



# Aboriginal Cultural Capability Reform Program

In August 2017, the Department of Communities (Communities) engaged the expertise of Dr Tracy Westerman, of Indigenous Psychological Services (IPS) to undertake a cultural audit of child protection staff and the Foster Care and Adoption Assessment Manual. The final report, known hereafter as the IPS Report, was received by Communities in October 2019. The IPS Report outlined 14 guiding principles and 49 recommendations for Communities' consideration that focus on improving the cultural competency and capability of the department's child protection workforce and practices.

The Aboriginal Cultural Capability Reform Program (ACCRP) was subsequently established by Communities to respond to the findings of the IPS Report.

Between early 2020 and July 2021, functional reviews of all Communities divisions resulted in divisional and work realignment. The ACCRP renewed its focus on driving a department-wide cultural reform agenda, aimed at improving whole of life sustainable outcomes for Aboriginal children, people, and families, through improving Communities cultural competence and capability across the department.

Since receipt of the report, Communities has worked to embed culturally safe, appropriate, and responsive ways of working through targeted learning and development training programs, such as:

- An online learning program which is compulsory for all Communities' staff which covers Aboriginal origins, colonisation, policy impact on social development and practice considerations.
- Deadly Ways of Working training which is designed primarily for support workers and case workers who are working with Aboriginal and Torres Strait Islander children and families.
- Cultural awareness and learning workshops which were delivered in two stages as part of Communities head office move to Walyalup (Fremantle) as an opportunity to build staff cultural knowledge. Dr Richard Walley OAM, Aboriginal Productions, a respected and well-known Noongar Elder, was contracted to develop and co-facilitate these cultural workshops in partnership with Communities' Cultural Learning team.
- To better support cultural competence in Communities frontline services, the department has supported psychologists across the regions to participate in IPS's Cultural Competency Training and for Senior Consultants, Cultural Competency for Supervisors of Aboriginal People.

Communities continues to drive its cultural reform agenda towards improved cultural capability by:

- Identifying service delivery transformation opportunities to integrate findings and recommendations of various reports and service reviews.
- Building on the cultural learning delivered in 2020 to staff relocating to Walyalup and existing cultural learning modules. Three work streams prioritised for development in 2021-22 include:
  - Next phase of cultural learning across the learning continuum for all metropolitan staff.
  - A cultural learning program to support place-based and localised Aboriginal cultural content that regional, rural and remote Communities staff will access as part of the department's ongoing investment in improving our cultural proficiency.
  - Targeted Leaders program for staff responsible for leading and managing people.

Underpinning all of the above, Communities is developing an Aboriginal Cultural Framework and Aboriginal Cultural Learning Program that will support employees in all roles across the department, and at every level, to enhance cultural competency. This Framework and its underpinning Action Plans and Cultural Learning Program will support implementation of many of the recommendations in the IPS Report and contribute to building Communities' overall cultural capability.

Implementation these key actions will support Communities to deliver on the outcomes and targets in the National Agreement on Closing the Gap 2020, including a 45 percent reduction in the rate of Aboriginal and Torres Strait Islander Children in out-of-home care by 2031.

The summary below outlines the key actions driving Communities' cultural reform agenda.

