

# Reconciliation Action Plan

Innovate 2015 - 2017



Barnardos  
Australia



Reconciliation  
ACTION PLAN  
INNOVATE RAP

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\*When the term Aboriginal is used this may also include Torres Strait Islander people. The full term of Aboriginal and Torres Strait Islander people will be written where it is important to acknowledge the very distinctive and unique cultures.



Barnardos Australia Reconciliation Statement Signing Ceremony 2012

# Statement of Reconciliation

Barnardos Australia acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of Australia. We also acknowledge the past and commit to working with Aboriginal and Torres Strait Islander peoples to achieve:

**“A united Australia which respects this land of ours; values the Aboriginal and Torres Strait Islander heritage and provides justice and equity for all”**

**- Vision of the Council of Aboriginal Reconciliation**

For Barnardos, reconciliation means working in a meaningful and respectful way with Aboriginal families and communities. It is a commitment of Barnardos to work in collaboration and partnership with Aboriginal and Torres Strait Islander peoples, organisations and communities.



## Statement of Reconciliation

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“A united Australia which respects this land of ours; values the Aboriginal and Torres Strait Islander heritage and provides justice and equity for all”. (Vision of the Council of Aboriginal Reconciliation)

We recognise Aboriginal and Torres Strait Islander people as the first Australians, with unique cultures, languages and spiritual relationships to the land and seas. We are strongly committed to improving the lives of children and young people and to uphold the rights of Aboriginal and Torres Strait Islander children to be cared for within their own communities and remain connected to their families, communities and culture.

Barnardos is committed to the Operating Principles of the agency, that is, keep the child and young person central, strengthen families, relate respectfully, value people’s knowledge, pursue social justice and be persistent for change.


We will:

- Develop policies and deliver services that are appropriate and relevant to meet the needs of Aboriginal and Torres Strait Islander children, young people, families and communities in conjunction with Aboriginal and Torres Strait Islander staff
- Work in positive and practical ways with Aboriginal and Torres Strait Islander communities to achieve generations of success for Aboriginal and Torres Strait Islander children, young people, families and communities
- Promote and raise awareness of Aboriginal and Torres Strait Islander issues within the Organisation and in the broader community
- Commit to our Aboriginal and Torres Strait Islander Employment Strategy Plan
- Demonstrate leadership in reconciliation

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Chair

  
Chief Executive Officer

  
Barnardos Indigenous Group Member

Dated: 31st October, 2012



**Seek, Reach, and Solve**  
Wiradjuri  
Ngaaga-Marra-Marra

The painting depicts Workers reaching out into the communities near and far lending a helping hand trying to reconcile families.

Centre-piece: This contains the board members with the circled meeting places in which the board members meet often to discuss work issues.

Hands in Circles: These are the workers reaching out into the communities all around. The different coloured hands and circles show the different nationalities that work within the workplace and that Barnardos not only work with one race of people but with all different nationalities.

Footsteps: depicts the workers travelling from place to place, always on the move.

Weapons: These represent the knowledge that one learns and never forgets and always able to pass it on.

Boomerang: This represents the seating of the board discussing ideas.

Buujang: A man of wisdom overseeing all that the workers do.

T Sloane, 2009

# Our Organisation

Barnardos Australia is a non government, non denominational child protection charity working for the welfare of children and young people. It is committed to advocating for the welfare of all Australian children. Barnardos provides direct services predominantly in NSW and the ACT. The agency promotes a range of welfare and community programs nationally. Barnardos aims to find permanent, workable solutions to ensure the care of abused and neglected children and young people. Currently, Barnardos employs 515 staff, 45 of whom identify as Aboriginal and/or Torres Strait Islander.

# Our Vision

All children and young people have caring families in which they can grow safely and fulfil their potential. Families, children and young people are valued and supported by quality services and engaged communities.

# Organisational Strategy

We will provide direct services to children and young people and use practice experience to promote effective policies and services for all disadvantaged Australian children and young people. We will draw on international evidence of what works, and will undertake research to develop the most effective practice. We are an active partner with communities, governments and other agencies. We are committed to children's safety at all times.

