

# Changing Tracks

**An action plan for  
Aboriginal and Torres Strait Islander  
children and families**

**2017–2019**



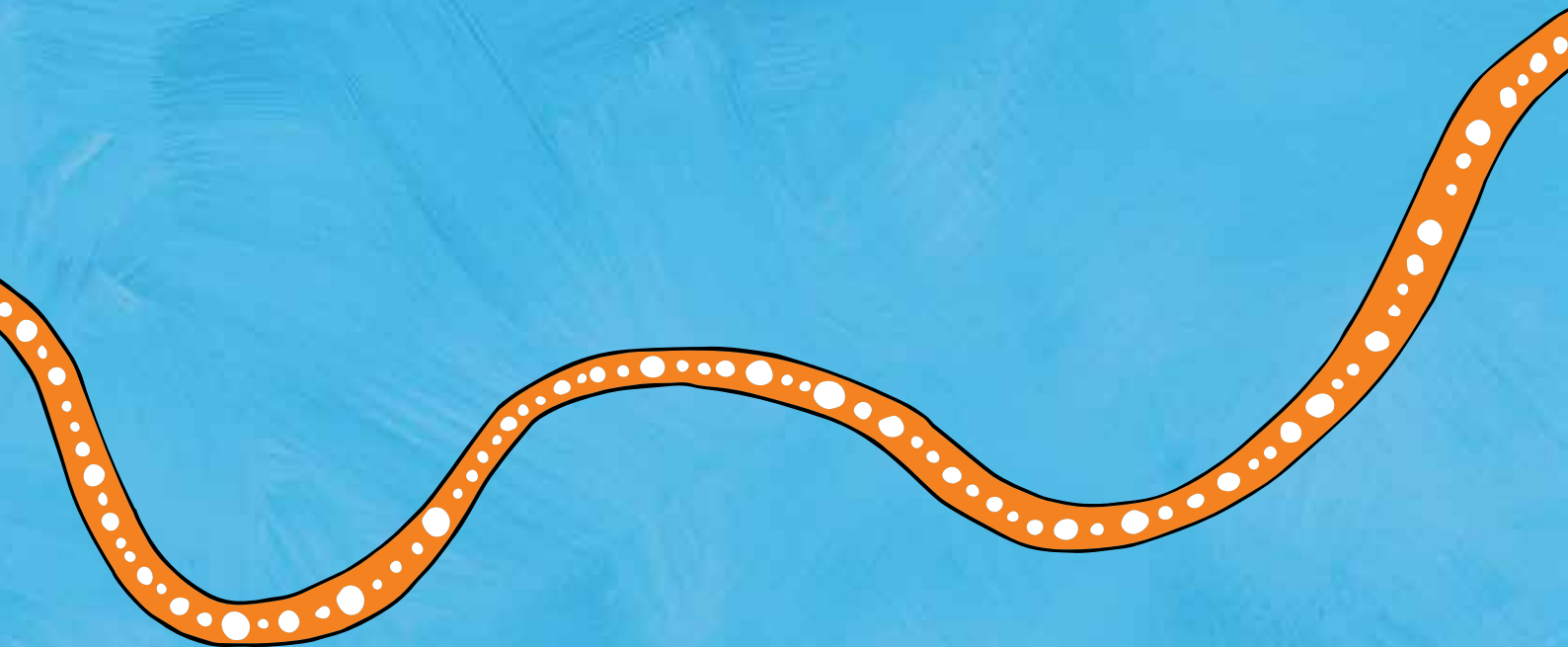
**We respectfully acknowledge the First Nations people in the State of Queensland, we acknowledge the cultural and spiritual connection that Aboriginal and Torres Strait Islander peoples have with the land and sea.**

**We respectfully acknowledge Aboriginal people and Torres Strait Islander people as two unique and diverse peoples with their own rich and distinct cultures.**

**We pay our respects to Elders past and present as well as the existing and emerging leaders who walk together in partnership on this journey.**

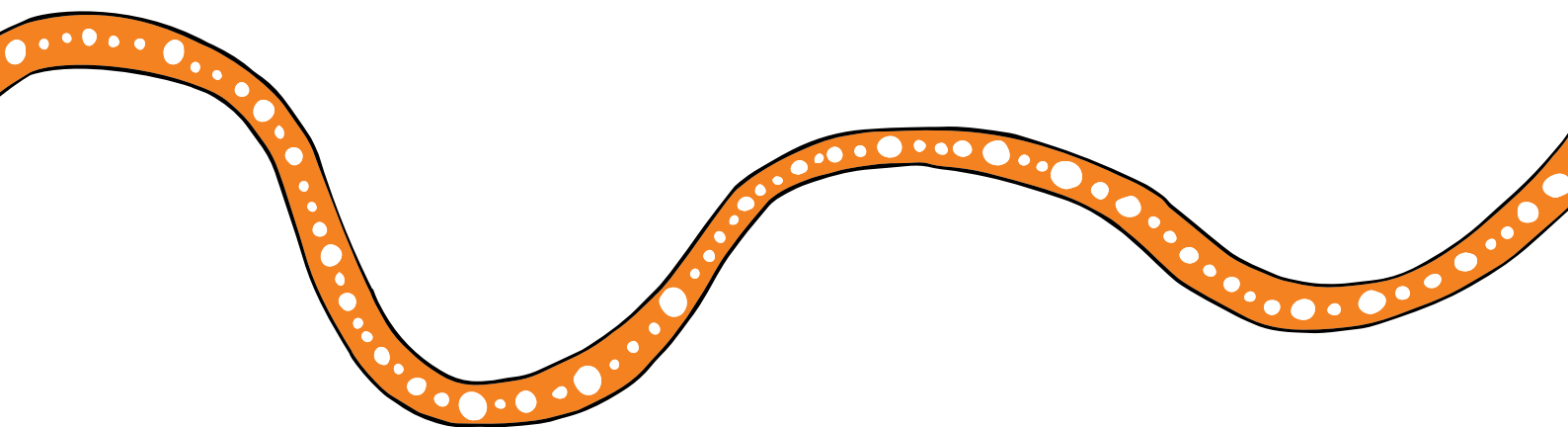
**This action plan represents our shared commitment, and use of the word 'we' throughout refers to the shared voice of the Queensland Government and Family Matters Queensland, and reflects the combined voices of families and communities.**

**We acknowledge the contributions of Rachael Sarra for the original design of artworks and the creative leadership of Gilimbaa in this action plan.**



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# Joint message from Family Matters and the Queensland Government

*Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–2019* recognises that now is the time that we — government, Aboriginal and Torres Strait Islander leaders, children and families and support services — need to ‘change tracks’ if we are going to reach our generational vision under *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*.

This action plan sets the foundations for change and will put us on a new track to ensure all Aboriginal and Torres Strait Islander children and young people in Queensland grow up safe and cared for in family, community and culture.

In 2017, Aboriginal and Torres Strait Islander children do not have the same health and wellbeing outcomes as other Queensland children. Sadly, the number of Aboriginal and Torres Strait Islander children living in out-of-home care and not living in their communities is increasing. This action plan, the first of seven, compels us to work differently and set the enabling environment to allow for shared power and responsibility in meeting the needs of Queensland’s First Children and Families.

Government and community organisations must change the way they provide services to Aboriginal and Torres Strait Islander peoples. At a national level, the Closing the Gap targets set an ambitious agenda that focuses efforts on achieving parity in life outcomes for Aboriginal and Torres Strait Islander peoples across their life span. In Queensland, we continue to make positive changes through *Supporting Families Changing Futures: Advancing Queensland’s child protection and family support reforms* and the *Domestic and Family Violence Prevention Strategy 2016–2026* as well as initiatives developed in and for specific local areas to grow and develop strong families and communities.

Family Matters Queensland is also leading the way more broadly to improve how we work with and respond to Aboriginal and Torres Strait Islander children, families and communities.

