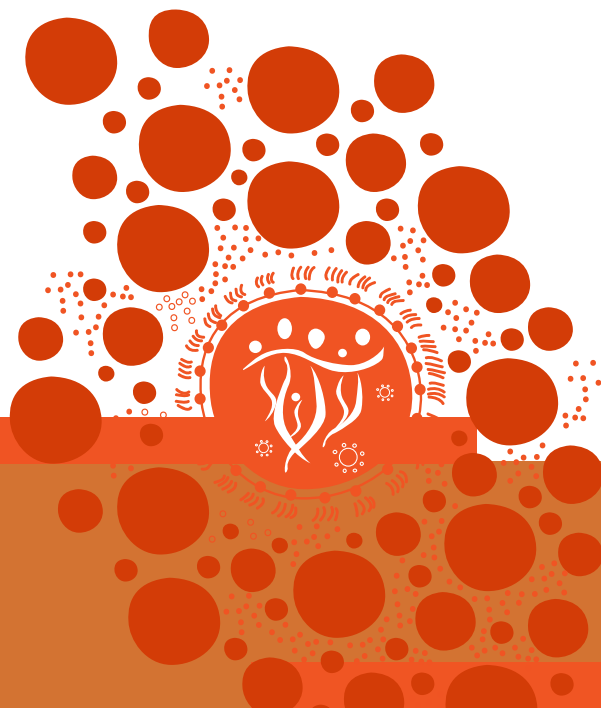




SNAICC ANNUAL REPORT 2014-15

THE SECRETARIAT OF NATIONAL ABORIGINAL AND ISLANDER CHILD CARE



SNAICC Annual Report 2014–15 | © SNAICC October 2015

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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 page 47) 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 page 12).

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.





CHAIRPERSON'S MESSAGE

It has not been an easy year for SNAICC. It has not been an easy year for our members, our sector, and our peoples.

As a national peak, SNAICC's job is to advocate for its members. The principal purpose for which SNAICC was established was to engage in activities that promote and accommodate a strong voice for Aboriginal and Torres Strait Islander children and families.

Throughout this past year, the capacity of SNAICC to act in this manner has been severely hampered through budget cuts and policy changes. This does not simply affect those employed directly by SNAICC, but unfortunately has a more pervasive and far-reaching effect on our member organisations, communities across Australia and, most importantly, our children.

However, despite the challenges SNAICC has continued to advocate for the rights, needs and aspirations of Aboriginal and Torres Strait Islander children and families, with notable successes in the face of adversity.

Our year began in turmoil, with federal funding for 38 Aboriginal and Torres Strait Islander Child and Family Centres discontinued in July 2015.

Established under the *COAG National Partnership Agreement for Indigenous Early Childhood Development*, these centres are community-driven hubs that provide high-quality early childhood services to children, whilst also supporting vulnerable families to access a range of important integrated services.

While there have been success stories, with the Queensland Government committing continued funding for its ten centres – the majority of which are Aboriginal

owned and operated, uncertainty remains for many of these essential early years services in other jurisdictions. Many have been absorbed within mainstream state-run programs, and the vision of culturally unique community early childhood hubs – established through funding earmarked for Aboriginal and Torres Strait Islander children – has been either abandoned or hangs in the balance. State Governments in South Australia, the Northern Territory and Tasmania are managing their centres directly. The Western Australian Government has secured ongoing funding for its five centres. The fate of centres in New South Wales and Victoria remains undecided, as many struggle to operate on substantially reduced budgets.

Unfortunately too few seem to appreciate just how necessary these centres are in acting as a touchpoint for the *entire* family – providing access to services and engagement with the community, while giving children the best start in life.

The benefits of early education and child care are undeniable. Evidence clearly shows that these formative years of a child's life are a critical predictor of their successful transition to school and life-long education and employment outcomes.



The futures of approximately 300 Budget Based Funded Services and 38 Aboriginal and Torres Strait Islander Children and Family Centres that do provide these services are in jeopardy, even though this number of services is already inadequate to meet the early years service needs of Aboriginal and Torres Strait Islander communities, with – as identified by the Productivity Commission Report into Childcare and Early Childhood Learning – an estimated gap of 15,000 places.

Announced in May 2015, the Government's new *Child Care Assistance Package* will make it even more difficult for Aboriginal and Torres Strait Islander families to access these services.

While the package does provide a welcome investment in early childhood education, the benefits are not distributed fairly, which results in the punishment of those who need support most – namely vulnerable Aboriginal and Torres Strait Islander children. By mainstreaming Aboriginal and Torres Strait Islander services and cutting child care access for struggling families through the introduction of an activity test, the children who stand to gain the most from early childhood service supports miss out. Unless we invest in their education, intergenerational cycles of disadvantage will continue. It is intrinsically unfair to punish a child for circumstances entirely outside of their control.

The decision to make all Aboriginal and Torres Strait Islander child care services operate on mainstream funding from July 2017 is another measure that will again reverse improvements in access to early learning services for our children.

The successful and effective community controlled early childhood programs that our Budget Based Funded Services provide – and have been providing for decades – will be completely lost if they are forced to operate on the mainstream, fee-based,

Childcare Subsidy, without adequate additional resources to respond to the needs of their communities.

This funding model will not work for our communities. It will drive up fees, making child care completely unaffordable. Our most vulnerable community members will not be able to access services, and, in turn, many of these vital child care services may be forced to close their doors.

We need Government to work with us to build an early years service system that works for Aboriginal and Torres Strait Islander children and families. If we're serious about closing the gap in outcomes for our children we need to ask ourselves *what are we doing for our most vulnerable families?*

There are many questions we – all Australians – must ask ourselves.

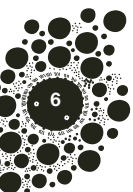
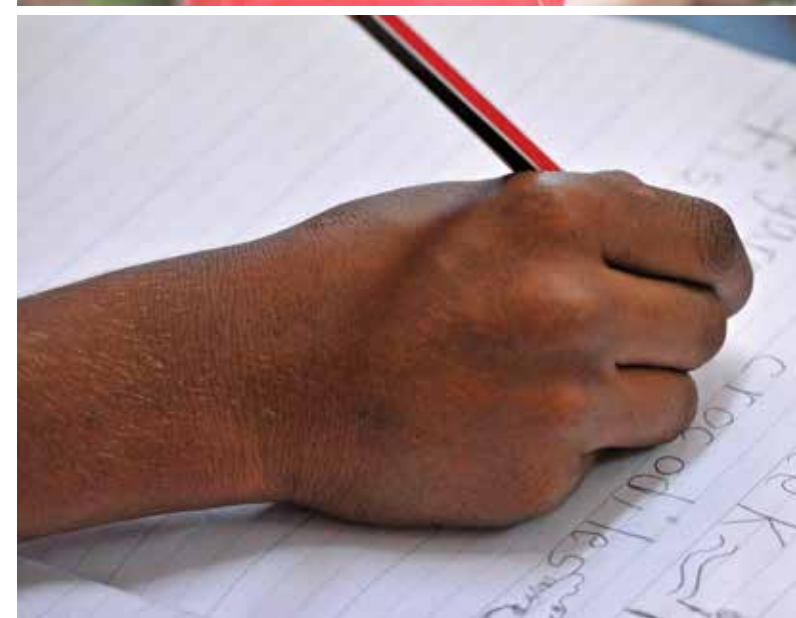
Since the National Apology the number of Aboriginal and Torres Strait Islander children in care has increased by 65 per cent.

The AIHW *Child Protection Australia* report in May 2015 delivered a distressing, yet familiar, picture on the disproportionate number of Aboriginal and Torres Strait Islander children in out-of-home care.

Approximately 15,000 of our children are living in out-of-home care. While comprising only 5.5 per cent of the nation's child population, our children account for 35 per cent of all children in care.

The Productivity Commission's *Overcoming Indigenous Disadvantage* report, published in November 2014, noted that the rate of Aboriginal and Torres Strait Islander children on care and protection orders has increased by over 400 per cent in a decade.

THIS IS A NATIONAL CRISIS.



IT IS SO IMPORTANT THAT THE VOICES OF OUR CHILDREN ARE HEARD



There is nothing hyperbolic about that statement. These children cannot continue to be ignored just because they are Aboriginal and Torres Strait Islander. If these numbers were consistent for non-Indigenous children there would be calls for an immediate national inquiry.

Yet, there is a continuing failure to adequately respond to support, heal and strengthen our families and communities. The Productivity Commission's *Review of Government Services (ROGS)* in January 2015 reported that \$3.2 billion was spent on child protection and out-of-home care services in 2013-14, compared to \$677.9 million, only 17 per cent of total expenditure, on early intervention and intensive family support.

Our families and communities are the ones who are faced with these issues, and our families and communities are the ones who can identify the solutions. There are many practical alternatives available that work in the best interests of our children. We must trust families to make decisions for their children – there are layers of evidence showing this works.

Promising initiatives to empower and support our families and communities emerged throughout the year. A pilot of an Aboriginal agency providing guardianship for Aboriginal children in Victoria saw 46 per cent of children involved in the program safely returned to their families – but an ongoing commitment to this initiative is yet to emerge. In Queensland, funding increased for the Aboriginal and Torres Strait Islander peak body, QATSICPP, and a promising focus on building the role and capacity of community-controlled organisations began within the state's program of child welfare reform. These efforts must be sustained, and many other states and territories that have not advanced in these areas need to take notice and act.

In another deeply concerning development, moves have proceeded to increase and expedite

permanent care planning without adequate safeguards for the maintenance of cultural and community connections for our children in out-of-home care. Permanency legislation and reforms planning have progressed in places including the Northern Territory, New South Wales, Victoria and Western Australia. We are left to ask the question as to why we are not seeing similar focus and investment on programs to strengthen and reunify our families that could actually break, rather than perpetuate, inter-generational cycles of trauma caused by child removal.

Ultimately, addressing the underlying disadvantage in our communities is at the core of improving the lives of our children and families. Through policy, programs and advocating for sufficient and properly distributed funding, SNAICC will continue to promote community-driven strategies to provide our children with the fair start in the early years that they deserve, and keep them on their country and with their families.