No.	Action and link to IPS Recommendations	Initiatives that will address key action	Systems that will address key action	Comments
<b>Theme Area 1 - Agency-wide cultural competence standards</b>				
<b>Key Action 1</b>	<b>Develop leadership commitment statement to Aboriginal cultural capability (high priority)</b>	Aboriginal Cultural Framework		The Aboriginal Cultural Framework will include a statement of intent (commitment to improving outcomes for Aboriginal people), cultural values, principles and guidelines for all systems, services and practices, not limited to child protection services.
<b>Key Action 2</b>	<p><b>Establish Working Party (high priority)</b></p> <p>IPS Rec 1 - Establish a culturally balanced Cultural Audit Working Party (CAWP) with delegation authority</p> <p>IPS Rec 2 - That an Aboriginal external consultant with child protection and systems reform expertise be engaged to assist the CAWP with the implementation of recommendations coming from this Audit</p>	Aboriginal Cultural Framework		<p>Communities is in the process of establishing an executive level implementation committee that will oversee the activation of all agreed cultural reform actions as part of the development and implementation of the Aboriginal Cultural Framework and Aboriginal Cultural Learning Program.</p> <p>This is inclusive of implementation of the IPS recommendations and ongoing cultural competency audit mechanisms across all of Communities' operations.</p>
<b>Key Action 3</b>	<p><b>Revise all policies with Cultural Statement &amp; schedule review accordingly (high priority)</b></p> <p>IPS Rec 3 - That all Departmental policies be revisited to include a 'Cultural Statement' and all Guiding Cultural Principles need to be linked as foundation policy across all aspects of the Department's Policy and Practice guidance</p> <p>IPS Rec 4 - That the Department develop specific Clinical and Cultural Guidelines which govern the provision of</p>	Aboriginal Cultural Framework		<p>The Aboriginal Cultural Framework's first year Action Plan will include the development of cultural principles relevant to all Communities policies, which will be incorporated into policies as they are reviewed.</p> <p>The Aboriginal Cultural Framework will include cultural guidelines for all systems, services and practices, not limited to child protection services.</p>

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	<p>services to Aboriginal children, families and other client groups</p> <p>IPS Rec 11 - Schedule within the Department's policy register the biennial review of all client policies and procedures as undertaken through this Cultural Audit. Including further refinement of the Guiding Cultural Principles, and the development of specific guidelines pertaining to the unique assessment requirements of Aboriginal children and families</p>			
<b>Key Action 4</b>	<p><b>Develop and deliver appropriate information to Aboriginal communities about services</b></p> <p>IPS Rec 38 - Ongoing development of promotional materials and resources which are Aboriginal specific and provide a more culturally appropriate means of communicating the role and services of the Department to be adapted across each District.</p> <p>IPS Rec 39 - Regular information talks on [child protection and child development related topics] all service delivery to be provided to local Aboriginal communities and services as part of an awareness raising strategy to improve community capacity for the identification and management of families.</p> <p>IPS Rec 47 - Develop a Client Satisfaction Survey for Aboriginal</p>	Aboriginal Cultural Framework		These recommendations will be considered as part of the Aboriginal Cultural Framework, and its audit mechanisms, monitoring and evaluation framework.

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	[clients] that measures the success achieved in interfacing with the Aboriginal community and the resultant client satisfaction coming from engagement efforts.			
<b>Key Action 5</b>	<p><b>Conduct annual cultural competency audit</b></p> <p>IPS Rec 46 - An annual staff survey focussing on a range of quantitative data relating to this Cultural Audit be developed to identify progress being made around improved cultural performance across a range of Departmental functions, focussing on the various domains.</p>	Aboriginal Cultural Framework Aboriginal Staff Network Group		This recommendation will be addressed as part of the Aboriginal Cultural Framework and its audit mechanisms, monitoring and evaluation framework, and in the development of the Aboriginal Employment Strategy and Aboriginal Staff Network group.
<b>Theme Area 2 - Service Delivery</b>				
<b>Key Action 6</b>	<p><b>Implement recommendations made for enhancements to the Foster Care and Adoption Assessment Manual, which includes a range of related actions such as increasing Aboriginal foster carers and revising assessment guidelines and approaches (high priority)</b></p> <p>IPS Rec 5- That the Department commits to the immediate (short-term) recommendations made for enhancements to the Foster Care and Adoption Assessment Manual</p> <p>IPS Rec 8 - A proactive recruitment strategy for Aboriginal foster carers, focusing on the elimination barriers</p>	Foster Care Refresh Aboriginal Cultural Framework		<p>Changes to the Foster Care and Adoptions Assessment Manual are being progressed as part of ongoing service design and operational improvements and Foster Care Refresh implementation. This includes:</p> <ul style="list-style-type: none"> <li>Local proactive initiatives focusing on strengthening responses and supports for foster and family carers are currently being piloted in some districts. The success of these and applicability across other districts will be considered for broader roll-out.</li> <li>Consideration of a culturally informed mechanism to oversee the assessment of Aboriginal foster carers. Current involvement of Aboriginal Practice Leaders in oversight and approval of assessments will inform these considerations.</li> <li>Communities has appointed a Director of Foster and Family Care, which will be responsible for ensuring appropriate representation and support to Aboriginal carers, as well as ensuring there are adequate</li> </ul>