# Values

- Keep the child and young person central
- Strengthen families
- Pursue social justice
- Be persistent for change
- Take responsibility
- Relate respectfully



NAIDOC day celebrations at Barnardos Penrith Centre 2014



BIG - Barnardos Indigenous Group representatives (2013)

# Reconciliation Action Plan

## Background



Barnardos South Coast Centre's NAIDOC Week Celebrations 2015

Barnardos Australia's Reconciliation Statement was officially endorsed by the Barnardos Chair on the 31st October 2012. This statement was produced by BIG or Barnardos Indigenous Group, our agency's representative group of Aboriginal and Torres Strait Islander staff, after extensive consultation across the agency. The Reconciliation Statement is consistent with Barnardos' vision and organisational strategy, being a practical statement of how the agency will work with Aboriginal and Torres Strait Islander children, young people, their families and communities to meet their needs and achieve 'generations of success'.

Following the launch of the Reconciliation Statement, the Barnardos Reconciliation Action Plan (RAP) working group was established to provide oversight and review of the implementation of the Statement's intent. The RAP working group membership comprises both Aboriginal and Torres Strait Islander and non-Aboriginal staff representatives from all welfare centres and sections of the agency.

In June 2014 Barnardos Indigenous Group (BIG) members met at Gilgandra to begin the development of Barnardos' first Reconciliation Action Plan. This first RAP draws together their contributions and provides a framework to progress reconciliation in our agency for the 2015 – 2017 period.



## Progress to date

Although Barnardos Australia, like the rest of Australia, has a long way to travel to achieve reconciliation with Aboriginal and Torres Strait Islander peoples and to 'close the gap' on Aboriginal disadvantage, our agency has already taken some important first steps which reflect our commitment.

These are:

- In the Barnardos Australia Enterprise Agreement NAIDOC day for all staff was established, in addition to a flexible bereavement leave policy which recognises the obligations of Aboriginal and Torres Strait Islander peoples
- Barnardos is a signatory to the Secretariat of National Aboriginal and Islander Child Care (SNAICC) 'Service Development, Cultural Respect and Service Access' policy of July 2008. The Aboriginal and Torres Strait Islander Placement Principle is firmly embedded as a core policy of this agency. This commitment has led to partnerships with Aboriginal community controlled organisations to increase the numbers of accredited Aboriginal Out Of Home Care agencies.
- An Aboriginal and Torres Strait Islander employment strategy comprising culturally competent recruitment and retention methods, traineeships and custom made on site training programs for Aboriginal and Torres Strait Islander staff has been implemented
- Barnardos has assertively pursued ambitious employment targets for Aboriginal and Torres Strait Islander workers in family support programs across the agency.
- The Barnardos Indigenous Group or BIG was established in 2006 to provide peer support to Aboriginal staff and to provide advice to senior management and the CEO on culturally competent service delivery and Aboriginal and Torres Strait Islander staff recruitment and retention
- Aboriginal and Torres Strait Islander early literacy and education has been prioritised in the Corporate Plan 2014-2017
- The Winangay Aboriginal Kinship Care assessment framework has been implemented in Barnardos kin care programs
- Barnardos Temporary Family Care (crisis and short term Out of Home Care) programs ensure effective searches for Aboriginal and Torres Strait Islander kin have been conducted for Aboriginal and Torres Strait Islander children placed in these services
- Cultural care planning in Out Of Home Care programs is being developed throughout the agency
- The Barnardos Australia Reconciliation Action Plan 2015-2017 will complement the Barnardos Australia Corporate Plan 2014-2017.

# Reconciliation Action Plan 2015



Barnardos South Coast Centre's NAIDOC Week Celebrations 2015

## Relationships

To continue to build respectful and strong relationships between Aboriginal and Torres Strait Islander peoples, our clients, volunteers and each other to provide quality services that meet the needs of Aboriginal and Torres Strait Islander children to grow and develop. As an influential non-government agency, which works with children who are most vulnerable in our community, it is our responsibility to promote respectful relationships.

### Focus Area

To further foster and develop respectful relationships between Barnardos Australia and Aboriginal and Torres Strait Islander peoples and communities in order to improve effectiveness in service delivery.