In Queensland, we are committed to the national Family Matters vision and targets, and this action plan is the first step we take together toward working differently with Aboriginal and Torres Strait Islander peoples. This action plan is the start of a 20-year generational journey. It supports the longer-term change that is required and focuses on building a platform of equity in life outcomes for vulnerable Aboriginal and Torres Strait Islander Queenslanders.

We commit to sharing power and responsibility with Aboriginal and Torres Strait Islander peoples. We commit to working together across government and the community. We commit to changing tracks to honour the potential and promise of Queensland’s Aboriginal and Torres Strait Islander children.



**Family Matters Queensland**

**Shannon Fentiman MP**  
Minister for Communities,  
Women and Youth,  
Minister for Child Safety and  
Minister for the Prevention of  
Domestic and Family Violence

**Mark Furner MP**  
Minister for Local Government  
and Minister for Aboriginal and  
Torres Strait Islander  
Partnerships

# Setting the foundation for change

**The Queensland Government and Family Matters Queensland have committed to *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*. *Changing Tracks* is the first action plan created to realise this strategy.**

*Our Way* provides a roadmap for how we will work with each other to improve outcomes for Aboriginal and Torres Strait Islander children and families experiencing vulnerability.

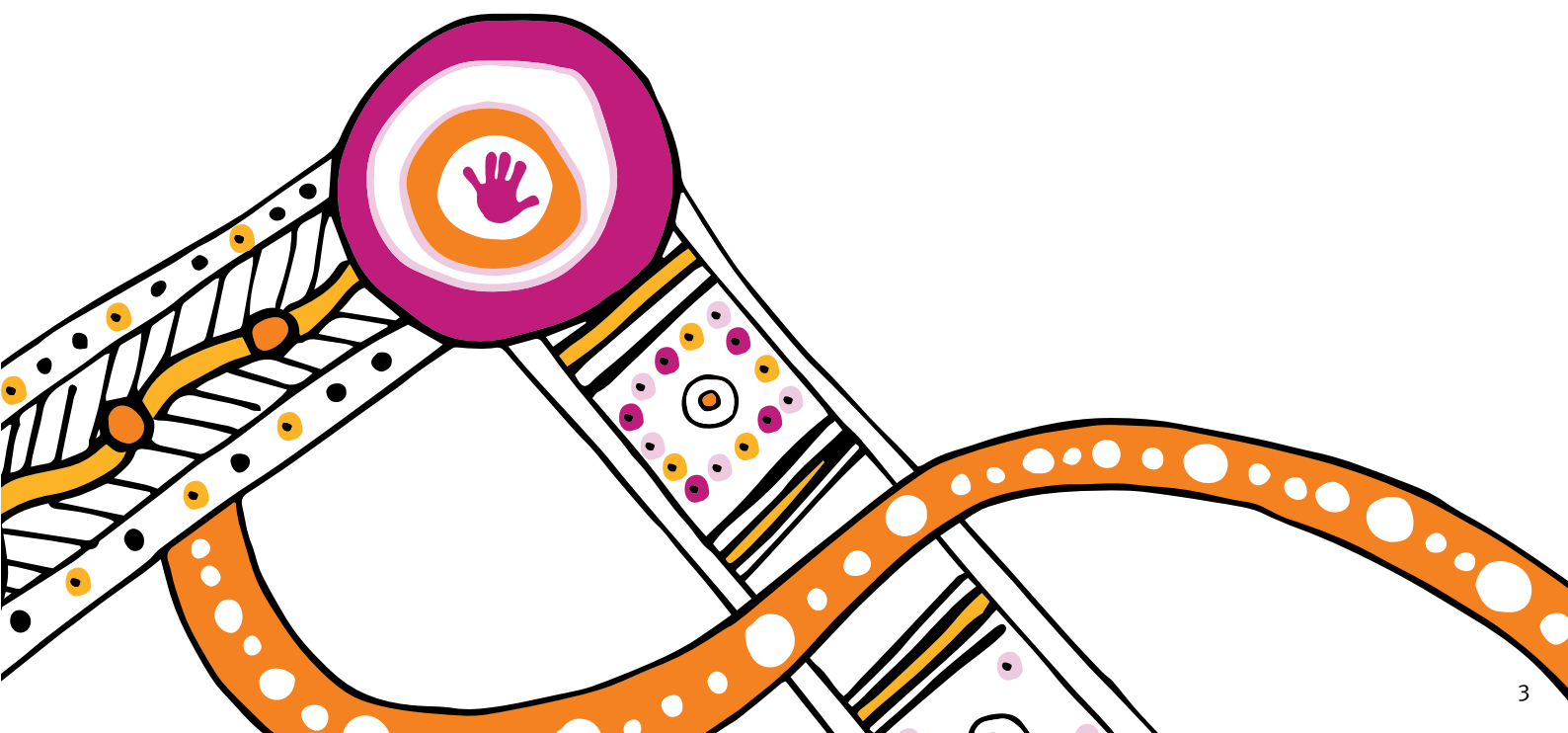
Over time, it will deliver benefits across four groups:

1. All Aboriginal and Torres Strait Islander children and families
2. Aboriginal and Torres Strait Islander children and families experiencing vulnerability and disadvantage
3. Aboriginal and Torres Strait Islander children and families in contact with family support and child protection systems
4. Aboriginal and Torres Strait Islander children in or leaving out-of-home care.

*Changing Tracks* recognises the range of positive activities already underway across government and the community through *Supporting Families Changing Futures: Advancing Queensland's child protection and family support reforms*.

The plan outlines actions that build on existing initiatives included as part of *Supporting Families Changing Futures*, as well as initiatives in other strategies. It addresses key areas of vulnerability for Aboriginal and Torres Strait Islander children and their families across eight wellbeing domains identified in *Our Way*.

These actions include specific initiatives to improve support to Queensland Aboriginal and Torres Strait Islander children and families at risk of entering or in contact with the child protection system.



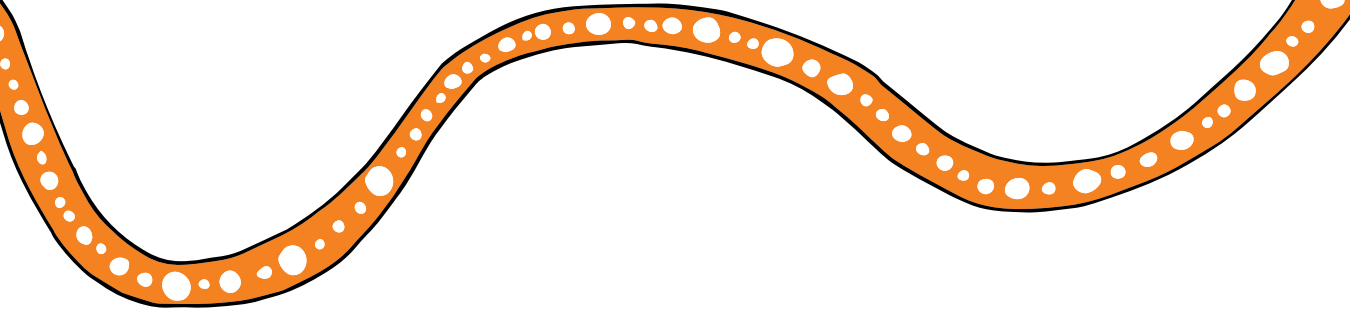


### **Key actions underway include:**

- investing \$150 million over five years in Aboriginal and Torres Strait Islander community-controlled organisations to support Aboriginal and Torres Strait Islander family wellbeing
- engaging Recognised Entities to design a better way to provide cultural advice, support and facilitate family participation
- engaging discrete Aboriginal and Torres Strait Islander communities in service reform initiatives
- trialling Aboriginal and Torres Strait Islander family-led decision-making models
- commencing the First 1000 Days program in Queensland to ensure Aboriginal and Torres Strait Islander children get the best start in life
- commencing initiatives to improve participation of Aboriginal and Torres Strait Islander children in early childhood education and care
- working with Family Matters Queensland and other jurisdictions to make the disproportionate numbers of Aboriginal and Torres Strait Islander children in child protection systems a national priority.