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	<p>attached to Aboriginal people becoming foster carers, be developed.</p> <p>IPS Rec 9 - That the position of 'Key Cultural Advisor', with responsibility of overseeing assessments for Aboriginal carers be created.</p> <p>IPS Rec 10 - There be identified Aboriginal positions commensurate with the number of Aboriginal children in out of home care on the Foster Care and Adoption Panel that are qualified to give cultural and clinical advice specific to the care of Aboriginal and/or Torres Strait Islander children.</p> <p>IPS Rec 45 - The Department commit to a specific research partnership with a University focused upon guiding best clinical and cultural practice in the child protection and related area.</p> <p>IPS Rec 49 - Consider funding the development of assessment guidelines for clinicians to utilise in the assessment of Aboriginal carers and particularly in relation to the assessment of attachment disorders.</p>			<p>measures to attract and retain Aboriginal carers across the service system.</p> <ul style="list-style-type: none"> <li>• Cultural Responsiveness has been integrated into the assessment of foster carers as a targeted specific area of the assessment. The participation of Aboriginal Practice Leaders has enhanced the focus and importance of cultural competence in the assessment and support to carers.</li> <li>• Amendments to the Children and Community Services Regulations 2006 will further focus on the need for greater understanding and awareness of Aboriginal issues within the foster care context.</li> </ul> <p>Communities is also undertaking a program of work to commission Out of Home Care Services. A key part of this work is working with Aboriginal Community Controlled Organisations (ACCOs) to increase the number of ACCO-led service providers in this sector. Communities will work with the ACCO and non-government sector to transition Aboriginal children in care into placements with ACCOs into the future.</p>
<b>Key Action 7</b>	<p><b>Cultural aspects of child protection are prioritised (cultural advice and care plans) (high priority)</b></p> <p>IPS Rec 6 - All consultation regarding Aboriginal and/or Torres Strait Islander comply with Section 81 of the <i>Children &amp; Community Services Act 2004</i> whereby</p>	<p>Implementation of the <i>Children and Community Services Amendment Act 2021</i> (CCS Amendment Act)</p>		<p>The CCS Amendment Act, which passed through State Parliament in October 2021, includes provisions intended to ensure greater cultural support planning for Aboriginal and Torres Strait Islander children in care. This includes strengthening consultation regarding placement arrangements for Aboriginal and Torres Strait Islander children in the care of the CEO of Communities, including consultation with an Aboriginal Representative</p>

