

Annual Review 2014 - 2015



Barnardos
Australia

**We
believe
in
children.**



30 Year Legacy Edition

Australia's leading child protection charity

Statement of Reconciliation

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

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 for the Organisation; reconciliation means working in a meaningful and respectful way with Aboriginal families and communities. It is a commitment of our Organisation to work in collaboration and partnership with Aboriginal and Torres Strait Islander people, organisations and communities.

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every child
should be
protected
and
nurtured.**

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Message from our Chair

This past year has been a momentous one for Barnardos Australia. Louise Voigt stepped down in July after over 30 years as the CEO and Director of Welfare.

Louise has been synonymous with Barnardos for decades, earning a strong reputation for her great commitment to child-centred practice, based on research, leadership and excellence. It goes without saying her decision to retire signalled a significant change for Barnardos.

There is no greater responsibility for a Board than to ensure it selects and seamlessly manages the transition to new leadership, and let me assure you, we took that very seriously indeed. After a comprehensive process, in May we were delighted to appoint and welcome Deirdre Cheers as our new CEO. Having worked at Barnardos prior to her nine years as CEO of Catholic Care, Broken Bay, Deirdre has settled smoothly into her CEO role during a very busy time.

This year's Annual Review pays particular tribute to the major developments and progress achieved under Louise's leadership, which have contributed greatly to our position among the leading child protection charities in Australia.

Louise Voigt has been a guiding light in child protection in Australia. Her abiding value of "never giving up on children" has become ingrained in the Barnardos culture.

A passionate and tireless advocate for change to adoption legislation, under Louise's leadership Barnardos pioneered open adoption practice in Australia, improving the outcomes of children and young people and finding "forever families" for children permanently removed from their birth parents due to abuse and neglect.

Her development of specialist crisis/short term foster care teams has ensured hundreds of children are nurtured by experienced carers when they are awaiting determination of their future by the Children's Courts. Louise's strong commitment to families has ensured family support teams assist parents in difficulties to improve the care of children.

Louise was also instrumental in the development of the innovative MyStory guided case management system, which ensures the needs of each child is fundamental to best practice. MyStory helps preserve a child's history and identity and ensures the child's voice is at the centre of all decision making - values that are key to Louise's philosophy of child welfare.

With a strong focus on evidence-based accountability, Louise commissioned Australia's only 10 year longitudinal study of children in permanent foster care and evaluation of integrated Children's Family Centres and research project into the outcomes of Barnardos open adoption program is underway.

Louise's strong commitment to social justice has ensured Barnardos has committed to significantly increasing the recruitment and support of Aboriginal staff in order to deliver quality services to Aboriginal children, young people and their families.

Louise leaves a remarkable legacy in the form of thousands upon thousands of children whose lives have been made better through Barnardos' support. We thank her. She has built strong foundations for Barnardos to meet the future challenges.

I would also like to thank the dedicated Barnardos staff, in particular the senior staff, who have not missed a beat during this time of change. Finally, I thank my Board colleagues for their hard work and commitment to this wonderful organisation.

Barnardos will continue Louise's dedication to improving the lives of the most vulnerable children, because, as she often said, although much has been achieved, much remains to be done.



Gabrielle Trainor
Chair, Barnardos Australia

Tracking our performance

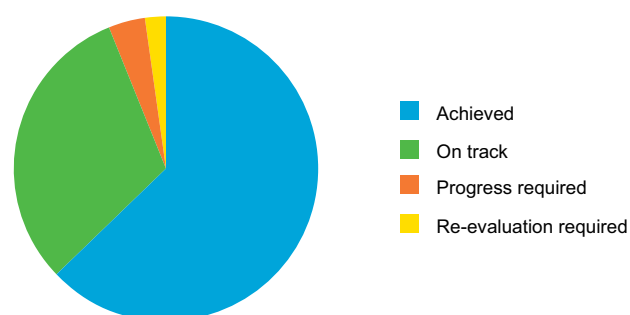
The Barnardos Australia Corporate Plan 2014-17 was developed in consultation with Barnardos staff and endorsed by our Board of Directors in March 2014. Every year we report on how we are tracking in relation to achieving the goals set against the four key result areas detailed in the plan.

For the first year of our three-year corporate planning cycle, we are on track or have achieved 90% (154 out of a possible 172) of our key actions in the following four key result areas.

Key Result Area No.1

Children and young people who cannot live with their birth parents will have stability, a sense of belonging and fulfil their potential.

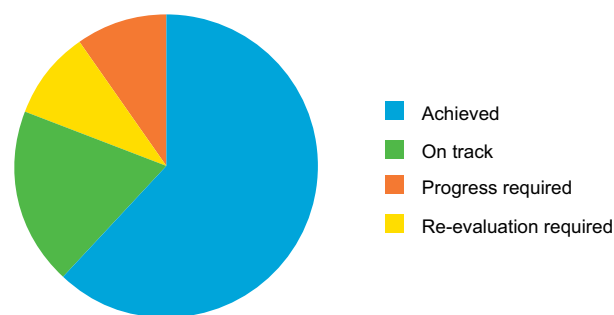
94% of our key actions (51 out of 54) were achieved or on track.