## Relationships

Action	Responsibility	Timeline	Deliverables
1. Raise Internal awareness of the RAP	Senior Managers	November 2015	<p>A plan is developed and communicated throughout the agency with the commitment of the Board of Directors, CEO, Senior Management and across all staff areas.</p> <p>An internal presentation is developed to ensure that our RAP commitment is given to all relevant areas of our business to ensure that all parts of Barnardos have an understanding of how their area can contribute to our RAP</p>
2. The RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	Senior Managers	July Annually	<p>RWG oversees the development, endorsement and launch of the RAP.</p> <p>Meet at least twice per year to monitor and report on RAP implementation.</p>
3. Develop external relationships	Senior Managers	July Annually	<p>Find out about the Aboriginal and Torres Strait Islander communities, organisations and key stakeholders within local areas where Barnardos provides direct service delivery.</p> <p>Continue to build relationships with Aboriginal and Torres Strait Islander partner agencies. Report back on new relationships developed.</p> <p>Participate in mentoring with Aboriginal and Torres Strait Islander agencies to develop strong independent Aboriginal organisations and to develop Barnardos services.</p> <p>Continue to build strong relationships within our local communities. This includes getting to know Traditional Owners, Elders in the local community and encouraging staff to attend cultural and reconciliation events.</p>
4. Celebrate National Reconciliation Week (NRW) by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships.	Senior Managers	<p>27th May – 3rd June</p> <p>Annually</p>	<p>Each area to organise at least one internal event each year</p> <p>Support staff to participate in external community events</p>

# Reconciliation Action Plan 2015



Barnardos Cobar Learning Centre

## Respect

Understanding Aboriginal and Torres Strait Islander cultures, connection to land and histories is an important way for our staff, volunteers, carers and partners to show respect to Aboriginal and Torres Strait Islander communities. Acknowledging the past and affirming respect is central to reconciliation and creating an environment in which all cultures are celebrated.

### Focus Area

Demonstrating our respect for Aboriginal and Torres Strait Islander peoples through public acknowledgments, engagement and participation in community events, promotion and the ongoing development of our cultural competency.

## Respect

Action	Responsibility	Timeline	Deliverables
1. Engage staff in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	Senior Managers	February 2016  July Annually	Develop, implement and communicate a protocol document for Barnardos.  Identify at least one significant event for which a Welcome to Country from a Traditional Owner will be included.  Develop and use an approved email signature block to Acknowledge the Traditional Custodians of the land.  Ensure that a contemporary Acknowledgment is centrally maintained on all email correspondence.
2. Engage staff, volunteers and carers in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.	Senior Managers	February 2016  February 2016	Capture a baseline data on our employee's current level of understanding around Aboriginal and Torres Strait Islander histories, cultures and contributions.  To further enhance the Induction training for all staff to include general cultural awareness training and then specific orientation on the local community that they are based.  Ensure ongoing cultural awareness training is implemented as according to the Corporate Plan 2014-2017 Key Result Area (KRA) 2:5.2
3. Provide opportunities for all employees, volunteers and carers to engage with the Aboriginal and Torres Strait Islander culture and community through NAIDOC Week events.	Senior Managers	July Annually	Provide opportunities for all employees to participate in local NAIDOC Week events.  Review Human Resources (HR) policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.  Ensure Aboriginal and Torres Strait Islander staff has access to cultural leave during NAIDOC week events. As per paid leave within The Barnardos Australia Enterprise Agreement 2011 at 41.2
4. Improve access to information on Aboriginal and Torres Strait Islander agendas.	Senior Managers	December 2016	Provide employees with access to information regarding Aboriginal and Torres Strait Islander agendas, resources which may include; <ul style="list-style-type: none"> <li>•subscriptions to Koori Mail or the National Indigenous Times</li> <li>•strengthen the Aboriginal and Torres Strait Islander area of the IntraWeb with contemporary sites and links</li> </ul>

# Reconciliation Action Plan 2015



Student artwork - Yalmambirra Learning centre, Wellington

## Opportunities

Creating Barnardos as an agency in which Aboriginal and Torres Strait Islander people want to work and where Aboriginal and Torres Strait Islander people are more likely to engage with services is central to the Barnardos vision.

### Focus Area

Actively encourage the development of skills to enhance the career development of Aboriginal and Torres Strait Islander staff. Create opportunities for non-Indigenous staff to increase their knowledge of Aboriginal and Torres Strait Islander communities and cultures and an organisation that values a learning culture to improve culturally aware practice. Increase the confidence of Aboriginal and Torres Strait Islander children/young people and the parenting capacity of Aboriginal and Torres Strait Islander peoples and communities in our services.

