ChildProtectionPeak

# Annual Report 2018/19

Queensland Aboriginal and Torres Strait Islander Child Protection Peak Limited (QATSICPP Ltd)

# Who We Are

The Queensland Aboriginal and Torres Strait Islander Child Protection Peak is the peak body representing, advocating and supporting the Aboriginal and Torres Strait Islander child protection and family support sector in Queensland.

QATSICPP Ltd. is a public Company limited by guarantee and was formally established in August 2008. We are a community controlled; not-for-profit organisation; that is governed by a Board of elected Regional Directors.

QATSICPP has a membership made up of twenty-nine (29) Aboriginal and Torres Strait Islander community controlled agencies that provide placement advice and support at the community level in respect of child protection and family wellbeing services.

QATSICPP represents its members nationally through its affiliation and membership on the Board of Secretariat of National Aboriginal and Islander Child Care (SNAICC).

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# Message From The Chair

**RACHEL ATKINSON**
**Chairperson**

This year marked 10 years since the establishment of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak.

As I reflect back on QATSICPP's journey and my own involvement in child protection since the 1980s, it is impossible to not feel a measure of pride in all that has been achieved. This is due to the collective contributions of innumerable people who understood the important role Aboriginal and Torres Strait Islander services have in preventing our children being removed from their families.

In her inaugural speech at the first Annual General Meeting of QATSICPP, then chairperson Leanne Knowles said "today marks a momentous occasion in our long journey to create a strong Aboriginal and Torres Strait Islander child protection sector".

Some 10 years on, I can also reconfirm our commitment to a strong community controlled child protection sector.

Central to that is having a strong peak body, and the board is fortunate to have strong and resilient cultural leaders, practice experts, innovators and experts on the team to help realise our vision.

I am also pleased that this year QATSICPP established the Queensland Aboriginal and Torres Strait Islander Youth Council to help provide a voice and better representation on issues impacting young people.

The Youth Councils inaugural chair Lane Brooks joined the QATSICPP board this year as our first independent director, formalising our commitment to having young people involved in decisions that will impact on them, as well as our commitment to fostering the next generation of strong Aboriginal and Torres Strait Islander leaders.

This year is special for another reason too. QATSICPP hosted the inaugural Queensland Aboriginal and Torres Strait Islander Child Protection Awards recognising the cultural leadership, practice excellence, innovation, youth advocacy and families in growing up safe, strong and connected children.

All of the award nominees and winners exemplify the drive and spirit I continue to see in community controlled organisations all across the state. I thank them and I thank all QATSICPP members for their commitment to Aboriginal and Torres Strait Islander children, their families and communities.

*This has been a year of reflecting on the past, and building for the future. As we look to the next 10 years for QATSICPP, it is important that we continue to focus on building an ever stronger Aboriginal and Torres Strait Islander child protection sector for the benefit of our children and families.*

# Our Purpose and Vision

## OUR VISION

All Aboriginal and Torres Strait Islander children and young people are physically, emotionally and spiritually strong, live in a safe, caring and nurturing environment within their own families and communities, and are afforded the same life opportunities available to other children and young people to achieve their full potential.

## OUR PURPOSE

The principal purpose of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak is to, above all, promote and advocate the rights, safety and wellbeing of Aboriginal and Torres Strait Islander children, young people and their families, through effective partnerships and strategic collaborations. We provide leadership in advocacy and the development of policies, strategies and programs to resource, support and strengthen the capacity and capability of Aboriginal and Torres Strait Islander community controlled child protection agencies in the interests of our children, families and communities.

# Board Of Directors

## RACHEL ATKINSON
**Chairperson**

Rachel is an Aboriginal, Yorta Yorta woman, who has dedicated her whole working life to improving the lives of her people. Rachel is currently the Chief Executive Officer of the Palm Island Community Company, the Chair of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak and Co-Chair of Family Matters Queensland.

