



**SNAICC**  
National Voice for our Children



# **SNAICC ANNUAL REPORT 2015-16**

**SNAICC - NATIONAL VOICE FOR OUR CHILDREN**

SNAICC Annual Report 2015–16 | © SNAICC October 2016

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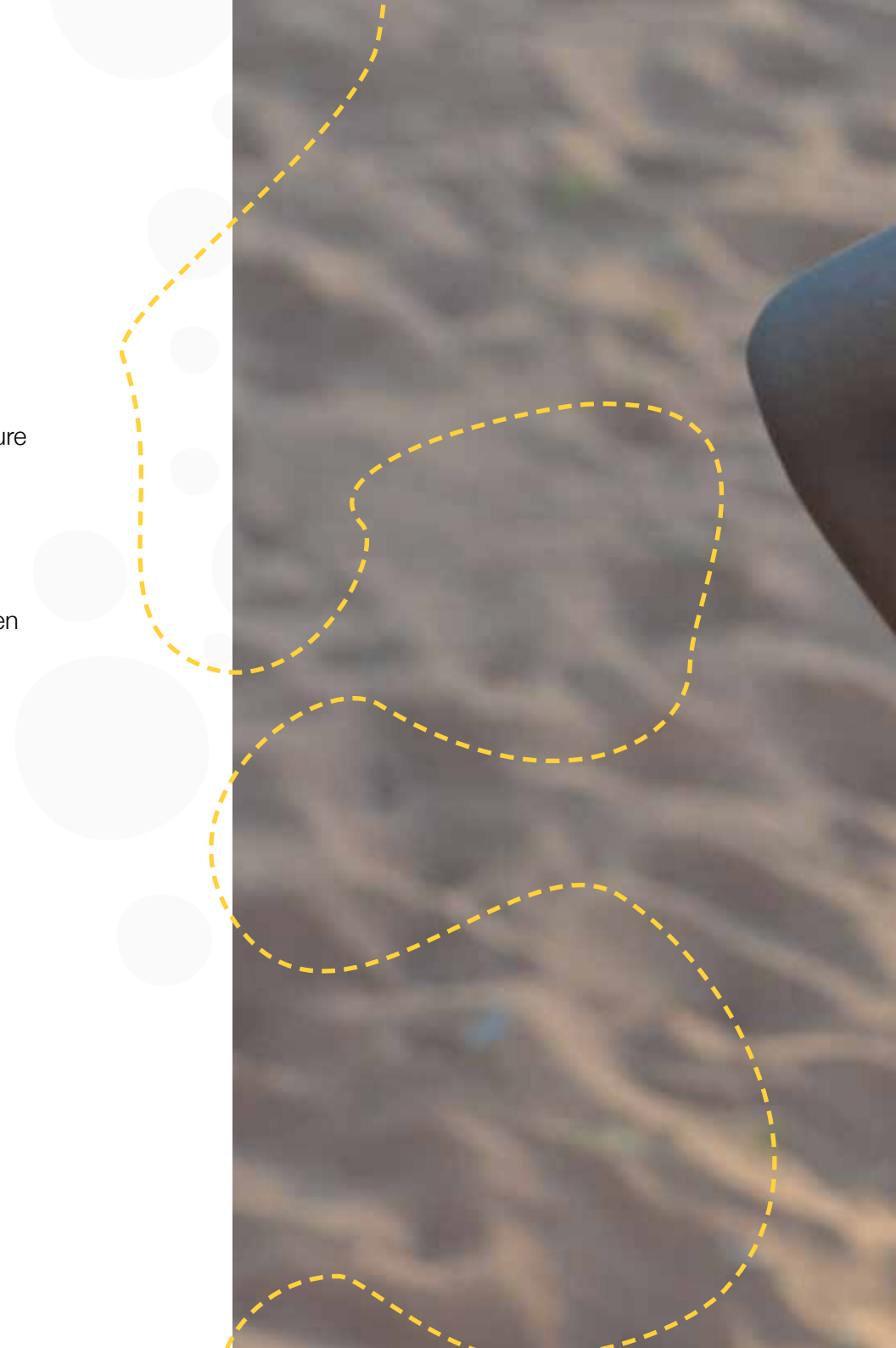
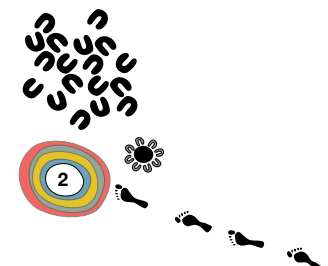
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# ABOUT **SNAICC**

## **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. We do this by:

- providing support for Aboriginal and Torres Strait Islander organisations, including resources, publications and training
- conducting research, writing policy papers and providing advice to governments 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
- and families and member organisations organising major events, including National Aboriginal and Torres Strait Islander Children's Day and the biennial SNAICC conference.





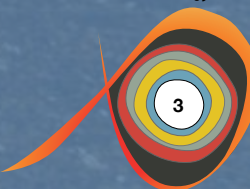


## OUR **VISION**

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.











## CHAIRPERSON'S MESSAGE

As Australia's peak body for Aboriginal and Torres Strait Islander children, it is our job to speak up for our kids who have the most to gain and the most to lose – or as our refreshed name suggests – to be the national voice for our children.

This year, as in years past, SNAICC has excelled in being the strong advocacy voice for our members, for the sector as a whole and for our children's interests. Nothing has demonstrated this more than our leadership role in The Redfern Statement during the 2016 federal election process.

Developed in partnership with over 55 Aboriginal and Torres Strait Islander and non-Indigenous organisations and peak-bodies, we came together to tackle the systemic inequality and disadvantage facing Australia's First People. The Redfern statement called for an immediate restoration of the \$534 million funding cut from the Indigenous Affairs Portfolio to be invested into meaningful engagement, health, justice, violence prevention, disability and early childhood – including a target to address the disproportionate representation of our children removed by child protection authorities.

The Redfern Statement spoke boldly to the nation:

**"It is time Aboriginal and Torres Strait Islander voices are heard and respected. It is time for action."**

The Redfern Statement called for Prime Minister Turnbull, his government and Parliament to reset the relationship with the First Peoples of this nation, based on working *with* us, not delivering *to* us.

While SNAICC speaks broadly across Indigenous Affairs, our primary focus remains on children's safety, development and well-being.

SNAICC's impactful work advocating for early years service participation for our kids – namely to do with the worrying *Jobs for Families Child Care Package* – again demonstrated our strong community and national voice. That change – albeit gradual – is happening.

This package was, and still is, a critical opportunity to improve affordability and access to quality early learning for all of Australia's children, and particularly our most vulnerable. Early childhood reform is one of the most important legislative reforms to progress (or undermine) the Australian Government policy objectives to "Close the Gap in Indigenous disadvantage".

However, at this stage, and despite evidence-based solutions being presented (by SNAICC in partnership with Deloitte Access Economics, and others), we are still deeply concerned that the package will significantly reduce participation in quality early learning for our children, and place the viability of many Aboriginal and Torres Strait Islander services supporting these children under threat.



Small but promising progress has been made, however, and we remain hopeful for a positive outcome for all of our children.

Unfortunately, too frequently we take one step forward and two steps back, with governments pushing through ill-informed policies that place children in further danger and fail to listen to evidence of unintended consequences. We have seen this over the year in the *permanency planning* measures being rolled out to expedite longer-term care arrangements for children in the child protection system.

For children who are placed in out-of-home care, we know stability of relationships and identity are vitally important to their well-being and must be promoted. SNAICC and many of its members are concerned that these changes fail to sufficiently recognise that stability for Aboriginal and Torres Strait Islander children is grounded in the permanence of their connection with kin and culture.

To address this we have been and are continuing to work to embed cultural safeguards and ensure that the Aboriginal and Torres Strait Islander Child Placement Principle is effectively implemented for all of our children. An important part of this cultural competency work is actioned through SNAICC's exceptional training team, who also cover important issues such as trauma, family support, early childhood and family support.

We have also seen many inquiries and commissions again this year, including the Royal Commission into Institutional Responses to Child Sexual Abuse and the South Australian Child Protection Systems Royal Commission

Yet without political will to implement recommendations and heed the evidence from communities, we will not change life trajectories for our children.

In addition to implementation of inquiry recommendations, it is critical governments adequately fund necessary strategies and programs to meet Australia's agreed Close The Gap targets.

**...SNAICC HAS  
EXCELLED IN  
BEING THE  
STRONG  
ADVOCACY  
VOICE FOR  
OUR MEMBERS,  
FOR THE  
SECTOR  
AS A WHOLE  
AND FOR OUR  
CHILDREN'S  
INTERESTS.**





# IT IS TIME ABORIGINAL AND TORRES STRAIT ISLANDER VOICES ARE HEARD AND RESPECTED.

## IT IS TIME FOR ACTION.

In this year's Federal Budget funding for Aboriginal and Torres Strait Islander people was marked by its absence: the widely criticised Indigenous Advancement Strategy (IAS) garnered no extra funding.

In all, \$534.4 million in cuts has been made to the Indigenous Affairs budget over the past five years, which has not only impacted programs for our children but has also hobbled key leadership bodies, including state peak bodies and the National Congress of Australia's First Peoples – all essential mechanisms for protecting and promoting the rights of our peoples.

Finally, financial investment, without genuine government engagement with our people, will lead to naught.

This is one of the key premises of the Family Matters Campaign, Australia's national campaign to eliminate the over-representation of our children in the child protection system by 2040; a national campaign that is led by SNAICC and supported by over 127 politicians, organisations, academics and institutions.

For SNAICC, participation and collaboration is central to improving outcomes for our children. Through events such as the SNAICC Conference we bring together great minds and organisations

(both Aboriginal and Torres Strait Islander and non-Indigenous) to learn, strategise and collaborate. The 2015 Conference was a huge success, with experts from across the globe (including our own world-leading experts) delivering over 250 presentations in 70 concurrent sessions.

We hope to build on this once again for the 2017 Conference in Canberra, which will commemorate the 20-year anniversary of the *Bringing Them Home* Report, and is set to play a vital role in our drive towards a fairer, safer future for our children.

It is important here to recognise we could not achieve what we do without our strong partnerships across communities, sectors, philanthropy and government.

We look forward to continuing to build momentum in the next year with our key partners to see significant change for our children and families.

**Sharron Williams**  
Chairperson









## CEO'S REPORT

I am delighted to introduce my first SNAICC annual report. I joined SNAICC in March this year and certainly could not introduce this report without recognising the leadership of my predecessor, Frank Hytten. Frank lead SNAICC through some very difficult times with his steady, thoughtful and inclusive approach over the past seven years, and has left a strong legacy for me to continue.

This transition gives me the opportunity to relay what I've experienced in my time here, what's surprised me, and what I've been fortunate enough to learn.

What I have learnt is just how complex and dynamic SNAICC is as an organisation, what a strong team we have and where our diverse strengths lie.

The SNAICC board have been extremely supportive in teaching me a lot about the sector we work in. They're amazing people, all of whom have incredible knowledge, and collectively hold a broad range of different skills. When I talk about learning about SNAICC strengths, the board is certainly one of those strengths. We're very fortunate to have such respected professionals on our board, and it's been deadly working with them.

One of the biggest changes we've seen in the last year, and in SNAICC's history, is our incorporation under a new act, accompanied by an updated logo and a new name: SNAICC –National Voice for our Children (Page: 12).

This was a change that was forced on us, in some respects, but I like to think of it as an evolution that we have used to our advantage.

A key part of this evolution is a change to our governance structure, with an unavoidable shift to a smaller board. We'll now operate with a more focused, specialised board – that will have the support of a representative, sector-based council behind it – which will enable us to make strong decisions on the big picture issues.

We're fortunate to have leaders that all cohesively want to move in the same direction and have made this process as smooth as possible.

I see a big part of our progression moving forward as an organisation being our ability to work together; to strengthen our existing partnerships, and build new ones, that can benefit the community and the work we do.

We play a very nuanced role in meeting with a range of different people to purposefully progress outcomes for our children. We meet with our own community – our grass-roots members on the ground – to learn about what support they need and how they can advise us. We also seek to build strong and supportive relationships with our community controlled and mainstream service sectors and peak bodies. It's then our job to meet with government and departments at a federal level and across all states and territories to talk about how policies are working on the ground, and identify strategies to address gaps and strengthen policies to better meet the needs of our children and families.