Key Result Area No.2

Children and young people, at high risk of significant harm or highly vulnerable to homelessness, will receive relevant support which enables them to be in safe care or secure independence.

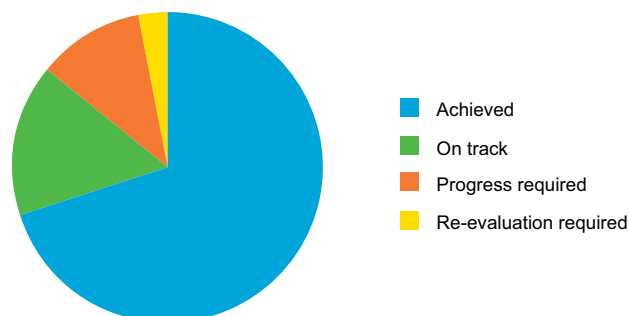
81% of our key actions (34 out of 42) were achieved or on track.



Key Result Area No.3

Children and young people will receive effective and well-targeted services, based on research, practice and welfare system knowledge, so as to establish high standards in child protection.

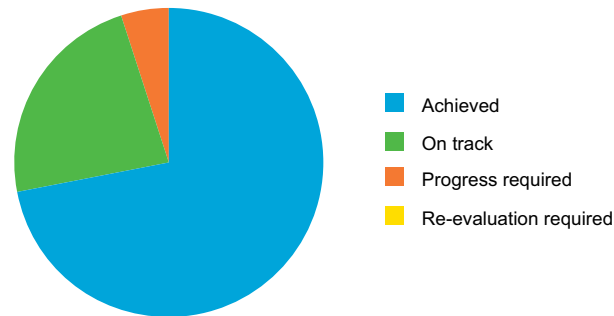
86% of our key actions (32 out of 37) were achieved or on track.



Key Result Area No.4

Barnardos will remain a strong and viable agency to care for Australian children and young people in the future.

95% of our key actions (37 out of 39) were achieved or on track.



Barnardos by numbers

A snapshot of FY14/15





21

Adoptions
finalised



57

adoptions in
progress with our
Find-a-Family Program.

\$7.85

million



Raised through
fundraising.



More than
59 million
spent on direct welfare
programs and services.

867

Active Barnardos
Australia foster carers.



Barnardos Australia
employees.

888

Volunteers.



465

Welfare staff
(over 85% of our
workforce).

Honouring 30 years of service

Barnardos Australia under the leadership of Louise Voigt

In July 2015, Barnardos CEO and Director of Welfare Louise Voigt retired after 32 years in the role. Her leadership transformed Barnardos Australia, the child protection sector in NSW and ACT and the lives of thousands of children.

When Louise Voigt became CEO in 1983, domestic violence was rarely discussed in public, children's rights were largely ignored and support for struggling families was limited.

Research at the time showed that far too many children and young people were coming into care and drifting in the system without ever having a stable place to call home.

Louise began working to change this and improve the lives of children suffering abuse and neglect. She recognised how damaging

being constantly uprooted was for a child's development and their sense of belonging. As CEO, Louise guided her team to put every child at the centre of decision-making.

Under her direction, the team also worked to prevent children from entering the care system in the first place by supporting families in crisis to keep children safe at home. Barnardos expanded its services so struggling families had access to the help they needed. Children's Family Centres were established to provide a range of services for children and families.

Barnardos also began to provide short term and crisis foster care for children removed from home due to abuse. These interim foster families provided a safe place for children while the courts decided whether it was safe for them to return

to their birth or extended family or whether they should be placed in permanent foster care or adoption.

New support groups were held in the centres to help families affected by drug and alcohol addiction, mental health issues and family violence. Welfare staff also visited families in their homes, working through complex issues, striving to keep families together where possible.

Families facing homelessness were given safe temporary accommodation and were assisted to find secure and affordable housing. Mothers and children fleeing domestic violence received legal assistance and counselling. Barnardos Children's Family Centres provided free child care to give these women the opportunity to gain necessary skills to get a job and provide for their children.

Where Barnardos centres could not directly help, staff worked to link families with other local resources including, migrant and settlement services, financial assistance, counselling and mediation, child and parenting programs, youth support, housing and accommodation, mental health support and other essential services.

As youth homelessness and juvenile crime rose, Barnardos saw that conflict at home meant teenagers disconnected from their family, school and community.



Child protection pioneer and Barnardos Australia CEO Louise Voigt. Image courtesy The Sydney Morning Herald, Fairfax Media.

These young people often turned to drugs and alcohol, became homeless or entered the juvenile justice system.

Barnardos introduced specialised youth workers to help young people having problems at school and at home, who aimed to reconnect teenagers with their families by mediating conflict.

An important issue affecting young people growing up in care was that as they moved from place to place, their history (drawings, photos, medical reports, everything that a parent would keep for their child) was lost.

Louise guided the development of case management systems so that a child's life story keepsakes and crucial information could be saved. A digital memory box, MyStory, now captures what matters most to children who have transitioned between foster homes.

