



SNAICC
National Voice for our Children



SNAICC ANNUAL REPORT 2016-17

SNAICC - NATIONAL VOICE FOR OUR CHILDREN

ACKNOWLEDGEMENTS

SNAICC – National Voice for our Children acknowledges the traditional owners and custodians of the lands and waters now recognised as Australia, and pays its respects to the ancestors and Elders of all Aboriginal and Torres Strait Islander peoples, their warriors, past and present.

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ABOUT SNAICC

SNAICC – National Voice for our Children is the Australian peak body for Aboriginal and Torres Strait Islander children.

SNAICC works for the fulfilment of the rights of our children, in particular to ensure their safety, development and wellbeing:

- providing support for Aboriginal and Torres Strait Islander organisations, including resources, publications and training
- conducting research, writing policy papers and providing advice to government on issues relating to Aboriginal and Torres Strait Islander children and families
- acting as a collective voice for SNAICC member organisations, lobbying for change and equality
- fostering partnerships and undertaking joint projects with other NGOs, including mainstream agencies, to improve their service delivery to Aboriginal and Torres Strait Islander children
- participating on various committees to advocate on behalf of our children, families and member organisations
- organising major events, including National Aboriginal and Torres Strait Islander Children's Day and the biennial SNAICC conference.





OUR VISION

An Australian society in which the rights of Aboriginal and Torres Strait Islander children, young people and families are protected, our communities are empowered to determine their own futures, and our cultural identity is valued.

OUR MISSION

SNAICC is the national non-governmental peak body for Aboriginal and Torres Strait Islander children. We work for the fulfilment of the rights of our children, in particular to ensure their safety, development and well-being.

OUR GOAL

Strong, healthy, self-determining Aboriginal and Torres Strait Islander children, connected to family and culture.





CHAIRPERSON'S MESSAGE

Our children are our priority. Their best interests, rights, wellbeing, positive development and safety are always uppermost in what we do.

As Australia's peak body for Aboriginal and Torres Strait Islander children, SNAICC seeks a better present and a better future for them through our advocacy, community engagement, research and policy development, and sector development through training packages and resources. We have a large nation, an enormous task, and a limited number of staff, but we always manage to punch above our weight.

We've had some challenges this year. This includes the loss of our very first Aboriginal CEO, Gerry Moore, in early June, who did tremendous work opening doors for SNAICC, including getting us a meeting with the Prime Minister. Our hard-working staff have maintained their resolve while we search for Gerry's replacement. Deputy CEO, Emma Sydenham, has decided not to return to SNAICC from maternity leave. We are forever in her debt for the brilliant work she has done to professionalise our advocacy work and take it to the next level; thanks to her, we are now well known in Canberra amongst Ministers, party leaders, senior department heads, Senate cross-benchers and other Aboriginal and Torres Strait Islander peaks. We've restructured staffing to ensure a tighter alignment of management and our core functions.

But, more importantly, we've had some significant success – often partial, given our high aspirations for our children, but successes never the less.

Our advocacy concerning the Federal Government's *Jobs for Families Child Care Package* led to a securing of funding for many of our early years services, with \$61 million of the new Community Child Care Fund being guaranteed for those services for the near future. However, we still do not have a dedicated Aboriginal and Torres Strait Islander early years sector that covers all our services, particularly the Aboriginal Child and Family Centres, and the need to close the 15,000 placement gap remains.

Our Family Matters campaign has gone up another notch, with our first Week of Action in May this year. The Week of Action saw many excellent events take place across the nation and the utilisation of state/territory-based community resources. The fight to address the over-representation of our children in out-of-home care remains, but we are beginning to build up the community and sector support needed to turn the heads of governments and influence the next iteration of the Council of Australian Governments' (COAG) Closing the Gap refresh, due in June 2018.



Our role as secretariat for the Aboriginal and Torres Strait Islander Working Group of the National Forum for the National Framework for Protecting Australia's Children has led to a greater acknowledgement by all jurisdictional government departments of the need for closer adherence to the full intent of the Aboriginal and Torres Strait Islander Child Placement Principle so that it can transform from a mere tick-the-box exercise for child protection to a policy implementation standard across the child and family welfare continuum. The excellent work of our Manager for Social Policy and Research John Burton and his team needs to be applauded, with the production of the *Aboriginal and Torres Strait Islander Child Placement Principle Best Practice* policy paper and ongoing policy work in this area.

Our participation in the Redfern Statement Alliance has been marked by two significant events. Firstly, the Redfern Statement Parliamentary Event on 14 February, where the *Redfern Statement* was handed over to the Prime Minister, the Opposition Leader and the Leader of the Greens, and they heard the voices of our community and our leaders very clearly say, so very clearly, "We have the solutions." Secondly, the Redfern Statement Alliance Workshop on Child Development, Safety and Wellbeing on 8 June which we ran with the support of the National Congress of Australia's First Peoples, with Aboriginal and Torres Strait Islander leaders and sector experts and senior public servants. The workshop communiqué, developed and agreed to by the workshop participants, highlighted the need for a COAG-level Aboriginal and Torres Strait Islander children's strategy with generational targets to address the over-representation of our children in out-of-home care and under-representation in early years services.





Through our leadership of the Family Matters campaign and our campaign for a dedicated Aboriginal and Torres Strait Islander early years service support, and through our participation in the Redfern Statement Alliance and as secretariat for the Aboriginal and Torres Strait Islander Working Group of the National Forum for the National Framework for Protecting Australia's Children, SNAICC continues to push for Aboriginal and Torres Strait Islander-led and co-designed national policy for Aboriginal and Torres Strait Islander children.

We have used every opportunity to make our voices heard and will continue to do so, with the hope that the Closing the Gap refresh, set to be undertaken in the 2017/18 financial year, will create the opportunity for us to build on the strengths of our children and families and the community-controlled sector to ensure our aspirations for our children are fulfilled.

Sharron Williams
Chairperson

**...THEY HEARD
THE VOICES OF
OUR COMMUNITY
AND OUR
LEADERS VERY
CLEARLY SAY,
SO VERY CLEARLY,
"WE HAVE THE
SOLUTIONS."**





CEO'S REPORT

It gives me great pleasure to introduce this year's annual report. My interim role for 2017 as Acting Deputy CEO has been quite an adventure – challenging and exhausting at times but mostly exhilarating.

While it is sad for us to note that Gerry Moore has left the CEO position, his leadership until early June this year has provided SNAICC with an excellent platform for engagement with Ministers, political and Aboriginal and Torres Strait Islander leaders, sector stakeholders, members and philanthropic supporters. Working with Gerry for five months certainly provided me with insight into both the demands of leadership and the great fortitude and resilience of Aboriginal and Torres Strait Islander leaders.

The SNAICC Board and Council have provided great guidance and support for our work in advocacy, policy and sector development, always ready to share their expertise and provide leadership as we seek a better present and future for Aboriginal and Torres Strait Islander children and families. The Board in particular has provided support in Gerry's absence by accompanying myself and senior staff for meetings with Aboriginal and Torres Strait Islander and political leaders and senior department heads.

As you will see in this report our staff do amazing work. We will report on it in depth in next year's annual report but the 2017 SNAICC Conference is an event that I will always treasure. The keynote, plenary and concurrent session speakers demonstrated the depth of intellect, experience and leadership in the Aboriginal and Torres Strait Islander children and families sector. If they were running the service systems for Aboriginal and Torres Strait Islander children there would be no

gaps to close, only aspirations for Aboriginal and Torres Strait Islander children to achieve. Staff, our Conference Consultants, Board and Council members worked hard behind the scenes to make the 2017 SNAICC Conference the great success that it was.

Our work in research and social policy development – a mighty team of three – is the envy of the sector. Our sector development work in delivering a variety of training packages and resources reaches all corners of the continent, working with community members and the sector to assist in delivering better outcomes for children and families. Our small communications team maintains our media presence and keeps us engaged with our members and our Aboriginal and Torres Strait Islander children's sector services. This year's Children's Day is a case in point with over 500 registered events around the country, alongside significant support and engagement online.

Our advocacy work aims to represent the voices of our sector and the interests of Aboriginal and Torres Strait Islander children and their families. It involves moments of hope, which are then challenged, at times, by the obfuscation that seems inherent in government and departmental processes. But it is those glimmers of hope and the occasional signs of progress in our political and bureaucratic engagement that keep us going. We have had great support for our Family Matters campaign from our sector partners and philanthropic donors.



With the current Federal Government-led process of refreshing the COAG National Closing the Gap Framework, we remain optimistic about the future. We know Aboriginal and Torres Strait Islander children and families need to have their rights recognised and their best interests addressed, and that means respectful engagement and adequate government resourcing to Aboriginal and Torres Strait Islander community-controlled peaks and services. SNAICC will continue to seek to represent the voices of Aboriginal and Torres Strait Islander children and families and keep all governments accountable through our research, policy and sector development and advocacy.

The work that SNAICC does is always challenging but inspiring, as you will see as you read this report.



Dr Peter Lewis
Acting Deputy

SNAICC MILESTONES

1979-2017

1979

First Child Survival Seminar held in Melbourne. Delegates call for the establishment of a national peak organisation to assist and represent Aboriginal and Islander Child Care Agencies (AICCA's).

1983

Commonwealth Department of Social Security offers SNAICC recurrent funding.

1988

Inaugural National Aboriginal and Torres Strait Islander Children's Day is celebrated on 4 August.



1990

Report on Aboriginal Child Poverty created in partnership between SNAICC and The Brotherhood of St Laurence identifies poverty as a key factor in child abuse and neglect.

1991

SNAICC calls for a National Inquiry into Aboriginal and Torres Strait Islander child removals.

The first edition of *Through Young Black Eyes*, a family violence resource handbook, is published.

1997

First National Aboriginal and Torres Strait Islander Child Survival conference is held in Townsville.

National Enquiry Into the Removal of Aboriginal Children report recommends the Aboriginal Child Placement Principle be legislated in every state and territory.

1998

SNAICC represents the rights and needs of Aboriginal and Torres Strait Islander children to the UN Working Group on Indigenous Populations.

Aboriginal community-controlled early childhood services become full SNAICC members and are given voting rights.

2002

SNAICC's publishes *State of Denial* report on the neglect and abuse of Aboriginal and Torres Strait Islander children in the Northern Territory, leading to significant additional resources for the child welfare system in the NT.

2003

SNAICC convenes the *Our Future Generations: The National Indigenous Child Welfare and Development* seminar with the Commonwealth Government, the Victorian Government and the Aboriginal and Torres Strait Islander Commission.

2nd SNAICC National Conference held in Melbourne.

2005

SNAICC Resource Service funded to develop and distribute high-quality resources to support services working with Aboriginal and Torres Strait Islander children and families.

SNAICC becomes joint signatory to establish Indigenous sub-group of the UN Non-Government Organisations Group for the Convention on the Rights of the Child.



2007

3rd SNAICC National Conference held in Adelaide.

2010

SNAICC secures additional funding from the department of Health and Aging to deliver training and produce culturally appropriate resources under the *Kids Matter: Early Childhood* initiative.

SNAICC presides as convener of the Indigenous sub-group of the UN Non-Government Organisations Group for the Convention on the Rights of a Child.

SNAICC launches its 2011-2016 strategic plan.

4th SNAICC National Conference held in Alice Springs.

2011

SNAICC granted Deductible Gift Recipient (DGR) status, allowing the agency to seek philanthropic funding and donations.

2012

25th Anniversary of National Aboriginal and Torres Strait Islander Children's Day.

