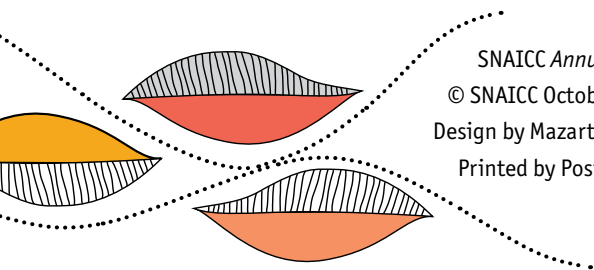




Secretariat of National Aboriginal and Islander Child Care



ANNUAL REPORT  
2013–14

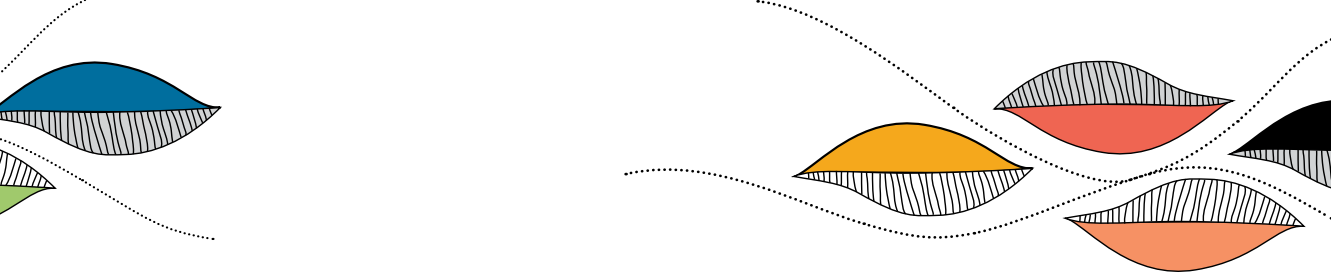


*SNAICC Annual Report 2013-14*

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Printed by Postscript Printing and Publishing, Eltham, Victoria



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# ABOUT SNAICC

The Secretariat of National Aboriginal and Islander Child Care (SNAICC) is the national non-government peak body in Australia representing the interests of Aboriginal and Torres Strait Islander children and families.

SNAICC was established in 1981 and has received Federal government funding support since 1983.

SNAICC's role and activities are guided by four focus areas that underpin its 2011–16 strategic plan. SNAICC's activities include:

- writing policy and providing advice to governments on issues relating to Aboriginal and Torres Strait Islander children and families
- participating on various committees, working groups and coalitions to advocate on behalf of our children and families and member organisations
- providing support for community-controlled Aboriginal and Torres Strait Islander organisations, including through developing and distributing resources and delivering training
- fostering partnerships and undertaking joint projects with other NGOs and government agencies, and
- organising major conferences and events, including the annual National Aboriginal and Torres Strait Islander Children's Day.

SNAICC has a small team of staff based in Melbourne (see pages 68–69) and is governed by a National Executive of Aboriginal and Torres Strait Islander representatives.

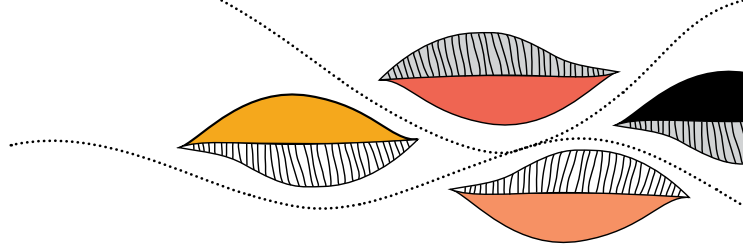
The SNAICC National Executive is drawn from Aboriginal and Torres Strait Islander community-controlled children and family services across the nation, with representation from every state and territory (see profiles on pages 8–13).

SNAICC's full members are all Aboriginal and Torres Strait Islander community-based agencies including: family support services, foster care agencies, Link-Up and family reunification services, family group homes, community groups and services for young people at risk, Aboriginal Child and Family Centres (ACFCs), Multifunctional Aboriginal Children's Services (MACS), crèches, long-day-care services, pre-schools and early childhood education services.

SNAICC has an extensive network of members, across five levels of membership, that informs our policy and research work and contributes to the development of SNAICC resources.

SNAICC also has a subscriber base of around 4440 organisations and individuals with an interest in Aboriginal and Torres Strait Islander families and children.





## OUR VISION

An Australian society in which our communities are empowered to determine their own future, where the rights of our children, young people and families are protected, our cultural identity and achievements are valued and our children and families have access to culturally-appropriate services.

## OUR MISSION

To provide a strong voice for Aboriginal and Torres Strait Islander children and families through a national body which represents Aboriginal and Torres Strait Islander children's services and promotes the rights, needs and aspirations of Aboriginal and Torres Strait Islander children and families.



# SNAICC MILESTONES

1979

First Child Survival Seminar held in Melbourne: delegates call for the setting up of a national umbrella organisation to assist Aboriginal and Islander Child Care Agencies (AICCAs)

1981

SNAICC Conference Statement of Purpose formulated

1983

Commonwealth Department of Social Security offers SNAICC recurrent funding, to be auspiced by the Victorian Aboriginal Child Care Agency

1988

Inaugural National Aboriginal and Islander Children's Day (NAICD) — a major event celebrated by communities across Australia on 4 August each year

1981 to the present

Development of SNAICC policy papers, statements, action plans and priorities to guide the development of policies and programs by government and the non-government sector securing positive outcomes for Aboriginal and Torres Strait Islander children and families

1997

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

HREOC National Inquiry Into the Removal of Aboriginal Children Report recommends the Aboriginal Child Placement Principle be legislated in every state and territory



2004

In a submission to the Australian Government, SNAICC proposes the development of an Indigenous Child Care Services Plan to address the low take-up of child care by Aboriginal and Torres Strait Islander families. Following consultations with Indigenous communities in 2005 and 2006, the Government publishes the plan in August 2007.

2005

SNAICC Resource Service funded to develop and distribute many high-quality resources to support services working with Aboriginal and Torres Strait Islander children and families (refunded 2008, 2011 and 2012)

SNAICC becomes joint signatory to establish Indigenous Sub-Group of the Non-Government Organisations Group for the Convention on the Rights of the Child

2007

Holds Third National Conference of Aboriginal and Torres Strait Islander children and services (Adelaide)

2010

SNAICC secures funding from Department of Health and Ageing to deliver training and produce culturally-appropriate resources under the KidsMatter Early Childhood initiative

SNAICC launches its *2011–16 Strategic Plan*

SNAICC presides as Convenor of the Indigenous Sub-Group of the Non-Government Organisations Group for the Convention of the Rights of the Child

Fourth National Conference of Aboriginal and Torres Strait Islander children and services (Alice Springs, NT)

SNAICC's work over many years and intensive engagement this year contributes to securing NT Government and Australian Government commitments to re-build the NT child protection system — offering leadership to our communities with NGO and government partnerships and support

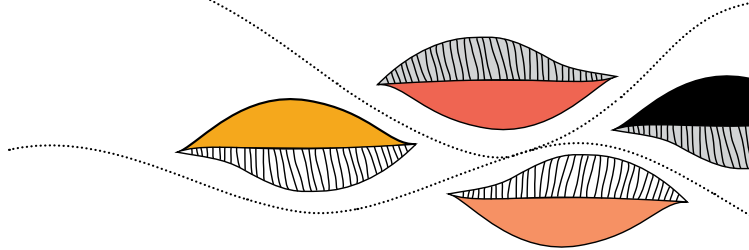


2013

SNAICC celebrates 30 years as a funded organisation

Fifth SNAICC National Conference is held in Cairns. Attended by over 1100 delegates, it is considered the biggest forum of its type ever held

SNAICC organises a national forum in Melbourne on the high number of Aboriginal and Torres Strait Islander children in out-of-home care; and announces the establishment of a national initiative, in partnership with key agencies in the sector, to halve the number by 2018



1990

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

1991

SNAICC is the first national organisation to call for a national inquiry into Aboriginal and Torres Strait Islander children forcibly removed from their families

Production of *Through Black Eyes* — Family Violence Resource Handbook

1996

Plan of Action for Prevention of Child Abuse and Neglect in Aboriginal Communities

The only national body to have continuing representation of children's interests on federal government advisory and working bodies from 1996 onwards

1998

Represents the rights and needs of Aboriginal and Torres Strait Islander children to the UN Working Group on Indigenous Populations (also in 2000)

Aboriginal community-controlled early childhood services become full SNAICC members

2002

SNAICC's *State of Denial* report is tabled in NT Parliament; the report was the first to open up discussion around child abuse and neglect in communities and led to significant additional resources for the child welfare system in the NT

*Through Young Black Eyes* Handbook published (updated in 2005, 2007 and 2013)

2003

Convenes *Our Future Generations: The National Indigenous Child Welfare and Development Seminar* with the Commonwealth, the Aboriginal and Torres Strait Islander Commission (ATSIC) and the Victorian Government



2008

The Association of Children's Welfare Agencies (ACWA) and the NSW peak body AbSec endorse the SNAICC Service Development, Cultural Respect and Service Access Policy (2007)

SNAICC celebrates 25th anniversary of Federal recurrent funding

Consolidation and growth of the SNAICC Resource Service

2009

35 new Aboriginal and Torres Strait Islander Children and Family Centres announced in the Federal Budget (later increased to 38 centres). SNAICC was the agency to call for the creation of the integrated family centres

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 Islander Children's Day

SNAICC wins Highly Commended Award at the 2012 Indigenous Governance Awards

SNAICC attends Eleventh Session of United Nations Permanent Forum on Indigenous Issues in New York, and meeting of UN Committee for the Rights of the Child in Geneva



2014

A forum is held in Perth and a community meeting in Fitzroy Crossing under the Family Matters national initiative

SNAICC holds a Parliamentary breakfast in Canberra as part of its campaign to secure long-term funding for Indigenous community-controlled early years services

In partnership with key agencies in the child welfare sector, SNAICC organises a major forum in Darwin and community meeting in Alice Springs under the new national Family Matters initiative to reduce the disproportionate number of Indigenous children in out-of-home care





# SNAICC GOVERNANCE

SNAICC is governed by a National Executive made up of Aboriginal and Torres Strait Islander community-controlled children and family services, elected by SNAICC's financial full members for a two-year term.

All Aboriginal and Torres Strait Islander community-controlled children and family services supporting SNAICC's aims and objectives can apply to the SNAICC National Executive to become a full SNAICC member.

The National Executive represents Aboriginal and Torres Strait Islander children and family services and provides direct aid to and promotes the rights, needs and aspirations of Aboriginal and Torres Strait Islander children and families.

Services represented on the National Executive must have constitutions that fit with SNAICC values, and the representative member must have the appropriate Working With Children screening and a current Australian Federal Police check.

SNAICC National Executive members are elected on a volunteer basis.

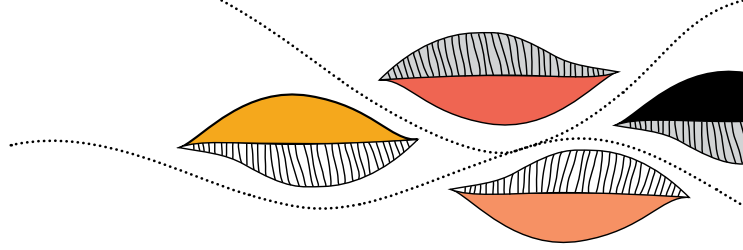
Profiles of each National Executive member can be found on pages 8–13 of this report. For more information on the SNAICC National Executive, see [www.snaicc.org.au/aboutus](http://www.snaicc.org.au/aboutus)

SNAICC held three National Executive meetings in 2013–14, including the Annual General Meeting (AGM) and Members' Forum held in Darwin on 14 and 15 November 2013.

Under a trial scheme introduced in 2013–14, SNAICC will decrease the number of National Executive meetings to one per calendar year to reduce administrative costs and allow for jurisdiction-based members' forums to be held and run by National Executive members and supported by the secretariat. The role of the Management Sub-committee was expanded as the alternative to fewer National Executive meetings — see next page.

Members of the SNAICC National Executive, pictured at the AGM in Darwin in November 2013.





## National Executive sub-committees

SNAICC National Executive sub-committees comprise a combination of National Executive members and SNAICC staff.

Currently (at 30 June 2014) SNAICC operates with six sub-committees, as follows:

- Management Sub-committee
- Membership and Communications Sub-committee
- Policy and Research Sub-committee
- Resources Sub-committee
- Training Sub-committee, and
- Gift Fund Sub-committee.

As stated above, the role of the Management Sub-committee was expanded during the year to include two more representatives and meet eight times a year (four face-to-face and four teleconferences).

The Management Sub-committee focuses on the governance of SNAICC as an organisation and supports the SNAICC Chief Executive Officer in managing the staff team and resources of the organisation.

Further responsibilities include:

- To monitor the financial affairs of the organisation as consistent with the policy and decisions of the SNAICC National Executive and ensure the organisation's financial, contractual and legal obligations are understood and met.
- To monitor progress against the SNAICC strategic plan and make recommendations to the SNAICC National Executive in relation to the development of SNAICC as an effective national organisation.

Management Sub-committee members at 30 June 2014 were:

- Sharron Williams, SNAICC Chairperson
- Geraldine Atkinson, SNAICC Deputy Chairperson (Early Years)
- Angela Webb, SNAICC Deputy Chairperson (Child Welfare)
- Lisa Coulson, SNAICC Treasurer
- Elvie Sandow, SNAICC Secretary
- Sue-Anne Hunter, child welfare representative
- Rose Bamblett, early years representative, and
- Frank Hytten, SNAICC CEO.



# SNAICC NATIONAL EXECUTIVE



## Chairperson

### Sharron Williams

*CEO, Aboriginal Family Support Services Inc. (AFSS)  
Adelaide, South Australia*

Sharron Williams is a Narungga/Kaurna woman who has been the CEO of Aboriginal Family Support Services (AFSS), the peak Aboriginal child welfare organisation in South Australia, since 1997. The agency was formed in 1978 in response to Aboriginal children often being removed from their families and communities without the consent or even consultation with extended family members. Sharron's experience has included 15 years with Correctional Services in strategic and policy development positions, including as the first Indigenous Public Relations Officer within the Correctional Services system in SA. Sharron has served on the SNAICC national executive since 1999 and was elected Deputy Chairperson — Child Welfare in May 2011. Sharron was elected Chairperson of SNAICC in March 2013, having been elected interim chair in November 2012. Sharron's strengths are building strong relationships with government and industry on behalf of the community, based on respect and a strong commitment to protecting the rights of the Aboriginal community.



## Deputy Chairperson — Early Childhood

### Geraldine Atkinson

*Chairperson, Lulla's Children and Family Centre  
Shepparton, Victoria*

Geraldine Atkinson is a Bangerang/Wiradjuri woman who has devoted her career to expanding the possibilities available to Koori people through education. For over 30 years Geraldine has been a major presence in the Koori and wider Victorian community. She is President of the Victorian Aboriginal Education Association Incorporated (VAEAI), a position she has held since 1999. Geraldine represents VAEAI on a number of national and state committees while maintaining her involvement at the local level. Chairperson of Lulla's Children and Family Centre at Shepparton, Geraldine has made a significant impact in the area of early childhood. Geraldine's direct experience of what works in community combined with her extensive policy knowledge has given her the ability to act as a link between government and community — which she describes as her principal role. Geraldine has served on the SNAICC National Executive since 1999 and was a member of the Expert Advisory Group for the Fifth SNAICC National Conference held in Cairns in June 2013.



## Deputy Chairperson — Child Welfare

### Angela Webb

*Chief Executive Officer, Aboriginal Child, Family and Community Care State Secretariat NSW (AbSec)  
Marrickville, New South Wales*

Angela Webb is a Gumbayngiirr woman from Grafton, New South Wales. Angela is Chief Executive of the Aboriginal Child, Family and Community Care State Secretariat (AbSec), the NSW peak Aboriginal body providing child protection and out-of-home care (OOHC) policy advice to the government and non-government sector on issues affecting Aboriginal families involved in child protection and OOHC system. AbSec is committed to supporting Aboriginal agencies in NSW that provide culturally-appropriate services to achieve better life outcomes for Aboriginal children, young people and families. Angela has an extensive history of working in the child protection sector and especially with Aboriginal communities. Angela is currently president of the Aboriginal Early Childhood Support and Learning Inc. Angela has been a member of the SNAICC National Executive since April 2013.





### **Treasurer**

#### **Lisa Coulson**

*Director, Tasmanian Aboriginal Child Care Association (TACCA)  
Invermay, Tasmania*

Lisa Coulson is a member of the Tasmanian Aboriginal palawa community. Lisa has been the Director of the long-day-care Tasmanian Aboriginal Child Care Association (TACCA) since 1993 and Manager of the TACCA FaHCSIA funded Indigenous Parenting Service. She is also the Launceston Regional Manager of the Tasmanian Aboriginal Centre. Lisa has a Diploma of Community Services — Child Care and an Advanced Diploma of Management. Lisa has been a SNAICC National Executive Member since November 2001 and was elected Treasurer in November 2012. She was Working Group Convenor for the SNAICC national conference in 2010; and a member of the Expert Advisory Group for the Fifth SNAICC National Conference held in Cairns in June 2013.



### **Secretary**

#### **Elvie Sandow**

*Chairperson, Gundoo Day Care Centre  
Cherbourg, Queensland*

Elvie Sandow is from Cherbourg in Queensland and has lived there all her life. Elvie is the mother of three children and has two grandchildren. She has served as the Chairperson of Gundoo Day Care Centre for the last 15 years and is also the Chairperson of Youth and Community Combined Action (YACCA), a juvenile crime prevention initiative. Between 2000 and 2004 Elvie was a councillor for the local Aboriginal Shire Council. She was also the Secretary for Cherbourg Junior Rugby League for 10 years. Elvie currently works as Payroll Officer for Cherbourg Aboriginal Shire Council, where she has worked for the past 20 years. Elvie has served on the SNAICC National Executive since November 2011 and was elected Secretary in November 2012.



### **Reuben Ardler**

*General Manager, Wreck Bay  
Aboriginal Community Council  
(includes the Gudjahgahmiamia  
(MACS) Learning Centre)  
Wreck Bay, New South Wales*

Reuben Ardler is a Wodi Wodi man from the Wreck Bay Aboriginal Community, located in the Jervis Bay Territory (formally part of the ACT) on the NSW coast approximately 200km south of Sydney. Reuben has worked in a number of senior roles with the Wreck Bay Aboriginal Community Council since 1996 and is currently the Manager responsible for day to day Council operations including the provision of childcare centre being the Gudjahgahmiamia MACS Early Learning Centre. Prior to joining WBACC, Reuben worked for many years as a public servant for the Commonwealth, including at the former Aboriginal Development Commission and the Department of Employment, Education and Training. He has also been a member of various boards, including the Wreck Bay Aboriginal Community Council Board and Jervis Bay Primary School Board. Reuben has been the ACT/JBT Early Childhood representative on the National Executive since November 2010.



### **Garry Matthews**

*Chief Executive Officer, Coffs Harbour Aboriginal Family Community Care Centre Inc. (Abcare)  
Coffs Harbour, New South Wales*

From the Eora nation of NSW, Garry Matthews has been CEO of Coffs Harbour Aboriginal Family Community Care Centre since 1994. Garry has served on the board of AbSec (NSW Aboriginal State Secretariat) since its foundation in 2000; is the secretary of the Coffs Harbour Community Care Options; is involved in the local Aboriginal Interagency Committee; and the Coffs Harbour Elders Committee. Garry has a background in accounting and business management. Garry has served on the SNAICC National Executive since 1999, and was Deputy Chairperson — Child Welfare from 2009 until May 2011, when he was elected Treasurer. He stepped down from the Treasurer role in November 2012.



### **Dawn Wallam**

*Chief Executive Officer, Yorganop Association Inc.  
West Perth, Western Australia*

Dawn Wallam is a Wadandi woman of the Noongar Nation who for over 40 years has been committed to improving the wellbeing of Aboriginal children through both paid and voluntary community work. Dawn has been CEO of Yorganop since 1997, managing the agency's Child Placement Service, the RTO and the Indigenous Professional Services Unit. Dawn has been proactive in representing Aboriginal children's issues at all levels including local, state, national and international forums. She is a staunch supporter of the Aboriginal Child Placement Principle and was a founding signatory in 2005 of the Sub Group on Indigenous Children to the United Nations Working Group on the Rights of the Child. Dawn has served on the SNAICC National Executive since 1998. Dawn was elected SNAICC Chairperson in May 2011 and served in the position until November 2012, stepping down due to work commitments.