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	<p>Aboriginal Cultural Advice can be sought from parties external to the Department</p> <p>IPS Rec 7 - Cultural aspects of all Aboriginal children's care plan (cultural plan) is updated regularly, calling on Cultural Consultants.</p>			<p>Organisation (ARO). AROs must also be given the opportunity to participate in the preparation and annual review of cultural support plans for an Aboriginal child. A pilot of AROs in Armadale and the Kimberley region has been announced and funded, and is anticipated to commence in mid-2022. State-wide rollout of AROs and commencement of the legislative amendments will be informed by these pilots.</p> <p>The amendments also require that a child's cultural support plan be included in Communities reports to the Children's Court. Cultural support plans must be a part of the child's care plan.</p> <p>To support the implementation of cultural support planning, practice guidance and a suite of resources and information has been developed with the intention to develop robust and meaningful cultural support plans.</p>
<p><b>Key Action 8</b></p>	<p><b>Train service delivery staff in intergenerational trauma and related impacts (high priority)</b></p> <p>IPS Rec 33 - Evidence based attachment and trauma programs of best current practice be prioritised for service delivery staff and that staff trained in these areas be mentored and supported to delivery programs to cohorts of Aboriginal people.</p> <p>IPS Rec 37 - That all service delivery staff are trained in the following areas and that this become a mandatory aspect of staff training for these roles:</p> <ul style="list-style-type: none"> <li>• Understanding attachment with a focus on cultural attachment</li> </ul>		<p>Learning and Development Centre (Cultural Learning Unit)</p>	<p>All Communities' staff have access to a range of Trauma Informed training programs, and several courses are mandatory for specific roles.</p> <ul style="list-style-type: none"> <li>• Training on the impact of trauma on children and young people is mandatory for all new residential care workers.</li> <li>• Trauma sensitive practice is mandatory for all new child protection workers.</li> <li>• All foster carers complete attachment, disruption and developmental trauma training as part of their induction.</li> <li>• Aboriginal Mental Health First Aid is delivered by an approved Aboriginal training provider and delivered by an Aboriginal consultant. Training for service delivery staff has also included Gatekeeper suicide prevention training, delivered by the Mental Health Commission.</li> </ul>

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	<ul style="list-style-type: none"> <li>Understanding best practice treatments for trauma and understanding the impacts of intergenerational trauma Aboriginal Mental Health Assessment and suicide Prevention Training</li> </ul>			
<b>Key Action 9</b>	<p><b>Support families with early intervention prevention services</b></p> <p>IPS Rec 40 - Department prioritises access to best practice family violence programs (focus on men's violence prevention) into high risk areas such as the Kimberley, Pilbara, Murchison and Goldfields (i.e. South Australian based KWY Aboriginal Family Violence Program).</p> <p>IPS Rec 41 - Department considers further expansion of the current metropolitan Aboriginal In-home Support Service Pilot for high risk, remote communities, with an emphasis on an evidence-based attachment approach. Those implementing the program need to have training in attachment theory as well as culturally competency and parenting differences.</p> <p>IPS Rec 42 - Intensive Family Support program is expanded into regions including the Kimberley, Pilbara, Goldfields and Murchison to ensure appropriate levels of access to this program in these remote regions. Priority to obtain Aboriginal staff who are</p>	<p>Aboriginal In-Home Support Service (AISS)</p> <p>Earlier Intervention Family Support Service (EIFSS)</p> <p>Intensive Family Support Service (IFSS)</p> <p>Aboriginal Family Led Decision Making Pilot (AFLDM)</p>		<p>Communities is developing a whole of government long term strategy to address the impact of family violence on Aboriginal women, children, families and communities – the Aboriginal Family Safety Strategy. The development of this strategy is a key action of the WA Government's Path to Safety: Western Australia's Strategy to Reduce Family and Domestic Violence 2020-2030. The development process has involved working in partnership with Aboriginal people and their communities throughout the state to identify direction and focus areas to support family safety.</p> <p>Communities' Aboriginal Intensive Support Service (AISS) currently covers the metropolitan area and has recently expanded to the Peel region from January 2022. Current work is underway to explore elements of AISS being integrated into enhancements of future EIFS service models and expansion regionally.</p> <p>Communities will be undertaking co-design around regional expansion of the Earlier Intervention Family Support Service (EIFSS), and funding pilots of regional models to inform future service delivery. This model will test a more holistic and integrated service model and continuum of services; a lead or equal role for ACCOs in contract partnership; integration of Aboriginal ways of working and more culturally responsive practices; a co-designed Theory of Change and clear program logic and outcomes framework; and flexible and innovate place/region-based design and procurement approach.</p>