### **Changing Tracks will deliver a range of actions with responses tailored to specific places and populations to address these priority areas:**

1. meeting the needs of Aboriginal and Torres Strait Islander young women under 25 years, and their partners, before and during pregnancy and parenting, especially during the first 1000 days
2. increasing access to, and involvement in, early years, health and disability programs for Aboriginal and Torres Strait Islander children aged two to five years
3. providing Aboriginal and Torres Strait Islander families who have complex needs and children at risk with the right services
4. enabling Aboriginal and Torres Strait Islander children and young people in out-of-home care to thrive, and re-engaging those disconnected from family and kin
5. enabling Aboriginal and Torres Strait Islander children and young people aged 15 to 21 years in or leaving out-of-home care to learn and earn, and stay safe and well.

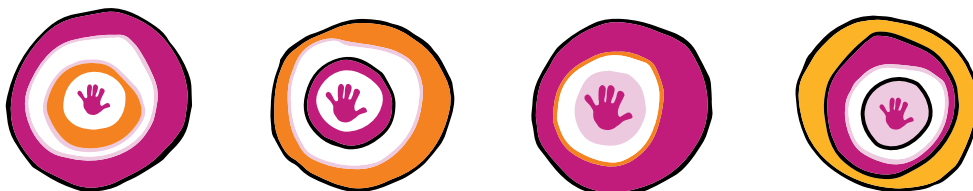


**We have acknowledged that change across services and systems and a range of enabling actions are needed to support shared power, self-determination and accountability.**

6. Through this action plan, we have committed to child and family wellbeing and empowerment by working together over the next three years to:
  - establish mechanisms to hear and incorporate the voices of children in policy and service design
  - enable services to be more responsive, culturally capable and safe
  - enable better access to, and coordination of, multiple services for vulnerable families
  - support the reconnection and reunification of children currently living away from their community, culture and kin
  - continue to explore the risk factors underlying vulnerability and build on demonstrated approaches to reduce risk
  - support families and communities to identify healing needs and aspirations to build safe communities with safe children.

This action plan, and all subsequent plans, will set ambitious targets and challenge ways of working. This will enable long-term change and place Queensland in a position to achieve our generational vision for Aboriginal and Torres Strait Islander children and families.

**It will take time, effort and meaningful partnerships.**



# Our Way generational strategy at a glance

## Vision

All Aboriginal and Torres Strait Islander children and young people in Queensland grow up safe and cared for in family, community and culture.

## Target

To close the gap in life outcomes for Aboriginal and Torres Strait Islander children and families and eliminate the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system by 2037.

The outcome we want to achieve is that Aboriginal and Torres Strait Islander children experience parity across the following:



## Building blocks



**1** All families enjoy access to quality, culturally safe universal and targeted services necessary for Aboriginal and Torres Strait Islander children to thrive



**2** Aboriginal and Torres Strait Islander peoples and organisations participate in and have control over decisions that affect their children



**3** Law, policy and practice in child and family welfare are culturally safe and responsive



**4** Governments and community services are accountable to Aboriginal and Torres Strait Islander peoples

\* These proposed wellbeing domains derive from a range of sources, including the ARACY Common Approach Wellbeing Wheel, and the OECD's Better Life Index. Development of a Queensland Child and Family Outcomes Framework is underway, and an Aboriginal and Torres Strait Islander Child and Family Wellbeing Outcomes Framework as a part of this will be advanced in the first action plan.



## Enablers

<b>Focus on the child</b>	<b>Empower parents, families and communities</b>
<b>Enable self-determination</b>	<b>Set high expectations and positive norms</b>
<b>Take a holistic and life-course approach</b>	<b>Recognise culture as a protective factor</b>
<b>Address trauma and enable healing</b>	<b>Share power, responsibility and accountability</b>
<b>Shift and balance investment</b>	<b>Provide accessible and coordinated services</b>
<b>Create partnerships</b>	<b>Innovate, build evidence and adjust</b>

## Implementation framework

### Changing Tracks

First and second  
action plans  
(2017–2022)

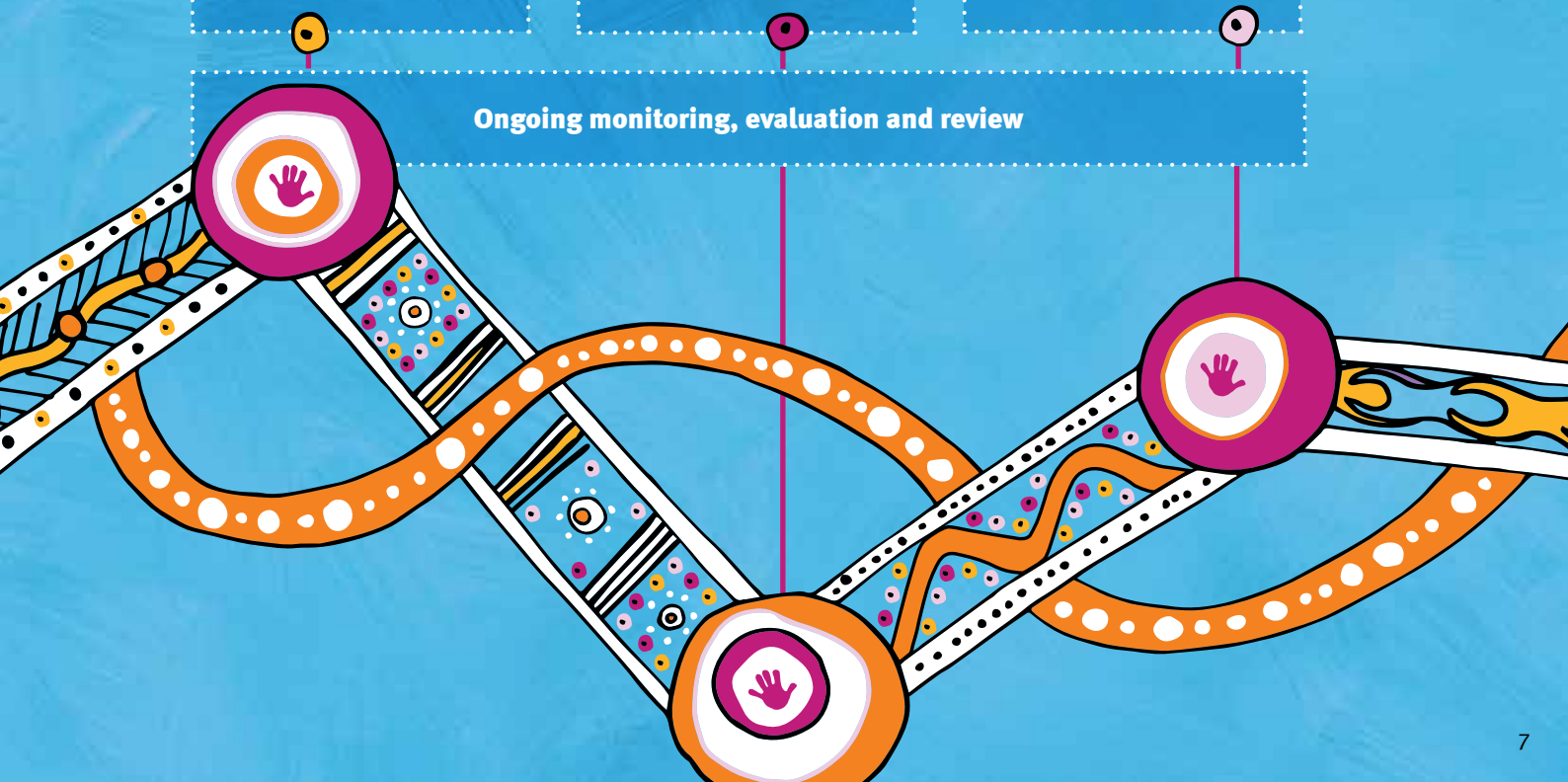
### Breaking Cycles

Third, fourth and fifth  
action plans  
(2023–2031)