To that end, Family Matters (Page: 24), has been a challenging but exciting journey. It has given SNAICC an opportunity to raise our profile, to develop collaborative solutions and to use our momentum to ensure we're being heard at a national level. The coalition of organisations we've brought together for this campaign is an impressive collection of Australia's NGOs, academics and leading educational institutions. When we launch in late 2016 it is going to be the collective power of this group of leaders that will encourage people to stop, listen and recognise the need for change.

Getting our voice heard in arenas where it makes a difference is critical to SNAICC's effectiveness. Right now, so many of our member services are not only being affected by changes to early childhood education legislation, but have already felt the affects of these looming changes. Once again, our team has done an incredible job in identifying what aspects of the Jobs for Families Child Care Package (Page: 22) are going to negatively impact our kids, and have worked with our members to confirm what the impacts will be. The future of the package is currently up in the air. The challenge is getting

government to realise the unique value and role that Aboriginal services play in supporting the early development of our children and engaging with our organisations as the best qualified to inform local solutions for local problems.

The ongoing development of the SNAICC training team has been impressive, to say the least, over the last year. Both the growth of the team and the collaborative development of best practise training packages, particularly the Intensive and Targeted Family Support resource –*Stronger, Safer, Together* (Page: 31), have further established SNAICC as leaders in this space. In the 2015-16 period we successfully delivered 53 training packages, increasing from 34 the previous year. This shows the thirst that exists to grow skills and knowledge, and we will continue to strive to expand to meet this demand for our communities.

This was my first year with Children's Day (Page: 46) and seeing the effort that is invested from our organisation in building its profile is really exciting. Everywhere I go I speak to people who talk about Children's Day and I feel it is at the tipping point of moving to the next level as a national day of celebration. It's something that we will continue to build on because celebrating our children is just so important.

There are many things we've achieved in my time at SNAICC that I'm proud of, and chief amongst them has been the way we've raised our profile to not only be seen as go-to experts within the sector, but to have governments and other peak bodies actually coming to us for our input and expertise. Getting people to realise that we have valuable knowledge and advice is a bigger task than it sounds.

We do such good work, and punch well above our weight, particularly for the relatively low amount of resources that we get.

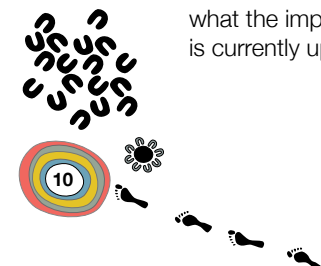
I'm so inspired by the work of our staff, and the time and effort they commit to SNAICC. It's been a real inspiration working with people who love what they do and, most importantly, believe in what they do. While having such a high standard to maintain is scary in some ways, it doesn't make me any less excited, or hopeful, or confident for what comes next.

There is so much pride in our work at SNAICC and it really does benefit our mob on the ground. Still we are always looking for ways to ensure we do this better.

That inspires me, and it makes me excited for our future.

Gerry Moore

**Gerry Moore**  
CEO



# SNAICC MILESTONES

**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 (AICCAs).

**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, the Victorian Government and the Aboriginal and Torres Strait Islander Commission.

2<sup>nd</sup> 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**

3<sup>rd</sup> 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 *KidsMatter: 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.

4<sup>th</sup> 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**

25<sup>th</sup> 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.

5<sup>th</sup> 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 (IFSS).

**2015**

SNAICC secures continuous 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.

5<sup>th</sup> SNAICC National Conference held in Perth.

**2016**

SNAICC becomes registered under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (CATSI Act).

At this time, SNAICC also refreshes its brand and name to become known as SNAICC – National Voice for our Children.



# SNAICC GOVERNANCE

Since its establishment in 1981, The Secretariat of National Aboriginal and Islander Child Care (SNAICC) has been continuously evolving and changing. Over the past year the shift to a new governance structure has been undertaken, with SNAICC becoming incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth) as of 20 July 2016. This has involved some significant changes to our governance structure and membership including a new name.

## GOVERNANCE CHANGES

The previous 18-person National Executive, which met twice per year, has been replaced by a 9-person Board of Directors, which will meet 4 times per year. The purpose of the SNAICC Board of Directors is to provide strong cultural and corporate governance to ensure SNAICC effectiveness, good management and future prosperity.

The Board will be supported through strategic and policy advice from a 17-person Council, which will meet twice per year. The new SNAICC Council has been structured this way to bring cross-sector state and territory experience and knowledge to inform SNAICC policy and strategy, and to foster inter-state information exchange and engagement.

Council and Board members will have a term of two years, and can serve a maximum of 4 terms in a row. The SNAICC Board of Directors will be made up of 6 SNAICC Council members, 2 other members identified on the basis on a skills matrix, and the Chairperson.

All Directors and Council members will be Aboriginal or Torres Strait Islander.

We believe that these changes help to ensure that we are as effective as possible as the national community-controlled peak body for Aboriginal and Torres Strait Islander children, with strong governance, community legitimacy and responsiveness to community needs.

## PURPOSE

This change provided us an opportunity to also develop a more targeted SNAICC purpose:

**SNAICC – National Voice for our Children 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.**

## LOGO & NAME

As part of these significant changes, we also refreshed our brand and name. Developed in community consultation, and intended to acknowledge SNAICC's significant history while also accurately reflecting our current purpose and functions. Our new name is **SNAICC – National Voice for our Children.**

'SNAICC' is no longer an acronym, but is now carried forward as a word, well known and supported by our communities and partners. Our logo has also been adjusted to recognise the Torres Strait Islander community –adding in the Torres Strait Islander flag colours to the outer edge of the existing logo.

## MEMBERSHIP CHANGES

To reflect our updated purpose, SNAICC membership eligibility has been broadened to include the diversity of stakeholder organisations involved in child and family care, development and, now, well-being.

SNAICC has also condensed its five tiers of membership to two tiers, *Members* and *Associates*.

**Members** must be Aboriginal or Torres Strait Islander organisations that work for childhood development, safety or well-being.

**Associates** are non-Indigenous organisations and any individuals that work for Aboriginal and Torres Strait Islander childhood development, safety or well-being.



# SNAICC BOARD MEMBERS (as of June 30 2016)

Shortly SNAICC Governance will be changing with a new SNAICC Board of Directors and SNAICC Council being announced in late 2016.



**Sharron Williams**

Chairperson

Aboriginal Family Support Services (AFSS)



**Geraldine Atkinson**

Deputy Chairperson  
- Early Childhood

Lulla's Children and Family Centre



**Sue-Anne Hunter**

Deputy Chairperson  
- Child Protection

Victorian Aboriginal Child Care Agency (VACCA)



**Elvie Sandow**

Secretary

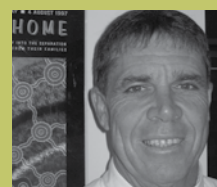
Gundoo Day Care Centre



**Lisa Coulson**

Treasurer

Tasmanian Aboriginal Child Care Association (TACCA)



**Garry Matthews**

Coffs Harbour  
Aboriginal Family  
Community Care  
Centre Incorporated  
(AbCare)



**Joanne Della Bona**

Coolabaroo  
Neighbourhood  
Centre



**Emma Beckett**

Muloobinba Aboriginal  
Corporation – Nikinpa  
Aboriginal Child &  
Family Centre



**Jungala Kriss**

Yiprinpa School



**Kathleen Pinkerton**

Yorganop Association  
Incorporated



**Lisa Thorpe**

Bubup Wilam Centre  
for Early Learning  
Aboriginal Child and  
Family Centre



**Natalie Lewis**

Queensland Aboriginal  
and Torres Strait  
Islander Protection  
Peak (QATSICPP)



**Rachel Atkinson**

Palm Island  
Community Company  
(PICC)



**Tim Ireland**

Aboriginal Child,  
Family and  
Community Care  
State Secretariat  
(AbSec)



**Reuben Ardler**

Wreck Bay Aboriginal  
Community Council

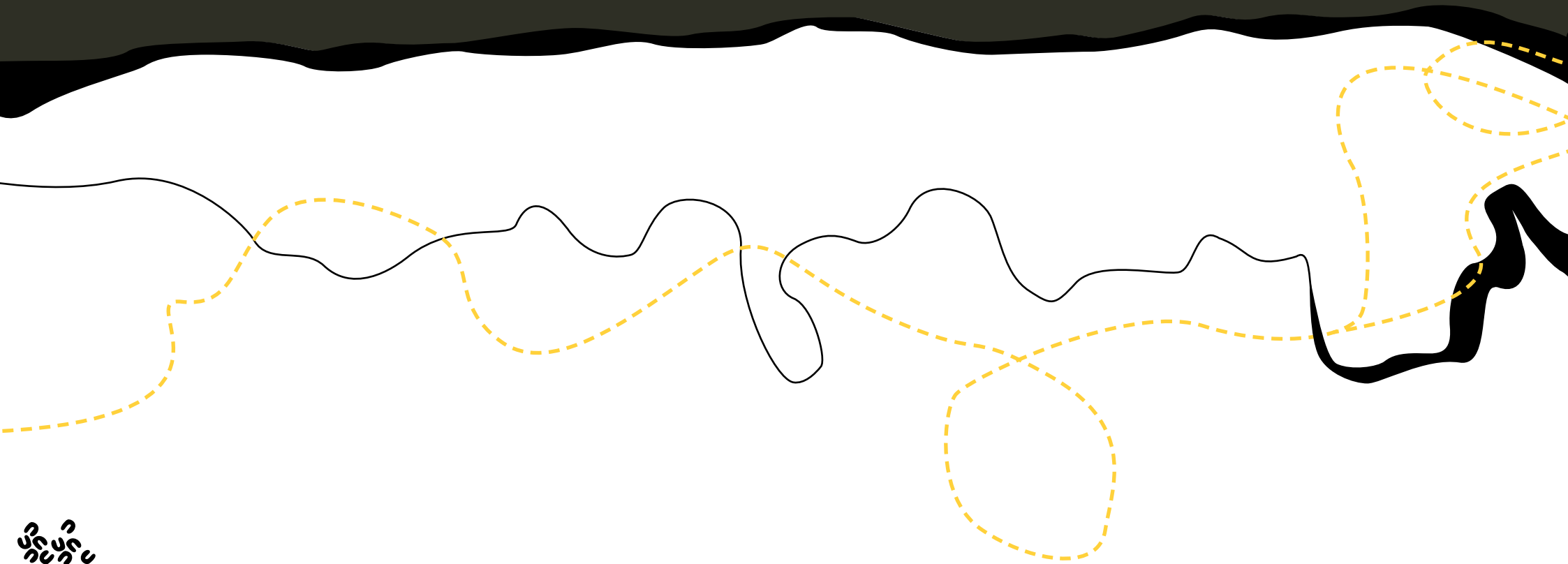


**Rose Bamblett**

Victorian Aboriginal  
Education  
Assosiation Inc.



