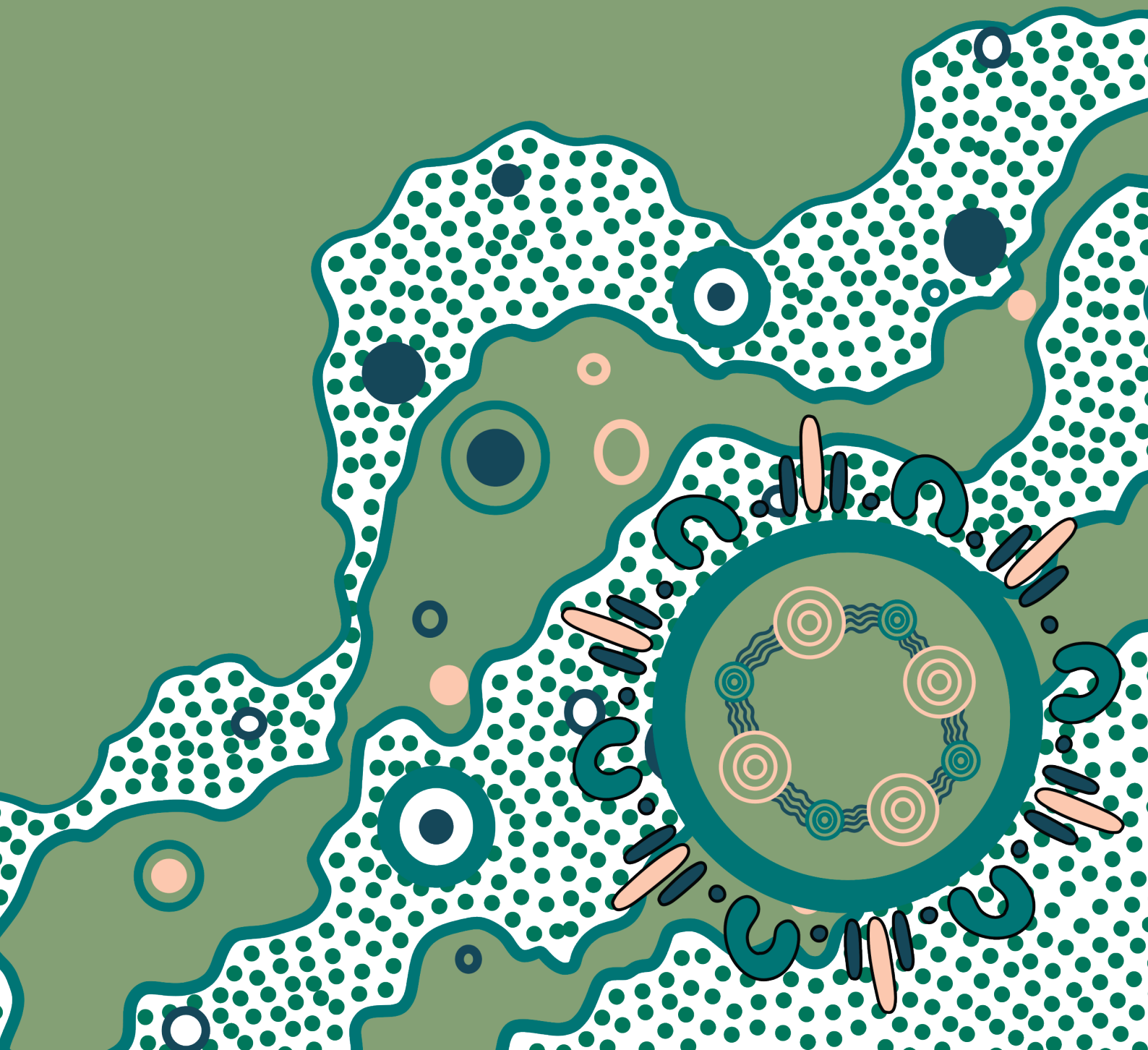




SNAICC

National Voice for our Children

SNAICC ANNUAL REPORT 2023-2024



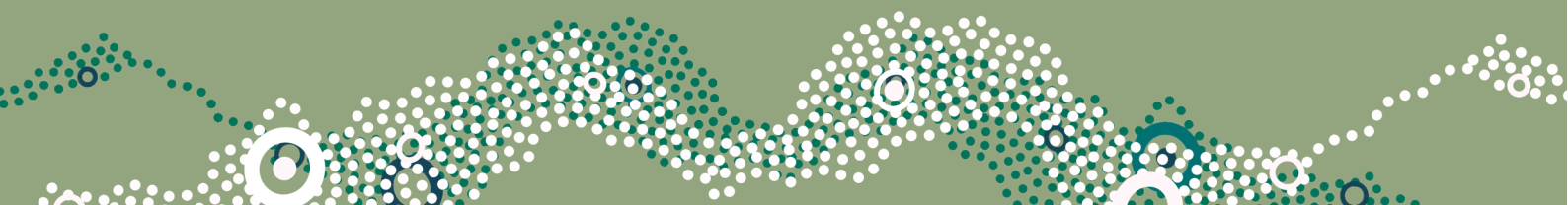


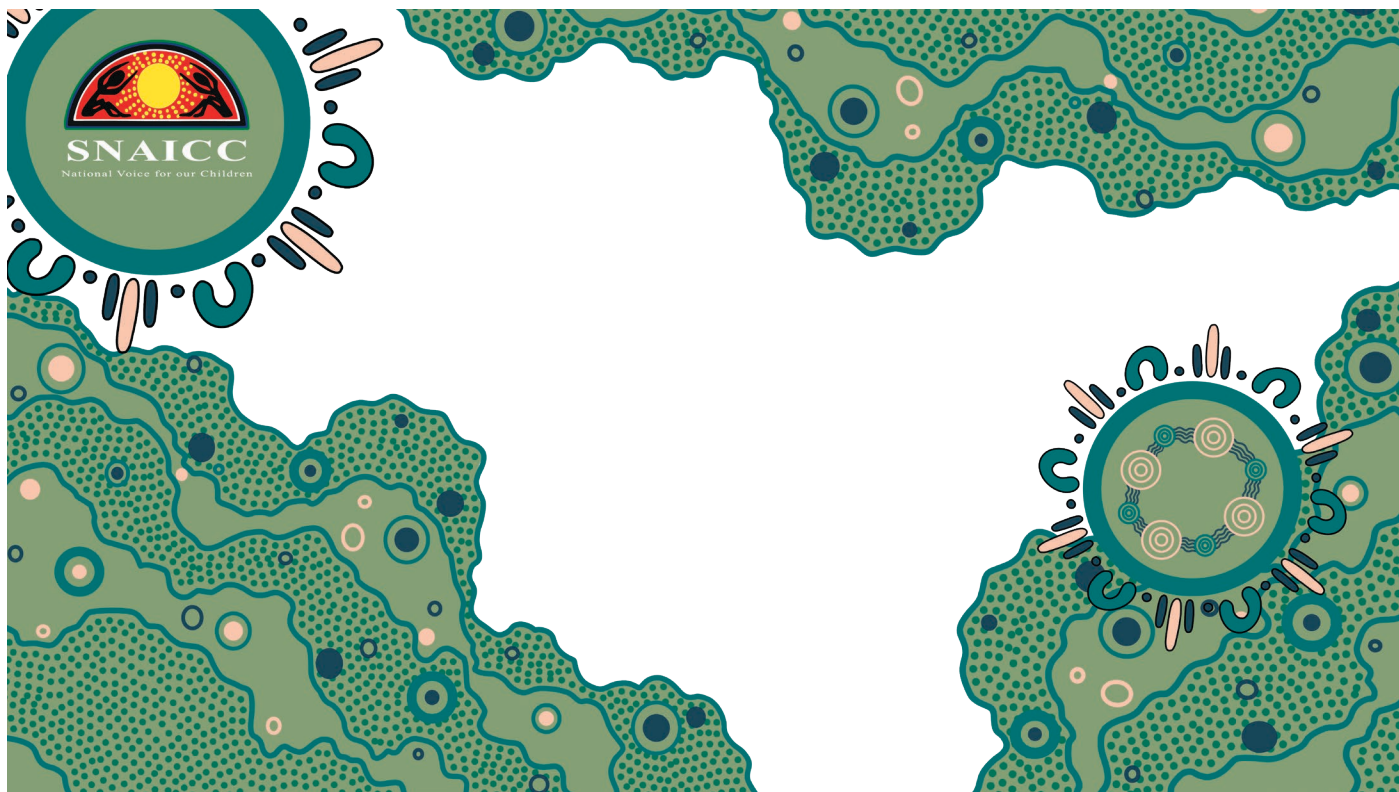
ACKNOWLEDGEMENTS

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

SNAICC Annual Report 2023-24 | © SNAICC November 2024

Artwork by Tovani Cox





Marulu - Tovani Cox, Artist

Marulu is a Bunuba word. It means precious, worth nurturing. Every child is precious, and each child deserves to be loved, nurtured, supported, and safe.

As the national peak SNAICC continues to pursue and strive for a society where Aboriginal and Torres Strait Islander children's voices and needs are prioritised in a community, program, and policy setting.

SNAICC is represented as the main circle image in this piece. The inner circle images are the core business and work of SNAICC through its people, both its workers and the governing board. The outer layer images represent the various existing State and Territory Peaks and lead organisations.

The flow of this piece speaks about our journey, ensuring that our children are loved, nurtured, supported and safe, and they are represented by the small dots.

The larger circles and dots are representative of the various programs, policies, and reform priorities that SNAICC works with or is leading as their role as the national peak and voice for our children.



CONTENTS

- 1 About SNAICC
- 4 Chairperson's Message
- 5 CEO's Message
- 7 SNAICC Governance
- 12 Our Work: Principles, Target Outcomes & Focus Areas

FOCUS AREA 1: CHILDREN AND FAMILIES

- 15 National Commissioner
- 17 National Aboriginal and Torres Strait Islander Children's Day 2023
- 21 SNAICC Conference
- 29 South Australian Peak Body
- 31 Early Childhood Care and Development Policy Partnership
- 33 Funding Model Options for ACCO Early Years Services
- 39 Workforce Development

FOCUS AREA 2: CHILD PROTECTION

- 42 Family Matters Report 2023
- 45 Safe and Supported: The National Framework for Protecting Australia's Children 2021-2031
- 49 National Child and Family Investment Strategy
- 50 Aboriginal and Torres Strait Islander Family Safety Plan
- 52 Project Waterways
- 55 Project BIRD
- 57 National Agreement with Life Without Barriers

FOCUS AREA 3: EARLY LEARNING AND DEVELOPMENT

- 58 Connected Beginnings
- 64 Improving Multidisciplinary Response (IMR) Program
- 69 CCCFR Expansion Program
- 73 Boori Milumba: An Intensive ECEC Pilot
- 77 Early Years Support

OUR PERFORMANCE

- 84 Spreading the Word
- 85 Speaking to Power
- 87 Webinars
- 94 Thank You to Our Supporters
- 96 Financial Statements

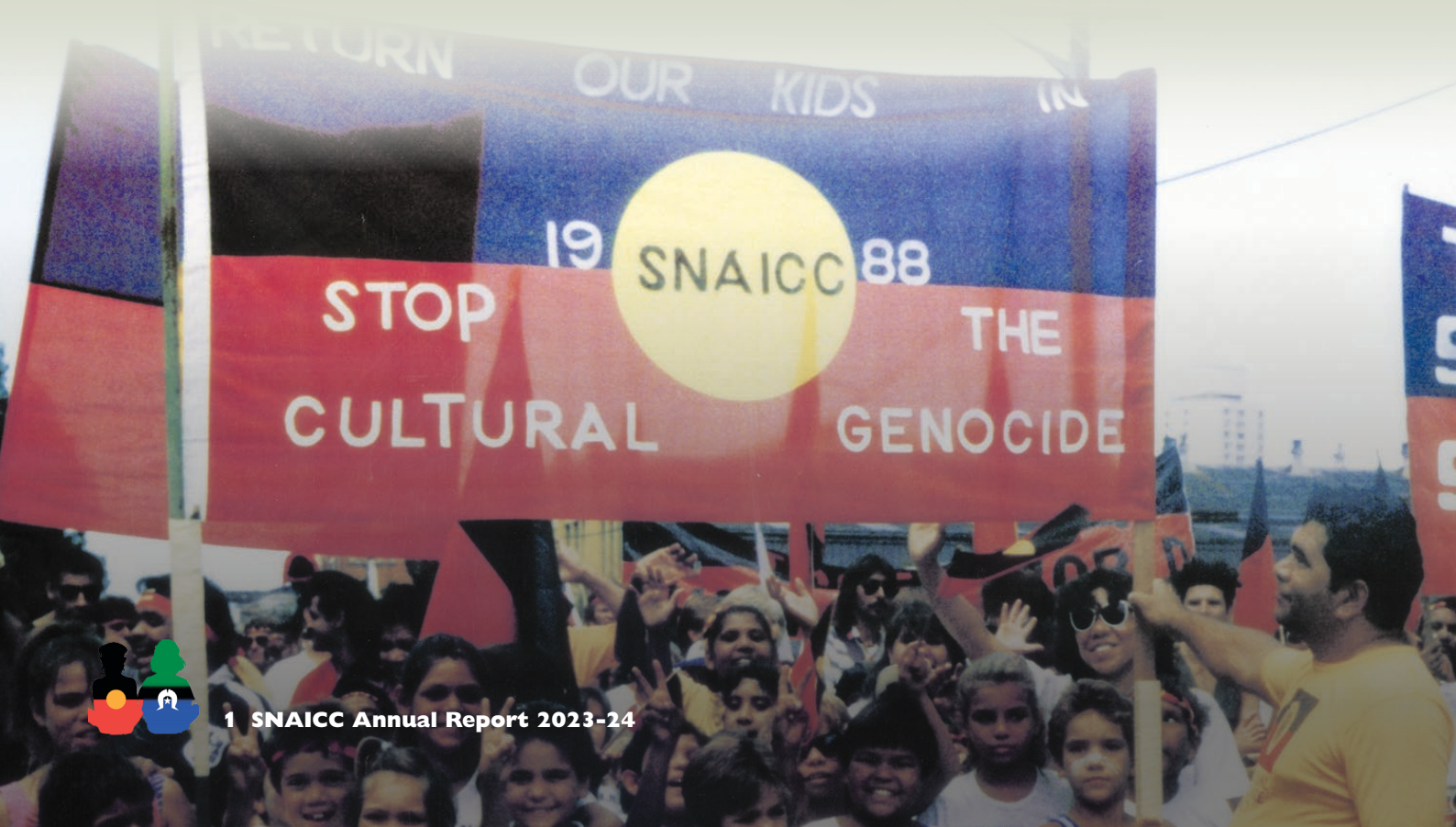
ABOUT SNAICC

SNAICC is the national non-government peak body for Aboriginal and Torres Strait Islander children.

SNAICC works for the fulfillment of the rights of our children, to ensure their safety, development and wellbeing. We do this by:

- supporting Aboriginal and Torres Strait Islander organisations through collaborative workshops, resources and training
- conducting research to inform our positions on policies, and providing advice to government on issues relating to Aboriginal and Torres Strait Islander children and families
- acting as a collective voice for SNAICC member organisations, calling for change and equality
- fostering partnerships and undertaking joint projects with other NGOs, including non-Indigenous agencies, to improve service delivery to Aboriginal and Torres Strait Islander children
- participating in various committees to advocate on behalf of our children, families and member organisations, and
- sharing knowledge and garnering support to improve outcomes for Aboriginal and Torres Strait Islander children through campaigns and events such as Family Matters, National Aboriginal and Torres Strait Islander Children's Day and the biennial SNAICC conference.

A core component of the work we do is strengthening and bolstering the sector and services that support and work with these children. Our work and efforts are formed by three interconnected roles to deliver on this purpose and achieve our organisation's vision.





Sector Development

SNAICC works with and supports the sector to enhance the quality, access and sustainability of services. We do this through our dedicated sector development work and activities supporting members and other community-controlled organisations working across the sector.

SNAICC engages with Community and the sector to understand their needs and aspirations, give a strong voice to these perspectives and to influence change. We do this through engaging and working with our members, bringing the sector together to discuss and consider community needs and aspirations, spending time in and with our community, and building respected relationships with decision makers.

Research, Policy and Leadership

SNAICC seeks to understand and share what works to drive better outcomes for Aboriginal and Torres Strait Islander children and families and translate this into policy and practice. We do this through our dedicated policy, research and leadership work.





OUR VISION

Aboriginal and Torres Strait Islander children, young people and families are protected, our communities determine their own futures, and our cultural identity is valued.

OUR PURPOSE

We work to amplify the voice of community and the sector for the fulfillment of the rights of our children.

OUR GOAL

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



CHAIRPERSON'S MESSAGE

I am pleased to present the SNAICC Annual Report for 2023-24 on behalf of the Board and Council.

This has been a year of challenges and opportunities. SNAICC has continued to stand strong and represent the interests, voice and aspirations of our members and sector, and most importantly, of our children.

It has been a year of immense growth for SNAICC, not only in terms of the amount and scope of our work, but in terms of our reach and influence on policy, public debate and decision making that impacts our children.

A long-held aspiration of SNAICC came to fruition in February, when Prime Minister Anthony Albanese announced a commitment to appointing a National Commissioner for Aboriginal and Torres Strait Islander Children and Young People. This announcement was the result of decades of advocacy from our sector and Elders. The National Commissioner will be the champion, the voice and facilitator for our children, young people and families, and who will hold governments to account.

I want to reflect on the significance of this year, which saw the historic referendum of the Voice to Parliament.



The referendum's defeat was a blow, but has only increased our determination to ensure that every Aboriginal and Torres Strait Islander child has the opportunity to thrive in a safe and nurturing environment. Our work is far from over and I am excited for the path ahead.

Together, we will continue to advocate for our communities and make a meaningful difference in the lives of Aboriginal and Torres Strait Islander children across Australia. A special thanks to our members, the SNAICC Board and team, and our many supporters who work tirelessly to achieve better outcomes for our children.

I commend this report to you as a record of SNAICC's achievements, financial performance and compliance.

Muriel Bamblett
Chairperson



CEO'S MESSAGE

Werte,

Every year I think this is the busiest one yet, then the following 12 months proves I spoke too soon.

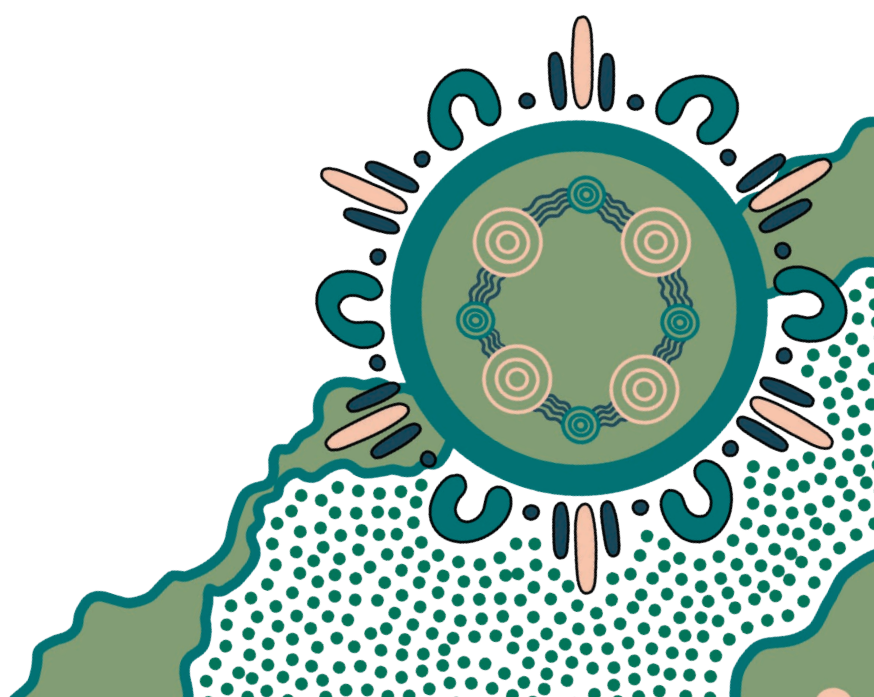
This has certainly been the case this year. Our work has increased, our team has grown, and our achievements on behalf of our members continue to impact, influence and drive change to improve outcomes for Aboriginal and Torres Strait Islander children.

We proactively pursue opportunities to put forward evidence-based solutions to identified priorities.

We continue to maximise our leverage to advance opportunities for and platform our membership's stories of resilience and achievement. SNAICC works as an agile partner with all levels of government to put forward innovative reforms and approaches to benefit our sector.



This year's Federal Budget reflected some of our long-held priorities. For the first time, we will receive dedicated funding, giving SNAICC important ongoing stability, enabling us to continue bringing the voices of Aboriginal and Torres Strait Islander children to the development of policies and programs that affect them. The Budget also allocated \$5.9 million over two years to a National Aboriginal and Torres Strait Islander Children's Commissioner, supporting the February commitment by the Prime Minister to stand-up the new role.