### **Maureen Mossman**

*Director, Wuchoperren Health Services  
Cairns, Queensland*

Maureen Mossman is a descendant of the Gungandji people, who has lived in Cairns for several decades, being born in Ayr and growing up in north Queensland's Burdekin region. Maureen has represented Wuchoperren Health Services as an elder for many years, and has held a role as a Director on the Board of Management since 2000. Working at the local Boopa-Werem Kindergarten as both a fully qualified teacher and also a teacher's assistant for over 25 years, Maureen has an extensive and notable history working with children. Maureen has been a member of the SNAICC National Executive since 2012.



### **Lisa Thorpe**

*Chairperson, Bubup Wilam for Early Learning Aboriginal Children and Family Centre  
Thomastown, Victoria*

Lisa Thorpe is an Aboriginal woman from the Gunditjmara and Gunnai nations of south-eastern Australia. Lisa was born in Yallourn, in Victoria's La Trobe Valley, and has spent most of her life in Melbourne. With experience in Aboriginal-specific organisations and programs — primarily those which are community based and controlled — she has made significant contributions to the provision of services to Aboriginal people. Currently an Associate Professor at Deakin University's Institute of Koorie Education, Lisa focuses on community research development as part of her role, as well as coordinating the university's Bachelor of Early Childhood Education course. Lisa is also Chairperson of the Bubup Wilam for Early Learning Aboriginal Children and Family Centre, located at Thomastown, in Melbourne's north. Lisa joined the SNAICC National Executive in November 2012.



### **Sue-Anne Hunter**

*Therapeutic Practitioner and Cultural Advisor, Victorian Aboriginal Child Care Agency (VACCA)  
Brunswick, Victoria*

Sue-Anne Hunter is a Wurundjeri woman and has been employed in Aboriginal Affairs for over 20 years and has been working in the community to enhance the welfare of her people throughout her life. Sue-Anne currently works in the Aboriginal Children's Healing Team at the Victorian Aboriginal Child Care Agency as a therapeutic practitioner and cultural advisor. She has worked at the agency for over 12 years in the areas of family support, foster care and residential care, and as Co-ordinator for New Programs and Initiatives, the Community Outreach Program Manager and Executive Manager for Link-Up Victoria. Sue-Anne joined the National Executive in March 2013.



### **Louise Cave**

*Director, Birrelee Multifunctional Aboriginal Children's Service (MACS), Tamworth, New South Wales*

Louise Cave is a Kamilaroi woman from northern New South Wales. She is the Director at Birrelee, a Multifunctional Aboriginal Children's Service in Tamworth. She holds a Bachelor in Early Childhood Education and has extensive early childhood experience, working in a range of Aboriginal and non-Aboriginal services for over 27 years. Louise is passionate about the purpose and place of Aboriginal early childhood education and is committed to delivering quality, culturally enriched education to increase opportunities for Aboriginal children, families and community. Louise joined the SNAICC National Executive in January 2014.



### **Rose Bamblett**

*Victorian Aboriginal Education Association (VAEAI) Early Childhood Specialist Representative via Lulla's Children and Family Centre (MACS) Shepparton, Victoria*

Rose Bamblett is a Wiradjuri woman with ties to the Bangerang and Yorta Yorta. For the past 30 years Aunty Rose has been dedicated to providing culturally-sensitive early childhood support services for Koori families. Rose was part of a Victorian Aboriginal Child Care Agency (VACCA) committee that was pivotal in establishing the Lidje Child Care Centre in Shepparton, where she worked from 1979 to 1996 as an early childhood worker and coordinator. Rose was on the SNAICC founding committee in 1981 and has held the position of Early Childhood Specialist Representative for VAEAI since the early 1980s.



### **Natalie Lewis**

*Chief Executive Officer Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) Brisbane, Queensland*

Of the Kamilaroi Nation in northern New South Wales, Natalie Lewis is the current Chief Executive Officer of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak. Natalie also serves on the Board of Directors for the Queensland Aboriginal and Islander Human Services Coalition. Natalie has an educational background in psychology and is currently studying law at the Queensland University of Technology. Her professional experience has been acquired in Queensland and in the United States in the areas of youth justice and more recently child protection, providing direct service and program and policy development over the past 16 years. Natalie was co-opted to the SNAICC National Executive in August 2012.



### **Leona Smith**

*Director, Kurna Plains Early Childhood Centre (MACS), Elizabeth, South Australia*

Leona Smith is a Narrunga woman from the Point Pearce community on South Australia's York Peninsula. Leona has worked at Kurna Plains Early Childhood Centre since first working as a relief staff in 1990, through to nursery team leader, and becoming director in 1999. She did a Certificate in Management and Organisational Leadership Skills, a Diploma in Child Care and a Bachelor of Early Childhood. Leona served on the SNAICC Executive in 2002-03, and returned in 2010 as the SA Early Childhood delegate.



## Also served on the National Executive



### **Dorothy (Dot) Bagshaw**

*Director, Gurlongga Njininj Assoc. Inc. (MACS)  
Perth, Western Australia*

Dot Bagshaw is a Nyoongar woman from Kojonup, Western Australia. She has been Director of Gurlongga Njininj Child Care Centre (MACS) since 2001. Dot has been involved with NAIDOC in Perth for 30 years and numerous Aboriginal organisations and was a Burswood WA Senior of the Year finalist 2010. Dot has served on the SNAICC National Executive since 2000 as the WA Early Childhood representative.



### **Desley Thompson**

*Chief Executive Officer, Cape York/  
Gulf Remote Area Aboriginal & Torres  
Strait Islander Child Care Advisory  
Association Inc. (RAATSICC)  
Cairns, Queensland*

Desley Thompson is a proud Mamu woman from Far North Queensland and is the Chief Executive Officer of RAATSICC based in Cairns. RAATSICC is a non-government organisation that has two offices: one in Cairns and the other in Mt Isa. RAATSICC works with Aboriginal and Torres Strait Islander communities to ensure the children, youth and families of Cape York and Gulf Communities plus Yarrabah, Mossman and Palm Island have access to quality social services. Desley has more than 23 years' experience working with Cape York Aboriginal and Torres Strait Islander communities and has been an active member of the SNAICC National Executive for the past eight years. Desley has been involved in a number of statewide groups and is currently on the Australian Government's National Children and Family Roundtable selected by the Minister. Desley was also chair of the Expert Advisory Group for the Fifth SNAICC National Conference held in Cairns in June 2013.



### **Emma Beckett**

*Children's Services Manager,  
Awabakal Children's Services  
Newcastle, New South Wales*

*(Represented on behalf of Noogaleek  
Children's Services (MACS),  
Berkeley, NSW)*

Emma Beckett is an Aboriginal woman whose ancestors and cultural heritage are from Queensland. She is Children's Services Manager at Awabakal Children's Services, Newcastle and has worked there since 1994. Her experience is in a range of children's services including child care, Biraban Pre-School and Awabakal Pre-School as well as a number of Supported Playgroups. Emma is passionate about improving the educational outcomes of children, particularly Aboriginal and Torres Strait Islander children. Her particular interests lie in transition to school as well as children's self esteem and identity. Emma was awarded the 2011 Newcastle Lake Macquarie Aboriginal Education Pathways Award to acknowledge her contribution to education in the region. Emma holds a Bachelor of Education Early Childhood (Newcastle University) and is a committee member of the NSW peak body Aboriginal Early Childhood Support & Learning (AECSL).





# 2014 NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY

## KIDS IN CULTURE

### Strong, Proud, Resilient



PHOTOGRAPHY: WAYNE QUILLIN

# STAND WITH US

Hold your own community event on

**4 AUGUST** AND **CELEBRATE**

*with Aboriginal and Torres Strait Islander children*



Secretariat of National  
Aboriginal and Islander Child Care

## VISIT

[www.snaicc.org.au/children](http://www.snaicc.org.au/children) to see how you can get involved

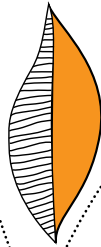
THIS POSTER IS PRODUCED BY THE SNAICC RESOURCE SERVICE. THE SNAICC RESOURCE SERVICE IS FUNDED BY THE AUSTRALIAN GOVERNMENT DEPARTMENT OF THE PRIME MINISTER AND CABINET



# THE YEAR IN NUMBERS

7,900

bags distributed for  
National Aboriginal and  
Torres Strait Islander  
Children's Day

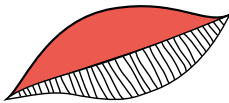


1,200

early childhood services  
postcards presented to  
Australian Government

3,135

Children's Day  
posters distributed



348

participants at SNAICC training  
workshops and sessions

375

participants at Family Matters  
forums and community  
meetings

2,780

YouTube hits for  
NATSICD tv ad

4,440

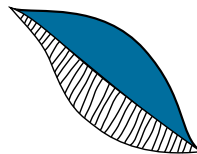
SNAICC subscribers

55,831

visits to the SNAICC  
website

347

news items published



349,183

website page views



## CHAIRPERSON'S MESSAGE

Despite a changing and challenging environment, SNAICC this year continued to set the agenda on the rights, needs and aspirations of Aboriginal and Torres Strait Islander children and families, as well as deliver practical support for services working with our children and families.

Two major issues were at the fore in 2013–14: funding for Indigenous community-controlled early childhood and care services; and the disproportionate and increasing number of Aboriginal and Torres Strait Islander children in out-of-home care.

These issues were the focus of discussion by SNAICC members and other delegates at the SNAICC national conference in June 2013 and formed the cornerstones of our sector support work this year.

Over the years, SNAICC has continually called for governments to deliver long-term funding security for our community-controlled early years services. They have a proven track record in overcoming barriers faced by Indigenous children and families — some of the most vulnerable and disadvantaged Australian citizens.

Despite years of under-funding, the services — numbering some 300 across Australia — are nurturing children and getting them school-ready, providing accessible, affordable and integrated support to families, creating employment and building the capacity of their communities.

The newest of our services are 38 Aboriginal and Torres Strait Islander Child and Family Centres (ACFCs), created under a \$300m COAG national partnership agreement to provide much-needed early childhood education, family support and specialist health services.

Some of the centres had only just officially opened their doors, and one (at Palmerston in the Northern Territory) was still under construction when the

partnership agreement between the Australian Government and state-territory governments ended on 30 June 2014.

The Australian Government confirmed in its May Budget that it would not fund ACFCs beyond this date, leaving the centres to conduct urgent negotiations with their respective state and territory governments.

It is a bewildering situation that these purpose-built centres should be engulfed in funding uncertainty from the outset: bewildering for the ACFCs and their staff, and the children, families and communities using their crucial services.

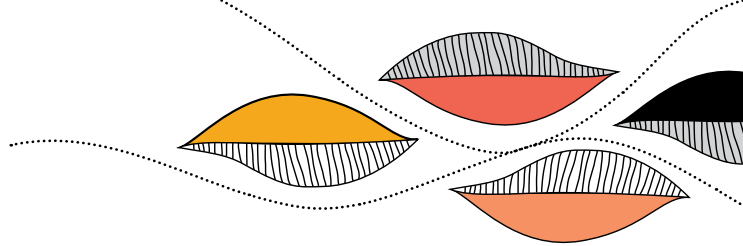
During the year, SNAICC worked with and on behalf of ACFCs in a bid to secure adequate and long-term funding for the centres and provide stability and security. As part of the campaign, SNAICC and partner agencies supported ACFCs and other early years services to hold a Parliamentary breakfast in Canberra in February 2014.

The breakfast brought together key players — including a number of MPs, members of the Prime Minister's Indigenous Advisory Council — and resulted in some important outcomes (see pages 25–26 of this report).

SNAICC also commissioned a report from a leading early childhood expert, Professor Deb Brennan, to help develop policy and funding ideas for sustainable, community-managed Aboriginal and Torres Strait Islander children's services.

Her paper, titled *Joining the Dots*, endorsed a funding model for services developed by SNAICC and found that the mainstream child care and early childhood education system simply doesn't work for many of our children and families — re-affirming the overwhelming evidence on the issue.

The push to "mainstream" services was one of the major concerns SNAICC expressed with the recommendations in the review of the Budget Based Funded (BBF) program released in June 2014.



The BBF program funds some 270 Indigenous early childhood services, that provide a range of programs beyond child care — including nutrition, transport, family support, health and early intervention.

Of great concern to SNAICC is the review's emphasis on BBF services eventually becoming self-sustaining and the recommendation that some BBF services be transitioned to Child Care Benefit (CCB) funding.

The review ignores the reality that many of these services operate in disadvantaged communities where a mainstream, self-sustaining child care model that relies on the community paying, is not feasible.

SNAICC believes the BBF review, if implemented, has the potential to have a detrimental impact on our children and families — responding to the review will be a focus of SNAICC's work in the coming year.

Another core issue for SNAICC in 2013–14 — and one on which SNAICC was founded over 30 years ago — was responding to the alarmingly high and spiralling number of Aboriginal and Torres Strait Islander children being placed in out-of-home care.

At 30 June 2013, there were 13,952 Aboriginal and Torres Strait Islander children in out-of-home care in Australia — representing a staggering 34.4 per cent of all children in care.

The human and financial costs of this explosion of child removals are immense. And, as recent history shows, separation from family and culture will impact on children, their families and communities and the wider society for generations to come.

Delegates at the 2013 SNAICC national conference unanimously endorsed a national initiative from SNAICC and partner agencies to reduce the dramatic over-representation of children in care — to keep more children within their families, communities and culture.

The initiative, titled *Family Matters — Kids in Culture, Not in Care*, began a series of state-territory consultations with forums and community meetings in the NT (November 2013) and Western Australia (June 2014).

The forums are generating practical recommendations for governments to improve child protection outcomes, and creating local networks of people committed to seeing the recommendations implemented. For more information on Family Matters, see pages 50–55.

Another element of SNAICC's activities at the national level this year was to promote and inform the work of the Royal Commission into Institutional Responses to Child Sexual Abuse.

SNAICC and partner agencies called on the Royal Commission to ensure the voices of Aboriginal and Torres Strait Islander people, who have a long history of contact with institutions, are not overlooked.

We also asked that Indigenous survivors of abuse who come forward are offered culturally-appropriate, competent support before, during and after the inquiry.

In 2013–14, SNAICC again delivered on its core task of producing high-quality resources and related training to strengthen the capacity of organisations and communities and support those working with our children and families.

A major focus was developing new resources and ramping up our training activities on family violence responses and prevention — an area that requires enormous attention and support.

This year, SNAICC continued to monitor developments on child welfare issues at the state-territory level, with vital input from our member organisations.

We welcomed most of the recommendations in Commissioner Tim Carmody's final report on his inquiry into Queensland's child protection system; and the ground-breaking appointment of Mr Andrew Jackomos as Victoria's — and Australia's — first Commissioner for Aboriginal Children and Youth.

The appointment is a further encouraging sign that governments may finally be willing to try new approaches to improve outcomes for our children and families. SNAICC will continue to advocate that Indigenous community-driven strategies in child welfare and early childhood offer the best solutions to fulfil the rights and needs of our children and families.

In concluding, I would like to extend my congratulations to SNAICC staff and National Executive on another highly productive and successful year.

**Sharron Williams,**  
SNAICC Chairperson



## CEO's REPORT

SNAICC has had another solid year, with a stable staff team and great resources, policy and training packages being developed and offered across the sector. It has also been a year of great disappointment, with Federal funding for the very recently established Aboriginal Child and Family Centres (ACFCs) being cut off completely.

This is despite all the evidence demonstrating the importance of community-controlled, holistic services in giving children a good start in life.

It is also a core part of the Government's stated policy. To date all efforts to retrieve this funding have failed, but SNAICC and the ACFCs will continue to talk to Government to explain and emphasise the vital importance of the ACFCs to Aboriginal and Torres Strait Islander children and families.

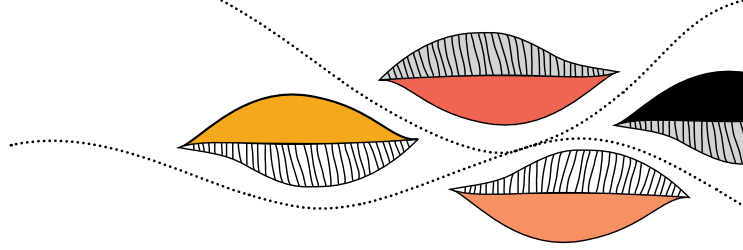
The Secretariat continues to evolve, reshaping ourselves to better meet the circumstances in which we find ourselves. Emma Sydenham, SNAICC's Deputy CEO, went on maternity leave (Emma and partner Ben now have a gorgeous girl, Lilka). Emma will be back in January 2015.

Other staff movements include Training Supervisor Bec Boss leaving Victoria to settle in Perth, and Senior Resources Officer Joanne Borg and Training Officer Vina Duplock also leaving SNAICC to take up positions interstate.

SNAICC has continued to develop 'workshop' packages that offer knowledge and skills that are practical and relevant to our members and others working with Aboriginal and Torres Strait Islander children and families. Through getting grants and offering fee for service Training, we hope to build this team so as to deliver on several different areas of most demand in our sector. Currently completed or in development are training resources in working cross-culturally, trauma, family violence, transition to school, and partnerships.

All SNAICC's work will gradually be moved into a continuum; starting with research both formal and anecdotal (gathering data), moving into the development of coherent frameworks (policy), and then becoming the basis for the development of training materials (resources) and be delivered by the Training Team. Wherever possible and relevant, all staff will contribute to this process in the most relevant way. This will enable the professional development of staff, multi-skilling everyone and enabling SNAICC to deploy staff in the most effective way.

At its meeting that followed the 2013 Annual General Meeting, the National Executive (NE) decided to restructure itself. The full NE would now meet just once a year, but be kept informed through regular emails and every relevant document being posted on a dedicated NE server. The Management Sub-Committee would meet every month, alternating between teleconferences and face-to-face meetings. All sub-committees and all meetings with government, NGOs and others would continue as before. This restructure is to be evaluated and further recommendations made in November 2014.



National Aboriginal and Torres Strait Islander Children's Day 2014 was a great success. This year's theme was *Kids in Culture: Strong, Proud, Resilient*. Launched at the Garma Festival in Arnhem Land, Children's Day was celebrated by children, families and agencies (both Indigenous and mainstream) in over 200 local events around the country. Nearly 8000 showbags were distributed and media coverage was very widespread. SNAICC has plans to grow this event over the next year — so, keep an eye on the our website, E-bulletins and newsletters for information.

*The Family Matters — Kids Safe in Culture, Not in Care* project is progressing well. We have engaged with 375 Indigenous community members, child protection workers, practitioners, researchers and administrators in forums and community meetings in Darwin, Alice Springs, Perth and Fitzroy Crossing, consulting on the issue and identifying a number of solutions. By the end of 2014, we will have travelled to Adelaide, Port Augusta, Sydney and a rural location in NSW. The forums are well supported financially by local NGOs and state governments and have been close to self-funded to date.

Perhaps the most important event in terms of SNAICC's immediate future is the new Government's Indigenous Advancement Strategy. All Aboriginal services are to be de-funded within a year and, in an open tender process, may re-apply for funds to conduct activities to meet the goals set by the government — focused solely on "outcomes on the ground".

No "peak" bodies are to be funded, so SNAICC will have to couch what we do in terms of activities that more directly achieve the goals 'on the ground'. We believe we already do this, but perhaps we will have to represent the work more explicitly. Another challenge to look forward to is...reporting to you on our progress in October 2015!

SNAICC is in a strong financial position, receiving more money through philanthropy, is more successful with other grants, has a great bunch of students, interns and volunteers, has a great staff group, is well governed and has great plans to be more effective in serving our members and indeed the wider sector working with Aboriginal and Torres Strait Islander children and their families.

It is a privilege and a pleasure to work here.