### Hitting Targets

Sixth and seventh  
action plans  
(2032–2037)

Ongoing monitoring, evaluation and review



# Changing Tracks action plan at a glance

## Key outcomes and indicators

In the first three years our intent is to change tracks for:

### Aboriginal and Torres Strait Islander children, young people and families

- More parents and families **participate in support programs** including First 1000 Days and Triple P
- More children aged four to five years enrol in **early childhood education**
- More children have their **health, education and developmental needs** assessed and met
- Parents and families **fully participate in decisions** that relate to safety, wellbeing and belonging for themselves and their children
- More children **live with kin**, when they are unable to safely stay with their family
- The increasing rate of **children entering the statutory child protection system** has halted
- More Aboriginal and Torres Strait Islander children living in out-of-home care **reunite with their parents** and families
- Young people transitioning to independence from out-of-home care **experience the same level of support and success** as their counterparts who live at home

### Services and systems

- Establish the **Queensland First Children and Families Board**
- Improve practice across the service system to **build individual and community authority** with a focus on participation, decision making, reunification, reconnection and preventing children re-entering the statutory child protection system
- Provide the **right services at the right time** to children and families through culturally capable family wellbeing and support services
- Increase **employment** of Aboriginal and Torres Strait Islander peoples, including across the child and family support service system
- Develop an Aboriginal and Torres Strait Islander **child and family wellbeing outcomes framework**, along with an investment plan
- Set foundations for individual and systemic **self-determination**
- Invest in Aboriginal and Torres Strait Islander **community-controlled organisations** that deliver services for Aboriginal and Torres Strait Islander children and families
- Align the Queensland child and family service and statutory child protection systems with *Our way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*

## Priority areas



**Meeting the needs of Aboriginal and Torres Strait Islander young women under 25 years, and their partners, before and during pregnancy and parenting, especially during the first 1000 days**



**Increasing access to, and involvement in, early years, health and disability programs for Aboriginal and Torres Strait Islander children aged two to five years**



**Providing Aboriginal and Torres Strait Islander families who have complex needs and children at risk with the right services**



**Enabling Aboriginal and Torres Strait Islander children and young people in out-of-home care to thrive, and re-engaging those disconnected from family and kin**



**Enabling Aboriginal and Torres Strait Islander children and young people aged 15 to 21 years in or leaving out-of-home care to learn and earn, and stay safe and well**

## Priority actions

- First 1000 Days program
- Safe Sleeping Baby program
- Health and disability services

- Early Years program
- Families as first connectors
- National Disability Insurance Scheme readiness
- Access to health programs

- Family Wellbeing packages
- Service reform project
- Service integration
- Childrens Court participation
- Family Wellbeing program

- Kinship care
- Self-determination
- Education and employment
- Access to health services
- Family and kin mapping

- Planning for independence
- Deadly Voices
- Housing supports

## Enabling actions



### Services and systems

- Queensland First Children and Families Board
- Aboriginal and Torres Strait Islander family-led decision-making
- Empowering Families Innovation Grants
- Wellbeing outcomes framework and investment plan
- Queensland First Children and Families partnership agreement
- Analyse sector capacity and workforce capability investment
- Cultural Capability strategy
- Centre for Excellence
- Explore options for integrating e-records
- Child protection practice
- Healing strategy
- Build the evidence base for practice
- Consider investment strategies to address youth sexual violence and provide culturally safe recovery services
- Social Benefit Bonds Pilot program
- Council of Australian Governments endorsed target to eliminate disproportionate representation

# Changing tracks for children, young people and families



## Meeting the needs of Aboriginal and Torres Strait Islander young women under 25 years, and their partners, before and during pregnancy and parenting, especially during the first 1000 days

Parenting is one of the most important roles in life. It is both immensely rewarding and demanding. All families need support — from their extended families, friends, neighbours, communities, community organisations and governments at all levels — to help meet their children’s wellbeing, development and safety needs.

The fertility rate for Aboriginal and Torres Strait Islander women under the age of 20 years has been generally in decline in Queensland since 2009. Births to young women aged 15 to 24 years made up 48 per cent of total births for Aboriginal and Torres Strait Islander Queenslanders in 2015 with 2477 babies born.<sup>1</sup>

Critical to ensuring Aboriginal and Torres Strait Islander children are born healthy, and grow and develop to their full potential, is supporting young Aboriginal and Torres Strait Islander women aged under 25 years, and their partners, before and during pregnancy, and preparing them for parenting. Especially important for a baby’s healthy development is the first 1000 days of life — from conception to around two years of age. Key to supporting young parents is providing access to culturally safe services that understand the importance of culture and connection for Aboriginal and Torres Strait Islander children to grow up safe and cared for with family and community.




### We are:

- improving information and support for parents through the Queensland Family and Child Commission’s Talking Families campaign
- increasing access to the Queensland-based Triple P — Positive Parenting Program and other Aboriginal and Torres Strait Islander-specific and targeted parenting programs
- supporting the provision of maternal and child health through Queensland Health’s *Making Tracks investment strategy 2015–2018*.

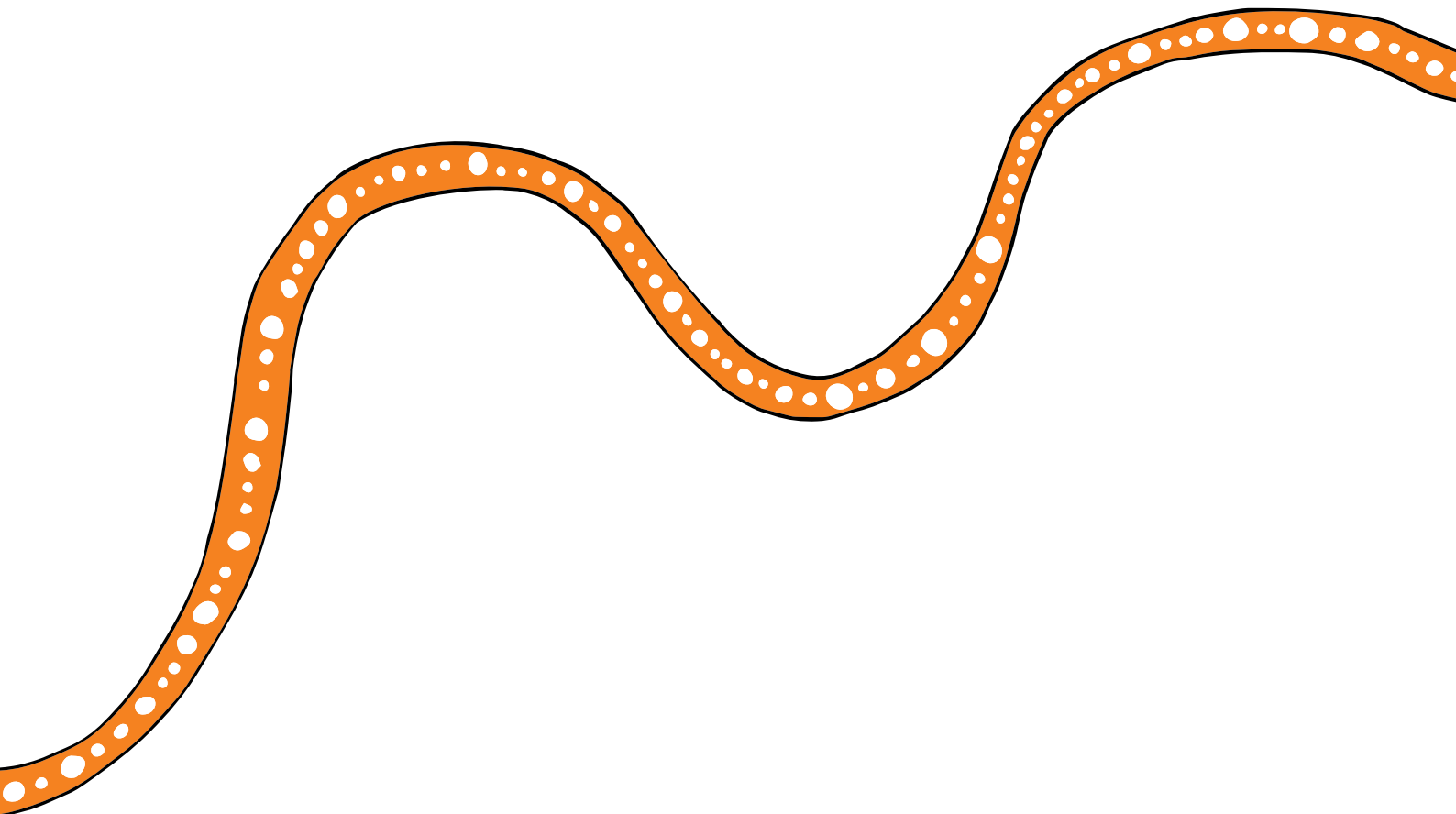
1. Australian Bureau of Statistics, Births, Australia, 2015