It is so important that the voices of our children are heard, and, to that end, I would like to congratulate the SNAICC National Executive and staff for providing such an avenue.

Sharron Williams
Chairperson





CEO'S REPORT

SNAICC has faced a tumultuous twelve months, with the entire sector engulfed by the chaos of the Indigenous Advancement Strategy (IAS): a wide-reaching state of uncertainty, followed by a confusing tendering process and the defunding of numerous critical services.

Promoted as a funding system that would provide more flexibility, the IAS has received tremendous criticism across the sector.

This process has seen many essential Aboriginal and Torres Strait Islander organisations now unable to deliver their services, effectively removing important supports for vulnerable children and families. I fear we will see greater devastating repercussions as more time passes.

SNAICC has received funding through the IAS, albeit much less than was applied for. Contracts and workloads have now been agreed, allowing SNAICC to get on with the vital work of representing the views, needs and aspirations of Aboriginal and Torres Strait Islander children and families.

The major constraint with this is the fact that SNAICC is not funded to work as a representative of the sector; essentially we are now a peak body that has been encouraged to abandon its role as a peak body.

Furthermore, there are several amazing SNAICC projects – supported by comprehensive data and proven results – that have not been funded under the IAS, and now remain in limbo.

Advocacy work is being defunded wholesale across the not-for-profit sector. The ability of SNAICC and its supporters to continue to find avenues to support our vulnerable families is an incredible achievement. We should take pause to acknowledge and celebrate this.

A further consequence of the IAS funding is that SNAICC *must* change its constitution of over 30 years and, with it, the SNAICC National Executive. Essentially, this means that SNAICC will largely lose the essence of being a community-based, representative organisation.

Nevertheless, SNAICC will always work hard to represent the best interests of our members and supporters. I know there are enough people out there that believe in our work and our vision, and I am confident that the voices of our communities will continue to be supported.

And, despite a year of challenges, SNAICC has not just survived, but thrived.

Over the past twelve months SNAICC has undertaken a major development of its training team and built the capacity to provide broader sector coverage.



At this same point last year SNAICC had two significant training areas: *Through Young Black Eyes*, a train-the-trainer family violence program, and *Walking and Working Together*, cultural competence training.

With the 2014-15 year concluded, SNAICC now has eight programs in place or under development, including *Recognising and Responding to Trauma*, *Journey to Big School*, and *Opening Doors to Genuine Partnerships*.

Established to address the skyrocketing number of children being placed in out-of-home care, the *Family Matters – Kids Safe in Culture, Not in Care* initiative is progressing. Following two forums in South Australia, and a follow up forum in Perth, the project focus now turns to an evidence-base review, which will help provide a strategy and goals moving forward.

SNAICC has also undertaken significant work in championing our early years services and the immeasurable support they provide in our communities.

Central to this is our work on the early years policy reform. As it stands, thousands of Aboriginal and Torres Strait Islander children will miss out on early learning services under the Government's new *Child Care Assistance Package*. This is compounded by the already existing 15,000-place shortage for Aboriginal and Torres Strait Islander kids.

Our early years services are working together with SNAICC to identify some recommendations for amendments to these proposed reforms and make sure every child in Australia – regardless of their race – is given a fair start in life.

This follows on from the defunding of 38 Aboriginal Child and Family Centres across the country – centres which SNAICC put a great deal of energy

into advocating for over the past year, promoting all the evidence that demonstrates how important these community-controlled services are to our children and families.

Nationally, we have seen mixed results on this front: the Queensland Government has shown great leadership in securing funding for its ten centres over the next four years; the Western Australian Government has incorporated five centres into its wider Child and Parent Centre program; while the future remains uncertain for many others.

National Aboriginal and Torres Strait Islander Children's Day 2015 was, once again, a resounding success. People from all corners of the country, including ambassadors Mick Gooda, Kirsty Parker and Essendon AFL player Courtenay Dempsey, embraced the theme for this year – *Little Kids, Big Futures* – which was reflected by a great response on social media and widespread media coverage.

SNAICC supported early years services to celebrate the day through our dedicated website and by distributing 10,000 resource bags to the 225 registered events held across the country.

Amongst our major achievements for the past year was our successful funding application through the Department of Social Services for a Children and Parenting Support Program in Halls Creek.



SNAICC will be working closely with the Wunan Foundation on this project over the next five years to develop and deliver a holistic transition program for children moving from pre-school to school. Local project worker, Delphine Seton, has been appointed to work in close collaboration with families in the area to implement the project.

Further changes have been seen at staff level as SNAICC restructures following a reduction in funding. Sadly this resulted in several accomplished, valued and long-serving staff moving on.

That said, I am delighted with our current team, and have the upmost confidence in their dedication, ability, and passion.

Key additions have seen David Ellis come on board as Training Manager, Alice Davis as the Senior Training Administrator, Nick Joseph as a Training and Resources Officer, Fleur Smith as a Policy Officer, Daniel Kovacevic as the Communications Officer, Chris Tangas as our new Finance and Operations Manager, while Kate Booth has changed roles and become our new Culture and Community Engagement Manager.

Our current IAS contract runs until December 2017. We have developed a strategic plan for this period that will ensure we continue to support our members and deliver on all fronts. We will keep you updated with our work in future communications.

I continue to be humbled by our members and the people we work with. It is a true privilege to work with SNAICC.

A handwritten signature in black ink, appearing to read 'Frank Hytten'.

Frank Hytten
CEO



SNAICC MILESTONES

1979

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

1983

Commonwealth Department of Social Security offers SNAICC recurrent funding.

1988

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



1990

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

1991

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

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

1997

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

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

1998

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

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

2002

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

2003

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

2nd SNAICC National Conference held in Melbourne.

2005

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

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



2007

3rd SNAICC National Conference held in Adelaide.

2010

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

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

SNAICC launches its 2011-2016 strategic plan.

4th SNAICC National Conference held in Alice Springs.

2011

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

2012

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

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

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

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

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

2013

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

5th SNAICC National Conference held in Cairns.

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

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

2014

SNAICC Training Unit significantly expanded.

Large scale *Family Matters* forums held nationally.

Moving To Prevention Report published focussing on Intensive and Targeted Family Support Services (IFSS).

2015

SNAICC secures continuous IAS funding for an 18-month period.

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



SNAICC GOVERNANCE

The principal purpose for which SNAICC was established is to engage in activities that promote and accommodate a strong voice for Aboriginal and Torres Strait Islander children and families.

Through a national body that represents Aboriginal and Torres Strait Islander families and children's services SNAICC provides direct aid to and promote the rights, needs and aspirations of Aboriginal and Torres Strait Islander children and families.

SNAICC is governed by an all-Aboriginal National Executive made up of representatives from these Aboriginal and Torres Strait Islander community-controlled children and family services located across Australia.

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.

NATIONAL EXECUTIVE SUB-COMMITTEES

In addition to the National Executive structure, SNAICC maintains several sub-committees that are comprised of a combination of National Executive members and SNAICC staff.

Currently (at 30 June 2015) 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.

The SNAICC National Executive is elected by SNAICC full members for a two-year term on a volunteer basis. SNAICC holds its Annual General Meetings in November each year in various locations around Australia.



Frank Hytten
CEO



Sharron Williams
Chairperson



Geraldine Atkinson
Deputy Chairperson
- Early Childhood



Sue-Anne Hunter
Deputy Chairperson
- Child and Family Welfare



Elvie Sandow
Secretary



Lisa Coulson
Treasurer



SNAICC

Aboriginal Family Support
Services Inc.(AFSS) SA

Victorian Aboriginal
Education Association Inc.
(VAEAI), VIC

Victorian Aboriginal Child Care
Agency (VACCA), VIC

Gundoo Day Care Centre,
QLD

Tasmanian Aboriginal Child
Care Association (TACCA), TAS



Tim Ireland
Absec, NSW



Lisa Thorpe
Bubup Willam, VIC



Reuben Ardler
Wreck Bay Aboriginal
Community Council,
ACT



Garry Matthews
Abcare, NSW



**Kathleen
Pinkerton**
Yorganop, WA



Rose Bamblett
Victorian Aboriginal
Education Association
Inc. (VAEAI), VIC



Natalie Lewis
Queensland Aboriginal
and Torres Strait
Islander Protection
Peak (QATSICPP), QLD