Barnardos learned the importance of a child knowing their history for their development, sense of self and identity. Open adoption, involving ongoing contact with a child's birth family, was pioneered for non-Indigenous children. Adopted children now know who they are and where they come from whilst having a permanent family and a sense of true belonging for life.

Louise upheld the principle that Aboriginal children are best cared for by their communities and culture. As such, she set out to support and strengthen Aboriginal foster care agencies to provide care for these children.

With her influence, Barnardos has become a leading advocate and force in shaping child protection legislation in NSW and has also influenced other reform agendas nation-wide.

Thirty years since Louise took the helm, Barnardos is undertaking research into the life outcomes of more than 200 children who were adopted through Barnardos in that period, looking at their education, career and relationships with birth and adopted family for insights into how they have developed as adults.

Open adoption is now enshrined in NSW Child Protection legislation. When making plans for a child, the courts must consider open adoption ahead of a lifetime spent in care. This is the essence of Louise's vision for children.

Now, children are given a voice in the decisions that affect their lives. New systems mean workers can spend more time working with children and less time on administration.

Louise Voigt's simple yet powerful philosophy that "every child deserves to be safe at home" has become the Barnardos mantra, and lies at the heart of the organisation's 150+ programs and services.

Career highlights

- 30,000 children and families helped through family support and foster care.
- 258 adoptions through Barnardos.
- Integrated service delivery pioneered through Barnardos Children's Family Centres.
- Programs introduced to address family violence.
- Barnardos given delegated Parental Responsibility by government in 2007 (the only agency with parental responsibility for its children in NSW).
- Enacted the principles of Aboriginal reconciliation, self-determination and capacity building by establishing BIG (Barnardos Indigenous Group) and developing a Reconciliation Action Plan.
- Increased percentage of Barnardos Aboriginal staff to 10 per cent (now aiming for 20 per cent).
- Developed Indigenous Learning Centres in city and rural areas, to address intergenerational poverty and education issues.



Supporting families

Celebrating 40 years of helping families when and where they need it most



Barnardos Auburn Children's Family Centre celebrates 40 years of caring for children and families.

In November 2014, the Barnardos Children's Family Centre at Auburn celebrated 40 years of supporting vulnerable children and families in the local community. We consider how its history and philosophy paved the way for other Barnardos Children's Family Centres.

The Children's Family Centre at Auburn was the first of its kind. It was built in 1974 to offer family support, long day care and temporary accommodation.

Short-term crisis foster care was established in 1984 allowing children to be cared for in nurturing, stable family environments, by specially trained local foster carers.

The centre's aim is to support local families to keep their children and to serve as a 'one stop shop'. Families or young people only needed to tell their story once, to one worker, in order to access a range of programs and services that could help them get back on their feet.

What also made the centre unique was the trust that

Barnardos staff built with vulnerable families, working with them at the centre and in their homes, supporting them to make lasting changes, so that their children could remain safely with them.

Following the blueprint set by Auburn, children's family centres were opened over the next decade in Penrith, Canberra and the South Coast. Each was tailored to fit specific community needs and all address issues including chronic poverty, social isolation, substance abuse, mental illness

and family violence affecting children and young people.

Barnardos continues to expand services in rural areas, branching out to cover Western NSW from Mudgee in 2000, followed by offices in Wellington, Gilgandra and Narromine, a centre in Orange in 2012, one in Queanbeyan in 2013, followed by offices in Cooma, Monaro/Jindabyne, Bombala and Palerang Shire.

What began with three programs at Auburn has grown to more than 150 programs across NSW and the ACT providing support to vulnerable families when and where they need it most.



Chinese New Year celebrations 2015
Auburn centre.

"By offering multiple services from our centre, we all share the same goal; for the lives of vulnerable children and young people to change for the better."

**- Mary Haiek, Centre Manager,
Barnardos Auburn**



Helping young people

Guiding and supporting adolescents towards independence

Going through adolescence is difficult enough. It is especially hard for young people to cope when they lack family support at home. Since the 1980s, Barnardos has helped young people on their journey to independence.

During the late 1980s and 1990s, Barnardos recognised that teenagers affected by family problems were leaving home too early, couch surfing and becoming homeless. Young people also stayed out late to avoid going home to a potentially violent situation and ending up on the streets instead.

Barnardos was determined to support, guide and work in partnership with these teenagers to help keep them safe.

At the time, gangs in Cabramatta were targeting disconnected youth from refugee families. Barnardos worked to rescue these troubled teenagers from the world of gang violence and juvenile crime, by setting up Kingston House.

Under the guidance of a 24-hour youth worker, young people living in Kingston House learn life skills - such as shopping, budgeting, self-care, cooking and cleaning and are supported to attend education

and training to gain the skills required to secure a job.

Barnardos began to provide care for teenagers through adolescent foster carers and semi-supported living options, providing day-to-day support for those without a family to care for them.

It is well proven that when young people stay at home they are also more likely to stay in school and have better employment opportunities and future life outcomes. Barnardos set up a free and confidential service to reconnect teenagers with their families by mediating conflict. It also helped young people find stability through providing



Sydney Youth Services, Fair Day 2015.

information and referrals to local accommodation and support services that could assist in getting things back on track.