**Frank Hytten,**  
**SNAICC CEO**



**2014 NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY**

**KIDS IN CULTURE**  
Strong, Proud, Resilient



**STAND WITH US** | Hold your own community event on  
**4 AUGUST** and **CELEBRATE**  
with Aboriginal and Torres Strait Islander children

**VISIT**  
[www.snaicc.org.au/children](http://www.snaicc.org.au/children) to see how you can get involved

Secretariat of National Aboriginal and Islander Child Care

**SNAICC**

**annual report**  
2012-13



Secretariat of National Aboriginal and Islander Child Care

**JOINING THE DOTS**

Program and Funding Options  
for Integrated Aboriginal  
and Torres Strait Islander  
Children's Services

Options paper prepared for  
Secretariat of National Aboriginal and Islander Child Care (SNAICC)  
by Professor Deb Brennan

**SNAICC**

**SAFE FOR OUR KIDS**

A guide to family violence  
prevention and protection for  
Aboriginal and Torres Strait  
Islander children and families

**SNAICC**

**FAMILY MATTERS**  
- KIDS SAFE IN CULTURE, NOT IN CARE

An invitation to change the lives of Aboriginal and Torres Strait Islander children



*A passionate voice for change*

**A BRIEF HISTORY OF SNAICC 1983-2013**




Secretariat of National Aboriginal and Islander Child Care

**CHANGE STARTS HERE**

**COMMIT TO 10 YEARS**

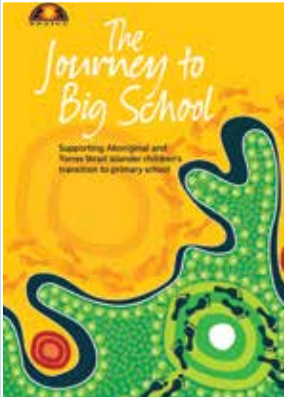
Aboriginal and Torres Strait Islander  
children and family services

continued  
working to  
improve

**SNAICC**

**The Journey to Big School**

Supporting Aboriginal and  
Torres Strait Islander children's  
transition to primary school



**WHOSE VOICE COUNTS?**

Aboriginal and Torres Strait Islander participation







# PUBLISHED WORK 2013–14

## Reports and submissions

- *Whose voice counts? Aboriginal and Torres Strait Islander participation in child protection decision-making* – Report, August 2013
- *Developing Capacity Through Partnerships* – Booklet (in partnership with AbSec), August 2013
- *Draft integrated service model for Aboriginal and Torres Strait Islander children and families* – Paper, September 2013
- *Fifth SNAICC National Conference Report*, October 2013
- *Policy Priorities for Aboriginal and Torres Strait Islander Children* – Paper, November 2013
- *Family Matters – Kids Safe in Culture, Not in Care: Northern Territory Issues Paper*, November 2013
- SNAICC Joint Submission to the Royal Commission into Institutional Responses to Child Sexual Abuse, *Response to Issues Paper 4: Preventing sexual abuse of children in out-of-home care*, December 2013
- *Joining the Dots: Program and Funding Options for Integrated Aboriginal and Torres Strait Islander Children's services 2013* – Background Paper by Professor Deb Brennan, December 2013
- *Mapping of Aboriginal and Torres Strait Islander Early Years and Family Support Services across Australia* – Report, December 2013
- *A Place for Culture? Exploring Aboriginal and Torres Strait Islander Cultural Competence in the NQS* – Paper, December 2013
- SNAICC Submission to the Productivity Commission's Inquiry into Child Care and Early Childhood Learning, February 2014
- SNAICC Submission to the Productivity Commission's Inquiry into Child Care and Early Childhood Learning – Annexures, February 2014
- *Family Matters – Kids Safe in Culture, Not in Care* – Prospectus, March 2014
- *Family Matters – Kids Safe in Culture, Not in Care: Western Australia Issues Paper*, May 2014

- *Safe For Our Kids: A guide to family violence response and prevention for Aboriginal and Torres Strait Islander children and families*, June 2014
- Submission to the Australian Human Rights Commission National Children's Commissioner's examination of intentional self-harm and suicidal behaviour in children, June 2014
- *The Journey to Big School: Supporting Aboriginal and Torres Strait Islander children's transition to primary school* – Report, July 2014

## Resource publications

- *Early Childhood Education and Care: Aboriginal and Torres Strait Islander Children's Needs* – Fact sheets, February 2014
- *Early Years Postcard* – Presentation PowerPoint slides and flyer, February 2014
- National Aboriginal and Torres Strait Islander Children's Day (NAICD) 2013 poster, May 2014
- *Seven Deadly Sistas* – Booklet, May 2014
- *Safe For Our Kids: A guide to family violence response and prevention for Aboriginal and Torres Strait Islander children and families*, June 2014
- *Partnership Audit Tool: Creating change through partnerships*, June 2014
- *Partnership Training Manual: Creating change through partnerships*, June 2014

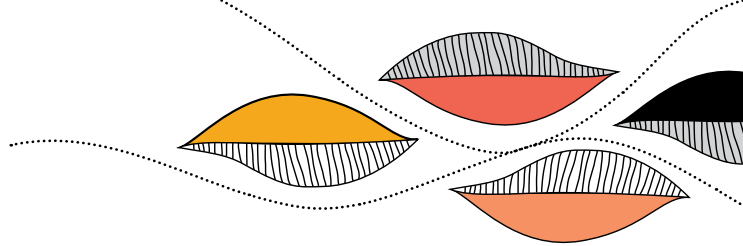
## Other major publications

- Three editions of SNAICC News newsletter: August 2013, February 2014 and June 2014
- SNAICC *Annual Report 2012–13* – November 2013
- *A Passionate Voice for Change: A Brief History of SNAICC 1983–2013 booklet* – November 2013

## Videos

- *A Passionate Voice for Change: A Brief History of SNAICC 1983–2013* – January 2014
- *Bubup Wilam: A Place to Grow* – February 2014
- *SNAICC Traineeship Program* – February 2014





## OUR WORK: THE FOUR FOCUS AREAS

The 2011–16 SNAICC *Strategic Plan* is based around four focus areas which define our work to improve the lives of Aboriginal and Torres Strait Islander children and families. These are:

### Focus area 1:

Child and family wellbeing and community support and development

### Focus area 2:

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

### Focus area 3:

Social justice and children's rights

### Focus area 4:

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

SNAICC's activities are also guided by Eight Priorities, which it pursues in partnership with stakeholders, see pages 70–71.

This report highlights SNAICC's activities using the focus areas as a general guide, as well as emerging priorities during the reporting period. These priorities included bolstering SNAICC's training activities and delivering the Family Matters national initiative to reduce the high number of Aboriginal and Torres Strait Islander children in out-of-home care.

The report covers activities from 1 July 2013 to 30 June 2014. However, 2014 National Aboriginal and Torres Strait Islander Children's Day (held on 4 August) is also covered in this report.



# 1. SECTOR SUPPORT AND DEVELOPMENT

## Early years education and care

### Sustainable funding for early years services

SNAICC has continued to conduct research, consult with services and lobby the Australian Government and state-territory governments over the past 12 months to confirm sustainable and adequate funding for integrated Aboriginal and Torres Strait Islander child and family services.

This concerns both services funded under the Budget Based Funded (BBF) program — numbering some 270 across Australia — and the 38 new Aboriginal and Torres Strait Islander Children and Family Centres (ACFCs) created under the COAG National Partnership Agreement on Early Childhood Development.

Community-controlled services provide critical support for Aboriginal and Torres Strait Islander children, families and communities, and are key to a healthy, caring, culturally strong and educational start for our children.



Baya Gawi, at Fitzroy Crossing (WA), is one of 38 new Aboriginal and Torres Strait Islander Child and Family Centres across Australia.

Aboriginal and Torres Strait Islander early childhood services represent about 80 per cent of all BBF services and include long day care centres, out-of-school hours care, crèches, mobile children's services, playgroups and Multifunctional Aboriginal Children's Services (MACS).

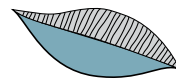
Funding for these services has been continually squeezed over the years, leaving many having to cut back programs, with poor infrastructure and a lack of qualified staff.

In June 2012 the Australian Government announced a review of the BBF program and SNAICC has been significantly engaged with the review process ever since. In June 2014 SNAICC responded to the Final Report of the Budget Based Funded Programme Review, expressing our serious concerns that the review's recommendations have the potential to drastically change the program's focus and have a detrimental impact on Aboriginal and Torres Strait Islander children and families.

Specifically, SNAICC was concerned with the report's emphasis on BBF services eventually becoming self-sustaining, which ignores the reality that many of these services operate in disadvantaged communities where a mainstream, self-sustaining child care model, that relies on the community paying, is not feasible.

Linked to this, SNAICC was extremely concerned with the recommendation that some BBF services be transitioned to Child Care Benefit (CCB) funding. While there are limitations in the current BBF model, simply shifting services to the mainstream childcare funding model is clearly not the answer.

SNAICC asserted that any reform to the program must seek to address the persistently low educational, health and wellbeing outcomes experienced by Aboriginal and Torres Strait



Islander children. Reforms should look to enhance, rather than undermine Aboriginal and Torres Strait Islander children's participation in services, support children with additional needs and focus on children most in need.

Another major focus for SNAICC during the year was providing support to the 38 Aboriginal and Torres Strait Islander Child and Family Centres created under a \$300m COAG National Partnership Agreement on Indigenous Early Childhood Development. The centres face significant funding uncertainty beyond 30 June 2014, when the agreement ended.

The ACFCs were created to provide crucial integrated services, including early childhood education, family support and specialist health services, in some of **the most** disadvantaged Indigenous communities around Australia.

The Australian Government confirmed in the May 2014 Budget that it would no longer fund ACFCs, sending the centres into urgent negotiations with their respective state-territory governments to secure funding.

In supporting BBF services and ACFCs in 2013–14, SNAICC:

- Delivered over 1200 postcards from services, families and supporters across Australia calling on the Australian Government to support our proposal for sustainable funding to the Federal Minister for Indigenous Affairs, Nigel Scullion.
- Developed a video showing the journey of Bubup Wilam for Early Learning Aboriginal Child and Family Centre, and presented this at a Parliamentary breakfast event in Canberra in February 2014.
- Commissioned a paper by Professor Deborah Brennan, entitled *Joining the Dots: Program and Funding Options for Integrated Aboriginal and Torres Strait Islander Children's Services*,

which sets out the context, critical need for and proposed future direction for Aboriginal and Torres Strait Islander early years services.

- Put to Government a clear proposal for a new model for integrated Aboriginal and Torres Strait Islander early years services.
- Supported numerous BBF services and ACFCs to connect with their local and national members of parliament, raise public awareness about the funding issue, and instigate local media action.

In February 2014 SNAICC travelled to Canberra with representatives of 10 Aboriginal services from four different states and held a series of positive and productive meetings with 33 MPs and Senators to raise the issue of funding for Aboriginal and Torres Strait Islander early years services.

SNAICC also supported early years services in hosting a Parliamentary breakfast, which was attended by over 70 politicians and advisers. Following are some of the highlights and outcomes of the breakfast event:

- Alan Tudge (Parliamentary Secretary to the Prime Minister on Indigenous Affairs) spoke at the function on behalf of the Prime Minister.
- We launched Bubup Wilam's video, which helped to bring to life the "heart and soul" of these services and the pivotal role they play in their communities.
- Prompted by the event, a number of MPs asked questions of Ministers Ley and Scullion in the Senate Estimates and Question Time.
- A significant number of MPs agreed to visit their service to discuss their concerns.
- Three MPs spoke out on the issue following the breakfast in a speech to Parliament, including the Shadow Minister for Early Childhood.





Representatives of SNAICC and early childhood services with Aboriginal and Torres Strait Islander Social Justice Commissioner Mick Gooda (centre) and Professor Ngiare Brown (far left) at the Parliamentary breakfast in Canberra.

- Numerous MPs agreed to write or speak to Mr Tudge, and Ministers Scullion and Ley.
- Five members of the Prime Minister's Indigenous Advisory Council attended the breakfast and discussed the issue at their next meeting.
- We received a considerable amount of media coverage, including *The Australian*, ABC Radio National, NITV, ABC TV and SBS World News.

## Transition to school

SNAICC completed a report, *The Journey to Big School: supporting Aboriginal and Torres Strait Islander children's transition to primary school*, based on a series of consultations conducted with 12 services across Australia who are delivering high-quality transition programs for Aboriginal and Torres Strait Islander children.

*The Journey to Big School* highlights existing good practice in transition to school program approaches, and contains a wealth of practical examples from real services operating across diverse contexts.

The report builds on a literature review undertaken by SNAICC in 2013, titled *Supporting Transition to School for Aboriginal and Torres Strait Islander Children: What it means and what works?* The review found that a successful transition is generally defined as one that:

- enables children to feel comfortable, connected and engaged with their school environment and community
- facilitates readiness to achieve early learning outcomes, and
- promotes, among parents and families, a feeling of engagement in the school experience and school community.

*The Journey to Big School* further explores the five interconnected elements considered essential for successful transitions: ready schools, ready children, ready families, ready communities and ready early childhood services.

The report has significant implications for policy, research and practice on transition to school issues. The analysis reveals significant strengths in current programs that, taking into account specific local requirements, have the potential to be replicated. It also draws attention to gaps in our knowledge and in doing so indicates where further research would be valuable.

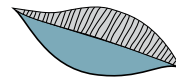
In the report, SNAICC makes five recommendations for governments and other stakeholders to support successful transition programs (see page 33).

As with other major SNAICC resources, *The Journey to Big School* report is forming the basis for developing a new training package. SNAICC is utilising the report, as well as the 2013 SNAICC literature review — *Supporting Transition to School for Aboriginal and Torres Strait Islander children: what it means and what works?* — consultations and responses to survey reports to develop the training.

SNAICC staff and National Executive members worked in partnership with a number of early years educators and two agencies — the Centre for Community Child Health (CCCH) and the NT Department of Education — to develop two workshops that can be delivered as a one-day training session. A training manual, handouts and practice resources were also developed as part of the package.

An underlying principle in developing the training package was to focus on community-





centred approaches that support Aboriginal and Torres Strait Islander children and families during transition to formal schooling to influence sustainable improvements in education outcomes.

Another focus was to ensure partnerships and relationships between early years educators and school staff and Aboriginal and Torres Strait Islander children and families are strength-based, culturally-competent and appropriate.

For more information on *The Journey to Big School* report, see pages 32–33.

### Cultural competence

In December 2012 SNAICC released a paper, *A Place for Culture? Exploring Aboriginal and Torres Strait Islander Cultural Competence in the National Quality Standard*, to start a discussion on the cultural competency of the National Quality Framework (NQF), and in particular the National Quality Standard (NQS).

The paper investigated whether the current expectations of cultural competence in the early childhood education and care regulatory framework, and in particular the NQS, are appropriately articulated and whether they can be met by the current assessment and rating processes.

The paper found that the National Quality Framework does provide the foundation for a culturally competent approach through its guiding principle that “Australia’s Aboriginal and Torres Strait Islander cultures are valued.” However, its application is currently limited with no guide or framework for how this principle might be operationalised or achieved in the NQF, including the NQS.

Building on this, SNAICC Deputy Chairperson (Early Childhood), Geraldine Atkinson explored the cultural competence of the NQS in a presentation at ACECQA’s inaugural National Quality Framework conference in September 2013. In July 2014 she then also presented at the annual ACECQA forum on how early childhood services could work towards cultural competency.

Over the past year SNAICC has also provided support to ACECQA in the design of the cultural competence element of their assessor training.

### Submissions

SNAICC provides regular input to government consultative processes to represent the perspectives of Aboriginal and Torres Strait Islander people on matters that affect them. Over the past year SNAICC has provided input to a number of relevant early years processes, including, as mentioned above, a detailed response to the review of the BBF program.

In October 2013 SNAICC responded to the COAG Standing Council on School Education and Early Childhood (SCSEEC) *Aboriginal and Torres Strait Islander Education Action Plan*. SNAICC outlined a number of recommendations, including that the Council view the transition to school period holistically, the importance of culturally appropriate school environments, and the need for cultural competence as a required element of all training within pre-service educational institutions.

In February 2014 SNAICC lodged a submission with the Productivity Commission Inquiry into Child Care and Early Childhood Learning, and in September 2013 responded to the commission’s draft report.

SNAICC’s position is that while the Productivity Commission’s draft report has some promising ideas, we have serious concerns with the way it approaches Indigenous early years education. Specifically SNAICC calls for a sustainable, targeted funding program to support the provision of Aboriginal and Torres Strait Islander early years services.

In March 2014 SNAICC responded to the Education and Employment References Committee *Inquiry into the immediate future of the childcare sector in Australia*, calling for any reform of the child care sector to focus on enabling access to early years services for Indigenous children, redress inequity in funding between mainstream and Indigenous-specific services, and include the



Nora and grand-daughter Neresha Lee are benefiting from intensive family support services being provided by Tyerrtye Arntarnte-Areme TFSS in Alice Springs. The service is one of five across Australia taking part in a SNAICC research project (see page 30).

development of a cultural competence framework to guide application of the NQS.

## Child and family wellbeing

### Child protection

In August 2013, SNAICC released a research report entitled, *Whose Voice Counts: Aboriginal and Torres Strait Islander participation in child protection decision-making*. The report, based on consultation with Aboriginal and Torres Strait Islander organisation advising government child protection services, described significant failings in efforts to implement recommendations of the 1997 *Bringing them Home Report* to ensure independent community participation in decisions.

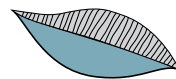
Significant gaps were apparent in supporting legislation, the authority of Aboriginal and Torres Strait Islander organisations in decision-making processes and accountability mechanisms for ensuring effective participation. SNAICC developed and included a proposed model for effective participation in the report and

presented findings at events including the 2013 Family Relationships Services Australia Conference and the 2014 AbSec Conference. SNAICC also published an article on the report on the Child Family Community Australia Information Exchange.

During the last year SNAICC developed two discussion papers to inform the work of the National Framework Implementation Working Group (now reconstituted as, 'the National Forum for Protecting Australia's Children') to progress efforts to enhance implementation of that Aboriginal and Torres Strait Islander Child Placement Principle. This work continued to emphasise the importance of a holistic understanding of the Principle based on its original intent, with elements including:

- Prevention and early intervention to strengthen Aboriginal and Torres Strait Islander families and communities, keeping them together.
- Independent representative participation of Aboriginal and Torres Strait Islander communities in the decisions made for the care and protection of their children.
- Placement in accordance with the agreed hierarchy of out-of-home care placement options, informed by community and family participation.
- Child and family participation in care and protection decision-making that affects them.
- Cultural care and connection supported for Aboriginal and Torres Strait Islander children in out-of-home care.

SNAICC has advocated with federal, state and territory governments, and NGOs, through the National Forum for commitment to concrete actions that address gaps in implementation of the Principle across all of these areas. SNAICC also presented its work on the Aboriginal and Torres Strait Islander Child Placement Principle at the Child Aware Approaches Conference in March–April 2014, and to inform a national network meeting of Children's Commissioners and Child Guardians in May 2014.



## Royal Commission into Institutional Responses to Child Sexual Abuse

SNAICC worked during the last year to inform the work of the Royal Commission into Institutional Responses to Child Sexual Abuse. This included leading a submission in response to the Royal Commission's Issues Paper 4 on preventing sexual abuse of children in out-of-home care in collaboration with leading Aboriginal and Torres Strait Islander organisations. The SNAICC submission was significantly referenced in the Royal Commission's Interim Report. It addressed issues including:

- cultural connection as a protective factor for Aboriginal and Torres Strait Islander children
- the gaps in, and importance of, Aboriginal and Torres Strait Islander participation and leadership in child protection service delivery and decision-making
- the need for increased supports for Aboriginal and Torres Strait Islander kinship carers, including culturally-appropriate and Indigenous-led carer recruitment and assessment, and
- the need for increased investment in prevention focussed supports to keep families together.

During the year SNAICC met with Commissioners, and other representatives of the Royal Commission and participated in the National Aboriginal and Torres Strait Islander Leadership Forum for the Royal Commission. SNAICC also submitted an article for publication in the August 2014 edition of the *Indigenous Law Bulletin*, addressing our perspective on, and contribution to, the work of the Royal Commission.

## Genuine partnerships

SNAICC continued work to promote genuine partnership development between Aboriginal and Torres Strait Islander and non-Indigenous child and family service organisations. As well as producing two new resources, a partnerships audit tool and training manual (see pages 37–38), SNAICC presented at major national conferences to promote the importance of respectful partnerships that build capacity

for Aboriginal and Torres Strait Islander organisations and communities. These activities included:

- a workshop at the 2014 Australian Council of Social Services Conference in partnership with AbSec, NTCOSS and facilitated by Aboriginal and Torres Strait Islander Social Justice Commissioner, Mick Gooda, and
- a presentation at the 2014 National Aboriginal Community Controlled Health Organisation Conference in Melbourne in partnership with AbSec.

## Wellbeing for children and young people

In June 2014 SNAICC made a submission to the National Children's Commissioner's examination of intentional self-harm and suicidal behaviour in children. The submission highlighted the alarming rates of self-harm and suicide amongst Aboriginal and Torres Strait Islander young people. SNAICC's submission identified that access to cultural continuity and a strong sense of identity were critical factors to prevention. SNAICC emphasised the importance of healing supports for Aboriginal and Torres Strait Islander families and communities to build capacity to support wellbeing and a feeling of belonging for Indigenous young people.

More broadly, SNAICC also developed and released a policy brief on priorities for Aboriginal and Torres Strait Islander children targeted to inform policy development for the incoming Australian Government.