SNAICC presented 'Highly Commended' award at the Indigenous Governance Awards.

SNAICC attends the UN Permanent Forum on Indigenous Issues in New York.

SNAICC meets with UN Committee for the Rights of the Child in Geneva.

Opening Doors Through Partnerships report published resulting in increased training initiatives in QLD.

2013

SNAICC organises national forum on the high number of Aboriginal and Torres Strait Islander children in out-of-home care and announces initiative with key agencies in the sector to halve this number by 2018.

5th SNAICC National Conference held in Cairns.

Journey to Big School report published, shaping future SNAICC training modules.

Who's Voice Counts? report published, providing a framework for measuring participation and a model for cultural advice and support.

2014

SNAICC training unit significantly expanded.

Large-scale *Family Matters* forums held nationally.

Moving To Prevention report published, focussing on Intensive and Targeted Family Support Services.

2015

SNAICC secures continuous Indigenous Advancement Strategy (IAS) funding for an 18-month period.

SNAICC provides submission to the Senate Inquiry into Out-of-Home Care, calling for a new self-determining approach to working with Aboriginal and Torres Strait Islander children and families.

5th SNAICC National Conference held in Perth.

2016

SNAICC becomes registered under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (CATSI Act). Incorporating under the CATSI Act, SNAICC also refreshes its brand and name, re-establishing itself as SNAICC – National Voice for our Children.

Inaugural Family Matters Report published.

2017

First Family Matters Week of Action held.

7th SNAICC National Conference held in Canberra.

Redfern Statement Alliance parliamentary breakfast held.



SNAICC GOVERNANCE

SNAICC is led by a Board of Directors, elected with the purpose of providing strong cultural and corporate governance to ensure SNAICC's effectiveness, good management and future prosperity.

SNAICC BOARD MEMBERS



Sharron Williams

Chairperson

Aboriginal Family Support Services (AFSS)

Geraldine Atkinson

Deputy Chairperson

Lulla's Children and Family Centre (MACS)

Rachel Atkinson

Palm Island Community Company (PICC)

Lisa Coulson

Tasmanian Aboriginal Corporation (TAC)

Tim Ireland

Aboriginal Child Family and Community Centre (AbSec)

Natalie Lewis

Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP)

Kathleen Pinkerton

Yorganop Association Incorporated

SNAICC COUNCIL



Emma Beckett

Muloobinba Aboriginal Corporation

Joanne Della Bona

Collabaroo Neighbourhood Centre (MACS)

Dawn Ross

Central Australian Aboriginal Congress

Megan Van Den Berg

Victorian Aboriginal Child Care Agency (VACCA)

The Board is supported through strategic and policy advice from the SNAICC Council, structured to bring cross-sector state and territory experience and knowledge, and foster inter-state information exchange and engagement.



OUR WORK

OUR WORK

PRINCIPLES

Commitment to child rights principles and a child-centred approach

Self-determination for Aboriginal and Torres Strait Islander peoples

Value and respect for Aboriginal and Torres Strait Islander cultures

Innovation and flexibility

Culturally-informed, evidence-based best practice

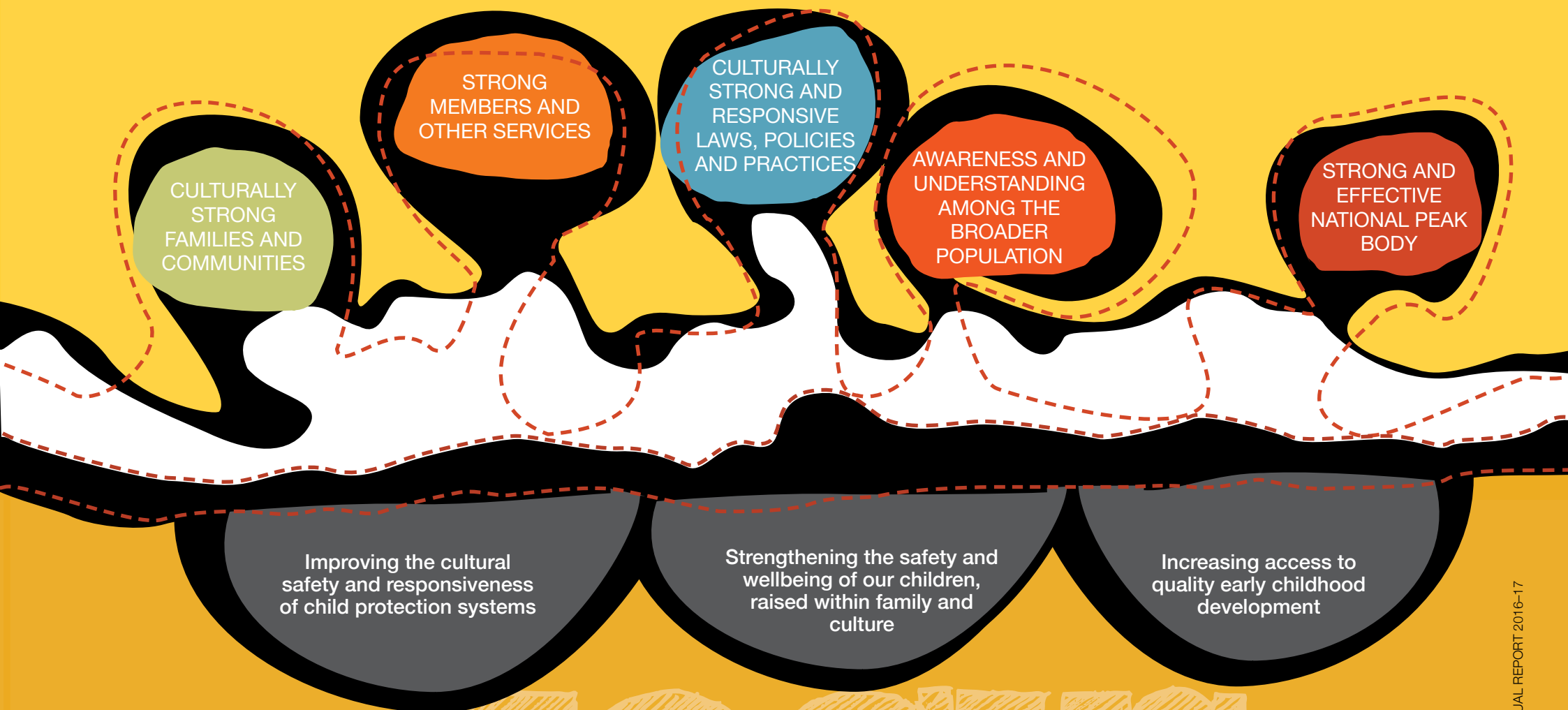
Collaboration with relationships of trust and confidence

PRINCIPLES

PILLARS

PILLARS

SNAICC adopts the following five strategic pillars (or sub-goals) to prioritise our work to achieve our goal. We believe that we can realise our goal when each of these pillars are achieved.



FOCUS

PRIORITY FOCUS AREAS



88

**FAMILIES SUPPORTED
TO PARTICIPATE IN
DECISION MAKING**

4

TRIAL SITES

ABORIGINAL AND TORRES STRAIT ISLANDER FAMILY-LED DECISION MAKING

The best outcomes in care and protection decision-making will be achieved when Aboriginal and Torres Strait Islander children, families and communities are empowered to lead the solutions to care and protection concerns for their own children. As such, SNAICC has continued its commitment to increase the participation of Aboriginal and Torres Strait Islander families in decisions about the care and protection of their own children.

SNAICC provided implementation support for the Queensland Aboriginal and Torres Strait Islander Family-led Decision Making trials through to their conclusion in June 2017.

The trials took place over approximately 18 months and were led by Aboriginal and Torres Strait Islander community-controlled agencies – working in collaboration with the Queensland Department of Communities, Child Safety and Disability Services (DCCDS) – to engage with families in Ipswich, Mt Isa, Cairns and the Torres Strait.

The trials aimed to create a new way of working together, where Aboriginal and Torres Strait Islander families are recognised as the experts in their own lives, and are empowered to lead plans that keep their children safe, well and connected to family, community and culture.

SNAICC worked collaboratively on the design and implementation of the trials with the Department of Communities, Child Safety and Disability Services, and in partnership with the Victorian Aboriginal Child Care Agency which contributed expertise developed from over 10 years of delivering Aboriginal family-led decision making services in Victoria.

When the trials began in Queensland, Recognised Entities were funded to provide independent advice to inform the decisions of the department and the Children's Court when child protection concerns were reported for an Aboriginal or Torres Strait Islander child or young person. In this trial new and additional functions were resourced, whereby the trial convenors sought to empower families to make decisions and create a family plan to keep children safe and connected to family, culture and community. This sought a shift from a consultative service to DCCSDS, to a supportive and strengths-based community-controlled service to families.

The trials highlighted the strengths of community-controlled organisations and Aboriginal and Torres Strait Islander practitioners in engaging with, supporting and empowering Aboriginal and Torres Strait Islander families. Approximately 88 families were provided with support to participate in decision making during the trials. SNAICC's final report details the challenges and successes of the trials and makes a series of recommendations to improve future implementation. SNAICC hopes to publish this report in late 2017.

Critically, the Queensland Government has recognised the promising work that took place during the trials and has committed, through its *Our Way* strategy and *Changing Tracks* action plan, to invest in Aboriginal and Torres Strait Islander community-controlled organisations to implement Aboriginal and Torres Strait Islander family-led decision making across the state.



900

OVER 900 USERS
ARE ACCESSING THE
SUPPORTING CARERS
WEBSITE EACH WEEK



SUPPORTING CARERS

Supporting Carers is a website designed to inform, support and empower carers of Aboriginal or Torres Strait Islander children.

The website has practical tips and resources to assist carers of Aboriginal and Torres Strait Islander children in out-of-home care in their day-to-day care and support roles. It is designed to be an accessible and engaging user experience, and is now even easier to navigate and includes links to direct email and social media.

The following key areas for carers are covered:

- Looking After Yourself
- Rights of the Child
- Connecting to Culture
- Caring for Kids
- Social and Emotional Wellbeing

Projected areas for further development include links with Little J & Big Cuz, cultural competence, and training options through Carers KAFE, the Growing Up in Two Worlds project, and family violence resources.

An ongoing strategic marketing campaign is being implemented to ensure relevant and timely information is collected and available. Analytics have shown that, on average, over 900 users are accessing Supporting Carers each week. The assistance of a **Google AdWords Grant** will make it easier than ever for carers in need of assistance to find the website, meaning that even more people will be able to access these important resources.

www.supportingcarers.snaicc.org.au



6

**PROGRAMS AND
SERVICES SUPPORTED**

NEW

**YOUNG WOMEN'S
FORUM ESTABLISHED
IN HALLS CREEK**

THE JOURNEY TO BIG SCHOOL

Research demonstrates the importance of a warm and positive transition process from pre-school to primary school, and the importance of applying a cultural lens to this process. This has the potential to increase school attendance and create a positive entry into education and ongoing learning for children.

SNAICC has been funded by the Department of Social Services to provide a five- year project in Halls Creek (WA) to support the transition to school for Aboriginal and Torres Strait Islander children and their families.

The Wunan Foundation has been working with our Early Years Engagement Officer in Halls Creek for nearly two years, developing a school transition program for children. The project aims to link and engage families more effectively with support services throughout the early years and primary school transition process, assisting in making the process a warm and welcoming one.

SNAICC and Wunan work with programs and services including Lilwuns Playgroup, Little Nuggets Long Day Care Centre, Kindilink, Halls Creek public and catholic schools, and the Aboriginal Language Centre to strengthen and develop school transition approaches over time.