Barnardos "Streetworkers" started to connect with teenagers on their own turf and gain their trust. This allowed the young people to discuss the issues affecting their lives, support them with choices about sexual health, education, employment and accommodation and educate them about the effects of drugs and alcohol.

A late night bus service was started to bring teenagers home, so they didn't have to stay out all night and get involved in dangerous or risky behaviour.

Barnardos also supported young people being cared for by their relatives and worked to help strengthen families so young people could remain at home.

For adolescents who were in the juvenile justice system, Barnardos offered intensive support through a post-release program to help them get back

on their feet and integrated into the community.

In May 2015, Barnardos recognised the urgent need for more people to become adolescent foster carers. The "Foster a Teen, Foster a Future" campaign was launched, calling on carers to provide crisis care and short-term care, medium to long-term care and respite care to this age group.

Barnardos continues to support, assist and guide young people on their journey to independence and helps to make sure there is always someone looking out for them.

2014/15 Adolescent Services Highlights

- The number of 'at risk' young people supported or contacted through Streetwork increased by 97 per cent compared with previous year.
- The number of 'at risk' young people supported through Early Intervention and Placement Prevention increased by 13 per cent.

"A lot of people make nothing out of something, but our young people have made something out of nothing."

- Thang Do, Program Manager - Kingston House

Working with young people

Kingston House – residential out-of-home care for 12-18 year olds with a 24-hour live-in youth worker.

Adolescent Foster Care – foster care for 12-18 year olds who are unable to live at home safely.

Reconnect – early intervention for 12-18 year olds who are homeless or at risk of homelessness, aiming to 'reconnect' teenagers with their families where possible.

Streetwork – working on the street to connect with and support young people 12-18 years old who have, or are at risk of developing, drug and alcohol issues.

Youth Officer – providing information, advice, referral and short-term support to vulnerable and at-risk young people aged 12-18 years to prevent them entering the out-of-home care system.

Accommodation – independent living, temporary accommodation and friendly landlord services for young people in crisis.

Finding permanency for children

Providing permanent care and adoption since 1984



Adoptive parents John McKenzie and Deb Tipper with their son Damian at the 30 Years of Open Adoption event, 2014.

Over the last 30 years, Barnardos has pioneered open adoption in Australia for children permanently removed by the courts, due to abuse and neglect. We revisit some defining moments and key achievements in attaining permanency for children.

When children suffer serious abuse and trauma at home, the effects can be devastating and life-long. For these children, who can never return home, being moved around in the foster care system only serves to compound the damage. The sooner they can experience the stability and security of belonging to a family, the better.

Adoption offers these children permanency beyond adolescence and throughout adulthood, in other words, a family for life.

Louise Voigt recognised this back in 1984, setting up a dedicated Barnardos “Find-a-Family” permanent foster care and adoption team, managed by then Victorian social worker Rhonda Stien. Although Barnardos had already provided foster care for many years, this represented a significant shift in direction for the organisation.

Previously, the focus had been on providing temporary care for children who may eventually return to the care of their parents. However,

there had been no definite plan for how this would occur, and some children in the 'system' moved between as many as 30 different homes.

Barnardos aimed to help those at risk of ‘drifting in care’ by providing permanent family care and identifying the earliest possibility for adoption. Such children had been placed in long-term statutory care by the Children’s Court and could not be returned to their parents’ care due to abuse.

These children required ongoing, intensive support and often missed out on secure, permanent families because they were seen as too hard to

place by government and other out-of-home care organisations.

Barnardos "Find-a-Family" long-term care and adoption met the ongoing needs of such children by providing carers with 24-hour access to casework support, regular respite, financial support, ongoing training and back up supports, including household help, educational support, health care and therapeutic treatment.

In 1985, Barnardos became an authorised adoption agency. Services opened in Canberra in 1993 and later spread throughout Illawarra, Hunter/Central Coast and Western Sydney to meet the local demand.

Barnardos became the first service to receive full five-year accreditation to arrange foster care after new standards were introduced by the NSW Office of the Children's Guardian in 2004.

Three years later, Barnardos was accredited as an Adoption Service Provider and became the first out-of-home care service provider to sign a deed of agreement with the NSW Department of Family and Community Services to provide all case management and care services for its children.

Barnardos remains the only NSW agency with delegated parental responsibility for its children.

Open adoption

Maintaining contact with the biological parents is a fundamental part of Barnardos' open adoption policy.

There is no secrecy surrounding a child's adoption status. They understand who their birth family is and grow up knowing their history.

Adoption highlights

Since becoming an adoption agency, Barnardos has overseen **258 adoption orders**.

More than one third of the children in Find-a-Family have been **adopted**, and children under 5 years are now prioritised for adoption.

In 2014/15, Find-a-Family finalised **67 per cent more adoptions** than the previous year, with **33 per cent more adoptions in progress**.