## BILLY GORHAM
**Deputy Chairperson (resigned 23/10/2018)**

Billy Gorham is a proud Cobble Cobble man from the Darling Downs area and Koa man form the Winton area. Billy currently sits as a Director on the Board of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak.

## GAIL WASON
**Director**

Gail currently sits as a Director on the Board of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak. Gail is also the Chief Executive Officer of Mulungu Aboriginal Corporation Primary Health Care Service located in Mareeba. With over twenty five years' experience in Aboriginal Health and affairs and an unwavering commitment to improving the health and wellbeing of her community.

## KAREN DINI-PAUL
**Director**

Karen Dini-Paul is a well-respected professional within the Far North Queensland community, where she was born and worked for most of her career. She is an Indigenous Australian, a descendant of the Arrernte People of Alice Springs which, coupled with her Italian heritage, has given her a strong sense of self and family.

## LUISA O'CONNOR
**Director**

Luisa is a descendant of the Kaurareg Aboriginal People, traditional land owners of the Prince of Wales group of 42 islands including Thursday Island (Waiben), Horn Island (Nurupai) and of course, Prince of Wales (Muralag) as well as strong connection to Fiji, Tonga and Ireland.

## DR GERALD FEATHERSTONE
**Director**

Gerald is a Bundjalung man and proud father of 1 and has been a Director of QATSICPP since 2017. Gerald is currently the state co-chair of Family Matters Queensland and was directly part of drafting the current generational approach to bringing about change for the Queensland Aboriginal and Torres Strait Islander community through the Our Way Strategy.

## RAYMOND BRUNKER
**Director**

Raymond is a proud Maramanindji man from Daly River. Raymond is currently the Director for Innovation and Strategy at the Aboriginal and Torres Strait Islander Community Health Service Brisbane.

# Our Team

*"I would like to thank the whole team at QATSICPP for their dedication, commitment and hard work throughout the year. Without their continued contributions, QATSICPP could not have achieved all it did to improve the lives of Aboriginal and Torres Strait Islander children and families."*

**- Natalie Lewis, CEO**

### NATALIE LEWIS
**Chief Executive Officer**

*"I'm constantly inspired by the team's passion and commitment to supporting our members and making a real difference to the lives of Aboriginal and Torres Strait Islander children and their families.*

### ALF DAVIS
**Senior Policy Officer**

*"I constantly aspire to work for social justice for our people, that they have a voice and they're heard, and that there's accountability.*

### SIDNEY WILLIAMS
**Senior Training Officer**

*"Working within a dynamic and deadly team as well as individuals and organisations from QATSICPP member organisations, all striving to provide the best support, services, programs and outcomes for families and communities.*

### PAULA MAY
**Office Manager**

*"I am constantly inspired by this team and the people in our Sector who keep striving for the best outcomes for children and families.*

### JESS MCARDLE
**Queensland Family Matters Coordinator**

*"I'm inspired to do what I do because I believe strong and connected families are at the heart of strong communities.*

### NADIA CURRIE
**Operations Manager**

*"I'm inspired by children, young people and families in the community. Ensuring stronger families and communities is the reason for our work.*

### CANDICE BUTLER
**Manager Practice Development**

*"I am inspired by the advocacy and leadership that is within each and every worker within the Aboriginal and Torres Strait Islander Community Controlled Child Protection sector.*

### LENNY DAHLEN
**Member Support & Engagement Officer**

*"The best part of my work is knowing that we are having a positive impact on the lives of our children, young people and families.*

### DION TATOW
**Workforce Development Coordinator**

*"I'm inspired by the dedication and passion of the workers in our Aboriginal and Torres Strait Islander Community Controlled Child Protection Services.*

### ANDREA WARD-OSBORNE
**Finance Manager**

*"I'm inspired to support the staff of QATSICPP who can instigate real change for greater outcomes of vulnerable children and families.*

