

Acknowledgement of Country

“I would like to begin today by acknowledging the Traditional Owners of the Land. I would also like to pay respect to the Elders past and present and extend that respect to other Aboriginal people here today.”



Family &
Community
Services

Care & Cultural Planning Training

Presenter: Michelle Rogers

What this presentation covers

- 1. Care and Cultural Planning - Why and How?**
- 2. What's New**
- 3. Aboriginal and Torres Strait Islander Cultural Planning**
- 4. Multicultural Planning**
- 5. The Redesigned Care and Cultural Plan**
- 6. Next steps**



1. Care and Cultural Planning- Why and How

What we'll cover in this section:

- How?
- Changes to the Care Act
- Changes to Permanency Planning

How?



Children & Young People



Parents



FACS Advisory Groups
(Aboriginal, multicultural and
generalist district staff)



FACS Staff and
Legal Services



Carers



Children's Court



Aboriginal Child, Family and
Community Care State
Secretariat (NSW)



Aboriginal Legal Services



Create Foundation

Why? - Changes to the Care Act

Under **Section 78A of the Care Act** the new Permanent Placement Principles (October 2014) guide how we:

- Outline the long term permanency plan for the child or young person
- Set out the timeframe for determining permanency.

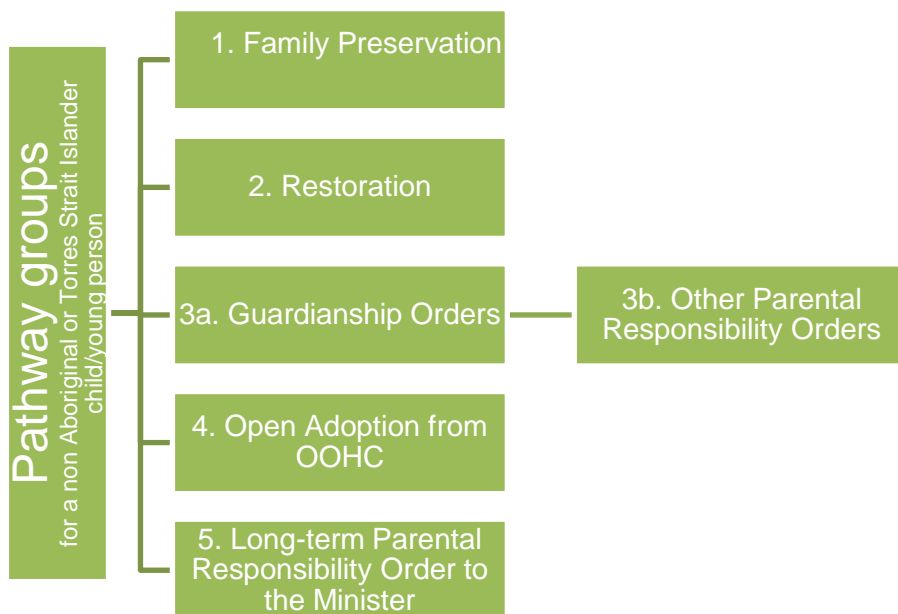
The Care Plan must make provision for:

- Allocation of parental responsibility
- The type of placement proposed
- Contact arrangements
- The agency designated to provide case management
- The services that will provide support
- Agreement of the child or young person's parents
- Other requirements that may be prescribed by the regulations.

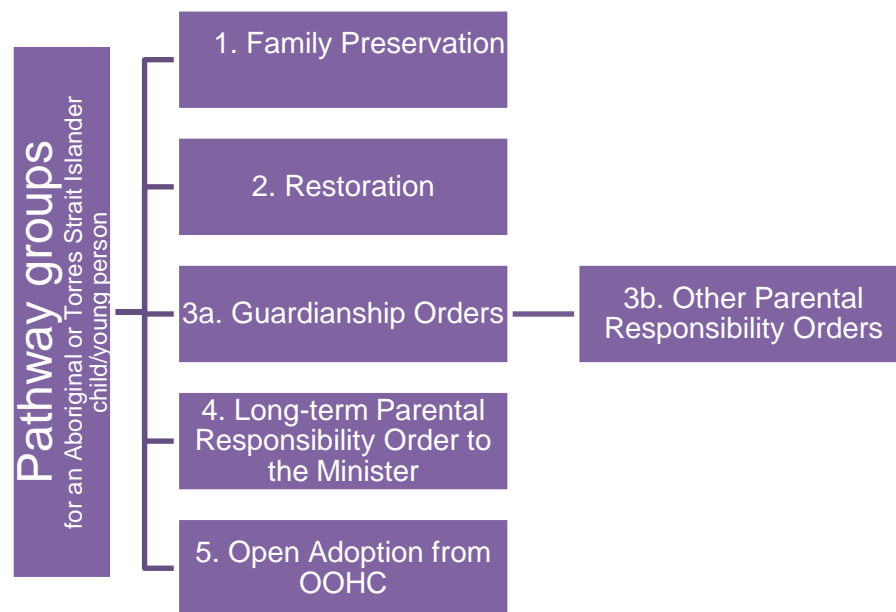
The Children's Court must not make a Final Order unless it has considered a Care Plan by FACS.