Wendy Koolmatri
Kurna Plains Early
Childhood Centre, SA



Jungala Kriss
Yipinya, NT



Dawn Wallam
Yorganop, WA



Angela Webb
Absec, NSW



Dot Bagshaw
Gurlongga Njining
Association Inc. WA

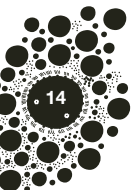
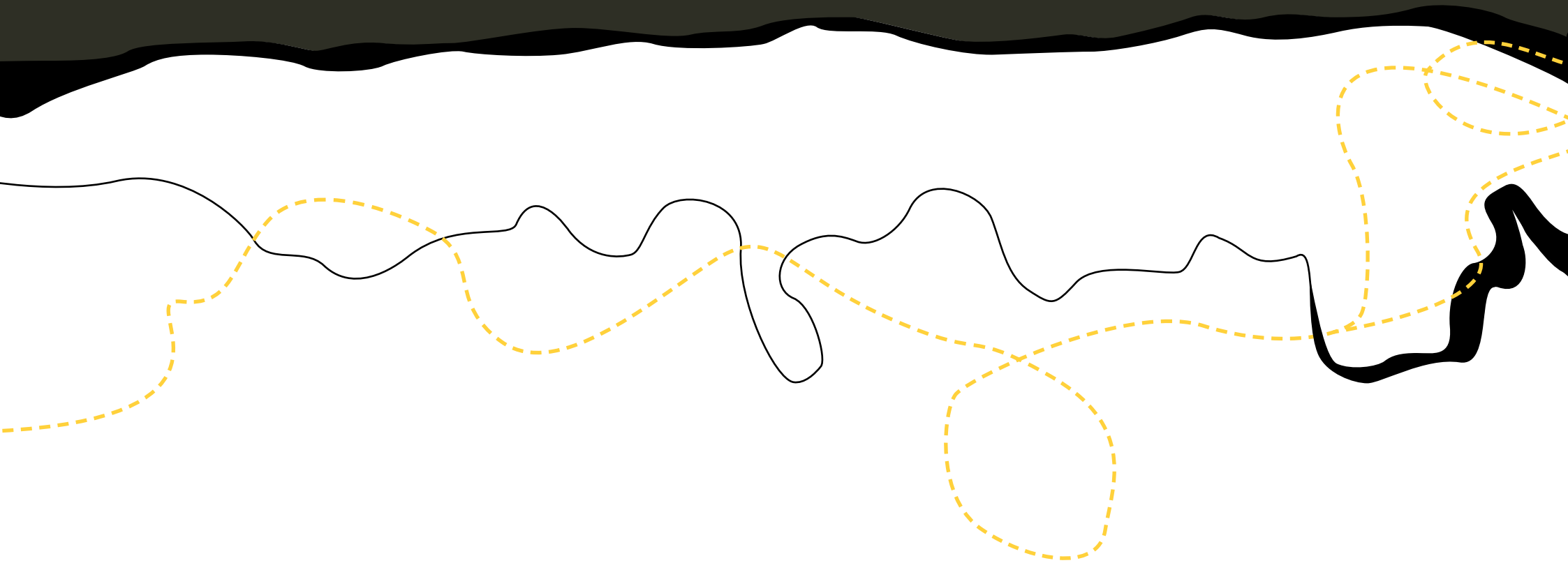


Louise Cave
Birralee MACS, NSW



**Maureen
Mossman**
Wuchopperren
Services, QLD

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



Child and family
wellbeing,
community
support and
development

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

Social Justice
and children's
rights

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

OPPORTUNITIES
to thrive in the
early years

STRENGTHENING
FAMILIES

SELF
DETERMINATION
in service design
and delivery

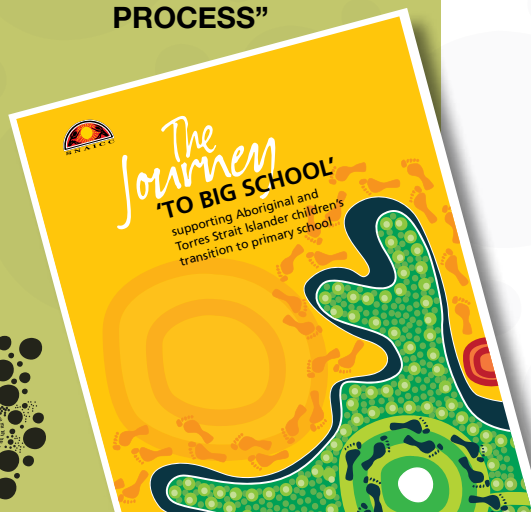
STRONG VOICE
for our children
and families

RESPECTING
CULTURE

1-2 YEARS

THE CRUCIAL PERIOD PRIOR TO A CHILD BEGINNING FORMAL SCHOOLING, TO ESTABLISH A SOLID FOUNDATION FOR A CHILD'S FUTURE SCHOOLING LIFE AND EDUCATIONAL OUTCOMES.

"THE UNDERSTANDING AND VALUING OF ABORIGINAL AND TORRES STRAIT ISLANDER CULTURE CONTRIBUTED TO MAKING FAMILIES FEEL WELCOME AND RESPECTED THROUGHOUT THE WHOLE TRANSITION PROCESS"



JOURNEY TO BIG SCHOOL (TRANSITIONS)

AIM

SNAICC delivers the *Journey to Big School* program to improve the capacity of whole communities to support the transition to school for Aboriginal and Torres Strait Islander children.

ACTION

The *Journey to Big School* program provides much more than traditional skill and knowledge training. It additionally facilitates the development of local networks, relationships, leadership, and transition support plans, while imparting knowledge of evidence-based good practice approaches. When rolling out this program, SNAICC works alongside a community partner that is supported to take ownership and drive a sustainable local approach.

RESULT

SNAICC's *Journey to Big School* program began with pilot workshops in Melbourne and Bairnsdale (VIC) and trial workshops in Mount Druitt and Port Macquarie (NSW) between August and November 2014. Workshops followed in the Brewarrina and Lightning Ridge (NSW) and Cherbourg (QLD) communities in March and May 2015. These workshops created a space for Elders, families, community members, community workers, early years educators and school staff to come together and discuss as a community holistic transition processes to support children and families as they journey in to big school. Participants appreciated the opportunity to engage in respectful understanding and develop community partnerships. SNAICC's workshop facilitator will return to these communities and, in partnership, review agreed transition activities and evaluate the workshop.

SNAICC visited Halls Creek (WA) in April and June 2015 to establish a partnership with Wunan and Little Nuggets Early Learning Centre, as well as many other community organisations. This partnership will support many early years activities as part of our SNAICC/Wunan *Journey to Big School* project, including a *Journey to Big School* workshop. SNAICC Culture and Community Engagement Manager Kate Booth will be returning to Halls Creek before the end of the year – working in partnership with Wunan's Delphine Seton, who is based in Halls Creek on the project as an Early Years Engagement and Support Officer – to review agreed transition activities and work with community to discuss future programs to support children transitioning in to big school.

SNAICC is deeply grateful for the pilot funding and support for this program provided by CAGES Foundation, Gandel Philanthropy, the John T Reid Charitable Trust and the Australian Communities Foundation.





26

TOTAL NUMBER OF
COMMUNITIES CONTACTED
DURING **THIS PARTNERSHIP**

14

TOTAL NUMBER OF
COMMUNITIES CONTACTED
BY **SNAICC AND HIPPY STAFF**

48

COMMUNITY MEMBERS AND
ORGANISATIONS CONTACTED
BY **SNAICC STAFF**

**“WITH SNAICC’S
ASSISTANCE, WE WERE
ABLE TO ENGAGE IN
CONVERSATION WITH
COMMUNITY MEMBERS
AND LOCAL PROVIDERS.
WE EXPERIENCED AN
ATMOSPHERE OF OPENNESS
AND GENEROSITY IN
INFORMATION SHARING
THAT WAS NOT PRESENT
LAST YEAR.”**

- HIPPY

SNAICC IN PARTNERSHIP WITH **HIPPY** AUSTRALIA

AIM

Throughout 2014-15, SNAICC worked in partnership with HIPPY Australia – facilitators of the Home Interaction Program for Parents and Youngsters (HIPPY) program, a home-based early learning and parenting program for families – to advise Aboriginal and Torres Strait Islander communities selected by the government for possible locations of 2015 community information sessions.

ACTION

The partnership involved two SNAICC staff members – a project lead and support worker – being assigned to work alongside HIPPY throughout the engagement process. Our role was to utilise SNAICC contacts to engage and inform Aboriginal and Torres Strait Islander communities about the HIPPY community information sessions and provide specialist advice to Hippy Australia staff on cultural protocols and best practice for community engagement, ensuring cultural safety for staff and for Aboriginal and Torres Strait Islander communities.

RESULT

The overall process was a positive experience for HIPPY Australia and SNAICC, with HIPPY being able to engage Aboriginal and Torres Strait Islander communities they had not been able to in previous community information sessions.

The partnership worked well due to open and honest exchanges of information and interactions, with HIPPY staff advising that they felt they were able to seek excellent cultural advice and do so free from judgement.

SNAICC supported HIPPY to raise awareness of the community information sessions and ensure local community members were able to participate. The increase in community engagement from previous years suggests that community members did feel culturally safe to attend the community information sessions.

Activities included: data collection on services and community organisations contacted and the progress of the community engagement; providing advice of how to engage local Traditional Owners, advising on the importance of Elders undertaking a Welcome to Country before the commencement of the sessions; advice on facilitating sessions during NAIDOC week (and the importance of celebrating in local events); and ongoing consultations during times of challenge or barriers as they presented.

SNAICC provided a submission to the Senate Standing Committee on Finance and Public Administration References Committee Inquiry into domestic violence in Australia in November 2014.

This sought to provide a culturally informed perspective on the underlying influences on, and appropriate responses to, the disproportionate levels of family violence in our communities, and to explore the direct impact of family violence on children.

A key recommendation was the adoption of the SNAICC *Safe For Our Kids* principles as a baseline for a national approach to inform service development, programs, activities or initiatives to improve outcomes for Aboriginal and Torres Strait Islander children, families and communities.

The interim report has some strong recommendations on collaboration and capacity building for prevention, early intervention and crisis support.



PREVENTING AND RESPONDING TO FAMILY VIOLENCE



AIM

In the last twelve months SNAICC aimed to deepen its understanding of the impact of family violence on Aboriginal and Torres Strait Islander children, and to promote sector and policy development to enhance efforts to prevent and respond to family violence.



ACTION

SNAICC also promoted the *Safe for Our Kids* guide through collaboration with Medibank Private's 1800RESPECT initiative, with the guide included on their major national family violence information and resource website.

During this time SNAICC also developed a unique interactive online service map of family violence support



RESULT

Based on SNAICC's previous family violence research and consultation, four workshops were held to disseminate and gain feedback on the *Safe for our Kids* guide. The Sydney workshop was held at AbSec on 24 October 2014 and the Melbourne workshop was held on 21 November 2014 at the Mullum Mullum Indigenous Gathering Place. These workshops engaged nine service providers across two sites to assist with the implementation of the good practice principles and provided SNAICC with the opportunity to evaluate how the principles aid services to respond to family violence. A video resource on best practice will come out of the consultations.

Two Skilling sessions were then held at the Queensland Indigenous Family Violence Prevention Forum, in Mackay on the 7-8 May. This involved 50 of the participants from a range of domestic and family violence, health, police and community services. Feedback on the package and training across this broad service range indicated that it gives very clear

In particular, SNAICC promoted the *Safe for Our Kids* guide – launched in November 2014 during the SNAICC Member's Forum – to be used as an organisational development tool for planning and implementing a family violence response and prevention focus in service delivery.

services for Aboriginal and Torres Strait Islander people across the country in partnership with 1800RESPECT (launched November 2014). The map assists individuals and professionals in seeking out culturally appropriate support services and provided a significant contribution to the availability of information to support family violence response and prevention.

direction on approaches to working with family and domestic violence with Aboriginal and Torres Strait Islander children and families.