This position will oversee efforts to turn the tide for on our children's gross over-representation in the child protection system. We look forward to an historic appointment to this role in early 2025.

Investing in the early years sets our children and families up to thrive. Get the early years right and we will not have to spend ever increasing millions on broken child protection and youth detention systems.

Closing the gap starts with our children and is where investment has the most impact.

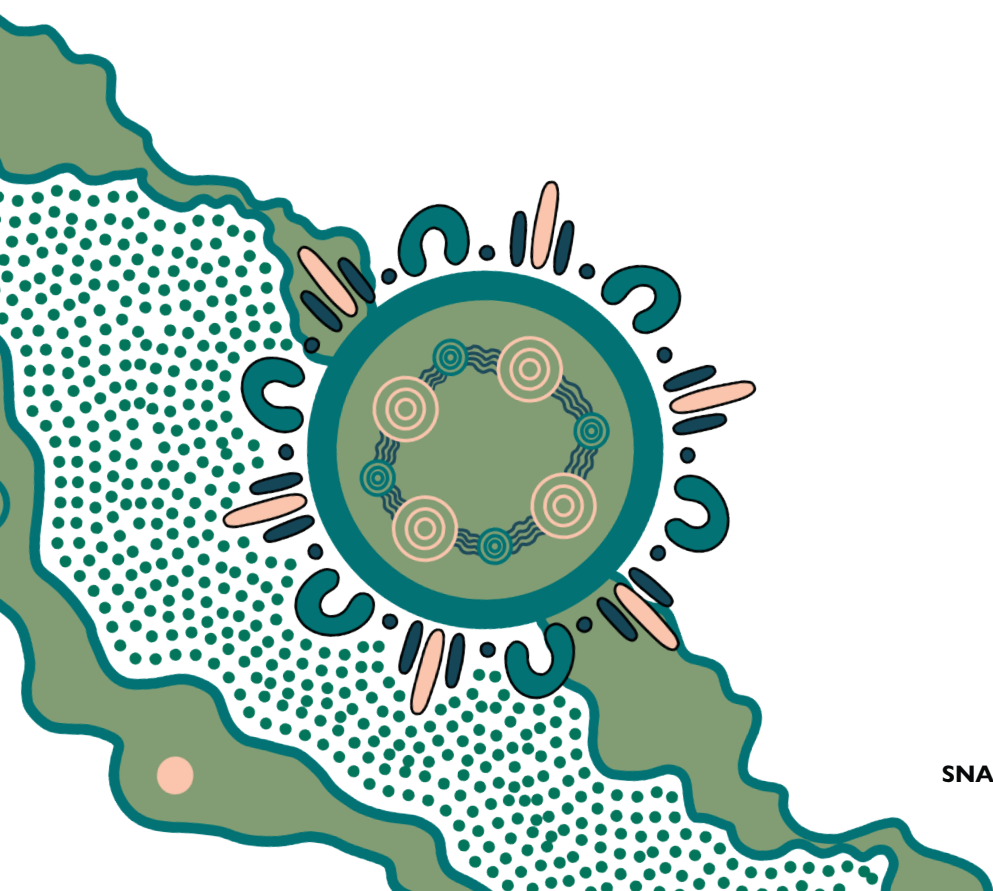
We continue to spend time in community and on country listening to the voices of our children and families. Through innovative policy, programs, communications and campaigns we aim to bring their priorities to the forefront of national discussions.

The work doesn't stop when it comes to our children and families, and we couldn't be more determined to do what we need to do to help create a future where they can thrive.

I would like to acknowledge the incredible work and dedication of every member of the SNAICC team in realising these outcomes. I also thank our members and allies, whose unwavering support has been the driving force behind our achievements. I look forward to another year of working together to ensure our children have every opportunity to thrive.



Catherine Liddle
CEO



SNAICC GOVERNANCE AND OPERATIONS

Our Board



Muriel Bamblett, Chairperson

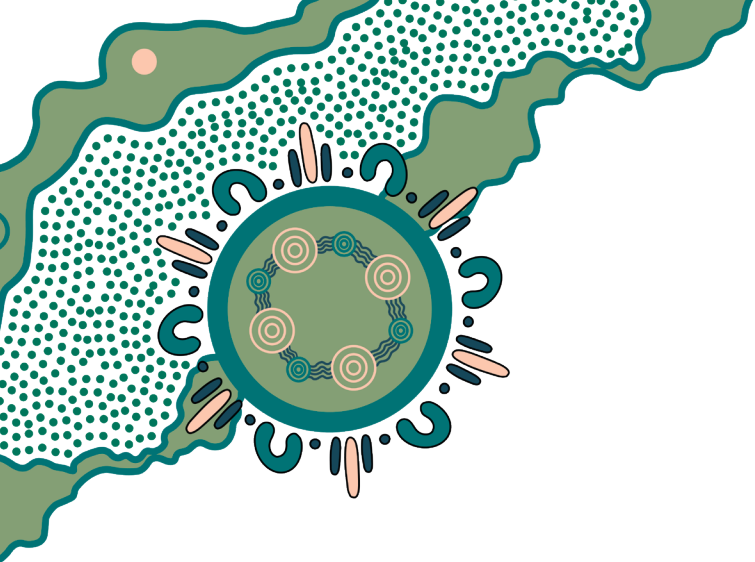
Muriel is a Yorta Yorta and Dja Dja Wurrung woman and one of Australia's leading experts on Aboriginal child welfare, particularly in the area of child and family services. Muriel has been the CEO of the Victorian Aboriginal Child Care Agency (VACCA) since 1999 and has returned as Chairperson for SNAICC after holding the position from 1998–2008.



Kathleen Pinkerton, Deputy Chairperson

Kathleen is a proud Widi woman from the Yamatji Nation in Western Australia. She is a Chairperson of Yorganop Association Incorporated and a graduate of Edith Cowan University with a Bachelor of Social Science in Indigenous Services. Kathleen's background includes having worked in child protection, early childhood and training sector where she developed extensive experience in facilitating, coordinating and delivering programs, particularly in rural and remote communities.





Rachel Atkinson, Secretary

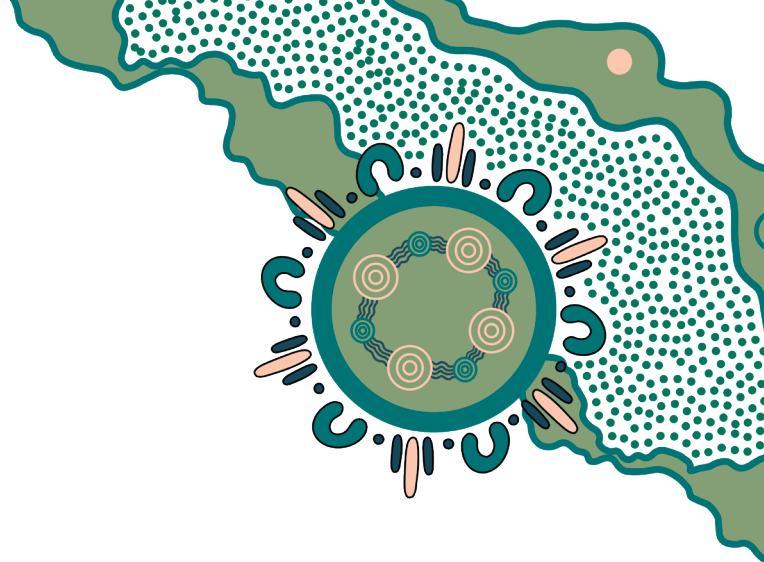
Rachel is a proud Yorta Yorta woman. She was instrumental in the creation of the Palm Island Community Company and has been CEO since its founding in 2007. She is the Chair of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP), and a board member of the Queensland First Children and Families Board. She was formerly President of the Queensland Aboriginal and Islander Health Council, and CEO of the Townsville Aboriginal and Islanders Health Service.



John Leha, Treasurer

John is a proud Birri Gubba, Wakka Wakka and Tongan man born raised on Gadigal land and has been the CEO of AbSec – NSW Child, Family and Community Peak Aboriginal Corporation since 2021. He has a wealth of knowledge and strategic thinking to address the many challenges facing Aboriginal children and families in NSW. John has worked extensively in Indigenous health, education and employment programs across state and federal governments and is well known as a health ambassador.





Garth Morgan, Board Member

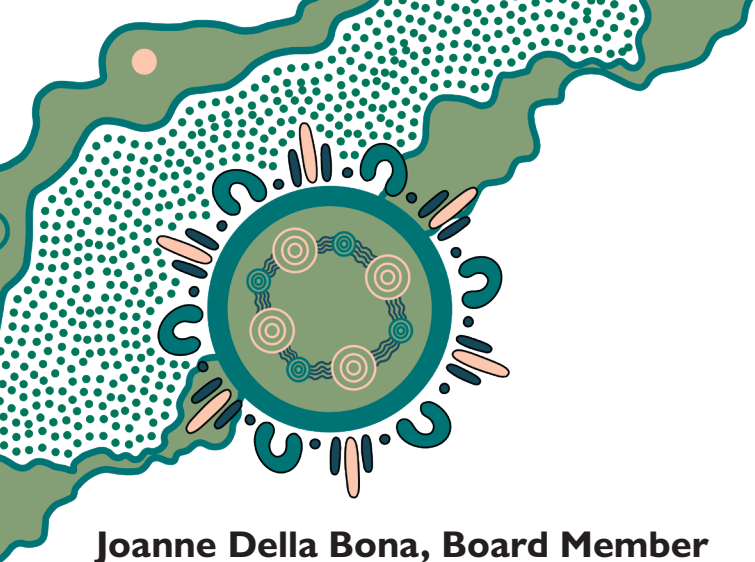
Garth has dedicated his professional career to improving health and community services from the government and not-for-profit sector. He has significant executive experience, including on several boards across health (including mental health), housing, media and recruitment. Garth is passionate about supporting organisations to improve their strategy implementation, strategic and operational governance and manage change. He is currently CEO of Queensland Aboriginal and Torres Strait Islander Child Protection Peak Ltd (QATSICPP) and leads the evaluation of the Youth Justice Family Led Decision Making trial, the establishment of a Centre of Excellence and the development of 33 Family Wellbeing service catchment profiles. Garth provides high-level evidence-informed policy analysis and strategic advice on issues and opportunities that positively impact on the rights and needs of Aboriginal and Torres Strait Islander children and families.



Dan Mitchell, Board Member

Dan is a Kaurna Narungga man with a wealth of experience in the Child Protection sector both in government and in the non-government areas. He is currently the Chief Executive of Aboriginal Family Support Services, a South Australian Aboriginal community-based and community-controlled organisation with focus on providing support, assistance and advocacy to Aboriginal children, youth and their families.





Joanne Della Bona, Board Member

Joanne Della Bona is a Noongar yorga (woman) from Whadjuk (Perth) and Balardong (Wheatbelt) Boodja (country) in Western Australia. Joanne has more than 30 years' experience in the community services sector, in early childhood education and care, education, housing, child protection, and governance. Joanne commenced her career with qualifications of a Bachelor of Education. She is passionate about early childhood education for Aboriginal children and providing children with a solid development foundation through education. In 1994 Joanne was Awarded Western Australian of the Year – Youth Category. Joanne has held Board positions at Noongar Radio, Aboriginal Family Law Services, Noongar Family Safety Wellbeing Council (NFSWC) and Western Australian Council of Social Services (WACOSS). Joanne is currently a Board Member of SNAICC, Campaign member of Family Matters and Trustee to the Wongatha Peoples Education and Recreation Trust.



Wendy Moore, Board Member

Wendy Moore is a proud Palawa woman from lutruwita/Tasmania. Wendy has family connections to the Furneaux Islands, specifically Cape Barren and Flinders Island. Wendy's family are the inspiration and motivation for the work she does in advocating and supporting positive changes for Aboriginal children and youth in lutruwita/Tasmania.

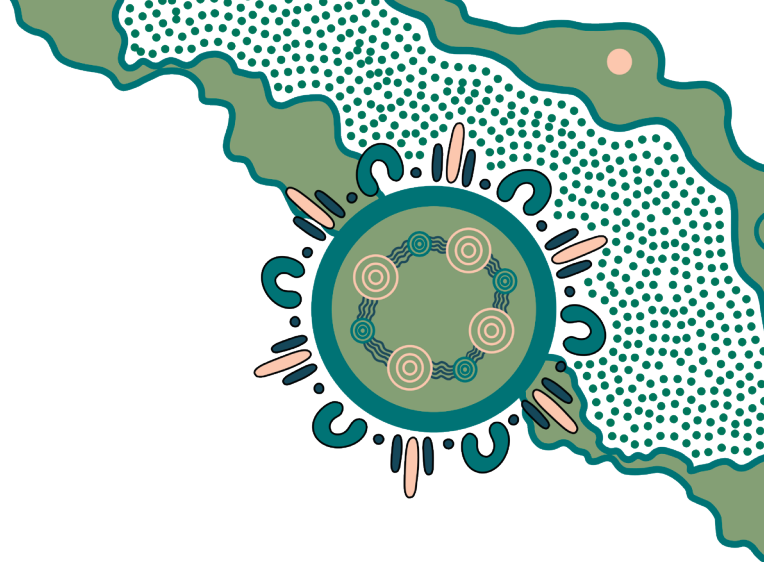
Wendy is a qualified social worker, who has worked at the Tasmanian Aboriginal Centre for 18 years. She is currently employed as the Statewide Family and Children's Program Manager and recently spent 12 months working on the Tasmanian Commission of Inquiry into child sexual abuse in government institutions.



Our Council Members

The SNAICC Council includes additional representatives from SNAICC member organisations in each state and territory.

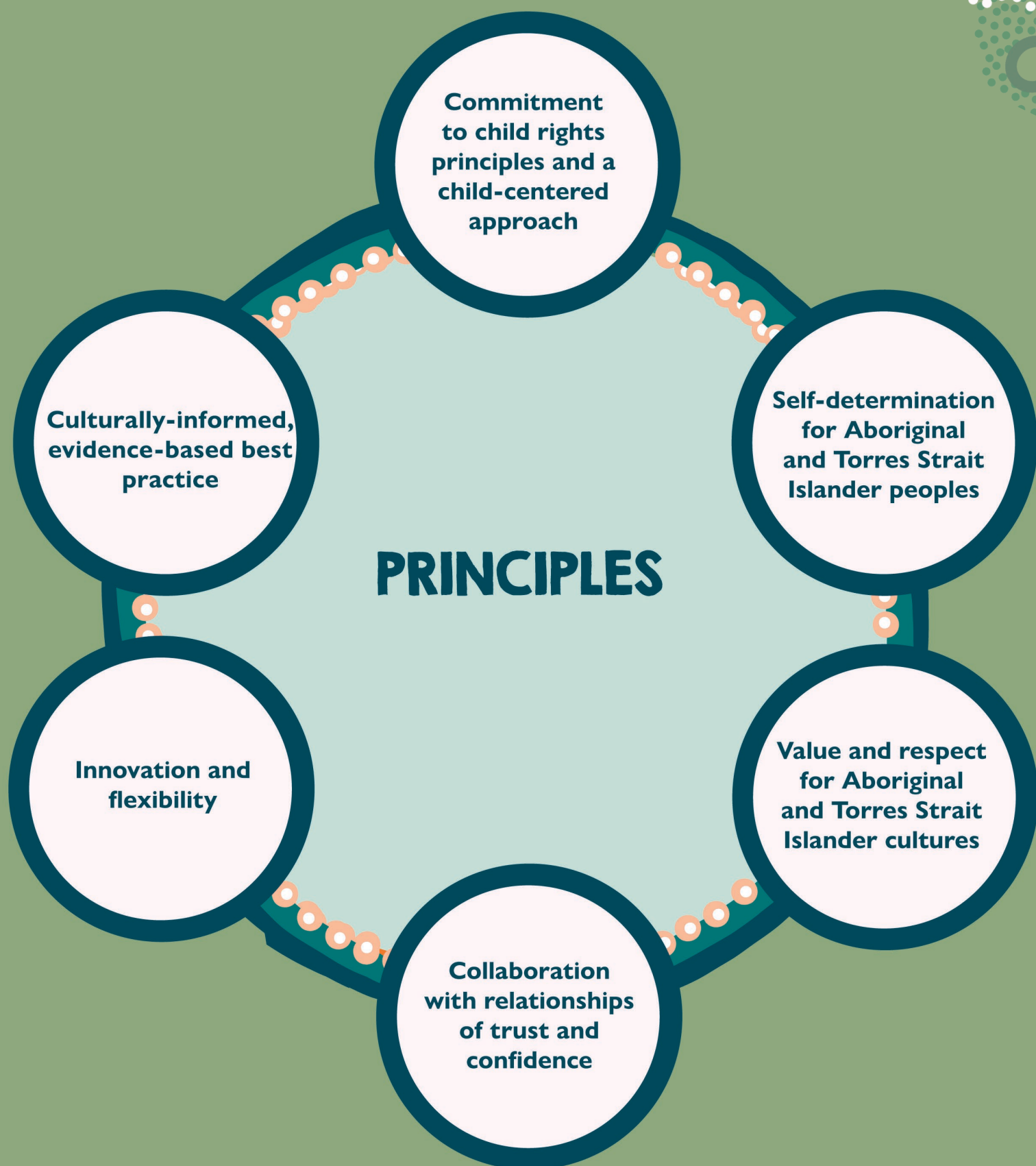
The Council provides strategic and policy advice and is structured to bring cross-sector state and territory experience and knowledge and foster interstate information exchange and engagement.



State/Territory	Organisation	Delegate
Australian Capital Territory	Yerrabi – Child & Family Aboriginal Corporation	Selina Walker
New South Wales	Muloobinba Aboriginal Corporation	Emma Beckett
	NSW Child, Family and Community Peak Aboriginal Corporation (AbSec)	John Leha
Northern Territory	Danila Dilba Biluru Butji Binnilutlum Health Service Aboriginal Corporation	Rob McPhee
	Central Australian Aboriginal Congress (CAAC)	Dawn Ross
Queensland	Palm Island Community Company Limited (PICC)	Rachel Atkinson
	Queensland Aboriginal and/or Torres Strait Islander Child Protection Peak (QATSICPP)	Garth Morgan
South Australia	Aboriginal Family Support Services (AFSS)	Dan Mitchell
Tasmania	Tasmanian Aboriginal Centre (TAC)	Wendy Moore
Victoria	Victorian Aboriginal Child Care Agency (VACCA)	Muriel Bamblett
	Victorian Aboriginal Education Association Inc. (VAEAI)	Neville Atkinson
Western Australia	Coolabaroo Neighbourhood Centre	Joanne Della Bona
	Yorganop Associated Inc.	Kathleen Pinkerton



OUR WORK



TARGET OUTCOMES



FOCUS AREAS



CHILDREN AND FAMILIES

Aboriginal and Torres Strait Islander communities and services play a central role in achieving the best outcomes for our children and families. Research emphasises the unique strengths of Aboriginal and Torres Strait Islander child-rearing practices, the critical importance of Aboriginal-led solutions for improving outcomes, and the powerful impact of cultural identity on the wellbeing of Aboriginal and Torres Strait Islander children.

However, these strengths are being undermined by a deepening crisis of child removal, which tears families apart and disrupts the social fabric of communities. To create real and lasting change, we must invest in early intervention and prevention to better support and heal families facing vulnerabilities. This requires proactive action to address poverty, heal the trauma of the Stolen Generations and its enduring effects, and ensure Aboriginal and Torres Strait Islander communities are meaningfully included in policy decisions that directly affect their lives.

NATIONAL COMMISSIONER FOR ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN

On 13 February 2024, the Australian Government announced the establishment of a National Commissioner for Aboriginal and Torres Strait Islander Children and Young People. The announcement was the end result of decades of advocacy by Aboriginal and Torres Strait Islander communities and the sector, alongside targeted advocacy from SNAICC.

SNAICC has long advocated for a fully empowered, fully resourced and fully legislated National Commissioner for Aboriginal and Torres Strait Islander Children and Young People. Throughout the development of Safe and Supported: The National Plan for Protecting Australia's Children 2021-2031, the Aboriginal and Torres Strait Islander Leadership Group called for the Australian Government to recognise the importance of a National Commissioner for Aboriginal and Torres Strait Islander Children and Young People and commit to its implementation.

When the Early Childhood Care and Development Policy Partnership (ECCDPP) was established, SNAICC identified an opportunity to continue this advocacy, and through shared decision-making, the establishment of a National Commissioner for Aboriginal and Torres Strait Islander Children and Young People was adopted as one of the Partnership's year one priorities.





This ongoing advocacy through national policy forums combined with a strong public advocacy push through the media, successfully influenced the Australian Government to establish a National Commissioner for Aboriginal and Torres Strait Islander Children and Young People.

The establishment of the National Commissioner will be a game changer for Aboriginal and Torres Strait Islander children and families. It will focus on providing rights-based accountability and oversight and advocating for evidence-based change to policies and systems that will ensure our children grow up safe, connected to their family and cultural identity.