## Intensive family support

SNAICC worked in partnership with Professor Clare Tilbury of Griffith University to complete a research paper exploring good practice in intensive family support for Aboriginal and Torres Strait Islander families. The research involved consultation with five Aboriginal community-controlled services providing intensive supports to Aboriginal and Torres Strait Islander families in Victoria, New South Wales, Queensland and the Northern Territory. The research report, due for release later in 2014, revealed aspects of good practice and the strengths of approaches being implemented by Aboriginal and Torres Strait Islander organisations in areas including:

- how services were matched to child and family needs
- how staff built trusting relationships and partnerships with family members
- the mix of practical, educational and therapeutic supports provided to children and families, and
- the intensity and duration of service provision.
- how family members participated in decision making and case planning, and
- how services were provided in culturally competent and respectful ways.

Services that were consulted in the project participated in a workshop in Sydney in July 2014 to share practice approaches and reflect on research outcomes together.



The team at Townsville Aboriginal and Islander Health Services — one of five services participating in a SNAICC–Griffith University project exploring good practice in intensive family support.

## 2015 SNAICC national conference

Planning for the Sixth SNAICC National Conference in 2015 is well under way. The conference promises to again provide a great opportunity for our communities and sector to gather and make our renewed commitments to Aboriginal and Torres Strait Islander children and their families. This will be our inaugural biennial conference, following from the highly-successful Fifth SNAICC National Conference in June 2013. SNAICC national conferences have traditionally been held every three years.

The *For Our Children* conference will be held at Perth's Convention Centre from 15 to 17 September 2015, in the land of the traditional owners, the Noongar people. The conference is titled *Community Voices: Sharing Knowledge and Practice*.

It will feature local and international speakers, over 70 concurrent sessions, yarning circles and workshops, displays, poster presentations and exhibitors including some exciting social program options.

The key conference objectives are to:

### *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.

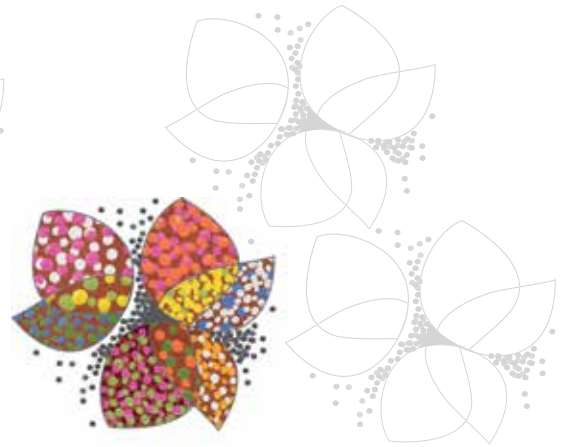
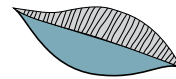
### *Inspire Action*

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. To ensure 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.





## For Our Children *Ngallak Koorlangka*

6th SNAICC National Conference  
15-17 September 2015, Perth

### SNAICC Conference Advisory Group

The conference Expert Advisory Group is made up of experts and leaders working on issues relating to the wellbeing of Aboriginal and Torres Strait Islander children and families. The group provides high-level advice and direction on the conference. Our members for the 2015 conference include:

- Professor Kerry Arabeena (BSocWk, PhD) — Director, Onemda Vic Health Koori Unit
- Dot Bagshaw — Director, Gurlongga Njinnj Association Inc.
- Catherine Chamberlain — Researcher, Onemda Vic Health Koori Unit
- Lisa Coulson — Director, Tasmanian Aboriginal Child Care Association Invermay
- Virginia Dingo — Manager, Out-of-Home Care Program, Yorganop Association
- Paul Gray — Psychologist, NSW Department of Community Services
- Lisa Hillan — Programs Director, Aboriginal and Torres Strait Islander Healing Foundation
- Sue-Anne Hunter — Therapeutic Practitioner, Aboriginal Children's Healing Team, Victorian Aboriginal Child Care Agency
- Glenda Kickett — Executive Manager, Centrecare Incorporated
- Peter Nathan — Program Manager, Oxfam Australia, Aboriginal and Torres Strait Islander Peoples' Program, and
- Dawn Wallam — CEO, Yorganop Association Incorporated Child and Family Services.

Abstract submissions for the 2015 conference open on 1 December 2014 and close on 27 February 2015; registrations will open on 4 May 2015.

For more information visit the conference website at [www.snaicc.org.au/conference](http://www.snaicc.org.au/conference)



# Supporting the transition to primary school

During 2013–14, SNAICC released a significant new research report titled *The Journey to Big School: supporting Aboriginal and Torres Strait Islander children's transition to primary school*.

Evidence is clear that a targeted and supported transition to school process brings significant short and long-term benefits for Aboriginal and Torres Strait Islander children and their families.

We also know that transition programs that engage multiple stakeholders, focus on the building of relationships, and apply a cultural lens are most likely to result in positive impacts for Aboriginal and Torres Strait Islander children.

Less known, however, is what these transition programs actually look like in practice. Significant gaps remain in our understanding of the critical elements in enabling ready Aboriginal and Torres Strait Islander children, communities, families, schools and early years services.

This report investigates the practical implications and applications of the findings from our earlier literature review, *Supporting Transition to School for Aboriginal and Torres Strait Islander Children: What it means and what works?*

The report is based on consultations with 12 services across Australia that are delivering high-quality transition programs for Aboriginal and Torres Strait Islander children. The programs consulted are diverse, but share key strengths that demonstrate good practice principles and practices for transition programs for Aboriginal and Torres Strait Islander children.

Together with the literature review, these provide a strong basis for exploring program models and concepts that are potentially adaptable for a variety of contexts.

The report includes practical information that will be useful for the following stakeholders.

## Early Childhood Education and Care (ECEC) services and primary schools:

The report outlines two key program enablers, and three program principles, that in combination provide an outline of a comprehensive transition to school approach. It contains a wealth of practical examples from services operating across diverse contexts. Furthermore, the report combines an overview of good practice principles or philosophies, with a detailed examination of key program elements.

## Policy makers and government:

The report provides an evidence-based overview of significant program enablers and elements in the transition to school process, and highlights key gaps at the program and systemic level where further investment of research and resources are required. It includes a series of policy recommendations to inform future approaches and programs.

## Researchers and academics:

The report highlights existing good practice in programmatic approaches through an analysis of five crucial program components. It provides a practical overview of successful transition programs against which theory can be measured and corroborated. It also draws attention to gaps in our knowledge and in doing so indicates where further research would be valuable.

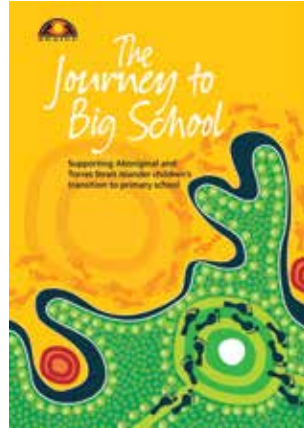




## Recommendations

The report contains five recommendations to support the creation of successful transition strategies. SNAICC recommends:

- The Australian Government and state-territory governments invest in adequately-funded, high-quality, evidence-based and locally-designed and driven transition programs in the year prior to school.
- Cultural competence training resources are developed for schools and early years/ family support organisations on how to work together to assist and engage Aboriginal and Torres Strait Islander children and families.
- Research is conducted to identify what constitutes “community readiness” and how community leadership and ownership of transition process can have a positive impact for children and families.
- further research into what constitutes “school readiness” and the role schools can play in supporting children and families to transition from early childhood environments and/or home to primary school,.
- The fostering of partnerships between early years services and schools to develop an integrated transition process.



SNAICC continues to advocate for culturally-competent, high-quality educational experiences for our children and families to ensure opportunities for children to thrive. We welcome input on how this research can be shared and used to promote this goal. For more information contact John Burton, SNAICC Policy Manager on (03) 9489 8099.



## 2. NEW RESOURCES

### National Aboriginal and Torres Strait Islander Children's Day

In 2013–14, SNAICC again supported local activities across Australia for the twenty-seventh annual National Aboriginal and Torres Strait Islander Children's Day (NATSICD). The national launch was held on 4 August 2014 at the Garma Festival at Gulkula, a traditional Aboriginal meeting ground in Arnhem Land. The Garma Festival is one of Australia's leading cultural exchange events aimed at facilitating the practice, preservation and maintenance of Aboriginal dance, song, art and ceremony.

Held on 4 August each year, National Aboriginal and Torres Strait Islander Children's Day (NATSICD) has become an increasingly important part of the calendar. The day celebrates Aboriginal and Torres Strait Islander children and cultural pride, and recognises those working with our children and families across the sector. Over the years, the day has also used different themes to highlight the needs of our children and families and important issues impacting on them.

This year's NATSICD theme, *Kids in Culture — Strong, Proud, Resilient*, sought to raise awareness about the positive role that culture plays in enhancing children's safety and wellbeing. By focusing on children's basic human rights, NATSICD provided a space for meaningful dialogue and recognition regarding the importance of culture for the development of children's identity and their capacity to thrive as future community leaders.

The need to acknowledge that Aboriginal and Torres Strait Islander children do not enjoy the same opportunities as most other children in Australians was an integral issue in the conversation around 2014 Children's Day. It was acknowledged that Aboriginal and Torres Strait Islander children are over 10 times more likely to experience out-of-home care (OOHC) in Australia.

This theme also ties in with the Family Matters initiative, in which SNAICC has been working to address the alarming over-representation of Aboriginal and Torres Strait Islander children in child protection services.

This year SNAICC produced a series of resources to help communities celebrate their children. Resources for 2014 included:

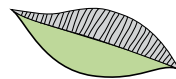
- Children's Day poster — *Kids in Culture: Strong, Proud, Resilient*
- children's child rights activity bag (including stickers, colored pencils, activity book, balloons, clap sticks and stickers).

These resources proved very popular. SNAICC distributed 7,907 children's day bags to communities around the country, as well as over 3,000 Children's Day posters, including 2,105 to the Victorian Department of Education and Early Childhood Development for distribution to schools across the state.

In 2014, over 80 NATSICD local celebrations were officially registered on SNAICC's website, a substantial increase on 2013. In all, almost 200 events were confirmed across the country.

Local Children's Day activities across Australia included:

- the development of large-scale murals based on Aboriginal art and symbols in NSW
- photography exhibitions and workshops
- family barbeque lunches
- free immunisations and medical check-ups
- cultural events, including traditional dancing and music and oral storytelling, and sports events
- face-painting and art activities
- child, youth and family forums, including guest speakers and round table discussions.



In July 2014, SNAICC also created a new website for Children's Day which provided the focal point for all NATSICD information. The site has been a resounding success with over 27,500 hits. On Children's Day itself (4 August) it received 5,192 hits.

Following the success of last year's television coverage, this year SNAICC produced a new 34-second commercial to promote NATSICD. The advertisement was aired on Channel 10 and was widely distributed and viewed through social media, receiving 2,711 hits on SNAICC's YouTube Channel alone.

Artist Missy Higgins and former AFL footballer Aaron Davey were the official NATSICD ambassadors for 2014. Both provided a message of support for Children's Day and its theme.

Other Children's Day supporters and partners included the Department of the Prime Minister and Cabinet, the AFL Players Association, Families Australia and the Yothu Yindi Foundation.





## Safe For Our Kids booklet

In June 2014, SNAICC released the booklet, *Safe For Our Kids: A guide to family violence response and prevention for Aboriginal and Torres Strait Islander children and families*.

This resource was developed through consultation with 17 family violence prevention and response service providers around Australia. Organisations and individuals that also provided review and input included the National Family Violence Prevention Legal Services, and the National Aboriginal and Torres Strait Islander Women's Alliance.

The booklet seeks to increase awareness among service providers, researchers, policy makers and other executive bodies about the need to draw on the strategies of Aboriginal Community-Controlled Organisations (ACCOs) when looking to identify local solutions to family violence.

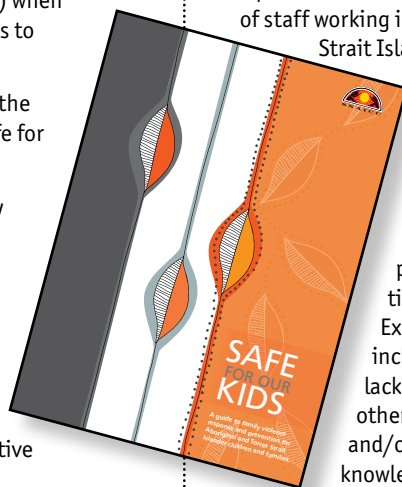
The six key values underpinning the priority principles within the Safe for our Kids booklet include:

- Providing safety and security for victims of violence.
- Fostering strong community leadership and positive role models within Aboriginal family violence services.
- Encouraging the sharing of responsibilities and the establishment of supportive networks.
- Supporting healthy lifestyles based on harmonious relationships and respect for self and others.
- Maintaining cultural integrity/respect and cultural safety within Aboriginal and mainstream services.
- A commitment towards a zero-tolerance policy towards violence-in the home, in the family, in the community or in the workplace.

The set of evidence-based good practice strategies provided in the Safe for our Kids booklet seek to drive the achievement of positive

outcomes for Aboriginal and Torres Strait Islander children, women and communities. These key objectives are to be endorsed by family violence services and national bodies when preventing and responding to family violence. These include:

- a commitment to using culturally-sensitive community consultation processes
- a willingness to perceive local Aboriginal employment as a key priority
- a consistent effort to implement and review community education and awareness campaigns on family violence
- an appreciation of the oral tradition underlying Aboriginal and Torres Strait Islander culture by encouraging children and families to share their experiences
- a promise to develop the skills and capacity of staff working in Aboriginal and Torres Strait Islander services

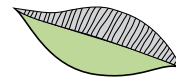


The booklet contains principles planning tables to assist family violence services in identifying barriers to the development of best practice and set goals and timelines for improvement. Examples of barriers could include, limited funding, lack of community awareness, other community priorities and/or limited service provider knowledge/training.

The structure of these tables is designed to allow policy makers, non-government organisations and national bodies to generate a holistic response to child and family needs.

The *Safe for our Kids* booklet will encourage organisations and family violence services to contemplate and devise strategies for improving the provision of services to Aboriginal and Torres Strait Islanders. By supporting best practice across the nation, SNAICC aims to play a role in reducing the incidence and mental, emotional, and physical impacts of family violence.





### *Developing Capacity Through Partnerships*

In 2013–14 SNAICC worked with the Aboriginal Child, Family and Community Care State Secretariat (AbSec) to develop a booklet detailing a groundbreaking new approach to developing the capacity of Aboriginal out-of-home care (OOHC) agencies in NSW through partnerships with mainstream organisations.

The booklet, *Developing Capacity Through Partnerships*, was published in August 2014.

The resource has been grounded in SNAICC's research over the past three years into the goals and systematic operations that have shaped genuine partnerships. For instance, SNAICC's 2012 research report which profiled the experience of nine different promising partnerships and revealed principles and practices enabling their success was instrumental in producing this publication.

The booklet's guidelines regarding the establishment of partnerships are divided into consecutive stages to deliver a comprehensive breakdown for ACCO and NGO staff.

Pre-partnership information details strategies for identifying appropriate partners, while subsequent sections deal with strategies for sustaining effective governance and service development. Ultimately, the manual aims to detail ways in which partnerships can harness a deeper commitment to producing sustainable relationships and empowering local communities.

Key intermediate outcomes envisaged through the manual's promotion of effective partnerships include the increased capacity for Aboriginal community-controlled child and family service delivery. The manual will also help foster local Aboriginal workforce development and enhance culturally appropriate, quality services for Aboriginal children, families and carers. By encouraging strong, collaborative relationships this will provide opportunities for ongoing support and shared work between ACCOs, non-Indigenous agencies and Aboriginal communities.

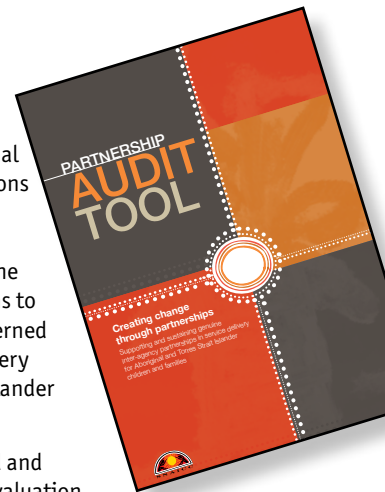
In the long-term, *Developing Capacity Through Partnerships* aims to bolster a reduction in the number of Aboriginal and Torres Strait Islander children and young people entering the OOHC system, resulting in considerable cost savings to the NSW Department. The manual also seeks to increase levels of engagement with families and promote an increase in the numbers of Aboriginal and Torres Strait Islander children and young people restored to their families. By encouraging better compliance with the Aboriginal and Torres Strait Islander Child Placement Principle, this will increase the number of children and young people placed with Aboriginal and Torres Strait Islander foster and kinship carers.

### *Partnership Audit Tool*

In June 2014 SNAICC published the *Partnership Audit Tool*, a booklet designed to help Aboriginal Community-Controlled Organisations (ACCOs) and their respective partner/s to assess their progress in initiating and sustaining genuine partnerships. This publication aims to target partnerships that are concerned with child and family service delivery for Aboriginal and Torres Strait Islander children and families.

Given an audit tool is less detailed and complex than a full partnership evaluation, this allows it to be used by ACCOs on a more regular basis to 'check in' on progress and identify and fill any gaps in the partnership development journey.

The audit tool is designed to push further rather than simply measuring partnerships and ticking boxes for partnership review. It explores the deeper commitment to working with Aboriginal and Torres Strait communities to improve long-term outcomes for children and families and how this can be realised in practice. It is a conversation starting and relationship building tool that can help ACCOs and their partner/s to identify the strengths and weaknesses of their partnerships and work through them together.



The framework for the audit tool is based on eight inter-related principles, which are:

- commitment to long-term sustainable relationships based on trust
- respect for Aboriginal and Torres Strait Islander culture and history
- commitment to self-determination for Aboriginal and Torres Strait Islander peoples
- improvement of long-term well-being for Aboriginal and Torres Strait Islander children, families and communities
- encouragement of responsibility and accountability for shared objectives and activities
- valuing process elements as integral to support and enable partnerships
- the need to redress unequal or discriminatory relationships, structures and outcomes
- seeking to work differently with Aboriginal and Torres Strait Islander children and families.

The audit tool will assist ACCOs and their partner/s to reflect on where their partnership sits in the context of other relationships and the different bodies involved in supporting Aboriginal and Islander children and families. As well as this, it will allow ACCOs to nominate the strengths in existing partnerships and consider what has changed or developed since previous partnership reviews. The audit tool also provides a way of identifying key challenges in establishing and sustaining partnerships in order to pinpoint priority areas to be addressed and strengthened in the future.

### *Partnership Training Manual*

In June 2014 SNAICC released a new *Partnership Training Manual* for supporting and sustaining genuine inter-agency partnerships in service delivery for Aboriginal and Torres Strait Islander children and families. As an “inter-agency” partnerships training manual, it focuses on processes that support and facilitate relationships between organisations. The manual is designed to be used with the companion

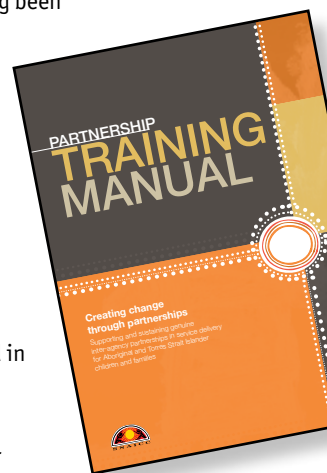
*Partnership Audit Tool*, a resource for reviewing partnerships published by SNAICC in June 2014.

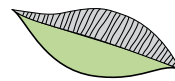
The training manual is particularly relevant for: organisational leaders and decision-makers, including managers, CEOs, and senior public servants, community partnership facilitators (for example, organisations leading local family service integration and collaboration initiatives), and consultants and other professionals taking on partnership facilitation and support roles.

While partnerships have long been recognised as important to developing effective and culturally competent services, many Aboriginal and Torres Strait Islander people have had negative experiences of tokenistic relationships labelled as partnerships. The manual explores how a deeper commitment to genuine partnerships can be realised in practice.

The principles constituting the basic building blocks for successful partnerships include:

1. Commitment to long-term sustainable relationships based on trust.
2. Respect for Aboriginal and Torres Strait Islander cultures and history.
3. Commitment to self-determination for Aboriginal and Torres Strait Islander peoples.
4. Aim to improve long-term well-being for Aboriginal and Torres Strait Islander children, families and communities.
5. Shared responsibilities and accountability for shared objectives and activities.
6. Valuing process elements as integral to support and enable partnerships.
7. Redressing unequal or discriminatory relationships, structures and outcomes.
8. Working differently with Aboriginal and Torres Strait Islander children and families.