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	<p>in these roles commensurate with the service delivery realities.</p>			<p>Communities' Intensive Family Support Service (IFSS) are funded services in each district state-wide. Service providers include ACCOs and businesses that employ a high number of Aboriginal staff and workers who have local cultural knowledge and community connections.</p> <p>The Aboriginal Family Led Decision Making pilot is an initiative supported under the WA Recovery Plan aimed at improving collaboration with families involved, or at risk of involvement with the child protection system.</p> <p>The pilot aims to address the overrepresentation of Aboriginal children in the child protection system by promoting greater participation and self-determination for Aboriginal families and communities to provide input into decisions regarding their children.</p> <p>In May 2021, Minister Simone McGurk announced Mirrabooka and Midwest-Gascoyne as pilot sites.</p> <p>An Aboriginal registered business will conduct an evaluation running concurrently for the duration of the pilot. The evaluation will inform how Aboriginal Family Led Decision Making could be adopted more broadly across WA.</p>
<p><b>Theme Area 3 - Aboriginal Workforce Development</b></p>				
<p><b>Key Action 10</b></p>	<p><b>Establish roles for Aboriginal cultural consultants – internal and external (high priority)</b></p> <p>IPS Rec 17 - Opportunities to access Aboriginal cultural consultants are created and prioritised to ensure that experiential learning is a focus for all new staff in high risk regions and</p>		<p>Service design and operational improvements</p>	<p>Aboriginal Cultural Consultants will be considered in future service design and operational improvements and as part of future actions to complement implementation of the CCS Amendment Act 2021.</p>

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	<p>Districts to ensure a culturally responsive approach.</p> <p>IPS Rec 18 - In instances where Districts are not able to attract Aboriginal staff, a key list of Aboriginal cultural consultants should be developed to guide culturally informed work practices and to strengthen compliance with the Aboriginal &amp; Torres Strait Islander Child Placement Principle.</p>			
<p><b>Key Action 11</b></p>	<p><b>Review and strengthen Aboriginal Employment Strategy to include a range of key initiatives over the employee life cycle (from recruitment, development, mentoring and exit) (high priority)</b></p> <p>IPS Rec 20 - The Department develops or strengthens their Aboriginal Employment Strategy with a focus on retention so that Aboriginal staff are provided with appropriate career pathways, and reduced burnout.</p> <p>IPS Rec 21 - The Department engage in a proactive and targeted recruitment strategy to identify talent and attract Aboriginal people into the service at different levels across the organisation.</p> <p>IPS Rec 22 - The Department's 80% scholarship scheme that was based upon increasing the representation of Aboriginal people in skilled and management roles be re-implemented.</p>	<p>Aboriginal Employment Strategy</p> <p>Aboriginal Staff Network Group</p> <p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural Learning Program</p>		<p>The Aboriginal Employment Strategy will focus on the attraction, recruitment and retention of Aboriginal employees and their ongoing development and support, including the provision of both internal and external cultural supervision.</p>

Department of Communities' Aboriginal Cultural Capability Reform Program – Key Actions

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	<p>IPS Rec 26 - Specific supervision and support is provided to Aboriginal staff to develop management skills. That staff be 'talent selected' either through supervision processes or through formal psychometric testing processes at the commencement of employment.</p> <p>IPS Rec 28 - Implementation of confidential exit interviews conducted by an outside party in order to gain information on why Aboriginal employees leave the organisation be provided.</p> <p>IPS Rec 29 - Development of an effective mentoring system whereby new Aboriginal staff members are teamed with existing Aboriginal staff, preferably in management roles, from the start of their employment period. This is prioritised in remote areas including the Kimberley, Pilbara, Murchison and Goldfields.</p> <p>IPS Rec 30 - All new Aboriginal staff, at the commencement of employment, have a clear career development plan which outlines individual training, support and career pathways available.</p>			
<b>Key Action 12</b>	<p><b>Benchmark numbers of Aboriginal staff relative to number of Aboriginal clients</b></p> <p>IPS Rec 23 - The Department set benchmarks for the number of Aboriginal employees within the service across key</p>	<p>Aboriginal Employment Strategy</p> <p>Aboriginal Cultural Framework</p>		<p>Communities is the second largest employer of Aboriginal staff in the Western Australian public sector, with an Aboriginal workforce representation of 6.4 per cent (as at January 2022). The Aboriginal Employment Strategy will focus on the recruitment and retention of more Aboriginal staff at all levels, with a view to making Communities an employer of choice for Aboriginal people.</p>