Now, SNAICC and the Aboriginal and Torres Strait Islander Leadership Group for Safe and Supported are working to make sure this happens, and that the implementation of the National Commissioner reflects shared decision-making and the priorities of Aboriginal and Torres Strait Islander people and communities, in particular children and young people.

SNAICC is supporting the Leadership Group, with CEO Catherine Liddle as chair, to negotiate with the Government on the selection process and design of the National Commissioner, which will be in place by the beginning of 2025. SNAICC and the Leadership Group are also supporting processes to ensure the voices of young people are directly heard and contribute to the role's establishment.

This means ensuring the selection process involves and reflects the priorities of Aboriginal and Torres Strait Islander communities to ensure the National Commissioner will have the confidence of the communities it will serve. It also means ensuring that the National Commissioner will have the mandate, powers, independence and resources to deliver the strongest possible advocacy and accountability.

Work to implement the National Commissioner sits alongside work under Safe and Supported to push for similar independent and empowered roles in every jurisdiction – establishing them where they don't already exist and strengthening them where they are present. This will ensure a system of strong, rights-based accountability structures across the board to ensure the voices and rights of Aboriginal and Torres Strait Islander children and young people are consistently and strongly upheld.



NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY 2023

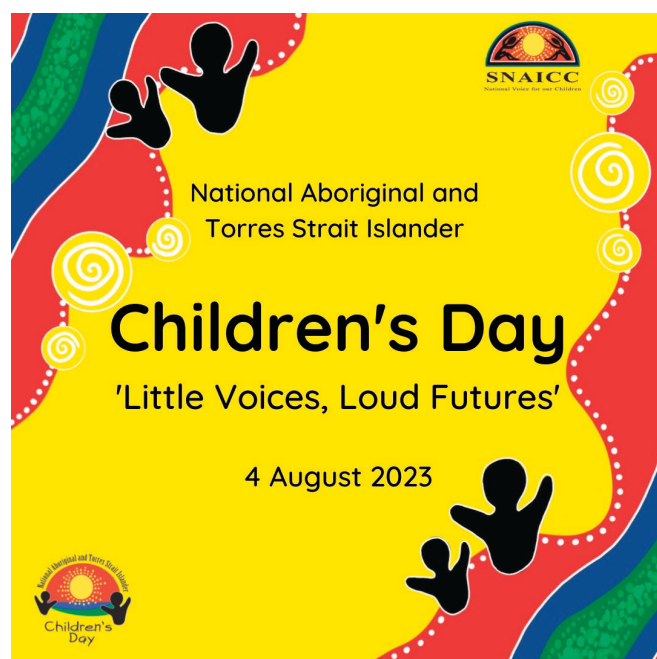
National Aboriginal and Torres Strait Islander Children's Day (Children's Day) is Australia's national day to celebrate the strengths and culture of our children and their ancestors. It is an opportunity for all Australians to show their support for Aboriginal and Torres Strait Islander children, as well as learn about the crucial impact that family, culture, and community play in the life of every child.

SNAICC has been coordinating Children's Day for more than 35 years. Each year Children's Day continues to grow and be bigger than the last. Children's Day is celebrated every year on August 4 as an important date that was historically used to communally celebrate the birthdays of Aboriginal and Torres Strait Islander children who were taken from their families at a young age, without knowing their birthday – the Stolen Generations.

THEME

Little Voices, Loud Futures

SNAICC is the National Voice for our Children. As the national peak body, we have a responsibility to make our children's voices as powerful as possible, now and into the future. This 2023 theme for National Aboriginal and Islander Children's Day, 'Little Voices, Loud Futures' fires that ambition, raising awareness for the bright futures of our children and the potential for their voices to pave a new path for our nation. As always, we support the voices of our children in calling for a future where they are proud and empowered by their culture to speak their truth and be listened to by all Australians.



LITTLE VOICES LOUD FUTURES

NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER

Children's Day 4th August 2023

www.aboriginalchildrensday.com.au





FLAGSHIP EVENT

The 2023 Children's Day Flagship event was in Mparntwe/Alice Springs. With the support of Tangentyere Council, SNAICC was able to hold a Children's Day event at Karnte Camp. More than 100 people attended with many young children coming to the event. Tangentyere Council Aboriginal Corporation organised one of its women's groups to do some weaving and the fathers' group took care of the barbeque.

An Elder from Karnte Camp spoke to the Community and attendees on the importance of play groups and engagement in learning for young children. Tania Timu and Jo Moloney from Tangentyere Council Aboriginal Corporation spoke on the importance of having a day to celebrate Aboriginal children and their connection to culture, and support for town camps.

COMMUNITY ENGAGEMENT

Children's Day had a record 56 events held across the nation. 33 were early years centres and services, playgroups and schools. 12 of these were Aboriginal organisations.

Services shared photos and stories of what they got up to on the day. SNAICC's focus for 2023 was to encourage more formal registrations of Children's Day. In 2023, the number of registered events tripled which will continue to encourage and support centres and communities to host Children's Day events.

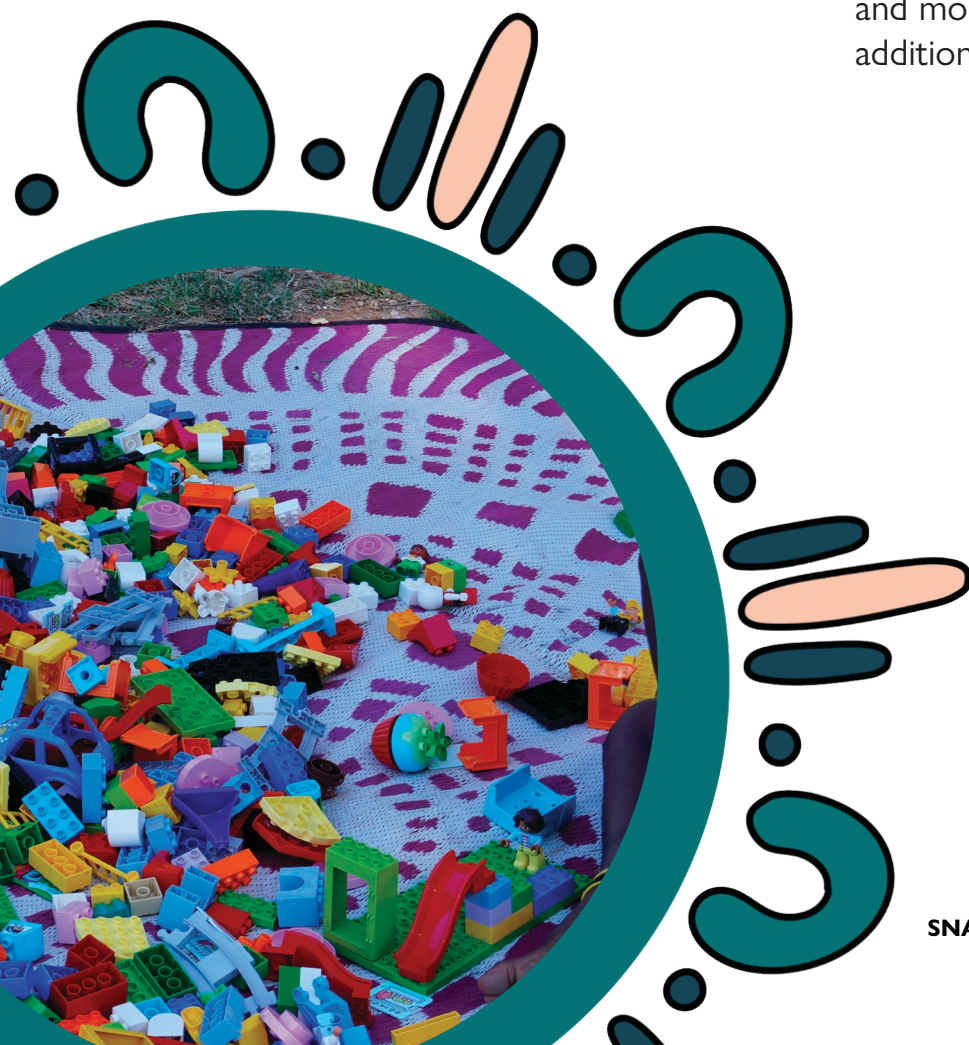


CHILDREN'S DAY RESOURCES

In 2023, 15,000 Children's Day bags were produced, packed and distributed across Australia. The bag included:

- drawstring backpack
- Children's Day activity sheets
- Children's Day bandana
- LEGO 3 in 1 creator set
- Purlka ngamaji Kakaji book
- bracelet making kit
- crayons
- animal stamp

The Indigenous Literacy Foundation donated 15,000 children's copies of Purlka ngamaji Kakaji by Emma Bearwu and LEGO Australia donated 15,000 3-in-1 creator kits for the Children's Day bags. The Children's Day bags sold out in a record single day. There was a massive demand for the Children's Day bags and more than 150 email inquiries for additional stock once they sold out.



10TH SNAICC NATIONAL CONFERENCE 2023

SNAICC'23 – the 10th SNAICC National Conference was held from 5-7 September 2023 at the Darwin Convention Centre (DCC) on the lands of the Larrakia people. SNAICC would like to thank the Larrakia people for their hospitality and pay respect to their Elders.

SNAICC'23 gave delegates a safe space to learn, share and network about early childhood education and care, and child protection issues that impact Aboriginal and Torres Strait Islander people. This year's conference theme was:

VOICES AT THE TOP – OUR CHILDREN, OUR RIGHTS, OUR WAY

The event brought together like-minded individuals and organisations for a celebration of culture and country, focused on the work we do to elevate the voices of our children and families. Aboriginal and Torres Strait Islander culture must play an integral role in developing positive outcomes for early childhood education and care when it comes to our children. Our strength and vitality has been passed down to us through rich cultural traditions, shared by the voices of those who have come before us.



SNAICC'23 featured an extensive program of keynotes, plenaries, panel discussions and presentations. Over 100 organisations, associations and entities presented 101 concurrent sessions across six streams covering Children and Families, Child Protection and Early Learning and Development. A total of 1,624 delegates attended SNAICC'23, representing over 430 organisations, associations and entities. Of these, over half represented First Nations businesses or organisations.

SNAICC'23 featured a rich cultural program of two performances per day by young people singing and dancing in English and in language. SNAICC also showcased a larger range of Aboriginal and Torres Strait Islander performers at the Welcome Function and Gala Dinner than in previous years.



OUR CHILDREN, OUR RIGHTS, OUR WAY



SNAICC worked closely with Larrakia Nation in the lead up to the conference to make sure the lands and seas upon which we all met were honoured.

This was reflected in multiple aspects of the conference from the branding (which was a collaboration between Larrakia artist Jason Lee and local social enterprise House of Darwin) to the look and feel of the event.



IMPACT

With over 90% of delegates attending the conference from interstate or overseas, SNAICC'23 brought \$5.1mil investment into the Top End.

Several influential individuals and organisations attended and participated in SNAICC'23. While Federal Parliament was in session throughout the run of the conference, SNAICC was honoured to present three pre-recorded messages from the Hon Linda Burney MP (then Minister for Indigenous Australians), the Hon Anne Aly MP (Minister for Early Childhood Education) and the Hon Amanda Rishworth (Minister for Social Services). The Northern Territory Minister for Territory Families, the Hon Kate Worden attended SNAICC'23 in person and addressed delegates on the first day of the conference as well as at the gala dinner.


Public servants from 16 state and federal government departments attended SNAICC'23, including many senior officials. Representatives from many other agencies were also in attendance, including but not limited to the Australian Competition and Consumer Commission (ACCC), the Productivity Commission and the National Indigenous Australians Agency (NIAA).



The conference proved to be a popular topic across social and traditional media outlets. SNAICC published 85 posts across Facebook, Instagram and LinkedIn about SNAICC'23. Between 5-7 September alone, conference-related social media reached a cumulative total of over 15,000 users – an increase of 309.3% on Facebook, 178.4% on Instagram and 167.8% on LinkedIn.

SNAICC'23 was also a popular topic across these platforms with other individuals and organisations. During the same time, others made 73 posts using the hashtag #snaicc23 and 23 posts using the hashtag #voicesatthetop.

Between 4-7 September 2023, SNAICC'23 was featured in 374 media items across television, radio, print and online media and reached a cumulative total of almost 9 million people.



THANK YOU FOR YOUR SUPPORT



110+

conference sessions
presented

30+

services, artists and
makers exhibited

3

unforgettable days
in the Top End

1,624

delegates attended

50+%

identified as Aboriginal
and/or Torres Strait
Islander



22.91% VIC

21.49% NSW

16.56% NT

12.68% QLD

11.88% WA

10.16% SA

3.39% ACT

0.80% TAS

0.12% Overseas

430+

organisations, associations and entities represented



30.77%
Child and
Family Support
Services



25.64%
EC Education
and/or Care
Services



19.49%
Government
or Regulatory
Bodies



12.82%
Health or
Medical
Services



11.28%
Other
Businesses and
Organisations

374

stories published
across television, radio,
newspaper and online
media

9+MIL

people reached via
social media and press
activities

\$5.1MIL

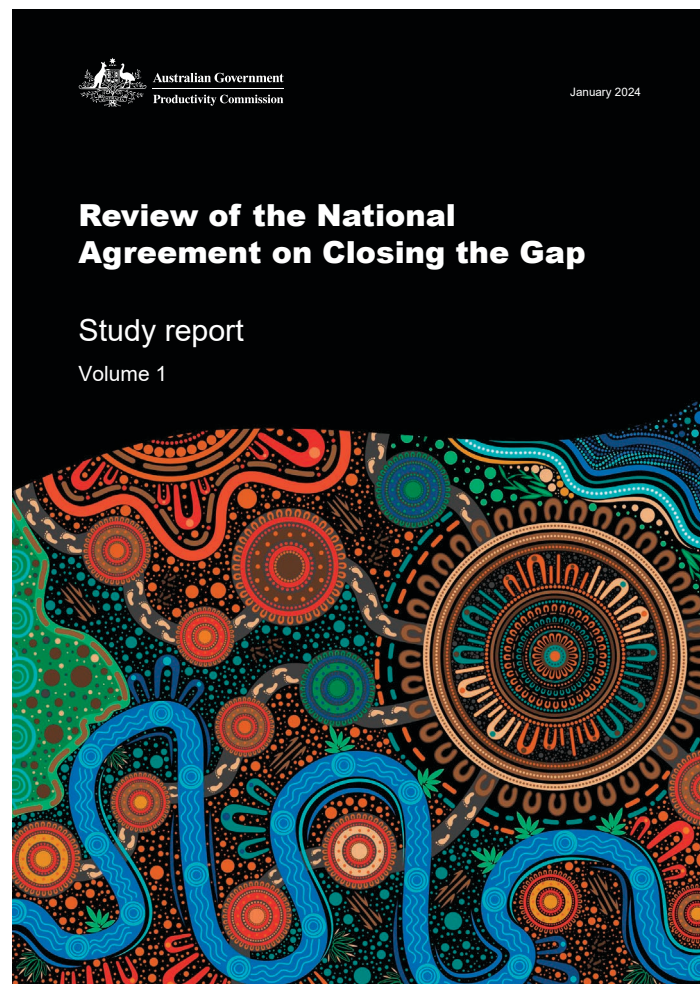
investment added to the
Northern Territory economy
as a result of SNAICC'23




THE NATIONAL AGREEMENT ON CLOSING THE GAP

The National Agreement on Closing the Gap (the National Agreement) remains one of the strongest policy measures that SNAICC has to influence and work with all Australian Governments on improving outcomes for our children. Through the National Agreement, all Governments committed to four Priority Reforms that transform the way they work, and 17 socio-economic targets focused on ensuring equitable life outcomes for our children, families and communities.

This year the Productivity Commission conducted a review of the National Agreement on Closing the Gap. SNAICC contributed to the review through the Coalition of Peaks, meeting with the Commissioners, the ECCDPP and by making a dedicated submission. SNAICC used these opportunities to highlight where the Priority Reforms are working well to make a difference for our children and families, such as SNAICC's partnership with the Department of Education working on policy reform through the ECCDPP and in service design and delivery through the Connected Beginnings program. SNAICC also told the Commission about where things are not working well and where governments and the Peaks need to be working together better to meet the commitments of the National Agreement.





SNAICC welcomed the strong Report findings and recommendations from the Productivity Commission and is advocating for the government to implement the recommendations.

The Coalition of Peaks, a collective of 80 Aboriginal and Torres Strait Islander Peak Bodies representing 800 Aboriginal community-controlled organisations (ACCOs), plays a key role in holding governments accountable for their commitments under the National Agreement. The Coalition of Peaks came together as an act of self-determination to be formal partners with Australian governments on Closing the Gap. The Coalition of Peaks is led by Aunty Pat Turner as the Lead Convener and our CEO, Catherine Liddle, is one of two Deputy Lead Conveners.

SNAICC takes its responsibility as a member of the Coalition of Peaks seriously and contributes to working groups and shared decision-making forums on a wide range of cross-cutting structural issues including:

- Workforce
- Economic development and inclusion
- Sovereignty
- Evaluation and monitoring
- Reforming the public sector

As well as contributing to cross-cutting work, SNAICC takes the concerns and opportunities raised by our members on issues of early childhood education and care, child protection and family safety to national forums and advocates for policy reform.

SNAICC will continue to work alongside and in partnership with our peak bodies from across the continent to get the best outcomes for our communities and keep all governments accountable for their commitments under the National Agreement.

SUPPORTING A STRONG SECTOR

WAKWAKURNA KANYINI – SOUTH AUSTRALIAN PEAK BODY FOR ABORIGINAL CHILDREN AND FAMILIES

For more than three years, SNAICC has worked in close partnership with Aboriginal communities and organisations in South Australia to undertake the design and establishment of a new peak body for Aboriginal children, young people and families. This work is grounded in decades of advocacy from local Aboriginal leaders for a representative, self-determining peak body to bring community voice into the child protection and family support sectors.

Throughout 2021-22, SNAICC facilitated a state-wide engagement process in partnership with Commissioner for Aboriginal Children and Young People, April Lawrie, in which we listened to community voices from all over South Australia to develop recommendations for the new Peak Body's role, functions, structure and governance. In early 2023 the South Australian Government accepted our recommendations in full, committing to fund the peak body in line with their Aboriginal Action Plan 2021-22 and their statewide Closing the Gap Implementation Plan.

Since then, SNAICC has worked in partnership with the South Australian Aboriginal Community Controlled Organisation Network (SAACCON), guided by a Steering Committee of local Aboriginal experts and leaders to establish the Peak Body.

Establishment activities throughout 2023–24 included developing governance structures and processes, securing an office in central Adelaide, commissioning original artwork by Jaylene Ware (a proud Wirangu, Kokatha and Antakirinja Matu-Yankunytjatjara woman) and confirming the organisation's name.

The Establishment Steering Committee chose the name 'Wakwakurna Kanyini' (Wakwakurna is Kurna language for children, while Kanyini is a Pitjantjatjara word that loosely translates to interconnectedness, nurturing, holding and support for family, country and community) to reflect the Peak's vision of ensuring Aboriginal communities can raise their children strong in culture and connected to family.



Wakwakurna Kanyini has also welcomed Ashum Owen – a proud Kurna, Ngarrindjeri and Narungga woman – as its inaugural Chief Executive Officer.

Wakwakurna Kanyini was registered and commenced operations in July 2024 and was formally launched on 23 September. SNAICC is thrilled to see South Australian Aboriginal communities' tireless advocacy come to fruition.



Wakwakurna Kanyini artwork – by Jaylene Ware (Wirangu, Kokatha, Antakirinja Matu-Yankunytjatjara)



EARLY CHILDHOOD CARE AND DEVELOPMENT POLICY PARTNERSHIP

SNAICC co-chairs the ECCDPP with the Australian Government Department of Education.

The ECCDPP brings together independent and Coalition of Peaks Aboriginal and Torres Strait Islander representatives and all Australian governments to jointly decide policies that will achieve Closing the Gap Targets 2, 3, 4, 12 and 13.

In 2023-2024, the ECCDPP recommended six areas of policy reform to the Joint Council on Closing the Gap. These recommendations included the establishment of a National Commissioner for Aboriginal and Torres Strait Islander Children and Young People and developing implementation advice for a new dedicated funding model for ACCO early years services, and all were accepted.