# OUR WORK: the four focus areas and five areas of activity



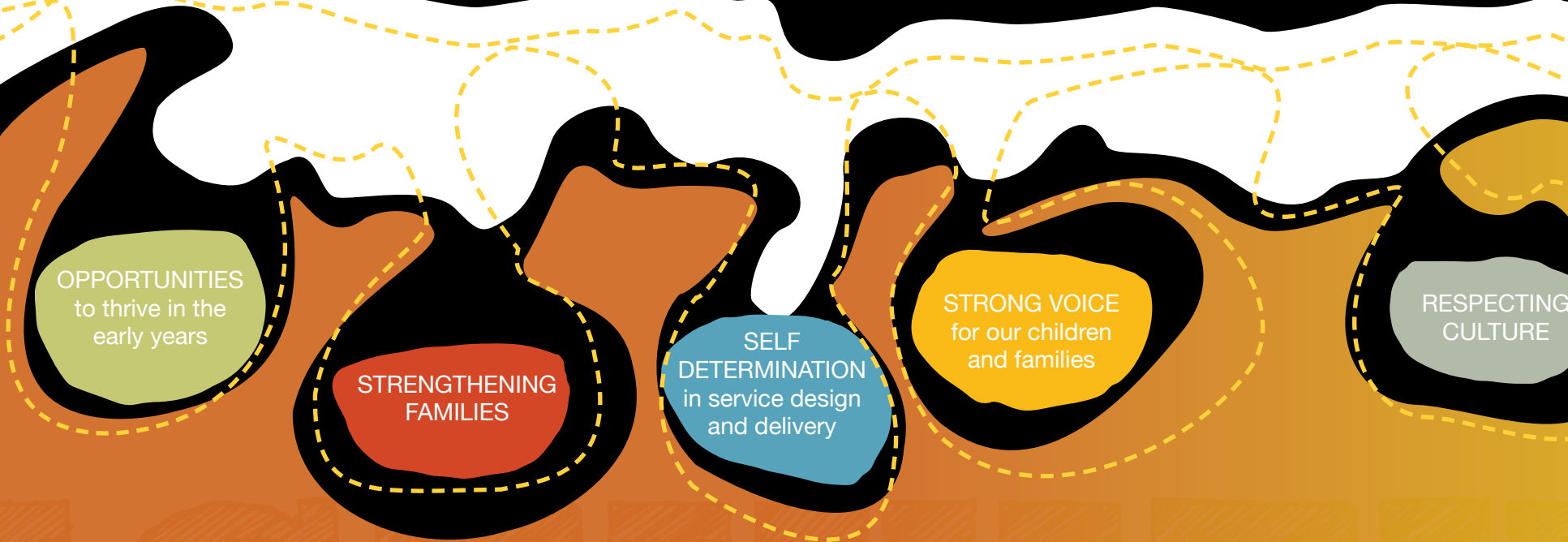


Child and family  
wellbeing,  
community  
support and  
development

Aboriginal  
and Torres  
Strait Islander  
community-  
controlled services  
for children and  
families

Social Justice  
and children's  
rights

A strong national  
peak body for  
Aboriginal and  
Torres Strait  
Islander children  
and families



OPPORTUNITIES  
to thrive in the  
early years

STRENGTHENING  
FAMILIES

SELF  
DETERMINATION  
in service design  
and delivery

STRONG VOICE  
for our children  
and families

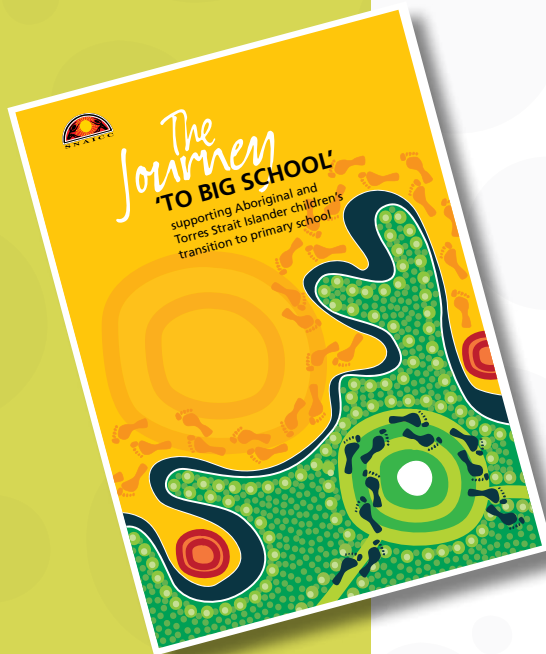
RESPECTING  
CULTURE

This report is arranged by these five areas of activity.



# 3 PROGRAMS COMPLETED

CHERBOURG, QLD;  
BREWARRINA, NSW; AND  
LIGHTNING RIDGE, NSW



## JOURNEY TO BIG SCHOOL (TRANSITIONS)

### AIM

Through the delivery of the *Journey to Big School* program, SNAICC aims to improve the capacity of whole communities in supporting Aboriginal and Torres Strait Islander children in their transition to school.

### ACTION

The *Journey to Big School* program provides a community development model, working with primary schools, early childhood services and Aboriginal and Torres Strait Islander communities to support children's school readiness and their effective transition to formal schooling.

This project addresses the causes behind poor school readiness as a strategy to see Aboriginal and Torres Strait Islander children attend and engage successfully with formal schooling at the point of entry, setting a course for continued engagement and positive educational outcomes. Additionally, *Journey to Big School* facilitates the development of local networks, relationships, leadership, and transition support plans, while imparting knowledge of evidence-based good practice approaches.

### RESULT

Throughout the 2015-2016 period SNAICC completed 3 *Journey to Big School* programs (Cherbourg, QLD; Brewarrina, NSW; and Lightning Ridge, NSW); and delivered the initial workshop block to Morwell and Bendigo, VIC, and Kununurra, WA. Workshop participants identified improvement across a number of areas, including: A stronger understanding of Aboriginal and Torres Strait Islander families' needs regarding transition. Improvement in cultural awareness, in particular, participants' capacity to 'draw on the strengths of the Aboriginal and Torres Strait Islander community.' Participant's confidence to create learning environments that value Aboriginal and Torres Strait Islander culture. A heightened focus and activity in the participating communities to collaborate in the provision of transition to school supports.





## WUNAN FOUNDATION JOURNEY TO BIG SCHOOL CASE STUDY

In Halls Creek, WA, SNAICC has worked in close partnership with Wunan Foundation on a Journey to Big School project, funded by the Australian Government Department of Social Services. SNAICC and community members have identified strong success across a number of areas including: Employment of a strong community person with good community relationships who has been very active in the community, engaging with families and connecting them with early years services. An increase in the numbers of parents and children participating in the early years services, particularly at Lilwuns playgroup and Kindlink. More community members are using the Child and Parent Centre as a drop in service.



A breakfast program and pick ups for families significantly increasing attendance numbers, enabling services to engage with parents about the transition to school. The local worker engaging with and supporting families at home who are not accessing services at the centre. Increased awareness of the importance of transition to school amongst community members and services.







# What is the National Quality Standard (NQS)?

THE NQS IS A PART OF THE NATIONAL QUALITY FRAMEWORK (NQF) AND SETS A HIGH, NATIONAL BENCHMARK FOR EARLY CHILDHOOD EDUCATION AND CARE, AND OUTSIDE SCHOOL HOURS CARE SERVICES IN AUSTRALIA.

## A PLACE FOR CULTURE

### AIM

SNAICC aims to improve service access and service quality for Aboriginal and Torres Strait Islander children and their families through a cultural competency framework and training package for non-Indigenous educators in early childhood education and care services.

### ACTION

SNAICC developed the *A Place for Culture* training package this year to take non-Indigenous educators on a journey to gain a deeper understanding of our Aboriginal and Torres Strait Islander history and context, and to support culturally inclusive practice approaches throughout their services.

**With the support and guidance of Aboriginal and Torres Strait Islander early years educators, Elders, community members and academics, SNAICC has brought these two worlds together.**

The package aims to ensure educators meet the National Quality Standards (NQS) and most importantly build a genuine understanding, respect and relationship with Aboriginal and Torres Strait Islander cultures, communities, children and families.

During the development of this training package and resources, SNAICC had in-depth engagement with Aboriginal and Torres Strait Islander academics and leading sector professionals to provide guidance and ensure the package will meet community and sector needs in culturally responsive and safe ways. This process has helped to ensure that SNAICC provides a framework that is inclusive of the national requirements for cultural competency while also supporting self-determination.

### RESULT

SNAICC ran an initial trial with early years educators at the Robyn Jane Children's Centre in Healesville, Victoria. This trial helped to shape the direction of further development required for the *A Place for Culture* training package and resources.

SNAICC aims to have the package and associated resources completed by 2017, with a roll out to non-Indigenous early years educators across Australia to commence shortly after.

*SNAICC wishes to thank the Department of Prime Minister and Cabinet for funding this important project.*



# WHAT IS 3A TRAINING?

3A, or Abecedarian Approach Australia, is a set of evidence-based teaching and learning strategies for early childhood educators and parents to use with children from birth to five-years-old.

3A consists of four elements:

- Language Priority
- Learning Games
- Conversational Reading
- Enriched Caregiving.

3A has been shown to deliver enhanced educational outcomes by enriching educator practice with a strong focus on language acquisition.



## DEADLY FUTURES

### AIM

The Deadly Futures one-day training workshop aims to improve early childhood development outcomes of particularly vulnerable Aboriginal and Torres Strait Islander children. It supports educators and playgroup leaders, to work with parents and carers to use proven strategies to increase their children's social, emotional and educational development.

### ACTION

SNAICC completed a national review of evidence-based resources targeted to support the developmental needs of Aboriginal and Torres Strait Islander children from birth to 5 years, and developed a priority list of resources to share with educators to enhance their practice. Recognising and respecting cultural knowledge, skills, concerns and priorities in child rearing and development were identified as the first step in this process.

The Australian Abecedarian Approach (3a) was identified as one of the most suitable and effective evidence-based developmental interventions available. 3a is an evidence-based program that integrates basic principles of human learning and development into an effective approach to early childhood education. 3a involves intensive learning and social-emotional supports and places a priority on language acquisition as a proven core of early learning and school readiness.

SNAICC has built on the 3a approach in designing the Deadly Futures training program, to bring a strong cultural lens to the learning model for Aboriginal and Torres Strait Islander children and their families. This has involved designing a program that supports educators and families who attend playgroups and early years services, with learning approaches and additional tools (such as bi-lingual books and the NT LearningGames), to enhance how they teach children through play and conversational reading.

A series of trials were conducted to unpack the evidence-based resources with playgroup leaders, educators and community members, and explore the relevance of materials and how educators can use the resources most effectively. The trial workshops focussed on working across two worlds and learning through interaction.

The training sits the 3a approach alongside cultural learning and reinforces how to bring about more intensive teaching through talking and play. This training also reinforces and builds on the important role and value of interaction between parents and their children from the beginning of life where language is the key. This enables a deep understanding of cultural identity, which in turn builds resilience and strength.





## RESULT

Since the completion of the Deadly Futures training package in May 2016, consultation and training delivery has focused on Aboriginal and Torres Strait Islander community-controlled playgroups and parenting services located in communities with low AEDC rankings including in Kununurra and Halls Creek (WA), and Bendigo (VIC).

Educators at the workshops expressed appreciation that the range of tools and approaches are culturally strong and also aligned with the Early Years Learning Framework (EYLF) and developmental learning outcomes for children in their service (important for educator's requirements to National Quality Standards). Parents and educators also enjoyed the cultural style of the materials and activities and their link to everyday life, making them familiar and easily accessible.

The relevance of the resources and practices presented, such as community-developed tools for strengthening and maintaining cultural knowledge and practice related to child development and child rearing for each community (including learning activities that are conducted in the preferred participant language and that use a collaborative process, with educators being guided by senior community members/Elders) was also positively noted by educators.

12 more training workshops will be delivered in the second half of 2016 and 2017 across the country.

*SNAICC wishes to thank Department of Prime Minister and Cabinet for funding this important project.*



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ABORIGINAL AND TORRES  
STRAIT ISLANDER CHILDREN  
**TWICE AS LIKELY TO**  
BE DEVELOPMENTALLY  
VULNERABLE EARLY IN LIFE,  
AND HALF AS LIKELY TO  
ACCESS EARLY EDUCATION  
AS NON-INDIGENOUS  
CHILDREN

---

# EARLY CHILDHOOD EDUCATION AND CARE REFORMS

## AIM

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.

## ACTION

SNAICC has worked tirelessly this year to engage a broad coalition of partners to raise the visibility of the importance of improving access to early learning for our children and the need for a specific, long-term, federally-funded program to achieve this. We have deepened understanding of federal decision-makers through direct engagement and public media.

In November 2015 the *Jobs for Families Child Care Package* was introduced into Federal Parliament with the stated intention to create a 'more affordable, more flexible, and more accessible child care system.' However, from the outset, SNAICC, with many sector and non-sector organisations, were deeply concerned that the package would act against its stated intention and undermine access to early childhood education and care services for Aboriginal and Torres Strait Islander children and, in particular, adversely impact our most vulnerable children.