Service providers also reflected that the resource is useful for individual workers in organisations responding to family violence and also on an organisational level as an auditing tool to contribute to work plan development.

Furthermore, SNAICC participated on a roundtable for the National Children's Commissioner's investigation regarding family violence and its impact on children. SNAICC also continued to lead a group of NGOs participating in and advising an Australian Research Council (ARC) Linkage Project led by the University of Melbourne, investigating fathering in the context of family violence. This role supported the appointment of an Aboriginal researcher and the development of qualitative research tools that will enable learning about fathering in the context of family violence and appropriate service responses.

“THE (PATHWAYS) PAPER HIGHLIGHTED KEY ISSUES AND PROVIDED A CLEAR VIEW ON WHERE EFFORTS COULD BE FOCUSED IN THE EARLY INTERVENTION AND PREVENTION SPACE.”

Working Group member

WHAT IS THE ABORIGINAL AND TORRES STRAIT ISLANDER CHILD PLACEMENT PRINCIPLE?

The Aboriginal and Torres Strait Islander Child Placement Principle is the cornerstone of Australian law and policy acknowledging the importance of family, cultural and community connections to the identity and wellbeing of Aboriginal and Torres Strait Islander children who come into contact with the statutory child protection system.

The Principle has five interrelated elements:

- **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.
- Supporting **Cultural care and connection** for Aboriginal and Torres Strait Islander children in out-of-home care.

PATHWAYS (NATIONAL FRAMEWORK FOR PROTECTING AUSTRALIA'S CHILDREN)

AIM

In an effort to advance the safety and wellbeing of Aboriginal and Torres Strait Islander children, SNAICC set out to identify and promote the implementation of relevant priority actions under the National Framework for Protecting Australia's Children 2009-2020 – a long-term approach to ensuring the safety and wellbeing of Australia's children,

aiming to deliver a substantial and sustained reduction in levels of child abuse and neglect over time. Of particular focus, SNAICC continued to support the priority action for enhancing implementation and nationally consistent reporting of the Aboriginal and Torres Strait Islander Child Placement Principle.

ACTION

SNAICC continued active participation as a member of the National Forum for Protecting Australia's Children and on the Steering Group of the Coalition of Organisations Committed to the Safety and Wellbeing of Australia's Children.

We also collaborated with a working group of the National Forum to develop a paper on priority actions, entitled *Pathways to Safety and Wellbeing for Aboriginal and Torres Strait Islander Children (Pathways)*. The paper drew on a strong evidence base including

significant consultation with Aboriginal and Torres Strait Islander leaders.

SNAICC also contributed to various stages of development and drafting of the Third Action Plan under the framework. We presented on the outcomes of the Pathways paper to inform the sector at forums including: Child Aware Approaches Conference (May 2015); Queensland Aboriginal and Torres Strait Islander Integrated Service Design Workshop (May 2015); and NTCOSS Conference (June 2015).

RESULT

SNAICC received positive feedback indicating that the *Pathways* paper reflected clear directions for reform to support the safety and wellbeing of Aboriginal and Torres Strait Islander children. A number of key priorities to redress the over-representation of Aboriginal

and Torres Strait Islander children in out-of-home care have been included within the Third Three Year Action Plan for the National Framework. SNAICC will work to promote and contribute to implementation of these important priorities.

20 YEAR

STRATEGY TO STOP CHILD
REMOVAL AND PROMOTE
THE REUNIFICATION
OF CHILDREN WITH
THEIR FAMILIES.

2015 MAY

THE FAMILY MATTERS
WEBSITE

www.familymatters.org.au

WAS LAUNCHED



FAMILY MATTERS
Kids safe in culture, not in care

FAMILY MATTERS

AIM

Family Matters, established in 2013, aims to turn the tide on the continuing systematic removal of Aboriginal and Torres Strait Islander children and young people into out-of-home care by promoting strategies that ensure Aboriginal and Torres Strait Islander children can be safely cared for in their families, communities and cultures.

ACTION

During 2014-15, SNAICC and our Family Matters partners continued our national engagement processes, with forums in South Australia and Perth. The two South Australian forums, held in Adelaide and Port Augusta in August 2014, attracted a total of 220 participants and generated significant coverage across at least 13 media outlets.

Some of the major recommendations for government included funding a state Aboriginal peak body; delegating the Kinship Care Program to the community-controlled sector; providing cultural training for Families SA staff and re-establishing the Aboriginal staffed child abuse hotline.

Among the recommendations for the non-government sector was the need for education providers and universities to include Aboriginal cultural content, and the establishment of a network of CEOs to consider issues of funding, resource allocation and provision of services.

Family Matters is coordinated by a committed group of Aboriginal and Torres Strait Islander and non-Indigenous organisations, led by SNAICC, and supported by a broad base of highly regarded state and national peak bodies and non-government organisations (NGOs).

In Western Australia, Family Matters forums were first held in June 2014 and attended by over 200 community members and sector representatives. In February 2015, SNAICC returned to Perth for a follow-up meeting that was attended by more than 50 participants, where forum participants were positive about the opportunity to drive change and agreed to work together to lobby for bi-partisan support and a 20-year strategy to stop child removal and promote the reunification of children with their families.

In May 2015, The Family Matters website was launched at an event hosted by Perpetual in Melbourne. The website reports on Family Matters engagement and consultation outcomes, shares evidence and policy priorities for change, and aims to inform and promote community advocacy and broader support for the Family Matters goals.

www.familymatters.org.au



RESULT

The public and community forums confirmed significant passion and commitment from a broad range of stakeholders to reduce over-representation of Aboriginal and Torres Strait Islander children in the child protection system. The impact will, however, depend on actions taken to follow-up priorities for change identified at the forums. Themes emerging include:

- **PREVENTION AND EARLY INTERVENTION:** investment to support families and address the systemic socio-economic disadvantage experienced by some Aboriginal and Torres Strait Islander families.
- **PARTICIPATION IN DECISION MAKING:** establishing and implementing models that involve Aboriginal and Torres Strait Islander people in all tiers of child protection decision-making.
- **CULTURAL COMPETENCE:** a lack of understanding of Aboriginal and Torres Strait Islander culture leads to misinterpretation of child rearing practices and incorrect conclusions regarding the safety and wellbeing of children; the need to ensure cultural competence development is implemented for non-Aboriginal staff and carers.
- **DELEGATED RESPONSIBILITY:** recognition that Aboriginal community controlled organisations could take on child protection responsibilities and are well placed to do so – and, should otherwise be supported to develop capacity where needed.

SNAICC and our Family Matters partners are continuing to build on the momentum and strong messages coming from our community engagements, by conducting a thorough evidence base review of prevention and early intervention approaches to promote Aboriginal and Torres Strait Islander child and family wellbeing. The results of this review will be used to inform future strategies, including the development of a monitoring and accountability framework led by Aboriginal and Torres Strait Islander organisations.



SNAICC utilised the opportunity provided by the Senate Standing Committee on Community Affairs inquiry into Out of Home Care to call for a reorientation of the service system towards holistic models of prevention and early intervention for Aboriginal and Torres Strait Islander children and their families. Importantly, this requires Government funding and policy directions that reflect the crucial role played by holistic and integrated culturally appropriate family support and child protection services.

The final report recognised the *lack of family support services means there is limited scope for at-risk parents to get the support they need to build safe and resilient families for their children*, recommending Aboriginal and Torres Strait Islander community controlled agencies be funded across Australia for a full range of family support services as a key preventative strategy to child removal.

1

RESEARCH REPORT

1

QUALITY PRACTICE
RESOURCE

5

COMMUNITY-CONTROLLED
ORGANISATIONS INFORMING
THE RESEARCH

2

WORKSHOPS FOR
COMMUNITY-CONTROLLED
FAMILY SUPPORT SERVICES

53

WORKSHOP PARTICIPANTS

INTENSIVE FAMILY SUPPORT
SERVICES

AIM

SNAICC worked with Aboriginal and Torres Strait Islander community controlled services to provide intensive and targeted family support, capturing elements of their quality practice in providing support to families, and providing a platform to further share this knowledge.

ACTION

Following two years of research and consultation with Aboriginal and Torres Strait Islander community-controlled services across the country, in partnership with Professor Clare Tilbury of Griffith University, SNAICC released the report *Moving to Prevention*. The research was supported by the Department of Social Services as a component of the National Research Agenda for Protecting Australia's children. The report highlights a very high standard of practice within Aboriginal and Torres Strait Islander community-controlled organisations and details elements of good practice to support families.

SNAICC also developed a practice resource and training package, *Stronger Safer Together*, to support the development of quality services that respond effectively to the needs of Aboriginal and Torres Strait Islander families. Drawing on the findings of the research, the resource:

- Provides a framework for quality intensive family support that prioritises unique Aboriginal and Torres Strait Islander cultural practice and leadership.

RESULT

This work has highlighted a range of high quality and unique approaches taken by community-controlled organisations in supporting Aboriginal and Torres Strait Islander families. Workshops and seminars held during this year have enabled rich practice sharing and development. With the completion of the new practice

Through this work SNAICC has sought to enhance family support practice and promote policy development to increase the focus on preventative services. These services help keep Aboriginal and Torres Strait Islander families safely together, or reunify families where children have been placed in out-of-home care.

- Shares quality practice examples, resources and practice ideas from Aboriginal and Torres Strait Islander services.
- Includes exercises to support reflective practice of family support teams.

SNAICC conducted workshops to share and explore findings from the *Moving to Prevention* report, including:

- hosting a gathering of intensive family support service providers from New South Wales, Queensland, Victoria and the Northern Territory in Sydney for reflection on the report findings and practice sharing; and
- presenting and facilitating workshop discussions at a gathering of Aboriginal and Torres Strait Islander family support service providers from across Queensland in Brisbane.

resource and training package, SNAICC is ready to engage in practice development that can assist to improve outcomes for Aboriginal and Torres Strait Islander families and will be delivering family support training across the country in 2015-16.

ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE

In June 2015 SNAICC National Executive member Sue Anne Hunter appeared on behalf of SNAICC before the Royal Commission into Institutional Responses to Child Sexual Abuse public hearing on preventing sexual abuse in out-of-home care.

This was the second stage of the Royal Commission's public hearing examining preventing child sexual abuse in out-of-home care and responding to allegations of child sexual abuse occurring in out-of-home care.

While the first stage of the public hearing provided an opportunity for survivors of child abuse to share their stories, this session heard leading advocacy bodies examine what is working well and what needs reform to prevent child sexual abuse in out-of-home care and improve responses where it does occur.

At the hearing Ms Hunter highlighted the priority to support families and the important role Aboriginal and Torres Strait Islander community controlled organisations play to ensure kids stay safely connected to family, community and culture.

"We need to resource Aboriginal agencies to care for all Aboriginal children so that they are ensured of their culture, their human rights are being met, they know who they are, and they are connected to culture and family."

Ms Hunter also focused on the importance of a cultural context for children to feel safe to disclose abuse, and the role that Aboriginal and Torres Strait Islander agencies play in ensuring this.

"It is about having cultural context. We know that our children are more likely to disclose if anything is happening within a placement if they are well connected, they feel safe in their culture, and they know their identity – it is about having that trusting relationship."



Sue Anne Hunter





**“A PATH FORWARD,
ACKNOWLEDGEMENT
OF WHAT WE DO WELL
AND WHERE ARE
OPPORTUNITIES FOR
IMPROVEMENT [ARE THE
MOST IMPORTANT THINGS
WE ACHIEVED IN
THIS WORKSHOP].”**

- Participant, Burleigh Heads QLD

**“THIS REALLY HELPED ME
TO GAIN INSIGHT INTO
HOW OUR PARTNERSHIP
WORKS AND HOW I CAN
WORK BETTER WITHIN
THE PARTNERSHIP.”**

- Participant, LOGAN QLD

PARTNERSHIPS

AIM

This past year, SNAICC completed development and started to implement the *Opening Doors to Genuine Partnerships* training package with the aim of supporting and sustaining genuine inter-agency partnerships in service delivery for Aboriginal and Torres Strait Islander children and families.

ACTION

Opening Doors to Genuine Partnerships is based on the SNAICC Partnership Audit Tool and Training Manual. As an inter-agency partnership training package, it focuses strongly on relationships between organisations and the processes that support and facilitate those relationships.

The first of the *Opening Doors to Genuine Partnerships* workshops were successfully delivered throughout Queensland from May-August 2015. SNAICC partnered with Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) to run seven workshops, focusing on supporting and sustaining genuine inter-agency partnerships in service delivery for Aboriginal and Torres Strait Islander children and families. Various mainstream and Aboriginal and Torres Strait Islander community-controlled organisations participated in the training to explore ways of working together to implement the Family and Child Connect initiative, which is about connecting families in Queensland to early intervention supports.

RESULT

A major focus for the training was to ensure community-controlled organisations have a leading role in engagement and culturally appropriate support for Aboriginal and Torres Strait Islander families. Participants reported enjoying time with their partners to learn about each other and have open and honest discussions about the future of their partnership. Challenges included that some partnerships were not well developed before tendering for the activity, some key stakeholders were not included in the partnerships, and Aboriginal and Torres Strait Islander organisations did not always have genuine and resourced roles. SNAICC was encouraged to see organisations willing to work through and seek solutions for some of these more difficult issues.

SNAICC will conduct follow-up workshops to further progress partnership agreements and work in each of the Queensland sites in November 2015.



226

FEDERAL MEMBERS OF
PARLIAMENT ENGAGED WITH

3

FEDERAL SUBMISSIONS

8

NEWSPAPER ARTICLES
INCLUDING 3 ARTICLES WITH
THE AUSTRALIAN AND THE
SYDNEY MORNING HERALD

3

JOURNAL ARTICLES

2

TV NEWS REPORTS

6

RADIO PROGRAMS
INCLUDING ABC RADIO
AND SBS RADIO

SUPPORTING THE **EARLY YEARS**

AIM

This project is working towards a long-term adequately resourced program to support culturally strong, integrated

ACTION

SNAICC led a multilayered strategy over the past 12 months, providing submissions to Productivity Commission and Australian Government inquiries, supporting sector leadership and engaging key decision-

RESULT

The Productivity Commission *Inquiry into Child Care and Early Childhood Learning* adopted significant aspects of SNAICC's proposed model. However, while the Government package announced in May 2015 has injected more funds into the early years sector and included specific components for integrated services for Aboriginal and Torres Strait Islander children, SNAICC has significant concerns about the impact for our children. The package will apply a *one size fits all* approach to the sector, requiring all services to operate under a mainstream user-pays model, with an inadequate safety net.

SNAICC continues to work hard to ensure that any new package will improve outcomes for Aboriginal and Torres Strait Islander children. Following engagement with SNAICC, Minister for Social Services Scott Morrison did confirm his commitment to improve access for Indigenous children and specifically to redress the 15,000-place service gap for Indigenous children. He committed to work with SNAICC to finalise the package and its processes for implementation. SNAICC has regularly met with the Department of Education and Training to raise awareness, input expertise, and present ideas on an appropriate and effective system for Aboriginal and Torres Strait Islander children. We are also working with Deloitte Access Economics to gather data on the anticipated impact of the announced package while awaiting release of draft legislation.

SNAICC developed and distributed communications tools to raise awareness of the importance of early years services

early years services as the best vehicle to improve outcomes for Aboriginal and Torres Strait Islander children.

makers. SNAICC developed and promoted a suite of fact sheets and communications tools to raise awareness of the issue at local and national levels, including for National Aboriginal and Torres Strait Islander Children's Day.

for children, the draft package and amendments needed to support outcomes for our children. This included a 10-minute video clip on an effective Aboriginal integrated early years service, *Berrimba - Forever Learning*; a fact sheet and a series of case studies; a local engagement resource kit; and a series of 1-minute video clips starring ambassador Courtenay Dempsey. The letter and fact sheet were distributed broadly, including to all Federal Members of Parliament. We also worked with high profile and respected leaders to write letters to key decision-makers and support Aboriginal and Torres Strait Islander early years.

Many Federal Members of Parliament have engaged strongly and confirmed support for an approach that values and supports quality cultural service hubs. SNAICC has regularly met with a range of key decision-makers and supporters in Canberra, including Ministers and other Parliamentarians across all parties. In March 2015, SNAICC organised and hosted meetings for member services from 4 states with 25 Australian Government Members of Parliament. This engagement contributed to the funding of a number of Aboriginal Children and Family Centres under the Indigenous Advancement Strategy. SNAICC also held a national strategy forum on Aboriginal and Torres Strait Islander early childhood policy and an early years policy roundtable with the Shadow Minister for Indigenous Affairs.

SNAICC appreciates the support for this project from Reichstein Foundation and Save the Children Australia.



SNAICC HAS BEEN ENCOURAGED TO SEE INVESTMENT IN ABORIGINAL AND TORRES STRAIT ISLANDER LEADERSHIP AND SERVICE DELIVERY EMERGING AS A SIGNIFICANT PRIORITY WITHIN THE STRONGER FAMILIES REFORM PROGRAM IN QUEENSLAND

A MAJOR GOAL WAS TO ENSURE THE REFORMS BUILT THE ROLE AND CAPACITY OF ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES

QUEENSLAND CHILD AND FAMILY WELFARE REFORMS

AIM

Throughout the year SNAICC worked in collaboration with the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) to influence and contribute to child and family welfare reforms in Queensland during a critical period of service design and development in response to the outcomes of the Queensland Child Protection Inquiry. A major goal was to ensure the reforms built the role and capacity of Aboriginal and Torres Strait Islander communities and their organisations to participate in efforts to redress the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care.

ACTION

SNAICC collaborated with QATSICPP on a number of processes, including:

- Presentation and delivery of expert advice to the Queensland Aboriginal and Torres Strait Islander Child Protection Service Reform Project
- Presenting and co-facilitating at a forum for service providers to explore Aboriginal and Torres Strait Islander perspectives on the new Strengthening Families Protecting Children Practice Framework
- Keynote presentation to the Queensland Government's integrated service design conference on approaches to service integration for Aboriginal and Torres Strait Islander child and family services
- Developing and commencing a program of genuine partnership training to support Aboriginal and Torres Strait Islander participation in the Family and Child Connect initiative, and providing related policy advice.

RESULT

SNAICC has been encouraged to see investment in Aboriginal and Torres Strait Islander leadership and service delivery emerging as a significant priority within the Stronger Families Reform Program in Queensland. SNAICC's research on integrated service design, genuine partnership development and the Aboriginal and Torres Strait Islander Child Placement Principle has been explicitly drawn on and reflected in elements of program design and implementation. A growing commitment to self-determination was reflected in increased investment in QATSICPP to co-design reforms and lead sector development.

34

WORKSHOPS HELD IN
COMMUNITIES ACROSS
THE COUNTRY WITH OVER

540

PARTICIPANTS ACROSS
ALL WORKSHOP AREAS.

“THE WORKSHOP EXCEEDED MY EXPECTATIONS. THE QUALITY OF THE RESOURCE MATERIAL IS IMPRESSIVE, AS WAS THE CONTENT AND THE OVERALL PROGRAM. THE OPPORTUNITY TO PRESENT A SESSION DURING THE TRAINING HELPED TO REINFORCE THE SKILLS AND KNOWLEDGE THAT WAS PICKED UP DURING THIS TRAINING.”

- TYBE Participant,
Mackay QLD – May 2015

“GREAT. I HAVE COME AWAY WITH TOOLS TO HELP ME, AND MORE UNDERSTANDING OF THE ISSUES I WILL FACE. [THE TYBE KIT] LOOKS SO COMPREHENSIVE.

I WON'T LET IT OUT OF MY SIGHT!”