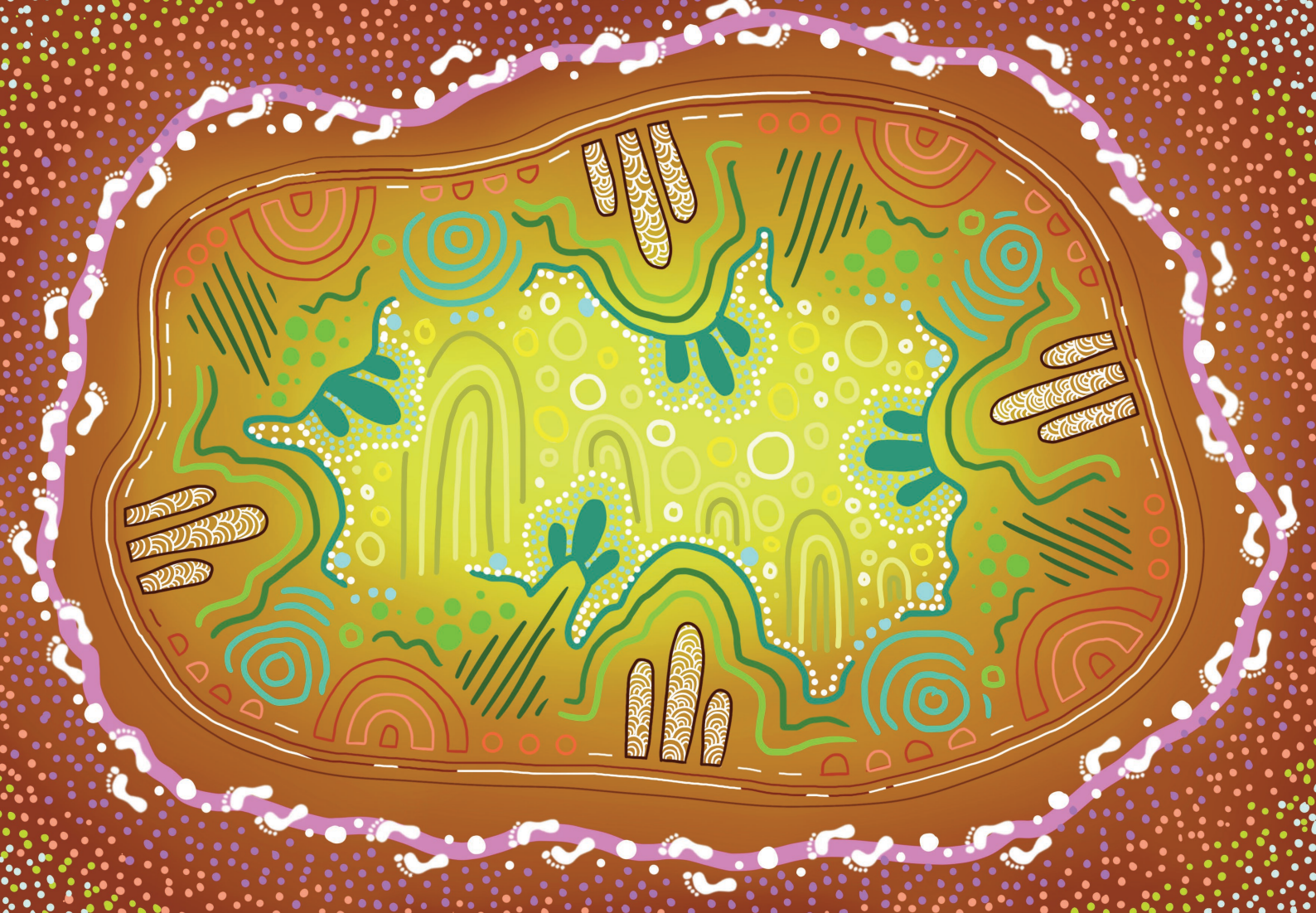
The ECCDPP is working through the challenges of governments learning to work differently and share decision-making with Aboriginal and Torres Strait Islander people. The ECCDPP has used governments' commitments in the National Agreement to help overcome these challenges as the strongest mechanism to change government's ways of working.

In 2023-2024, the ECCDPP teamed up with Safe and Supported Aboriginal and Torres Strait Islander Leadership Group to successfully get a commitment from the Australian Government to fund and establish the National Commissioner for Aboriginal and Torres Strait Islander Children and Young People.

Through the Partnership, SNAICC has progressed the community-controlled sector's long-standing call for a new way of funding ACCO early years services. SNAICC and the sector have developed a dedicated funding model for ACCO early years services that has influenced the Productivity Commission's Inquiry into ECEC. In 2024-2025, the Partnership is working to progress even implementation of the funding model across jurisdictions.

SNAICC will continue to drive the reform priorities of communities and the sector through the Partnership, progressing proportional funding to ACCOs for child and family services, workforce development, and collaboration across policy areas to deliver holistic support for families and children.





Guiding Stars

Tovani Cox

This vibrant artwork titled 'Guiding Stars' symbolizes the unity and shared decision-making embodied by the Early Childhood Care and Development Policy Partnership



FUNDING MODEL OPTIONS FOR ACCO EARLY YEARS SERVICES REPORT

For many years, ACCO early years services have highlighted the funding challenges that impact their ability to provide high quality, holistic services in their communities. SNAICC has long advocated for this to be addressed through a dedicated funding model for ACCO early years services that reflects the full cost of service delivery. In response to this advocacy, in 2023 the ECCDPP adopted a priority to research funding model options for ACCO early years services. SNAICC was engaged by the Australian Department of Education on behalf of the ECCDPP to undertake this research, and in May 2024 publicly released its final research report.

This project was initially designed and proposed by SNAICC in consultation with Aboriginal and Torres Strait Islander early years service providers across the country. It is grounded in decades of leadership from Aboriginal and Torres Strait Islander communities and community-controlled services and builds on the deep foundation of Aboriginal and Torres Strait Islander cultural child rearing practices that have raised children strong in their cultures and communities for many thousands of years.

SNAICC worked with Dr Jessa Rogers and dandolopartners to undertake a review of the existing evidence and literature on ACCO early years services and their funding arrangements, before conducting nationwide engagement with a range of stakeholders. SNAICC heard directly from Aboriginal and Torres Strait Islander families, services and other stakeholders through nationwide face-to-face consultations with ACCO early years services and families, an online survey and interviews with representatives from all Australian governments. Finally, SNAICC worked in partnership with Deloitte Access Economics to prepare economic modelling and analyse funding model options.

SNAICC's research confirmed what the ACCO early years sector has been saying for years – that current funding approaches are not fit for purpose and are failing Aboriginal and Torres Strait Islander children, families and communities. Big changes are needed to reform how ACCO early years services are funded.



The Report found that any funding model for ACCO early years services must include five core funding principles: certainty, reliability, control, responsiveness and administrative simplicity.



Based on these principles, SNAICC's Research Report recommends the introduction of a new dedicated funding model for ACCO early years services that comes from one funding source. The model is block-based, needs-based and includes funding for backbone support, with base funding scaled based on population, remoteness and need.

A recurrent block entitlement is provided per service, enabling the quality delivery of integrated core services (\$1.2 million minimum per service). The service components funded by this entitlement include core services and glue.

Services that are flexible to community need are supported by a needs based flexible entitlement.

Backbone support and infrastructure are funded through bespoke needs based block funding models.

Base entitlement assumes a base 6.0 FTE to provide core services, and 4 FTE to support integration (the glue), plus a recurring operational budget (including maintenance and administration).

Flexible funding is applied for services designated by community, as a proportion of the base entitlement.

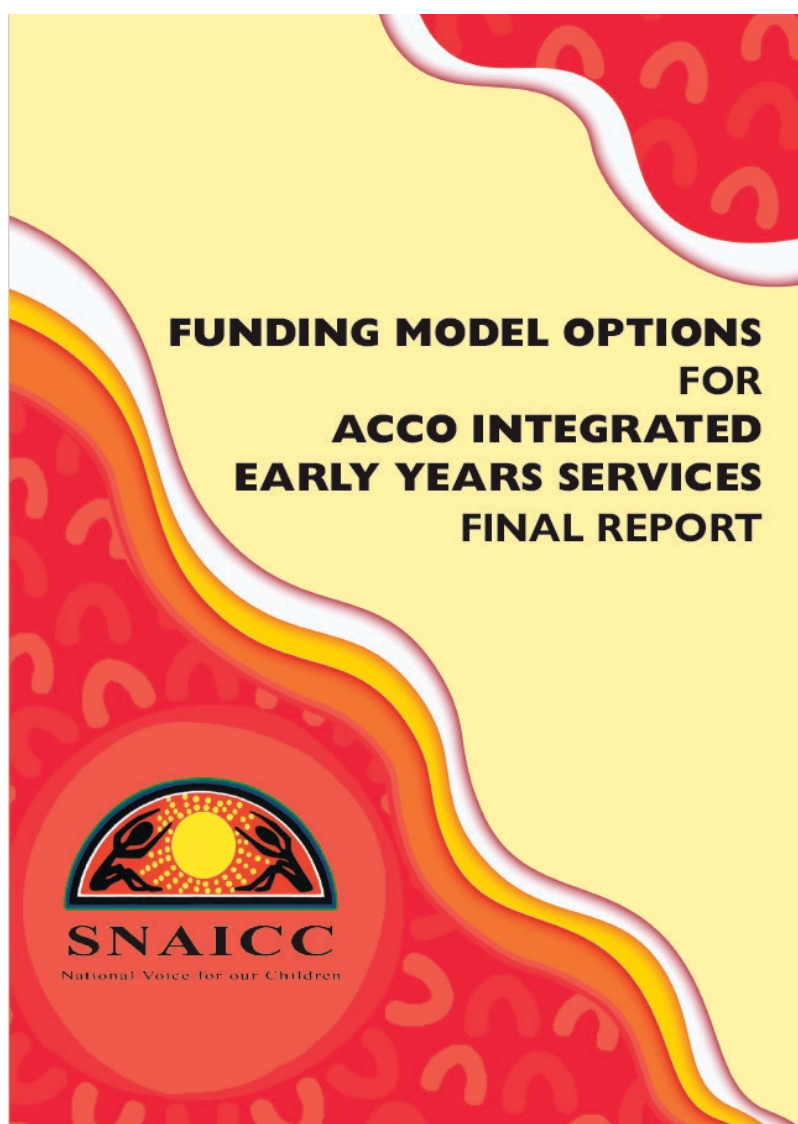
Backbone support organisations are funded using a base FTE assumption, scaled to support sector expansion, policy reform or other system level aspirations.

Infrastructure is funded using the Future Investment Framework, which includes a community eligibility criteria, participatory processes to specify investment required and differentiates between new builds and refurbishment options.



The ECCDPP accepted the Report as final and provided it to the Productivity Commission to consider as part of its Inquiry into Early Childhood Education and Care (ECEC). The Productivity Commission recommended in its final report that funding arrangements for ACCOs should be considered through shared decision-making and that the ECCDPP is the most appropriate forum for this to occur.

Through the ECCDPP, SNAICC will negotiate with governments for a dedicated funding model for ACCO early years services to enable them to continue providing the holistic, culturally responsive services that allow children to thrive.



PRODUCTIVITY COMMISSION INQUIRY INTO EARLY CHILDHOOD EDUCATION AND CARE

In March 2023, the Productivity Commission began its Inquiry into ECEC.

SNAICC made several contributions to the Productivity Commission throughout its Inquiry to ensure that the needs and views of ACCO early years services were considered and reflected in the Productivity Commission's reports and recommendations.

SNAICC provided two submissions with policy recommendations, appeared at a public hearing to provide further information and clarification on the recommendations and met directly with the Commissioners to advocate for key policy reform such as the removal of the activity test, the introduction of a dedicated funding model for ACCO early years services and significant investment in the Aboriginal and Torres Strait Islander early childhood workforce.

The Productivity Commission's final report was released in September 2024 and included a number of recommendations aligned with SNAICC's policy positions and advocacy asks. The report recommends the full removal of the activity test, an increase in the subsidy rate for lower income earners, improved pathways for Aboriginal and Torres Strait Islander people to gain ECEC qualifications and a development fund to grow services in areas with thin markets to address child care deserts, including through new investment in ACCOs. Significantly, the report also recognises the unique and valuable role of ACCOs in providing holistic, wraparound early years services to Aboriginal and Torres Strait Islander children and families, and recommends that consideration of funding for ACCOs be undertaken through shared decision-making, with the ECCDPP as the most appropriate mechanisms for this to take place.

SNAICC will continue to advocate for bipartisan support and commitment to implement the recommendations from the Productivity Commission's report.



EARLY CHILDHOOD EDUCATION AND CARE WORKFORCE

SNAICC continues to focus on the importance of building and investing in a strong and sustainable Aboriginal and Torres Strait Islander early childhood education and care workforce, including building cultural safety within policy and regulatory frameworks.

In 2023, SNAICC was engaged by the Australian Government Department of Education to examine targeted programs to support studies and placements for Aboriginal and Torres Strait Islander student educators and teachers to strengthen the Aboriginal and Torres Strait Islander ECEC workforce. This project was part of an action under Shaping Our Future National Children's Education and Care Workforce Strategy and considered current factors of success, barriers and opportunities for government to take action in the support and growth of programs and services supporting students to obtain their ECEC qualifications.

SNAICC's Report contained 14 recommendations, including priority recommendations, across four themes – education and training organisations and support; ACCO sector investment; government policy frameworks; and data investment.

A key finding from this Report is that the combination of tailored and place-based workforce programs and the critical support provided by ACCO ECEC services are key in creating successful students and a strengthened Aboriginal and Torres Strait Islander ECEC workforce. The combination of the specific program and the support from the ACCO ECEC service is what has had the biggest impact on a student being able to complete their qualification. The Report has been provided to the Australian Government Department of Education and the recommendations are expected to be publicly released by the end of 2024.

SNAICC also contributed to a number of national workforce reform strategies and initiatives, including as a member of the Job Skills Australia ECEC Capacity Study Steering Committee, the Shaping Our Future Reference Group, the Humanability Industry Advisory Committee, and through submissions to the *Early Childhood Education and Capacity Study*, *Early Years Strategy* and the *Productivity Commission Inquiry into ECEC*, with workforce recommendations centering on the unique needs, and strengths of ACCO early years workforce, including the need to recognise the importance of cultural knowledge in the ECEC workforce, and remunerate cultural knowledge appropriately.



WORKFORCE DEVELOPMENT

Aboriginal and Torres Strait Islander educators and teachers play a crucial role in supporting children to grow up strong in culture. The ACCO ECEC workforce has pre-existing connections and knowledge of community and lived experience which results in genuine care and empathy for children and families. ECEC service providers and parents often report that employment of local Aboriginal and Torres Strait Islander people supports participation and engagement in ECEC services, experiencing a workforce that they feel safe with and relate to is essential for a successful service delivery.

SNAICC attended Workforce Crisis meetings, hosted by the United Workers Union and Early Childhood Australia to advocate for salary increases and improved conditions for Aboriginal and Torres Strait Islander early years workers. SNAICC continues to work closely with ACCO early years services to support, identify, document and promote good practice examples of service led approaches to training, professional development and leadership.

SNAICC welcomes the Australian Federal Government's commitment to fund a 15 per cent pay rise for early childhood education and care workers.

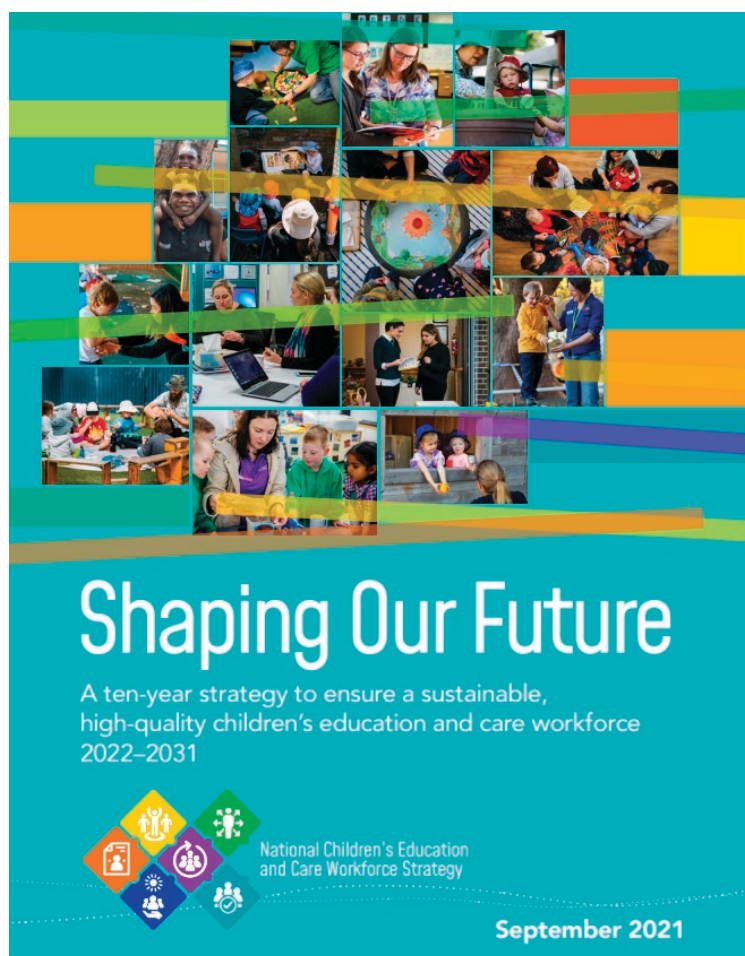
In 2023-2024, SNAICC also led and contributed to a range of initiatives to strengthen the Aboriginal and Torres Strait Islander early years workforce.

SNAICC was contracted by the Australian Government Department of Education to progress Action FA2-1 of Shaping Our Future National Children's Education and Care Workforce Strategy, to review and develop targeted programs to support studies and placements for Aboriginal and Torres Strait Islander potential educators and teachers.

Shaping our Future sets out a number of actions to ensure sustainable, high quality children's education and care workforce over a ten-year period from 2022 to 2031.

Humanability has been formed by the federal government as a Jobs and Skills Council. SNAICC's remit is to drive the advancement of education and workforce development in aged and disability services, children's education and care, health and human services, and sport and recreation industries, attending forums, meetings and discussions to advocate for Aboriginal and Torres Strait Islander educators and the voice of our sector.

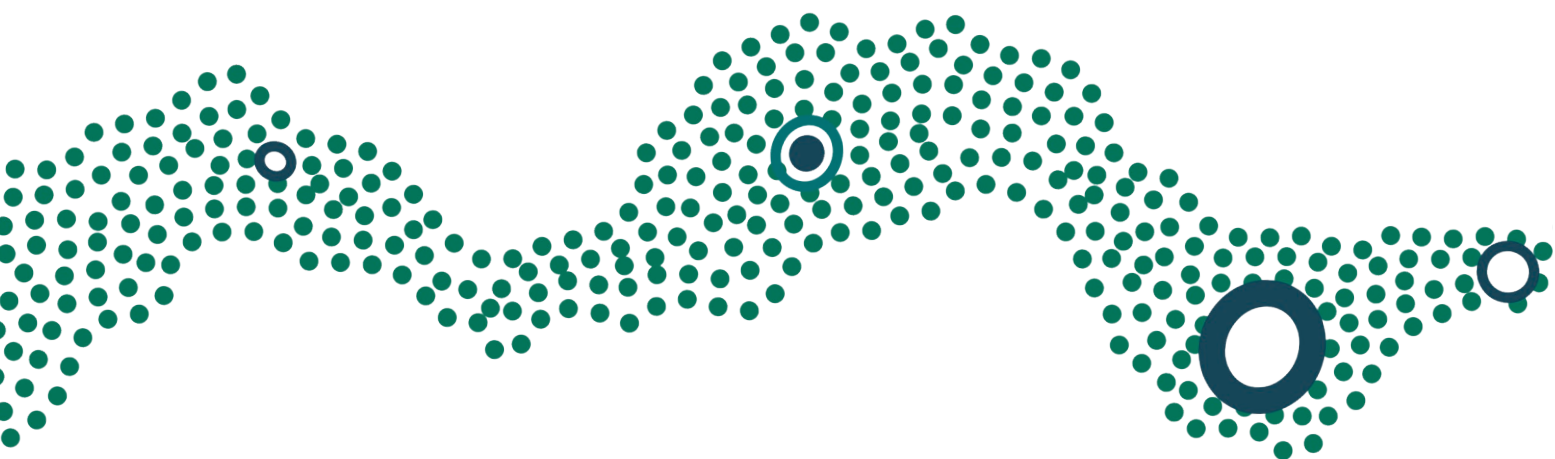




ACECQA

C1 Strengthening Project is a project undertaken collaboratively between the Australian Education and Care Quality Authority and SNAICC. Action C1 required an assessment to be undertaken of supporting materials and resources, and Authorised Officer training under the National Quality Framework and the National Quality Standard to address gaps and ensure they provide quality, culturally appropriate and accessible supports to AOs and services for the regulation of the Aboriginal and Torres Strait Islander community-controlled sector.