SNAICC commissioned Deloitte Access Economics (DAE) to research the likely impact of the *Jobs for Families Child Care Package* on Aboriginal and Torres Strait Islander children and families. Budget Based Funding services and Aboriginal Child and Family Centres were surveyed across jurisdictions covering 2,225 Aboriginal or Torres Strait Islander children.

The DAE research indicated that, without amendments, the Package will adversely impact Indigenous children experiencing vulnerability.

To avoid the unintended consequences of the Package, SNAICC proposed some minor but key amendments.

SNAICC provided two written submissions, presented at the Senate Committee hearing and held a parliamentary breakfast to raise awareness of our concerns about the unintended consequences of the package and solutions. The breakfast was hosted with Early Childhood Australia, the Australian Council of Social Services (ACOSS), UNICEF, World Vision and the National Association of Mobile Services (NAMS). SNAICC also used the opportunity of many member services coming to Canberra to organise 55 meetings with Members of Parliament and Senators.

The Bill was put on hold throughout the elections and will now need to go through a new Parliament post-election.

The federal election however provided a further platform to raise awareness, with SNAICC speaking at more than 10 events, writing to all parliamentarians with our brief and circulating materials for members to engage directly with their local candidates.

Other areas of focus included: interim relief for Aboriginal and Torres Strait Islander Child and Family Centres; regular updates to all BBF and ACFC services; and informing the set up of the Connected Beginnings program.





Senator Hon. Simon Birmingham visiting  
Kura Yerlo Childrens' Centre, SA



## RESULT

SNAICC engagement had a significant impact in increasing the profile of this issue and understanding of the potential negative impacts of this package on Aboriginal and Torres Strait Islander children and families.

Key highlights include:

- Media release by the Minister of the time, The Hon Scott Morrison MP, that confirmed that the package is designed to support improved access for vulnerable Aboriginal and Torres Strait Islander children
- Visit by the Minister of the time, The Hon Simon Birmingham to Kura Yerlo, an Aboriginal early years service, hosted by SNAICC
- Strong sector partnerships and champions, including Professor Fiona Stanley (AC, FAA, FASSA), ACOSS, ECA, UNICEF, World Vision and the Aboriginal and Torres Strait Islander Social Justice Commissioner
- Significant media coverage
- High engagement and activity by Parliamentarians
- Minor amendments to the Jobs for Families Child Care Package to better support our children
- 50% (minority) support from the Senate Inquiry Committee (the Greens and the Australian Labor Party) including for the SNAICC amendments.

*SNAICC is deeply grateful to the Reichstein Foundation for its support for this project.*

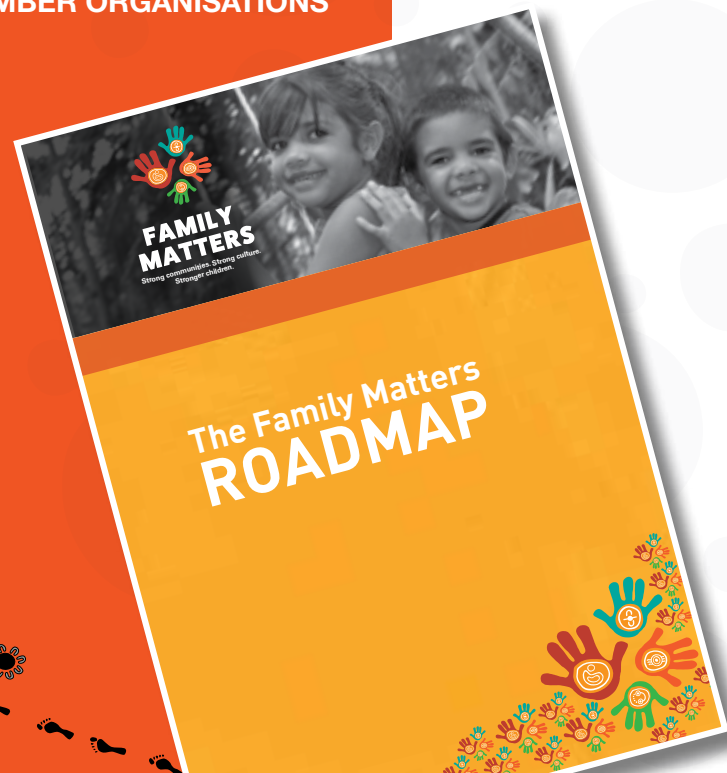


# \$313,350

IN CAMPAIGN SPONSORSHIP

# 127

MEMBER ORGANISATIONS



## FAMILY MATTERS

### AIM

*Family Matters: Strong communities. Strong culture. Stronger children* is Australia's national campaign to ensure Aboriginal and Torres Strait Islander children and young people grow up safe and cared for in family, community and culture.

### ACTION

In 2015-16, Family Matters focused on developing an evidence based strategy to propel the national campaign forward into the next phase. We also began building some solid foundations for the campaign: securing adequate funding; developing foundational documents; expanding our organisational membership; and initiating a state and territory level presence.

During 2015, the founding members of Family Matters had a number of sessions deeply reflecting on the campaign to date and the way forward. The group realised that a decision had to be made to invest properly in the campaign or not proceed at this time. Ultimately, it was unanimously decided to proceed strongly and strategically – a huge endeavour. This was a real turning point for campaign planning.

The most significant event of the 2015-16 year was the Family Matters Strategic Forum, held on 10 February 2016 in Old Parliament House, Canberra. 106 Aboriginal and Torres Strait Islander and non-Indigenous leaders from 73 Australia-wide organisations attended the forum and confirmed the proposed strategic directions.

Family Matters aims to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 2040. Family Matters is led by SNAICC, and Co-Chaired by SNAICC CEO, Gerry Moore, and QATSICPP CEO, Natalie Lewis.

A campaign governance structure also emerged from the Forum comprising: the *Family Matters* Champions Group to steer the campaign; various working groups to drive policy, communications and state based work; and a broader Strategic Alliance to contribute as members.

*A Family Matters Statement of Commitment* – outlining the core principles of the campaign was developed in the final quarter of the year. The six core principles are:

1. Applying a child focussed approach
2. Ensuring that Aboriginal and Torres Strait Islander people and organisations participate in and have control over decisions that affect their children
3. Protecting Aboriginal and Torres Strait Islander children's right to live in culture
4. Pursuing evidence based responses
5. Supporting, healing and strengthening families
6. Challenging systemic racism and inequities

The *Family Matters Roadmap* - which will lay out the campaign outcomes, target, sub-targets, evidence informed solutions and the particular change priorities for the next 18 months - is also in development.

[www.familymatters.org.au](http://www.familymatters.org.au)

Political lobbying, collaborative action and key stakeholder engagement was a core focus for Family Matters in the first half of 2016. Key activities included the following:

- Development and circulation of election brief to all federal parliamentarians
- Meetings with the Minister for Indigenous Affairs and Opposition Spokesperson for Indigenous Affairs
- Presentation to the Australian Children's Commissioners and Guardians. The campaign has enjoyed significant support from the Commissioners, with the Aboriginal and Torres Strait Islander Social Justice Commissioner – as well as Commissioners from Victoria, Queensland, Tasmania and NSW – leading the way
- Co-hosting the historic Redfern Statement launch on 9 June

## RESULT

The 2015-16 year saw exponential growth in the communications, policy development, evidence-base evaluation and political strategy for Family Matters.

In the 2015-16 year, Family Matters attracted a total of \$313,350 in campaign sponsorship and project funding, compared to just over \$70,000 in 2014-15. In Queensland the campaign also secured \$250,000 from the Queensland Government. A strong partnership was also formed with Save the Children Australia for significant financial and in-kind support for the campaign.

- Presentation to the Children and Families Ministers' Forum in Melbourne, with the result that Ministers agreed to pursue national action to address the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care and to work through Premiers and Chief Ministers to seek its consideration at the Council of Australian Governments (COAG) as a priority for national reform
- 38 sector meetings across NSW, Victoria, the NT, WA and SA, and meetings with five Children's Commissioners and Guardians.

The campaign has also begun to shift focus towards engaging local communities and the general public with a draft framework for a National Week of Action in the build up to the 20-year anniversary of *Bringing them Home* in May 2017 under development.

State and territory partnerships also progressed significantly, with SNAICC supporting the engagement of stakeholders and set up of Working Groups in South Australia, Western Australia and the Northern Territory. NSW has held its first Working Group workshop in June, led by AbSec, and Queensland has been very successfully driving its own Working Group, led by QATSICPP.

At the end of June 2016, there were 127 member organisations in the Family Matters Strategic Alliance.

The right of our children to their culture, along with the other core human rights of children – to life, to family, to protection – are non-negotiable. A child's cultural rights deeply impact on their ability to meaningfully enjoy every other human right and freedom. Like all human rights, they are universal, indivisible and interdependent. Our children's rights, as for all children, are mandatory and sacred. These are not discriminatory rights. They are not debateable. Although some rights might be subject to reasonable limitations, they cannot simply be forfeited altogether when a child is removed from home. A child's core human rights cannot be subject to available resources.

Unfortunately this is the case for many of our children.

*Andrew Jackomos, Victorian Commissioner for Aboriginal Children and Young People*





# 2

POLICY PAPERS  
PRODUCED

# 34x

ABORIGINAL WOMEN ARE  
34 TIMES MORE LIKELY  
TO EXPERIENCE FAMILY  
VIOLENCE THAN  
NON-ABORIGINAL WOMEN



## MAKING OUR PRIORITIES FOR CHANGE CLEAR: DEVELOPMENT OF SNAICC POLICY POSITION STATEMENTS

### AIM

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

Developing position statements enables SNAICC to make key issues for Aboriginal and Torres Strait Islander children and our core reform priorities clear and accessible to our members, governments, professionals, and the general public. Position statements allow SNAICC and member services to be best placed to contribute to policy reform – especially when a rapid response is required from government reviews, inquiries, or for media engagement.

### ACTION

Over the past year the SNAICC policy team developed an accessible, concise and clear policy position statement on stability for Aboriginal and Torres Strait Islander children in out-of-home care and researched and drafted a second on family violence. SNAICC policy position statements are developed collaboratively with SNAICC member services, peak bodies and key experts, and build on SNAICC's existing expertise and reflect up-to-date evidence, practice knowledge, and Aboriginal and Torres Strait Islander perspectives.

### RESULT

#### Family violence

This draft position statement recognises that addressing the devastating impact family violence is having on Aboriginal and Torres Strait Islander communities, especially on women and children, is crucial to ensuring that families are strong and children are safe. Not only are Aboriginal and Torres Strait Islander peoples more likely to be affected by family violence than non-Indigenous people, they also face unique barriers to accessing assistance and support.

The position statement will allow SNAICC and its member services to confirm that culture is the key protective factor that supports families to be free of violence.

At the heart of family violence are issues of grief, loss, disempowerment and trauma. As a result, an individual focus is not appropriate for Aboriginal and Torres Strait Islander peoples — family violence needs to be understood at a whole-of-community level. Preventing and responding to family violence starts with a recognition of individual, family and community strengths. Approaches need to be holistic and integrated, working with the whole family and community. Responses should include tailored supports for all people – women, children, and men.



### Achieving stability

*Achieving stability* for Aboriginal and Torres Strait Islander children in out-of-home care highlights the recommendations of SNAICC and member services on best practice to ensure stability for Aboriginal and Torres Strait Islander children in contact with child protection services.

SNAICC and many of its members have been concerned as, around the country, a range of processes are being undertaken to prioritise and expedite longer-term care arrangements for children. These measures vary in detail but have been broadly described as *permanency planning*. Some of these proposals have already taken the form of legislative changes (for example, in New South Wales, Victoria and the Northern Territory), whilst in other jurisdictions they are still being considered (for example, in Western Australia and Queensland).

SNAICC's position statement makes clear that for children who are placed in out-of-home care stability of relationships and identity are vitally important to their wellbeing and must be promoted. SNAICC is deeply concerned, however, that recent reforms fail to sufficiently recognise that stability for Aboriginal and Torres Strait Islander children is grounded in the permanence of their connection with kin and culture. The paper provides key recommendations for change, including by:

- amending law and policy to safeguard children's rights to safe and stable connections to kin, culture and community;
- prioritising support for families, including through intensive family preservation and reunification services; and
- increasing participation of Aboriginal and Torres Strait Islander families and communities in decisions about the safe and stable care of their children;

With the recent completion of the statement, SNAICC and its members are now well placed to inform and influence policy development and practice reform in this critical area for Aboriginal and Torres Strait Islander children.



