

Growing Stronger Together

Barnardos Australia

Sue Tregeagle

- Developing culturally sensitive practice
- More appropriate services for indigenous children, families and their communities

Barnardos Australia

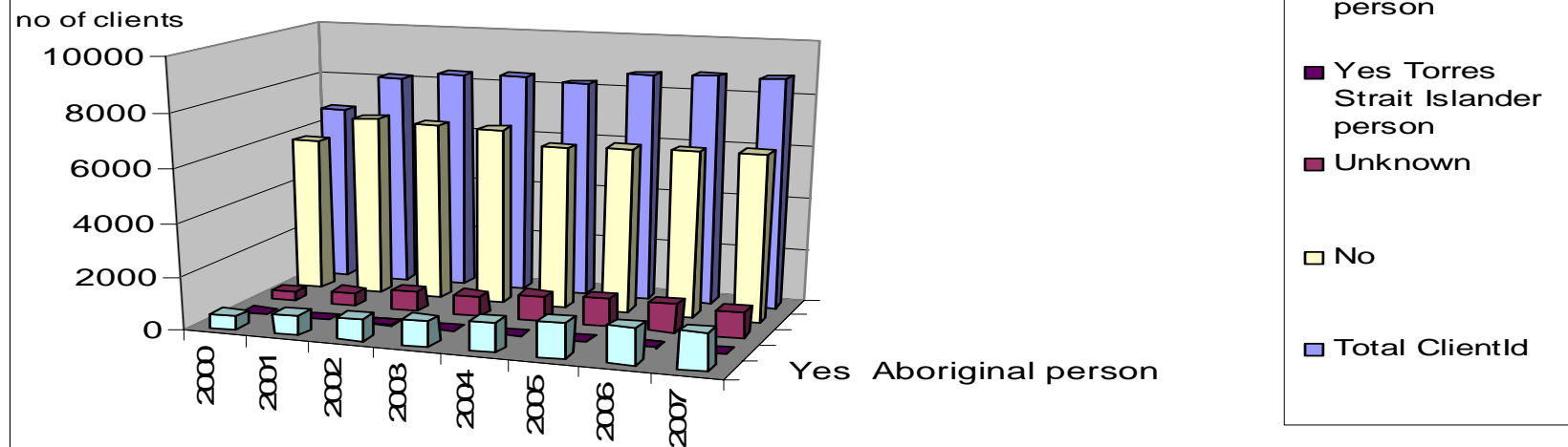
- Working since 1860s in UK and with Australian children since 1950s
- Not involved with Stolen Generation
- Learning from child migrants
- Case management
- Training



ATSI children in our services

- Barnardos Family Support especially Penrith and south coast
- Redfern- Waterloo Intensive Family Support from 2002
- Orana Far West from 2002
- Long-term foster care - 8%





	2000	2001	2002	2003	2004	2005	2006	2007
Yes Aboriginal person	524	741	822	937	1113	1325	1360	1391
Yes Torres Strait Islander person	17	16	15	16	17	19	27	24
Unknown	323	504	756	756	952	1058	1074	981
No	5874	6842	6755	6692	6127	6244	6274	6331
Total ClientId	6738	8103	8348	8401	8209	8646	8735	8727

Family Support

- Playgroups- Denise
- Community Development



Work with young people

- Reconnect and community development- Orana Far West- Terry's paper
- Adolescent Community Placements Reconnect- Marrickville
- Marrickville Streetwork
- Redfern Waterloo
- Cultural exchanges



Corporate Plans 2005-8

Intended Outcome	What we will do (strategies)	How we'll know if we've been successful
1.4. Increased the quality of our work with indigenous children and young people, and communities.	<p>Increase the proportion of indigenous workers, carers and volunteers across the Agency. We must avoid tokenism and ensure adequate support for indigenous workers.</p> <p>Establish appropriate support structures for indigenous staff within the Agency.</p> <p>Establish systems for capturing learning from our indigenous staff on working with indigenous clients and communities</p>	<p>10% of Barnardo staff to be indigenous by 2008.</p> <p>Retention of indigenous staff.</p> <p>Partnerships with Indigenous Agencies.</p> <p>Document work with indigenous clients and communities.</p>



Strategies for change

- INTERNAL
 - Senior Managers group,
 - Senior Managers meeting agenda item every month
 - BIG- Viv's paper
 - Project Officer to support
- EXTERNAL
 - Partnership
 - Case management
 - Training