**We will:**

<b>Actions</b>	<b>Building blocks*</b>	<b>Lead and partners</b>
<p><b>1.1</b> Implement the First 1000 Days program to help children get the best start in life</p>		<p><b>DCCSDS, QH, DATSIP,</b> University of Melbourne</p>
<p><b>1.2</b> Develop and trial a Safe Sleeping Baby program to assist young parents prepare for postnatal care and infant health</p>		<p><b>DCCSDS, QH, QAIHC</b></p>
<p><b>1.3</b> Support Aboriginal and Torres Strait Islander children to improve health and access to disability services</p>		<p><b>QH, QAIHC, DCCSDS</b></p>

\* Refer to page 6



## Changing tracks for children, young people and families



### Increasing access to, and involvement in, early years, health and disability programs for Aboriginal and Torres Strait Islander children aged two to five years

The first few years of a child's life can shape and determine their development, wellbeing and successes in adulthood. In these formative years, basic learning and key milestones occur, including:

- developing independence
- building conversational skills
- interacting more fully with the wider community, such as making friends and entering school.

If this development is well supported by family, community and systems of government, children will thrive.

In June 2015, Queensland had an estimated 20,397 Aboriginal and Torres Strait Islander children aged two to five years, with almost half aged four to five years (10,044 children).<sup>2</sup> Of those aged four to five years, 81.4% were enrolled in a preschool program in the year before full-time school, compared with 99.3% of non-Indigenous children.<sup>3</sup> In 2016, 93% of Aboriginal and Torres Strait Islander children participated in kindergarten compared with 100% of non-Indigenous children.<sup>4</sup>

Aboriginal and Torres Strait Islander children and young people have a higher incidence of middle-ear disease and associated hearing loss throughout infancy and childhood. They also experience middle-ear disease for longer periods of time than non-Indigenous children — 2.7 years compared to three months.

Supporting families and children to reach developmental milestones, by increasing access to culturally responsive services, promotes long-term wellbeing for Aboriginal and Torres Strait Islander children.

#### We are:

- providing integrated early childhood education and care, parenting and family support, and child and maternal health services
- supporting a number of Aboriginal and Torres Strait Islander kindergartens
- building the capacity of family and community members to engage with their children in positive early learning experiences
- improving readiness for school for Aboriginal and Torres Strait Islander children through targeted early childhood vision, hearing and nutritional screening.





2. Australian Bureau of Statistics, Estimates and Projections, Aboriginal and Torres Strait Islander Australians, 2001 to 2026

3. Overcoming Indigenous Disadvantage: Key Indicators 2016

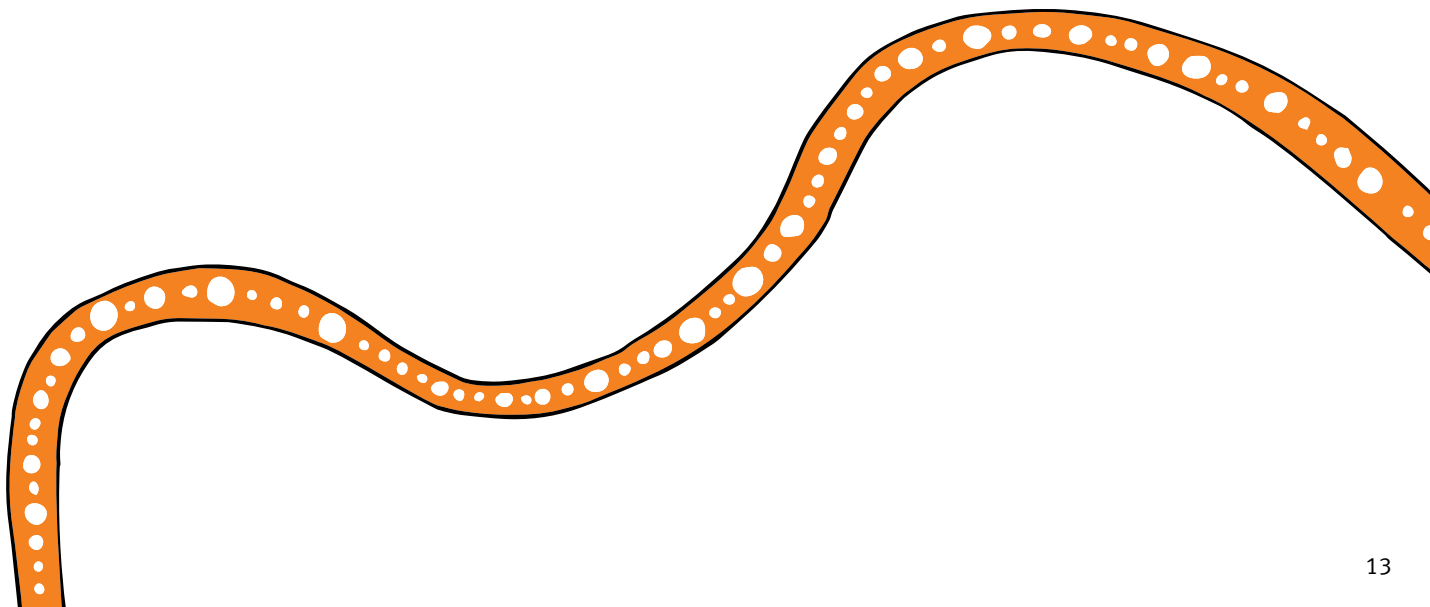
4. Derived from ABS 4240.0, Preschool Education, Australia, 2016



**We will:**

Action	Building blocks*	Lead and partners
<p><b>2.1</b> Improve participation in and access to early childhood education for Aboriginal and Torres Strait Islander children</p>		<p><b>DET, DATSIP, DCCSDS</b></p>
<p><b>2.2</b> Increase access to programs that empower Aboriginal and Torres Strait Islander families to support their children’s learning and development</p>		<p><b>DCCSDS, DET, DATSIP</b></p>
<p><b>2.3</b> Support Queensland Aboriginal and Torres Strait Islander children with disability to prepare for the NDIS</p>		<p><b>DCCSDS, QAIHC, DATSIP, NDIA</b></p>
<p><b>2.4</b> Improve health and developmental milestones for Aboriginal and Torres Strait Islander children aged 2–5 years by ensuring access to health, early years and disability services</p>		<p><b>DET, QH, QAIHC, DCCSDS</b></p>

\* Refer to page 6



## Changing tracks for children, young people and families



### Providing Aboriginal and Torres Strait Islander families who have complex needs and children at risk with the right services

The majority of Aboriginal and Torres Strait Islander children live safely with their families and have strong identity linked to their communities and culture. However, Aboriginal and Torres Strait Islander peoples also share a continued legacy of pain and trauma associated with historical policies and practices that have led to ongoing disadvantage, poor life outcomes and increased risk of children being removed from their families.

Approximately 1401 Aboriginal and Torres Strait Islander families are considered at risk of intervention by the Department of Communities, Child Safety and Disability Services (DCCSDS). An additional 306 Aboriginal and Torres Strait Islander families, who have a range of complex needs, are at risk of intervention.<sup>5</sup>

Families with complex needs require services that are coordinated, provide for a range of needs and promote a holistic approach to health and wellbeing. Integration and coordination of services ensures a family receives an initial screening or assessment to determine their support needs. This will enable families to engage with the most appropriate support services.