# Our Membership

- Aboriginal and Torres Strait Islander Development Recreational Women's Association
- Aboriginal and Torres Strait Islander Community Health Service Brisbane Ltd.
- Central Queensland Indigenous Development Ltd.
- Cherbourg Regional Aboriginal and Islander Community Controlled Health Services (CRAICCHS)
- Cunnamulla Aboriginal Corporation for Health (CACH)
- Goolburri Aboriginal Health Advancement Company Ltd.
- Gurriny Yealamucka Health Services Aboriginal Corporation
- Kalwun Development Corporation
- Kambu Aboriginal and Torres Strait Islander Corporation for Health
- Kummara Association Inc.
- Kurbingui Youth Development Association Inc.
- Marabisda Inc.
- Mindle Bygul Aboriginal Corporation
- Mookai Rosie Bi-Bayan
- Mudth-Niyleta Aboriginal and Torres Strait Islander Corporation
- Mulungu Aboriginal Corporation Primary Health Care Service
- Mununjali Housing and Development Company Ltd.
- Mura Kosker Sorority Incorporated
- Nai-Beguta Agama Aboriginal Corporation
- Northern Peninsula Areas (NPA) Family & Community Services Aboriginal and Torres Strait Islander Corporation
- Palm Island Community Company
- Port Kennedy Association
- R.E.F.O.C.U.S Aboriginal and Torres Strait Islander Corporation
- The Cape York Partnerships Group Ltd.
- The Murri School (Aboriginal and Torres Strait Islander Independent Community School
- Townsville Aboriginal and Islander Health Service
- Wuchopperen Health Service
- Warringu Aboriginal and Torres Strait Islander Corporation

# From The CEO

**NATALIE LEWIS**
**CEO**

This year has been a year of positive reform for the sector and one where we've seen significant change, benefiting our children, young people, families and communities.

The Child Protection Reform Amendment Act has now been implemented, and as a direct result of QATSICPP's advocacy, the legislative reforms pave the way for significant system and practice reform. The laws embed the right of Aboriginal and Torres Strait Islander peoples to self-determination, enable participation through family-led decision making and embed the five elements of the child placement principle.

The Act also places greater emphasis on culture as a protective factor, recognising the right to cultural continuity, and importantly allows the Director-General of the Department of Child Safety, Youth and Women to delegate any and all functions and powers of his role relating to Aboriginal and Torres Strait Islander children and young people to an Aboriginal or Torres Strait Islander community controlled entity.

This is a seismic reform because it places Aboriginal and Torres Strait Islander people in positions to make important decisions about Aboriginal and Torres Strait Islander children and families.

QATSICPP continues to make significant contributions to policy through 12 submissions to Queensland and Commonwealth reviews and inquiries, our leadership and influence in the development of the Fourth Action Plan under the National Framework for Protecting Australia's Children and a resource development partnership with SNAICC.

This year QATSICPP has also achieved a range of system and practice outcomes through its advocacy, advice and partnership with the Queensland Government. These include funding provided for thirty-three Aboriginal and Torres Strait Islander Child and Family Wellbeing Services which are up and running state-wide, and the inception and funding of a new Family Participation Program to support the primary principle that Aboriginal and Torres Strait Islander people have the right to self-determination, making a real and meaningful impact for our children, their families and communities.

We will continue to widen our reach and impact as we strive to continually achieve better outcomes for Aboriginal and Torres Strait Islander children and families.

*QATSICPP has successfully positioned itself to provide direct influence upon the child protection reform agenda and preserved its independence and focus on the strategic priorities of the organisation. We have advocated for and secured increased investment and development of the sector, and are now able to better position our organisation to deliver optimal outcomes for Aboriginal and Torres Strait Islander children and their families.*

# Key Projects Highlights

## Provision of tailored training

This past year, QATSICPP continued to deliver training to support member services to take control over developing the capability of their workforce. Following a highly successful 2017 in which nearly all member services undertook training to implement the Queensland Aboriginal and Torres Strait Islander Child Protection Peak Practice Standards and supervision framework, there has been a shift to providing Family Led Decision Making training, a key area of reform and innovation in Queensland's child protection system. Building on the delivery of training, QATSICPP's Senior Practice Leader provided professional supervision to a number of practitioners within member organisations, recognising that external supervision is a critical tool for continuous practice improvement and debriefing.