## Opportunities

Action	Responsibility	Timeline	Deliverables
1. Investigate opportunities to increase supplier diversity within your organisation.	Senior Managers	June 2016	<p>Review agency procurement policies in relation to Aboriginal and Torres Strait Islander business suppliers.</p> <p>Investigate becoming a member of the Supply Nation or partnering with our local Indigenous Chamber of Commerce.</p> <p>Educate staff about using Aboriginal and Torres Strait Islander businesses.</p> <p>Develop at least one commercial relationship with an Aboriginal and Torres Strait Islander business.</p>
2. Increase the number of Aboriginal families receiving family support by 20 per cent	Senior Managers	<p>June 2015</p> <p>December 2015</p>	<p>Meets Key Result Area 2: 6.4: Utilise the RAP Working Group and Aboriginal staff groups for advice on intensive and crisis services to Aboriginal families</p> <p>Collect data from Aboriginal and Torres Strait Islander Clients.</p> <p>Utilise the data collection of Aboriginal and Torres Strait Islander clients to inform evidence based service delivery and policy development</p>
3. Investigate opportunities within Barnardos to increase Aboriginal and Torres Strait Islander employment opportunities.	Senior Managers	<p>February 2016</p> <p>July Annually</p> <p>July Annually</p> <p>July Annually</p>	<p>To capture baseline data on current Aboriginal and Torres Strait Islander employees to inform future developments.</p> <p>Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.</p> <p>Pilot different approaches to increasing Aboriginal and Torres Strait Islander Peoples employment within Barnardos (this may include training pathways, apprenticeships, internships, cadetships, traineeships and work experience)</p> <p>Advertise all vacancies in Aboriginal and Torres Strait Islander media.</p> <p>Meets Corporate Plan KRA2 [6.2] Increase Barnardos Aboriginal workforce so that 20 per cent of Family Support workers are Aboriginal.</p>

# Reconciliation Action Plan 2015



Parents as Teachers Program, Barnardos Nyngan centre, 2015

## Tracking, Progress and Reporting

Action	Responsibility	Timeline	Deliverables
1. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the annual Impact Measurement Report.	Senior Managers	September Annually	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
2. The 2015 RAP will be periodically reviewed by Barnardos RAP Working Group which will report to the Senior Managers Meeting	Senior Managers	July Annually	Report to Reconciliation Australia quarterly Report to the Senior Managers Meeting periodically Consider including a RAP implementation update in our annual report

## CHAIR

Gabrielle Trainor, LLB (Melb), MA, FAICD

## DEPUTY CHAIRS

Sharyn Schultz, B.Ed (Adult Ed)

Rhonda Stien, MBA, (Macquarie), Master Social Work (UNSW) BA Social Work (UNSW).

## OTHER DIRECTORS

Rosemary Howard, MBBS (Hons), FRANZCP, Cert in Child Psych

Abbey McKinnon, BA, LIB

Robert McGregor, AM, FCIS, BHA

Jane Paskin, BA LLB (Hons), GAICD, ASFA Accredited Investment Fiduciary.

Julie Pascoe, BA (Syd), Grad Dip Mktg, FAICD, AMSRS, QPMR, GIA (cert).

John Pittard, BSc. MAICD.

Fran Waugh, GradCertTeaching(HE)(Sydney), BSW(UNSW), PhD(Sydney) or BSW(UNSW), PhD(Sydney)

## EXECUTIVE OFFICERS

### CHIEF EXECUTIVE OFFICER

Deirdre Cheers, B. Soc Stud Hons, Grad. Dip. Couns, MSW (Res), M Pub Admin, MAASW, GAICD.

### COMPANY SECRETARY AND SENIOR MANAGER, ADMINISTRATION

Patrick Kerlin, CA, B Bus, Grad. Dip.CSP, ACIS, MPS Social Work, MAICD.

## SENIOR MANAGERS\*

Auburn and Sydney South East & Northern	Rosemary Hamill
Australian Barnardos Recruitment Services	Deborah Macmillan
Canberra	Annette Kelly-Egerton
Find A Family	Elizabeth Cox
Sydney Youth Services	Lynn Casey
Western	Jodi Burnstein
Penrith, Southern and Central Western centres	Carol Lockley
South Coast and Hunter Central Coast	Kerry Moore
Sydney Metro Centre	Natasha Weir and Vivienne Freeman
Program Services	Sue Tregeagle
Program Services and Aftercare	Natasha Weir
Practice Development Unit	Wendi Keenan
Fundraising and Marketing	Manisha Amin

\*Senior Managers with responsibility for implementation of RAP responsibilities.

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