The manual encourages organisations and their partners to reflect on their past experiences with partnerships, the types of partnerships they are interested in investing in for instance, either commercial or collaborative.

The benefits of partnerships are also provided as well as methods for establishing organisational frameworks, including principles for genuine partnerships. The manual also provides suggestions on how to track progress in partnerships over time particularly regarding aims, expectations and financial considerations.

Outcomes of the partnership training manual include the facilitation of a deeper commitment by organisational leaders and decision makers in developing the cultural competence of organisations and staff.

The manual also seeks to develop a greater understanding about the need to support local Aboriginal and Torres Strait Islander community-led responses to child and family needs as well. By providing organisations with methods for establishing governance, sustainability and accountability structures, this will drive partnerships that can generate substantial social change and benefits for Aboriginal and Torres Strait Islander families.

### Supporting Carers website

During the year SNAICC enhanced its online resource *Supporting Carers to care for our children* to assist carers of Aboriginal and Islander children in their day-to-day role.

The website was developed in 2013 in the hope that carers will become active players in contributing to better outcomes for Aboriginal and Torres Strait Islander children in out-of-home care by considering and engaging with the activities and information provided on the website.

The website provides carers with easy access to relevant information and links to culturally appropriate and preferred resources such as how they can practice 'self-care', with tips for dealing with parenting stressors and maintaining



emotional health. The tips also provide information about how carers can learn to best value and keep Aboriginal and Torres Strait Islander children connected to their culture.

In line with this, outlines of traditional Indigenous activities and games involving skills such as memory work, prediction, running and throwing have also been provided as a way of promoting intellectually stimulating and culturally engaging recreational activities for children.

Since the website launch, SNAICC has promoted the website to services that support carers and parents, as well as carer accreditation organisations, and sent letters about the website along with a number of promotional magnets to increase awareness to each of these organisations. This promotional activity has been a great success to this date with 21,167 total page views since its launch.

SNAICC received positive feedback concerning the functionality and relevance of the website including: 76% of survey respondents who said the Supporting Carers website 'always' or 'mostly' provides the information they are looking for. 10% of respondents who used the Supporting Carers website were identified as foster carers, 5% were kinship carers, 19% are working to support carers, and 67% identified their role as 'other' (including in areas of health, education, policy and research).

## The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Action Kits

During the year, a highlight of SNAICC's child rights work was a new partnership project with UNICEF to produce three action kits. Available to download on UNICEF's website, the action kits were developed to support three target audiences — youth, teachers (primary and secondary) and community workers. The kits constitute a basis for exploring the key concerns underlying the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). SNAICC consulted and advised on all three kits.

### Youth Action Kit

The *Youth Action Kit* aims to encourage young Australians to become active in promoting and respecting the rights of Aboriginal and Torres Strait Islander people. The document states that over 50 per cent of Aboriginal and Torres Strait Islander people are under the age of 25. This is designed to illustrate the powerful role that young people have in continuing the fight to have the rights of Aboriginal and Torres Strait Islanders respected and protected. The resource provides accessible and targeted information, practical advice and activities.

### Teacher Resources (primary and secondary)

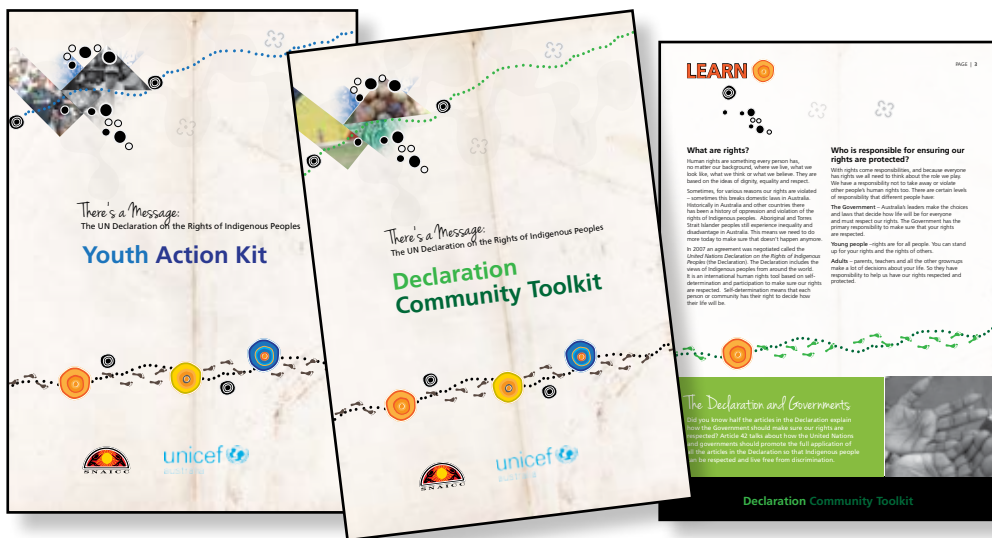
The *Teacher Resources* kit contain lesson plans and additional resources built around a hip hop song and video entitled *There's a Message*, which was written and performed by a group of young Aboriginal and Torres Strait Islander people. These lessons are designed to assist students to develop a deeper understanding of human rights, and respect for Aboriginal & Torres Strait Islander cultures, histories and perspectives.

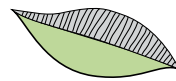
### Community Guide

The *Community Guide* toolkit is devised for community organisations or others working with young Aboriginal and Torres Strait Islander people to increase their human rights awareness. The toolkit sets out the key themes of the United Nations Declaration on the Rights of Indigenous Peoples with some suggested actions young people can take to promote Aboriginal and Torres Strait Islander rights.

### Child protection fact sheets

During the year SNAICC developed four fact sheets targeted at Aboriginal and Torres Strait Islander child protection workers to build their capacity and understanding of the child





protection system. In particular, the fact sheets aim to redress the gap in information on key principles from practice that are critical to reducing the incidence of family violence.

These resources are designed to assist professionals to support families by presenting complex information in a form that is accessible and culturally appropriate. These fact sheets could prove useful in the induction of new staff and provide assistance in their day-to-day work.

The fact sheets were compiled following SNAICC's consultation with 16 child protection organisations, including National Aboriginal and Torres Strait Islander Legal Services (NATSILS) and the Aboriginal Child, Family and Community Care State Secretariat (AbSec) on the need for this resource, the scope it should cover and its format. Fourteen of the 16 organisations confirmed that basic information sheets would be useful tools for supporting their staff.

The titles and key content of the fact sheets are as follows:

*Linking Aboriginal and Torres Strait Islander families to additional support services*

- The need for child protection workers to adopt an holistic approaches when working with families with multiple and complex problems, such as family violence and mental illness.
- The responsibility of child protection workers to refer parents, children and/or other family members to additional support services that can help them.
- The importance of ensuring that child protection workers and families are aware of any national support telephone lines and services when seeking immediate assistance such as 1800 RESPECT.

*What process does the department go through to place an Aboriginal and Torres Strait Islander child in out-of-home care?*

- The circumstances in which government departments have the power to remove children from their families.

- The duty of government departments to make decisions informed by The Aboriginal and Torres Strait Islander Child Placement Principle.
- The steps taken in the decision to place children in out-of-home care.

*The rights of parents involved with child protection services*

- The rights of parents who are clients of child protection services, including access to legal representation and advice and to be treated with respect, fairness and integrity.
- The need for government departments to make decisions informed by the Aboriginal and Torres Strait Islander Child Placement Principle.
- The right of access for parents whose children have been placed in out-of-home care to visit and receive information about their child.

*Complaints and appeals during child protection proceedings*

- The rights of parents and other family members to complain about how they have been treated by child protection workers and lawyers.
- The importance of ensuring that Aboriginal and Torres Strait Islander families are in contact with an external Aboriginal and Torres Strait Islander child welfare agency.
- The need to provide families with timely legal advice.

*Predicted outcomes of the child protection fact-sheets include:*

- Driving increases in basic knowledge within Aboriginal services about child protection systems, including grounds for child removal
- Advancing feelings of empowerment among child protection professionals in their work with families in identifying and alleviating child protection risks.
- Encouraging Aboriginal services to endorse long-term strategies to prevent the need for child removal.



# 2014 NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY

This year's National Aboriginal and Torres Strait Islander Children's Day was officially launched on 4 August at the famous Garma Festival, among the breathtaking surrounds of Yolgnu country in north-east Arnhem Land.

Appropriately the stars of the show were children and young people. The launch kicked off with a deadly song by a group of young Aboriginal leaders who had travelled to Garma from around the country. They wrote and performed an original song proudly and in language.

SNAICC's Deputy Chairperson Geraldine Atkinson passionately told the crowd that while "family and cultural connection is important for every child, for the most vulnerable children, those in out-of-home care, it is absolutely critical that they know their mob, their country, their stories and where they fit in."

Ms Atkinson paid tribute to "the many thousands of Aboriginal parents, carers and workers, who despite the obstacles, are doing a great job in raising healthy, strong, proud, and resilient children."

Federal Aboriginal MP Ken Wyatt reiterated the importance of children being proud of their culture. He spoke passionately about the importance of Children's Day and SNAICC's critical role in fighting for children's rights.

Senator for the Northern Territory Nova Peris took the stage along with her 10-year-old son, Jack, who stole the show when he told the crowd: "Children's Day is an opportunity to celebrate kids like me."

Senator Peris said everyone had an obligation to ensure all children get the best possible start in life and added:

"It is very important that our children learn about our culture. And it is very important that our children are strong, proud and resilient because if they have those three attributes then they will emerge from childhood ready to face the world.

"In the modern world there are many distractions but passing on our culture must always be a priority. Learning about culture helps keep children safe."

The official launch of Children's Day was complemented by over 200 events held across the country.

At Newman, in WA's Pilbara region, local Aboriginal children and families enjoyed a Teddy Bears Picnic. Elsewhere in the west, the Champion Centre in the Perth suburb of Armadale invited children and their parents from various playgroups, primary schools and the general community to join in the fun with various sporting, cultural and environmental activities run by local service providers.

At Nowra, on the NSW south coast, Cullunghutti Aboriginal Child and Family Centre celebrated this special day with a Boori Olympics, with over 40 children participating in the sports and arts and crafts activities.

Elsewhere in NSW, Barnardos, Multi Mix Mob and Playgroups NSW held a joint celebration in Redfern which included performances, food sporting activities, children's activities and animal farm.

Nicole Ryan of the Metro Migrant Resource Centre said "the day was fantastic! The children's faces were lighting up so it made us very happy."



# KIDS IN CULTURE

## Strong, Proud, Resilient



On the NSW central coast, Billyara Aboriginal Art ran its first national art competition, which attracted over 150 entries. The competition was won by Charlie Heaney, aged 11, from Marks Point Public School.

At Caboolture in Queensland, St. Michael's College Early Learning Centre invited local Indigenous woman Aunty De to teach the children about rock painting and Aboriginal symbols.



In Melbourne's north, Thornbury Primary School's NAIDOC committee & ACE (Aboriginal Community Education) team of students celebrated the day by having each class to make a large display of their classroom totem.

In Canberra, over 70 parents and children attended the children's day event at Gungahlin Child and Family Centre. Activities — chosen in consultation with local children — included Aboriginal and Torres Strait Islander dancing, and arts and crafts on the themes Strength, Pride and Resilience.



In the Northern Territory, Amanbidgi Community near Katherine enjoyed a day of fun activities organised by K.I.C.S, a mobile playgroup that visits communities and stations throughout the NT.

SNAICC would like to acknowledge all the children, parents, workers and agencies across Australia — Indigenous and mainstream — who organised and participated local Children's Day events in 2014.

*Let's make the day  
even bigger and better in 2015!*





3.

## TRAINING AND WORKFORCE DEVELOPMENT

This year SNAICC consolidated its role as an increasingly important national training provider, as we continued to develop our capacity to respond to the needs of Aboriginal and Torres Strait Islander communities across the country and build the capacity of services and workers delivering services to Indigenous Australians.

SNAICC sees the delivery of training as a core practical activity in achieving better outcomes for Aboriginal and Torres Strait Islander children, families and communities.

In 2013–14 SNAICC strengthened its training and workforce development arm, delivering workshops on acclaimed SNAICC resources — the *Through Young Black Eyes* kit on family violence prevention, and the *Working and Walking Together* cultural competence manual — and developing a variety of training packages based on new SNAICC research and resources.

### *Through Young Black Eyes* (TYBE)

The SNAICC training team continued to build on its *Through Young Black Eyes* (TYBE) train-the-trainer workshops, which were delivered to in 20 locations across Australia.

The NSW Department of Family and Community Services (FACS) and the *Keep Them Safe* program funded SNAICC to deliver 13 of the popular *Through Young Black Eyes* train-the-trainer workshops in selected locations across regional, remote and metropolitan NSW. The workshops received overwhelmingly positive feedback, and every workshop reached its maximum capacity of participants.

SNAICC hosted seven other TYBE workshops outside NSW, including Brisbane, Bundaberg, Rockhampton, Katherine and Adelaide.

A total 318 participants, mostly child and family workers, were trained in the use of the *Through Young Black Eyes* workshop kit. Participants gained knowledge around the impacts of family violence, child abuse and neglect on children and families.

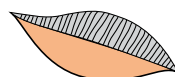


Roxanne Ross (left) and Desley Barba take a break at the TYBE training workshop in Brisbane.

# TYBE IN 2013–14: A SNAPSHOT

- SNAICC delivered *Through Young Black Eyes* (TYBE) train-the-trainer workshops to 318 participants Australia-wide.
- Approximately 138 separate organisations attended the workshops.
- Approximately 46% of the organisations involved were Aboriginal community-controlled organisations.
- Out of the 340 participants, approximately 60% were Aboriginal and/or Torres Strait Islander.
- 82 % of participants reported a significant increase in knowledge around responding to family violence, child abuse and neglect in Aboriginal and Torres Strait Islander communities.
- 83 % of participants responded saying that after completing the training they were extremely likely (8 or more out of 10) to design and run a workshop after completing the training program
- 94% of participants responded saying that the training was extremely relevant to their work (4 or 5 out of 5)
- 95% of participants gave the training an overall rating of 8 or more out of 10

See also participants' comments on page 49.



## TRAINING AND WORKFORCE DEVELOPMENT

They also gained skills around how to address these issues and how to run their own workshops to explore and highlight the impacts of family violence, child abuse and neglect.

Feedback from this workshop increasingly indicates that participants gain confidence and skills increasing their employment opportunities and active participation in community lead responses to child safety.

### *Working and Walking Together*

During 2013–14 the NSW Department of Family and Community Services also funded two cultural competency workshops in the state, based on the acclaimed SNAICC resource, *Working and Walking Together*.

Thirty participants took part in the *Working and Walking Together* workshops, which SNAICC developed in partnership with Family Relationships Services Australia (FRSA) to support family and relationship services to work with Aboriginal and Torres Strait Islander families and children.

The *Working and Walking Together* training is designed for:

- agencies and services wanting to gain cultural knowledge for working with Aboriginal and Torres Strait Islander children and families
- individuals who want to increase their knowledge on Aboriginal and Torres Strait Islander Culture and it's diversity, and
- organisations wanting to increase the cultural appropriateness of their service for the Aboriginal and Torres Strait Islander clients and community.



The mob who took part in the SNAICC TYBE workshop at Coleambally (NSW) in 2014.

### New training packages

During 2013–14, the SNAICC training team developed a range of new training packages that aim to strengthen the cultural competence of non-Aboriginal services engaging with our families and communities and to support Aboriginal and Torres Strait Islander agencies, communities and workers in various practice areas. The new training is based on extensive research and consultation with communities and services in the child welfare and early education sectors across Australia.

Programs include *Opening Doors to Genuine Partnerships*, *The Journey to Big School: supporting transition to school for Aboriginal and Torres Strait Islander families*; *Tracks to Healing: supporting kinship carers and workers care for Aboriginal and Torres Strait Islander children*; and *Recognising and Responding to Trauma*.

### Opening Doors to Genuine Partnerships

Over the past few years SNAICC has consulted with Aboriginal and mainstream organisations engaged in promising partnerships and undertaken research to develop resources that support genuine inter-agency partnerships between Aboriginal and Torres Strait Islander and mainstream organisations.

While partnerships have long been recognised as important to developing effective and culturally-competent services, many Aboriginal and Torres Strait Islander people have had negative experiences of tokenistic relationships labelled as partnerships.

SNAICC has developed a new training package which is focused on supporting partnerships where there is genuine commitment to local Aboriginal and Torres Strait Islander leadership, community empowerment and developing cross-cultural understanding.

The training is designed for mainstream organisations and Aboriginal community-controlled organisations who are interested in sitting down together to review and develop their partnership, and access some new tools and information that could assist.

SNAICC will only provide this training where it is wanted and supported by Aboriginal and Torres Strait Islander community-controlled organisations.

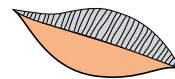
The workshop will be available Australia-wide from 2015.

### Recognising and Responding to Trauma

SNAICC identified a significant gap in training opportunities for professional development programs available to Aboriginal and Torres Strait Islander workers. In response to this, we designed a new training program on trauma-informed approaches primarily for Aboriginal and Torres Strait Islander workers. We expect this workshop — *Recognising and Responding to Trauma* — to be available for delivery Australia-wide by early 2015 after final development and consultation with the sector.

SNAICC received funding from the Aboriginal and Torres Strait Islander Healing Foundation





in March 2014 to develop the two-day workshop for Aboriginal and Torres Strait Islander professionals on trauma-informed practice. The workshops will be designed to integrate this approach into practice and when engaging with Aboriginal and Torres Strait Islander families, communities and children.

In order to inform the development of the trauma workshop, the SNAICC staff team received two-day training on The Neurobiology of Complex Trauma and Vicarious Trauma and Self Care from the Australia Childhood Foundation (ACF).

Learning objectives of the program:

- To increase participant knowledge on how experiences of inter-generational trauma affect brain development, behavioural responses to stress, and general wellbeing of Aboriginal and Torres Strait Islander people.
- To develop participant confidence in using trauma-informed approaches in therapeutic work with Aboriginal and Torres Strait Islander clients.
- To gain practical and transferable skills to respond to trauma related behaviours and attachment needs of Aboriginal and Torres Strait Islander children.
- For participants to increasingly recognise the need for self care, the complexities of working and living in your own community and to be equipped with strategies to support their own wellbeing and care.

### *Tracks to Healing*

A new area of development also emerged in 2014 focused on working from a trauma-informed practice perspective with kinship carers and workers who care for our children and families. These one-day workshops called *Tracks To Healing* will provide an introduction to understanding trauma in the context of Aboriginal and Torres Strait Islander kinship care.

The program will be developed in partnership with the Australian Childhood Trauma Group (ACT) and will initially provide three pilot workshops for practitioners and three for carers around Victoria.

Our training team will also provide a two-day Working and Walking Together cultural competency workshop for the whole ACT Group staff team to build their awareness and ability to work as a whole organisation with the community and children in the kinship care and out of home care sectors.

This workshop is designed for kinship carers (informal and formal); kinship case workers; out-of-home care workers; family support workers in the out-of-home care sector; team leaders in the kinship care system; and Government and non-government workers who support kinship carers.

Topics will include:

- the nature of trauma experienced by Aboriginal and Torres Strait Islander children, families and communities
- kinship work and its implications for carers of Aboriginal and Torres Strait Islander children
- the impacts of trauma on the cultural/spiritual, psychological and physiological well being of Aboriginal and Torres Strait Islander children
- reading the signs of trauma — how healthy attachment is impacted by trauma
- easing the impact of trauma
- approaches to healthy attachments, and
- caring for ourselves when children are distressed.

### *The Journey to Big School*

*The Journey to Big School* is our new community-centred training package.

During 2014 SNAICC has undertaken extensive research, consultation, surveys and literature reviews to understand how best to support positive transitions to school for Aboriginal and Torres Strait Islander children.

In 2013, SNAICC conducted a major literature review on transition to school issues. In 2014, SNAICC followed up with *The Journey to Big School* report, based on consultations with 12 services across Australia that are delivering high-quality transition programs for Aboriginal and Torres Strait Islander children.

Based on the current practices identified in our consultations and research, SNAICC and our partner, the Centre for Community Child Health (CCH) have developed an innovative community-focused transition training package and implementation process.

This workshop is designed for:

- early childhood educators
- Aboriginal and Torres Strait Islander educators
- Elders
- community members
- families, parents and carers
- child care providers and workers
- primary school teachers
- language support workers and teachers
- transition workers
- Aboriginal and Torres Strait Islander Educational Support Workers
- student welfare officers, and
- speech therapists and related early childhood professionals.