“It was an important decision to include a focus on our kids for every action under the plan, because the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care is appalling and not enough is being done to heal and strengthen our families and communities. However, there is also a danger that issues for Aboriginal and Torres Strait Islander children will continue to be paid lip service, rather than genuinely addressed through the plan – so the plan needs to be accountable to Aboriginal and Torres Strait Islander leaders.”

**SNAICC CHAIRPERSON  
SHARRON WILLIAMS**



# NATIONAL FRAMEWORK FOR PROTECTING AUSTRALIA'S CHILDREN 2009–2020: **THIRD ACTION PLAN 2015-2018** **POSITION STATEMENTS**

## AIM

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.

## ACTION

In the first two 3-year plans (2009-2014), the National Framework failed to incorporate Aboriginal and Torres Strait Islander leadership and voice, so the creation of this working group in the third 3-year plan (2015-2018) is a significant step towards COAG recognition and respect of Aboriginal and Torres Strait Islander leadership.

During the development of the Third Action Plan there was extensive debate about whether or not to include a specific action for Aboriginal or Torres Strait Islander children. Following consultations around the country – led by (now former) Social Justice Commissioner, Mick Gooda, and National Children's Commissioner, Megan Mitchell – it was decided that the whole plan needed to focus on addressing the needs of Aboriginal and Torres Strait Islander children.

SNAICC invested significant work to support the set up of the Aboriginal and Torres Strait Islander Working Group, identifying and inviting national leaders, developing a work plan and hosting the first meeting in May. SNAICC also progressed implementation of the Child Placement Principle, developing a clear framework for the application of its five principles across the Third Action Plan, with input provided by the Working Group.

## RESULT

Through facilitating the working group's formation, SNAICC has been able to support key Aboriginal and Torres Strait Islander leaders to provide advice and oversight to ensure that all actions in the plan are working to support and maintain cultural identity and safe connections for children.

Under the direction of the Working Group, SNAICC has developed an ambitious agenda for full implementation of the Aboriginal and Torres Strait Islander Child Placement Principle across the entire Third Action Plan, requiring all partners (government and non-government) to invest in and prioritise the rights of Aboriginal and Torres Strait Islander children.



Natalie Lewis, CEO of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP), commented that, “Applying the ATSI CPP is about far more than an out-of-home care placement decision. The Principle requires equitable access to quality services that can support our families to stay together – it is as much a guide to addressing the under-representation of our families in preventive services as it is to addressing their over-representation in child protection services. The Principle also requires support for children to maintain and re-establish cultural connections in out-of-home care, efforts for reunification, and ensuring that our families, communities and organisations are involved in decision making, service design and service delivery at every step of the way.”

#### THE THREE STRATEGIES UNDER THE THIRD ACTION PLAN ARE:

1. Early intervention, with a focus on the early years — particularly the first 1000 days of a child's life.
2. Helping young people in out-of-home care to thrive in adulthood.
3. Organisations responding better to children and young people to keep them safe.

#### THE ABORIGINAL AND TORRES STRAIT ISLANDER SPECIFIC ACTIONS ARE:

1. Establishment of an Aboriginal working group and,
2. Implementing the Aboriginal and Torres Strait Islander Child Placement Principle across all actions of the Third Action Plan.





# STRONGER, SAFER, TOGETHER

A PRACTISE RESOURCE  
TO BE USED FLEXIBLY  
TO SUIT THE NEEDS  
OF SERVICES AND  
WORKERS



## INTENSIVE & TARGETED FAMILY SUPPORT STRONGER, SAFER, TOGETHER

### AIM

Through this innovative training program, SNAICC aims to strengthen the capacity of intensive and targeted family support practitioners in their delivery of work to keep Aboriginal and Torres Strait Islander families safely together, or reunify families where children have been removed.

### ACTION

This past year, SNAICC completed the development of, and started to implement, the Intensive & Targeted Family Support training package known as *Stronger, Safer, Together*. The training package, designed with a place-based approach, was launched alongside a practice resource and toolkit to address key practice issues for services that provide intensive and targeted support for Aboriginal and Torres Strait Islander families.

The *Stronger, Safer, Together* training package provides an opportunity for workers to explore the comprehensive resource guide and focus on practice issues, extend their skills, and exchange experience and understanding of working with complex client issues. The package has been informed by Aboriginal community-controlled organisations from across Australia.

### RESULT

Two Stronger, Safer, Together trials were completed in November 2015. The first of the trials was run with the Central Australian Aboriginal Congress in Alice Springs, and the second in Townsville with the Townsville Aboriginal & Islander Health Service. Both services that were part of the trials contributed to the development of the resource.

In April 2016, SNAICC delivered the training package to a number of intensive family support services through the Aboriginal Child, Family and Community Care State Secretariat's (AbSec) NSW network.

Feedback from all three workshops suggested that services would be able to incorporate various components of the training program and sector advice from the resource into their practice. Participants were given the opportunity to identify gaps in the service delivery system and referral pathways, with the resource proving to be quite flexible in meeting the needs of the different settings and work roles.

Feedback also reflected that participants felt the training particularly strengthened their practice through supporting the development of strategies and approaches for working directly with Aboriginal and Torres Strait Islander families and having a greater understanding of the issues affecting them.

*SNAICC wishes to thank the Australian Government Department of The Prime Minister & Cabinet for funding this important project.*



THE 2012 'CARMODY INQUIRY' WAS TASKED WITH CONDUCTING A FAR REACHING REVIEW OF QUEENSLAND'S CHILD PROTECTION SYSTEM TO FIND OUT IF THE SYSTEM WAS FAILING CHILDREN AND, IF SO, WHY AND WHAT SHOULD BE DONE TO FIX IT.

THE REPORT CONCLUDED THAT THE EXISTING SYSTEM WAS NOT ENSURING THE SAFETY, WELL-BEING AND BEST INTERESTS OF CHILDREN AS WELL AS IT SHOULD, AND MADE 121 RECOMMENDATIONS TO IMPROVE QUEENSLAND'S CHILD PROTECTION SYSTEM.

# CREATING CHANGE THROUGH PARTNERSHIPS

## AIM

This project aims to support genuine and respectful partnerships between mainstream service providers and Aboriginal and Torres Strait Islander community-controlled organisations (ACCOs). SNAICC believes that these partnerships can have multiple benefits including:

- Cultural competency development for mainstream service providers;

## ACTION

This year SNAICC worked on expanding the *Creating Change Through Partnerships* training package and model by commencing the Queensland implementation of the Family and Child Connect (FaCC) program with our partner, the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP).

The *Creating Change Through Partnerships* training package and resources focused on two key approaches to increasing families' access and engagement with services:

1. Working within a cultural competency framework; and
2. Engaging in effective partnerships with Aboriginal and Torres Strait Islander communities and organisations.

In 2015-16 SNAICC and QATSICPP provided very successful partnership training across seven areas in Queensland: Gold Coast, Toowoomba, Logan, Beenleigh, Sunshine Coast, Townsville and Bayside. These workshops (two days initially, and follow up days within three months) were funded for Aboriginal and Torres Strait Islander and non-

- Governance and service capacity development for ACCOs;
- Development of shared capacity to respond to community needs; and
- Development of individual and community capacity for Aboriginal and Torres Strait Islander peoples in areas including workforce and community leadership.

Indigenous partners involved in the rollout of the Family and Child Connect (FaCC) program by the Queensland Department for Communities.

This initiative progresses recommendations from the Queensland Child Protection Commission of Inquiry (the *Carmody Inquiry*) aimed at improving sector partnerships.

During 2015, SNAICC and QATSICPP were also contracted by the Queensland Family and Child Commission (QFCC) to deliver Partnerships Information Seminars specifically to Aboriginal and Torres Strait Islander community-controlled organisations. These were held in three regions (Mt Isa, Cairns and Mackay) where the Family and Child Connect (FaCC) and Intensive Family Support (IFS) Services were to be established in 2016.

The *Partnerships Information Seminars* presented key elements of the partnering process that highlighted the unique qualities of Aboriginal and Torres Strait Islander services to assist services to maximise their benefits through partnerships.





## RESULT

Feedback on the Partnership training was extremely positive, with significant strengthening of relationships and developmental shifts in service delivery, governance approaches and resource and cultural exchange between Aboriginal and Torres Strait Islander services and non-Indigenous agencies. The model demonstrates the effectiveness of partnership approaches to impact on service models for reducing the entry of Aboriginal and Torres Strait Islander children into the child protection system.

The model has also been incorporated into other training areas including early years training and cultural competence development, due to its effectiveness when building collaborative service models.





# 100%

OF PARTICIPATING TRIAL  
STAKEHOLDERS SUPPORT  
THE PRINCIPLES ON WHICH  
THE TRIAL HAS BEEN  
ESTABLISHED

# 3

TRIAL SITES

## ABORIGINAL AND TORRES STRAIT ISLANDER FAMILY-LED DECISION MAKING



### AIM

To achieve better outcomes for Aboriginal and Torres Strait Islander children, SNAICC is committed to increasing the participation of families in decisions and plans made for their own children's care and protection. With this in mind, in early 2016 SNAICC commenced a new project to support the development of the Queensland Aboriginal and Torres Strait Islander Family-led Decision Making trials.

The one-year trials are 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 aim 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.



### ACTION

SNAICC's role in the trial is to work with DCCDS to co-design the new model of practice for Aboriginal and Torres Strait Islander Family-led Decision Making and to support all stakeholders at the trial sites to implement the model. SNAICC has partnered with the Victorian Aboriginal Child Care Agency (VACCA) to ensure that the trials are informed by its previous experience providing Aboriginal Family-led Decision Making in Victoria.

Activities completed by SNAICC early in the development of the trial include:

- Consultation at the trial sites to ensure locally informed design of the model of practice

- Completion of the working methodology guidelines for the trials
- Developing a family decision-making and planning tool
- The design and delivery of a two-day convenor training program
- Training and information sessions at each trial site for DCCDS and community organisation staff and local reference groups
- Convening an expert advisory group to ensure the trial is informed by leading academics and sector experts



### RESULT

While the trials are only in their early stages of development (having commenced operation on 18 April 2016), support and enthusiasm to ensure the success of the trials has been high.

An anonymous survey tool used during the first round of consultations indicated that 100 per cent of participating trial stakeholders supported the principles on which the trial has been established.

A continuing commitment to improve Aboriginal and Torres Strait Islander family participation in decision-making has been demonstrated by high-levels of stakeholder participation in the training and preparation activities, and the willingness of all involved in the implementation to work constructively on practice changes and solutions to challenges faced in the early trials.



## THE 2015 CONFERENCE OBJECTIVES WERE:

### SHARE AND CELEBRATE STORIES

To celebrate Aboriginal and Torres Strait Islander cultures, strengths and successes in child and family services.

To share our stories and ideas about what works and how we address our challenges.

### INSPIRE ACTION

To inspire and enable leaders, services and others to act in a way that strengthens Aboriginal and Torres Strait Islander agency, self-determination, and connection to culture, ensuring the rights of our children and families are respected and fulfilled.

### LISTEN, LEARN AND GROW

To listen, learn and grow our knowledge of Elders, families and communities, to strengthen our connection to culture. To inspire, foster and develop leadership and collective responses.

# 2015 SNAICC CONFERENCE



## AIM

As the largest conference of its type in the southern hemisphere, the SNAICC Conference is a strategic opportunity for Aboriginal and Torres Strait Islander organisations, policy makers, researchers, government representatives,

other non-government organisations and industry representatives to learn, strategise, deepen partnerships and make renewed commitments to Aboriginal and Torres Strait Islander children.



## ACTION

The 2015 SNAICC Conference was held at Perth's Convention Centre on the land of the Noongar people. The conference attracted over 1000 attendees, with representation from all jurisdictions, leading industry experts, policy makers, researchers, government representatives and diverse organisations, including approximately 45 per cent participation from Aboriginal and Torres Strait Islander organisations.