SNAICC has provided regular Journey to Big School training programs in the area throughout the year. Visits and mentoring from SNAICC trainers help to increase the range of support options for local workers. Ongoing data collection examines impacts on services and families.

SNAICC has also provided Deadly Futures training and Through Young Black Eyes (TYBE) training in the area as part of the project, addressing some of the wider issues that children and families are faced with. Strengthening local parents, playgroup leaders and early years educators, as well as helping to develop programs which address family violence, abuse and neglect in culturally sensitive ways, will result in vastly improved outcomes for children in the area.

FAMILY VIOLENCE IS NOT PART OF ABORIGINAL CULTURE. HOWEVER, THE DISADVANTAGE, DISPOSSESSION AND ATTEMPTED DESTRUCTION OF ABORIGINAL CULTURES SINCE COLONISATION HAVE MEANT THAT FAMILY VIOLENCE HAS PROLIFERATED IN ABORIGINAL COMMUNITIES.

– Aboriginal Family Violence Prevention and Legal Service Victoria (2015) Submission to the Victorian Royal Commission into Family Violence

FAMILY VIOLENCE PREVENTION AND RESPONSE

SNAICC strives to improve outcomes for Aboriginal and Torres Strait Islander children by leading collaborative policy reform at a national, state and territory level.

The greatest direct impact of family violence is on Aboriginal and Torres Strait Islander women, which leads our children to be especially vulnerable to the direct and indirect impacts of family violence. This results in deep and lasting harm and contributes significantly to the over-representation of Aboriginal and Torres Strait Islander children in Australia's child protection systems.

“Family violence is not part of Aboriginal culture. However, the disadvantage, dispossession and attempted destruction of Aboriginal cultures since colonisation have meant that family violence has proliferated in Aboriginal communities.” – Aboriginal Family Violence Prevention and Legal Service Victoria (2015) Submission to the Victorian Royal Commission into Family Violence

We believe that the central way to effectively break the cycle of violence is through community-driven, trauma-informed approaches to family violence. These approaches must prioritise cultural healing and restore strength, dignity and self-determination for Aboriginal and Torres Strait Islander families and communities.

Culture is a central and key protective factor that supports families to be free of violence.

Preventing and responding to family violence starts with a recognition of individual, family and community strengths. Approaches need to be holistic, integrated and involve working with the whole family and community. This includes tailored supports for all people: women, children and men. Aboriginal and Torres Strait Islander community control is essential; community-led strategies can ensure culturally safe and adapted responses that address inter-generational trauma and the complexities underlying violence in the context of each community.

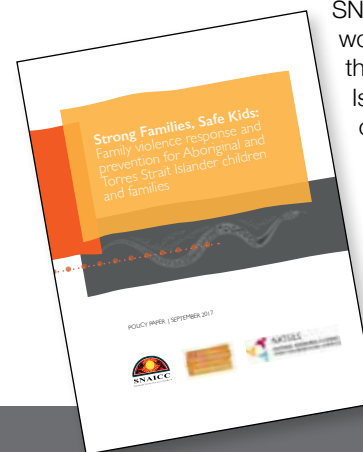
Three national peak bodies representing the rights and interests of Aboriginal and Torres Strait Islander peoples – SNAICC – National Voice for our Children, the National Family Violence Prevention Legal Services Forum (NFVPLS) and National Aboriginal and Torres Strait Islander Legal Services (NATSILS) – have collaborated to produce a joint policy paper on family violence response and prevention.

STRONG FAMILIES, SAFE KIDS: FAMILY VIOLENCE RESPONSE AND PREVENTION FOR ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN AND FAMILIES

This paper is intended to be a resource for policy makers, practitioners and researchers. SNAICC, NFVPLS and NATSILS hope to draw attention to the devastating impact family violence is having on our communities – causing social, cultural, spiritual, physical and economic harm.

The paper calls for whole of government reform to ensure that cultural healing is embedded in all elements of family violence response and prevention for Aboriginal and Torres Strait Islander peoples. It must be driven by Aboriginal and Torres Strait Islander community-controlled organisations, built on trauma-informed practice, and responsive to the diverse needs of different community contexts.

SNAICC, NFVPLS and NATSILS would like to acknowledge all the Aboriginal and Torres Strait Islander community-controlled organisations across Australia that provided submissions and papers to inform this statement.



ENSURING A FAIR START FOR OUR CHILDREN

The need for a dedicated funding stream for the Aboriginal and Torres Strait Islander early years sector

SNAICC aims to improve access to quality, culturally-safe early childhood education and care services for Aboriginal and Torres Strait Islander children and their families.

For this to be possible there needs to be secure and sustainable funding for the Aboriginal and Torres Strait Islander early years sector. The evidence shows us that keeping the sector well-resourced is essential to shifting the trajectory for our children. Without these unique and essential services, we will continue to see Aboriginal and Torres Strait Islander children falling behind and their numbers in out-of-home care growing, with projections showing that it may triple by 2035.

In March 2017 the Commonwealth government introduced sweeping changes to Australia's childcare system under the *Jobs for Families Child Care Package* that will commence from mid-2018. SNAICC welcomed the commitment for \$61.8 million per year of quarantined transitional funding to support Aboriginal and Torres Strait Islander early childhood education and care services currently funded under the budget based funding (BBF) program. While BBF services received some funding guarantee, SNAICC remains deeply concerned about the exclusion of the majority of Aboriginal and Torres Strait Islander child and family centres (ACFCs) from certain funding streams available under the new package.

Through public awareness raising, policy engagement, collaborations with the early years sector and the Family Matters campaign, SNAICC has recommended that an essential component to closing the gap in outcomes between Aboriginal and Torres Strait Islander children and non-Indigenous children is a dedicated funding stream for Aboriginal and Torres Strait Islander early childhood education

and care services. A dedicated funding stream recognises that Aboriginal and Torres Strait Islander ECEC services are not just about childcare. They are about engaging with children and families experiencing high levels of vulnerability. Their aim is to support the wellbeing of the most vulnerable children and families in our community by reducing the service access barriers that many Aboriginal and Torres Strait Islander families experience in the mainstream system. They provide and/or link families to a range of essential services that support the safe care, healthy development and cultural identity of children.

In September 2016 the *Jobs for Families Child Care Package* was reintroduced to parliament for a second time and once again threatened to reduce our children's access to vital early years education and care. Underneath the *Jobs for Families Child Care Package* the Commonwealth Government proposed sweeping changes to Australia's child care system, and despite intensive advocacy from SNAICC during 2015-2016, the package remained unchanged when it was reintroduced.

SNAICC continued to increase the visibility of the Aboriginal and Torres Strait Islander early years sector by holding a public forum at the Wheeler Centre in Melbourne in August 2016. Community leaders Muriel Bamblett and Geraldine Atkinson were brought together along with renowned early childhood advocate Fiona Stanley to once again highlight the unique role of the Aboriginal and Torres Strait Islander early years sector in supporting our most vulnerable children.

When the package was once again referred to inquiry by the Senate Education and Employment Legislation Committee, SNAICC wrote a detailed policy submission and gave evidence at the committee's public hearing, once again highlighting that the *Jobs for Families Child Care Package* does not take into account that Aboriginal and Torres Strait Islander early years services have a different purpose to mainstream services.



In February 2017 the *Jobs for Families Child Care Package* became part of an Omnibus Bill that attempted to combine the new childcare system to a range of funding cuts to social services. Again SNAICC wrote a detailed policy submission and continued to educate federal decision makers on the needs of our children.

As a result of this advocacy work, BBF services received a funding commitment, for the first time, the day the package passed through parliament. This funding commitment provides some security for services to keep operating, but SNAICC remains deeply concerned about how the new childcare system will impact Aboriginal and Torres Strait Islander children, especially those who are not currently accessing an early years service.

“With mainstream services so badly failing Aboriginal and Torres Strait Islander peoples, Aboriginal services were established to fulfil a unique need. Aboriginal control has been shown to be essential as Aboriginal families trust and use these services and they become hubs of positive Aboriginal cultural experiences; very powerful for preventing kids going off the rails.

A system that does not recognise that Aboriginal community-controlled services are the most capable and effective organisations to deliver early years services to our most vulnerable children is antiquated, does not respond to the evidence and has no place today.” – Muriel Bamblett AM



**WHEN SNAICC
SPEAKS OUT TO
ENSURE THAT
THE RIGHTS OF
OUR CHILDREN
ARE BEING MET,
OUR VOICE IS THE
CHORUS OF OUR
MEMBERS.**

68

SNAICC MEMBERS

76

ASSOCIATES

MEMBERSHIP

SNAICC – National Voice for our Children is an alliance of community-controlled organisations and services from across the country working to ensure the safety, development and wellbeing of our children.

When SNAICC speaks out to ensure that the rights of our children are being met, our voice is the chorus of our members. As a peak body for Aboriginal and Torres Strait Islander children, SNAICC is only as strong as its members. The more members SNAICC has, the louder that voice can be.

Organisations wanting to support SNAICC's work can become either:

- **MEMBERS** – Aboriginal and Torres Strait Islander-controlled entities, working for childhood development, safety or wellbeing, or
- **ASSOCIATES** – a mainstream (or non-Aboriginal or Torres Strait Islander-controlled) entity that works for childhood development, safety or wellbeing.

As valued experts, members are the first point of contact for feedback, and significantly impact the direction and approach of SNAICC's work.

The knowledge and expertise of members is called upon to strengthen SNAICC policy, advocacy, research, training and resources. SNAICC has undertaken considerable consultation with members on a vast number of projects in the past year, providing essential guidance to the way in which SNAICC advocates for our children.

SNAICC currently has 68 members, supported by 76 associates.

www.snaicc.org.au



THIS RESEARCH PROJECT AIMS TO MOBILISE KNOWLEDGE ABOUT THE LINKS BETWEEN ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY CONTROL, MODELS OF INTEGRATED SERVICE DELIVERY AND THE DELIVERY OF QUALITY EARLY EDUCATION AND CARE SERVICES TO ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN AND FAMILIES.

ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY-CONTROLLED SERVICE INTEGRATION

Building a research evidence base on best-practice approaches to Aboriginal and Torres Strait Islander community-controlled service integration

SNAICC aims to build the evidence and knowledge base on best-practice community-controlled service approaches for Aboriginal and Torres Strait Islander families, ensuring that families have access to a holistic range of quality services that support their children's early development.

SNAICC has partnered with the University of Melbourne and the Lowitja Institute on a research initiative to investigate how models of integrated service delivery can best respond to the complex needs of our children and families experiencing vulnerability.

This research project aims to mobilise knowledge about the links between Aboriginal and Torres Strait Islander community control, models of integrated service delivery and the delivery of quality early education and care services to Aboriginal and Torres Strait Islander children and families. The project aims to address gaps in existing research surrounding the application of integration theory to the context of Aboriginal and Torres Strait Islander children and families, and to build on existing knowledge.

A research proposal has been developed that maps out a series of research action partnerships with Aboriginal and Torres Strait Islander community-controlled early years services that are engaged in models of integrated service delivery.

SNAICC will work with the Indigenous Health Equity Unit at the University of Melbourne as part of the First 1000 Days Australia initiative – the Australian model of the international 1,000 Days movement – which aims to provide a coordinated, comprehensive strategy to strengthen Aboriginal and Torres Strait Islander families so they can address their children's needs from pre-conception to two years of age, thereby laying the best foundation for their future health and wellbeing.



A PLACE FOR CULTURE?