We recognise that cultural connectedness is one of the best protective factors for keeping children safe within their families. To support this, when coordinating services we must understand and help to create informal community and family networks.

#### We are:






- supporting financial literacy for families and enhancing responses to financial hardship through the *Queensland Financial Inclusion Plan*
- improving social and emotional wellbeing through the *Queensland Aboriginal and Torres Strait Islander Social and Emotional Wellbeing Action Plan 2016–2018*.

5. Department of Communities, Child Safety and Disability Services financial year data 2015–2016





**We will:**

<b>Action</b>	<b>Building blocks*</b>	<b>Lead and partners</b>
<p><b>3.1</b> Develop and trial Family Wellbeing packages and integrated support to help families stay safe and together</p>		<p><b>DCCSDS, QATSICPP</b></p>
<p><b>3.2</b> Partner with three Aboriginal and Torres Strait Islander discrete and/or remote communities to build a coordinated, place-based universal and secondary service system</p>		<p><b>DCCSDS, DATSIP, DPC</b></p>
<p><b>3.3</b> Develop future service delivery models for Aboriginal and Torres Strait Islander peoples based on the findings from trials of domestic and family violence prevention and family support systems</p>		<p><b>DCCSDS, DATSIP</b></p>
<p><b>3.4</b> Enhance the way Aboriginal and Torres Strait Islander families are supported and empowered to participate in a culturally safe way in Childrens Court proceedings for child protection matters</p>		<p><b>DJAG, DCCSDS, ATSILS, QFCC</b></p>
<p><b>3.5</b> Complete implementation of Aboriginal and Torres Strait Islander Family Wellbeing services, delivered by Aboriginal and Torres Strait Islander community-controlled organisations, in 20 locations</p>		<p><b>DCCSDS, QATSICPP</b></p>

\* Refer to page 6

## Changing tracks for children, young people and families



### Enabling Aboriginal and Torres Strait Islander children and young people in out-of-home care to thrive, and re-engaging those disconnected from family and kin

On 30 June 2016, 43.5 per cent of Aboriginal and Torres Strait Islander children in out-of-home care in Queensland were placed with non-Aboriginal and Torres Strait Islander carers. Culture, family and identity are key values Aboriginal and Torres Strait Islander children require when growing up. Their connection to culture and family can significantly influence their identity, and provide a sense of belonging to help them understand their place within their family and community. When Aboriginal and Torres Strait Islander children are removed from their culture, or denied ongoing access to it, it can negatively affect their wellbeing.

Approximately 3928 Aboriginal and Torres Strait Islander children and young people are on child protection orders in Queensland, representing 41 per cent of all children and young people in the child protection system.<sup>6</sup>

As continuity of cultural identity is vital to the wellbeing of Aboriginal and Torres Strait Islander children, we must ensure children in out-of-home care have access to their family, extended community networks and their culture. They must also have access to a range of culturally safe services to meet their developmental needs. Early engagement with family and kin networks, especially for children who have been in out-of-home care less than three years, will assist with support planning and reunifying children with family sooner.






#### We are:

- continuing to fund and partner with the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) to improve access to culturally appropriate, community-controlled and mainstream services
- maintaining all information about Aboriginal and Torres Strait Islander children and young people's health and medical history in child health passports
- developing education support plans for Aboriginal and Torres Strait Islander children and young people to support their academic achievement, wellbeing and participation in learning.

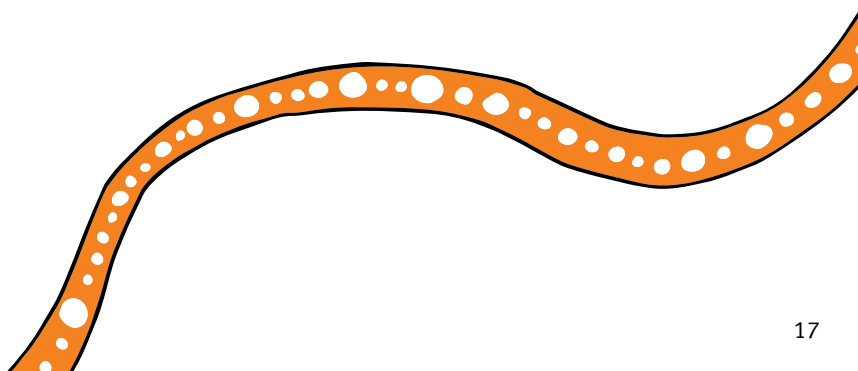
6. Department of Communities, Child Safety and Disability Services financial year data 2015–2016



**We will:**

<b>Action</b>	<b>Building blocks*</b>	<b>Lead and partners</b>
<p><b>4.1</b> Strengthen kinship care investment, supports and resources to maximise the use of kinship care placements</p>		<p><b>DCCSDS, QATSICPP, QFCC</b></p>
<p><b>4.2</b> Enable statutory child protection functions and powers for Aboriginal and Torres Strait Islander children who are subject to a child protection order to be delegated to the chief executives of Aboriginal and Torres Strait Islander agencies</p>		<p><b>DCCSDS</b></p>
<p><b>4.3</b> Design and trial an education and employment service commitment to improve education and employment outcomes for Aboriginal and Torres Strait Islander children and young people in out-of-home care</p>		<p><b>DCCSDS, DET, DATSIP</b></p>
<p><b>4.4</b> Develop cross-agency strategies to better support Aboriginal and Torres Strait Islander children and young people in out-of-home care to access services that promote improved health and wellbeing outcomes</p>		<p><b>DCCSDS, QH, QAIHC</b></p>
<p><b>4.5</b> Undertake family and kin mapping for Aboriginal and Torres Strait Islander young people in out-of-home care who are not already connected to family and kin</p>		<p><b>DATSIP, DCCSDS</b></p>

\* Refer to page 6



## Changing tracks for children, young people and families



### Enabling Aboriginal and Torres Strait Islander children and young people aged 15 to 21 years in or leaving out-of-home care to learn and earn, and stay safe and well

Aboriginal and Torres Strait Islander young people in out-of-home care are some of the most vulnerable people in Queensland. Added to this, they face the transition from adolescence to adulthood and independence without the support most teenagers would normally have.

Approximately 559 Aboriginal and Torres Strait Islander young people aged 15 to 17 years are currently in out-of-home care, and at various points in their journey to independence.




We need to support young people to develop a plan so they can successfully manage the transition into adulthood, and to encourage young people to seek further education, gain employment and be linked to quality health services. To support this, we must build positive norms based on community, connection and culture, and implement programs that instil a mindset of high expectations and achievement.