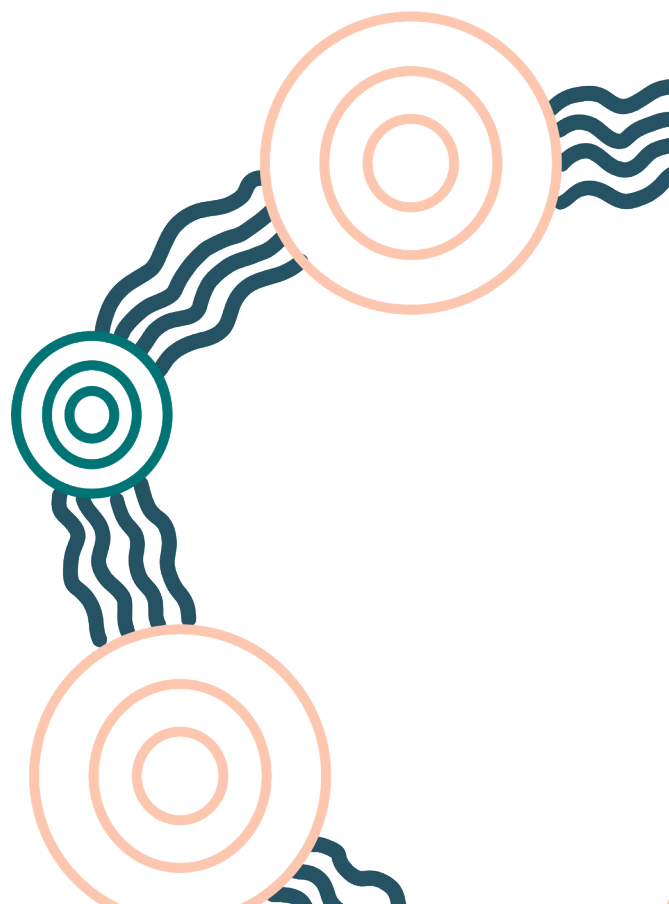
High quality culturally safe education and care is critical in enhancing Aboriginal and Torres Strait Islander children's development, lifelong social and emotional wellbeing, school readiness and in children realising their full potential.



CHILD PROTECTION

Supporting strong, healthy, and self-determining Aboriginal and Torres Strait Islander children connected to family and culture requires a fundamental transformation of Australia's child protection systems. Outcomes for children in out-of-home care remain critical issues: preventing the need for ongoing contact with child protection services is essential as is addressing the needs of Aboriginal and Torres Strait Islander families and children in contact with child protection systems. Quality child protection responses can support healing for children, families and communities, preventing inter-generational harm.

Solutions lie in the full implementation of the Aboriginal and Torres Strait Islander Child Placement Principle (the Child Placement Principle), which acknowledges the importance of culture and ensures genuine participation of Aboriginal and Torres Strait Islander communities in decisions affecting our children. When ACCOs are given the necessary authority in child protection, when families have a voice in decision-making, and when culturally safe, accessible services and supports are available, we see better outcomes for children and families. Achieving lasting change also requires addressing systemic biases within child protection systems that impact Aboriginal and Torres Strait Islander communities.

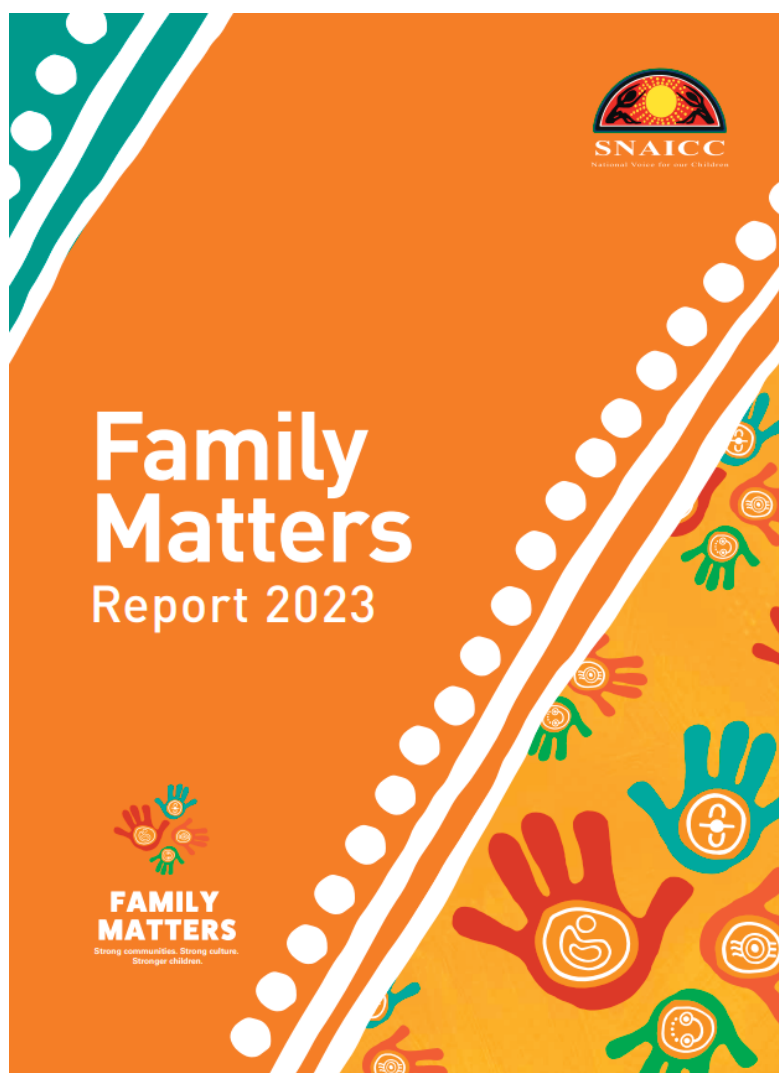


FAMILY MATTERS REPORT 2023

Each year, the Family Matters Report tracks how governments across the country are responding to the challenge of ending the over-representation of Aboriginal and Torres Islander children in out-of-home care. The Report promotes transparency in child protection systems and highlights Aboriginal and Torres Strait Islander-led solutions to improve outcomes for our children.

In November 2023, SNAICC released the eighth edition of the Family Matters Report, at an event in Tarantanya/Adelaide. The launch was opened by SNAICC Chair Muriel Bamblett, and included video messages from then Federal Minister for Indigenous Australians Linda Burney and Minister for Social Services Amanda Rishworth. There were also presentations from AbSec CEO John Leha, Associate Professor Paul Gray, SA Commissioner for Aboriginal Children and Young People April Lawrie, and Life Without Barriers CEO Claire Robbs. The event also featured videos celebrating the work of Tangentyere Council and the Connected Beginnings program.

In March 2024, SNAICC hosted a webinar to further promote the Report and share learnings with the ACCO sector. SNAICC CEO Catherine Liddle facilitated this webinar which had presentations from ACCOs leading innovative practice, including REFOCUS Co-Founder and Director Darcy Cavanagh and KWW Aboriginal Corporation CEO Craig Rigney.



ABORIGINAL AND TORRES STRAIT ISLANDER
CHILDREN

22,328 CHILDREN IN OUT-OF-HOME CARE

42.8%

OF THE TOTAL
NUMBER OF CHILDREN
IN OUT-OF-HOME CARE

BUT ONLY
5.98% OF ALL CHILDREN
IN AUSTRALIA



10.5 x

MORE LIKELY TO BE LIVING
IN OUT-OF-HOME CARE THAN
NON-INDIGENOUS CHILDREN

2013
53.6%



2022
40.7%

LESS THAN HALF ARE
LIVING WITH ABORIGINAL
AND TORRES STRAIT ISLANDER
CARERS

MORE LIKELY TO BE REMOVED AS
AN INFANT THAN NON-INDIGENOUS
CHILDREN - CHILDREN UNDER ONE
YEARS OLD ARE



13.1 x MORE LIKELY
TO BE IN OUT-OF-HOME CARE

CONTINUED TREND OF ADOPTION
BY NON-INDIGENOUS PARENTS

66.3%

OF ADOPTIONS IN THE PAST
10 YEARS WERE TO NON-
INDIGENOUS PARENTS



11.7 x

MORE LIKELY TO BE IN
CARE FOR A PERIOD
OVER 2 YEARS THAN
NON-INDIGENOUS
CHILDREN

LESS LIKELY
TO BE REUNIFIED
WITH BIRTH
PARENTS THAN
NON-INDIGENOUS
CHILDREN



80.9%

OF ABORIGINAL AND
TORRES STRAIT ISLANDER
CHILDREN ARE ON FINAL
LONG-TERM 'PERMANENT'
CARE ORDERS

**ABORIGINAL AND TORRES STRAIT ISLANDER
FAMILIES:**

EXPERIENCE INTERGENERATIONAL TRAUMA
FROM THE STOLEN GENERATIONS

ARE 11 TIMES MORE LIKELY TO ACCESS
SPECIALIST HOMELESSNESS SERVICES

EXPERIENCE LOWER EMPLOYMENT RATES AND
LOWER LEVELS OF EDUCATION AND TRAINING

OUR CHILDREN:

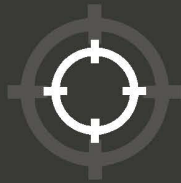
AGED 0-5 YEARS ATTEND EARLY CHILDHOOD
EDUCATION AND CARE AT 65% THE RATE OF
NON-INDIGENOUS CHILDREN

2.6 TIMES MORE LIKELY TO BE DEVELOPMENTALLY
VULNERABLE IN TWO OR MORE CHILDHOOD
DEVELOPMENT DOMAINS BY AGE 5

ABORIGINAL AND TORRES STRAIT ISLANDER
FAMILIES

A CYCLE OF DISADVANTAGE

CLOSING THE GAP NEW TARGET



BY **2031**
REDUCE

THE OVER-REPRESENTATION OF OUR CHILDREN
IN OUT-OF-HOME CARE

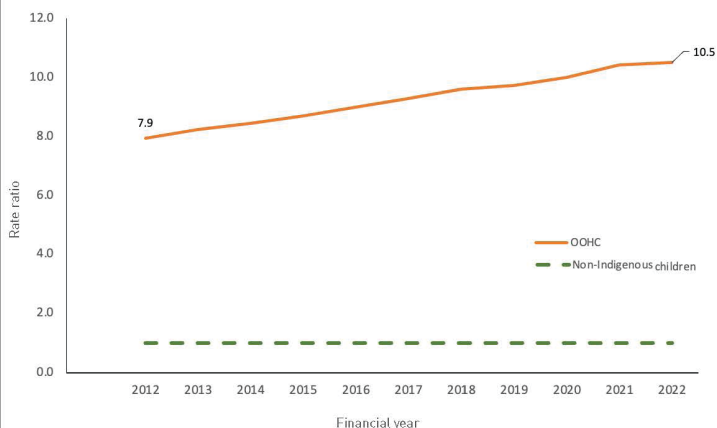


BY
45%

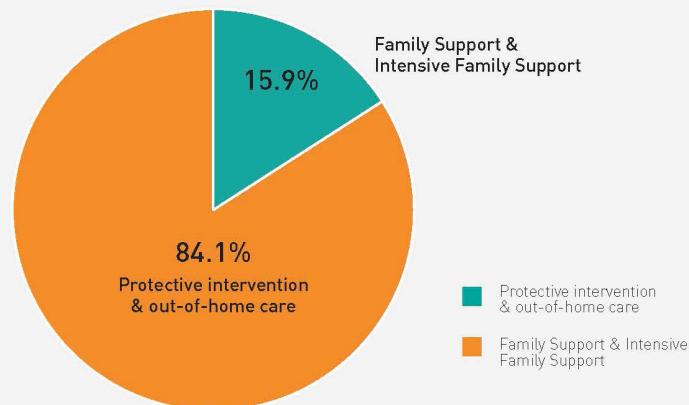
TURN THE TIDE

PROJECTED TO INCREASE BY 39% BY 2033

10-year trend of Aboriginal and Torres Strait Islander children in out-of-home care



Proportions of funding in child protection and family support 2021-22



ABORIGINAL-LED SOLUTIONS

Family Matters calls for investment in community-led solutions and a national commissioner for Aboriginal and Torres Strait Islander children and young people to eliminate the over-representation of our children in out-of-home care

BLOCK	BUILDING BLOCK 1	BUILDING BLOCK 2	BUILDING BLOCK 3	BUILDING BLOCK 4
	Access to universal and targeted services	Participation and control in decision-making	Culturally safe and responsive policies and practice	Accountable governments and services
SOLUTION	Invest in community-controlled organisations to provide culturally safe early intervention and prevention services	Establish resourced legislative roles for participation of community-controlled organisations in all child protection decisions	Permanency planning that supports Aboriginal child rights. Invest in Aboriginal-led family reunification programs	Establish and resource commissioners and peak bodies for our children. Build partnerships with Aboriginal and Torres Strait Islander people to oversee data and outcomes for children
EXAMPLE	Aboriginal-led early intervention and prevention services and holistic integrated early years services such as MACS and ACFCs	Delegation of child protection decision-making (Qld and Vic.) and Aboriginal-led out-of-home care and kinship programs (eg NSW, Vic., NT and SA)	Keeping families together sooner, more often, and for longer, through community-led family reunification programs (eg Qld and Vic.)	Aboriginal commissioners for children in each state and territory (SA, Vic., Qld) and deputy guardian (NSW)

2023 REPORT CARD SNAPSHOT	HEADLINE INDICATOR Over-representation in OOHC (rate)	BUILDING BLOCK 1 Universal and targeted services	BUILDING BLOCK 2 Participation, control in decision-making	BUILDING BLOCK 3 Culturally safe and responsive systems	BUILDING BLOCK 4 Accountability
ACT	14				
NSW	10.5				
NT	14.8				
QLD	9.2				
SA	11.4				
TAS	5.2				
VIC	17.3				
WA	19.1				


KEY ■ Very poor ■ Poor ■ Promising/improving ■ Stronger practice/outcomes

SAFE AND SUPPORTED: NATIONAL FRAMEWORK FOR PROTECTING AUSTRALIA'S CHILDREN 2021-2031

In 2023–24, SNAICC continued supporting implementation of Safe and Supported: The National Framework for Protecting Australia's Children 2021-2031. Safe and Supported establishes how all governments, Aboriginal and Torres Strait Islander leaders and the non-government sector will work together to ensure children and young people grow up safe and supported, free from harm and neglect.

SNAICC supports the Aboriginal and Torres Strait Leadership Group for Safe and Supported, which is made up of leading Aboriginal and Torres Strait Islander experts in child and family services, to engage in shared decision-making with governments about implementing two existing Action Plans.





This commitment to shared decision-making was formalised when the Leadership Group and state, territory and federal ministers signed the Partnership Agreement for Safe and Supported in March 2024, and is a significant step in advancing the Priority Reforms in the National Agreement on Closing the Gap on shared decision-making.

The Leadership Group and SNAICC have made significant progress in working with governments to ensure policy outcomes in critical areas reflect the priorities and needs of Aboriginal and Torres Strait Islander people and communities, including:

- working to establish the National Commissioner for Aboriginal and Torres Strait Islander Children and Young People
- negotiating minimum requirements for all Commissioners for Aboriginal and Torres Strait Islander Children and Young People
- working to develop standards for the delegation of legislative authority and active efforts to implement the Child Placement Principle
- developing a Monitoring and Evaluation Strategy for Safe and Supported.



FIRST ACTION PLAN

2023-2026



While SNAICC is seeing some positive steps from governments to change their ways of working, genuinely sharing decision-making and resourcing to fully reflect the National Agreement at all levels requires a more fundamental shift in the ways that governments usually operate. This is something SNAICC and the Leadership Group continue to advocate for and hold governments to account to.

Over the coming year SNAICC and the Leadership Group will focus on commitments to transfer authority of child protection to Aboriginal and Torres Strait Islander organisations, investment in the community-controlled sector, workforce development, data sovereignty, and full implementation of the Aboriginal and Torres Strait Islander Child Placement Principle to the standard of active efforts.



NATIONAL CENTRE FOR EXCELLENCE DESIGN

Action 3 of the Safe and Supported Aboriginal and Torres Strait Islander First Action Plan calls for building Aboriginal and Torres Strait Islander infrastructure for sovereignty of data and improving the Aboriginal and Torres Strait Islander evidence base. SNAICC and the Safe and Supported Aboriginal and Torres Strait Islander Leadership Group has proposed that this action be delivered through the development and establishment of a National Centre for Excellence in Child and Family Support (the Centre). The Centre will be an Aboriginal and Torres Strait Islander-led body that drives evidence-based approaches to supporting Aboriginal and Torres Strait Islander children, young people and families to thrive.

SNAICC was engaged by the Australian Government Department of Social Services (DSS) to undertake the design phase of the Centre. Guided by leading academics and ACCO sector representatives, SNAICC developed a design report outlining the Centre's purpose and functions, alongside the structural and operational elements required to ensure that community voice and self-determination are at its heart.

The Centre will play a pivotal role in shaping a national research agenda that is grounded in Aboriginal and Torres Strait Islander knowledge, as well as producing and commissioning innovative Aboriginal and Torres Strait Islander-led research. This will drive transformation of the research landscape, which at present often fails to embed Aboriginal and Torres Strait Islander perspectives on child and family wellbeing at the heart of research.

Through evidence-informed advocacy, showcasing best practice and developing practical guidance for policymakers and practitioners, the Centre will help to ensure policies and programs are genuinely responsive to the priorities of our communities. The Centre will also help to grow the Aboriginal and Torres Strait Islander research workforce by offering support, training and development opportunities to emerging researchers.

SNAICC's advice will inform DSS's next steps for establishing the Centre in 2024-25, including the selection of a suitable organisation to lead the establishment process.



NATIONAL CHILD AND FAMILY INVESTMENT STRATEGY

Another major step in the implementation of the Safe and Supported Action Plans has seen SNAICC partner with QATSICPP and Social Ventures Australia to develop the first ever National Child and Family Investment Strategy. This Investment Strategy aims to deliver on Action 2 of the Aboriginal and Torres Strait Islander First Action Plan ('Shift towards adequate and coordinated funding of early, targeted and culturally safe supports for Aboriginal and Torres Strait Islander children and families') as well as Action 1 of the First Action Plan ('Address the social determinants of child safety and wellbeing through early and targeted support and improved access to services for vulnerable children and families').

The Investment Strategy aims to grow the proportion of funding invested in earlier supports (rather than tertiary child protection responses) for all children, as well as ensuring that funding for Aboriginal and Torres Strait Islander children is targeted at the ACCO sector. In setting out a pathway to transfer Aboriginal and Torres Strait Islander-specific expenditure away from non-Indigenous NGOs and towards community organisations, the Investment Strategy will support growth in the number, scale and capacity of ACCOs who deliver child and family services – so that our children and families are supported by service providers who understand their holistic needs and are accountable to our communities.

Aboriginal and Torres Strait Islander leaders and organisations have been advocating for this kind of system reform for many years, and SNAICC's work on the Investment Strategy through 2023–24 drew on this long history of thought leadership.

The Investment Strategy includes overarching principles and system elements for growing earlier supports and for transitioning funding to ACCOs, a commitment for all governments to develop an implementation plan on how they will bring these system elements to life, and a range of implementation guidance including 'best practice example' to support governments in implementing the shift. In late 2024, the Investment Strategy will be progressed through Safe and Supported governance mechanisms for endorsement via shared decision-making, allowing implementation to commence in the 2025 calendar year.



ABORIGINAL AND TORRES STRAIT ISLANDER FAMILY SAFETY PLAN

SNAICC has been engaged by the Australian Department of Social Services to design and develop the National Aboriginal and Torres Strait Islander Family Safety Plan (Family Safety Plan). The development of the Family Safety Plan is being overseen by the Steering Committee, comprising 24 members appointed by the Minister for Social Services. There are 12 non-government Aboriginal and Torres Strait Islander representatives, two Commonwealth representatives, eight State and Territory representatives, and the Domestic, Family and Sexual Violence Commissioner and the Aboriginal and Torres Strait Islander Social Justice Commissioner.

The Family Safety Plan will guide a whole of society approach to addressing the unacceptable rates of violence against Aboriginal and Torres Strait Islander women and children.

The Family Safety Plan is intended to increase the safety and wellbeing of Aboriginal and Torres Strait Islander women and children by setting the future direction of all government action in the family, domestic and sexual violence service system under the National Agreement on Closing the Gap Target 13 the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced by at least 50%, as progress towards zero.

This standalone Family Safety Plan will be the first of its kind. It comes from decades of advocacy and work from Aboriginal and Torres Strait Islander women, communities and services to address the complex issue of FDSV. These voices have long been calling for a national plan dedicated to the safety of Aboriginal and Torres Strait Islander women and children.

SNAICC is undertaking broad engagement to support genuine partnership and shared decision-making. Engagement is centred around the voices of those with lived experience and will involve an open public submissions process, as well as targeted engagements with people who have experienced family, domestic or sexual violence, children and young people, and the ACCO sector that are experts in supporting our people to address violence and find safety and healing.



LEGAL SUPPORTS SCOPING STUDY

Safe and Supported recognises that culturally safe and appropriate legal representation is critical in supporting Aboriginal and Torres Strait Islander children, young people and families at risk of entering, or already in contact with, child protection systems. Unmet legal needs have a profound and devastating impact on the lives of Aboriginal and Torres Strait Islander children and families. Most significantly, gaps in legal representation and support contribute to the ongoing removal of Aboriginal and Torres Strait Islander children.

Under Action 6 of the Safe and Supported Aboriginal and Torres Strait Islander First Action Plan, SNAICC and the National Aboriginal and Torres Strait Islander Legal Services (NATSILS) partnered to deliver the *Barriers experienced by Aboriginal and Torres Strait Islander Children and Families Accessing Legal Supports – Scoping Study*.