Skye and Angus Barclay at the 30 Years of Open Adoption event, 2014.
Image courtesy Magdalena Photography

Capturing every child's life story

Finding better ways to support children in care

When children in care move from place to place their history and life story - drawings, photos, medical reports, everything that a parent would keep - can be lost. As technology has changed, so have the systems used by Barnardos Australia to record this vital information.

In 1997 Barnardos introduced a paper-based case management system; a set of printed forms with recommended processes to guide practitioners working with children and young people in out-of-home care.

The system was originally developed in response to research that highlighted poor outcomes for children in care in the United Kingdom. It is used

by 120 local authorities there in an effort to combat the problem.

Barnardos and the University of NSW Department of Social Work, led by researcher Elizabeth Fernandez, obtained a grant to implement the system into Barnardos.

The joint venture, known as The Looking After Children (LAC) project, adapted the UK materials and training to Australian legislative and welfare practice conditions. The system was then made available as a licensed product to all Australian out-of-home care providers.

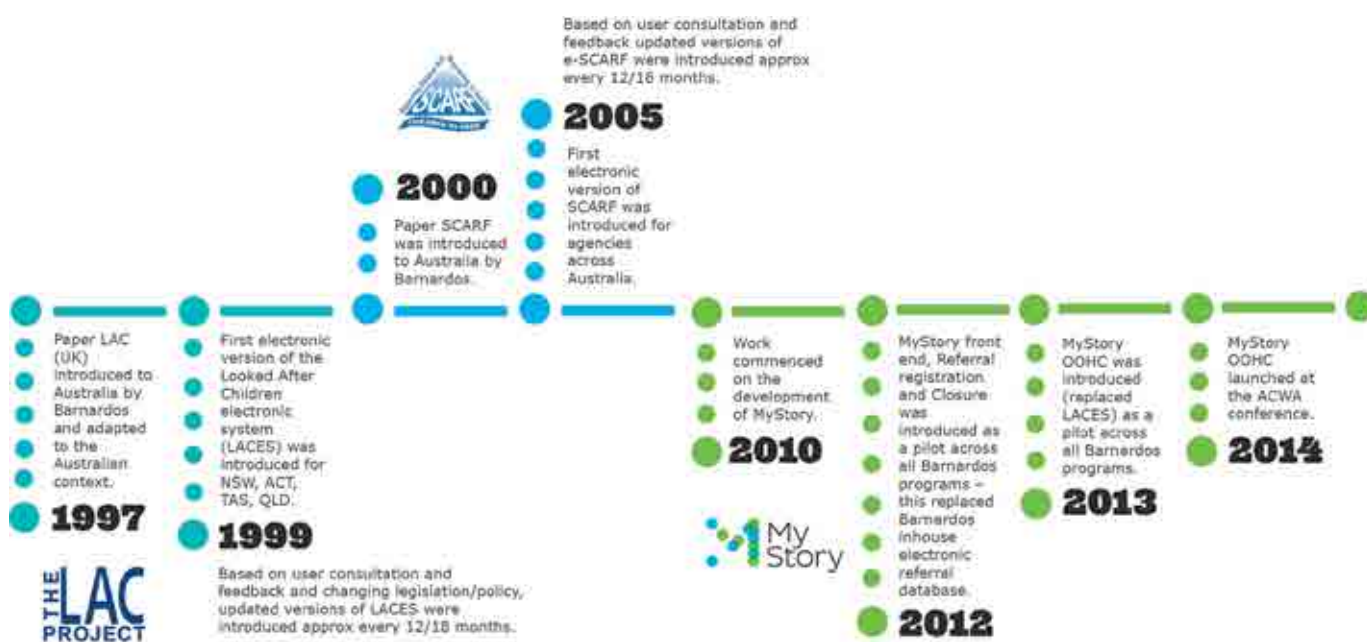
An electronic version of the system was developed and first used within Barnardos in 1999, enabling practitioners

to complete forms online and to produce individual and aggregated reports on children in care.

Agencies could quickly and easily transfer information and avoid costly work duplication.

A paper-based guided practice system for family support work known as Supporting Children and Responding to Families (SCARF) was introduced in 2000, the first electronic version of which (e-SCARF) was launched in 2005. The system guided practitioners working with children at risk within their families.

As Barnardos grew to support thousands of children and families, it became difficult to track a child's journey



as they moved through different services.

Existing systems did not flexibly respond to the changing needs of children and families and there was no interface between them.

Barnardos recognised the need for a system based on the latest technology that was easy for workers to use and for agencies to access and maintain. It needed to be efficient and effective whilst providing a high level of security of information.

In 2010 the Barnardos Practice Development Centre and dedicated IT Development team began work on “MyStory.” They aimed to combine everything into a single evidence-based system that met national

out-of-home care standards and embedded the latest research and legislation into all information collection and decision-making.

MyStory is the next generation in child and family case management. This cloud-based tool ensures that a child’s life history, key events, images and memories are captured during their time in care and held in one central location.

MyStory was trialled across all Barnardos programs in 2013. A year later, it was launched at the Association of Children’s Welfare Agencies conference.

In 2015, it was recognised as a cutting-edge technology solution, with Barnardos’ development partner Readify

winning the 2015 Microsoft Australia Partner Award for Technology for Social Impact.