Launch of Graduate Certificate in partnership with Griffith University - *September 2018*

## The QATSICPP Community of Practice

The QATSICPP Community of Practice (COP) was first established in 2017 and has grown significantly in size from 6 practitioners to over 50 practitioners working in Aboriginal and Torres Strait Islander Community Controlled child protection services. The COP is a key mechanism for identifying emerging best practice and a safe space for practitioners to discuss barriers to implementing good practice and share ideas and strategies for overcoming these. This last year has seen the COP mature to the point where QATSICPP is no longer solely determining the agenda for the group, with participants taking the lead in creating the solutions they believe are critical for improving outcomes for Aboriginal and Torres Strait Islander children.

## Child Protection Practice Standards Course

QATSICPP and Griffith University partnered to develop and deliver a sector driven post-graduate course within Griffith's Graduate Certificate in Human Services. The course formalises the work that our sector's Aboriginal and Torres Strait Islander staff have been doing with families in their communities for many years by integrating and linking practice with the evidence base for good practice. The first cohort completed the course in early 2019 and will have the opportunity to now build upon and enhance their current practice by using a culturally safe framework. Importantly, graduates of the course will continue to grow and strengthen their networks of peers across to sector to share their experiences and support each other to implement and embed culturally safe practice and deliver culturally relevant services for the benefit of our children, families and communities.

## ISO Accreditation

QATSICPP continued to demonstrate its commitment to quality and continuous improvement by achieving ISO 9001:2015 accreditation. Accreditation under ISO 9001:2015 meets the requirements of the Human Services Quality Standards for organisations providing peak body services. Importantly, attaining accreditation has enabled QATSICPP to document and formalise our commitment to members through the establishment of processes to embed quality and continuous improvement in everything we do. As QATSICPP continues to grow and expand our reach and influence, our commitment to quality will provide a solid foundation from which to build and engender confidence from our members, partners and funding bodies.

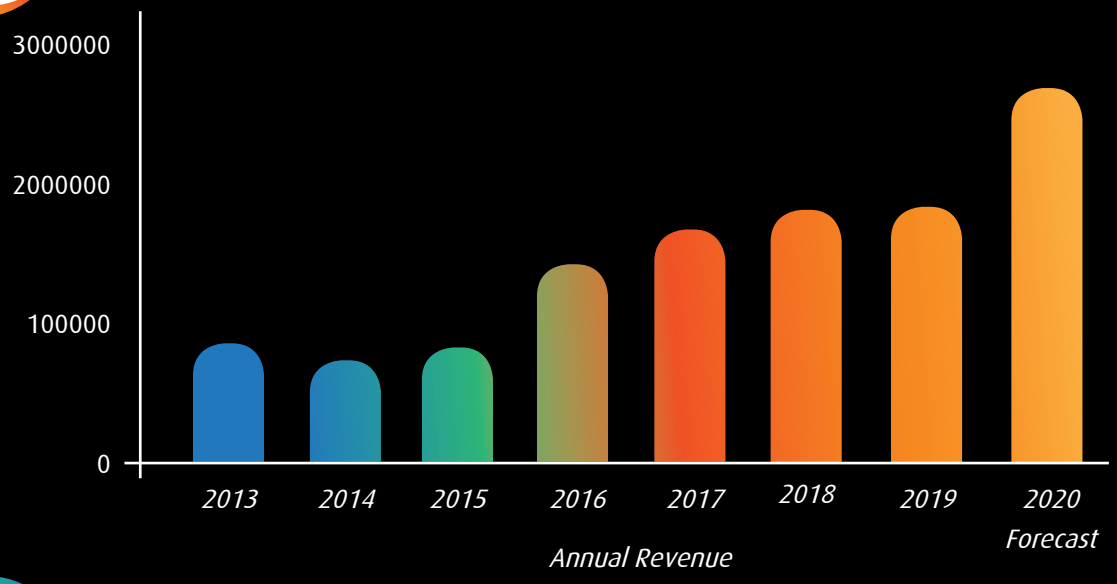
Establishment of the QATSICPP Youth Council - *Elevating the Voice and Representation of Our Young People*