SNAICC has a long-term focus on building the cultural competence of non-Indigenous services that work with Aboriginal and Torres Strait Islander children and their families. In the early years sector this is particularly important. SNAICC considers that the best way for Aboriginal and Torres Strait Islander children to grow up strong and safe in culture is by engaging with local Aboriginal and Torres Strait Islander community-controlled organisations. As many of our children attend non-Indigenous services, it is vital that these partner services also utilise best-practice, culturally competent and safe approaches.

A Place for Culture? is SNAICC's cultural competence training program targeted specifically at the early years sector. The practice guide and training package has been funded and supported by the Department of Prime Minister and Cabinet and tested in a range of locations and contexts across Australia. It aims to provide a specialised cultural competence approach, resources and supports for early childhood services, and to achieve the Children and Schooling Program goal to increase Aboriginal and Torres Strait Islander engagement with early childhood services.

Our approach is designed to incorporate an understanding of the strength and value of culture and to keep culture at the centre of children's lives. The package is linked to the Australian Early Years Learning Framework and National Quality Standards, with guidance and strategies that support non-Indigenous organisations to engage effectively with the Aboriginal and Torres Strait Islander sector in their early years practice.

Training has been developed by Aboriginal and/or Torres Strait Islander workers in conjunction with service providers from around the country. The resource package is used to provide a strong cultural context to working with the Aboriginal and Torres Strait Islander community in the early years sector. Training is generally held over six-to-nine months, including an initial workshop and community engagement process over two days and the development of an action learning plan. This is followed by mentoring and a follow-up program to consolidate learnings and deal with any arising issues.

The delivery model has also been offered with variations, including evening and weekend sessions, to accommodate the needs of service providers and participants.

Participants' comments at a recent program indicated that they now have a clear action plan for each room that linked to the National Quality Standard and supported their commitment for reconciliation. Participants felt confident that they had modified their work to the local Aboriginal community in a respectful way.



**DEADLY FUTURES
PROMOTES
STRONG HOME
AND EARLY YEARS
RELATIONSHIPS,
SUPPORTING
CHILDREN'S
LEARNING PRIOR
TO SCHOOL.**

DEADLY FUTURES

Supporting parents and carers to use evidence-based strategies to increase their children's social, emotional and educational development is key to improving early childhood development outcomes of particularly vulnerable Aboriginal and Torres Strait Islander children.

Through a series of consultations SNAICC has identified Aboriginal and Torres Strait Islander playgroups and parenting services located in communities across Australia with low Australian Early Development Census rankings. A one-day workshop, using culturally appropriate learning materials adapted from the Abecedarian approach, aims to improve early childhood development outcomes of Aboriginal and Torres Strait Islander children and families who need additional learning and other supports.

Deadly Futures promotes strong home and early years relationships, supporting children's learning prior to school.

The play and learning activities are supported by Northern Territory Learning Games and provide parents and early years workers with accessible learning materials and approaches, which integrate learning into day-to-day activities.

SNAICC has had an overwhelming response to the Deadly Futures training since its rollout in June 2016, with continued interest for 2017-2018. The program has been delivered 23 times across all jurisdictions.

SNAICC wishes to thank The Foundation of Graduates in Early Childhood Studies for funding this important work.



**THROUGH YOUNG
BLACK EYES BUILDS
PARTICIPANTS'
CONFIDENCE AND
SKILLS IN RUNNING
WORKSHOPS**

**HELPING
COMMUNITIES TALK
ABOUT FAMILY
VIOLENCE IS CRUCIAL
TO ITS PREVENTION**

THROUGH YOUNG BLACK EYES

Family violence has a multitude of impacts on communities that can be quite complex. **Helping communities talk about family violence is crucial to its prevention**, and also assists in addressing child abuse and neglect, supporting healing and building child-safe communities.

Through Young Black Eyes uses a train-the-trainer approach in supporting local services and organisations to develop and facilitate their own workshops on family violence. A community-led early intervention and prevention initiative for professionals and community groups, **Through Young Black Eyes builds participants' confidence and skills in running workshops** using the Through Young Black Eyes workshop kit and increases their capacity to work hands-on with young people and community members to address family violence and abuse.

Through Young Black Eyes is one of SNAICC's most popular trainings. The hands-on approach allows participants to discuss and learn about family violence issues, and to run programs relating to family violence, child abuse and neglect in their communities. Information and activities are directed towards understanding relevant issues, developing program responses and activities from the manual, and sharing options about how to address these issues in community.

Topics include:

- What is family violence?
- What is child abuse and neglect?
- What is child sexual abuse?
- Developing a child-safe community
- Where to access information, referral options and support.



FAMILY VIOLENCE SUPPORT

Family violence is a primary cause of trauma and child removal in our communities. Up to 80 per cent of our children who are removed from their families and placed in out-of-home care experience family violence.

“It is known that strong families raising strong children will grow strong and safe communities. This is the lesson of our history and the path to a better future. We must protect our children from the devastating impact of family violence and abuse; and find ways to nurture them. The best way to do this is to confront abuse, uphold the rights of children to grow up in an environment free from violence and abuse, and turn to – not against – each other and heal those that have committed violence and abuse.

“Children need to be proud of the people and culture around them; and proud of who they are. Confronting family violence, child abuse and neglect with honesty and commitment will make our children proud, strong, happy and safe.”

– Sharron Williams, SNAICC Chairperson

For a number of years SNAICC research and sector consultation has provided key best-practice guides and policy development, including *Safe for Our Kids* and SNAICC’s *Strong Families, Safe Kids* policy position paper. SNAICC has also been providing Through Young Black Eyes, our family violence and abuse trainer-training program, for over 15 years across Australia.

The training approaches family violence through a cultural-healing lens, looking at holistic and integrated approaches to address the needs of all members of community, using a strength-based approach. SNAICC has also worked with Melbourne University and a group of key Aboriginal and Torres Strait Islander services to look at family violence and the importance of fathering, and ways to work with men as dads.

SNAICC has presented on family violence training and provided workshops at conferences in Mackay with Queensland University of Technology, in Sydney with No To Violence, and with Alan Thorpe from Dardi Munwurrow and Melbourne Storm in Victoria, allowing SNAICC to test the approaches to dealing with family violence with community and practitioners. SNAICC will continue program consultation and development over the next year and begin rolling out more pilot programs in 2017 and 2018.



SNAICC has been researching, developing and commencing delivery of a suite of family violence pilot workshops. The training is designed to develop skills and capacity to respond more effectively to family violence, trauma and abuse in our communities. The four new training modules incorporate specific practice principles, policies, tools, techniques and frameworks for practitioners in the sector who are working with Aboriginal and Torres Strait Islander children, families and communities.

The programs are:

- Recognising and responding to family violence in Aboriginal and Torres Strait Islander communities
- Working effectively with children and young people experiencing family violence
- Working with men who use family violence
- Working with women who experience family violence.

The initial rollout of the first two programs has been undertaken in Gippsland and Melbourne in Victoria, and in Sydney and Lismore in NSW. Further opportunities are being explored in other areas.

SNAICC wishes to thank 5point Foundation, the Danks Foundation, the RE Ross Trust and the Flora and Frank Leith Charitable Trust for funding this important work.



TRAINING PROVIDES A CULTURAL INTRODUCTION USING A TRAUMA-INFORMED APPROACH AS A WAY TO SUPPORT WORKERS, SERVICES AND COMMUNITIES.

RECOGNISING AND RESPONDING TO TRAUMA

It is crucial that we understand the impacts of current and intergenerational trauma, and develop trauma-informed approaches to healing and working with Aboriginal and Torres Strait Islander children, communities and families.

When considering the impact on our children, experiences of trauma can affect brain development, result in behavioural responses, and influence social and emotional wellbeing.

SNAICC delivers training to workers who are engaged with the Aboriginal and Torres Strait Islander community. Trauma-informed approaches are applied to a range of contexts to help understand how trauma impacts children and their families and what strategies are effective in addressing the resulting issues.

Training provides a cultural introduction using a trauma-informed approach as a way to support workers, services and communities.

Topics include:

- Cultural context of trauma work with Aboriginal and Torres Strait Islander children and families
- The nature of trauma
- Intergenerational and trans-generational trauma
- Understanding trauma related behaviours
- Steps towards healing trauma
- Responding and easing the impacts of trauma
- Vicarious trauma
- Self care and self compassion
- Living and working in communities.





GROWING UP IN TWO WORLDS

Partnerships are vital, especially interagency partnerships that focus on relationships between organisations, their goals and deliverables, and the processes that support and facilitate these relationships.

Through these partnerships SNAICC aims to support and promote community-led projects that utilise culturally appropriate approaches to community development and provide insights into working and learning in communities.

One such project is the Growing Up in Two Worlds project in Galiwin'ku. Growing Up in Two Worlds was first developed through discussions on how to link the project's educational information to the Supporting Carers website, and on possible ways the learnings could be applied to other projects such as *Little J & Big Cuz*. The aim was to demonstrate and reinforce cultural learning with young Yolŋu people, as well as facilitate access for a wider audience. The partnership between Charles Darwin University, Yalu Marrngiyinaraw and SNAICC is a strong and critical element of this project.

Through regular visits to Galiwin'ku, **SNAICC has been able to strengthen relationships between members of the research team and the community.** These visits provide an opportunity for all team members to discuss the progress made so far, plan future research activities, and meet with Community Backbone Committee members, other community stakeholders and project participants.

**PARTNERSHIPS
ARE VITAL
SNAICC HAS
BEEN ABLE TO
STRENGTHEN
RELATIONSHIPS
BETWEEN MEMBERS
OF THE RESEARCH
TEAM AND THE
COMMUNITY.**



CHILD PROTECTION LEGISLATIVE REFORM

Our contributions to legislative reform processes across the country are critical in ensuring that laws are culturally safe and responsive for Aboriginal and Torres Strait Islander children and families. These legislative reform processes offer an opportunity to demand reform of flawed legislation and to offer best-practice approaches to improve outcomes within and beyond the legal system.

SNAICC has worked extensively with our members and state peaks to provide submissions to a number of jurisdictional child protection legislative reform processes.

VICTORIA

SNAICC supported the Victorian Aboriginal Child Care Agency's submission, and made our own submission, to the Commission for Children and Young People's Permanency Amendments Inquiry, an inquiry requested by the Minister for Families and Children. The Inquiry specifically sought to consider the effects of expedited permanency planning amendments on Aboriginal children in terms of cultural support and connection.

SNAICC provided strong recommendations, calling for improved mechanisms that understand Aboriginal and Torres Strait Islander concepts of stability and permanence, seek to preserve and reunify families, and develop and maintain important connections to family, community, culture and country.

Unfortunately to date, the Minister has not publically released the Commission's report.

QUEENSLAND

SNAICC supported the Queensland Aboriginal and Torres Strait Islander Child Protection Peak's submission, and made our own submission, to the review of the *Child Protection Act 1999* (Qld).

A number of our recommendations have been incorporated into the proposed amending legislation, including significant recognition of the right to self-determination and the five elements of the Aboriginal and Torres Strait Islander Child Placement Principle. Outside of legislative reform, our submission's proposal for the delegation or transfer of departmental functions and powers in relation to Aboriginal and Torres Strait Islander children to Aboriginal and Torres Strait Islander Community Controlled Organisations has been adopted in the *Our Way* and *Changing Tracks* reform agenda, a co-designed strategy of Family Matters Queensland and the Queensland Government.

