being reworked
- Bake for approximately 20 mins
- Cool and then store in an airtight container

## Source

<https://bunch.woolworths.com.au/s/recipe/a0K0I00000MPGYTUA5/nanas-bran-biscuits?>



# Useful information

## Elder Rights Australia

Elder Rights Australia (ERA) is the Victorian founding member of the Older Persons Advocacy Network, a peak body for the national network of independent aged care advocacy organisations located in each state and territory that deliver the independent advocacy program.

ERA has been delivering the National Aged Care Advocacy Program in Victoria for over 35 years, promoting and supporting the aged care rights of all older Victorians through our independent, professional advocacy and education services.

ERA works for older people, representing their interests by ensuring that their voice is heard in relation to matters that concern them. This service is free, confidential and independent.

As well as our professional advocacy service, we also deliver the Aged Care Volunteer Visitors Scheme.

Our 600 plus team of volunteers visit with older people who are feeling isolated and lonely to provide community connection and friendship.

If you have any questions or concerns relating to aged care access or services, please contact us on 1800 700 600.

If you are considering becoming a volunteer friend, please contact us on 1800 022 887.

### More information

Phone: 1800 700 600 or (03) 9602 3066

Email: [era@era.asn.au](mailto:era@era.asn.au)

Web: <https://elderrights.org.au/>



Elder Rights Australia Ltd delivers the Australian Government funded National Aged Care Advocacy Program (NACAP) and The Aged Care Volunteer Visitors Scheme (ACVVS)

## The Biscuit Tin project

The Biscuit Tin project was established in 2024, to promote respect and equality for older women. The project captures photographs of older women with a biscuit tin, which is an iconic symbol of the nurturing roles older women play in their families and communities. These roles are often devalued. In consultation to develop the project, older women told us they wanted their roles as nurturers and care givers to be valued alongside all their other achievements.



The project focuses on older women's contributions, to promote reflection on the importance of valuing older women. In project workshops, older women are invited to share stories about what respect means to them, and how they experience respect.

These stories of older women's contributions are shared with their recipes for respect and for biscuits. The resource produced draws community members and service providers into conversations about respect for older women.

In 2026, Celebrate Ageing Ltd expanded the Biscuit Tin project, with the support of Elder Rights Australia, to include older women in residential aged care. This broadening has opened important conversations about how respect for older women is shown in aged care. The project activities include:

**Documenting older women's stories** about their contributions, biscuit recipes and the positive ways they experience respect

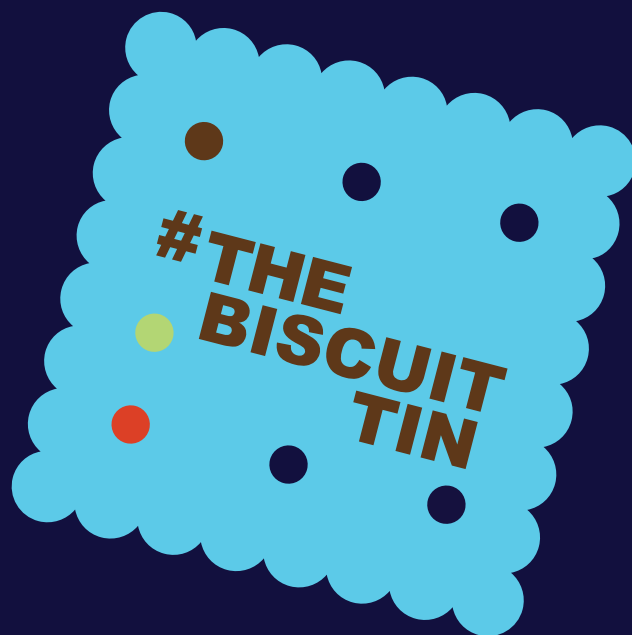
**Facilitating a workshop for older women** to explore ageism and other inequalities, older women's contributions and strengths and participants experiences of respect. A professional photographer attends the workshops to photograph older women with their biscuit tins. In residential aged care, some family members have attended and this adds a wonderful intergenerational element to the workshops

**Documenting a Recipes for Respect resource** or collection of older women's portraits with a biscuit tin and their stories about achievements, contributions and respect

**Hosting a community launch** for participants, their families and the local community to promote recognition of inequalities for older women and the importance of respect.

Celebrate Ageing Ltd have developed a Facilitator's Kit for organisations and services interested in hosting a Biscuit Tin project. A small licensing fee enables the Charity to continue offering low-cost resources.

For more information email Education Coordinator Rochelle Beatty on [admin@celebrateageing.org](mailto:admin@celebrateageing.org) or check out the webpage at: <https://www.celebrateageing.com/thebiscuittin.html>



The Biscuit Tin project is an initiative of Celebrate Ageing Ltd

For more information go to  
<https://www.celebrateageing.com/thebiscuittin.html>