MyStory continues to be improved, connecting caseworkers with real time data and guidance and providing them with a transparent and accountable decision-making platform in accordance with best practice standards.

Most importantly, children in care no longer have to retell their story to new or different caseworkers and relive painful memories.



Practice Development Centre team, MyStory launch, 2014.

Advocacy

Advocating for the rights of children and young people

Over the past 30 years Barnardos Australia has provided submissions to governments at all levels, backed by experience and research on the key issues affecting children, young people and their families.

One of Barnardos earliest submissions was to the 1989 Burdekin Inquiry into 'Our Homeless Children', which identified the rise of adolescent homelessness and set in motion ideas to stop young people from leaving home too early.

Since then, Barnardos has contributed to all relevant inquiries into major changes in the organisation of services to meet children's needs.

One of the most significant of these inquiries has been the Special Commission of Inquiry into Child Protection Services in New South Wales (Wood Inquiry), which was instrumental in transferring children in out-of-home care and many government services to non-government agencies.

Barnardos has also responded to Federal Government Senate Inquiries and Royal Commissions and has contributed to changes in child protection legislation in NSW & ACT and other states where appropriate, including recent inquiries in QLD and SA.

Over recent years, Barnardos has made submissions concerning the issues papers generated by the Royal Commission into Institutional Responses to Child

Sexual Assault, and our Chief Executive Officer Louise Voigt has been invited to participate in the Commissioner's 'round tables' on what will work best to protect children living away from their parents.

"...being without a home is only one aspect of the problems facing affected individuals and families... adequate counselling, social support and training to ensure eventual economic independence as well as job opportunities must be included."

- Barnardos submission to the Burdekin Inquiry into Our Homeless Children, 1989

In 1990 and again in 2008, Barnardos contributed to the development of the National Strategy on Domestic, Sexual and Gender-based Violence, highlighting the need for a whole family approach.

"A national strategy on domestic, sexual and gender based violence has to be holistic in outlook- identifying the needs of all those affected and the corresponding supports and services required being available and accessible."

- Barnardos submission to the National Strategy on Domestic, Sexual and Gender-based Violence, 2008

Barnardos actively promotes the principles of the United Nations Convention on the Rights of the Child and has contributed to reports by the Committee on the Rights of the Child in 2000 and 2002.

Submissions were made to National Inquiries into Children in Immigration Detention in both 2002 and 2014, including interviews with detainee children, young people and their families, drawing on our experience in the impact of institutional care of children.

Barnardos also responded to the NSW Legislative Council Inquiry into Bullying of Children and Young People in 2009, an issue that affects many of the children we work with and is becoming more widely understood.

"Children may be either subjected to bullying or become bullies themselves because of family circumstances... Intensive casework support services are needed."

- Barnardos submission to the NSW Legislative Council Inquiry into Bullying of Children and Young People, 2009

Barnardos has actively worked to improve laws for children who cannot live with their birth families. In 2000, Barnardos donors helped support the NSW Children and Young Persons (Care and Protection) Amendment (Permanency Planning) Bill 2000 and its emphasis on permanency and adoption.

In 2009, Barnardos made a submission to the Inquiry into Adoption by Same Sex Couples, supporting an amendment to the Adoption Act 2000 to enable same sex couples to adopt. The submission was based on international evidence and local experience which showed that “children with gay or lesbian parents fare as well as those raised in families with a mother and a father.”

Barnardos has maintained a strong voice for families of children living in poverty as a contributing member of Australian Council of Social Services (ACOSS) and NSW Council of Social Service on addressing the impact of poverty.

Poverty is highly correlated with child abuse and neglect, and homelessness amongst young people. In 2003, Barnardos welcomed the Inquiry into Poverty and Financial Hardship, urging the Federal Government to address child poverty. The direct experiences of over 50 families who accessed Barnardos services were consulted to inform this inquiry.

Barnardos has also worked on issues of access to dental services and the physical living conditions of children in rural communities,

especially Aboriginal children and young people.

Barnardos urged the Inquiry into Overcoming Indigenous Disadvantage in NSW to implement recommendations of the “Breaking the Silence: Creating the Future” report (NSW Government Aboriginal Child Sexual Assault Taskforce 2006).

“We wish to draw the Committee’s attention to the ongoing numbers of Aboriginal children entering the foster care system because of abuse and neglect, which is currently at six times the rate of other children in Australia.”

- Barnardos submission to the Inquiry into Overcoming Indigenous Disadvantage in NSW, 2007



Barnardos CEO Louise Voigt with former NSW Minister for Family and Community Services, Pru Goward and Maree Walk, Deputy Secretary - Programs and Service Design, NSW Department of Family and Community Services.

Empowering Indigenous people

Helping to break the cycle of poverty and disadvantage



NAIDOC Celebrations 2015, Barnardos South Coast Centre, Warrawong.

Barnardos is committed to ensuring Aboriginal and Torres Strait Islander children and young people are cared for within their own communities and remain connected to their families, communities and culture.