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	roles and functional areas, relative to the number of Aboriginal clients receiving departmental services.			
<b>Theme Area 4 - Whole of organisation workforce development</b>				
<b>Key Action 13</b>	<p><b>Establish cultural competence standards and monitoring for all staff at all levels (high priority)</b></p> <p>IPS Rec 13 - Urgently establish a clear policy to support the ongoing development, measuring and monitoring of child protection cultural competencies as a core aspect of their organisation and workforce development requirements.</p> <p>IPS Rec 14 - Undertake a re-evaluation of the Department's cultural competencies annually to determine measurable improvements in cultural competencies over time.</p> <p>IPS Rec 15 - Rec 13 be undertaken specific to the appropriate sampling of staff across the organisation and not be limited to Child Protection Workers.</p> <p>IPS Rec 19 - The Department commit to the ongoing and tracking of cultural competency of their staff, and the ongoing development of cultural competency of its workforce with priority to foster care assessors. All Departmental staff must undertake the CCP-CP.</p>	Aboriginal Cultural Framework		<p>Part of the Aboriginal Cultural Framework and key actions include the implementation of an appropriate tool/s that will assess cultural competency of all staff, regardless of role or level within the organisation.</p> <p>An Aboriginal consultant will be engaged to guide the development of an ongoing whole-of-Communities Aboriginal Cultural Learning Program across the learning continuum and employee lifespan for employees in all roles, at all levels.</p> <p>The Aboriginal Cultural Learning Program will include core cultural competencies relevant to each type of role, rather than classification level, to ensure that cultural competencies are relevant and meet the standards required for each role definition.</p> <p>The Aboriginal Cultural Learning Program will also include targeted learning for any employees responsible for leading and managing people and will align to Communities' Leadership and Management Development Framework.</p> <p>Regional and remote Communities' locations will be supported to develop and deliver locally and place-based cultural learning that is specific to the Country on which they operate, using the core cultural competencies developed for each role to ensure consistency of cultural capability and cultural safety and appropriateness of service delivery.</p>

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				The Aboriginal Cultural Learning Framework will attribute specific core cultural learning competencies to certain roles within Communities to enable culturally safe and appropriate decision making, service and operational improvements, policy development, service delivery and governance.
<b>Key Action 14</b>	<p><b>Cultural supervision and skills development (training) is mandatory to assist staff to achieve cultural competence standards</b></p> <p>IPS Rec 16 - The Department consider the utilisation of the cultural supervision plans provided by the CCP-CP as a mandatory aspect of staff supervision and that this occurs on an as needs basis as determined through existing staff supervision requirements.</p> <p>IPS Rec 32 - The cultural induction developed involves a number of 'phases' that occur every 12 months and that particular cultural competencies provide the framework for the development of this cultural induction.</p> <p>IPS Rec 34 - LDC be responsible for identifying appropriate training that meet the benchmarks of being culturally and clinically evidence based. This list be developed and maintained at an ongoing level.</p> <p>IPS Rec 35 - Make cultural supervision mandatory in remote, high risk areas with the priority being Kimberley,</p>	<p>Aboriginal Employment Strategy</p> <p>Aboriginal Staff Network Group</p> <p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural Learning Program</p>	<p>Aboriginal Practice Leaders</p> <p>Learning and Development Centre (Cultural Learning Unit)</p>	<p>Cultural supervision requirements to be implemented across all areas of Communities workforce, not limited to high risk regions or specific to the delivery of child protection services.</p> <p>Communities' Aboriginal Cultural Appreciation course is part of a mandatory induction program for all new staff. Cultural induction is also locally placed based and conducted by local Aboriginal staff. Cultural competency is embedded in all mandatory orientation programs for new staff.</p>