Why? - Changes to Permanency Planning

For a non Aboriginal or Torres Strait Islander child/young person:



For an Aboriginal or Torres Strait Islander child/young person:



FACS must demonstrate to the court that it has considered each of the placement options prior to moving onto the next option.



2. What's New

What we'll cover in this section:

- The Redesigned Template
- Mandatory Requirements

What's New- The Redesigned Template

The new redesigned template:

- Introduces a FACS state-wide approach to care and cultural planning
- Embeds the Permanency Pathways
- Reinforces the Aboriginal Child Placement Principles
- Introduces two new Cultural Plans:
 - **Aboriginal and Torres Strait Islander Cultural Plan**
 - **Multicultural Plan**



What's New- Mandatory Requirements

Is **Mandatory** to complete cultural plans as part of the Care Plan for children or young people who are Aboriginal and/or Torres Strait Islander and/or from Multicultural backgrounds.

When developing the new Aboriginal and Torres Strait Islander Cultural Plans they will now require:

- a **minimum of four (4) consultations** with the child or young person's Aboriginal family and community
- a **minimum four (4) participation in culture activities** that encourage cultural participation

3. Aboriginal and Torres Strait Islander Cultural Planning

What we'll cover in this section:

- Principles
- Self determination and participation in decision making
- Consultation with families and communities
- Resources to assist with consultation
- Cultural planning
- Practice Standards and Case Study

Aboriginal and Torres Strait Islander Self-Determination

Section 11 of the Care Act states:

It is a principle to be applied in the administration of this Act that Aboriginal and Torres Strait Islander people are to participate in the care and protection of their children and young persons with as much **self-determination** as is possible.

Self-determination for Aboriginal and Torres Strait Islander people means:

- Aboriginal and Torres Strait Islander people and communities are making decisions about their lives and the lives of their children, and are designing, delivering and administering the services and systems their families and communities need.
- Aboriginal and Torres Strait Islander people have the right to self-determination and making decisions about children at risk, entering into OOHC, placement decisions and ongoing casework
- Links to the placement principles
- Collectively developing strategies to address child protection issues at both the family and community level

Aboriginal and Torres Strait Islander participation in decision-making

Section 12 of the Care Act states:

Aboriginal and Torres Strait Islander families, kinship groups, representative organisations and communities are to be given the opportunity, by means approved by the Minister, to participate in decisions made concerning the placement of their children and young persons and in other significant decisions made under this Act that concern their children and young persons.

Section 12 of the Care Act reinforces the importance of self-determination and underscores the significance of:

- Aboriginal people have the right to participate in all decision making that affects them
- Aboriginal participation in decision making to empower and enhance the protection of Aboriginal children and young people
- Aboriginal people must participate in the cultural planning process, as well as decisions about placements and the individual cultural needs of the child or young person.

Aboriginal and Torres Strait Islander Child and Young Person Placement Principles

Section 13 of the Care Act - the Placement Principles for Aboriginal and Torres Strait Islander children and young people are with:

- (a) a member of the child's or young person's extended family or kinship group
- (b) a member of the Aboriginal or Torres Strait Islander community to which the child or young person belongs
- (c) a member of some other Aboriginal or Torres Strait Islander family residing in the vicinity of the child's or young person's usual place of residence, or
- (d) suitable person approved by the Secretary after consultation with members of the child's family and Aboriginal organisations appropriate to the child

Records of Aboriginal and/or Torres Strait Islander children and young people

Section 14 of the Care Act reinforces that all records made within the Department relating to the placement of Aboriginal and/or Torres Strait Islander children and young people in statutory or supported OOHC are to be kept permanently.