The Scoping Study was designed to understand the legal needs of Aboriginal and Torres Strait Islander children and families when they come into contact with child protection systems, the barriers and gaps in accessing legal support, and current models and services that improve access and meet legal needs. This involved targeted consultations with ACCOs providing child and family services, ACCO legal services, and other stakeholders working with Aboriginal and Torres Strait Islander children and families who come into contact with child protection.

The Scoping Study found that there is significant unmet legal need for Aboriginal and Torres Strait Islander children and families that stems from a lack of funding for ACCO legal services and ACCO child and family services to provide holistic, wraparound supports. The Scoping Study also found that the lack of cultural safety, representation consistency and information sharing also impacts Aboriginal and Torres Strait Islander children and families' ability to access early, high quality legal supports and community legal education.

The Legal Supports Scoping Study Final Report makes 12 recommendations for policy, legislation and funding reform to improve access to legal supports for Aboriginal and Torres Strait Islander children and families.



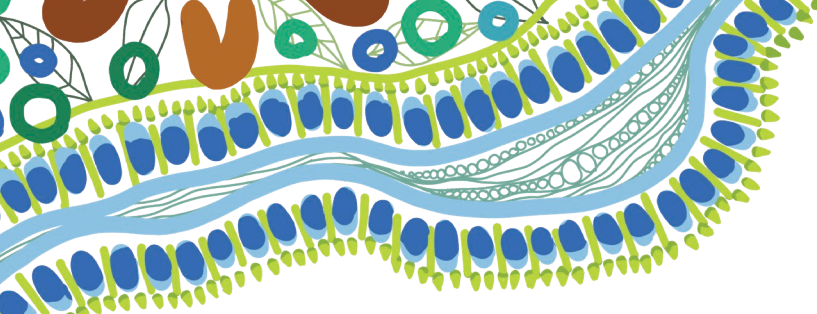
PROJECT WATERWAYS

SNAICC is working as a collective with Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP), Aboriginal Child, Family and Community Care Secretariat (AbSec), KWW and Victorian Aboriginal Child and Community Agency (VACCA) and independent consultants, Yamurrah, to bring Project Waterways to life.

Project Waterways is funded by DSS and is a comprehensive Cultural Responsiveness & Trauma Informed Practice Training Initiative focused on contributing to Target 12 of the 2021 Commonwealth Closing the Gap Implementation Plan.

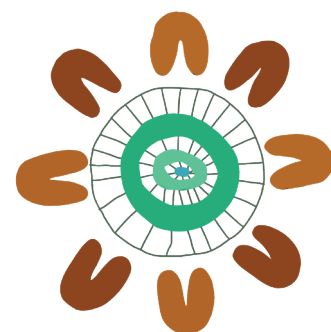
The intent of Project Waterways is to strengthen the capabilities of up to 500 mainstream service providers who are working with Aboriginal and Torres Strait Islander children and families across Australia.





Project Waterways will:

- roll out learning and development workshops across all states and territories in Australia to improve cultural responsiveness and trauma informed practice capabilities through staff training, policy and practice changes from October 2024 to May 2025
- offer a calendar of deep dive workshops focusing on specific learning areas the sector has identified need in
- pilot a Cultural Security Leadership intensive with executive level teams of six national organisations
- build the evidence base to improve the cultural awareness and trauma responsive capabilities of child and family sector service in partnership with Murawin.



ABORIGINAL AND TORRES STRAIT ISLANDER CHILD PLACEMENT PRINCIPLE TRAINING

SNAICC is funded by the Australian Capital Territory (ACT) Government, Community Services Directorate, to facilitate the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP) training for Child and Youth Protection Services (CYPS - ACT) staff.

The aim of the ATSICPP and its five elements (Prevention, Partnership, Participation, Placement and Connection) is to:

- ensure an understanding that culture underpins and is integral in the safety and wellbeing for Aboriginal and Torres Strait Islander children and is embedded in policy and practice
- recognise and protect the rights of Aboriginal and Torres Strait Islander children, family members and communities in child welfare matters
- increase the level of self-determination of Aboriginal and Torres Strait Islander people in child welfare matters
- reduce the over-representation of Aboriginal and Torres Strait Islander children in child protection and the out-of-home care system.

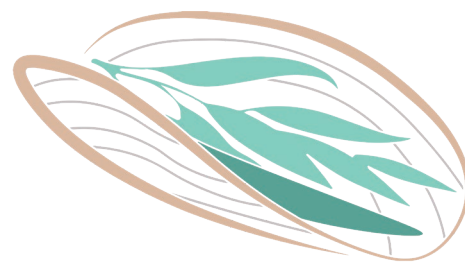
The two-day training, which provides time for ACT CYPS staff to deepen their understanding of the ATSCIPP was delivered on Ngunnawal and Ngambri Country in early June 2023. Participants had time to reflect on ways of working and what embedding the ATSCIPP in practice looks like in their everyday work. Plans are underway for facilitation of this training again in October 2024.



PROJECT BIRD

In February 2023, SNAICC received funding from one of the initiatives linked to the First National Action Plan of the [National Strategy to Prevent and Respond to Child Sexual Abuse](#). The initiative is to co-design a national training and resources package to design a trauma-aware, healing-informed and culturally appropriate national training package and resources to improve early disclosure experience of, and access to specialist services for, First Nations victim-survivors of child sexual abuse.

SNAICC partnered with Yamurrah to co-design and develop the training package and resources with people with specialist expertise and lived experience. Training will be nationally applicable and targeted towards all staff working in health services including health practitioners (GPs, health workers, practice nurses, nurse practitioners, allied health) and administration staff.



Yamurrah
Connections with Care



As part of the Project, SNAICC and Yamurrah developed the BIRD Research Report, which was launched on the 5 June 2024 that examines responses to child sexual abuse, literature and legislation. The Report also looks at the relevant training across Australia in this area. It includes a BIRD Practice Framework which is an evidence-based way of shifting practice in culturally responsive ways for health workers and systems of care.

The BIRD Report has offered a rich evidence base to work from for the development of the training package and resources designed for health professionals nationally to respond to disclosures in trauma informed and culturally safe ways.

The package has now been finalised along with the recommendations named in the BIRD Report and is awaiting next stage of investment for rollout.



NATIONAL AGREEMENT WITH LIFE WITHOUT BARRIERS

SNAICC, in collaboration with Life Without Barriers (LWB), has made significant progress, including the renewal of its 2024-2025 Partnership Agreement. The Partnership Agreement outlines key deliverables and actions for moving forward with the transition. Prior to finalising the Partnership Agreement, SNAICC and LWB co-designed and developed the [LWB Transition Roadmap](#). The Transition Roadmap provides an overview of LWB's commitment to transitioning Aboriginal and Torres Strait Islander children to ACCOs. The key deliverables outlined in the Transition Roadmap have been incorporated into the Partnership Agreement to ensure transparency and accountability in achieving LWB's commitment to Reform Two of Closing the Gap with the support and guidance of SNAICC.

To support the cultural governance of the Partnership Agreement and ensure transparency in progress, the SNAICC Board Transition Sub-Committee (Sub-Committee) will be established. The Sub-Committee Terms of Reference (ToRs) were co-designed with LWB to establish and solidify the cultural governance framework for transitioning Aboriginal and Torres Strait Islander children to ACCOs, ensuring culturally safe decision-making through the process. The ToRs also allow other mainstream organisations working towards transition to join the Sub-Committee, provided they enter a formal partnership with SNAICC. Additionally, it is important to note that while this is a Sub-Committee, all SNAICC Board members will participate, contributing their expertise and guidance to ensure mainstream organisations are compliant to their commitments and meeting their partnership agreement deliverables.



EARLY LEARNING AND DEVELOPMENT

Ensuring the highest quality ECEC services and other critical supports for Aboriginal and Torres Strait Islander children and families is essential, requiring high levels of cultural safety within mainstream services and increased availability of ACCOs. Aboriginal and Torres Strait Islander ECEC services are particularly important as they work from the strengths of children's culture to build and reinforce positive self-identity while supporting the wellbeing of children and families experiencing vulnerability in the community. These services prioritise access for Aboriginal and Torres Strait Islander children not accessing—or unlikely to access—mainstream services and, through their unique features, overcome many of the identified service access barriers our families experience. The services are holistic and responsive to child and family needs, including integrated language development, speech and hearing supports, as well as broader health, family support, capacity building and early intervention.

CONNECTED BEGINNINGS

Connected Beginnings was launched in 2016 and is funded by the Australian Government. The program is a place-based initiative that supports Aboriginal and Torres Strait Islander children aged zero to five to meet learning and developmental milestones through integration of early childhood education, health and family support services and programs.

The Connected Beginnings program currently supports 21,000 First Nations children and is currently supporting 47 sites across every state and territory in Australia.



Figure 1: Map of Connected Beginnings Sites



CONNECTED BEGINNINGS EXPANSION


In 2021, the Australian Government committed \$81.8 million to expand the Connected Beginnings program to 50 sites nationally by 2025.

The Australian Government has demonstrated its commitment to expanding First Nations-led initiatives through Connected Beginnings, aligning with broader efforts to ensure Aboriginal and Torres Strait Islander children are given the best start in life.

By investing in ACCOs and supporting self-determination, the government is fostering sustainable, culturally safe and community-driven solutions for early childhood development. The expansion of ACCO-led sites is an indication to the ongoing partnership between the government and First Nations organisations, ensuring that the voices of the community remain at the centre of decision-making processes and service delivery.

SNAICC engages in community conversations to assess readiness and guide the selection of backbone organisations.





In collaboration with the Australian Government Department of Education, SNAICC meets with stakeholders supporting Aboriginal and Torres Strait Islander families and children, including ACCOs, non-government organisations, Elders, traditional custodians and cultural authorities, to gather valuable community insights. SNAICC also consults existing Aboriginal and Torres Strait Islander networks and SNAICC staff to obtain anecdotal information on the communities. These consultations aim to identify which organisations have the community's trust, engage effectively with both the community and local service providers, and possess the capacity to lead the Connected Beginnings program.

This financial year, SNAICC conducted on-Country consultations in 12 communities across New South Wales, Victoria, Western Australia and South Australia. Additionally, the Australian Government Department of Education has executed five new contracts with ACCOs. Since SNAICC joined as a Community Partner in 2022, the number of ACCO-led sites has grown from two to 28.

EXPANSION ANNOUNCEMENTS

In June 2024, Federal Minister for Early Childhood Education, Dr. Anne Aly, announced Ballarat & District Aboriginal Co-operative as a new Connected Beginnings site. The program received \$1.8 million in funding and will support around 350 First Nations children in the area.

The Connected Beginnings program is well on track to seeing the program established in 50 communities by June 2025.

Images: Miranda Edwards and Gretchen Young and Minister Ali in Ballarat.



ACCO LEADERSHIP TRANSITION FRAMEWORK

Feedback about the effectiveness of Connected Beginnings from participating communities has indicated the need for greater Aboriginal and Torres Strait Islander leadership to increase the engagement of families and children. SNAICC, in partnership with the Australian Government Department of Education, has developed the Connected Beginnings ACCO Leadership Transition Framework (ALTF). The framework is intended to inform and guide the transition of the Connected Beginnings backbone role from non-Indigenous organisations to ACCOs, where there is agreement and support from the community. SNAICC has applied the ALTF in four communities across Australia, as of June 2024, with three of the four communities determining the backbone function move to an ACCO.

CASE STUDY

SNAICC advocates for communities, amplifying their voices through the development of case studies and video assets. In May 2024, SNAICC met with Central Australian Aboriginal Congress (Mparntwe/Alice Springs) Connected Beginnings team members on Country to share their experiences and to support SNAICC meeting with families and capturing their stories through case studies and the creation of video assets. The site visit was supported by SNAICC's communications team. Click [here](#) to watch.



SECOND ANNUAL CONNECTED BEGINNINGS NATIONAL GATHERING 2023

COMMUNITY OF PRACTICE

SNAICC's online Community of Practice (CoP) events serve as a platform for sector strengthening, advocacy and collective empowerment. These events offer ACCOs opportunities for two-way learning while upholding cultural integrity. By fostering collaboration and partnerships, SNAICC promotes both individual empowerment and collective action, driving progress and advocacy for systemic reform across the sector.

On 8–9 November 2023, SNAICC facilitated its second National Gathering for Connected Beginnings sites in Mparntwe/ Alice Springs. The annual conference provided multiple opportunities for collaboration, knowledge sharing and professional development for over 200 attendees representing Connected Beginnings sites. The event also provided formal and informal opportunities to build networks between backbone organisations and other stakeholders.

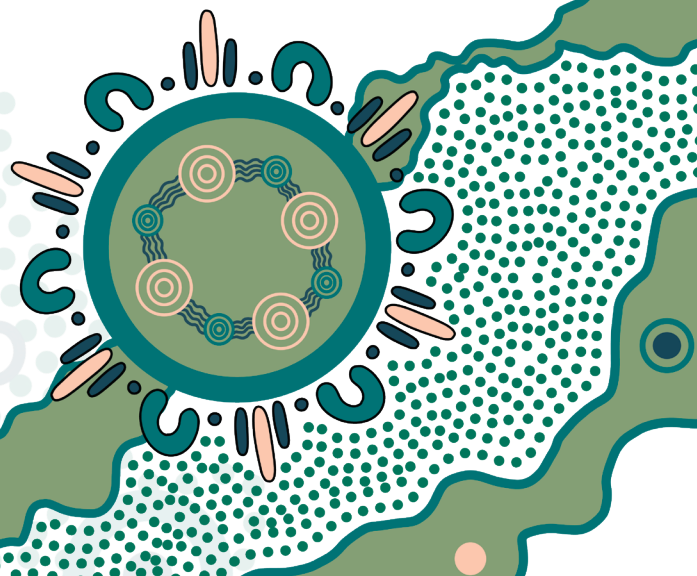
In response to feedback from last year's event, the community-led component of the program was expanded, allowing sites to share experiences and ideas. Session themes included strengthening cultural safety, community engagement, improved data use and management, and utilising developmental screening tools to support collaborative efforts between health and education backbone organisations.





THIRD ANNUAL CONNECTED BEGINNINGS NATIONAL GATHERING 2024

Significant planning and progress has been made in preparation for the third iteration of the National Gathering. The event will take place on 6 and 7 November 2024 on Kaurna Country at the Adelaide Convention Centre. The event promises to be the biggest ever with more than 200 registrations already confirmed within two weeks of going live.



IMPROVING MULTIDISCIPLINARY RESPONSE (IMR) PROGRAM

In October 2023, SNAICC began its role as the Community Partner for DSS's Improving Multidisciplinary Responses (IMR) Program.

This partnership focuses on providing expert First Nations Design Support to 15 ACCOs that are funded by DSS to deliver the place-based initiative, assisting grantees in designing and implementing the IMR Program to meet the unique needs of their communities. The IMR Program is a national, multi-jurisdiction initiative that centres Aboriginal and Torres Strait Islander cultural knowledge, frameworks and responses for the way child and family services are designed and delivered.


To enhance the effectiveness of this partnership, SNAICC established a Collaboration Agreement with Arney Chong Consulting. The partnership with Arney Chong Consulting ensures that SNAICC's support to ACCOs is streamlined and effective, reducing duplication while enhancing the integration of First Nations cultural knowledge into service design and delivery.

SNAICC'S TAILORED SUPPORT FOR ACCOS

SNAICC's role complements these efforts by providing comprehensive, tailored support to the 15 ACCOs implementing the IMR Program. Each IMR grantee benefits from a personalised foundational support plan, with assistance delivered through video conferencing, emails, phone consultations and fortnightly support meetings.

Building on this foundation, SNAICC's support is dedicated to strengthening the organisational capacity of ACCOs across critical areas, including human resources, organisational culture, governance structures, systems and cultural leadership. SNAICC contributes to staff development by identifying pertinent professional development opportunities, formulating essential policies and procedures and bolstering recruitment and retention strategies. Additionally, SNAICC assists in establishing cultural leadership and governance tables, facilitate stakeholder mapping and provide guidance on data sovereignty policies. Our support also extends to developing community engagement strategies that highlight the vital role of the community in the co-design process. By providing resources and guidance, SNAICC empowers ACCOs to carry out their essential work effectively, thereby strengthening the overall impact of the IMR Program.





In early April 2024, SNAICC's commitment to supporting ACCOs was exemplified through a face-to-face CoP event held on Kurna Country and co-facilitated by SNAICC. The gathering offered IMR grantees a valuable opportunity to exchange insights, engage in collaborative activities and provide both strategic and operational feedback. The gathering highlighted our dedication to creating a collaborative environment that fosters continuous improvement and the sharing of best practices. Click [here](#) to learn more.

THE CRUCIAL ROLE OF ACCOS IN SERVICE DELIVERY

ACCOs play a crucial role in enhancing and complementing existing services by tailoring their approaches to meet the culturally, geographically and socially diverse needs of their community. By integrating First Nations cultural knowledge into service design and delivery, ACCOs not only champion the Aboriginal and Torres Strait Islander Child Placement Principle, but also set a leading example in its implementation.

This commitment helps ensure that children remain connected to their family, culture and community. ACCOs bespoke and holistic support is designed to address community needs through place-based approaches, directly contributing to Closing the Gap Target 12. This target aims to reduce the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45% by 2031, and ACCOs tailored initiatives play a significant role in advancing this crucial goal.

SNAICC's work is closely aligned with the National Agreement on Closing the Gap and Safe and Supported. By pursuing the goal of reducing the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45% by 2031, SNAICC is deeply committed to enhancing children's wellbeing and maintaining their cultural connections. This alignment not only underscores SNAICC's dedication to improving outcomes but also advances a more equitable and supportive system for all.





Yalu staff with the Rev Gondarra

FIRST NATIONS PLAYGROUPS PILOT

The First Nations Playgroups Pilot Program is a national initiative, in partnership with SNAICC and DSS, for the development of new playgroups for Aboriginal and Torres Strait Islander children and families that are culturally informed and take into account community needs and views.

First Nations Playgroups aims to make a sustainable impact on communities by strengthening the capacity of ACCOs and supporting the long-term development of culturally appropriate early childhood services.

To date, 13 ACCOs have been approved to share in the funding, to assist with First Nations Playgroup initiatives that provide social and parenting support for parents and carers, support the development and wellbeing of children and parent-child relationships, and help families feel a sense of belonging and connection with their community.





Participating ACCOs include:

- Bundiyarra Aboriginal Community Association
- Dalaigur Pre-school and Children's Services Aboriginal Corporation
- Gyndarna Indigenous Corporation
- Julyardi Aboriginal Corporation
- Napranum Pal Group Limited
- Ngroo Education Aboriginal Corporation
- Ngunga Group Womens Aboriginal Corporation
- Puuya Foundation
- Tasmanian Aboriginal Corporation
- Umoona Community Council Incorporated
- Wuchopperen Health Service Limited
- Yappera Children's Service Co-operative Limited
- Yerrabi Yurwang Child & Family Aboriginal Corporation

With the Australian Government's commitment of \$2.1 million specifically for First Nations initiatives as part of the broader \$12.4 million investment, there are significant opportunities to enhance existing services and establish new playgroups.

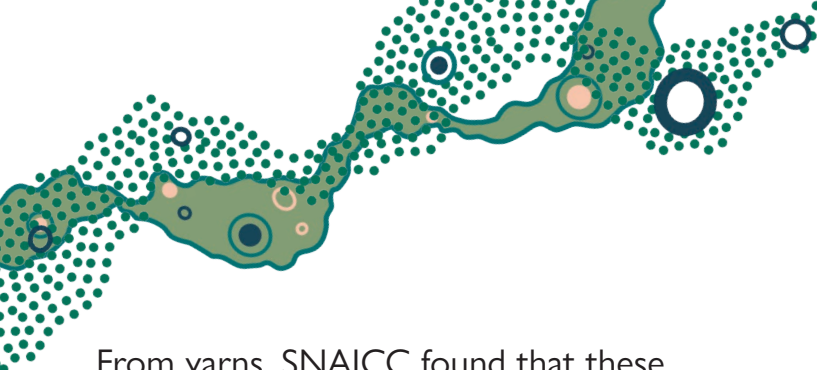
The program aims to facilitate:

- increased operating hours and mobile outreach services
- intergenerational language programs and toy libraries
- training and development for the workforce.

Investment directly in playgroups and toy libraries that are operated by ACCOs will boost the availability of culturally appropriate resources for children and parents, including resources that champion Aboriginal and Torres Strait Islander culture and language.

For a week in July, SNAICC's Community Partner and Policy and Research team collaborated to facilitate online yarning circles with the funded ACCOs and the broader sector. The purpose of the yarning circles was to gather sector knowledge to inform government about the importance of Aboriginal and Torres Strait Islander playgroups and showing the incredible strength of how playgroups support our children and set them up for success in life.





From yarns, SNAICC found that these playgroups not only provide valuable social interaction for children but also serve as vital hubs for families to access essential services and supports. Notably:

- 54% of playgroups operate weekly, with 46% hosting sessions 2-3 times a week
- most playgroups report attendance of 11 or more children, indicating robust community interest and involvement.