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	Murchison, Pilbara and Goldfields. This is particularly important at team leader and management level.			
<b>Key Action 15</b>	<p><b>Regional cultural inductions are integral to employee on-boarding (high priority)</b></p> <p>IPS Rec 31 - Formalised District based inductions include a focus on local cultural induction for all workers; links with the local Aboriginal workers, community and organisations; and new workers spend first 6 months 'partnered' with a local Aboriginal worker (or external consultant).</p>	<p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural Learning Program</p>		<p>See response to <b>Key Action 13</b> regarding the Aboriginal Cultural Learning Program.</p> <p>In addition to Communities' existing Aboriginal Cultural Appreciation Learning Module, which is compulsory for all staff, regional and remote Communities' locations will be supported to develop and deliver locally and place-based cultural learning that is specific to the Country on which they operate, using the core cultural competencies developed for each role to ensure consistency of cultural capability and cultural safety and appropriateness of service delivery.</p> <p>Examples of current localised cultural induction packages include:</p> <ul style="list-style-type: none"> <li>• Kimberley: a bespoke Cultural Induction package has been developed based on the reflections of Aboriginal staff members for use by new and ongoing members of staff in the region.</li> <li>• Great Southern/Wheatbelt: A cultural program for children in care has recently been developed which supports and enhances their ongoing connection to culture, community and kin. Through this program, Aboriginal children in care in the Great Southern are invited to come together regularly in a culturally safe space to yarn, dance, learn local language, cook, and do art. This program is led by the Aboriginal Practice Leader and funded internally, as it was identified as a priority initiative for the region.</li> </ul> <p>As these packages are developed, induction initiatives such as the partnering of new staff with Aboriginal staff are considered.</p>

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				<p>Other regions contract local Aboriginal organisations to deliver cultural awareness training, providing locality specific training to staff.</p> <p>Communities will formalise a consistent approach to cultural inductions and ongoing cultural learning through the development of the Aboriginal Cultural Learning Program.</p>
<b>Theme Area 5 - Data</b>				
<p><b>Key Action 16</b></p>	<p><b>Data is captured at the district level to inform the Department around service deficits and strengths</b></p> <p>IPS Rec 12 - Data obtained via the implementation of IPS Rec 6 become part of the yearly 'trend analysis' of data to better inform the Department around service deficits and strengths and to ensure local, district and whole organisation responsiveness to these factors.</p> <p>IPS Rec 44 - Data be provided at a District level that captures the full risk profile of each District comparative to each other, i.e. the Districts with the highest risk profiles in relation to Aboriginal children entering the out of home care system.</p>		<p>Data routinely collected for Monthly Critical Priorities Reports</p>	<p>Existing bodies of work will explore improvements to Communities' data collection and analytics.</p> <p>Communities routinely collects data that is used to produce Monthly Critical Priorities Reports, highlighting a number of key indicators in relation to the delivery of child protection services. Key indicator critical areas include:</p> <ul style="list-style-type: none"> <li>• Protecting children and young people from abuse and harm</li> <li>• Supporting children and young people in the CEO's care</li> <li>• Supporting individuals and families at risk or in crisis</li> </ul> <p>These reports comprise of 18 different sub-indicators capturing a range of data related to the delivery of child protection services and compliance with the Aboriginal and Torres Strait Islander Child Placement Principle.</p>
<p><b>Key Action 17</b></p>	<p><b>Workforce resourcing is informed by needs analysis using mental health, suicide and child removal data</b></p> <p>IPS Rec 24 - The Department investigate the value of developing a</p>	<p>Aboriginal Employment Strategy</p>		<p>Recruitment and placement of mental health specialists across the State is primarily the responsibility of the mental health sector, led by the Mental Health Commission.</p> <p>Communities will continue to work in partnership with the Mental Health Commission to improve provision of</p>