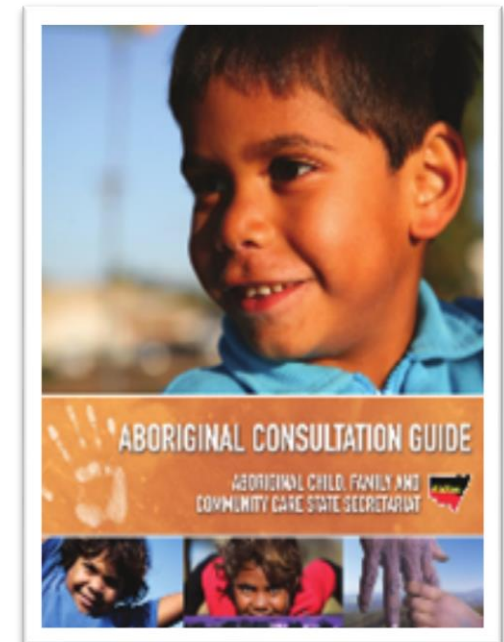
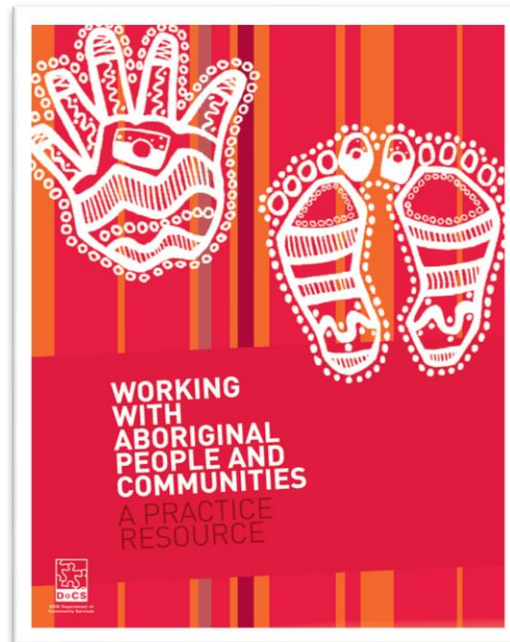
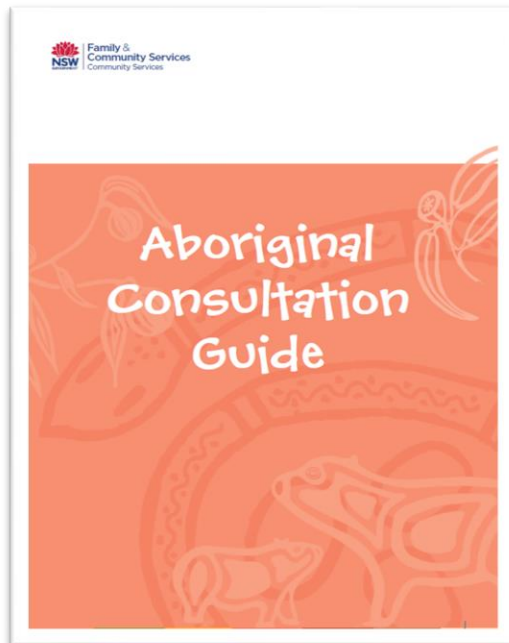
This section stipulates in accordance with the regulations, the child, birth or adoptive parent and any person authorised in writing by the child, young person or parent, are entitled to have access to all records kept by the Department that relate to the placement.

Consultation with family and communities

- Aboriginal people have consistently told us that Aboriginal families and communities hold the critical information that is needed to support the child's cultural development
- We must engage with the child's family and community to develop a meaningful cultural support plan
- Consultation and engagement must occur with the child or young person's Aboriginal family and community to ensure the cultural needs of the child or young person are met.



Resources to help with consultation



Aboriginal and Torres Strait Islander Cultural planning

- Cultural planning for Aboriginal children must be driven by Aboriginal people as they are the ones who have the knowledge
- Cultural planning must commence when FACS first becomes involved with a family and continues throughout case planning, cultural support planning and life story work
- The cultural plan in the Care Plan must contain all the cultural information that has been provided by the child or young person's Aboriginal family and community about the child's culture, as well as the source of this information
- Many Aboriginal families may identify with one or more Aboriginal Country/Nation, kinship group, community of belonging, language group or totem

Aboriginal and Torres Strait Islander Cultural planning

- Clear and meaningful documentation is vital for ensuring an Aboriginal child or young person is immersed in their culture, has a sense of belonging and is connected with family, community and Country
- Restoration is the initial objective for Aboriginal children and young people in care
- The Aboriginal and Torres Strait Islander Child Placement Principles includes a hierarchy of 4 placement arrangements for Aboriginal children, as well as principles of participation and self-determination for their Aboriginal families and communities
- It is the responsibility of FACS to make sure the principles are met