Despite the success, ACCOs face significant barriers, including a lack of sustainable funding and workforce challenges. Many playgroups aspire to increase their frequency of sessions but are constrained by financial limitations, which highlights the urgent need for a more reliable funding model to support these essential community services.

The establishment of each playgroup is driven by community needs, as confirmed by consultations and yarning circles held with ACCOs. These sessions underscored the importance of community-led initiatives in shaping playgroup structures and services, ensuring alignment with local cultural practices and aspirations.

Five key recommendations to the Australian Government were drawn out of these important yarns, aimed at fostering sustainable growth and effectiveness of Aboriginal and Torres Strait Islander playgroups, including:

- increase dedicated funding for long-term support of ACCO-led playgroups
- establish new playgroups through community-informed processes
- collaborate with state and territory governments for sustainable funding models
- invest in backbone services to enhance grant application processes
- support ACCOs in building capacity for evidence-based practices and data collection.

The First Nations Playgroups Pilot Program exemplifies a commitment to self-determination, cultural relevance and community empowerment. By implementing the recommendations, the Australian Government can significantly enhance the capacity of Aboriginal and Torres Strait Islander playgroups, fostering resilient communities and improving developmental outcomes for children and families.

CCCFR EXPANSION PROGRAM

In 2022, SNAICC was announced as the Community Partner for the Australian Government Department of Education Community Child Care Restricted Funding (CCCFR) Expansion Program. The aim of the CCCFR Expansion Program is to increase participation of Aboriginal and Torres Strait Islander children within the Early Years sector. This is being implemented by collaborating with remote—or very remote—community providers to establish new early childhood education centres and support the professional development of First Nation educators. The newly established centres will maintain a high level of cultural safety and meet community needs. SNAICC's role in the partnership is to provide foundational and ongoing support to the current seven sites who are contracted to the CCCFR Expansion Program.



COMMUNITY OF PRACTICE

Throughout the financial year of 2023–2024, SNAICC has facilitated multiple CoP discussions. The aim of the CoP is to provide sites with a culturally safe space to engage in open discussions, build connections, learn and further develop new skills and ideas to support their CCCFR Expansion establishment phase. SNAICC's Community Partner team took the initiative to facilitate an in-person CoP on Yidinji Country in Cairns, Queensland.

Representatives from the Department of Education and seven sites attended. Participants engaged in various workshops that focused on self-reflection, community engagement, as well as identifying strengths and barriers within their respective community. SNAICC received positive feedback from attendees, highlighting the importance and empowerment of sharing community knowledge and supporting one another through the complex CCCFR Expansion Journey.

Smoking Ceremony at the Community of Practice, on Yidinji Country in Cairns, Queensland.





Workforce Workshop, Community of Practice, on Yidinji Country in Cairns, Queensland.

SITE VISITS

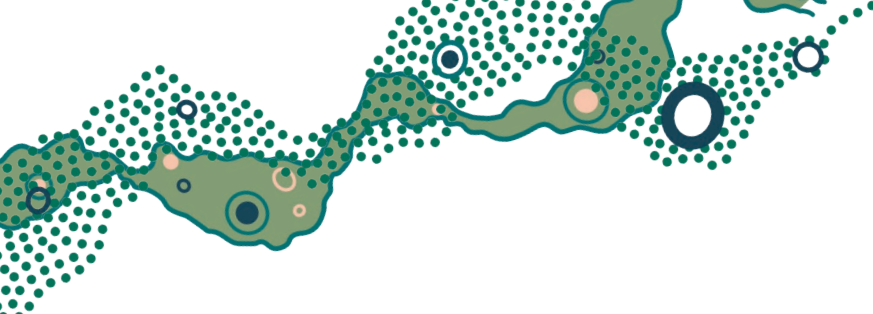
SNAICC's Community Partner team has had the privilege of visiting various communities, including:

- Mparntwe/Alice Springs, Northern Territory
- Kununurra, Western Australia
- Ti Tree, Northern Territory
- Lockhart River, Queensland
- Napranum, Queensland

During site visits, SNAICC connected with community members and providers, and learnt more about each community and their respective culture, strengths and barriers. Alongside building invaluable relationships with sites on-Country, SNAICC provided sites with foundational support—namely, sector advice and the provision of resources.

SNAICC's Community Partner team is eager to engage with sites and their communities and looks forward to future site visits.

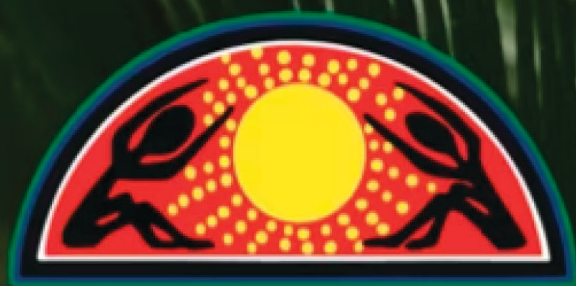




RESOURCE DEVELOPMENT

Yarning and storytelling are a common practice within First Nations culture. It is a powerful way to inspire, connect and share knowledge and experiences. SNAICC incorporates yarning and storytelling into the CCCFR Expansion Program by developing video assets. Throughout the financial year of 2023–2024, sites across Australia participated in case studies sharing their unique journeys and highlighted the strong need for more early childhood education centres in remote and very remote communities. From this, SNAICC was able to identify systemic barriers and provide advocacy for sites.

The in-person CoP held on Yidinji Country in Cairns was captured through a video asset which you can watch [here](#) and still images. Through these forms of storytelling, SNAICC was able to portray the connections formed and strengthened, and participant and facilitator engagement.



SNAICC

National Voice for our Children

CCCFR COMMUNITY OF PRACTICE
2024 NATIONAL GATHERING




BOORI MILUMBA

Since 2022, SNAICC have supported Cullunghutti Aboriginal Child and Family Centre on Yuin Country, Nowra, NSW to co-develop an intensive ECEC program model. The program, Boori Milumba, commenced on 15 January 2024, and means 'Child Shine' in the local Dharawal language. Boori Milumba is for children birth up to three years who live with significant adversity. The program integrates local community expertise, Aboriginal wisdom and Early Years Education program* insights and is designed to bridge the gap to school readiness. Boori Milumba aims to support children to thrive and start school as confident and successful learners, strong in their culture and identity.

SNAICC's role as a project partner has included providing cultural authority, ACCO operational insights, workforce support and centre support in navigating challenges relating to funding and regulations at a jurisdictional and federal level. Across 2024, SNAICC also supported Cullunghutti with the Boori Milumba launch, the development of workforce video resources and co-presented on Boori Milumba at the Early Childhood Australia conference.

As part of Reconciliation Week, SNAICC attended cultural training on Country with the Cultural Leader for the Boori Milumba program. A foundational aspect of Boori Milumba is the Cultural Leader who provides monthly cultural supervision sessions for staff, supports the development and implementation of cultural plans for staff and children and delivers weekly on Country sessions.



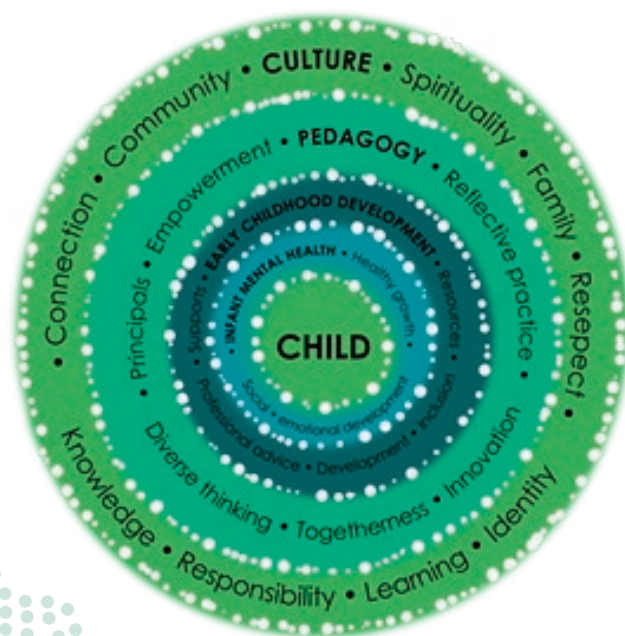
A young Indigenous Australian person is crouching on a green lawn. They have white body paint applied to their face, arms, and legs, and are wearing a red headband. In the background, there are trees and a building with a corrugated metal roof. The image is partially covered by a dark blue overlay with a pattern of white dots in the top right corner.

From 8 July 2024 to 12 September 2024, 55 on Country sessions occurred for children. While in the early stages of program implementation, the following feedback and observations show that dedicated time on Country supports children in strengthening their identity and culture:

- Before starting and finishing their sessions on Country, children acknowledge the old people/spirits of the area. This has supported children to build trust and respect with Country and build their understanding of what responsibilities we may have and what they might look like for Country. Many children are also saying, “Love you old people.”
- Children have learnt to look and listen when on Country, which allows them to read Country and have a deeper understanding of how the landscapes work and the stories that may be associated with them.

- Many children were initially scared of the bush but, over the sessions, have been observed building a connection with the environment and showing respect for Country, plants and animals. Children now walk in Country with confidence, which also strengthens their identity.

*Early Years Education program was initiated by Kids First, previously the Children's Protection Society, an independent not-for-profit child and family services organisation based in the north-east of Naarm/Melbourne which was founded in 1896. The program was designed and implemented by Children's Protection Society in collaboration with Associate Professor Brigid Jordan AM and Dr Anne Kennedy. Brigid and Dr Anne established Parkville Institute, a project partner in the co-development and implementation of Boori Milumba.



The Boori Milumba logo and child-centred artwork was created by Cullunghutti Cultural Leader, Charlie Ashby.



A PLACE FOR CULTURE

SNAICC's A Place for Culture package is designed for non-Aboriginal and Torres Strait Islander early years services with a focus on increasing participation and developmental outcomes for Aboriginal and Torres Strait Islander children in ECEC services. The content is being developed to support participants to deepen their understanding of the impact of colonisation and intergenerational trauma; explore one's own cultural bias and how this may shape their day-to-day ways of working and connecting with Aboriginal and Torres Strait Islander families; and identify actions at an individual and organisational level to provide a culturally responsive learning environment.

The package combines a blended way of learning through an online learning component and in-person shared learning workshop. There is a focus on self-reflection, strengthening practice and building relationships and connection to the local community throughout the package. Time has been spent exploring online Learning Management Systems (LMS) options and plans are in place to progress this.

THE JOURNEY TO BIG SCHOOL

The Journey to Big School package is designed to support the transition of Aboriginal and Torres Strait Islander children and families as they start big school. The package is facilitated by SNAICC through face-to-face workshops and online yarning circles across a period of 3–4 months. There is an opportunity for stakeholders to come together to build networks and relationships, reflect on ways of working and identify potential actions at an individual organisational level, as well as a collective group to strengthen the transition experience for Aboriginal and Torres Strait Islander children and families.

Between July 2023 and June 2024, SNAICC facilitated Journey to Big School in six locations across Australia (two locations in Victoria, one location in Queensland and three locations in Western Australia). Developing new relationships and connections with other stakeholders had been strong outcomes for the Journey to Big School package. The SNAICC Training & Development team are working closely with the SNAICC Early Years Support teams to identify ways that ongoing support for Journey to Big School can be provided after the 3–4 month package facilitation has concluded.

Initial conversations commenced in April 2024 with three locations in NSW and plans have been confirmed for facilitation of the Journey to Big School package in the second half of 2024.



EARLY YEARS SUPPORT

Established in 2021, SNAICC Early Years Support (EYS) was created to ensure high-impact early childhood and development services are delivered to Aboriginal and Torres Strait Islander children and families across Australia. SNAICC EYS pilot delivers direct and tailored support to the sector and amplifies the collective voice of ACCO early years services. The work facilitates high-quality, responsive, accessible and culturally strong services for our children, families and communities.

Since its inception, the EYS teams across NSW, Victoria and WA have made significant progress in resource and workforce development, compliance support, remote community engagement, funding and advocacy. Throughout the 2023–24 financial year, SNAICC EYS supported 72 ACCO early childhood education centres and maintained a strong presence with services, as evidenced by 87 site visits to EYS participants in NSW, Victoria and WA. SNAICC EYS has also invested in the professional learning and development of our participants, delivering 21 professional learning and development events to 483 ACCO ECEC leaders and educators.

During 2022–23, SNAICC EYS National delivered an evaluation report with our evaluation partner Deloitte Access Economics. A consultation schedule with the sector and EYS participants ensures SNAICC's EYS service offering and approach continues to evolve to meet emerging needs.

Based on feedback from this evaluation, the following key priorities were identified:

- **Direct support:** increasing on-the-ground support and adapting services to address specific needs with more tailored solutions.
- **Data collection & reporting:** following recommendations from Deloitte, SNAICC has initiated a data collection and digital project to ensure accurate data is captured for evaluation, reporting and advocacy.
- **Knowledge sharing:** Deloitte feedback highlighted opportunities for greater knowledge sharing, resource exchange and relationship building across jurisdictions within the ECEC sector.

To address these strategic priorities, SNAICC EYS is currently working on several projects aimed at:

- streamlining data collection
- enhancing knowledge sharing
- improving tailored supports via a central framework.





SNAICC Early Years Support (Victoria)

In 2023–24, the VIC EYS team focused on building relational trust with leaders in ACCO Early Years services. As a result, engagement with our ACCO Early Years Review Checklist increased significantly. Services now better understand how the tool guides sustainable quality improvement, leading to enhanced support requests for professional development, mentoring, coaching, wellbeing resources, teaching materials and infrastructure improvements.

A key focus during the 2023–24 period has been leadership capacity building. The VIC EYS team saw increased engagement from second-in-command team members (2ICs) and a rise in distributive leadership practices. Awareness of our support has extended to learning environments with educators directly reaching out for additional resources to enhance educational outcomes.

The VIC EYS team also gained recognition from major Early Years organisations, which led to collaborations at key events. SNAICC presented alongside Stacey Brown, CEO of Yappera Children's Service, at the Early Childhood Learning and Development Immersion Experience on Whadjuk Noongar Country in Perth and the Early Childhood Australia Conference on Jagera and Turrbal Country in Brisbane.


These sessions highlighted the strong partnership between SNAICC and ACCO Early Years leaders and demonstrated the growing interest in understanding ACCO Early Years services.

The Cairns Early Learning Conference provided another opportunity for SNAICC to showcase the ACCO Early Years Review Checklist. Participants explored how Early Years educators can foster cultural awareness within services, focusing on staff wellbeing, transitions and community partnerships.

Monthly Leaders Network Meetings, held by VIC EYS, have seen a surge in participation with leaders and 2ICs regularly attending. These meetings provide a safe, trusted space for leaders to share experiences and problem-solve collaboratively. In June, 16 leaders attended a two-day trauma-informed care training, which was highly valued. Upcoming national gatherings will further support shared learning across jurisdictions.

SNAICC also developed tailored educational resources based on feedback from educators, ensuring alignment with the Victorian Early Years Learning and Development Framework. Additionally, services have benefited from infrastructure grants, improving their learning environments and enhancing children's experiences.





Mentoring and coaching initiatives, initiated by the VIC EYS team, expanded with leadership development being a key focus during network meetings and site visits. We also supported educators in completing their Certificate III and Diploma studies.

The core domains of our service model remain:

- knowledge sharing
- workforce development
- advocacy

Key 2023–24 statistics:

- 44 site visits with on the ground coaching and mentoring
- 10/10 network meetings delivered
- 10 Steering Group Meetings with two more scheduled (Oct and November)
- two Leadership events delivered with 24 attendees from EYS Vic services
- one new service joining SNAICC Vic EYS (Djimbaya in Bendigo)

- 14 services engaged with ACCO Early Years Review Checklist
- four Leadership Snapshot Reports codesigned and developed in collaboration with Service Leaders Engagement with ACCO Checklist
- eight Promotional and Workforce Films.

The VIC team facilitated the opening of a new service on Dja Dja Wurrung Country in Bendigo, responding to member needs and aspirations.

Feedback from services highlights the ongoing value of SNAICC's support:

“We feel that they continually advocate for us in our service and we’ve had visits on floor and we feel like we can reach out to them for anything. We have a really strong trust with them.”

— Centre Director, Berrimba Childcare Centre



SNAICC EARLY YEARS SUPPORT (WESTERN AUSTRALIA)

In 2023–24, the WA EYS team focused on strengthening relational trust and supporting ACCO Early Years services through site visits, network meetings and tailored resources. Engagement has increased significantly, reflecting the growing impact of SNAICC's support.

WA EYS conducted site visits at multiple services across the state, including Halls Creek, Kununurra, Derby and Broome. Visits allowed the team to engage with leaders and educators, providing coaching and mentoring tailored to their professional development goals. Discussions were guided by the ACCO Early Years Review Checklist, ensuring targeted and relevant support.

Monthly Leaders Network meetings, held by WA EYS via Teams, have fostered collaboration and knowledge sharing, helping services collectively address challenges. A major gathering in Kununurra in June brought together 36 members for workshops on leading early learning, trauma-informed care and other critical topics.

WA EYS also delivered educational resources tailored to each service's specific needs. Infrastructure and learning environment support continued, with collaborative projects to enhance service spaces.

Specialised professional learning sessions, including ASQ-TRAK (a developmental screening tool for observing and monitoring the developmental progress of Aboriginal and Torres Strait Islander children) and Journey to Big School workshops, equipped leaders and educators with essential skills to support holistic child development.

WA EYS has developed an Early Years Support Engagement Strategy (2023–25) with three key priorities:

- ensuring services are accessible and tailored to WA's Aboriginal community
- raising awareness of SNAICC EYS in WA
- ensuring stakeholder and community feedback drives strategic priorities.

The WA EYS team has made significant progress in building connections and partnerships with local communities, understanding their needs and tailoring support to ensure long-term success in early education and care.

The core domains of our service model remain:

- knowledge sharing
- workforce development
- advocacy.



Key 2023–24 statistics:

- 18 site visits with on the ground coaching and mentoring
- six Network meetings delivered.
- two Advisory Group Meetings
- one Leadership event delivered with 36 attendees from EYS WA services
- eight services engaged with ACCO Early Years Review Checklist
- two Leadership Snapshot Reports codesigned and developed in collaboration with Service Leaders Engagement with ACCO Checklist
- eight Promotional and Workforce Films.

SNAICC EARLY YEARS SUPPORT NSW

Throughout 2023–24 the NSW EYS team continued to strengthen its partnership with the NSW Department of Education to collaboratively provide culturally safe backbone support to ACCO Community Preschools across the state. This backbone support includes program design and delivery, workforce planning and development, strengthening business governance, compliance and offering a collective voice on critical sector issues. The collaboration reflects a commitment to the National Agreement on Closing the Gap, pushing for a stronger ACCO ECEC sector.

The partnership aims to enhance the capacities of 26 ACCO Community Preschools. The potential expansion of the ACCO ECEC network is a significant step towards ensuring culturally safe, inclusive and high-quality education and care for Aboriginal and Torres Strait Islander children across NSW.

Key 2023–24 statistics:

- over 150 site visits with on the ground coaching and mentoring
- three in-person Director patch yarns took place from Southern, Metro SYD and Northern services
- six Advisory Committee Meetings held from July 2023 to June 2024



- two leadership events delivered with over 50 attendees from our EYS NSW services attending in October 2023 and over 90 attendees our June 2024 event
- work has also commenced for the National Gathering scheduled for October 2024.

Over the past 10 months, the NSW EYS team has grown to include five Senior Advisors, an Administration and Operations Coordinator, and a Resource and Communications Officer, expanding capacity to better support the sector. The NSW EYS team have also focused on creating resources, particularly in compliance tools and cultural education supports.

Among the NSW EYS teams initiatives, the launch of the Bushland Animal Yoga series has been particularly impactful. The resource integrates physical activity, imaginative play and mindfulness to promote children's physical and emotional development, aligning with Early Years Learning Framework (EYLF) objectives. It is set to enhance teaching practices within the NSW Early Years ACCO sector and provide an additional platform to embed language and culture into everyday practice.

The NSW EYS team has also prioritised the expansion of Padlet as a communication platform, enabling seamless content sharing, updates and provision of materials that enhance service delivery.

There has been an increase in Educational Leaders and Educators within the ACCO ECEC services accessing the resources and information located on Padlet, whereas access was previously focused on service leaders. The NSW EYS team's commitment to supporting early years services across NSW remains unwavering and the team is dedicated to empowering children and families for a brighter future.

The NSW EYS team continues to pursue strategic priorities for the ACCO ECEC sector, including increasing the proportion of Aboriginal children enrolled in early childhood education, supporting existing ACCO services with business advocacy for expansion and strengthening the ACCO educator workforce.

EYS NSW have also been working with the Department of Education Regulatory Authority on the 'Quality Uplift' of 10 ACCO ECEC services currently sitting with a 'working towards' rating. Part of this initiative involves the Senior Advisors working closely with the service leaders to improve their understanding and application of the Seven National Quality Areas within their service and move towards the next rating bracket of 'meeting.' Since commencing this initiative, the team have seen two ACCO ECEC services undergo Assessment and Rating with the intended improved outcome of a 'meeting' rating. EYS NSW have developed a toolkit as a resource to support quality uplift work.