SNAICC transitions project officer Kate Booth and CCH project officer Deb Sestac will conduct two pilot sessions of the training and six trials in 2014–15.

As with all our programs, SNAICC will undertake ongoing monitoring and evaluation of our new workshops to track the impact they are having on the lives of Aboriginal and Torres Strait Islander families and children, workers who are gaining skills and strategies to use in their work via SNAICC training and to seek feedback for improvement.

### Future training workshops

Training scheduled for the second half of 2014 and early 2015 include two pilot workshops in NSW, one on *Recognising and Responding to Trauma* (Lismore) and the other on *Opening Doors through Genuine Partnerships* (Sydney), as well as two trial workshops in the state (at Taree and Mt Druitt) on *The Journey to Big School*.

Victoria will host three Tracks to Healing workshops — at Werribee, Warragul and

Shepparton — a pilot workshop on *Recognising and Responding to Trauma* (Ballarat) and a *Through Young Black Eyes* train-the-trainer workshop in Melbourne.

In the Northern Territory, SNAICC will host a *Through Young Black Eyes* workshop at Berrimah.

### SNAICC staff development

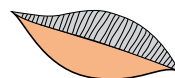
During the reporting period SNAICC supported our Aboriginal staff members, from both the policy and resource sections, in becoming lead facilitators of our training programs utilising the invaluable skills and experience within the organisation.

A new Training Manager was appointed in July 2014 to oversee training development and delivery, support the growing team in facilitation and workshop design and build on relationships with other major agencies in each state and territory.

**"We all enjoyed the appropriate delivery and engagement plus knowledge gained from the training and from speaking with the Bunjum Team and Aunty Nancy our Board Member they all outlined the value and resources will assist in supporting Community to gain a greater understanding of DV and Family violence cycles and ways to support them as a Goori service provider and our obligations and responsibilities to the Community.**

**"We were all proud of the guys in our Team for their active participation and they held a successful Bunarm's (Brothers) Goori Dads/ Men Forum and had discussion around Family Violence and keen to take further. Thanks for your flexibility and support on the day."**

**— Nita Roberts  
Manager, Bunjum  
Aboriginal Cooperative**



## Through Young Black Eyes in 2013–14:

### What participants said about the TYBE workshops

"Was done in an exceptional manor that allowed participants the ability to use resources and present to individual groups."

— Case manager, NSW

"Very comprehensive including flow and strength of presenters and their knowledge and commitment."

— Counsellor, NSW

"Will help with future employment, awareness and having more knowledge."

— Mental health worker, Qld

"Would like to deliver a workshop with the networks I've made over last couple of days!"

— Indigenous family support worker, Qld

"Brilliant, practical and defining."

—Teacher, Qld

"I really love the concept of the train-the-trainer, and the flexible delivery options around the activities. Great interactive format."

— Participant, Qld

*"Fabulous resource, it will be my new bible!"*

—Family and child case manager, NSW

*"The best part for me was the extensive practical application, the planning, agenda setting, scenarios and the session itself."*

— DV specialist, NSW

*"Will be able to build my skills/ knowledge of presenting DV workshop with your brilliant resource."*

— Community development worker, NSW

"Marion Knight is the Aboriginal Sector Development Officer within FACS. Marion and myself have been tasked by the Senior Manager of the Sector Performance Team to provide Through Young Black Eyes workshops internally across our Housing, ADHC and Community Services agencies and the front line workers. Marion and I have spend a lot of time developing the workshops and they will be rolled out in the second half of the year (2014).

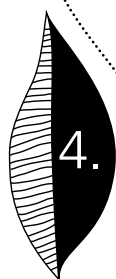
"We will be doing workshops initially with frontline workers in the agencies mentioned.

"From the TYBE training we undertook, we have developed the skills to use the SNAICC resources to design activities, develop a workshop schedule, choose a topic area and incorporate contemporary regional

issues into the topic area. We will be focusing on the topic of 'Developing a Child Safe Community', with this topic we are drawing in resources from the Healing Foundation and their 'Growing our Children up Strong and Deadly' resource to up skill workers' knowledge around Trauma Informed Practice and Intergeneration Trauma when working with Aboriginal children, young people and families.

"It is important to note that the development and designing of the workshops requires a lot of attention to detail as we consider it highly important to ensure we provide a consistent message in the workshops to the different agencies, as each of these agencies provide differing levels of service delivery and have different approaches to engagement with Aboriginal clients and communities."

— Peta Thompson  
Keep Them Safe Regional Project Manager  
Southern NSW District



## 4. FAMILY MATTERS — KIDS SAFE IN CULTURE, NOT IN CARE

In 2013–14, SNAICC established *Family Matters — Kids Safe in Culture, Not in Care*, a national initiative that aims to break the traumatic cycle of Aboriginal and Torres Strait Islander child removal and halve the number of children in out-of-home care by 2018.

The need for such an initiative was unanimously endorsed by delegates at SNAICC's Fifth National Conference in Cairns in June 2013 and re-affirmed later that month at a Melbourne forum on child removal issues organised by SNAICC.

While comprising just 4.6 per cent of the nation's child population, Aboriginal and Torres Strait Islander children represent a staggering 34 per cent of all children in out-of-home care. Aboriginal and Torres Strait Islander children are 10.6 times more likely to be placed in out-of-home care than non-Aboriginal children.

Family Matters is being led by SNAICC in partnership with the following peak/national agencies in the child welfare sector:

- NSW Aboriginal Child, Family and Community Care State Secretariat (AbSec)
- Aboriginal and Torres Strait Islander Healing Foundation
- Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP)
- Australian Council of Social Service (ACOSS) and
- Families Australia.

### Stakeholder engagement

As part of the initiative, Family Matters is engaging with key stakeholders and decision-makers across Australia to discuss the issue, highlight the lived experience of Aboriginal and Torres Strait Islander people and develop state and territory based action plans. It is achieving this through one-on-one meetings, public forums and community meetings, presentations at conferences and symposiums, an on-going media campaign and through the development of strategic alliances with key non-government organisations.

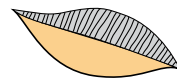
Family Matters has been particularly successful in engaging with the ministers for child protection and Commissioners for Children on this issue, through one-on-one meetings and their participation in the public forums.

Chief Executive Officers from major non-government organisations are also supporting the project and are looking at ways they can change their practices, support Aboriginal community controlled organisations to manage child protection and how they can redistribute their resources to expend more money on prevention rather than child protection.

During this reporting period Family Matters attracted \$102,869 in donations, funding and sponsorship from the non-government sector.

### An invitation to make a difference

Over 2000 booklets *An Invitation to change the lives of Aboriginal and Torres Strait Islander children* have been distributed nationally. The booklets highlight the issue, detail some of the underlying reasons to over-representation and provide statistics and research, which dispel some misconceptions about Aboriginal child rearing practices.



The Family Matters forum in Darwin was attended by 140 participants.

Nearly 100 people nationwide have signed a pledge to make a positive difference to the lives of Aboriginal and Torres Strait Islander children and have committed to reviewing their organisation's policies and procedures, advocating for reprioritisation of budgets towards prevention strategies and exploring the possibility of providing financial sponsorship to Family Matters.

### Public forums and community meetings

Public forums and community meetings are being rolled out across Australia to explore local community-driven solutions and ways in which Aboriginal and Torres Strait Islander peoples and their organisations can be empowered to improve the safety and wellbeing of children.

During this reporting period, two high-profile public forums were held in Darwin and Perth with community meetings also conducted in Alice Springs and Fitzroy Crossing. The forums and community meetings attracted a total of 436 Aboriginal people, practitioners, service providers, researchers and representatives from key government and non-government agencies.

The forums came at a crucial time. The Northern Territory and Western Australia currently have the highest rates of child removal in Australia. In the NT Aboriginal and Torres Strait Islander children comprise 83.3 per cent of all children in out-of-home care and in WA they represent 50.2 per cent.

### Darwin forum

The first forum was held in Darwin on 14 November 2013 at the Charles Darwin University. Over 140 people attended the forum from the Northern Territory child welfare sector. The forum was opened by the Children's Commissioner Howard Bath and closed by the NT Minister for Children and Families, John Elferink.

In the Northern Territory, Aboriginal and Torres Strait Islander children (aged 0-17) make up 44 per cent of the child population yet comprise 83.3 per cent of all children in out-of-home care.

Participants at the forum condemned the high number of children being removed from their families before every possible effort was made to support vulnerable families to stay together.

They called for the creation of an Aboriginal Child Care Agency as an urgent initiative to improve the protection and wellbeing of Aboriginal children in the NT and reduce the number of children being placed in out-of-home care.

At the forum, Minister Elferink pledged his support for Aboriginal-controlled services. He told participants: "I would love for communities to come to me and say, 'this is what we want to do, this is how we could do it, can you support it'? Bring me a model and I will support it."

The Darwin forum was organised in partnership with Strong Aboriginal Families, Together (SAF,T) and the Northern Territory Council of Social Service (NTCOSS). It attracted some excellent



local media coverage, including an ABC TV news item, and items on Indigenous radio, including Central Australian Aboriginal Media Association (CAAMA) and Torres Strait Radio.

### Alice Springs community meeting

A community meeting was held in Alice Springs on 18 November 2013 to discuss the local issues in relation to Aboriginal child removal. Twenty-five people attended, including representatives from World Vision, Central Australia Aboriginal Congress, Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council, Northern Territory Council of Social Service (NTCOSS) and Aboriginal community members from Utopia and Alice Springs.

Some overriding themes emerged in relation to kinship care, the need for culturally appropriate assessment tools, the need for prevention and intervention prior to removal and that the child protection system disregards the social structure of Aboriginal culture and the role of extended families.

There was also acknowledgement that the issues are very different in Alice Springs than Darwin. Representatives from the non-government sector stated there was a lack of collaboration between local organisations partly due to competing for the same pool of government funding in the region. Those present agreed to meet again to discuss how this agenda could be progressed and the issues addressed.

The community meeting was organised in partnership with NTCOSS and World Vision.



The Perth Family Matters forum was attended by 200 participants from the Noongar community and the child welfare sector in Western Australia.

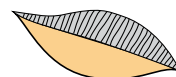
### Perth forum

Two hundred people attended the forum at the University Club in Perth on 13 June 2014. They included Aboriginal leaders and community members, practitioners and service providers from the WA non-government and government child welfare sectors. The forum was opened by the Federal Member for Hasluck, Ken Wyatt and closed by the WA Minister for Child Protection, Helen Morton.

Aboriginal and Torres Strait Islander children in WA represent a staggering 49 per cent of all children in out-of-home care, while comprising only 5 per cent of the state's child population.

Participants in Perth called for changes to the child protection system, more flexible assessment procedures, and support for kinship carers. The forum heard a lack of cultural competence in the child protection system was leading to misunderstanding, fear and mistrust by Aboriginal families.

Participants identified the need for a "cultural lens" to be applied to child protection and family support work, and for more Aboriginal workers in the sector. The WA Department for Child Protection and Family Support was called upon to improve its communications with Aboriginal families.



Yorganop Association manager for out-of-home care, Virginia Dingo, chaired the forum and told delegates that Indigenous children are sometimes taken from their parents because of cultural misunderstandings.

Housing was raised as a fundamental issue that needed fixing in particular, overcrowding. The WA Government's hard-line public housing policy, under which tenants who accumulate three "strikes" for anti-social behaviour face eviction increased the risk of homelessness and contact with the child protection system.

SNAICC conducted the Perth forum in partnership with Yorganop Association and WA Council of Social Service.

The Perth forum received some excellent coverage, the highlight of which was ABC TV's 7.30 WA program featuring interviews and stories on child protection and out-of-home care issues in its broadcast on 13 June. The forum was also covered by *The Age* online, *WA Today* online, *MSN Nine News* online, ABC Radio Perth, ABC Radio Darwin, ABC Radio Broome and the *Brisbane Times*.



Perth forum speakers: (from left) SNAICC CEO Frank Hytten, Emma White (Department for Child Protection and Family Support), Virginia Dingo (Yorganop), Dennis Eggington (WA Aboriginal Legal Service), Jacqueline McGowan-Jones (WA Department of Education), Jim Morrison (Stolen Generations Alliance) and Irina Cattalini (WA Council of Social Service).

### Fitzroy Crossing community meeting

A community meeting was held in Fitzroy Crossing on 17 June 2014, organised in partnership with the Baya Gawiy Buga yani Jandu yani u Centre (Baya Gawiy), the Aboriginal Child and Family Centre. Ten participants attended from the Marninwarntikura Women's Resource Centre and nearby communities.

They said complex legal language in lengthy documents was a real barrier for parents with limited literacy and for whom English was not their first language. There was a need they said for advocacy workers to attend meetings between Aboriginal families and departmental staff to assist in communication.

It was acknowledged that Fetal Alcohol Syndrome Disorder (FASD) was a huge issue in the communities. Child protection workers need to be able to recognise FASD both in children and parents, so adequate care arrangements can be put into place for children in out-of-home care and for adults with FASD caring for children.

Progression of recommendations from this meeting will be part of a state-wide strategy in WA to reduce the rate of Aboriginal and Torres Strait Islander child removal. Media coverage included ABC Broome and 6DBY Aboriginal Radio.

### Where to from here?

Reports and action plans from the forums and community meetings have been developed and endorsed by all participants. A strategic approach to the implementation of these plans is currently being developed by working groups in WA and the NT. Raising public awareness and supporting the capacity of states and territories to implement strategies on the ground is a key priority of SNAICC's following these forums and community meetings.

# Emerging themes

Some distinct themes are emerging from the forums and community meetings held so far in Northern Territory and Western Australia. The themes are outlined below.

## Cultural competence

Many participants at the forums and community meetings recognised that a lack of understanding across the child protection system of Aboriginal and Torres Strait Islander culture and kinship systems often leads to misinterpretation about child rearing practices and the safety and wellbeing of children.

## Participation and decision-making

There has been widespread consensus in the forums that fostering greater inclusion and involvement of Aboriginal people in child protection decision-making leads to better outcomes for children.

A key vehicle for greater participation is the Aboriginal and Torres Strait Islander Child Placement Principle, which has been adopted in legislation or policy in all states and territories.

Participants agreed that there needs to be better application of the principle, which upholds the rights of the child's family and

## Prevention/early intervention

Participants expressed that better investment in prevention and early intervention strategies was crucial, particularly in addressing the systemic social and economic disadvantage experienced by Aboriginal and Torres Strait Islander families.

community to have some control and influence over decisions about their children.

The principle also prioritises options that should be explored when an Aboriginal or Torres Strait Islander child is placed in care.

Recent reviews estimate it has been **fully** applied in only 15% of child protection cases involving Aboriginal children.

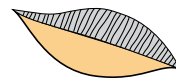
One of the challenges is finding sufficient kinship carers, because of the disparity between the number of people available to take placements and the number of children requiring care.

## Support for kinship carers

Identified consistently at the forums was the need for flexible and culturally-appropriate assessment of kinship carers and that kinship carers required the same level of support and financial remuneration as foster carers. Participants have recognised that Aboriginal families (especially grandparents) are disadvantaged financially when they become kinship carers.

## Delegated responsibility

Participants recognised that capacity building of Aboriginal community-controlled organisations would assist them to take on child protection responsibilities and non-Aboriginal organisations were ideally placed to fulfil this role. The WA Department of Child Protection and Family support in Perth is currently trialling this with MacKillop Family Services and Aboriginal Medical Services in two rural locations.



Dianne Stokes (left) and Karen Woodley are pictured at the Darwin Family Matters forum in November 2013. It was at the forum that the women found out they were related.

## Latest figures reveal a worrying picture

Figures in *Child protection Australia 2012–13* show that from June 2012 to June 2013, the total number of children in out-of-home care in Australia increased by 928 — of whom 653 were Aboriginal/Torres Strait Islander children.

A total of 13,952 Aboriginal and Torres Strait Islander children were in out-of-home care in Australia at 30 June 2013 — or 34.4 per cent of all children in care. This is despite the fact that our children comprise only 4.5 per cent of the national child population.

During 2012–13, 36,656 Aboriginal and Torres Strait Islander children received child protection services, a rate of 150.9 per 1,000 children.

However, there was substantial variation across the jurisdictions in the rate ratio — from three

times as likely in Tasmania to nearly 14 times as likely in Western Australia.

In 2012–13, 10,991 Aboriginal and Torres Strait Islander children were the subject of a child protection substantiation.

Overall, the most common type of substantiated abuse for Aboriginal and Torres Strait Islander children was neglect (40 per cent), followed by emotional abuse (34 per cent). Sexual abuse was the least common (almost 9 per cent)

In 2012–13, 68% of Indigenous children across Australia were placed with relatives/kin, other Indigenous caregivers or in Indigenous residential care under the Aboriginal and Torres Strait Islander Child Placement Principle.

## 5.

# A STRONG NATIONAL BODY FOR OUR CHILDREN AND FAMILIES

## Governance

SNAICC held three National Executive meetings, including the Annual General Meeting and Members Forum, held in Darwin from 14 to 15 November 2013. Members canvassed a number of important issues at the forum, including:

- future funding programs for Aboriginal and Torres Strait Islander integrated early years services
- discussion around the 2014 review of the National Quality Framework
- exploring models and strategies for reducing the alarming over-representation of Aboriginal and Torres Strait Islander children in out-of-home care, and
- barriers to implementation of the Aboriginal and Torres Strait Islander Child Placement Principle.

National Executive member Desley Thompson launched a booklet and companion video published by SNAICC to celebrate its 30th anniversary as a funded organisation (see page 59).

## The Secretariat

As at 30 June 2014, SNAICC had 19 staff members (17 full-time and two casual). During the year, SNAICC underwent a minor restructure to cover for the Deputy CEO going on maternity leave (see organisational structure on page 69).

SNAICC staff were once again supported by an extensive program of student placements, interns and volunteers, involving a range of partnerships with tertiary institutions (see page 68 for a list of staff, students, interns and volunteers).

SNAICC moved to further enhance its engagement with existing members and subscribers, improve its benefits to members, and recruit new members. SNAICC again employed a membership officer to lead this work.

SNAICC has five levels of membership to cater for Aboriginal and Torres Strait Islander community-controlled organisations (both large and small), other agencies in the child welfare and early years sectors, and interested individuals.

## Survey to evaluate our work

Following two major surveys in 2012–13, SNAICC again undertook a major survey of its work, seeking the views of members and subscribers on the quality, relevance and accessibility of SNAICC resources, research work and communications tools, as well as their suggestions for improvements and resource and training priorities.

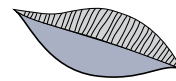
As with the surveys in 2012–13, feedback to the survey conducted in June 2014 on the spectrum of SNAICC's work was extremely positive. Among the major findings:

- 100% of participants who had used SNAICC's resources in the past 12 months found them useful



Norma Kelly (left, from Burrun Dalai Aboriginal Corporation, NSW) with SNAICC National Executive members Garry Matthews, Reuben Ardler and Elvie Sandow at the Members Forum in Darwin.





- over 95% of these participants found that the resources increased their knowledge about issues and services for Aboriginal and Torres Strait Islander children and families, and
- 90% of the survey participants who completed SNAICC training in the past 12 months said the training had helped them support, care for or work with Aboriginal and Torres Strait Islander children and families.

For more information of the 2014 survey findings, go to page 61.

Interestingly, the majority of respondents in the 2014 survey were not SNAICC members — this presents an exciting opportunity to broaden SNAICC's membership base and shows that we are reaching a diverse group of people with our work.

SNAICC feels the positive feedback received from resource users and members — re-affirming the feedback from the previous year — is a great testament to the hard work of the team over the past 12 months.

SNAICC will strive to continuously improve its process of engagement with members and users to ensure the quality of its communications and resources continues to meet the needs of stakeholders in the child welfare and early childhood sectors.

## Funding

SNAICC received \$2.7m in income this year from increasingly diverse sources of funding (see page 75). This funding was spent on the range of SNAICC programs to support outcomes for Aboriginal and Torres Strait Islander children and families.

The majority of the funding was provided by the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and the Australian Government



In March 2014, SNAICC held an art and craft fundraising event at the Wheeler Centre in Melbourne.

Department of Education, Employment and Workplace Relations (DEEWR).

SNAICC is also grateful for the generous financial, voluntary and in-kind support and responses during 2013–14, its second year of fundraising and philanthropic grant seeking.

SNAICC continued to grow its fundraising, donations and philanthropic grant seeking activities in order to diversify its sources of funding. SNAICC was granted Deductible Gift Recipient (DGR) status in 2011.

Over \$180,000 (including fundraising and grants) was raised during 2013–14, supporting initiatives such as our traineeships for Aboriginal and Torres Strait Islander young people, advocacy activities and a major training and resource project.