The program provided over 70 sessions, including a range of panel sessions, yarning circles, workshops and presentations. Over 250 presenters delivered these sessions, with keynote speakers including:

- Renowned Canadian developmental psychologist Professor Michael Chandler
- Proud Banuba woman and Aboriginal leader from the Fitzroy Valley, June Oscar, and
- Founder of Telethon Kids Institute Professor Fiona Stanley.

The conference provided a powerful and inspiring learning experience for all attendees and the opportunity for the sector to discuss, share and debate issues affecting Aboriginal and Torres Strait Islander children on a national level. There was strong representation across a broad range of areas with particular focus on holistic and

preventative approaches in out-of-home care, community engagement and collaboration, early childhood education and care services and culturally appropriate family support services.

Several Aboriginal leaders also shared their insights in the plenary panels including:

- Mick Gooda, Australian Human Rights Commission's Aboriginal and Torres Strait Islander Social Justice Commissioner
- Professor Cindy Blackstock, Executive Director of the First Nations Child and Family Caring Society of Canada
- Andrea Mason, CEO of the Ngaanyatjarra, Pitjantjatjara and Yankunytjatjara (NPY) Women's Council
- Federal Circuit Judge Matthew Myers, the first Aboriginal Australian to be appointed to a federal court
- Professor Muriel Bamblett, CEO of VACCA
- Antoinette Braybrook, CEO of the Aboriginal Family Violence Prevention Legal Service (FVPLS).

The conference was also a special opportunity to experience the rich culture of our Aboriginal communities in the west with over 90 performers showcasing the enormous talent of the Noongar region.



# 932

DELEGATES IN ATTENDANCE

# 95

PERFORMERS ATTENDED  
FROM COMMUNITY  
TO PERFORM AT THE  
CONFERENCE

# 70

CONCURRENT SESSIONS

# 122

PRESENTATIONS

# 259

PRESENTERS

## RESULT

Following three days of sharing, learning and planning, a final list of resolutions outlined in a communiqué agreed to provide better systems and opportunities for Aboriginal and Torres Strait Islander children and families. These resolutions urgently called for:

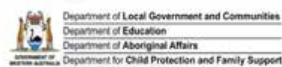
- A COAG target for early intervention investment to address the under representation of our children in the early childhood education and care system and their over representation in the child protection system
- All jurisdictions to establish independent Aboriginal and Torres Strait Islander mechanisms to monitor the exercise and enjoyment of our children's human rights, building on the example of the Victorian Aboriginal Children's Commissioner Andrew Jackomos
- The Australian Government to quarantine a proportion of the Child Care Assistance Package for Aboriginal and Torres Strait Islander children.
- Aboriginal and Torres Strait Islander led research to expand the evidence base for supporting child wellbeing and cultural continuity
- A national day of action in 2016 to raise awareness of child removals.



## SPONSORS

### Government Supporters

This Project is Funded by the Australian Government in Partnership with:



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# 53

TRAINING SESSIONS  
DELIVERED

# 710

PARTICIPANTS REACHED

# 75%

SNAICC TRAINING STAFF GROWTH  
INCREASED 75 PER CENT

## TRAINING AND WORKFORCE DEVELOPMENT

### AIM

Over this past year, SNAICC has focussed training efforts on:

- development of training packages based on best-practice approaches drawn from community and our strong policy and research base;
- delivery of well-informed training programs that strengthen the capacity of early childhood services and family support services to deliver culturally safe and responsive programs;
- strengthening the sector's understanding of cultural safety and well-being of children and families, minimising the effects of intergenerational trauma;
- underpinning all SNAICC training with culturally strong, trauma-informed and empowering practice approaches.

### ACTION

The SNAICC Training Team has grown dramatically to meet our expanding sector needs, from four staff in 2014-15 to seven staff in 2015-16, including three new Aboriginal trainers.

This strengthened team has been developing and piloting a number of significant new packages including: *Stronger, Safer, Together* (intensive and targeted family support); *Deadly Futures* (supporting playgroups and parents); *Tracks to Healing* (trauma and kinship care training) with the ACT Group and *A Place for Culture* (early years cultural competence). SNAICC wishes to thank The Australian Government Department of the Prime Minister & Cabinet for funding these important projects.

The team has also been reviewing and modifying our existing packages to ensure we are providing a diverse range of training programs with a strong cultural and trauma-informed lens, and to begin aligning them to competencies for national recognition and accreditation. This has included the Recognising and Responding to Trauma package and an updated 2016 version of *Through Young Black Eyes* (TYBE).

### RESULT

2015-2016 has seen major development in a number of training areas. We have delivered 53 training sessions across Australia to more than 710 participants.

Based on the research and response to SNAICC's *Safe for Our Kids* best practise guide there is a clear need for targeted national family violence training. SNAICC has secured generous philanthropic funding through 5 Point Foundation, R E Ross Trust and the Flora and Frank Leith Trust and has been developing four new family violence training packages for working with Aboriginal and Torres Strait Islander communities, women, children and men. These will be trialled from November 2016.

As part of the consultation for these packages, trainers have delivered presentations at various sector forums, including: the *Queensland Indigenous Family Violence Prevention Forum* in Mackay, and Family Violence and Dads with our partners, the University of Melbourne.

Pilot programs of the new *Stronger, Safer, Together* (Intensive and targeted family support) (Page: XX) training were also developed and successfully delivered in several states, providing strong skill development for working with families with complex needs.



# 2

**NEWSLETTERS PRODUCED  
AND DISTRIBUTED**

# 13

**E-BULLETINS PRODUCED  
AND DISTRIBUTED**

# 36

**MEDIA RELEASES  
RESEARCHED, DRAFTED  
AND DISTRIBUTED**

# 1321

**NEW LIKES ON FACEBOOK**

# 1057

**NEW LIKES ON TWITTER**

## COMMUNICATIONS



### AIM

The aim of SNAICC communications is for the SNAICC communications channels to drive public, government, sector and non-sector engagement, organisational



### ACTION

Throughout the financial year 2015-16 SNAICC communications encompassed traditional media, digital media, events and campaigns, publications and internal communication.

Over the past year the SNAICC Communications Team worked on building a strong national voice through



### RESULT

Strategic communication strategy has also greatly increased the profile and awareness of SNAICC to the sector evidenced through regular take up of SNAICC policy recommendations; support of our digital and traditional media activity, and the referencing of SNAICC activity in leading sector publications and communications.

SNAICC's media engagement and profile has also greatly increased, with the organisation regularly contacted for comment by leading publications and journalists around the country.

A strong and strategic emphasis was put on digital media, resulting in increased engagement, followers and growth of our brand footprint as a whole. In fact, we experienced a massive 50 per cent average increase in followers on both Facebook (38%) and Twitter (62%) (also obtaining the Twitter verified tick), far exceeding our target of 15 per cent growth. We also launched the SNAICC LinkedIn account to engage with a professional audience, boost SNAICC's organisational profile and attract quality candidates for employment.

membership, branding, and awareness to advance the needs, rights and aspirations of Aboriginal and Torres Strait Islander children and their families.

timely and newsworthy media releases, proactive and reactive media comments, high-quality publications (such as the annual report and biannual newsletter), and the regular eBulletin distributed to our 10,000+ strong database.

Significant communications energy was also invested in developing SNAICC's refreshed name and new branding following our incorporation under the CATSI Act mid-2016. The communications team led the branding process and managed the design and distribution of all new branded collateral from stationary to signage, business listing, online branding and all stakeholder communication.

Additionally, the communications team managed an overhaul of the SNAICC database and developed a brand new website to better manage our public presence, streamline processes, and improve membership experience.

Successful events – both our own, such as Children's Day, and others, such as NAIDOC Week – were considerably supported by SNAICC, showcasing our capacity as a national peak with a strong voice for Aboriginal and Torres Strait Islander children.

Furthermore, the communications team also took a lead role in the editing of a large amount of SNAICC training and policy resources and oversaw the SNAICC resource sales.





**SNAICC IS ONLY AS STRONG AS ITS MEMBERSHIP;  
THE MORE MEMBERS WE HAVE, THE LOUDER OUR VOICE CAN BE.**



# SNAICC MEMBERSHIP

- Voting rights at the SNAICC AGM (Members only).
- Exclusive free access to SNAICC's complete online resources catalogue.
- Specialised access to the SNAICC website, granting discounts to training packages and digital downloads.
- Subscription to the SNAICC Newsletter, which is delivered twice per year, as well as a copy of the SNAICC Annual Report.
- Access to exclusive early bird National Aboriginal and Torres Strait Islander Children's Day resources, including Children's Day posters and promotional material packs.
- The opportunity to stay up-to-date with our work via exclusive member alerts and regular eBulletins via email.

## MEMBERSHIP

### AIM

SNAICC members are a collective of experts in child safety, development and well-being, and are made up of Aboriginal community-controlled organisations, mainstream non-Government organisations and passionate individual supporters from all across Australia. Members play a significant role in the governance structure of SNAICC and are supported by the SNAICC Board of Directors and Council.

SNAICC membership aims to raise the concerns of our SNAICC member organisations and support them with a collective national voice on critical issues.

### ACTION

In the past year, SNAICC consistently prioritised ongoing engagement with members and key bodies working for Aboriginal and Torres Strait Islander child development, safety and well-being in order to strengthen the national voice speaking for our children and families.

To do this SNAICC:

1. Recruits key members
2. Maintains an efficient and up-to-date member register
3. Proudly promotes members' work, stories and successes.

In 2016 SNAICC membership was also streamlined and is now 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)

### RESULT

As valued experts, SNAICC members steer the direction of the organisation. Their stories, knowledge, participation and expertise lead a forward-thinking national approach to positive change for our children. Members offer vital direction and contribution to SNAICC policy, training and resources.

In the past year, SNAICC had in excess of 350 members who were regularly consulted on policy, governance and training matters. In particular members were integral in our lobbying activity around the Jobs for Families Child Care Package and in the development of the Family Matters campaign.

In 2017 and beyond, SNAICC aims to further build membership in each state and territory, and broaden membership benefits to better support organisations and communities.



---

# 6

**MAJOR SNAICC PROJECTS  
SUPPORTED BY PHILANTHROPY**

---

# \$163,000

**GRANT AND PHILANTHROPIC  
FUNDING DOLLARS RAISED**

---

# \$200,924

**SPONSORSHIP FUNDING  
A TENFOLD INCREASE OVER  
THE LAST FINANCIAL YEAR**

---

## SNAICC AND SUSTAINABILITY



### AIM

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 achieve our goals for the safety and well-being of Aboriginal and Torres Strait Islander children.



### ACTION

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

As part of this work, SNAICC is more 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.





## RESULT

SNAICC is deeply grateful for the funding and support provided by the CAGES Foundation, The Aboriginal and Torres Strait Islander Healing Foundation, the John T Reid Charitable Trust, 5point Foundation, The Flora and Frank Leith Charitable Trust, the RE Ross Trust, the Australian Communities Foundation and The Reichstein Foundation. This support has made possible several new initiatives for Aboriginal and Torres Strait Islander children and families.

SNAICC is also grateful for ongoing Australian Government support, with 2.5 years funding confirmed in June 2015 under the Indigenous Advancement Strategy and a five-year transition to school program funded by the Australian Government Department of Social Services in the Halls Creek region.

SNAICC thanks Save the Children Australia, The Aboriginal and Torres Strait Islander Healing Foundation, Berry Street, The Benevolent Society, Anglicare (Australia & South Australia), Uniting Care SA, Kari Aboriginal Resources Inc, AbSec, Family and Relationship Services Australia, Uniting Communities, QLD Family and Child Commission, Peakcare Queensland, NCOSS, Life Without Barriers, the Victorian Commission for Children and Young People, Jaanimili Aboriginal Services, Foundation for Indigenous Recovery and Development Australia and Indigenous Allied Health Australia for their support of the Family Matters: Strong Communities. Strong Culture. Stronger Children campaign.

The collaborative funding of our *Preventing and Responding to Family Violence* – Training and Support pilot by **5point 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. To read more about this project visit page 26).