The 1997 'Bringing them Home' report by the Human Rights and Equal Opportunity Commission brought national attention to the trauma experienced by generations of Aboriginal and Torres Strait Islander families and communities who saw their children taken away.

Barnardos was not involved in the removal of Aboriginal children of the Stolen Generation and has maintained culturally appropriate care.

Barnardos Children's Family Centres provide family support to Indigenous families,

particularly the Penrith, South Coast and Sydney Metro centres. Rural centres have many Aboriginal clients as well as significant levels of Aboriginal staffing.

Did you know?

- Most Aboriginal and Torres Strait Islander people live in Australia's eastern states and not in the remote desert regions of Australia.
- New South Wales is home to around two-thirds of the Aboriginal and Torres Strait Islander population.

To better assist Indigenous families, Barnardos set a goal of 10 per cent of staff to be Aboriginal. This goal has since been reached and the organisation now aims to increase Barnardos' workforce to 20 per cent Aboriginal family support workers by 2017.

Several Aboriginal managers have since been appointed, and Barnardos welcomed its first Aboriginal Senior Manager, Vivianne Freeman, in 2011.

In 2007, Aboriginal workers formed BIG (Barnardos Indigenous Group) to assist with policy formulation, practice review and the development of a Reconciliation Statement. BIG now directly reports back to the CEO and to the Senior Managers of Barnardos.

Barnardos became a signatory to the national Memorandum of Understanding (SNAICC 2008) and started operating partnerships with local Aboriginal communities to strengthen services and promote self-determination.

In November 2012, Barnardos formalised its commitment to improving the lives of Indigenous children with the signed Barnardos Statement of Reconciliation.

In 2013, Barnardos continued to grow its Indigenous Learning Centres, with new centres opening in Wellington and Cobar. Barnardos now operates and manages five centres - Yurungai, Yalmambirra, Queanbeyan, Cobar and Nyngan - for predominantly Indigenous children aged between 5 and 12 years who

are struggling, truanting or acting out at school.

Barnardos Indigenous Learning Centres receive no government funding and are wholly reliant on the support of companies and individuals. Every year the centres support more than 100 children across NSW and at least 90 per cent are Aboriginal or Torres Strait Islander.

Last year Barnardos commenced a much broader project to support Aboriginal children in out-of-home care, with the support of the Vincent Fairfax Family Foundation (VFFF) and CAGES Foundation. This three year project supports communities to develop Aboriginal out-of-home care agencies for Aboriginal children.

Barnardos Indigenous Learning Centres provide:

- personalised development plans
- literacy
- numeracy
- homework completion
- cultural lessons
- physical fitness
- social skills
- school attendance
- nutritious meals
- self-esteem building activities
- home-based support

The Louise Voigt Award

In June 2015, Barnardos Australia created the Louise Voigt Award to recognise her life-long commitment to improving the lives of vulnerable families and children.

Louise's specific wish was that it be awarded to an outstanding Aboriginal or Torres Strait Islander member of Barnardos staff.

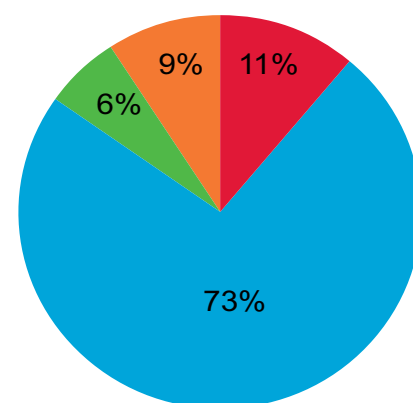
Valued at up to \$30,000 for one year, the award supports the ongoing professional development of Barnardos' Aboriginal and Torres Strait Islander staff working in child welfare.

Financial Extract

Financial Report June 30, 2015

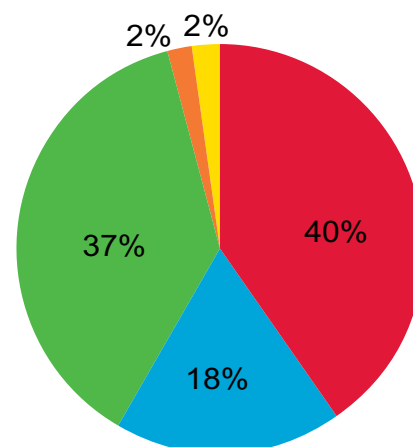
Statement of Financial Position as at June 30, 2015

Source of funds



- Fundraising
- State Government
- Federal Government
- Other Revenue

Welfare expenditure



- Adoption & Permanency
- Homeless, Adolescent & Education
- Family Support
- Research & Development
- Admin & Public Relations

CURRENT ASSETS

	2015 \$
Cash and Cash Equivalents	2,931,565
Other Financial Assets	5,851,229
Assets Available for Sale	-
Receivables	1,901,215
Prepayments	1,530,498
TOTAL CURRENT ASSETS	12,214,507

NON-CURRENT ASSETS

Property, Plant & Equipment	9,266,309
Other Financial Assets	500,000
Investment Property	2,876,000
TOTAL NON-CURRENT ASSETS	12,642,309

TOTAL ASSETS	24,856,816
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CURRENT LIABILITIES