WESTERN AUSTRALIA

SNAICC joined with Family Matters Western Australia and the Western Australian Aboriginal Child Protection Council (now Noongar Child Protection Council) to provide a submission to the periodic review of the *Children and Community Services Act 2004* (WA).

The joint submission called for amendments and made recommendations to strengthen the child protection framework in a way that recognises and values Aboriginal and Torres Strait Islander cultures and cultural authority, and empowers families and communities to improve outcomes for our children.

The final report of the review is expected to be presented to parliament later this year.



SOUTH AUSTRALIA

SNAICC supported local Aboriginal and Torres Strait Islander Community Controlled Organisations and gazetted recognised Aboriginal organisation, Aboriginal Family Support Services, in their submission regarding the *Children and Young People (Safety) Bill 2016 (SA)*, and provided our own submission in response to the draft legislation.

The redesign of the South Australian Act was an opportunity to implement many of the recommendations of the South Australian Child Protection Systems Royal Commission Report (the Nyland Report), however, the Bill as presented was clearly inadequate and even damaging for Aboriginal children and families. After advocacy efforts by SNAICC and other Aboriginal organisations, some amendments to the Bill were conceded, including the preservation of the requirement to consult and consider the submissions of a recognised Aboriginal organisation in relation to placement decisions. While a positive step, this requirement still does not represent genuine participation.

The new legislation that has since passed through parliament as the *Children and Young People (Safety) Act 2017 (SA)* goes against the principle of self-determination, contains a narrow and incorrect construction of the Aboriginal and Torres Strait Islander Child Placement Principle, and hastens legal permanency without properly safeguarding the needs of Aboriginal and Torres Strait Islander children.

With the new legislation soon to come into effect, SNAICC will continue to work with Aboriginal Family Support Services to engage the government for proper reform.



**THE ATSI CPP
RECOGNISES
AND PROTECTS
THE RIGHTS OF
ABORIGINAL
AND TORRES
STRAIT ISLANDER
CHILDREN AND
FAMILIES**

UNDERSTANDING AND APPLYING THE ABORIGINAL AND TORRES STRAIT ISLANDER CHILD PLACEMENT PRINCIPLE

The Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP) exists as a key measure to ensure connections with family, community, culture, and country are prioritised in legislation, policy and practice. **The ATSI CPP recognises and protects the rights of Aboriginal and Torres Strait Islander children and families**, promotes self-determination of Aboriginal and Torres Strait Islander people in child welfare matters, and aims to redress the over-representation of Aboriginal and Torres Strait Islander children in the child protection and out-of-home care systems.

SNAICC has been working to analyse each jurisdiction's current compliance with the ATSI CPP as measured against the best practice framework. This work has involved extensive consultation with our members and state peak bodies in order to reflect Aboriginal and Torres Strait Islander community practice experience, and demands for better compliance with the ATSI CPP. This work also provides an opportunity to engage with each state and territory's child protection department in a way that instils a better understanding of the ATSI CPP and affects change.

As part of SNAICC's role in supporting the Aboriginal and Torres Strait Islander Working Group formed under the *Third Three-Year Action Plan 2015-2018 of the National Framework for Protecting Australia's Children 2009-2020*, we have worked in partnership with the Working Group and other Aboriginal and Torres Strait Islander leadership to develop a series of resources to guide the implementation of the ATSI CPP.

Understanding and Applying the Aboriginal and Torres Strait Islander Child Placement Principle: A resource for legislation, policy, and program development describes the intent of the ATSI CPP and its five core and interconnected elements; prevention, partnership, placement, participation, and connection. It also details a best-practice approach to implementing the ATSI CPP against the system elements of legislation, policy, programs, processes, and practice. The resource has been widely distributed and promoted, and has been well received by both policy makers and practitioners.



ACHIEVING STABILITY FOR CHILDREN IN OUT-OF-HOME CARE

For Aboriginal and Torres Strait Islander children, connections to family, community, culture and country are critical to positive self-identity. The permanence of these connections forms the basis of their stability and wellbeing.

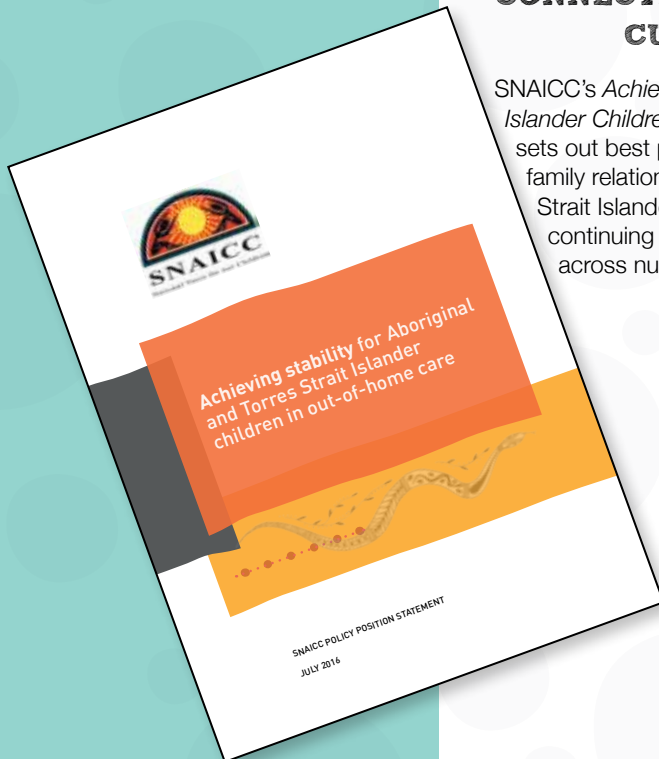
SNAICC HAS STRONGLY ADVOCATED FOR PROPER SAFEGUARDS AND EFFORTS TO STRENGTHEN FAMILIES, AND MAINTAIN ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S IMPORTANT CONNECTIONS TO FAMILY, COMMUNITY, CULTURE, AND COUNTRY.

SNAICC's *Achieving Stability for Aboriginal and Torres Strait Islander Children in Out-of-Home Care* policy position statement sets out best practice for ensuring stability and permanence of family relationships and the identities of Aboriginal and Torres Strait Islander children. This is in the context of recent and continuing trends pushing expedited permanency planning across numerous child protection jurisdictions.

We have promoted our position statement to our broad membership base and allies, and advanced its recommendations in our submissions in response to jurisdictional legislative and system reform and review. This includes resisting efforts to introduce expedited permanency planning without mandatory and resourced requirements to strengthen families and maintain connections, and calling for reform in a specific review of permanency provisions already enforced in Victoria.

As part of the Commonwealth Department of Social Services' consideration of permanency and development of national permanency reform, SNAICC engaged directly with the department and its consultants to provide expert advice on permanency for Aboriginal and Torres Strait Islander children and the Aboriginal and Torres Strait Islander Child Placement Principle.

In October 2017, SNAICC also hosted the Aboriginal and Torres Strait Islander Permanency Workshop which facilitated discussion and formulated demands of Aboriginal and Torres Strait Islander community-controlled organisations and leaders.



ROYAL COMMISSION INTO THE PROTECTION AND DETENTION OF CHILDREN IN THE NORTHERN TERRITORY

In mid-2016 SNAICC welcomed the establishment of the Royal Commission into the Protection and Detention of Children in the Northern Territory (NT) following deeply disturbing revelations about the treatment of young people in youth detention. The Royal Commission has also examined the failings of the NT's child protection system, already finding in its March 2017 Interim Report that the youth justice and child protection systems are "inextricably linked".

SNAICC HAS AND WILL CONTINUE TO ADVOCATE ALONGSIDE ABORIGINAL COMMUNITIES AND ORGANISATIONS IN THE NT TO ENSURE THAT DESPERATELY NEEDED CHANGE IS IMPLEMENTED TO ACHIEVE BETTER OUTCOMES FOR ABORIGINAL CHILDREN, FAMILIES AND COMMUNITIES.

Throughout 2017 SNAICC has provided input to the Royal Commission regarding the failings of, and reform options for, the NT child protection system, including by:

- Providing a comprehensive submission on issues of concern and recommendations for reform
- Providing examples of promising practice from across the country that could inform changes in the NT
- Providing a further response to the Royal Commission's Child Protection Issues Paper
- Appearing at a public hearing in Alice Springs to provide evidence
- Contributing to a joint submission with the Aboriginal Peak Organisations of the NT.

SNAICC's recommendations to the Royal Commission included recommendations that support accountability for reform, such as the establishment of Aboriginal child and family peak leadership in the NT and a dedicated Commissioner for Aboriginal Children and Young People.

The Royal Commission will provide its final report in November 2017.



**THE GOODWILL
AND
COMMITMENT
OF THE NATIONAL
FORUM HAS
ALREADY SHOWN
A SHIFT IN POLICY
THINKING AND
PRACTICE.**

NATIONAL FRAMEWORK FOR PROTECTING AUSTRALIA'S CHILDREN

Building on the strengths of our children and families: leading a shift in child protection practice through the National Framework for Protecting Australia's Children.

SNAICC aims to strengthen early intervention supports for families at risk of child removal and enhance mechanisms for Aboriginal and Torres Strait Islander participation in child protection through the Third Action Plan. The purpose of this action plan is to ensure Aboriginal and Torres Strait Islander leadership in driving sector-wide change through the establishment of an Aboriginal and Torres Strait Islander Working Group.

The working group has spent its first year of operation providing guidance and expertise to the National Forum of Protecting Australia's Children on how to effectively implement the Aboriginal and Torres Strait Islander Child Placement Principle. The National Forum brings together representatives from the Commonwealth, State and Territory Governments, the non-government sector, key researchers, and the Aboriginal and Torres Strait Islander community-controlled sector through the participation of SNAICC.

A key focus of the working group to date has been the development of detailed baseline analyses of how each state and territory government is complying with the principle through legislation, policy and practice. The working group has identified a lack of clear data on government compliance with the principle as one of the key obstacles to monitoring and guiding a sector-wide change in child protection practice under the Third Action Plan. Many jurisdictions do not have publicly available policies on the implementation of the principle, while clear and detailed data on how policy commitments are translated into practice are even rarer. These baseline analyses will enable the working group to effectively support and monitor the progress of states and territories against their commitments under the Third Action Plan.

The working group has made recommendations for high-level policy change through promoting the detailed pathway for change outlined in the Family Matters campaign. To date the Commonwealth has considered a proposal for a culturally safe intensive family support and reunification program for Aboriginal and Torres Strait Islander families, and a working group has been established to investigate how to address the priority data gaps about Aboriginal and Torres Strait Islander children's experience of the child protection system.

The working group has identified that there is still a long way to go for the National Framework to adequately capture and recognise cultural ways of strengthening families and children, but **the goodwill and commitment of the National Forum has already shown a shift in policy thinking and practice.** The working group will continue to play an active role in guiding the Third Action Plan to engage in strengths-based approaches to working with Aboriginal and Torres Strait Islander children. It will continue to promote the protective role of culture in ensuring the safety and wellbeing of our children.



INTERNATIONAL HUMAN RIGHTS ADVOCACY

Australia's adoption of and commitment to various international human rights instruments requires it to protect and promote our children's diverse, evolving and interconnected rights.

Aboriginal and Torres Strait Islander children have specific rights to culture and identity that are protected by these instruments and the Australian Government needs to be held accountable to international standards.

In this year – the 10-year anniversary of the adoption of the United Nations Declaration on the Rights of Indigenous Peoples – and with significant treaty reporting processes underway, our work in international human rights advocacy is of particular importance.

