

ABORIGINAL ACTION PLAN 2020-21

In 2019-20 we released our first *Aboriginal Action Plan* using the Aboriginal Child Placement Principle's five elements as a guiding framework.

The *Aboriginal Action Plan 2020-21* continues and builds on our commitment to supporting Aboriginal children and young people in care, and partnering with Aboriginal families, communities and organisations.



We recognise that Aboriginal children and young people have the right to grow up in a safe and nurturing environment where their family connection, culture, community, spiritual identity and traditional ownership of the land is supported, respected and celebrated by the people who care for them.



IDENTIFICATION

As a **precursor** to the five elements of the Aboriginal Child Placement Principle, ensure that Aboriginal children are identified at the earliest possible point of child protection involvement

We will:

- Design and implement a programmatic approach to supporting Aboriginal children and young people in a way that recognises the Aboriginal Nation/s with which they identify
- Develop and deliver training to improve our ability to accurately record Aboriginal cultural data
- Draft and consult on amendments to the *Children and Young People (Safety) Act 2017* to embed all five elements of the Aboriginal Child Placement Principle
- Negotiate a new National Framework for Child Safety with state, territory and Commonwealth governments that includes a specific element addressing the Closing the Gap strategy

How we will know we are on track:

Increase the percentage of Aboriginal children and young people in care with an Aboriginal Nation identified on DCP's client management system from 54.4% to 65%

^ Measures to be developed



1. PREVENTION

Aboriginal families are actively supported to access culturally responsive supports to mitigate the need for statutory intervention

We will:

- Actively participate in service responses led by Aboriginal Community Controlled Organisations
 - The collaborative family violence and child protection practice trial in the southern region
 - The intensive family support service pilot in the western region
- Continue to pilot the Ngartuitya Family Group Conference Service with a focus on supporting Aboriginal families to make decisions about how they will safely care for their children and young people
- Develop an approach to concerns for unborn Aboriginal children
- Engage across government effort under Safe and Well to better support Aboriginal children, young people and families
- Partner with the Child Development Council to support the development of an Outcomes Framework for Aboriginal children and young people
- Evaluate our Innovate Reconciliation Action Plan 2019-21
- Develop and implement a Stretch Reconciliation Action Plan 2021-24
- Continue to partner with and provide resourcing to Reconciliation SA and the Family Matters campaign

Increase the number of families referred to the:

- trial of collaborative family violence practice
- intensive family support service pilot
- Family Reunification Services
- Ngartuitya Family Group Conference Service

Ensure 40% of all family group conferences completed support Aboriginal children and young people



2. PARTNERSHIP

Aboriginal people, communities and organisations lead the delivery of child protection services and practice for Aboriginal children and families

We will:

- Continue to implement the Aboriginal Employment Strategy 2019-22, including:
 - identifying opportunities to increase Aboriginal employment across all directorates
 - developing a pathway for Aboriginal graduates to complete mandatory practical legal training in the Legal Services Directorate
- Implement steps 2 and 3 and develop steps 4 and 5 of the Aboriginal Cultural Footprint cultural capability training and support staff completion
- Support Reconciliation SA to create a professional development resource about the care experiences of Aboriginal young people
- Develop a 12-month plan of focus for the Aboriginal Child Protection Expert Advisory Committee, including design of an evaluation approach for the Aboriginal Kinship Care Service pilot
- Recruit an independent Aboriginal representative to the DCP Performance and Risk Committee
- Continue to partner with the Aboriginal Community Controlled Organisations providing support to kinship carers of Aboriginal children and young people to identify best practice in this area

Increase Aboriginal employment from 5% to 7.5%, working towards 10% by 2022.

Increase the retention rate of Aboriginal employees from 80.8% to 85%

Increase participation in the Aboriginal Cultural Footprint program to 80%

Increase spend with Aboriginal organisations from 5.7% to 6.5%



3. PLACEMENT

Prioritising placement in care in accordance with the placement hierarchy

We will:

- Embed the Winangay Aboriginal Kinship Carer Assessment Tool as a key practice focus
 - All relevant staff to have completed training to undertake initial carer assessments
 - Increase the number of full carer assessments
 - Evaluate implementation
- Include a specific focus on the needs of Aboriginal children and young people in the re/commissioning of all services, including specialist disability residential care, Supported Independent Living Services and Placement and Support Packages
- Embed Aboriginal cultural responsiveness as an integral feature in the implementation of the Sanctuary model of therapeutic residential care

Increase percentage of Aboriginal children and young people placed in accordance with the Aboriginal Child Placement Principle hierarchy, utilising the five elements, from 63.7% to 70%

Increase the proportion of Aboriginal carers assessed using Winangay Aboriginal Kinship Carer Assessment

Increase the number of approved Aboriginal primary carers



4. PARTICIPATION

Ensuring the participation of Aboriginal children and families in child protection decision making

We will:

- Develop and implement a Family Led Decision Making Framework, with a focus on Aboriginal families
- Include a specific focus on engagement with Aboriginal young people in residential care within the broader Child and Youth Engagement Strategy
- Prioritise the identification of Aboriginal children and young people in care who have a disability and their access to National Disability Insurance Scheme plans
- Make it easier for Aboriginal people to seek historical records from the department

Increase participation of Aboriginal children and young people in the development of their Aboriginal Cultural Identity Support Tool from 69.1% to 75%

The proportion of Aboriginal children and young people in care with an NDIS plan as a proportion of all children and young people in care with an NDIS plan be at least 30%



5. CONNECTION

Maintaining and supporting connections to family, community, culture and country

We will:

- Integrate and implement key practice tools into the case plan like the Aboriginal Cultural Identity Support Tool.
- Undertake an Aboriginal Life Story Book project that includes developing digital versions and designing and delivering training
- Develop the department's capacity to report on key practice indicators for its work with Aboriginal families, children and young people
- Provide all Aboriginal children and young people in residential care with the opportunity to transform their living environment to reflect individual cultural connections (MyPlace project)

Increase percentage of Aboriginal children and young people with a completed Aboriginal Cultural Identity Support Tool from 56.5% to 90%

Increase the percentage of Aboriginal children and young people in care with:

- an Aboriginal Life Story Book[^]
- a genogram[^]