## Family Participation Project

The Family Participation Program (FPP) commenced in November 2018, supporting Aboriginal and Torres Strait Islander children and families' right to self-determination and giving them a voice on decisions impacting them. The program gives authority to parents, families and children as they collectively solve problems and lead decision making in a culturally safe space. A key success factor with the statewide implementation of FPP was the support QATSICPP provided to member organisations. Working with all levels of government and members, QATSICPP further embedded the 5 elements of the child placement principle through the program, particularly partnership and participation.

# Achievements 2019

## Increased Peak Body Investment




## Program Design and Implementation Support

### Family Wellbeing Program Enhancements:

- 33 Locations across Queensland
- 31 Additional Dedicated Youth Focussed Positions July 2019
- 5 Additional Domestic and Family Violence Specialist Positions

### Family Participation Program

- Guidelines development
- Enhancements - Youth Justice Trials - 4 Sites

## Reform Implementation

Support through provision of training, community of practice and participation in the Statewide Implementation Group

- Individuals trained in QATSICPP Core Practice Modules
- Participants in QATSICPP Community of Practice
- Individuals accessed accredited training in the Aboriginal and Torres Strait Islander Family Led Decision Making Model

# Strategic Partners

*Multi-level action requires multi-level partnerships. QATSICPP maintains a range of strategic partnerships and relationships across government, non-government and community controlled sectors, to support and achieve collective accountability and commitment to the rights, safety and wellbeing of Aboriginal and Torres Strait Islander children and young people.*

QATSICPP's Strategic Partnerships task area primarily centers around identifying, developing and sustaining strategic partnerships to influence positive systemic and service level change to better meet the needs and aspirations of Aboriginal and Torres Strait Islander children, families and communities, in line with the Vision and strategic priorities of QATSICPP.

To this end, we direct significant efforts and energies toward the development and maintenance of our partnerships, across various sectors and spheres of influence. This includes across both community controlled, government and non-government sectors; as well as across different industries of focus.

The latter is particularly pertinent and reflective of a focus on generating integrated, whole-of-sector responses to the needs and priorities of Aboriginal and Torres Strait Islander children and families. This includes advocating and promoting early intervention and prevention approaches, and timelier, better connected wrap-around support for children and families.

Our primary partners, stakeholders and strategic relationships encapsulate the following groups and individual organisations:

- QATSICPP's Membership
- Aboriginal and Torres Strait Islander children, families and their communities
- Department of Child Safety, Youth and Women (DCSYW)
- DCSYW Indigenous Practice Leaders
- Whole of Government
- Commonwealth Government
- Queensland Aboriginal and Torres Strait Islander Health Council (QAIHC)
- Queensland Council of Social Services (QCOSS)
- Peak Care
- Office of the Public Guardian
- National Disability Insurance Scheme (NDIS)
- Universities
- National Peak organisations

QATSICPP works with and across these groups and organisations in varying levels and capacities; and in support of our Strategic Vision, Principles and Priorities.

