



Loddon's Commitment to Supporting Families

Our shared core competencies

Partnering to support vulnerable children & families

Why Campaspe?

Vulnerability Indicators

- High proportion of low-income 11.3%
- High levels of family stress 13.4%
- 40.2% of family violence incidents involve children & young people
- Higher rate of child abuse 9.6 (per 1,000)
 - children care & protections orders 9.2
 - children in Out of home care 8.5
- 26.8% of children are developmentally vulnerable in one or more AEDC domains

Increasing a shared understanding of the drivers of vulnerability to create policy and practice change in a place based approach

Working with services in the Early Years sector, the Campaspe Core Competencies project has aimed to build capacity on the drivers of vulnerability to better support our region's vulnerable children and their families. The competencies include;

- **Understanding Trauma and Brain Development,**
- **Social Inclusion,**
- **Respecting Culture and Cultural Differences, and**
- **Collaborative Practice.**

<https://loddon.areapartnerships.vic.gov.au/loddons-commitment-supporting-families>

4 key action areas

- **Organisation and worker audits/self-assessments**
- **Voice of families** – interviews with 8 families identified through trial organisations
- **Workforce development** – informed by the assessments and linked directly to the evidence base from the core competencies *Training & Resources*
 - *Neuroscience of Leadership - Australian Childhood Foundation*
 - *Engaging Families - Murdoch Children's Research Institute*
 - *Embedding Trauma Informed Care and Practice for Managers - Blue Knot Foundation*
- **Community capacity building** – social media posts, email campaign, library, forum

Project Trial organisations

Six organisations involving 13 program areas

- 16 organisation audits completed
- 44 staff self-audits

Total of 149 audits conducted using the CYAP Core Competencies audit tools

Self-nominated organisations

- **Echuca Regional Health** (Family services, Dental, Maternity, Allied health)
- **Campaspe Shire Council** (Maternal Child Health & Supported playgroup)
- **Twin Rivers Primary School** (Prep year and Wellbeing team)
- **Echuca South Community Preschool/ Shine Bright**
- **Save the Children** (Supported playgroup - run in conjunction with Berrimba Childcare Centre and Njernda Family Services)
- **Kyabram Community Learning Centre** (Family services, Childcare)

Key learnings

Tool trial – Organisation & worker audits

- Four competencies = lots of audits – could be under one 'Trauma Informed' banner?
- Staff self-assessment tools needed context setting (not stand alone) to understand importance/relevance of some questions
- Organisational assessment and tiered self-assessments don't necessarily correlate
- Reflective Practice isn't as simple as auditing
- Universal services applying competencies more readily

Workforce development

- 68 staff attended
- Strong appetite for learning – but differing paradigms eg social v public health
- Peak body training geared to therapeutic/health based services; not cognisant of universal services (kinder, childcare)



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- Difference between nominating & being nominated to attend training (readiness, willingness)

Community capacity building

- Email campaign 'Take 5 for families' x 16 emails ~ 250 reach
- Social media x 28 posts; 64,000 reach; 5,971 engagement 368 shares; 240 new likes on PCP fb page
- Library strategy; month display with recommended books, no information sheets taken, Storytime x 5 sessions (157 attending) and Rhymetime x 5 sessions (115) books weekly x 10-15 borrowed books
- Forum x 69 attendees; Voice of Families; Resilience documentary screening + panel (1/3 said doc most valuable); 72% motivated to make a change in practice as a result of attending
- Appetite to learning and informal approaches with simplified messaging

Voice of Families

- 8 families were interviewed about their experience with services
- If services aren't trauma informed/ responsive, they are trauma perpetuating/ inducing

Snapshot feedback from 8 family interviews:

Enablers and barriers

- o Concurrent reforms both enablers and barriers (competing demands and synergies) – HCTC, Child Safe standards, Roadmap for Reform, Strengthening Hospital Response to Family Violence
- o Collaborative practice not simply about technical barriers
- o Shared understanding of drivers of vulnerability – "great, but what now?"
- o Project timeframe (6 months) problematic
- o Training budget – being able to offer heavily subsidised local training by peak bodies
- o Human and financial resources required by participating organisations
- o Exec level buy-in and change champions

Recommendations

- o Strategic use of the assessment tools (trauma informed care & practice messages best received) – tools require context and refinement
- o Tailor workforce development - training needs to be organisation or sector specific
- o A process for assessing and embedding reflective practice must be created to see change in practices, supported by organisational policies (TICP)
- o Shared approaches through cross-sector collaboration -communities of practice
- o PCP to consider continuing as a priority work area/strategic priority
- o Create a movement and spread the word
- o Create a local Community of Practice for vulnerable children, young people and families
- o Extend workforce development strategy
- o Connect to other models and integrated approached to improve collaboration