SNAICC would particularly like to acknowledge the support for our art and craft fundraising event at the Wheeler Centre in Melbourne in March 2014, including the fundraising committee and all the enthusiastic volunteers who supported the event's planning and running.

The function was attended by philanthropists and supporters of SNAICC, giving them the opportunity to meet SNAICC staff and Deputy Chairperson Geraldine Atkinson, as well as purchase a range of beautiful Aboriginal and Torres Strait Islander arts and crafts.

The event raised over \$15,000 — funding that will contribute to ongoing traineeship roles for Aboriginal young people at SNAICC.

Our generous supporters, CAGES Foundation, the Gandel Foundation, and the Australian Communities Foundation made the important Transition to School project possible. Support from the Reichstein Foundation contributed to SNAICC getting our message to Government on support for sustainable, long-term funding for the 38 Aboriginal and Torres Strait Islander Child and Family Centres. Without their support these projects would not have proceeded.

SNAICC would also like to acknowledge the very generous in-kind support from Arold Bloch Leibler (ABL) a leading Melbourne law firm that has generously supported SNAICC over the past four years. Without their commitment SNAICC would not be in the position to have gained our DGR status as well as supporting us in governance changes that came about as a result of legislative changes.

We are also grateful for the support we have received from KPMG, who have offered us mentoring opportunities as part of the prize SNAICC received in 2012 for the Indigenous Governance Award. We are hoping that the relationship is extended beyond the terms of the award.

Both ABL and KPMG have demonstrated the true spirit of what are successful corporate social responsibility partnerships.

Throughout 2013–14 our relationship building continued to develop with both the philanthropic sector and, more recently, new corporate supporters.

**SNAICC is a Deductible Gift Recipient with PBI status and tax concessions. All donations over \$2 are tax deductible.**

## Partnership development

Building stronger relationships with national peak Aboriginal and Torres Strait Islander bodies and mainstream child welfare and research organisations continued to be a core element of SNAICC's work this year. These agencies included: National Aboriginal and Torres Strait Islander Legal Services (NATSILS); National Congress of Australia's First Peoples; the Aboriginal and Torres Strait Islander Healing Foundation; the National Children's Commissioner; Early Childhood Australia; UNICEF; Save the Children; the Indigenous Professional Support Units; Families Australia; the Australian Council of Social Services; Family Relationships Services Australia; Australian Institute of Family Studies; University of Melbourne; Griffith University; Centre for Community Child Health; and Australian Children's Education and Care Quality Authority (ACECQA).

See pages 62–65 for a complete list of partner organisations.

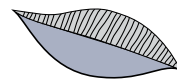
In 2013–14, SNAICC continued to share information and contribute as a member of various major networks and forums, including the:

- Child Rights Task Force Steering Committee
- Coalition of Organisations Committed to the Safety and Wellbeing of Australia's Children
- National Justice Coalition
- National Children's Services Forum
- National Forum for Protecting Australia's Children
- Child Family Community Australia Advisory Group, and
- Stronger Communities for Children — Quality Service Support Panel.

See page 67 for a complete list of committees and working groups on which SNAICC participated.

## Communications

The SNAICC website continued to grow in size and reach, quality and popularity, with an injection of new information and features into an already strong resource.



Google Analytics web statistics indicate that 55,831 people visited the website in the reporting period, up from 52,511 last year — an increase of 6 per cent.

Page views also maintained a strong showing, with 349,183 during the year. Significantly, users spent on average 40 per cent more time per session on the website than in the previous year.

The most popular section of the website was the Tools and Resources Section, followed by the News and Events section.

During 2013–14 SNAICC worked to improve the accessibility, content and navigation of the website. This year SNAICC:

- developed a proposal for the upgrading of the content management system for the website, and a review of the content and navigation of the site
- developed the proposal to make the website responsive to mobile and tablet and other new platforms
- workshopped, developed and commenced the creation of a membership database that will be integrated into the SNAICC website, and
- created a Donate page as another source of income.

A major and exciting recent feature of SNAICC's online presence is the *Supporting Carers* website, which was launched in July 2013.

Over the reporting period the *Supporting Carers* website attracted 7,091 users and 8,798 sessions. Over 20 per cent of users returned to the site regularly after their first visit.

Three editions of *SNAICC News* were published — in August 2013, February 2014 and June 2014 — and distributed to 1,400 organisations and individuals, including SNAICC members. The full-colour newsletter is written, edited and designed in-house and provides in-depth coverage of SNAICC projects and events, as well as the major issues impacting on Aboriginal and Torres Strait Islander children and families.

SNAICC's *2012–13 Annual Report* was published and distributed to members and other

stakeholders in the child welfare and early childhood sectors.

In 2013, SNAICC also published a special 24-page booklet to celebrate 30 years as a funded organisation, titled *A Passionate Voice for Change*. The glossy booklet pays tribute to the individuals and agencies that formed and shaped SNAICC, and highlights its major achievements since 1983.

The SNAICC E-bulletin has become a major tool for keeping the child welfare sector informed on major issues and government announcements affecting Aboriginal and Torres Strait Islander children and families.

Fourteen E-bulletins were published in the reporting period and distributed to subscribers — totalling 4,440 at 30 June 2014, an increase of 940 from the previous year. A total of 347 news items were posted on the website to promote important issues and events and provide updates on relevant government programs.

It was another busy year for SNAICC on the media front, with a notable feature being increased exposure in the mainstream media on SNAICC issues, resources and events, as well as continued extensive coverage in Indigenous media.

Twenty-seven media releases (and four media alerts) were issued in 2013–14, along with three joint statements with key agencies in the child welfare and early childhood sectors.

Two focal issues were the cornerstones of SNAICC media activities during the year: funding for the 38 Aboriginal and Torres Strait Islander Child and Family Centres (ACFCs); and the dramatic over-representation of Aboriginal and Torres Strait Islander children in the out-of-home care system.

Among the media highlights on the funding uncertainty facing ACFCs was an opinion piece by SNAICC Deputy Chairperson Angela Webb published in *The Australian* newspaper on 13 February, with the newspaper also running several news items on the issue during the year.

Other mainstream media who covered the ACFCs included SBS and ABC TV and ABC Radio, coverage that was complemented by regional and local

media in the 38 ACFC localities across Australia. News items and opinion pieces on the ACFCs also featured prominently in Indigenous media, including the *Koori Mail* and *National Indigenous Times* newspapers, National Indigenous Television (NITV), National Indigenous Radio Service (NIRS), Central Australian Aboriginal Media Association (CAAMA), Koori Radio (Sydney) and Torres Strait Radio.

The second major issue covered in the media is the high and increasing number of Aboriginal and Torres Strait Islander children in out-of-home care, including the national Family Matters initiative SNAICC is running in partnership with other key agencies (see pages 50–55).

The Family Matters forum in Darwin in November 2013 received good coverage, followed by extensive coverage of the Perth forum in June 2014, including several segments on the out-of-home care issue on ABC TV's 7.30 WA program.

Other highlights on out-of-home care issues were a front page article in the *Canberra Times* on 14 February, and a special 40-minute discussion on NITV's *Living Black* program on 24 June.

National Aboriginal and Torres Strait Islander Children's Day on 4 August again enjoyed excellent media coverage at the national level — including the *Sydney Morning Herald*, *Sky News*, *Nine MSN* and *Crikey* online newsletter — as well as local coverage of celebrations across the country.

A media training session was organised for SNAICC National Executive members, held on 1 May. The half-day session was conducted by experienced journalists Emily Rice (Channel 9) and Gareth Boreham (SBS) and was attended by a number of NE members including Sharron Williams, Lisa Coulson and Sue-Anne Hunter.

SNAICC has vastly increased its use of social media platforms Facebook and Twitter in recent years to raise awareness of children and family issues, as well as promote major events such as National Aboriginal and Torres Strait Islander Children's Day and the Family Matters out-of-home care forums and community meetings.

At the end of June 2014 the SNAICC Facebook page likes had increased by over 1048, from 990 the previous year to 2038, due to a greater focus and engagement in this area. SNAICC has posted over 300 times on Facebook and has reached over 160,000 people. Twitter followers increased from 690 to 1220.

SNAICC continued to explore media platforms, such as video and YouTube, to disseminate its messages more broadly. Videos on the SNAICC website are hosted primarily on YouTube unless the material is deemed to require more protection in which case the videos hosted exclusively on the SNAICC website.

During the year, SNAICC produced three new videos and a television advertisement for National Aboriginal and Torres Strait Islander Children's Day.

SNAICC produced in-house a 17-minute video as a companion to the booklet SNAICC published to celebrate 30 years as a funded organisation, titled *A Passionate Voice for Change*.

A second in-house video was produced to promote SNAICC's traineeship program for Aboriginal and Torres Strait Islander young people and encourage philanthropic organisations and the public to donate to support the program.

SNAICC also produced a 10-minute video, in tandem How Far Films, profiling the activities and impact of Bubup Wilam for Early Learning Aboriginal Children and Family Centre at Thomastown, a suburb in Melbourne's north.

SNAICC developed the high-quality video — titled *Bubup Wilam: A Place to Grow* — in partnership with the centre and with funding support from the Victorian Department of Education and Early Childhood Development.

Featuring interviews with centre staff and families, *Bubup Wilam: A Place to Grow* highlights the core values of the service, the range of services it provides and its potential to deliver real health, wellbeing and education outcomes for Aboriginal and Torres Strait Islander children and families.

# A survey on our work



In June 2014 SNAICC conducted a survey to seek the views of members, subscribers and other stakeholders in the child welfare and early childhood sectors on the quality of our policy, resources, training and communications work.

The survey represents an important tool to improve our work and to identify needs and gaps in child welfare and early childhood that SNAICC can help fill.

Some 200 participants from across the country responded to the survey, the majority of whom were not SNAICC members. SNAICC received positive feedback in all of our core work areas. Here is a summary of responses.

## Communications

Survey participants were positive about the quality and usefulness of SNAICC's communication resources, such as the E-bulletin, the SNAICC newsletter, and our website.

## Resources

Of the participants who used SNAICC's resources in the past 12 months, 100 per cent found them useful and over 95% found that they increased their knowledge about issues and services for Aboriginal and Torres Strait Islander children and families.

Many participants mentioned that the resources have been useful for sharing with colleagues, students and clients and for promotion of cultural competence. People have found the Aboriginal and Torres Strait Islander Children's Day Activity Kit, *Through Young Black Eyes* and *Talking Up Our Strengths* cards particularly useful.

## Training

95% of the survey participants who have completed SNAICC training in the last 12 months said that the training increased their knowledge about issues and services for Aboriginal and Torres Strait Islander children and families and 90% that it helped them support, care for or work with Aboriginal and Torres Strait Islander children and families.

Survey participants were interested in SNAICC delivering new training packages, particularly

training around genuine partnerships between Aboriginal and Torres Strait Islander organisations and non-Indigenous organisations and training around culturally strong practice for early childhood education and care workers.

Participants would like to see further training around cultural competence in a range of areas, including early childhood education, foster and kinship care, evaluation tools, children and families and family violence.

## Research and policy

97% of participants who have read or used SNAICC's research, submissions or policy papers over the last 12 months found that they increased their knowledge about issues and services for Aboriginal and Torres Strait Islander children and families. Over 90% also found that SNAICC's reports and submissions have informed them about Australian government policies and programs.

A number of survey participants found SNAICC's support around funding for early years services particularly useful.

Relevant policy areas to participants are: cultural competence, transition to school, funding for Aboriginal Early Years Services, BBF funding, policies relating to child protection and out of home care.

76% of participants who have used the supporting carers website found that it provides the information they are looking for.



# A THANK YOU TO OUR PARTNERS AND SUPPORTERS

SNAICC would like to thank the following organisations and individuals that funded, supported and-or partnered with us in 2013–14:

Aboriginal and Torres Strait Islander Healing Foundation

Aboriginal and Torres Strait Islander Social Justice Commissioner

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

Aboriginal Family Support Services Inc (South Australia)

AFL Players Association

Alcohol and other Drugs Council of Australia

Amnesty International Australia

Anglicare Western Australia

Association of Children's Welfare Agencies

Australian Association of Social Workers (AASW)

Australian Child Care Alliance

Australian Childhood Foundation

Australian Children's Education and Care Quality Authority (ACECQA)

Australian Communities Foundation

Australian Community Children's Services

Australian Council of Social Service (ACOSS)

Australian Foster Care Association

Australian Human Rights Commission (AHRC)

Australian Literacy and Numeracy Foundation

Australian Red Cross

Australian Research Alliance for Children and Youth (ARACY)

Australian Youth Affairs Coalition

Australians for Native Title and Reconciliation (ANTAR)

Ballina Aboriginal Child and Family Centre

Baya Gawi y Buga yani Jandu yani u Aboriginal Child and Family Centre

Bennelong Foundation

Berry Street

Birrelee MACS

Brewarrina Aboriginal Child and Family Centre

Brotherhood of St Laurence

Bubup Wilam for Early Learning Aboriginal Children and Family Centre

Bulgarr Ngaru AMS

Bungree Aboriginal Intensive Family Based Service, Wyong

CatholicCare

Centrecare Western Australia

Central Australian Aboriginal Congress

Central Australian Aboriginal Legal Aid Services (CAALAS)

Centre for Community Child Health, Royal Children's Hospital Melbourne

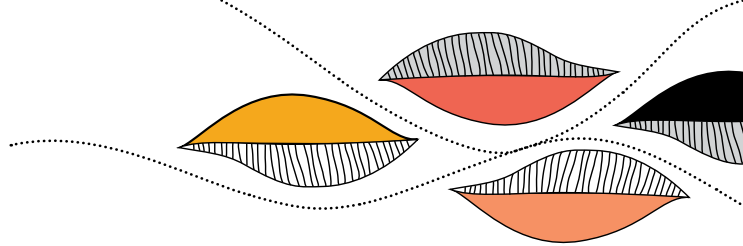
Centre for Excellence in Child and Family Welfare

Child and Family Welfare (SA)

Child Wise

Children's Protection Society

Clarence Valley Aboriginal Intensive Family Based Service, Grafton



Coffs Harbour Aboriginal Family Community Care Centre (Abcare), NSW

CREATE Foundation

Council for the Care of Children

Darebin City Council

Department of Child Protection and Family Support (WA)

Department of Education, Employment and Workplace Relations (Australian Government)

Department of Families, Housing, Community Services and Indigenous Affairs (Australian Government)

Department of Family and Community Services (NSW)

Early Childhood Australia

East Arnhem Shire, NT

Families Australia

Family Day Care Australia

Family Relationships Services Australia (FRSA)

Federation of Community Legal Centres (Vic)

First Peoples Disability Network

Fraynetwork Limited

Gippsland and East Gippsland Aboriginal Co-operative

Goodstart Early Learning

Gowrie Australia

Green Steps, Monash Sustainability Institute

Halls Creek Aboriginal Child and Family Centre

Health Information and Publications Network

Home Interaction Program for Parents and Youngsters (HIPPY) Australia

Human Rights Law Centre (HRLC)

Indigenous Peoples Organisations (IPO) Network Australia

Indigenous Professional Support Unit, NSW

Kari Aboriginal Resources Incorporated

Law Council of Australia

Let's Read

Life Without Barriers

Lightning Ridge Aboriginal Child and Family Centre

Logan Aboriginal Child and Family Centre

Lowitja Institute

Lulla's Children and Family Centre (MACS)

Mackillop Family Services

MacDonnell Shire Shire, NT

Medibank Health Solutions (1800RESPECT)

National Aboriginal and Torres Strait Islander Legal Services (NATSILS)

National Association for Mobile Services for Rural and Remote Children and Families

National Association for the Prevention of Child Abuse and Neglect (NAPCAN)

National Children's and Youth Law Centre

National Congress of Australia's First Peoples

National Disability Alliance in Children's Services

National Family Violence Prevention Legal Services

New South Wales Council of Social Service (NCOSS)

Ninti One Limited

Northern Territory Council of Social Service (NTCOSS)

Oxfam Australia

OzChild

Parenting Research Centre

Peakcare (QLD)

Playgroup Australia

Queensland Aboriginal Torres Strait Islander Child Protection Peak (QATSICPP)

Relationships Australia

Save the Children Australia

Save the Children, Northern Territory

South Australian Council of Social Service (SACOSS)

SDN Children Services

Stronger Aboriginal Families, Together (SAF,T)

Tangentyere Council

Tasmanian Aboriginal Child Care Association (TACCA)

Tharawal Aboriginal Corporation (Campbelltown ACFC)

The Long Walk foundation

The Smith Family

Townsville Aboriginal and Islander Health Service (TAIHS) Family Intervention Service

UNICEF Australia

UnitingCare West

Uniting Communities SA

Victorian Aboriginal Child Care Agency (VACCA)

Victorian Aboriginal Education Association Inc. (VAEAI)

Victorian Aboriginal Health Service

WA Council of Social Service (WACOSS)

Wanslea Family Services, WA

Winangay Resources Inc

Woor-Dungin Inc

World Vision Australia

Yorganop Association Incorporated

Yothu Yindi Foundation

### **Universities and research institutes**

Australian Council for Educational Research, Vic

Australian Institute of Child Protection, SA

Australian Institute of Family Studies, Vic

Batchelor Institute of Indigenous Tertiary Education, NT

Centre for Child Development and Education, NT

Charles Darwin University, NT

Department of Social Work, University of Melbourne

Griffith University, Qld

Jumbunna Indigenous House of Learning, University of Technology Sydney

Menzies School of Health Research, NT

Monash University, Vic

Murdoch Children's Research Institute, Vic

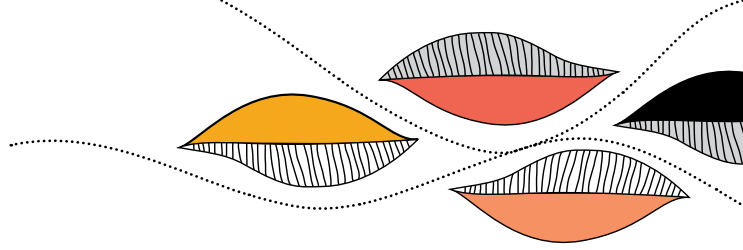
Murdoch University, WA

School of Indigenous Studies, University of WA

Social Policy Research Centre, University of NSW

TAFE Macarthur, NSW

University of Melbourne



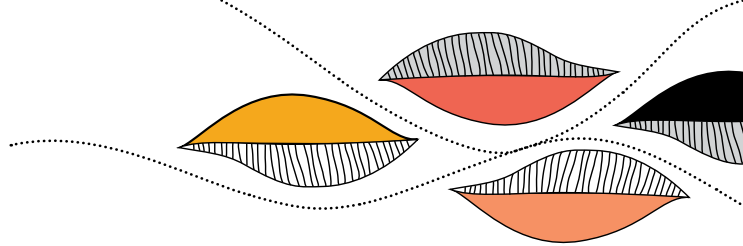
SNAICC would like to acknowledge:

- our major funding bodies, the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA); and the Australian Government Department of Education, Employment and Workplace Relations (DEEWR)
- our philanthropic supporters — Australian Communities Foundation, CAGES Foundation, Gandel Philanthropy, Reichstein Foundation, Inner North Community Foundation, and Portland House Foundation
- Wendy Brooks for her mentoring and advice on sustainable funding and strategic development
- the considerable pro bono assistance of Arnold Bloch Leibler Lawyers, including Peter Seibel, in securing Deductible Grant Recipient (DGR) status for our agency and other work; and Emma Rattray for her pro bono assistance, as an independent lawyer, on the SNAICC Gift Fund
- the Wheeler Centre, Gallery Gabrielle Pizzi, SNAICC staff and the catering crew for volunteering their services, and photographer Aaron Claringbold for their contribution to SNAICC's highly successful fundraising event in March 2014
- the guidance and support of the Centre for Community Child Health (CCCH), particularly Deb Sestak, in the planning, writing and first pilot delivery of *The Journey to Big School* training workshops
- the advice and generous support of Ian Smith from Bespoke Approach advisory firm (Adelaide)
- our ambassadors for National Aboriginal and Torres Strait Islander Children's Day in 2014, Missy Higgins and Aaron Davey
- the SNAICC Conference Advisory Group members — Professor Kerry Arabeena, Dot Bagshaw, Catherine Chamberlain, Lisa Coulson, Virginia Dingo, Paul Gray, Lisa Hillan, Sue-Anne Hunter, Glenda Kickett, Peter Nathan and Dawn Wallam — for their input into the 2015 conference so far
- 2015 SNAICC conference supporters that have already come on board, including the NSW Department of Family and Community Services, Perth Convention Bureau, Centrecare and Life Without Barriers
- consultants — Jodie Brennan (Mazart Design), Emily Cheesman, Karen Milward, Nick Corrigan, Rhys Price-Robertson, Luke Waters (Saltwater Media) and Stuart Mannion (How Far Films) — for their professional services in 2013–14
- the invaluable contribution of our volunteer workers, interns and students during the year, and
- our members, subscribers and purchasers.