SNAICC continues to champion a human-rights and child-rights approach and has actively contributed to various international human rights treaty reporting processes, particularly on the issue of the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care.

SNAICC has contributed to the non-governmental organisation reports regarding Australia's compliance with the:

- International Covenant on Economic, Social, and Cultural Rights
- International Covenant on Civil and Political Rights
- International Convention on the Elimination of All Forms of Racial Discrimination.

SNAICC also contributed to the country report developed for the United Nations Permanent Forum on Indigenous Issues.

SNAICC continues to work as a member of the Australian Child Rights Taskforce Steering Committee, which is preparing to report on the *Convention on the Rights of the Child* next year. As a member of this taskforce, SNAICC attended the Child Rights Coalition Asia regional meeting in Bangkok, Thailand, providing a presentation on key child rights issues for Aboriginal and Torres Strait Islander children and discussing priorities with a member of the United Nations Committee on the Rights of the Child.

Outside of reporting, SNAICC hosted a roundtable discussion with the United Nations Special Rapporteur on the Rights of Indigenous Peoples, Ms Victoria Tauli-Corpuz, during her visit to Australia in March/April 2017. Aboriginal and Torres Strait Islander community leaders met to discuss issues relating to Aboriginal and Torres Strait Islander children's rights, safety and wellbeing. Many of SNAICC's concerns and recommendations were reflected in the Special Rapporteur's End of Mission Statement and subsequent report, including calls for the prioritisation and support of community-led early intervention programs, a target and national strategy to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care, and the establishment of a Commissioner for Aboriginal and Torres Strait Islander children in each state and territory.



OVER

\$130K

**IN CAMPAIGN
SPONSORSHIP**

109

**MEMBER
ORGANISATIONS**

FAMILY MATTERS

Family Matters – Strong communities. Strong culture. Stronger children. is Australia's national campaign to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 2040. The Family Matters vision is that all Aboriginal and Torres Strait Islander children and young people grow up safely in their home, receive a good education, and grow up healthy and proud of who they are.

Family Matters is led by SNAICC and supported by a national Strategic Alliance of over 100 Aboriginal and Torres Strait Islander and mainstream organisations. In addition to national coordination via SNAICC, Family Matters has jurisdictional working groups in Queensland, New South Wales, South Australia and Western Australia.

Family Matters is an integral part of SNAICC's role as the national peak for Aboriginal and Torres Strait Islander children. The campaign provides a collaborative voice for nearly 17,000 Aboriginal and Torres Strait Islander children who sleep away from their families every night, and presents a united front alongside key mainstream partners when engaging with state, territory and federal governments.

2016-17 has been a crucial period of growth and consolidation for the campaign, including a highly successful national launch at Parliament House; bringing on board Professor Chris Sarra and Associate Professor Muriel Bamblett as national ambassadors; an inaugural National Week of Action; significant boosts in funding; expanded political commitment to the campaign's principles; and building on collaborative advocacy achievements at the COAG-level via the Redfern Statement Alliance.

In Queensland, the Family Matters Leadership Group is also celebrating the launch of an Australian first: a 20-year strategy to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care, *Our Way*. The strategy, along with *Changing Tracks*, a three-year action plan authored in partnership with the Queensland Family Matters Leadership Group, was launched in May.

BUILDING A COALITION FOR CHANGE

Organisational support for the Family Matters campaign has grown exponentially in 2016-17. As of 30 June, the campaign had a national Strategic Alliance of 109 organisations, all committed to action under the Family Matters core principles.

The last year has also seen increased political traction, with new political commitments including incoming Northern Territory Minister Dale Wakefield signing the Statement of Commitment in March. Tasmanian Premier Will Hodgman signed his commitment in June, becoming the first parliamentary leader to pledge support to the campaign.

Western Australia's Children's Commissioner, Colin Pettit, and Mark Morrissey, Tasmanian Children's Commissioner, have also signed on, along with NSW Advocate for Children and Young People, Andrew Johnson. The overwhelming majority of Australian Children's Commissioners and Guardians have now shown their commitment to the campaign.

**FAMILY MATTERS
– STRONG
COMMUNITIES.
STRONG CULTURE.
STRONGER
CHILDREN.**



COLLABORATIVE ADVOCACY THROUGH THE REDFERN STATEMENT ALLIANCE

On 14 February, SNAICC joined other Aboriginal and Torres Strait Islander peaks to demand a new relationship with government as we delivered the historic Redfern Statement directly to the Prime Minister at Parliament House. As a part of the Redfern Statement Alliance, Family Matters was proud to support this historic event.

On 9 June, SNAICC hosted a workshop on child development, safety and wellbeing in Melbourne, as part of an ongoing series of peak-led workshops, which form part of the Redfern Statement engagement process and will be followed by a summit and Ministerial Forum later in the year. The workshop was based on many of the goals and priorities of the Family Matters campaign, and participants identified core priorities, principles and a definition of what success would look like for Aboriginal and Torres Strait Islander children and their families.

THE NATIONAL WEEK OF ACTION

The inaugural Family Matters National Week of Action in May was a great success, and the campaign leadership would like to acknowledge support from all campaign members and sponsors to promote the campaign as we worked together across the country to shine a spotlight on the issue of child removal.

SNAICC developed and released Community Resource Guides for the National Week of Action for various states and territories, aiming to help Aboriginal and Torres Strait Islander families realise their rights, access services in their local area and navigate the child protection system.

The campaign garnered significant media attention, with features in several leading publications. It also encouraged public engagement with many public events including panel discussions and conference presentations.

FUNDRAISING

SNAICC and our jurisdictional working groups are celebrating having passed the \$1 million mark in fundraising pledges. As of 30 June, Family Matters has attracted a total of \$1,318,300 funding pledged for state, territory and national campaign activities over the last 18 months.

As part of this funding boost, SNAICC secured two years' sponsorship from Woodside for the WA Family Matters jurisdictional working group, which has resulted in the engagement of a WA Family Matters Project Coordinator, William Hayward.

SNAICC also finalised a very generous funding agreement with Gandel Philanthropy, which has provided \$250,000 over two years for the development of community engagement activities, with a particular focus on Victoria.

Some of the funds raised in 2016-17, including \$120,000 for the Western Australian Working Group, \$120,000 from Gandel Philanthropy, and \$10,000 from Berry Street, are pledged for the 2018 year. This commitment over 24 months ensures stability for ongoing campaign efforts.

SNAICC encourages all of our members and partners to join us in the Family Matters campaign. For more information, visit

familymatters.org.au





COMMUNICATIONS

“CAGES FOUNDATION HAS SEEN FIRST HAND THE INTEGRAL ROLE SNAICC PLAY IN COMMUNITY AND FOR THEIR MEMBER ORGANISATIONS THROUGH ADVOCACY, EDUCATION AND RESOURCES. THROUGH OUR ONGOING PARTNERSHIP WITH SNAICC WE HOPE TO PLAY OUR PART IN ENSURING THEIR VOICE IS HEARD THROUGHOUT AUSTRALIA.”

CAGES Foundation

As a representative peak body, it is imperative that SNAICC can keep its members abreast of important developments within the spaces that could significantly impact the safety, development and wellbeing of our children.

SNAICC works year-round to keep its members and supporters informed of news within the sector, changes to federal and jurisdictional policies that may affect their organisations and services, and SNAICC’s work fighting for the rights and needs of Aboriginal and Torres Strait Islander children.

SNAICC facilitates this information sharing through a number of channels, including four websites with tailored content for supporters with varied needs and interests; social media platforms, Facebook and Twitter; regular eBulletins, distributed to a contact list of over 9000 professionals within the sector; a range of high-quality publications, including newsletters, reports, resources, and policy papers; and informed and compelling media releases, providing perspective from SNAICC leaders on key issues.

SNAICC utilises a number of tools to track the audiences on its social media platforms, the recipients accessing updates in regular eBulletins, and visits to SNAICC websites.

While these tools are useful in that they reinforce planning of SNAICC communications and measure success, they also provide valuable insight into the wants and needs of SNAICC members and supporters. This information allows SNAICC to reflect on its processes and outputs, resulting in a tailored product for its supporters.

Some successes of the communications team include:

- Facebook: 31 per cent growth in 2016-17 (7064 users, as of 30 June 2017)
- Twitter: 37 per cent growth in 2016-17 (3982 users, as of 30 June 2017)
- Website: 63,400 individual users accessed snaicc.org.au in 2016-17, accounting for 294,792 page views
- eBulletin: 13 eBulletins distributed in 2016-17; 20,290 individual opens.

SNAICC wishes to thank the CAGES Foundation for its support of our communications team in the delivery of this important work.



**LITTLE J & BIG
CUZ IS THE FIRST
ANIMATED SERIES
FEATURING
ABORIGINAL AND
TORRES STRAIT
ISLANDER CHILDREN**

For more
information visit
littlejandbigcuz.com.au

LITTLE J & BIG CUZ

This innovative resource and educative approach provides deep cultural learnings while engaging children, parents and carers. The animated TV series and complimentary learning resources provide an accessible entry point for children, parents and educators to culturally-based stories and learning.

Clearly linked to the Australian Early Years Learning Framework guidelines, the *Little J & Big Cuz* TV series and materials were developed as a project between SNAICC, ACER, NITV and SBS. Ready-made session plans and activities for early years services and primary schools are provided and linked to episodes of the series.

It is hoped that future *Little J & Big Cuz* episodes will demonstrate links to learning in particular communities through projects such as Growing up in Two Worlds, which reinforces cultural learning for young Yolŋu people. It is also an aim to make future episodes available to a wider audience.

SNAICC has provided input throughout the development of the TV series and learning materials, and is proud to be a partner in this ambitious project. SNAICC has worked with project partners to connect the project and learning resources to communities, while reviewing the content and approaches used. The materials are also being incorporated into other SNAICC activities such as the development of *welcome to school kits*, other transition programs, and inclusion within 17,500 Children's Day bags for 2017.

www.littlejandbigcuz.com.au





**CULTURAL
DIFFERENCES
INFLUENCE CHILD
DEVELOPMENT**

IMPROVING THE COLLECTION OF DATA IN THE AUSTRALIAN EARLY DEVELOPMENT CENSUS

The Australian Early Development Census (AEDC) is a national data collection that maps the early development of children in their first year of full-time school and is a powerful source of evidence for informing government policy and investment in a diverse range of services, including early childhood, education, health, planning and community support. Since the AEDC's inception it has been recognised that **cultural differences influence child development** and that there is a need for data to be culturally accurate.

SNAICC aims to improve the quality and accuracy of data collected under the AEDC for Aboriginal and Torres Strait Islander children.

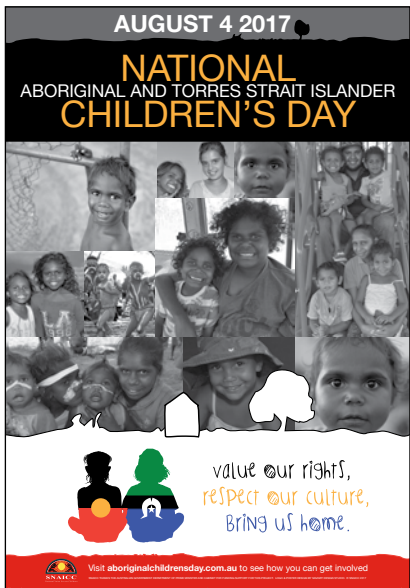
SNAICC undertook research collaboration with the Telethon Kids Institute and the Commonwealth Department of Education and Training to investigate how the collection of information about Aboriginal and Torres Strait Islander children in the Australian Early Development Census (AEDC) could be improved. This research focused on the engagement of Aboriginal and Torres Strait Islander education professionals as Indigenous Cultural Consultants (ICCs) in AEDC data collection, and generated a set of recommendations to inform the next AEDC collection in 2018.