# Strategic Objectives 2020

## One
SECTOR AND PRACTICE EXCELLENCE

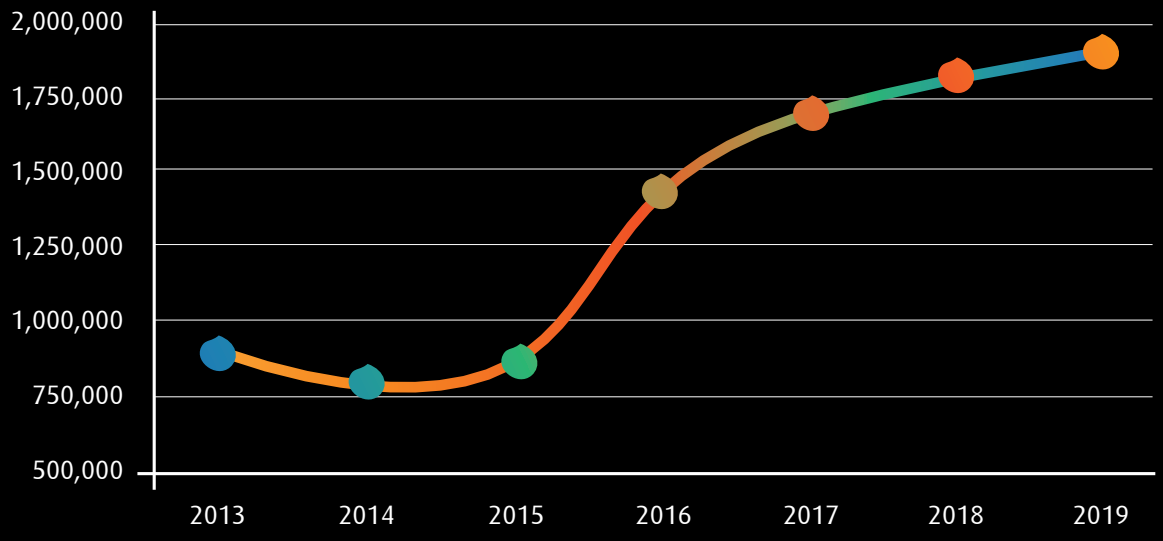
## Two
PARTNERSHIPS AND ACCOUNTABILITY

## Three
VOICE AND REPRESENTATION

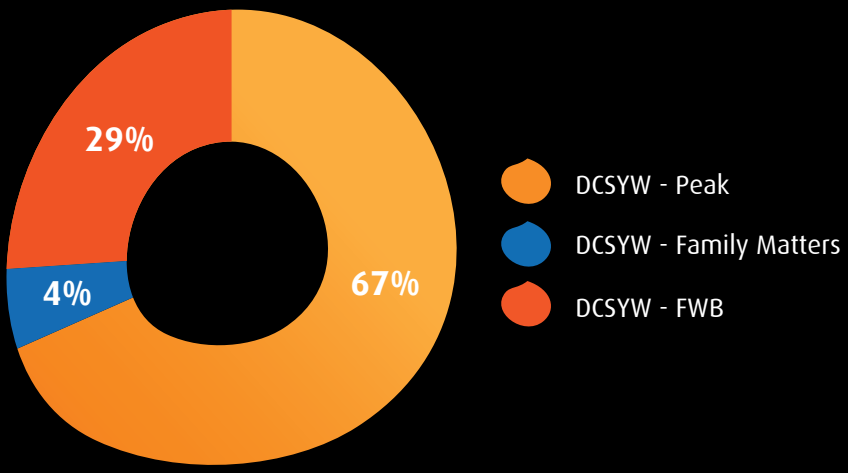
## Four
CULTURAL LEADERSHIP AND MAINTAINING INDEPENDENCE AS AN ADVOCACY BODY

# Financial Information

## Total Revenue




## Funding




| | 2019 | 2018 | 2017 | 2016 |
|---|---|---|---|---|
| **Total Expenditure** | 1,684,621 | 1,839,619 | 1,655,220 | 1,351,882 |
| **Current Assets** | 1,117,937 | 602,248 | 558,975 | 359,858 |
| **% Change** | 86% | 8% | 55% | 76% |
| **Total Assets** | 1,140,372 | 637,906 | 606,811 | 408,401 |
| **% Change** | 79% | 5% | 49% | 72% |
| **Equity** | 540,462 | 316,129 | 226,504 | 169,025 |
| % Change | 71% | 40% | 34% | 136% |

ChildProtectionPeak

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