- TYBE Participant,
Mackay QLD – May 2015

TRAINING AND DEVELOPMENT

AIM

This past year, SNAICC completed development and started to implement the *Opening Doors to Genuine Partnerships* training package with the aim of supporting and sustaining genuine inter-agency partnerships in service delivery for Aboriginal and Torres Strait Islander children and families.

ACTION

Throughout 2014-15 SNAICC delivered a diverse range of training programs, which build the capacity of services and workers engaging in core practice areas specific to the needs and wellbeing of Aboriginal and Torres Strait Islander people. We have continued to develop our capacity for responding to national training needs and emerging practice areas, with this year being a considerable growth period.

RESULT

2014-15 has seen major developments in a number of SNAICC training areas, where much of the earlier planning and development is now transpiring in workshops around the nation. Twelve months ago, SNAICC had two significant training areas: *Through Young Black Eyes* (Family Violence Train-the-Trainer), and *Working and Walking Together* (Cultural Competence). SNAICC now has six workshop areas being delivered.

In addition to these two long-time favourites, delivery of new packages includes:

- Recognising and Responding to Trauma;
- Journey to Big School (supporting transition to school);
- Opening Doors to Genuine Partnerships;
- Tracks to Healing (trauma training for kinship care workers).

A further four training areas are under development for delivery in 2015-16.

Overwhelmingly, the workshops have received positive responses; a highlight for many participants was the opportunity for workers across and within communities to connect and come together to share their practices and stories with each other.

2

**FULL NATIONAL
EXECUTIVE MEETINGS**

7

**MANAGEMENT SUB-
COMMITTEE MEETINGS**

1

**PLANNING SESSION
AROUND FUTURE STRATEGIC
DIRECTIONS AND FINANCIAL
SUSTAINABILITY**

1

**PROFESSIONAL
DEVELOPMENT SESSION
ON STRATEGIC ENGAGEMENT
WITH STAKEHOLDERS**

56

**MEETINGS WITH
MINISTERS OR MEMBERS
OF PARLIAMENT**

SNAICC GOVERNANCE

AIM

The SNAICC National Executive is the ultimate decision-making body and collectively carries responsibility for the well-being of SNAICC. It ensures that SNAICC organisational processes and structures are optimal, that SNAICC embeds strong representational input from members and that SNAICC continues to set the national agenda and progress outcomes for Aboriginal and Torres Strait Islander children and families.

ACTION

SNAICC governance structures are detailed on page 12.

The National Executive charts strategic direction and provides jurisdictional based information and developments to inform a national strategy. The Management Sub-Committee of the National Executive informs major programs and monitors the financial and cultural health of the organisation. This year SNAICC continued to progress our governance workplan to strengthen our ability to be an effective national peak body and a strong voice for Aboriginal and Torres Strait Islander children and families.

RESULT

The Secretariat and National Executive conducted regular reviews to ensure that all systems, structures and processes are in place to ensure high-quality governance and risk assurance is maintained. Implementation of the governance workplan saw development of a comprehensive strategy for membership engagement; the identification and development of strategic national partnerships; refined focus on committee representation; trial remodeling of the SNAICC National Executive to improve efficiency and effectiveness of decision-making; and renewed mechanisms for National Executive processes to bring state issues to the national table.

SNAICC enjoyed an increase in National Executive engagement at a national level and expanded partnerships with National Executive members on strategic state-level actions to progress our goals for Aboriginal and Torres Strait Islander children and families.

2

**NEWSLETTERS PRODUCED
AND DISTRIBUTED**

13

**E-BULLETINS PRODUCED
AND DISTRIBUTED**

23

**MEDIA RELEASES
RESEARCHED, DRAFTED
AND DISTRIBUTED**

1851

NEW LIKES ON FACEBOOK

COMMUNICATIONS

AIM

Throughout the financial year 2014-15 SNAICC communications spanned traditional media, digital media, events, publications and internal communication.

Our aim was for these channels to drive sector engagement, organisational membership, branding and awareness to advance the needs, rights and aspirations of Aboriginal and Torres Strait Islander children and their families.

ACTION

Throughout this year, SNAICC communications worked on building a strong national voice through timely and well-researched media releases, using our all-Aboriginal board as spokespeople, drawing on their individual strengths and regional knowledge.

Focus was also put on our external publication, namely the high-quality biannual newsletter and the regular e-bulletin distributed to our 4000+ strong database.

A refreshed emphasis was also put on digital media, with extra strategy and effort channelled into Facebook and Twitter resulting in increased engagement, followers and growth of our brand footprint as a whole.

RESULT

Events – both our own, such as Children's Day, and others, such as NAIDOC Week – were considerably supported by SNAICC, showcasing our capacity as a National Peak with a strong voice for Aboriginal and Torres Strait Islander children and their families.



SNAICC MEMBERSHIP

- Exclusive free access to SNAICC's online resources
- Yearly subscription of our popular SNAICC Newsletter, along with exclusive member alerts throughout the year
- Discounts to the SNAICC Conference and SNAICC Training
- Membership Certificate and Welcome Pack
- Capacity to input to drive the SNAICC policy agenda
- Opportunities to learn and exchange information with other services like yours
- Opportunities to connect with key national decision-makers on issues that impact your service
- Additionally, Aboriginal community controlled organisation focussing on Child and Family Welfare Agencies OR Early Years and Childcare Centres can qualify as a full SNAICC members – which includes voting rights and the opportunity to be on the SNAICC National Executive.

MEMBERSHIP

AIM

Being a SNAICC member allows individuals and organisations to join the chorus of Australians speaking up strongly for our children and families.

SNAICC members are our first point of contact for feedback and input into policy, with the SNAICC National Executive and Secretariat advocating for and supporting members, in both good and troubled times.

By joining the SNAICC community of members, member organisations and individuals strengthen the sector with a collective national voice, advocating for our children and families at all levels of government.

SNAICC is only as strong as our membership; the more members we have, the louder our voice can be.

ACTION

In order to prioritise and promote awareness of what is most important, SNAICC has recently committed to reassessing and improving its membership model in order to better connect with stakeholders and offer increased value.

This process was facilitated through a partnership with Upper 4ourth and involved a Membership Strategy workshop, the consequent production of a Membership Strategy and a final brand story (in progress).

The membership strategy produced three essential actions:

1. Launch a NEW membership model and value story
2. Accelerate growth in membership and funds
3. Connect with members and improve their experience.

RESULT

These steps will ultimately build a stronger, more engaged and connected membership base to ensure a stronger voice at the decision table and better-informed policy and resources. This progress is expected to be completed late 2015, with the financial model being reviewed in 2016.

10

CONFERENCE PRESENTATIONS

3

**PRESENTATIONS AT FEDERAL
INQUIRIES OR HEARINGS**

13

**FORUMS/PRESENTATIONS
ON STRATEGIES TO KEEP
CHILDREN SAFE IN CULTURE
AND REDUCE CHILD REMOVAL**

149

**ORGANISATIONS SNAICC
ENGAGED WITH**

56

**MEETINGS WITH MINISTERS OR
MEMBERS OF PARLIAMENT**

RAISING NATIONAL VOICE

AIM

Through raising its national voice SNAICC aims to deepen key decision-makers' understanding of issues impacting our children, inform policy development and strengthen sector initiatives. Importantly, SNAICC seeks to ensure Aboriginal and Torres Strait Islander voice informs key policy decision-making, research and action that impacts the development, safety and well-being of our children.

ACTION

SNAICC actively participates in strategic steering committees and advisory panels that inform sector action or government policy making on issues that impact Aboriginal and Torres Strait Islander children. SNAICC also hosts forums, presents at relevant national and state-level conferences, and invests in strategic national and state-based relationships. Meetings with national – and, where relevant, state/territory – Ministers, Members of Parliament and leading bureaucrats are central to advancing SNAICC's goals. Finally, SNAICC prioritises connecting members to key conferences and presentations, and provides a platform for members' voices at a national level.

RESULT

SNAICC facilitated discussions on priorities for reducing the removal of Aboriginal and Torres Strait Islander children, the importance of prevention, and Aboriginal and Torres Strait Islander leadership as being critical in key policy initiatives like the National Framework for Protecting Australia's Children. This led to a strong focus on achieving outcomes for Aboriginal and Torres Strait Islander children under the third Action Plan for the National Framework.

SNAICC also ensured that the rights and interests of our children remained on the national agenda and secured a priority for Aboriginal and Torres Strait Islander early childhood development. In particular, we deepened understanding and strengthened support for access to quality community-based early years services for educating and empowering the next generation.

SNAICC maintained important relationships and worked closely with key national leaders, including: Mick Gooda, the Aboriginal and Torres Strait Islander Social Justice Commissioner; Megan Mitchell, the National Children's Commissioner; and Andrew Jackomos, Commissioner for Aboriginal Children and Young People, who advocate consistently and strongly for the realisation of the rights of Aboriginal and Torres Strait Islander children. SNAICC also strengthened relationships with key federal Ministers and allies.

GOVERNMENT STEERING COMMITTEES OR ADVISORY GROUPS

National Forum for Protecting Australia's Children

NON-GOVERNMENT STEERING COMMITTEES

Coalition of Organisations Committed to the Safety and Wellbeing of Australia's Children;

Families Australia Board;

Child Family Community Australia Information Exchange Advisory Group;

Australian Institute of Family Studies Knowledge Circle Reference Group;

Fathers and Family Violence Reference Group;

Change the Record Coalition;

Family Matters Steering Group;

Child Rights Taskforce Steering Committee;

Lowitja Institute Early Childhood Roundtable Reference Group;

Federal Labor's Community Sector Partnership;

National Children's Services Forum;

Child and Family Welfare Association of Australia Network Meeting;

Congress Chamber One (Aboriginal and Torres Strait Islander peak organisations) meetings.



SNAICC AND SUSTAINABILITY

19

FUNDING APPLICATIONS
SUBMITTED

6

PHILANTHROPIC
GRANTS SECURED

175,000

OVER TWO YEARS
PHILANTHROPY
FUNDING RAISED



AIM

SNAICC has implemented a sustainability strategy to ensure our ongoing strength and independence as a national non-governmental Aboriginal and Torres Strait Islander community controlled organisation. Being a strong and sustainable national peak body is essential to achieve our goals for the safety and wellbeing of Aboriginal and Torres Strait Islander children.