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 (please turn to page 39 to view our digital media results).

The **Reichstein Foundation** and the **Australian Communities Foundation** supported the strategic planning, governance review and key capacity-building activities we undertook alongside our transition to incorporation under the CATSI Act. We are immensely grateful for their support of these important initiatives.

We were delighted to be able to engage a 2016 Children's Day Officer with the support of the **Australian Communities Foundation**. Children's Day (Page: 46) also received a boost from Network 10 and SBS TV when they kindly ran our 30-second and 1-minute advertisements promoting this special day, both of which can still be viewed at the SNAICC YouTube channel.

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.



**“ONE OF MY FIRST CULTURAL COMPETENCY EXPERIENCES AT SNAICC WAS THE BLAKLIGHT CONSULTANCY CULTURAL DAY. IT PROVIDED ME A STRONG FOUNDATION TO BUILD UPON AND STRENGTHEN MY UNDERSTANDING OF WORKING AS A NON-INDIGENOUS PERSON WITHIN AN ABORIGINAL AND TORRES STRAIT ISLANDER ORGANISATION. IT REITERATED FOR ME THE IMPORTANCE OF *WALKING OUR TALK*. FOR AN ORGANISATION TO PROMOTE BEST PRACTICE, CULTURALLY RESPONSIVE SERVICES WE NEED TO LEAD BY STRONG EXAMPLE”**

SNAICC staff member

## **DEFINITION OF CULTURAL SAFETY:**

Cultural safety enables everyone to express their cultural identity that is respected and valued in the workplace.

## **CULTURAL COMPETENCE**

### **AIM**

To provide a culturally safe working environment for all staff, using our Cultural Safety Plan (developed in 2014) as a guide to target approaches that support, improve, monitor and evaluate cultural safety within the organisation.

### **ACTION**

Our Cultural and Community Engagement Manager, supported by the guidance and support of our CEO, continues to review and pro-actively recommend strength-based approaches to ensure our organisation is culturally safe for staff, students, interns and volunteers.

SNAICC continues its commitment to culturally safe communication with Aboriginal and Torres Strait Islander communities, Traditional Owners, Elders, organisations and families. SNAICC uses every opportunity to ensure self-determination for Aboriginal and Torres Strait Islander people through outputs, such as training and communications tools.

### **RESULT**

This period was an exciting and dynamic time for cultural competence development at SNAICC. Results included:

- Redesign of the community engagement processes for the SNAICC training team
- Continued partnership with Blaklight Consultancy, including reflective cultural workshops for SNAICC staff
- Cultural inductions for new staff, student, interns and volunteers
- Review of the Yarning Circle (Aboriginal staff support-network meetings)
- Cultural Safety Implementation Group meetings, made up of 2 Aboriginal staff and 2 non-Aboriginal staff
- Continued commitment through our communication strategy to ensure our cultural voice and messages are in line with organisational cultural safety practice
- Increase in employment of Aboriginal staff across the organisation.

“I AM USING THE SUPPORTING CARERS WEBSITE TO RESEARCH ABORIGINAL AND/OR TORRES STRAIT CULTURAL SAFETY LEARNING MATERIALS FOR ECEC CERT III AND HAVE FOUND MORE THAN I WAS HOPING TO FIND! I AM ‘GOB SMACKED’ AT THIS SITE, ITS SO EASY TO USE, SO INTERESTING, SO SPECIFIC, SO ATTRACTIVELY PRESENTED AND FULL OF USEFUL INFORMATION”

Supporting Carers website user



## SUPPORTING CARERS

### AIM

The SNAICC Supporting Carers website was developed to ensure a comprehensive range of relevant sector-leading resources and supports are available for carers of Aboriginal and Torres Strait Islander children in out-of-home care to best support the needs of children in their care.

### ACTION

A strategic marketing campaign was developed this year to ensure relevant and timely information is collected and available. This includes promotion of the website in the eBulletin and social media networks, regular features in the SNAICC Newsletter, and face-to-face communication via exhibition booths at the SNAICC Conference and other forums.

The website was updated to make it more user friendly, and easier for visitors to submit their feedback and suggestions for improvement. Two newly developed bodies of content were also added to the website: **Supporting Carers through Family Violence and Problematic sexualised behaviour.**

### RESULT

The Supporting Carers website has consistent traffic with between 400 and 700 users accessing the website each week. Approximately 20 per cent of these sessions are return visitors, showing that people see the resource as a useful tool for education and support.

*SNAICC wishes to thank the Australian Department of the Prime Minister & Cabinet for funding this important project.*

[www.supportingcarers.snaicc.org.au](http://www.supportingcarers.snaicc.org.au)



# 420

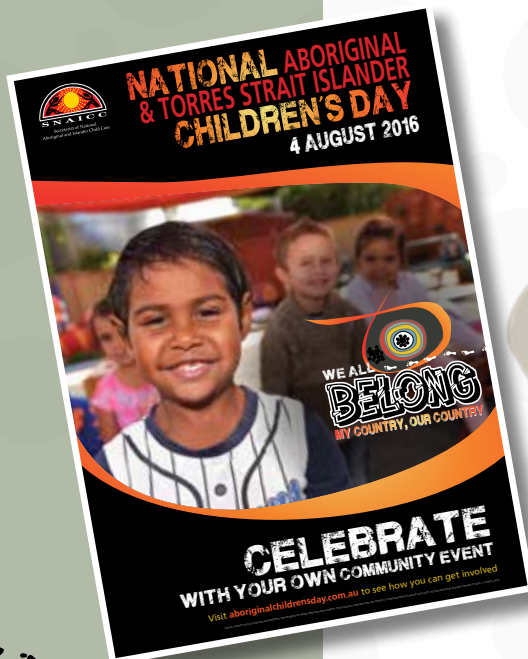
COMMUNITY EVENTS  
HELD ACROSS THE COUNTRY

# 15,000

KIDS CELEBRATION BAGS  
DISTRIBUTED NATIONALLY

# 6,000+

POSTERS DISTRIBUTED  
NATIONALLY



## NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY

### AIM

National Aboriginal and Torres Strait Islander Children's Day (Children's Day) is the dedicated national day to celebrate our children. Children's Day is celebrated across Australia each year on 4 August and has been held annually since 1988.

Children's Day is a time for Aboriginal and Torres Strait Islander children to feel special and valued,

and for Aboriginal and Torres Strait Islander families to celebrate the strengths and culture of their 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 play in the life of every Aboriginal and Torres Strait Islander child.

### ACTION

The theme for Children's Day 2016 was: My Country, Our Country – We All Belong. This theme recognised that while Australia is home to many, and everyone is welcome, Aboriginal and Torres Strait Islander people are the Traditional Owners of this country and one of the oldest continuous cultures on the planet, which is something that every Australian should be proud of.

SNAICC was thrilled to secure NBA and Olympic basketballer Patrick Mills as our Children's Day Ambassador for 2016. Patty is one of Australia's top basketballers, winning an NBA Championship

with the San Antonio Spurs in 2014 and representing Australia at the 2008, 2012 and 2016 Olympic Games.

SNAICC also joined forces for the second year running with Major Event Partner, The Long Walk and Essendon Football Club.

SNAICC developed and distributed an extensive suite of resources and promotional tools, including: 15,000 resource bags; 2 poster designs; event banners; radio grabs, and a TV commercial featuring Patty Mills that was broadcast on SBS and Network 10.

### RESULT

Children's Day 2016 was a highly successful event, celebrated at over 420 registered local events across the country and five major events across Victoria, New South Wales and the ACT. SNAICC produced 50% more resource bags than in 2015, and we still sold out!

Extensive media engagement and national coverage was also achieved including in major

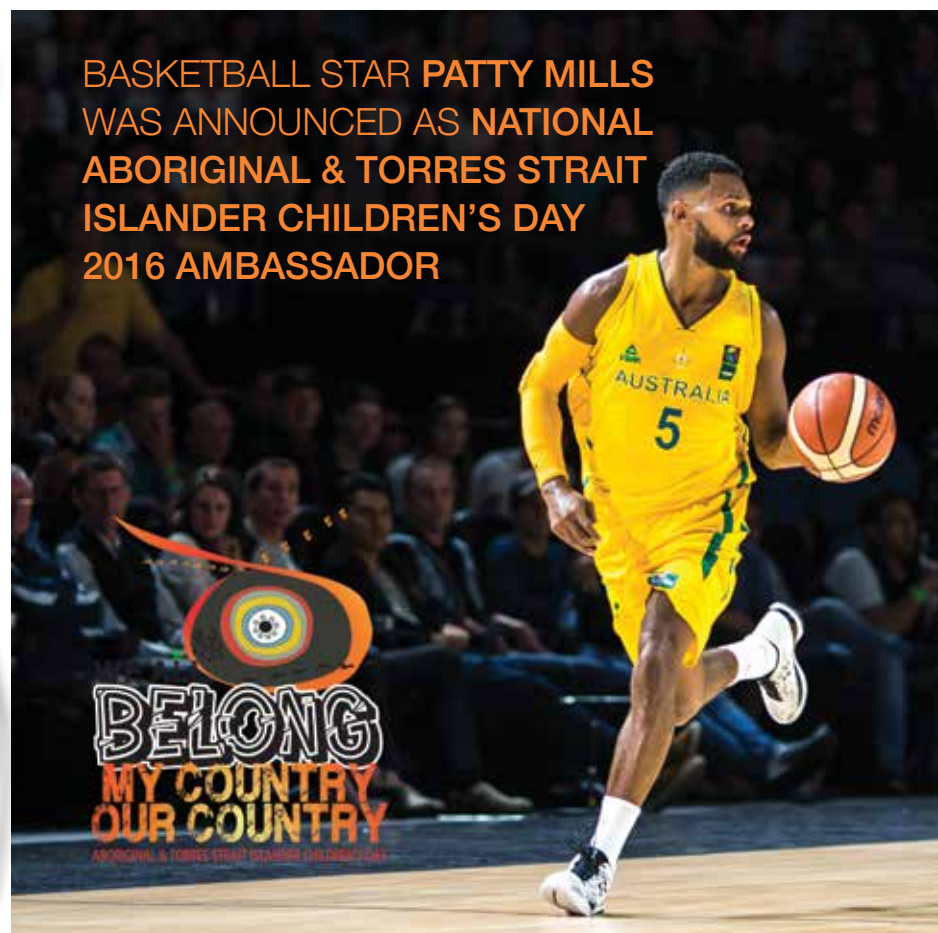
metro news outlets such as The ABC and The Guardian, and leading Aboriginal and Torres Strait Islander media outlet, The Koori Mail.

In addition to traditional media, SNAICC's integrated communications campaign included extensive digital media engagement directly engaging ~30,000 Facebook users and reaching ~160,000 Twitter users on 4 August.

“THANK YOU TO SNAICC FOR YOUR SUPPORT, GUIDANCE AND INTEREST IN OUR DAY. WE COULD NOT HAVE ACHIEVED THE OUTCOMES WITHOUT YOUR SUPPORT.”

“WE HAD AN AMAZING DAY AND WE HAD MANY ABORIGINAL ELDERS WANT TO DO MORE AT OUR SCHOOL AS A RESULT. IT WAS THE FIRST TIME WE HAVE CELEBRATED ABORIGINAL CHILDREN’S DAY, BUT NOT THE LAST...”

“THANK YOU FOR ALL THE GREAT WORK SNAICC DOES TO SUPPORT AND PROMOTE THE WELL-BEING OF ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN AND THEIR FAMILIES!”



BASKETBALL STAR **PATTY MILLS** WAS ANNOUNCED AS **NATIONAL ABORIGINAL & TORRES STRAIT ISLANDER CHILDREN’S DAY 2016 AMBASSADOR**



# LITTLE J & BIG CUZ SCHOOL READINESS INITIATIVE

## AIM

The Little J & Big Cuz School Readiness Initiative has been in planning for sometime, with the primary objective being to improve school readiness for Aboriginal and Torres Strait

Islander preschool-aged children by providing a *window* into the world of school in the form of an educational animated series.