Internal Supports

- Cultural training at each Centre
- Program Managers Training
- DEWR Step program
- Outreach
 - Acknowledgment
 - Pictures and images
- Orientation sessions
- Intranet - special section- articles, minutes



Policy changes

- ATSI policy especially in relation to out of home care
- Industrial relations- Bereavement leave
- Traineeships in each Centre
- Cultural orientation for all workers and Board
- Research- co-researcher



Bereavement policy



An employee shall be entitled to up to **5 days leave without loss of pay (pro rata for part-time workers) on each occasion of the death of persons** listed in 24b of the Certified Agreement, or where an employee needs **to discharge an obligation and/or pay their respects to a deceased person with whom they have had a close association. Such obligations may exist because of blood or family ties or because of particular cultural requirements.** Entitlement for leave longer than two days (or pro rata entitlement) is by application, specifying the nature of the obligation, to the Centre Senior Manager. Leave may be extended at the discretion of the Senior Manager.

The employee shall ensure that notice is given to Barnardos as soon as practicable on the first day of absence.

In granting time off the Senior Manager must administer these provisions in a **culturally sensitive manner taking into account:**

- (a) The closeness of the association between the employee and the deceased. (Note: this association need not be a blood relationship.)**
- (b) Whether the employee has to take significant responsibility for any or all of the arrangements to do with the ceremonies resulting from the death.**
- (c) The amount of time needed to discharge properly any responsibilities or obligations.**
- (d) Reasonable travelling time shall be allowed for.**



Out of Home Care Policy

This policy acknowledges that **out-of-home care has been used in the past as an instrument of oppression** of the Aboriginal and Torres Strait Island people. Barnardos believes that Aboriginal children and their families are best cared for within their own community. We recognise that some Aboriginal families are amongst the neediest in Australia.

In out-of-home care Barnardos acts in accordance with the **Aboriginal Placement Principles** in State and Territory child welfare and adoption legislation. Barnardos out-of-home care programs (for long term care for children who are younger than 12 years) would not generally accept an Aboriginal child as a referral except as a request of an Aboriginal agency and/or where an Aboriginal service was not available. Workers should consult their Supervisor if they are considering an Aboriginal referral. If programs take such referrals then every attempt must be made to have Aboriginal workers within the program. If this is not available, cultural advice and planning should be assisted with a relevant Aboriginal agency. For those children in our care, cultural plans are formulated with the support of Barnardos' Aboriginal staff and workers are facilitated to implement these plans with their carers. Our policy is based on the belief that all children have an important need **for identity**. Aboriginal and Torres Strait Island children should have the right to services that preserve their Aboriginal and Torres Strait Island identity. However, identity may be a complex issue eg; many Aboriginal people have non-indigenous backgrounds as well and choose to acknowledge that identity; some may be ambivalent about the choice. Barnardos will do everything possible to maintain the cultural heritage of children in our care. Aboriginal people will be given the opportunity for self determination and participation in the placement of a child.

Wherever possible Barnardos works in **close co-operation with, and aims to support, Aboriginal services**. Consultation would be sought at every available opportunity. Barnardos supports Aboriginal children living with their own parents or kin in their community and we recruit Aboriginal workers to assist our understanding and make our service more appropriate.

Aboriginal traditional values and law oppose **adoption** as it is alien to Aboriginal philosophies and incompatible with the basic tenets of Aboriginal society. However, there are situations where adoption is considered the most appropriate legal option for a child eg when other siblings of non indigenous heritage are being adopted. In these situations, an appropriately approved Indigenous counsellor is consulted thoroughly and in good faith and is included in the decision-making process. Barnardos recognises that Torres Strait Islander people have a different view of adoption to Aboriginal people. If required Barnardos would always consult with the Torres Strait Islander community to which the child belongs, follow the legal procedures required under Section 37 –39 of the NSW Adoption Act (2000).

Staff numbers and retention

- Current staff levels- 24/ 240
- 3 managers
- Retention- many have now worked 3-5 years



Partnership

- Case management products available to all indigenous agencies- Hunter
- Research- LAC adaptation
- Partnership in submissions- adding research component



Aboriginal Australian Mother of the Year-2004 Maryanne Malbunka (NT)







Where are we?



- Great indigenous staff- 10% achieved
- More open to indigenous needs
- Partnerships are exciting
- Need for more research- SNAICC
- Need to build on where we are