ACTION

SNAICC engaged Wendy Brooks Consulting in January 2015 to work with us to achieve our sustainability goals. SNAICC has been working to develop strategic fundraising plans, as well as identifying and cultivating new revenue streams. SNAICC is also forging new relationships with philanthropists and representatives of foundations and trusts, as well as strengthening links to existing funders. We completed our first tax appeal drive in June 2015.

SNAICC has also invested in the development of our training unit as a potential new funding stream to assist our sustainability. We are also hosting the SNAICC National Conference on a biannual basis now (an increase from the previous three-year frequency) and proactively targeting tenders for relevant work in research, policy development and training to progress our goals for our children.



“LEVERAGING PHILANTHROPIC SUPPORT HAS ALWAYS BEEN IMPORTANT TO US AT GANDEL PHILANTHROPY. WE WERE THEREFORE VERY PROUD TO LEARN THAT THE INITIAL FUNDING FROM OUR GANDEL FAMILY AND OTHER PHILANTHROPIC SUPPORTERS HAS PAID REAL DIVIDENDS FOR SNAICC’S TRANSITION TO SCHOOL PROJECT.

IT IS VERY EMPOWERING TO SEE HOW THIS PHILANTHROPY AND NOT FOR PROFIT PARTNERSHIP ENABLED SNAICC TO EFFECTIVELY LOBBY THE FEDERAL GOVERNMENT AND RECEIVE ADDITIONAL SUBSTANTIAL FUNDING FOR THIS ESSENTIAL WORK.”

– Vedran Drakulic,
Gandel Philanthropy CEO



RESULT

SNAICC is grateful for ongoing Australian Government support, with 2.5 years funding confirmed in June 2015 under the Indigenous Advancement Strategy and a five-year transition to school program funded by the Federal Department of Social Services in the Halls Creek region. The 2015 SNAICC National Conference is building to be a huge success with a great program and our target of 1000 delegates met.

The training team has significantly expanded and is under pressure to keep growing with a lot of important new training packages under development.

New SNAICC partnerships with philanthropists are also paying off. SNAICC is deeply grateful for the funding and support provided by the **CAGES Foundation**, **Gandel Philanthropy**, the **John T Reid Charitable Trust**, the **Australian Communities Foundation** and **Inner North Community Foundation** with support from the **Portland Foundation**. This support is helping to ensure a secure future for SNAICC and those it represents.

These donations were used to support the transition to school pilot program, a holistic program which supports local communities to address the challenges and opportunities faced by Aboriginal and Torres Strait Islander children in the transition from home to early childhood services to primary school. This philanthropic funding was instrumental in leveraging additional support from the Federal Department of Social Services augmenting funds to expand the training capacity of the pilot and start one-year transition to school programs.

Grant funding has also been used to build a social media strategy to increase public awareness of critical issues impacting our children and strategies to build strong cultural identity and ensure child safety and wellbeing.

This strategy also aims to strengthen our engagement and reach with members. We are thankful to CAGES for its pledge of future support. Other funders recently expressed interest in supporting this initiative.

The **Reichstein Foundation** has helped support our policy work to secure a long-term federally funded program for integrated early childhood services in Aboriginal and Torres Strait Islander communities. This has enabled strong engagement with decision-makers and increased visibility of the importance of access to quality community based early years services for children experiencing vulnerability. We are immensely grateful for their ongoing support.

Children's Day received a boost from Network 10 when they ran our 30-second and 1-minute advertisements promoting this special day, both of which can still be viewed at the SNAICC YouTube channel.

Perpetual Private kindly hosted the SNAICC launch of the website *Family Matters: Kids safe in culture, not in care* in May this year, with 80 philanthropists, corporate and NGO sector leaders attending to raise awareness about the over representation of Aboriginal and Torres Strait Islander children in the child protection system. The Victorian Minister for Aboriginal Affairs, The Hon. Natalie Hutchins, launched the site that seeks to engage new partners for change to Close the Gap in child removals by 2030.

And last but not least, we are very grateful to the Inner North Community Foundation with support from the Portland Foundation and those who donated to SNAICC fundraising drives for sponsoring our trainee Luke Mazzeo.

LUKE'S STORY

Luke Mazzeo, Administration Officer, SNAICC

Luke was half way through a six-week training course at the Kangan Institute in Broadmeadows, north of Melbourne, when he heard there was a traineeship going at SNAICC. Luke signed on as an administrative trainee two years ago and loves his job, "Since I started working at SNAICC I haven't looked back. The traineeship ran for 12 months; its been happy days ever since. I'm working in administration and do a bit of everything. It's been a bit of a journey for me – I've learned a lot and matured personally and professionally, while working at SNAICC."

Luke is from Biripi on the mid-north coast of NSW, but now calls Melbourne home, "To be honest, before the traineeship I wasn't doing much at all. I was a tradie, but didn't stick to a job. I was a bit all over the place. The traineeship has steadied me in life. I was nervous for the first year; now I have confidence and feel very comfortable in a working environment."

Luke's traineeship was funded by the Inner North Community Foundation with support from the Portland Foundation, along with SNAICC fundraising drives.

More information is available on these funded programs in other sections of this report.

DEFINITION OF CULTURAL SAFETY:

CULTURAL SAFETY ENABLES
EVERYONE TO EXPRESS
THEIR CULTURAL IDENTITY
THAT IS RESPECTED AND
VALUED IN THE WORKPLACE.

**“FEELING (EMOTIONALLY)
SAFE IS ESSENTIAL TO
DEVELOPING GOOD WORKING
RELATIONSHIPS AND INDEED,
GOOD WORK PRACTICES.
THIS IS A JOURNEY OF
EXPLORATION THAT
SHOULD BE EXCITING,
CHALLENGING AND,
SOMETIMES, HARD WORK.
IT IS NOT A DESTINATION,
BUT UNDERTAKEN IN THE
SPIRIT OF ADVENTURE,
IT WILL ALSO BE VERY
ENERGISING AND THE
LEARNING’S VERY
SATISFYING.”**

Frank Hytten
– SNAICC CEO

CULTURAL COMPETENCE

AIM

To provide a culturally safe working environment for all staff, using targeted approaches to support, improve, monitor and evaluate cultural safety within our organisation.

ACTION

SNAICC developed a Cultural Safety Plan in 2014 and has appointed a Cultural and Community Engagement Manager who has dedicated duties to ensure our organisation is culturally safe for staff and the Aboriginal and Torres Strait Islander communities we work with and within.

SNAICC is focused on building culturally strong communications with communities, establishing the necessary systems and processes and strengthening the Aboriginal voice communicated through all SNAICC outputs.

Internally we now have a Yarning Circle for Aboriginal staff to discuss cultural safety and we have established a Cultural Safety Implementation Group made up of two Aboriginal staff and two non-Aboriginal staff. Both groups work towards actions in our Cultural Safety Plan.

RESULT

We have developed:

- A cultural register to track issues and ensure we are meeting the cultural support needs of staff – this is also used to identify personal development opportunities;
- Community Engagement Guide
- A continuing review of our policies and procedures
- Consultation process for staff to discuss issues and barriers to cultural safety within the organisation
- Cultural practises and engagement sessions for staff
- Community engagement principles
- Aboriginal Cultural Awareness, Safety and Competency Training (ACACSA) program
- A partnership with Blaklight Consultancy to foster respectful bi and cross cultural conversations in the SNAICC workplace
- Lateral Violence workshops
- A commitment to celebrate days of significance
- Reviewed communication strategies

SUPPORTING CARERS



Throughout the past year, SNAICC has continued to enhance its online resources with the launch of the *Supporting Carers* website. The website assists carers of Aboriginal and Torres Strait Islander children in their day-to-day role and aims to ensure that a range of relevant resources and supports are available for carers as an engaging user experience. For example, new content will include:

- Managing vicarious trauma resources
- *Connection to* resources, including *language*
- Cultural information to inform services that support carers
- Wellness and mindfulness resources

As a one-stop-site for general support and information, the Supporting Carers website is designed to inform, improve the safety and wellbeing of Aboriginal and Torres Strait Islander children and families, and reduce the incidence and impacts of child abuse and family violence.

It will assist carers to respond to the child's cultural – as well as developmental – needs. It will provide information and practical ideas for the children they are caring for, including specific input to support carers of Aboriginal and Torres Strait Islander children in out-of-home care who have experienced trauma, sexual assault, family violence and other related information and supports available.

www.supportingcarers.snaicc.org.au

225

LOCAL EVENTS HELD
ACROSS THE COUNTRY

5,000

POSTERS DISTRIBUTED
NATIONALLY

10,000

KIDS CELEBRATION BAGS
DISTRIBUTED NATIONALLY

116,000

TWITTER IMPRESSIONS OVER
THE CHILDREN'S DAY PERIOD

46,600

FACEBOOK ENGAGEMENTS
ON 4 AUGUST

NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY



AIM

Established by SNAICC in 1988, National Aboriginal and Torres Strait Islander Children's Day (Children's Day) is a day for all Australians to celebrate our children, while also drawing attention to the issues that affect them.



ACTION

Each year SNAICC supports organisations, early years services, schools, communities, and other stakeholders across the country celebrate the day. SNAICC helps facilitate community-led events by providing information, ideas, support, and an extensive suite of SNAICC-developed resources and promotional tools. We also raise the profile of focus issues through a national event and media engagement.



RESULT

Children's Day 2015 – themed *Little People, Big Futures* – was a highly successful national celebration. The day was showcased with two major events: one in Perth – with 850 attendees hosted by Swan Child and Family Centre, featuring guest speaker The Hon. Ken Wyatt MP – and the second in Melbourne, hosted at the Essendon Football Club by Children's Day ambassador and EFC player Courtenay Dempsey. 225 local events were also held across the country supported by SNAICC resources, staff and communications.