#### We are:

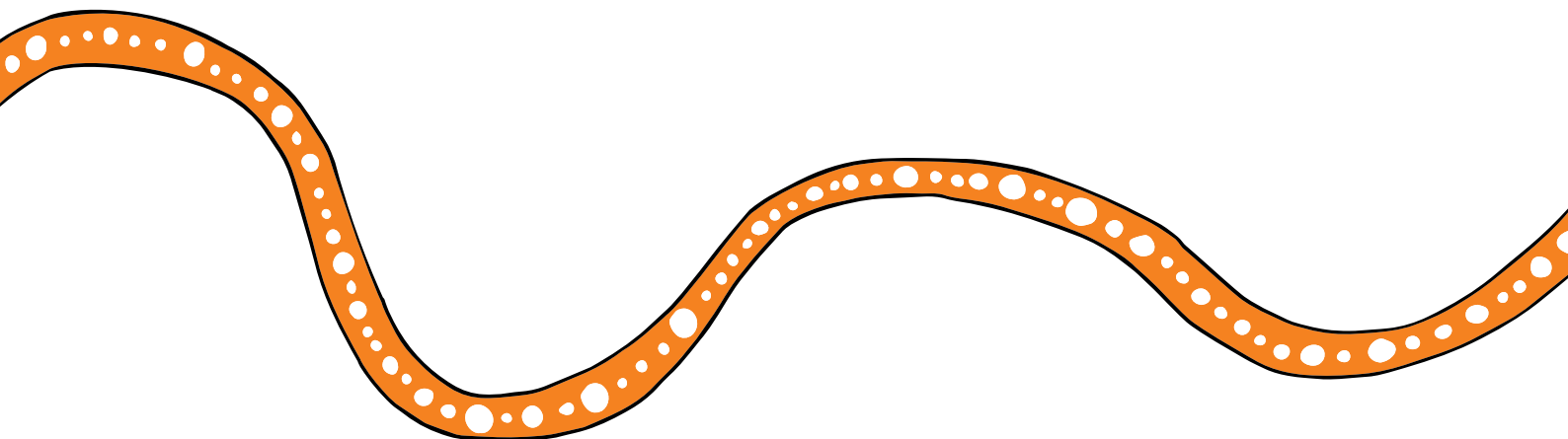
- enabling Aboriginal and Torres Strait Islander children and young people to participate in decision-making through the *Children and Young People's Participation Strategy*
- supporting young people aged 15 to 21 years in their transition to independence through the Next Step After Care program
- providing a free mobile app — SORTLI (short for 'sort out your life') — to assist young people to think about and plan for their future
- developing the leadership skills of Aboriginal and Torres Strait Islander young people through the Queensland Indigenous Youth Leadership Program.



**We will:**

<b>Action</b>	<b>Building blocks*</b>	<b>Lead and partners</b>
<p><b>5.1</b> Support all Aboriginal and Torres Strait Islander young people in out-of-home care to set their aspirations and plan their transition to independence</p>		<p><b>CREATE</b>, DCCSDS</p>
<p><b>5.2</b> Empower young people to actively engage in influencing policy and practice in the child protection sector through the Deadly Voices initiative</p>		<p><b>DCCSDS, CREATE,</b> DATSIP</p>
<p><b>5.3</b> Improve access to a wide range of appropriate housing solutions for Aboriginal and Torres Strait Islander children, families and young people who are involved in the child protection system</p>		<p><b>DHPW</b></p>

\* Refer to page 6



# Changing tracks for services and systems



## **Governments and community organisations will change tracks to:**

- **focus more on the child and how to enable families**
- **respect cultural knowledge and authority**
- **partner better and shift investment**
- **innovate and learn**
- **be more accountable.**

We must work together to enable self-determination and share power and responsibility with Aboriginal and Torres Strait Islander leaders. In this way we can build governance structures that enable services and policies to be developed with deep cultural understanding, and based on the needs and aspirations of Aboriginal and Torres Strait Islander peoples.









We must also support and enable families to identify and take control of their healing and support needs, and to develop and implement plans that reflect the hopes and goals they want for their children.

## **We are:**

- completing and evaluating the Aboriginal and Torres Strait Islander family-led decision-making trials
- continuing the Government Champion and Ministerial Champion programs to increase the capacity of government to work in partnership with Aboriginal and Torres Strait Islander peoples who live in discrete and remote Indigenous communities
- enabling Regional Child and Family Committees to determine regional priorities under the Supporting Families Changing Futures reform program.










**We will:**

Action	Building blocks*	Lead and partners
<p><b>6.1</b> Establish a Queensland First Children and Families Board with representation from Family Matters Queensland, Queensland Government and the Aboriginal and Torres Strait Islander community</p>		<p><b>DCCSDS, DATSIP, Family Matters Queensland</b></p>
<p><b>6.2</b> Invest in Aboriginal and Torres Strait Islander community-controlled organisations to implement Aboriginal and Torres Strait Islander family-led decision-making across the state</p>		<p><b>DCCSDS, QATSICPP</b></p>
<p><b>6.3</b> Open applications for the Empowering Families Innovation Grants</p>		<p><b>DCCSDS</b></p>
<p><b>6.4</b> Design a holistic Aboriginal and Torres Strait Islander child and family wellbeing outcomes framework and investment plan</p>		<p><b>DCCSDS, DATSIP, Family Matters Queensland, QFCC</b></p>
<p><b>6.5</b> Negotiate a Queensland First Children and Families partnership agreement between Family Matters Queensland and the Queensland Government to assist in implementing <i>Our Way</i> and <i>Changing Tracks</i></p>		<p><b>DCCSDS, DATSIP, Family Matters Queensland</b></p>
<p><b>6.6</b> Analyse current investment in sector capacity and workforce capability to help inform future investment to build the child and family sector</p>		<p><b>QFCC, DCCSDS, QATSICPP, QAIHC</b></p>
<p><b>6.7</b> Develop an Aboriginal and Torres Strait Islander cultural capability strategy with mainstream child and family service organisations</p>		<p><b>DCCSDS, DATSIP, QATSICPP, QAIHC, QFCC</b></p>
<p><b>6.8</b> Examine the case to establish a Queensland First Children and Families Centre for Excellence</p>		<p><b>DCCSDS, QATSICPP</b></p>

\* Refer to page 6

## Changing tracks for services and systems



Action	Building blocks*	Lead and partners
<p><b>6.9</b> Implement solutions to integrate e-records across Aboriginal and Torres Strait Islander Family Wellbeing services to improve service access and responsiveness</p>		<p><b>DCCSDS, QAIHC, QATSICPP</b></p>
<p><b>6.10</b> Review child protection practices, including assessment and decision-making tools</p>		<p><b>DCCSDS</b></p>
<p><b>6.11</b> Design a Queensland Aboriginal and Torres Strait Islander healing strategy</p>		<p><b>DCCSDS, Family Matters Queensland, QATSICPP</b></p>
<p><b>6.12</b> Build an evidence base about what works in preventing entry and re-entry into the child protection and criminal justice systems</p>		<p><b>DCCSDS, DJAG, ATSILS, Family Matters Queensland, QFCC, QATSICPP</b></p>
<p><b>6.13</b> Develop an investment strategy for culturally safe prevention, early intervention and perpetrator services to address youth sexual violence and recovery services for young Aboriginal and Torres Strait Islander women who have experienced sexual violence</p>		<p><b>DCCSDS, DJAG, QH</b></p>
<p><b>6.14</b> Deliver the Social Benefit Bonds Pilot program to help address complex social issues, including homelessness, re-offending and out-of-home care</p>		<p><b>Queensland Treasury, DCCSDS, DHPW, non-government organisations</b></p>
<p><b>6.15</b> Advocate for a COAG-endorsed National Closing the Gap target and dedicated strategy to eliminate the disproportionate representation of Aboriginal and Torres Strait Islander children and families in child protection systems</p>		<p><b>Family Matters Queensland, Queensland Government</b></p>