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	<p>number of work-based incentives to attract mental health specialists into remote locations.</p> <p>IPS Rec 25 - Appropriate resourcing of the workforce to be achieved through effective and strategic use of mental health, suicide and child removal data to ensure that the workforce diversity in terms of clinical and cultural skills is a focus on high risk areas.</p>	<p>At Risk Youth Strategy</p>		<p>culturally safe and appropriate mental health supports to Aboriginal people in WA.</p> <p>Communities routinely collects data across service delivery activities which is utilised to inform practice and case management service and operational improvements.</p> <p>Communities is an active participant in the WA Government's 2020 Commitment to Aboriginal Youth Wellbeing, which addresses key recommendations from the 2016 Learnings from the Message Stick Inquiry and the 2019 Coroner's Inquest into the 13 Deaths of Children and Young Persons in the Kimberley Region. Communities actively recruits local staff through various methods, particularly in regional locations. In addition, several regions have established Aboriginal Regional Coordinators.</p> <p>Aboriginal Regional Coordinators are responsible for providing:</p> <ul style="list-style-type: none"> <li>• An active link between Aboriginal communities and Communities' service delivery.</li> <li>• Cultural advice and support to Regional Leadership Teams.</li> <li>• Undertaking project work to enhance the effectiveness and efficiency of services to Aboriginal people and communities.</li> <li>• Representing Communities in relevant forums on matters affecting local communities and people in the region.</li> </ul> <p>The McGowan Government will continue to improve long-term, sustainable outcomes for at risk young people through the development and implementation of an At Risk Youth Strategy.</p>

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				<p>The At Risk Youth Strategy will provide the mechanism for collective effort across government agencies, peak bodies and the community services sector to improve outcomes for highly vulnerable young people.</p> <p>A focus area in the draft Strategy captures the implementation of the 2021 election commitment to permanently extend Home Stretch.</p>
<p><b>Key Action 18</b></p>	<p><b>Aboriginal researcher to assist Aboriginal specific data capture development and systems</b></p> <p>IPS Rec 48 - Consider the recruitment of an Aboriginal Researcher (preference they are psychology trained) specifically for the purpose of assisting in the development and management of data capturing systems that are capable of capturing and reporting Aboriginal specific data to drive quality improvement activity</p>	<p>Aboriginal Cultural Framework</p>		<p>The Aboriginal Cultural Framework will include development of a culturally informed monitoring and evaluation framework, supported by the procurement of external Aboriginal consultant with demonstrated expertise monitoring and evaluation of programs designed to improve outcomes for Aboriginal people and community.</p> <p>The monitoring and evaluation framework will include a culturally informed data collection and management framework to ensure all Aboriginal stakeholders have ownership and access to data to inform evaluation, monitoring and development of future services and service improvement strategies for services that support Aboriginal people.</p> <p>Along with the development of an internal monitoring and evaluation system, external cultural evaluation and validation of cultural change actions is necessary for probity, integrity and accountability to all Aboriginal stakeholders, community and Government.</p>

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<b>Other</b>				
	<p><b>Support for the Dr Tracy Westerman Aboriginal Psychology Scholarship Program</b></p> <p>IPS Rec 27 - that the Department consider a contribution to the Dr Tracy Westerman Aboriginal Psychology Scholarship Program in addition to Recommendation 22. This Program, auspiced under Curtin University, provides scholarships for Aboriginal people to study psychology from remote (high risk) areas and be personally mentored by Adjunct Professor Tracy Westerman</p>			<p>Communities' staff across the organisation, including Psychologists and Senior Consultant Psychologists are regularly supported to participate in various training and development opportunities, including through IPS.</p>
	<p><b>Addressing methamphetamine use</b></p> <p>IPS Rec 43 - increasing levels of access to methamphetamine prevention programs into high risk areas and alcohol and other drugs programs that have a track record and specific focus on Aboriginal people</p>			<p>Drug and alcohol programs are primarily the responsibility of the mental health sector, led by the Mental Health Commission.</p> <p>Communities will continue to work in partnership with the Mental Health Commission to improve provision of culturally safe and appropriate mental health supports to Aboriginal people in WA.</p>

Last updated: February 2022