Aboriginal and Torres Strait Islander Cultural planning

- The principles support active and ongoing engagement and consultation with Aboriginal families, communities and Aboriginal community controlled organisations
- These principles seek to empower Aboriginal and Torres Strait Islander people to have control over child protection matters that impact on their families and communities
- Maintaining an Aboriginal and Torres Strait Islander child in their culture reinforces their cultural identity, sense of belonging and connection with family, community and Country, and is an important element for their lifelong wellbeing

Practice Standards

Standard 6 : Culturally responsive practice with Aboriginal communities

“I need for you to acknowledge the trauma and impact of the Stolen Generations. Genuinely value my Aboriginal culture and connection to community.”



Key Expectations

1. Take the time to really understand the history of Aboriginal people and how it might impact for them in working with us
2. Work in a way that is culturally responsive and sensitive to the continued impact of the Stolen Generations, but acknowledges current risk
3. Apply consistently the Aboriginal Consultation Guide and the Aboriginal Child Placement Principles in the Act
4. Consult often and meaningfully
5. Understand and respect Aboriginal cultural values, protocols and ways of doing business
6. Respect family and kinship structures. Make sure that kin are included in important meetings and in making important decisions
7. Support the principle of self-determination by actively and genuinely engaging Aboriginal families, communities and organisations in decision making
8. Know about the local Aboriginal organisations and Aboriginal communities. Collaborate with them in assessment and family work
9. Make sure regular and meaningful cultural planning and quality Life Story Work occurs (OOHC).



4. Multicultural Planning

What we'll cover in this section:

- Multicultural Planning
- Resources for Working with Multicultural Families
- Practice Standards and Case Study

Multicultural Planning



- Every child has a right to have connection with the culture of their birth family
- Clear documentation is important for ensuring children from diverse backgrounds do not lose connection with their cultural identity, knowledge and heritage
- Maintaining a child in their culture reinforces a positive and clear sense of identity and place in community.

Resources for working with Multicultural Families

Multicultural Support Workers Project

<http://www.cmrc.com.au/mswp/>

The Multicultural Support Workers Project builds positive relationships between Family and Community Services, Non Government Organisations and Culturally and Linguistically Diverse communities within NSW.



Cultural Support for Caseworkers to do:

- Home Visits
- Case Planning
- Cultural Care Plans
- Case Conferences
- Case Consultations
- Teleconferences (within NSW)
- Referrals

Contact—Mira Mitrovic

Multicultural Support

Workers Coordinator

Ph: 02 9687 9901

Mob: 0431 717 751

Mira.mitrovic@cmrc.com.au

Resources for working with Multicultural Families

FACS has put together some basic resources to provide information, advice and tools to assist OOHC providers to accurately identify the needs and supports required by refugee and migrant children, young people and families in OOHC can be found at:

www.facs.nsw.gov.au

- ↳ Community Services
 - ↳ Parents, carers & families
 - ↳ Out-of-home care transition
 - ↳ Non-government agencies
 - ↳ [Culturally and linguistically diverse \(CALD\) OOHC tools and resources](#)



Practice Standards

Standard 7

Culturally responsive practice with diverse communities

“I need you to seek to learn from and be responsive to my culture and the language spoken by me and my family.”



Key Expectations

1. Work hard to understand the family's culture and migration or refugee experiences and consider these factors in assessment and family work
2. Reflect on your own cultural values, question your assumptions and if necessary check these with the family
3. Include meaningful strategies in case plans to maintain the child and young persons connection to their identity, culture, religion and language
4. Use a qualified interpreter for complex communication (or in times of high stress). Use a Community Language Allowance Scheme (CLAS)-accredited worker for simple communication
5. Translate important correspondence to clients or use an interpreter for a translation
6. Seek the expertise of a multicultural caseworker or external workers (including African Sessional Workers) to provide cultural consultation and support
7. Explore parenting practices and alternate care arrangements in their country of origin, to identify strengths, supports available and culturally appropriate strategies
8. Explore appropriate support from extended family and community members
9. Develop a good working knowledge of local cultural communities and multicultural services
10. Carry out regular and meaningful cultural planning and quality life story work (OOHC).