## ACTION

Little J & Big Cuz is a joint project between Australian Council for Educational Research (ACER), Ned Lander Media, NITV, Screen Australia, Film Victoria, Screen Tasmania and the Australian Children's Television Foundation. In addition, Lotterywest, the Dusseldorp Forum and SNAICC are also working with ACER to develop innovative educator resources to support the series and bring this shared vision to life.

The show itself is fun, with the animated series constructed as a narrative and the educational foundations being implicit rather than explicit.

The animated nature of the series also allows re-voicing in Traditional Languages with Pitjantjara and Arrernte versions already recorded. Further language versions are currently underway in WA.

ACER writers, in consultation with SNAICC and Indigenous Education consultant Priscilla Reid-Loynes and Dr Sue Atkinson, are also developing a range of materials – that integrate with the series around episode themes and stories – which can be used by educators within and outside of the classroom.

The resources will be tailored to work within preschools and schools and will have a foundation in the Early Years Learning Framework and the national curriculum.

## RESULT

Little J & Big Cuz was previewed at the 2016 GARMA Festival in northeast Arnhem Land, with official distribution due to start in early 2017.

Marketing of the series will begin in early 2017 before its debut on NITV during the 2017 Easter School holidays.

The Little J & Big Cuz website was recently launched and can be found at:  
[www.littlejandbigcuz.com.au](http://www.littlejandbigcuz.com.au)

LITTLE J & BIG CUZ WILL  
DEBUT ON NITV DURING  
THE 2017 EASTER  
SCHOOL HOLIDAYS.



# 95%

On **Policy and Research**, over **95%** say that SNAICC reports and submissions have increased their *knowledge about issues and services for Aboriginal and Torres Strait Islander children and families* and with over **95%** of participants were satisfied with the **quality, relevance and readability** of the policy work.

# 80%

of participants say that SNAICC **training** has *increased their skills and confidence to work with Aboriginal and Torres Strait Islander communities* and **100%** of survey participants agree that SNAICC training has increased their *knowledge about issues and services for Aboriginal and Torres Strait Islander children and families*.

# 95%

of participants believe SNAICC **membership** is good value, citing the organisation's position as *a voice for Aboriginal and Torres Strait Islander children and family services* (i.e. representing issues to decision-makers); the *provision of research, best practice and policy frameworks*; and the ability to *raise awareness of strength of culture and issues impacting children and families* of particularly importance and value.

# 82%

of participants had been assisted by SNAICC **resources** in the 2015-2016 year, with **91%** of survey participants agreeing that SNAICC resources have increased their *knowledge about issues and services for Aboriginal and Torres Strait Islander children and families* and with over **92%** agreeing that these resources have helped them to *support, care for and work with Aboriginal and Torres Strait Islander children and/or families*.

# 89%

of participants were extremely satisfied with the *quality, relevance, frequency, and readability* of the **eBulletin**.

# 88%

The **SNAICC Newsletter**, which is produced two-times each year, was also graded on *quality, relevance, frequency, and readability*, with over **88%** of participants satisfied with these characteristics.

## SNAICC ANNUAL SURVEY

**Adequately representing the voices of our member organisations, and making sure their needs are being recognised and addressed, is at the heart of the work SNAICC undertakes.**

Each year SNAICC encourages its members to participate in a survey to provide feedback on the last year, and identify how future SNAICC work can best assist our services, organisations and communities.

As key stakeholders in the development and use of SNAICC programs, resources, publications, and training, the annual survey gives members and supporters the chance to highlight what is useful to them, and what they'd like to see improved in the future.

The Annual Survey asks participants a series of questions relating to SNAICC Membership, Communications, Resources, Training, Policy and Research and also provides space for extended comments to relay particular points of appreciation or dissatisfaction.

For this period, 150 people participated in the 2015 SNAICC Annual Survey, with a balanced spread of members and non-members.





## SNAICC STAFF

**Back Row:** John Burton; Jessica Brennan; Nick Joseph; Daniel Kovacevic; Emily Maloney; Jenine Godwin-Thompson; Jessie Giles; David Ellis; Chris Tangas

**Front Row:** Phichyanee Myint; Poppy Bervanakis; Fleur Smith; Gerry Moore; Kate Booth; Clarisse Slater; Maylene Slater-Burns

**Absent:** Daralyn Bedford; Susan Kay; Luke Mazzeo; Emma Sydenham; Ashley Tennyson; Michael Curry



# SNAICC STAFF

JUL 1 2015 – JUN 30 2016

<b>Gerry Moore</b>	Chief Executive Officer
<b>Emma Sydenham</b>	Deputy Chief Executive Officer
<b>John Burton</b>	Manager, Policy
<b>David Ellis</b>	Manager Training & Workforce Development
<b>Chris Tangas</b>	Manager, Finance and Operations
<b>Kate Booth</b>	Manager, Culture & Community Engagement
<b>Jenine Godwin-Thompson</b>	Manager, Resources
<b>Jessica Brennan</b>	Communications Coordinator
<b>Poppy Bervanakis</b>	Events Coordinator
<b>Michelle Lausen</b>	Children's Day Coordinator
<b>Susan Kay</b>	Organisational Services Coordinator
<b>Fleur Smith</b>	Policy Officer
<b>Michael Curry</b>	Policy Officer
<b>Jessie Giles</b>	Senior Training Administrator
<b>Clarisse Slater</b>	Training & Resources Officer
<b>Emily Maloney</b>	Training & Resources Officer
<b>Nick Joseph</b>	Training & Resources Officer
<b>Daniel Kovacevic</b>	Communications Officer
<b>Ashley Tennyson</b>	Executive Assistant & Membership Officer
<b>Luke Mazzeo</b>	Administration Officer
<b>Maylene Slater-Burns</b>	Communications Assistant
<b>Daralyn Bedford</b>	Early Years Engagement and Support Worker (Halls Creek WA)
<b>Phichyanee Myint</b>	Finance Support

## STAFF WHO DEPARTED DURING THE YEAR

<b>Frank Hytten</b>	Chief Executive Officer
<b>Peter Nathan</b>	Children's Day Coordinator
<b>Alice Davis</b>	Senior Training Administrator
<b>Holly Mason-White</b>	Senior Policy Officer
<b>Hannah Donnelly</b>	Policy Officer

## VOLUNTEERS

<b>Julio Estorninho</b>	Early Years Research
<b>Nikita Boon</b>	Communications Intern

## STUDENTS

Monash University

**Jesse Hooper**  
**Maria Shin Yi Chong**  
**Shova Lamsal**

RMIT

**Chad Chan**  
**Alexandra Murray**  
**Mariyam Sama**

La Trobe University  
**Dianne Gilmartin**



# INDEPENDENT AUDIT REPORT



## Secretariat of National Aboriginal and Islander Child Care Inc ABN 42 513 562 148

### Auditor's Independence Declaration under Section 60.40 of the Australian Charities and Not-for-Profits Commission Act 2012

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2016, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Australian Charities and Not-for-Profit Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

*Saward Dawson*

Saward Dawson Chartered Accountants

*Tim Flowers*

Tim Flowers

Blackburn VIC

Date: 10 October 2016

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

**PRINCIPALS:** Bruce Saward FCA Peter Shields FCA Tim Flowers CA  
Joshua Morse CA Jeff Tulk CA  
**Directors:** Cathy Braun CA Jeff Davey FCA  
Marie Ickeringill SSA Matthew Stokes CA  
Murray Nicholls CPA Vicki Adams FCA

Liability limited by a scheme approved under Professional Standards Legislation



## Report of the Independent Auditor on the Summary Financial Statements to the Members of Secretariat of National Aboriginal and Islander Child Care Inc

ABN 42 513 562 148

The accompanying summary financial statements, which comprises the balance sheet as at 30 June 2016 and statement of income and expenditures for the year ended 30 June 2016, are derived from the audited financial report of Secretariat of National Aboriginal and Islander Child Care Inc for the year ended 30 June 2016. We expressed an unmodified audit opinion on that financial report in our report dated 10 October 2016. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards, Associations Incorporations Reform Act 2012 (Vic) and the Australian Charities and Not-for-Profits Commission Act 2012. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of Secretariat of National Aboriginal and Islander Child Care Inc.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial report, in accordance with the financial report.

### Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

### Opinion

In our opinion, the summary financial statements derived from the audited financial report of Secretariat of National Aboriginal and Islander Child Care Inc for the year ended 30 June 2016 are consistent, in all material respects, with that audited financial report, in accordance with the financial report.

*Saward Dawson*

Saward Dawson Chartered Accountants

*Tim Flowers*

Partner: Tim Flowers  
Date: 10 October 2016  
Blackburn, Victoria 3130

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Blackburn Victoria 3130  
T: +61 3 9894 2500  
F: +61 3 9894 1622  
contact@sawarddawson.com.au

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# INCOME AND EXPENDITURE STATEMENT

For the year ended 30 June 2016

Secretariat of National Aboriginal and Islander Child Care Inc  
ABN 42 513 562 148

INCOME	2015-16 \$
Grants, Sponsorships and Fundraising Income	2,013,926
National Conference Income	850,159
Consultations, Training and Resources Sales	311,733
Interest income	2,539
Other income	30,159
<b>Total income</b>	<b>3,208,516</b>

## EXPENDITURE

Administration & services expenses	248,442
Consultancy & computer expenses	309,432
Marketing & distribution	273,072
Conference & meeting expenses	692,174
Project & travel expenses	269,647
Salary & on costs expenses	1,510,698
<b>Total expenses</b>	<b>3,303,464</b>

Net income/deficit before income tax	(94,948)
Income tax expense	-
<b>Net income/deficit after income tax</b>	<b>(94,948)</b>

This year the SNAICC Board planned and budgeted for this deficit budget in order to invest in longer term sustainability strategies. There are a number of processes in place which should be returning dividends in the next financial year. After this deficit, SNAICC has a healthy equity, with reserves of \$371,489.

# BALANCE SHEET

## ASSETS

### Current assets

Cash & cash equivalents	739,300
Trade & other receivables	128,111
Inventories	42,668
Prepayments	4,545

<b>Total current assets</b>	<b>914,624</b>
-----------------------------	----------------

### Non-current assets

Plant and equipment	105,627
---------------------	---------

<b>Total Non-current assets</b>	<b>105,627</b>
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<b>TOTAL ASSETS</b>	<b>1,020,251</b>
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## LIABILITIES

### Current Liabilities

Trade and other payables	256,823
Employee benefits provision	94,952
Deferred income	271,150

<b>Total Current Liabilities</b>	<b>622,925</b>
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### Non-Current Liabilities

Employee benefits provision	25,837
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<b>Total Non-Current Liabilities</b>	<b>25,837</b>
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<b>TOTAL LIABILITIES</b>	<b>648,762</b>
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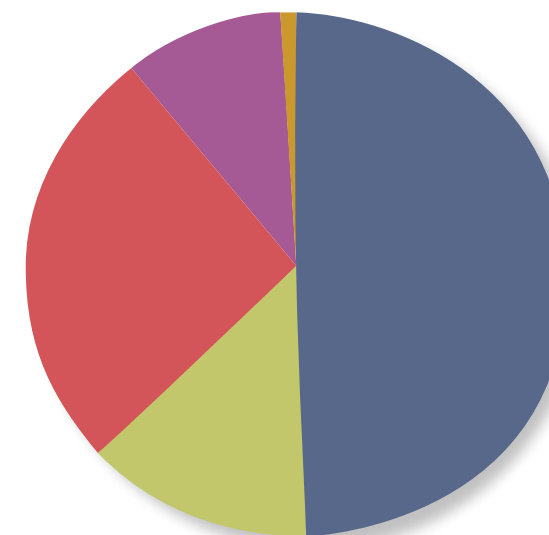
<b>Net Assets</b>	<b>371,489</b>
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## Equity

Retained Earnings	371,489
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<b>Total members' equity</b>	<b>371,489</b>
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# SOURCES OF SNAICC INCOME 2014-15



- Government Grants — 49%
- Non-Government Grants, Sponsorships and Fundraising Income — 13%
- National Conference Income — 26%
- Consultancy, Training and Resource Sales — 10%
- Interest Income — 0%
- Other Income — 1%







# 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](http://www.snaicc.org.au) (03) 9489 8099



**SNAICC**  
National Voice for our Children

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





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