The use of ICCs is a critical component in ensuring the AEDC is culturally responsive and inclusive of Aboriginal and Torres Strait Islander children. ICCs have been a part of all three AEDC collections (2009, 2012 and 2015) and arose from recommendations from the Indigenous Australian Early Development Index project (2007-2009). Teachers completing the AEDC instrument are encouraged to engage ICCs if they are completing the AEDC for Aboriginal and Torres Strait Islander students. However, there is a varying degree of uptake of ICCs throughout the country.

The research found that there are a diverse range of factors influencing the use of ICCs, which are highly dependent on the school location, culture and environment. The most common and critical factor identified as influencing the successful use of ICCs was the presence of existing Aboriginal and Torres Strait Islander support staff at the school who could be clearly designated to perform the role, who had existing supportive relationships with staff completing the AEDC collection, and who had existing knowledge of Aboriginal and Torres Strait Islander children and families at the school. The consultations found that for some teachers there was an inadequate awareness of the AEDC, and thus of the critical role ICCs play in ensuring the AEDC is culturally inclusive.

SNAICC's recommendations focused on prioritising tailored support, training and resources for schools to ensure that the AEDC is an accurate source of information and evidence about Aboriginal and Torres Strait Islander children.





NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY

Celebrated on 4 August each year, National Aboriginal and Torres Strait Islander Children's Day (Children's Day) is **a time for our families and communities to celebrate the strengths of our children, and for our children to celebrate their culture.**

Australia's national day dedicated to celebrating our children, the day is an opportunity for all Australians to show their support for Aboriginal and Torres Strait Islander children, as well as learn about the crucial impact that culture, family and community have on the lives of Aboriginal and Torres Strait Islander children.

An initiative of SNAICC – National Voice for our Children, Children's Day has been run annually since 1988.

Through Children's Day, SNAICC aims to encourage celebration of Aboriginal and Torres Strait Islander children and raise awareness of the issues impacting them. Each year SNAICC supports local events, produces cultural resources for children, and promotes the day through Aboriginal and Torres Strait Islander, mainstream and social media.

The theme for Children's Day in 2017 was **Value Our Rights, Respect Our Culture, Bring Us Home**, recognising the 20th anniversary of the *Bringing them Home* report and the many benefits our children experience when they are raised with strong connections to family and culture.

SNAICC was thrilled to announce Shelley Ware as the 2017 Children's Day ambassador. Shelley is well-known for her role on NITV's ground-breaking Marngrook Footy Show, becoming one of the most respected and recognised female presenters of AFL football in the country.

SNAICC distributed over 15,000 celebration bags in 2017, with over 540 community events around the country in celebration of Children's Day.

SNAICC produced a major event in partnership with Museums Victoria at Scienceworks, Melbourne, inviting Andrew Jackomos, Victorian Commissioner for Aboriginal Children and Young People, to launch the event.

Children's Day was promoted through coverage across major media outlets, including The Koori Mail, and several features on NITV, while the 2017 community service announcement – produced by community artist Rubii Red – was broadcast on Foxtel, Nine/Win, Seven, as well as an extended run on SBS/NITV.

aboriginalchildrensday.com.au



**SNAICC APPLIES
AN ABORIGINAL
AND TORRES
STRAIT ISLANDER
CULTURAL LENS
ACROSS NEW AND
EXISTING TRAINING
PROGRAMS AND
RESOURCES**





TRAINING AND RESOURCE DEVELOPMENT

The cultural journey of staff is imperative to our work and SNAICC collaborates with a range of partners to enhance this. **SNAICC applies an Aboriginal and Torres Strait Islander cultural lens across new and existing training programs and resources** to help services, workers and community to enhance their cultural safety, awareness and competency when working with Aboriginal and Torres Strait Islander people.

SNAICC has seen increasing demand for more accessible training and resources, and has developed blended learning approaches across a range of platforms such as extending our provision of best practice guides and the Supporting Carers website. The development of training packages and resources aims to enhance paper-based approaches with the use of a wider range of online and web-based options, such as podcasts, audiovisual materials, narrative, theory and face-to-face training. This approach aims to address the challenges of geographic isolation, time limitations for training, and the diverse learning requirements of different groups.

SNAICC has undertaken collaborative work with ACER, SBS and NITV on the *Little J & Big Cuz* program; with Education Services Australia to develop new factsheets to support early years educators; and with HIPPY and the Foster Care Association of Victoria, looking at alternative methods of providing relevant content linked to training and the Supporting Carers website. This will include the development of blended learning programs with online delivery and face-to-face training, to allow educators, time-constrained workers and carers to access training and resources.

In conjunction with these projects – and with the support of the Clark Family Trust, the Helen Macpherson Smith Trust and Besen Family Foundation – SNAICC has also been developing *welcome to school kits* to support our training and make the transition process (from early years services to primary school) a more welcoming and warm process for our little ones and their families.

Our projects offer different ways to extend participants' knowledge, options and ideas, exploring attitudes and values about Aboriginal and Torres Strait Islander history and culture, while considering ways to address these issues in the context of their work.



SNAICC AND SUSTAINABILITY

SNAICC has continued to implement a funding diversification strategy to ensure our sustainability, ongoing strength and independence as a national non-governmental Aboriginal and Torres Strait Islander community-controlled organisation. This is essential to meeting our standards for the safety and wellbeing of Aboriginal and Torres Strait Islander children.

SNAICC continues to work with **Wendy Brooks & Partners** to achieve our sustainability goals. This year, SNAICC has developed many new relationships with philanthropists and representatives of foundations and trusts and has strengthened links with existing funders.

As part of this work, SNAICC is proactively targeting tenders for relevant work in research, policy development and training to progress our goals for our children. SNAICC has also continued to invest in the development and expansion of our training unit as a funding stream to assist our sustainability.

SNAICC is deeply grateful for the funding and support provided by Gandel Philanthropy, CAGES Foundation, Perpetual Trust, Flora & Frank Leith Charitable Trust, 5 Point Trust, RE Ross Trust, H & L Hecht Trust, Clark Family Trust, The Danks Trust, Nicholas R Taylor Fund, Helen Macpherson Smith Trust, Foundation of Graduates in Early Childhood Studies, Australian Communities Foundation, Sidney Myer Fund, The Besen Family Foundation, the FMC Training and Inner North Community Foundation. This support has made possible several new initiatives for Aboriginal and Torres Strait Islander children and families.

SNAICC is grateful for ongoing Australian government support with the final year under the Indigenous Advancement Strategy and the 5-year transition to school program funded by the Australian Government Department of Social Services in the Halls Creek region.

We are also grateful for the Queensland Department of Communities, Child Safety and Disability Services funding of Family Led Decision Making Trials.

SNAICC thanks Woodside, Gandel Philanthropy, Save the Children Australia, The Aboriginal and Torres Strait Islander Healing Foundation, Berry Street, The Benevolent Society, Anglicare (Australia & South Australia), Uniting Care Queensland, AbSec, QLD Family and Child Commission, PeakCare Queensland, Indigenous Allied Health Australia, Griffith University – School of Human Services and Social Work, Queensland Aboriginal and Torres Strait Islander Child Protection Peak, UNICEF Australia, Barnardos Australia, Australian Childhood Foundation, Centrecare, MacKillop Family Services, OzChild, Mercy Community Services, Reconciliation Australia, The Queensland Family & Child Commission and RMIT University – School of Global Urban and Social Studies for their support of the Family Matters campaign.

The collaborative funding of our *Preventing and Responding to Family Violence – Training and Support* pilot by **5point Foundation**, the **Danks Foundation**, the **RE Ross Trust** and the **Flora and Frank Leith Charitable Trust** enabled the commencement, development and trialling of this important work with communities in Victoria and New South Wales. We are very grateful for the ongoing support for this work.

We are thankful to the **CAGES Foundation** for its continued support of our social media strategy, with our social media presence increasing public awareness of critical issues and strategies to ensure child safety and wellbeing.

SNAICC also thanks Charles Darwin University for providing funding towards our partnership on the Growing Up in Two Worlds project and The University of Melbourne for funding towards the Early Childhood Service Integration project.



We also thank **H & L Hecht Trust** for their support for a youth leadership pilot of National Aboriginal and Torres Strait Islander Children's Day events in Victorian schools, the **Clark Family Trust**, the **Helen Macpherson Smith Trust** and **Besen Family Foundation** for their support of *welcome to school kits* for Indigenous children, and **The Foundation of Graduates in Early Childhood Studies** for the contribution towards the *Little J and Big Cuz* School Readiness Initiative and for their support of our Deadly Futures program.

We would also like to thank the Australian Communities Foundation: **B B & A Miller Fund, Fairer Futures, Fairness Fund, Raettvisa Fund, Sunning Hill Fund, Towards a Just Society Fund** for supporting the strategic planning, governance review, policy and advocacy and key capacity-building activities in Darwin that SNAICC undertook alongside our transition to incorporation under the CATSI Act. We are immensely grateful for their assistance with these important initiatives. This support enabled our advocacy to secure amendments in the *Jobs for Families Child Care package*.

We were delighted to be able to engage a Children's Day Officer with the support of the **Australian Communities Foundation and Perpetual Trustees**.

We also thank some key partners for their generous pro bono support:

- Deloitte Access Economics for their research on the Jobs for Families Child Care Package
- Arnold Bloch Leibler Lawyers for their support in the governance transition process to reincorporate under the CATSI Act
- King and Wood Mallesons for their high quality pro bono research support and provision of meeting rooms
- Allens Linklaters for their generous provision of meeting rooms
- 6 major SNAICC projects supported by philanthropy
- \$163,000 grant and philanthropic funding raised
- \$200,924 sponsorship funding, a tenfold increase over the last financial year.



THANK YOU TO OUR PARTNERS

SNAICC extends our enormous thanks to the following organisations that funded SNAICC programs in 2016-17.

PHILANTHROPIC FUNDERS

- The RE Ross Trust
- 5point Foundation
- The Flora & Frank Leith Charitable Trust
- Foundation of Graduates in Early Childhood Studies
- The Helen Macpherson Smith Trust
- Australian Communities Foundation
- CAGES
- The Danks Trust
- Perpetual Trustees
- FMC Training
- The Besen Foundation
- Gandel Philanthropy
- The Sidney Myer Fund.

GOVERNMENT FUNDERS

- Federal Department of Education, Employment and Workplace Relations (DEEWR)
- Federal Department of Prime Minister and Cabinet
- Federal Department of Social Services
- NSW Department of Family and Communities Services
- Queensland Department of Communities, Child Safety and Disability.

SECTOR ORGANISATIONS

- Aboriginal and Torres Strait Islander Healing Foundation
- Save the Children Australia.

We are also deeply appreciative of those individuals who have generously donated resources or time to SNAICC over the past year.



THE JOURNEY TO CULTURAL COMPETENCE AND CULTURAL SAFETY

SNAICC incorporates a respectful approach to Aboriginal and Torres Strait Islander culture, experience, history and knowledge in all our work and activities, acknowledging and honouring our Elders and Traditional Owners, who hold a critical position at the centre of our work.

As part of individuals' and services' cultural journeys, SNAICC utilises a cultural lens across all of our activities, including collaborative projects, resources, information provision, communications and training activities.