Resources included: Kids' Celebration Bags; promotional posters; event resource kits distributed to over 250 local services; a dedicated Children's Day website; the *1000 Deadly Kids*, *1000 Deadly Books* initiative; a professional Children's Day television commercial run on Network 10; and three one-minute videos of ambassador Courtenay Dempsey on culture, family and children. A high-level communication strategy, including extensive social media engagement, resulted in widespread media coverage and public awareness of the day. This was assisted by support from other ambassadors Mick Gooda, Aboriginal and Torres Strait Islander Social Justice Commissioner, and Kirsty Parker, Co-Chair of the National Congress of Australia's First Peoples.

SNAICC extends its thanks to Adnate for the generous permission to use his artwork on the Children's Day poster and the cover of this report.



94%

OF AUSTRALIANS WHO USE
SOCIAL MEDIA TO CONNECT
WITH FRIENDS, FAMILY, AND
COLLEAGUES

62%

OF PEOPLE IN REMOTE
ABORIGINAL COMMUNITIES
REGULARLY ACCESSING
FACEBOOK

20%

MORE TIME THAT YOUNG
ABORIGINAL AND TORRES
STRAIT ISLANDER PEOPLE
SPEND ON SOCIAL MEDIA
THAN THE NATIONAL AVERAGE
FOR THEIR AGE GROUP

SNAICC DIGITAL STRATEGY

Social media provides a platform for organisations to engage with their audience on a consistent basis, connect with new supporters, and increase awareness of their programs, advocacy, vision and mission.

Remote communities are traditionally regarded, due to geographical limitations, as amongst the most difficult audiences to connect with. As such, SNAICC identified social media as an avenue to increase engagement with several varied target audiences, including current members and supporters, educators and community workers, community organisations, well-known Aboriginal and Torres Strait Islander identities, politicians and policy makers.

With help from the **CAGES Foundation** – a private ancillary fund that supports organisations providing access to health, education, and wellbeing services to Aboriginal and Torres Strait Islander children in the early years – SNAICC increased its investment in three social media channels: **Facebook**, **Twitter**, and **LinkedIn**.

Through an innovative digital strategy SNAICC developed a new approach to interacting with supporters via social media, with content for communications framed using a best-practice strategy to increase engagement.

By cultivating greater engagement, SNAICC believes conversations focused on self-determination and identifying better ways to protect and promote the rights of Aboriginal and Torres Strait Islander children can extend to wider audiences.

With the digital strategy implemented in June 2015, success metrics have now been established to ensure that growth in this area can be efficiently tracked.



95%

of participants believe SNAICC membership is good value, with the ability of membership to support members to *raise awareness of strength of culture and issues impacting children and families* recognised as the most valued feature.

90%

When asked to rate the SNAICC eBulletin, which is distributed to subscribers on a monthly basis, over **90 per cent** of participants were extremely satisfied with the quality, relevance, frequency, and readability of the eBulletin.

85%

The SNAICC newsletter, which is produced three-times each year, was also graded on quality, relevance, frequency, and readability, with over **85 per cent** of participants satisfied with these characteristics.

82%

of survey participants had been assisted by SNAICC resources in the 2014-15 year, with **88 per cent** agreeing these resources had increased their *knowledge about issues and services for Aboriginal and Torres Strait Islander children and families*, and over **90 per cent** agreeing that these resources had helped them to *support, care for or work with Aboriginal and Torres Strait Islander children and/or families*.

85%

On SNAICC Policy and Research, over **85 per cent** of participants agreed that SNAICC reports and submissions increased their *knowledge about issues and services for Aboriginal and Torres Strait Islander children and families*, helped them to *support, care for or work with Aboriginal and Torres Strait Islander children and/or families*, and informed them about *Australian Government policies and programs*.

SNAICC ANNUAL SURVEY

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

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

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

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

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

WITH THANKS TO OUR **FUNDERS**

SNAICC extends our enormous thanks to the following organisations that funded SNAICC programs in 2014-15:

PHILANTHROPIC FUNDERS

- Australian Communities Foundation
- CAGES Foundation
- Gandel Philanthropy
- Inner North Community Foundation
- John T Reid Charitable Trust
- Medibank Health Solutions
- Reichstein Foundation

GOVERNMENT FUNDERS

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

SECTOR ORGANISATIONS

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

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





SNAICC STAFF AS AT JUNE 30 2015

| | |
|-------------------|--|
| Frank Hytten | Chief Executive Officer |
| Emma Sydenham | Deputy CEO |
| John Burton | Manager, Policy |
| David Ellis | Manager, Training |
| Chris Tangas | Manager, Finance and Operations |
| Kate Booth | Resource Officer |
| Poppy Bervanakis | Events Coordinator |
| Holly Mason-White | Senior Policy Officer |
| Hannah Donnelly | Policy Officer |
| Fleur Smith | Policy Officer |
| Alice Davis | Senior Training Administrator |
| Nick Joseph | Training and Resources Officer |
| Ashley Tennyson | Executive Assistant and Membership Officer |
| Daniel Kovacevic | Communications Officer |
| Luke Mazzeo | Administration Officer |
| Peter Nathan | Children's Day Coordinator |
| Phichyanee Myint | Children's Day Administration Support |

Staff who departed during the year:

| | |
|------------------------|--|
| Allara Ashton | Web Officer |
| Sandra Barber | Membership Officer |
| Sue Beecher | Manager, Philanthropy |
| Grace Brown | Training Support Officer |
| Nicholas Butera | Campaign and Membership Coordinator |
| Tatiana Doroshenko | Online Communications and Multimedia Officer |
| Nat Loadman | Training Officer |
| Tina McDonald | Transition to School Project Coordinator |
| Rosaleen McKenna | Policy Officer |
| Rhys Price-Robertson | Senior Resource Officer |
| Sarah Rogers | Organisations Services Coordinator |
| Giuseppe Stramandinoli | Communications Coordinator |
| Gemma Unwin | Manager, Family Matters |

Students, Interns and Volunteers

| | |
|-------------------|-------------------------|
| Monash University | University of Melbourne |
| Sandra Golubovac | Alexandra Osborne |
| RMIT | Sophia Rinaldis |
| Samantha Campbell | Isabelle Walsh |
| Camilla Evans | |
| Esther Pugh-U'Ren | Sabina Fairvetis |
| | Chrissy Suvoltos |



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



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 2015, there have been:

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

Saward Dawson Chartered Accountants

Tim Flowers

Blackburn VIC

Date: 16 October 2015

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

PRINCIPALS: Bruce Saward FCA Peter Shields FCA
Tim Flowers CA Joshua Morse CA

ASSOCIATE: Cathy Braun CA

CONSULTANT: Cliff Dawson FCA

Liability limited by a scheme approved under Professional Standards 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

The accompanying summary financial statements, which comprises the balance sheet as at 30 June 2015 and statement of income and expenditures for the year ended 30 June 2015, are derived from the audited financial report of Secretariat of National Aboriginal and Islander Child Care Inc for the year ended 30 June 2015. We expressed an unqualified audit opinion on that financial report in our report dated 16 October 2015. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

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

Management's Responsibility for the Summary Financial Statements

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

Auditor's Responsibility

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

Opinion

In our opinion, the summary financial statements derived from the audited financial report of Secretariat of National Aboriginal and Islander Child Care Inc for the year ended 30 June 2015 are consistent, in all material respects, with that audited financial report, in accordance with the financial report.

Saward Dawson Chartered Accountants

Partner: Tim Flowers
Date: 16 October 2015
Blackburn, Victoria 3130

20 Albert Street / PO Box 256
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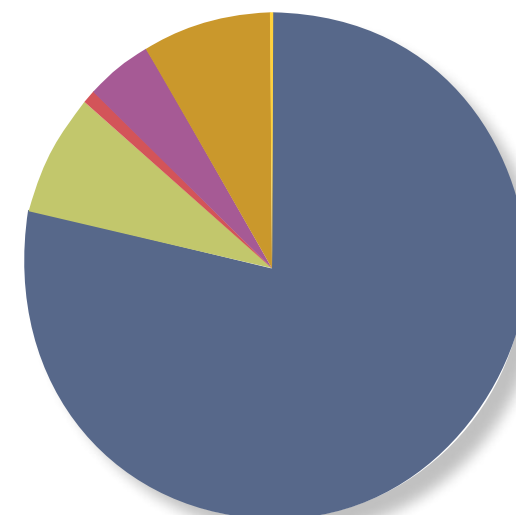
INCOME AND EXPENDITURE STATEMENT

| INCOME | 2014-15 |
|--------------------------------------|------------------|
| | \$ |
| Operating Grant/funding Income | 1,568,521 |
| Consultations/ Training | 150,989 |
| Membership fees | 15,084 |
| Interest received | 3,192 |
| Resource sales | 88,899 |
| Donations | 160,661 |
| Other income | 3,705 |
| Total income | 1,991,050 |
| EXPENDITURE | |
| Administration & services expenses | 303,653 |
| Consultancy & computer expenses | 137,872 |
| Marketing & distribution | 102,361 |
| Conference & meeting expenses | 73,609 |
| Project & travel expenses | 151,282 |
| Salary & on costs expenses | 1,327,702 |
| Total expenses | 2,096,478 |
| Net income/deficit before income tax | (105,428) |
| Income tax expense | - |
| Net income/deficit after income tax | (105,428) |

BALANCE SHEET

| | |
|--------------------------------------|----------------|
| TOTAL ASSETS | 835,283 |
| Liabilities | |
| Current Liabilities | |
| Trade and other payables | 144,206 |
| Employee benefits provision | 86,106 |
| Deferred income | 178,863 |
| Total Current Liabilities | 409,176 |
| Non-Current Liabilities | |
| Employee benefits provision | 20,169 |
| Total Non-Current Liabilities | 20,169 |
| Total Liabilities | 429,345 |
| Net Assets | 405,938 |
| Equity | |
| Retained Earnings | 405,938 |
| Total members' equity | 405,938 |

SOURCES OF SNAICC INCOME 2014-15



- Operating grant/funding income — 79%
- Consultancy/Training — 8%
- Membership fees — 1%
- Resource Sales — 4%
- Donations — 8%
- Other income — 0%







WWW.SNAICC.ORG.AU