SNAICC EARLY YEARS SUPPORT NSW GATHERINGS

In 2023–24, the NSW EYS team led two on-Country Gatherings which aimed at fostering an exchange of Aboriginal culture and wisdom and strengthening ties with key stakeholders from the NSW Department of Education, Department of Communities and Justice, and other sector partners. These events have become pivotal occasions for networking, sharing ideas and building alliances, contributing to professional development and strengthening partnerships within the sector.



OUR PERFORMANCE

SPREADING THE WORD

During 2023 and 2024, SNAICC has continued to leverage and grow its reach, and influence in earned media and across social media platforms to highlight critical sector issues.

Through traditional media outlets, webinar series, quarterly newsletters, the SNAICC website and social media platforms such as Facebook, Instagram, Twitter, LinkedIn and YouTube, we shared stories of impact, consulted with and communicated our work with our members and stakeholders and connected with our audience with SNAICC's key messages.

In 2023–24, engagement with SNAICC's social media platforms increased dramatically and represents the biggest year-on-year increase for Instagram. Instagram reach has improved rapidly by over 425%, which was achieved through strategic social media planning, delivering strong campaigns and heightened media awareness of SNAICC.

While SNAICC's Facebook had another successful year by reaching over 210,000 profiles through targeted messaging towards ACCOs and other audiences relating to the work that's developing within the sector. As for SNAICC's LinkedIn, this platform hosts our highest engagement rates, with content relating to SNAICC CEO Catherine Liddle's media appearances and visits to Canberra to talk about the big issues within the sector receiving enthusiastic engagement by followers.



**6,141 new
followers**



**425% profile
reach
increase**



**204,531
profiles
reached**



SPEAKING TO POWER


SNAICC engages with governments at all levels to advance the priorities of our members and represent the interests of Aboriginal and Torres Strait Islander children.

We advocate to all members of all political parties about our key areas for reform, presenting evidence-based solutions that will close the gap for our children. We do this by engaging directly with member of governments, supporting jurisdictional peaks in their engagement and advocacy and campaigning on specific issues.

Areas of focus this year have included:

- Removing the Activity Test for the Child Care Subsidy. This acts as a barrier to Aboriginal and Torres Strait Islander children to access early education and care.
- Continuing and expanding funding for the Early Years Support pilot program, which delivers critical tailored supports to Aboriginal community-controlled organisations (ACCOs) in early childhood education and care.
- Increased investment in early years services, setting children up to thrive and allowing investment to have the most impact.
- A new, dedicated funding model incorporating block and needs-based funding for ACCO services, that matches resources to wrap-around support needs in each community.
- Increasing affordability and access to ACCO ECEC services.
- Transforming child protection through transferring deliver of out-of-home care, supports and reunification to ACCOs.
- Establishing a National Commissioner for Aboriginal and Torres Strait Islander children.





The release of the Australian Competition and Consumer Commission's year-long enquiry in January supported our years of calls for reform. The ACCC found that a one-size-fits-all approach to early childhood education and care (ECEC) does not meet the needs of Aboriginal and Torres Strait Islander children and families. The ACCC inquiry is the latest in a significant body of evidence backing SNAICC's position that current ECEC systems put up particular barriers to affordability and access for Aboriginal and Torres Strait Islander families.

SNAICC also has a focus on forming strategic partnerships with allies. We continue to be a proud partner in the Thrive by Five campaign, working towards a universal, high-quality early childhood education and care system where Aboriginal and Torres Strait Islander community-controlled services are adequately resourced and accessible. SNAICC continues to forge strong relationships with relevant government ministers and members of parliament from all parties and independents to advance the interests of our sector.

We look forward to continuing work with all governments, members and supporters to reform the early education, family services and out-of-home care systems to better support our children and families.

WEBINARS

Over the last financial year, SNAICC has placed strong importance on strengthening the sector and offering accessible learning for our members, with webinars being an effective way for people to learn more about what's happening in the sector and at SNAICC.

SNAICC has focused on co-hosting webinars with member organisations and ACCOs to showcase what's been working on the ground for community.

Over the last financial year, we have hosted two webinars that were highly successful with large registration numbers. Both webinars were an opportunity for audiences to engage with the speakers and hear from them directly on the matters that relate to the sector.

VOICE AND THE REFERENDUM

In an August 2023 webinar, Voice and the Referendum – information for the Aboriginal and Torres Strait Islander early years sector, SNAICC CEO Catherine Liddle has a conversation with Yiman and Gangulu woman Kara Keys from Yes23 about the Voice and how it is a positive movement for change. SNAICC sees the Voice as an important mechanism to have our children's voices heard and to fire the ambition of all governments to listen to Aboriginal and Torres Strait Islander-led solutions.



FAMILY MATTERS – ABORIGINAL-LED SOLUTIONS FOR REUNIFICATION AND STRONGER FAMILIES

In a March 2024 webinar, SNAICC was joined by KWY and Refocus Aboriginal & Torres Strait Islander Wellbeing Service where speakers took a deep dive into their organisations and how they integrate culturally safe wraparound services.

We heard from SNAICC CEO, Catherine Liddle, Associate Professor at Jumbunna Institute & Family Matters Leadership Group Co-Chair, Dr Paul Gray, KWY CEO, Craig Rigney and REFOCUS Co-Founder & Director, Darcy Cavanagh.

Family Matters - Aboriginal-led solutions for reunification and stronger families | Webinar (26 March 2024)



WEBSITE REDESIGN

In late 2023, SNAICC launched a redesigned and revitalised website, transforming the online presence of the organisation into an accessible, user-friendly space that effectively amplifies our efforts to ensure children grow up healthy, happy, and connected to culture and community.

The visual identity of the website beautifully incorporates and showcases culturally significant artwork and design pieces by Leticia Anne, Tovani Cox, Belle Arnold, Jaylene Ware and other First Nations artists. Each piece represents and celebrates a different aspect of SNAICC's work, telling a story of connection to family, culture, community and Country that lies at the heart of everything we do.

Since its launch the SNAICC website has seen a significant growth in traffic. Monthly views have shown a steady increase, with 41,689 (monthly views) in April 2024 alone. The most significant spike in traffic occurred in May 2024, when views for the month had surged to 155,723, likely due to the release of the Early Years Strategy. Excluding this outlying May traffic, the average monthly views from November 2023 to June 2024 stands at 27,770, while including May raises the average monthly views to 43,764.

Additionally, the SNAICC website's search engine optimisation (SEO) performance has been outstanding, with a visibility score of 85.58—well above the industry standard of 40. This high visibility score indicates that SNAICC's online presence is highly discoverable in organic search with most web pages on the SNAICC website ranking on the first page of search engines, often within the top five search results.

The redesigned website provides users with an inclusive, warm and welcoming experience that allows them to easily navigate and explore core areas of our work in Early Childhood Development, Child and Family Wellbeing, and Closing the Gap, as well as access important information about SNAICC's national advocacy, programs and policy initiatives. The website is also regularly updated with the most recent news and events and features a comprehensive resource centre with current reports, publications and tools, which are available to everyone.

The redesign not only improves user experience but also reflects SNAICC's commitment to advocating for the rights and wellbeing of our children, making the work we do more accessible, impactful and empowering for children, families, members, services and all who support our work.



SNAICC CONTINUES TO GROW

SNAICC commenced the 2023–24 Financial Year with remarkable momentum, evidenced by a significant rise in employee numbers. At 30 June 2024, our headcount was 76 with a projection of over 100 employees by the end of the calendar year. It is worth noting that 76% of SNAICC's workforce has been with the organisation for less than two years and reflects the recent growth of the organisation. We are excited to be building a dynamic, evolving team that can continue to innovate and enhance our impact in the years to come.

SNAICC is committed to enhancing our First Nations workforce. Our current employment figures indicate 31 of 76 staff members (41%) identify as Aboriginal and/or Torres Strait Islander, and hold 43% of managerial positions.

Amongst our team of highly qualified, skilled, knowledgeable and dedicated professionals working across Australia, 60% are predominately located in Victoria. Our presence continues to grow in every jurisdiction, with 21% of our workforce based in NSW, 8% in WA, 6% in SA and 5% in the NT. More recently we have engaged employees in both QLD and ACT.

SNAICC recognises the immense value that a diverse workforce brings to the organisation. We believe that diversity fosters innovation, enhances problem-solving and strengthens our ability to deliver culturally appropriate and effective services. By embracing a wide range of perspectives, backgrounds and experiences, we create a richer, more dynamic environment that is responsive to the needs of Aboriginal and Torres Strait Islander children and families.

We celebrate and respect the differences that make each individual unique—whether they stem from culture, ethnicity, gender, sexual orientation, disability, age or socio-economic background. We are committed to fostering an inclusive and supportive workplace where everyone feels valued, respected and empowered to fully contribute.

We began to outgrow our Naarm/ Melbourne head office in Yalla-birr-ang/ Collingwood, which lead us to embark and on an exciting upgrade to a new office just down the road on Wellington Street. After extensive planning we successfully moved into the new office in August 2024. Our new office offers a dynamic and collaborative environment, providing the ideal workspace for employees to thrive and work together effectively.



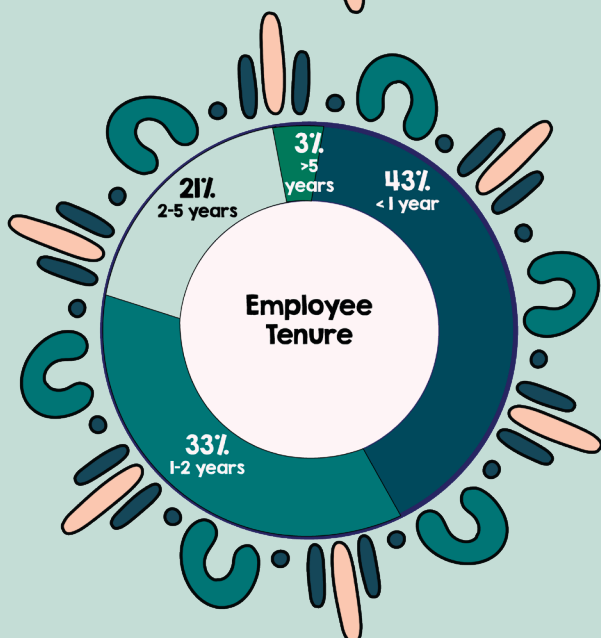
A Health and Wellbeing pulse check was conducted with the participation of 95% of our workforce. This was accomplished through a series of focus groups and interviews, as well as by written responses. We have gained a wealth of knowledge about how we might enhance our workplace and improve our employee experience. Overall SNAICC is regarded as a high-value organisation, and its Vision, Purpose, and Goals are closely aligned with our employees' values.

To retain our people and culture data quality and integrity, SNAICC has implemented an end-to-end HR solution with ELMO which is a human resources information system (HRIS). ELMO is configurable to the specific needs of SNAICC, spanning across the entire employee lifecycle. Our team of subject matters experts have successfully implemented HR Core and Payroll modules. We are now working towards the implementation of additional modules which include Recruitment, Onboarding and Learning.

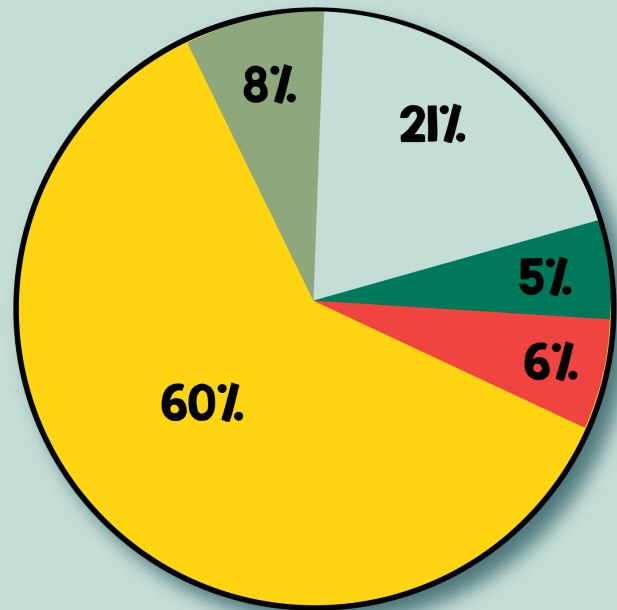
At SNAICC our commitment to be an employer of choice is unwavering. We strive to create an inclusive, innovative and supportive work environment where every team member feels valued and empowered. By investing in continuous learning and development opportunities, promoting work-life balance and fostering a culture of collaboration and respect, we aim to attract and retain top talent.



PEOPLE SNAPSHOTS

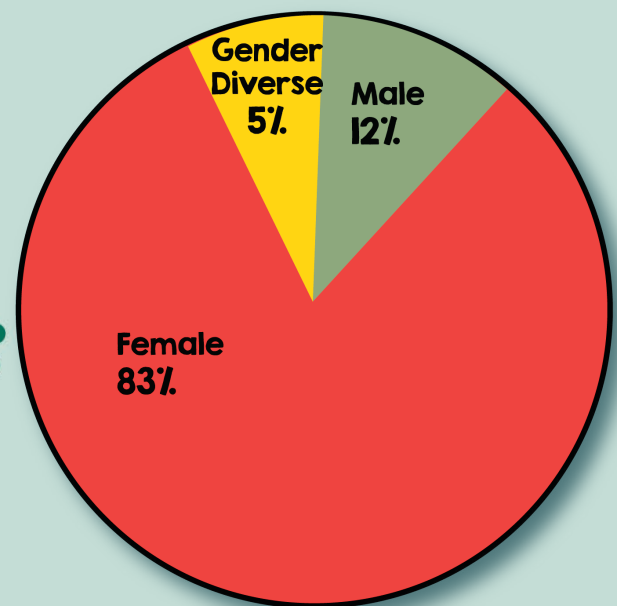


Employees by State (as of 30 June 2024)



NSW ■ NT ■ SA ■ VIC ■ WA

Diversity and Inclusion



■ Male ■ Female ■ Gender Diverse



THANK YOU TO OUR PARTNERS

SNAICC extends its gratitude for the generosity and support of the following organisations and individuals that funded and supported SNAICC's work in 2023-24.

SNAICC Donors

Amy Honda	Kedron GoodStart Early Learning
Amy McIntyre	Kerry Jaggar
Andrea Chester	Kiara Minto
Angela Hildebrand	Kids World Early Learning Centre
Anne Bastian	Werribee
Anne Heath	Lesley Windley
Anne Hillier	Leylan Abawi
Anne Williams	Liberty Financial
Anthony Vezzu	Martha Sinclair
Ava Disney	Mel Walker
Bankstown Girls High School	Michelle Wood
Belinda Skinner	Nicole Louise Hooper
Camille Bentley	Nat Sommer
Charity Shaw	Natalie Hughes
Chloe McCormack	Odette & Co
Christina Jarron	Oliver Deacon
Coco Leung	Patricia Cameron
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Franca Sena	Ross Carter
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Georgina Koenig	Sealink Queensland Pty Ltd
Harmony-Lee Fleming	Serene Boey
Ilonka Radulescu Van daele	Sibylle Chilov
Indiana Leaversuch	Sue Burke
Jack Southwell -	Suzanne M Waite
Jennie Pakula	Victoria Butler
Jenny Tran	Watsonia North Primary School
Jo Lees	Wee Chin Leow
Julia Matheson	Yamira Yang
Julie Bennett	Community Impact Foundation
Kaitlin Howard	Life Without Barriers
Kate Stone	OzChild (NSW) - Family Matters
Kate van Bruggen	Sponsorship

Philanthropic Supporters

The Antipodean Family Foundation
Besen Family Foundation
Brian M Davis Charitable Foundation
Cages Foundation
GNS Ceramics
Lottery West
Minderoo Foundation
Paul Ramsay Foundation
Stan Perron Charitable Foundation
The Ian Potter Foundation
The Ross Trust
The William Buckland Foundation
Helen McPherson-Smith Trust

Partners

King & Wood Mallesons
Thrive by Five
AbSec - NSW Child, Family and Community Peak Aboriginal Corporation
Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP)
Victorian Aboriginal Childcare Agency (VACCA)
KWY - Kornar Winmil Yunti Aboriginal Corporation
Monash University
The University of Melbourne
The University of Queensland
Australian National University
Social Ventures Australia
Parkville Institute
Life Without Barriers
Deloitte Touche Tohmatsu Pty Ltd
Wunan Foundation

Government Funders

ACT Government
Department of Communities, WA
Department of Education, Australian Government
Department of Social Services, Australian Government
Department of Employment and Workplace Relations, Australian Government
South Australian Government
Department of Education, NSW Government
National Indigenous Australian Agency (NIAA)
Northern Territory Government - Department of Trade, Business and Innovation
Northern Territory Government - Department of Territory Families, Housing and Communities (THFC)
The Australian Institute of Family Studies

STATEMENT OF INCOME AND EXPENDITURE 23-24

INCOME AND EXPENDITURE STATEMENT 2023-24

INCOME	\$
Government grants	14,526,409
Non Government grants (philanthropic) and donations	4,935,254
National Conference Income	1,859,418
Consultations, training & resource sales	128,235
Interest income	878,183
Other income	215,030
Total income	22,542,529
EXPENDITURE	
Employee benefits expenses	8,515,141
Office and administration expenses	1,685,157
Printing and design expenses	1,154,502
Consulting and professional fees	3,571,999
Travel expenses	1,353,144
National Conference Income	1,304,373
Other expenses	375,078
Total expenses	17,959,394
Net income/(deficit)	4,583,135

BALANCE SHEET

As at 30 June 2024

ASSETS

\$

Current assets	
Cash & cash equivalents	20,753,848
Trade & other receivables	3,291,989
Financial Assets	80,000
Prepayments	146,925
Total current assets	24,272,762

Non-current assets

Right-of-use assets	187,042
Plant and equipment	164,305
Total non-current assets	351,347

Total Assets	24,624,109
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LIABILITIES

Current liabilities

Lease liability	90,678
Trade and other payables	1,190,249
Deferred income	12,932,528
Employee benefit provisions	593,969
Total current liabilities	14,807,424

Non-current liabilities

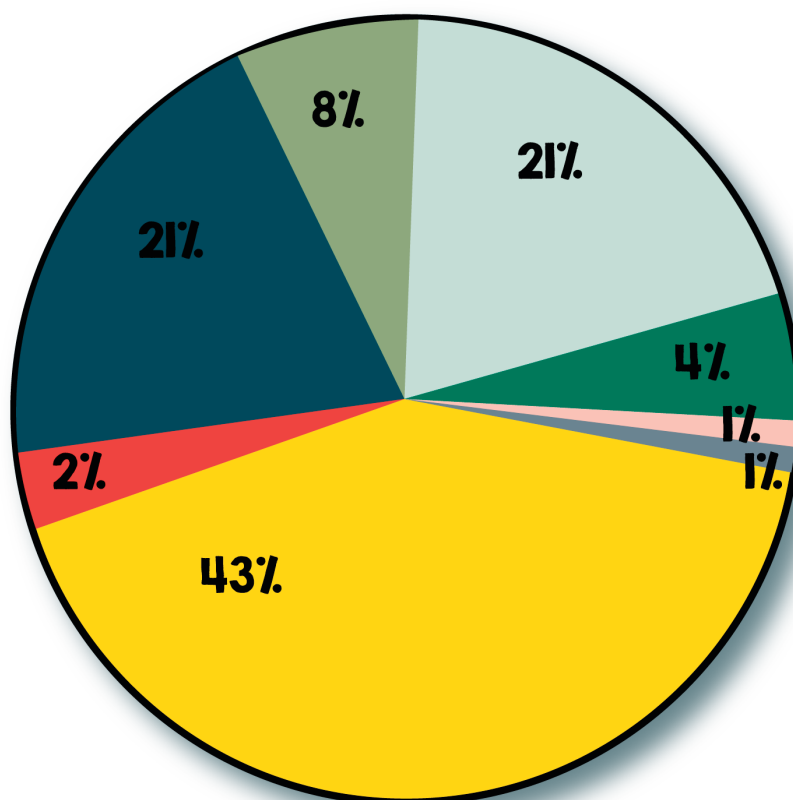
Lease liability	106,506
Employee benefit provisions	20,851
Total non-current liabilities	127,357

Total Liabilities	14,934,781
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Net Assets	9,689,328
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Equity	
Retained surpluses	9,689,328
Total Members' Equity	9,689,328

SNAICC SOURCES OF INCOME 23-24



■ Fee for Service - 21%

■ Interest and Investment Income - 4%

■ Government Grants & Incentives (State & Territory) - 2%

■ Government Grants & Incentives (Federal) - 43%

■ National Conference Income - 8%

■ Membership fees & other income - 1%

■ Consultancy, Training and Resource Sales - 1%

■ Non-Government Grants, Sponsorships and Donations - 21%



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forourchildren

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ISBN: 978-1-7636553-0-0



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