Activities are also co-facilitated and developed by Aboriginal and Torres Strait Islander workers in conjunction with non-Indigenous partners and workers. Our approach is designed to support all workers and services for Aboriginal and Torres Strait Islander children and their families, incorporating an understanding of the strength and value of culture, ensuring culture is kept at the centre of children's lives.

SNAICC continues to work towards building and sustaining a high standard of cultural safety, cultural competence and understanding in our practice in the workplace. This involves constant reflection and ongoing development of what we do and how we do it. We acknowledge the significant contributions of our staff, our board and council, our members and supporters as a valuable part of our community and contributors to SNAICC's work.



SNAICC STAFF

1 JULY 2016-30 JUNE 2017

Peter Lewis	Acting Deputy CEO
Emma Sydenham	Deputy CEO
Kate Booth	Manager, Culture and Community Engagement
John Burton	Manager, Policy
David Ellis	Manager, Training
Jenine Godwin-Thompson	Manager, Resources
Katherine Hinton	Manager, Finance and Operations
Ian Bloomfield	Senior Training Officer
Katrina D'Angelo	Training and Resources Officer
William Hayward	WA Family Matters Project Coordinator
Daniel Kovacevic	Communications Coordinator
Joanne Lau	Senior Policy Officer
Shannon McLeod	Training and Resources Officer
Phichyanee Myint	Finance Support Officer
Eva Ruggiero	Senior Training Officer
Maylene Slater-Burns	Communications Assistant
Fleur Smith	Family Matters National Campaign Coordinator
Claire Stacey	Senior Policy Officer
Tanya Wells	Training Support Officer
Tiana Woodhouse	Early Years Engagement and Support Worker

STAFF WHO DEPARTED DURING THE YEAR

Poppy Bervanakis	Events Coordinator
Jessica Brennan	Communications Coordinator
Daralyn Debford	Early Years Engagement and Support Worker
Jessie Giles	Senior Training Administrator
Nick Joseph	Senior Training Officer
Michelle Lausen	Children's Day Coordinator
Emily Maloney	Training and Resources Officer
Luke Mazzeo	Administration Officer
Gerry Moore	Chief Executive Officer
Susan Kay	Organisational Services Coordinator
Clarisse Slater	Training and Resources Officer
Merinda Slater	Executive Assistant
Chris Tangas	Manager, Finance and Operations
Ashley Tennyson	Executive Assistant/Membership Officer

INTERNS, STUDENTS AND VOLUNTEERS

Stefan Anjou	University of Melbourne
Adrienne Bombelles	University of Melbourne
Nikita Boon	Communications Intern
Emily Castle	University of Melbourne
Chad Chan	RMIT
Julio Estorninho	Training Projects Volunteer
Hailey Goins	RMIT
Jesse Hooper	Monash University
Anna Lockwood	University of Melbourne
Michelle Moroney	Michigan State University
Rebecca Nicoll	RMIT
Kylie Rippon	RMIT

CONSULTANTS

Nadia Blue	Temporary Executive Assistant
Jodie Brennan	Mazart Design Studio
Paul Cogger	Postscript Printing
Kylie Collier	Temporary Executive Assistant
Caitlin Evans	Communications Advisor
Mary Karambilas	Training Coordinator
Deborah Vopi	Temporary Executive Assistant



INDEPENDENT AUDIT REPORT



Report of the Independent Auditor on the Summary Financial Statements to the Members of SNAICC – National Voice for our Children (Aboriginal and Torres Strait Islander Corporation)

ABN 42 513 562 148

Opinion

The summary financial statements, which comprise the summary Balance Sheet as at 30 June 2017 and a summary Income and Expenditure Statement for the year then ended and related notes, are derived from the audited financial report of SNAICC – National Voice for our Children (Aboriginal and Torres Strait Islander Corporation) for the year ended 30 June 2017.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, in accordance with the basis of preparation of summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards, the Australian Charities and Not-for-profits Commission Act 2012 and the Corporations (Aboriginal and Torres Strait Islander) Act 2006. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon. The summary financial statements and the audited financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 23 October 2017.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the basis of preparation of summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

SAWARD DAWSON

Chartered Accountants

Partner: Jeffrey Tulk
Date: 23 October 2017
Blackburn, Victoria 3130

20 Albert Street / PO Box 256
Blackburn Victoria 3130
T: +61 3 9894 2500
F: +61 3 9894 1622
contact@sawarddawson.com.au
www.sawarddawson.com.au

PRINCIPALS: Bruce Saward FCA Peter Shields FCA
Joshua Morse CA Jeff Tulk CA
Directors: Cathy Braun CA Jeff Davey FCA
Marie Ickerlingill SSA Matthew Stokes CA
Murray Nicholls CA Vicki Adams CA CPA CFP®



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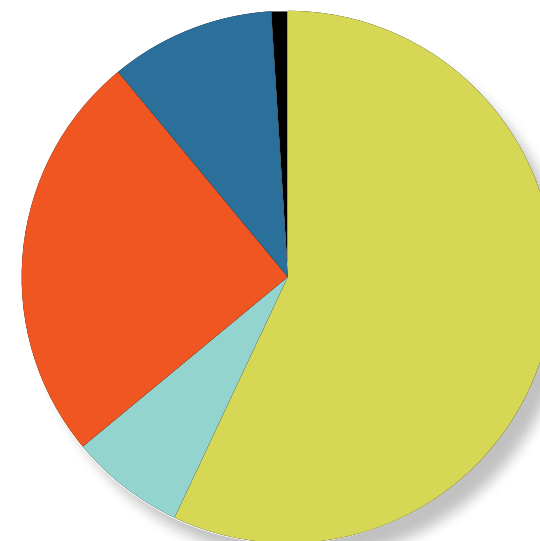
INCOME AND EXPENDITURE STATEMENT 2016-17

INCOME		\$
Grants, sponsorship and donation income	2,459,556	
Consultations, training and resource sales	283,307	
Interest income	3,647	
Other income	33,712	
Total income	2,780,222	
EXPENDITURE		
People expenses	1,821,318	
Administration and governance expenses	128,049	
Office and IT expenses	226,477	
Professional fees	181,271	
Travel expenses	276,283	
Events, conference, marketing and resources	197,766	
Total expenses	2,831,164	
Net income/deficit before income tax	(50,942)	
Income tax expense	-	
Net income/deficit after income tax	(50,942)	

BALANCE SHEET

ASSETS		\$
Current assets		
Cash and cash equivalents	953,185	
Trade and other receivables	140,434	
Inventories	56,593	
Prepayments	25,299	
Total current assets	1,175,511	
Non-current assets		
Plant and equipment	58,626	
Total Non-current assets	58,626	
TOTAL ASSETS	1,234,137	
LIABILITIES		
Current Liabilities		
Trade and other payables	286,116	
Employee benefits provision	69,765	
Deferred income	542,170	
Total Current Liabilities	898,051	
Non-Current Liabilities		
Employee benefits provision	15,538	
Total Non-Current Liabilities	15,538	
TOTAL LIABILITIES	913,589	
Net Assets	320,548	
Equity		
Retained Earnings	320,548	
Total members' equity	320,548	

SOURCES OF SNAICC INCOME 2016-17



- Government Grants (Federal) — 57%
- Government Grants (State/Territory) — 7%
- Non-Government Grants, Sponsorships and Donations — 25%
- Consultancy, Training and Resource Sales — 10%
- Interest & Other Income — 1%





THE **MORE** MEMBERS
WE HAVE THE **LOUDER**
OUR VOICE CAN BE.

OUR MEMBERS

By joining the SNAICC community of members, you help strengthen our sector in advocating for our children and families at all levels of government.

SNAICC membership is available in two categories, which have been tailored for both Aboriginal and Torres Strait Islander community controlled organisations (Members) and mainstream organisations / individual supporters (Associates).

Benefits of being a SNAICC member include; being part of a strong national network contributing to a loud voice for change, exclusive free access to SNAICC's complete online resources catalogue, training and conference discounts, subscription to the SNAICC newsletter and voting rights (Members only).

Become a SNAICC supporter:

There are several different ways to contribute to the valuable work SNAICC undertakes:

APPLY TO BECOME A MEMBER

via the SNAICC website. SNAICC members are our first point of contact for feedback and policy input, and with the strength of our member base SNAICC can speak up strongly for our children and families.

SIGN UP ONLINE TO OUR MONTHLY eBULLETIN

for current SNAICC and sector news.

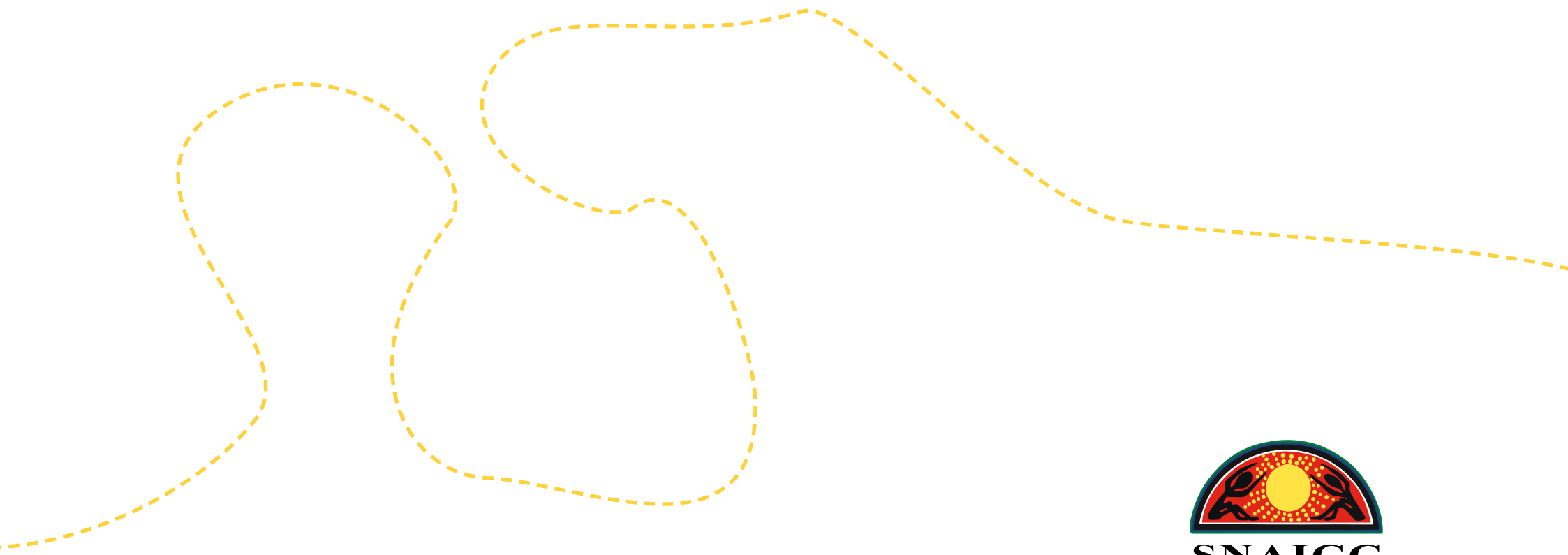
DONATE! Your tax-deductible donations will support education and training opportunities for Aboriginal and Torres Strait Islander professionals and young people. Your support builds stronger, empowered communities, and better futures for our children and families.

FOR MORE INFORMATION www.snaicc.org.au (03) 9489 8099



SNAICC
National Voice for our Children

THE MORE MEMBERS WE HAVE THE **LOUDER** OUR VOICE CAN BE.



SNAICC
National Voice for our Children



www.snaicc.org.au