# MEMBERSHIP OF EXTERNAL COMMITTEES

In 2013–14, senior SNAICC staff and members of the SNAICC National Executive participated on various committees and working groups at the state-territory and national levels. These were as follows:

ACOSS-hosted sector meetings	Indigenous Child and Family Resources Portal Advisory Group
Australian Research Council Grant	Indigenous Peoples Organisation Network
Child Aware Initiative Reference Group	Indigenous Professional Support Unit National Alliance
Child Family Community Australia Information Exchange Knowledge Circle Advisory Group	KidsMatter
Child and Family Welfare Association of Australia Inc.	National Children's Services Forum (NCSF)
Children and Families Round Table	National Coordinating Group for the Family Matters Initiative
Child Rights Taskforce Steering Committee	National Framework Implementation Working group — NGO Steering Committee
Coalition of Organisations Committed to the Safety and Well being of Australia's Children	NGO Coalition for the Royal Commission into Institutional Responses to Child Sexual Assault
Congress Chamber One (Aboriginal peak organisations) meetings	National Justice Coalition
Create Foundation Board	National Peak Body Coalition
DEEWR Budget Based Funding Stakeholder Group	Stronger Communities for Children — Quality Support Panel
Early Childhood Mental Health Working Group (COAG)	The Nest (ARACY) Aboriginal and Torres Strait Islander Working Group
Families Australia Board	The Victorian Disability Advisory Council
Fathers and Family Violence Reference Group	



# SNAICC STAFF AS AT 30 JUNE 2014

**Chief Executive Officer**

Frank Hytten

**Deputy CEO**

Emma Sydenham (on long-term leave)

**Manager, Philanthropy**

Sue Beecher

**Manager, Policy and Communications (A/g)**

John Burton

**Senior Policy Officer**

Holly Mason-White

**Policy Officer**

Hannah Donnelly

**Communications Coordinator  
(Media and Publications)**

Giuseppe Stramandinoli

**Online Communications and  
Multimedia Officer**

Tatiana Doroshenko

**Manager, Resources (A/g)**

Nick Butera

**Resource Officer**

Kate Booth

**Manager, Family Matters**

Gemma Unwin

**Organisational Services Coordinator**

Sarah Rogers

**Membership Officer**

Sandra Barber

**Administration Officer**

Ashley Tennyson

**Trainee Administration Officer**

Luke Mazzeo

**Resource and Finance Administration Officer**

Phichyanee (Yanee) Myint

**Manager, Training**

Vacant

**Training Officer**

Nat Loadsmann

**Training Support Officer**

Grace Brown

**Events Coordinator**

Poppy Bervanakis

**Online Communications Support (casual)**

Allara Ashton

**STAFF WHO DEPARTED DURING THE YEAR:**

Joanne Borg — Senior Resource Project Officer

Rebecca Boss — Training Coordinator

Vina Duplock — Training Officer

**VOLUNTEERS, INTERNS AND STUDENTS**

SNAICC also wishes to acknowledge the following students, interns and volunteers who worked in the agency and made invaluable contributions in the past 12 months:

**Students:**

*Royal Melbourne Institute of Technology*

Samantha Campbell

Esther Pugh U'Ren

Camilla Evans

Annabel Darbyshire

Jessica Mejia

*Monash University*

Ella Perlow

Sarah Rickard

*University of Melbourne*

Emily James

*Aurora*

Felicity Royds

Mary Donovan

Dominique Plumms

*NMIT*

Leah Tsomos

Janet Murphy

**Volunteers:**

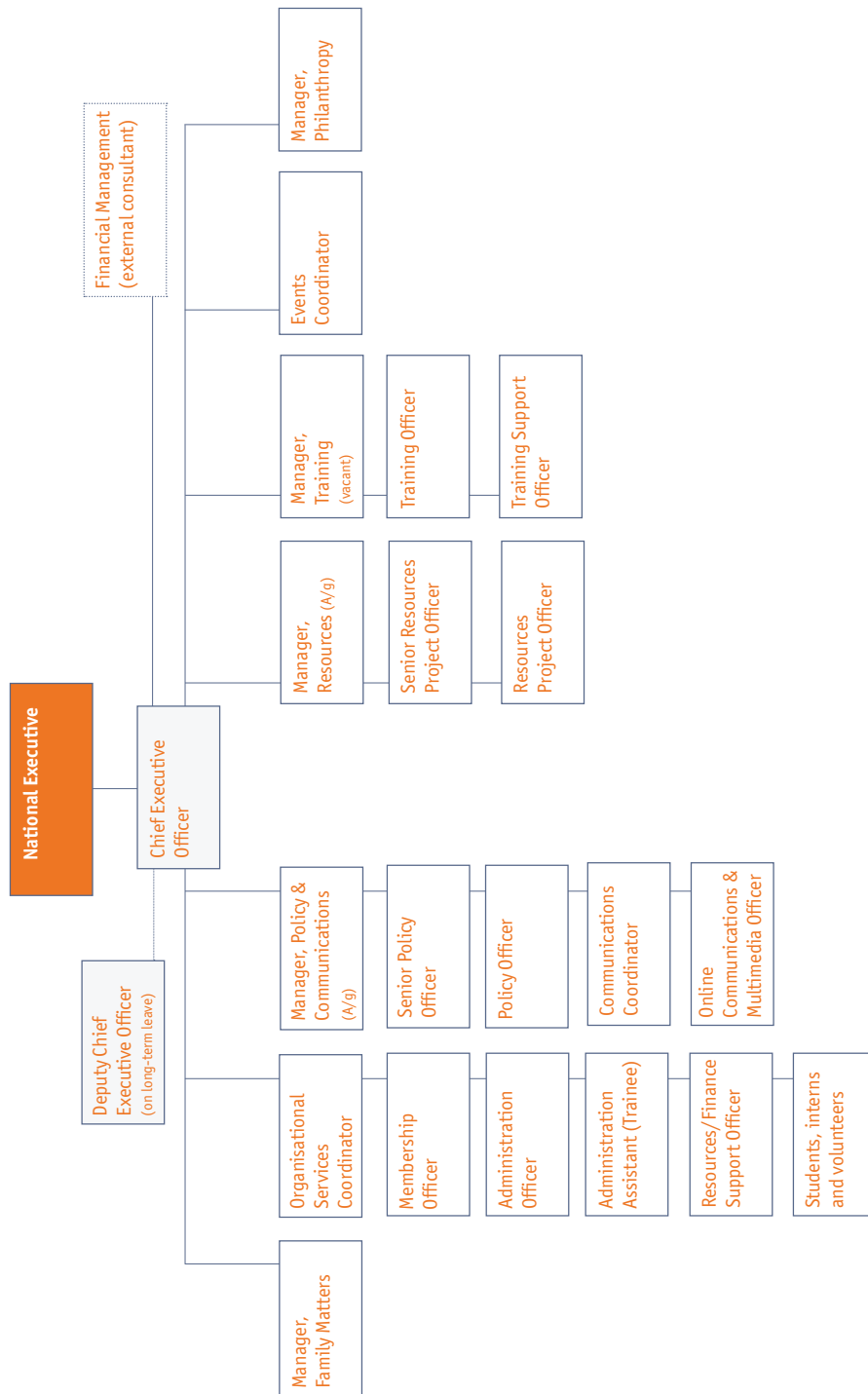
Carolyn Cohm

Sabina Fainveits

Daniel Kovacevic

Fergus Browne

# Organisational chart



# SNAICC's EIGHT PRIORITIES

## 1. Support families to care for children

Aboriginal and Torres Strait Islander families provide children with a wonderful childhood that is enriched by family connections and cultural identity. Services engaging with Aboriginal and Torres Strait Islander families should aim to build on existing family strengths to assist families to develop healthy relationships to care for themselves and their children.

Child care, healing services, parenting services, housing programs and employment programs are examples of the types of support that families need if they are to provide children with a happy childhood that will be the foundation for their future success in life.

## 2. Value and respect Aboriginal and Torres Strait Islander culture

Cultural identity and connection to family, community and country/land are the birth right of every Aboriginal and Torres Strait Islander child and what they need to prosper. Aboriginal and Torres Strait Islander children will grow, learn and excel when their cultural needs are met, valued and respected at home, school, child care and throughout all aspects of their lives.



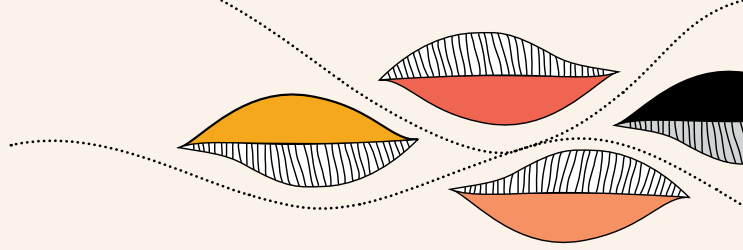
## 3. Healing and reparations for the Stolen Generations

The National Apology to the Stolen Generations on 13 February 2008 was an important step in acknowledging the wrongs done to members of the Stolen Generations, their families and all Aboriginal and Torres Strait Islander people. Governments must now acknowledge that because injustice was inflicted compensation is required. Services to heal, reconnect and preserve families and prevent the removal of children in this and future generations are also essential and must be provided.

## 4. Self-determination in child protection

Self-determination in child protection is a right. Recognising that Aboriginal and Torres Strait Islander communities are best placed to make informed decisions about the safety, well being and protection needs of Aboriginal and Torres Strait Islander children ensures self-determination. Decision makers in child protection need strong trusting relationships with families and communities to ensure that decisions are well informed. Evidence shows that community based models of child protection offer the best option for protecting children. Appropriate family and community members should be closely involved in all decisions regarding children's safety and protection to ensure risk and alternative care options are appropriately assessed. Each community must develop and run holistic community based child and family welfare services child protection service models that meet that community's needs and capacities.





## 5. Thrive by five with culture alive

Meeting children's health, development and cultural needs through programs that value learning and respect for culture is the best way to ensure improvements in Aboriginal and Torres Strait Islander children's long term well being and educational achievements.

A confident ready-to-learn Aboriginal or Torres Strait Islander child starting school is one who is healthy, has strong family bonds, who knows and is proud of his or her Aboriginal or Torres Strait Islander culture and who has participated in a quality early learning program. A high quality early learning program is one that has supported the child to identify with and feel proud of his or her Aboriginal or Torres Strait Islander culture. This support must continue through their school years to ensure their continued confidence and success.

## 6. Real results take real planning

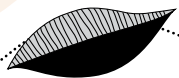
The future for Aboriginal and Torres Strait Islander people must be made by Aboriginal and Torres Strait Islander people. Plans only improve people's lives when they have been developed in close consultation with those people and include clear short, medium and long term outcomes that are properly funded, monitored and reported against. A National Action Plan for Aboriginal and Torres Strait Islander children's welfare and development which guides initiatives and programs of the federal government and all states and territories must be developed.

## 7. Building capacity builds communities

Aboriginal and Torres Strait Islander people know best what their children, young people and communities need and want. The role of governments is to support and sustain the ability of Aboriginal and Torres Strait Islander individuals and organisations to work in a culturally sound way that will improve people's health and education, strengthen families, improve connections to culture and build strong Aboriginal and Torres Strait Islander communities. Governments need to work more flexibly and supportively with Aboriginal and Torres Strait Islander agencies across all areas of the community sector. Rather than governments prescribing what local agencies do, they should support them to meet local needs.

## 8. Hope, wealth and prosperity for our children

All Aboriginal and Torres Strait Islander children, wherever they live, should enjoy a childhood that encourages them to aim high and explore all of life's opportunities. They should be encouraged to dream like other kids of a happy and prosperous life and be supported to realise their dreams. Each and every Aboriginal and Torres Strait Islander child should feel safe in their homes and communities, feel proud of their heritage and culture and have health care and educational opportunities available to other Australian children. This will enable Aboriginal and Torres Strait Islander children to share in and contribute to the wealth and prosperity of their nation.



# INDEPENDENT AUDIT REPORT



## **Report of the Independent Auditor on the Summary Financial Statements to the Stakeholders 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 2014 and statement of income and expenditures for the year ended 30 June 2014, are derived from the audited financial report of Secretariat of National Aboriginal and Islander Child Care Inc for the year ended 30 June 2014. We expressed a qualified audit opinion on that financial report in our report dated 24 October 2014.

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 2014 are consistent, in all material respects, with that audited financial report, in accordance with the financial report. However, the summary financial statements are qualified to the equivalent extent as the audited financial report of Secretariat of National Aboriginal and Islander Child Care Inc for the year ended 30 June 2014.

The qualification of the audited financial report is described in our qualified audit opinion in our report dated 24 October 2014. Our qualified audit opinion is based on the fact that, it is not practicable for Secretariat of National Aboriginal and Islander Child Care Inc to establish controls over receipts prior to their initial entry in the accounting records, nor is it practicable for us to ensure all such revenues has been brought to account. Our examination related to receipts was therefore limited to the amount included in the records of the Association.

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contact@youraccountant.com.au

**PRINCIPALS:** Bruce Saward FCA Cliff Dawson FCA  
Peter Shields CA Tim Flowers CA Joshua Morse CA  
**ASSOCIATE:** Cathy Braun CA  
Liability limited by a scheme approved under Professional Services Legislation



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

**ABN 42 513 562 148**

Our qualified audit opinion states that, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial report presents fairly, in all material respects, the financial position of Secretariat of National Aboriginal and Islander Child Care Inc as at 30 June 2014 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Reform Act 2012 (Vic) and the Australian Charities and Not-for-Profits Commission Act 2012.

*Saward Dawson*

**Saward Dawson Chartered Accountants**

*Tim Flowers*

Partner: Tim Flowers  
Date: 24 October 2014  
Blackburn, Victoria 3130

## 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 2014, 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.



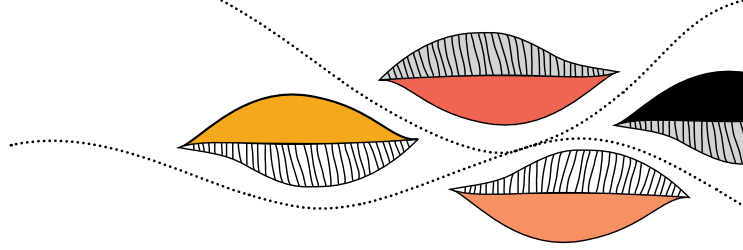
**Seward Dawson Chartered Accountants**



Tim Flowers

Blackburn VIC

Date: 24 October 2014



# STATEMENT OF INCOME AND EXPENDITURE

**For the year ended 30 June 2014**

Secretariat of National Aboriginal and Islander Child Care Inc.

ABN 42 513 562 148

	2013-14
<b>Income</b>	<b>\$</b>
Operating grant/funding income	1,843,337
Consultancy income	282,995
Sponsorships	—
Membership fees	27,482
Resources sales & newsletter	84,900
Conference/registration fees	—
Interest received	7,143
Partnership contributions	311,997
Donations	30,403
Other income	9,144
Grant income brought forward	108,473
<b>Total income</b>	<b>2,705,874</b>
<b>Expenditure</b>	
Administration & services expenses	341,950
Consultancy & computer expenses	178,205
Marketing & distribution expenses	130,598
Conference & meeting expenses	116,528
Project & travel expenses	265,926
Salary & on costs expenses	1,428,363
Grant income carried forward	—
<b>Total expenses</b>	<b>2,461,570</b>
Net income/deficit before income tax	244,304
Income tax expense	—
<b>Net income/deficit after tax</b>	<b>244,304</b>



# BALANCE SHEET

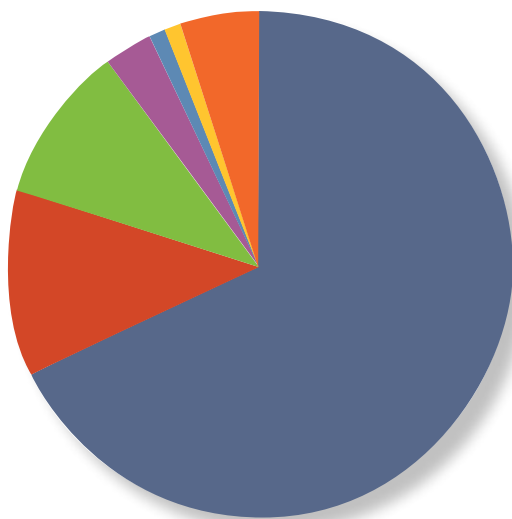
**For the year ended 30 June 2014**

Secretariat of National Aboriginal and Islander Child Care Inc.

ABN 42 513 562 148

	2013–14
<b>Assets</b>	<b>\$</b>
<b>Current assets</b>	
Cash & cash equivalents	652,277
Trade & other receivables	160,397
Prepayments	16,582
<b>Total current assets</b>	<b>829,256</b>
<b>Non-current assets</b>	
Plant and equipment	80,796
<b>Total non-current assets</b>	<b>80,796</b>
<b>Total assets</b>	<b>910,052</b>
<b>Liabilities</b>	
<b>Current liabilities</b>	
Trade & other payables	202,107
Employee benefits provisions	105,450
Deferred income	91,129
<b>Total current liabilities</b>	<b>398,686</b>
<b>Non-current liabilities</b>	<b>–</b>
<b>Total liabilities</b>	<b>398,686</b>
<b>Net assets</b>	<b>511,366</b>
<b>Equity</b>	
Retained earnings	511,366
<b>Total members' equity</b>	<b>511,366</b>

# SOURCES OF SNAICC INCOME 2013–14



- Operating grant/funding income — 68%
- Partnership contributions — 12%
- Consultancy income — 10%
- Resources sales and newsletter subscriptions — 3%
- Membership fees — 1%
- Donations — 1%
- Other income — 5%

# PHOTO ACKNOWLEDGEMENTS

SNAICC wishes to acknowledge and thank the following for their kind permission to reproduce the photos in this report:

- Wayne Quilliam Photography — cover photo, pages 14 and 43
- Rudi Maxwell and Koori Mail newspaper — pages 3, 5, 22 and 66
- Brian Butler — page 4
- Clare Alcock — page 4
- Becky Bligh — page 5
- Central Australian Aboriginal Congress —page 28
- Townsville Aboriginal and Islander Health Services — page 30
- Yorganop Association (Perth, WA) — page 31
- Boopa Werem Kindergarten (Cairns, Qld) — page 32
- Jodie Clarke, Champion Centre (Armadale, WA) —page 35
- Katherine Isolated Children’s Services (K.I.C.S., NT) — pages 35 and 42
- Linda Wachtel and Yothu Yindi Foundation — page 43
- Pilbara Joblink (Newman, WA) — page 43
- Toni Sheppard, Playgroup NSW — pages 35 and 43
- Cullunghutti Aboriginal Child and Family Centre (Nowra, NSW) —page 43
- Baya Gawi Buga yani Jandu yani u Centre (Fitzroy Crossing, WA) — pages 2 and page 33
- Samone Sallak and Koori Mail newspaper — page 70.

# CHECK OUT OUR GREAT RESOURCES...



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



**The national peak body for Aboriginal and Torres Strait Islander children and families**

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www.snaicc.org.au



**SNAICC membership**

For over 30 years, SNAICC has worked with and on behalf of its members to see real change for Aboriginal and Torres Strait Islander children and families.

To continue to be a passionate advocate for the needs and rights of our children and families — and to continue to have an impact in the child welfare sector — SNAICC needs a strong and vibrant membership base.

SNAICC has five levels of membership to cater for Aboriginal and Torres Strait Islander community-controlled organisations (both large and small), other agencies in the child welfare sector, and interested individuals.

Become a member to help SNAICC speak up strongly for our children and families and to inform our research, resources and training work. By being a SNAICC member, you also receive great benefits such as discounts on SNAICC resources (including national children's day packs), three SNAICC newsletters each year, and an opportunity to attend the annual SNAICC Members Forum to discuss and be kept informed on the major issues impacting on our children and families.

For more information on our different types of membership, contact the SNAICC Membership Officer Ashley Tennyson on (03) 9489 8099.

We encourage all interested organisations and individuals to:

- subscribe to receive our e-bulletin
- go online or call to purchase our resources
- use the SNAICC online resource clearinghouse, and
- send us your news and views.

The SNAICC office is on the land of the Wurundjeri people. SNAICC pays its respect to the ancestors and Elders of all Aboriginal and Torres Strait Islander peoples and their warriors, past and present.







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