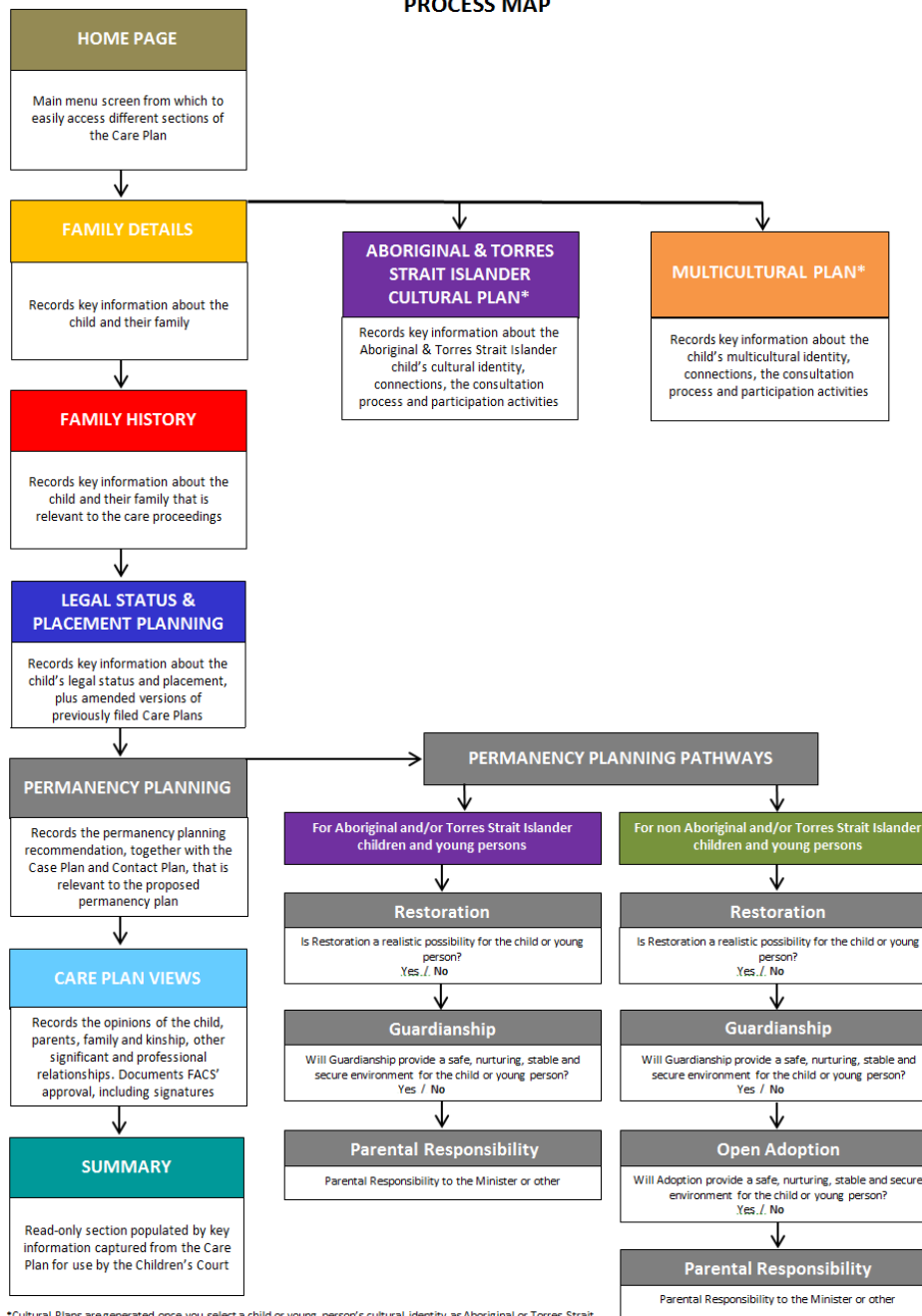
5. The Redesigned Care Plan

What we'll cover in this section:

- Process Map
- Navigation options & features
- Demo



CARE & CULTURAL PLANNING PROCESS MAP



*Cultural Plans are generated once you select a child or young person's cultural identity as Aboriginal or Torres Strait Islander and/or as Multicultural in the Family Details section, or when you select to display them from the Home Page.





6. Next Steps

What we'll cover in this section:

- What's Next?
- More information & support

What's Next?

For FACS caseworkers the use of Care Plan including Cultural Plans will be mandatory from **9th January 2017**



Thank you

For more information please see our webpage:

www.facs.nsw.gov.au/careplan

You can direct any further questions or feedback to the

Safe Home for Life Reform email address:

SafeHomeForLifeReform@facs.nsw.gov.au