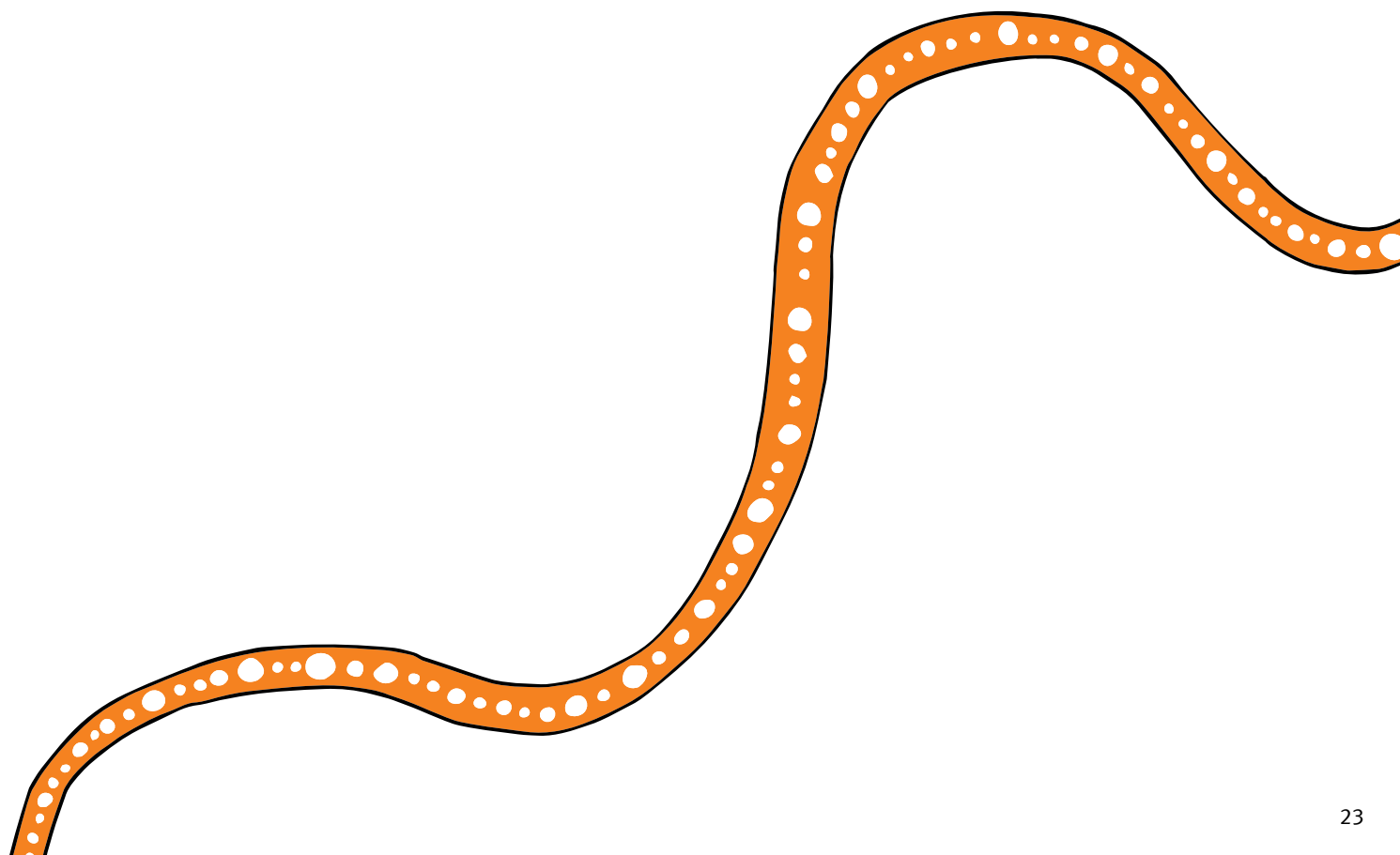
\* Refer to page 6





## List of acronyms

<b>ATSILS</b>	Aboriginal and Torres Strait Islander Legal Service
<b>CREATE</b>	CREATE Foundation
<b>DATSIP</b>	Department of Aboriginal and Torres Strait Islander Partnerships
<b>DCCSDS</b>	Department of Communities, Child Safety and Disability Services
<b>DET</b>	Department of Education and Training
<b>DHPW</b>	Department of Housing and Public Works
<b>DJAG</b>	Department of Justice and Attorney-General
<b>DPC</b>	Department of the Premier and Cabinet
<b>NDIA</b>	National Disability Insurance Agency
<b>QAIHC</b>	Queensland Aboriginal and Islander Health Council
<b>QATSICPP</b>	Queensland Aboriginal and Torres Strait Islander Child Protection Peak
<b>QFCC</b>	Queensland Family and Child Commission
<b>QH</b>	Queensland Health

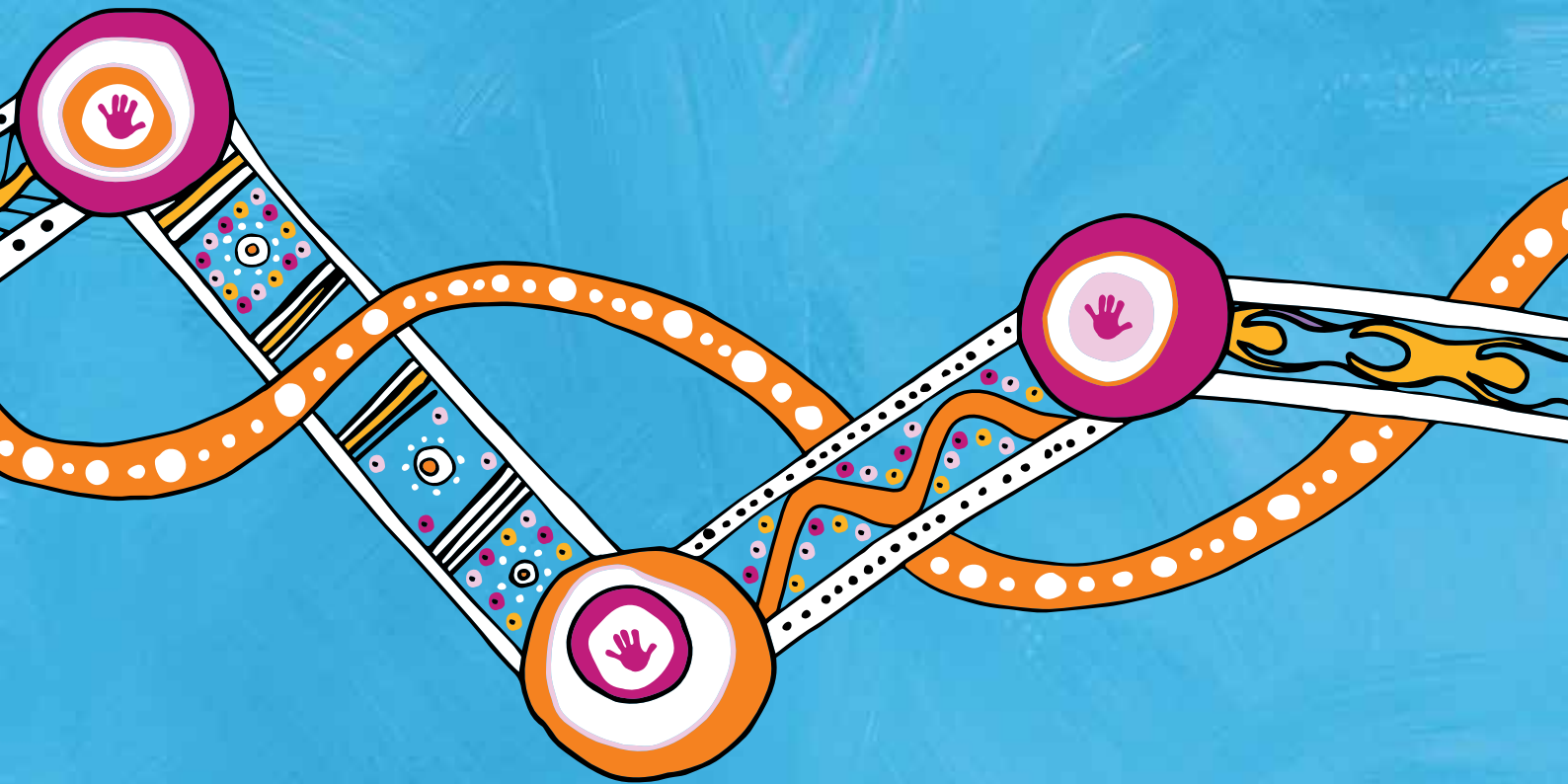




## Story of the motif

The motif artwork was created by Rachael Sarra, an Indigenous artist and designer from creative agency Gilimbaa. Rachael originates from the Bunda People in Goreng Goreng country.

The motif design is a reflection of equal partners joining together in conversation and positive action. It represents a clear and focused pathway that began as the dispersed energy of many that has now fused to channel clarity, momentum and strength. It shows the power of unity and simplicity that evolves from complexity. The artwork shows the journey of the child, depicted as the hands, connected to and supported by structures that nurture and guide. Through the woven orange line it acknowledges culture, kin and the strength of learning from the past to act in the present and grow for the future.



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