Borrowings	2,453
Payables	3,438,925
Income Received in Advance	1,569,247
Provisions	3,896,356
TOTAL CURRENT LIABILITIES	8,906,981

NON-CURRENT LIABILITIES

Provisions	1,367,942
Other - Funds Held In Trust	381,395
TOTAL NON-CURRENT LIABILITIES	1,749,337

TOTAL LIABILITIES	10,656,318
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NET ASSETS	14,200,498
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EQUITY

Reserves	73,112
Retained Earnings	14,127,386
TOTAL EQUITY	14,200,498

Barnardos Australia
Statement of Profit or Loss and other Comprehensive Income for the Financial Year
Ended 30 June 2015

CONTINUING OPERATIONS REVENUE	2015 \$
MARKETING REVENUE	
Fundraising	7,428,606
Licensing and Events	427,689
	7,856,295
GOVERNMENT SUBSIDIES	
Federal	4,352,975
State	51,062,708
Local Government & Lead Agencies	382,844
	55,798,527
OTHER WELFARE REVENUE	
User Payments	796,902
Welfare Product	318,584
	1,115,486
RECRUITMENT SERVICES	4,344,759
INVESTMENT, RENTAL & OTHER REVENUE	530,648
TOTAL REVENUE	69,645,715
DEDUCT EXPENDITURE	
WELFARE CENTRES	59,848,798
MARKETING	
Fundraising – salaries and direct costs	1,887,863
Fundraising – administration and indirect costs	519,424
Licensing and Events	363,832
	2,771,119
PROPERTY & ADMINISTRATION	
Administration and Governance	147,686
Communication	1,212,076
Rental Expenses	63,853
	1,423,615
RECRUITMENT SERVICES	3,959,683
TOTAL EXPENDITURE	68,003,215
Profit / (Loss) for the year	1,642,500
OTHER COMPREHENSIVE INCOME / (LOSS)	
Realised loss on sale of available-for-sale financial assets:	(11,000)
Net gain / (loss) arising on revaluation of available-for-sale financial assets during the year	
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR YEAR	1,631,500

Barnardos Mother Of The Year 20th anniversary

Celebrating mothering for 20 years

The Barnardos Mother of the Year 2015 marked 20 years of recognising the critical importance of mothering and the enormous role mothers play in shaping Australia's future.

Then Prime Minister Tony Abbott presented Leanne Robson from Queensland with the prestigious Barnardos Mother of the Year award at the National Announcement held on Mother's Day at Kirribilli House, Sydney.

A record number of nominations were submitted, however it was Leanne who was named Barnardos Mother of the Year 2015 for dedicating her life to the care of her own children in addition to foster care of children with high needs.

The early childhood teacher has successfully raised two children to adulthood, including an intellectually impaired daughter, who also suffers from heart defects.

For the past eight years Leanne has also dedicated her life to being caregiver of three additional children with extreme disabilities. Her husband Geoff, a police officer who works a 24-hour rotational shift, nominated Leanne for always being on call for her children and family.

Former Prime Minister Tony Abbott paid tribute to all the Barnardos Mother of the Year Finalists and acknowledged



National finalists, Barnardos Mother of the Year 2015 with Louise Voigt.

that, while they come from diverse backgrounds and have very different stories, they all share a deep and abiding love for the children entrusted to them. He congratulated Barnardos Australia on reaching the 20th year of the award and paid respects to Louise Voigt for 30 years in the role of Barnardos Australia CEO.

In an emotional and heartfelt ceremony, Leanne was warmly congratulated on her win by fellow national finalists; Chauntell McNamara (ACT), Sidona Hodge (NSW), Jenne Roberts (NT), Rachel Mayes (SA), Lisa King (TAS), Dreena Lawrence-Gray (VIC) and Anne Caldwell (WA), who together embody the true meaning of motherly love and dedication to children.

Our Ambassadors

- Jodi Anasta
- Natarsha Belling
- Dennis Coard
- Leona Edmiston
- Mia Freedman
- Samantha Harris
- Debra Lawrance
- Damien Leith
- Dr Ginna Mansberg
- Heidi Middleton
- Professor Kerry Phelps
- Jimmy Rees
- Renae Smith
- Jackie Stricker-Phelps
- Lisa Wilkinson



Leanne Robson with former Prime Minister Tony Abbott and his wife Margie.

Thank you to our
dedicated supporters

Barnardos Australia would like to thank the following:

Supporting Sponsor: Doltone House

Media Partner: Woman's Day

Prize Partners: Allied Express, Blackmores, Breville, Event Cinemas, Fresh Cosmetics, Harlequin School Bags, Leona Edmiston, Magdalena Photography, Microhire, Roses Only and Simone Perele.

Accommodation Partners: Capital Hotel Group, Darwin Central Hotel, Novotel Melbourne on Collins, The Old Woolstore Apartment Hotel and Punthill Apartments.

Government Supporters: ACT, NSW, NT, QLD, TAS, SA and VIC.

Judges: Kerry Baird, Anna Cesarano, Dennis Coard, Leona Edmiston, Rebecca Higgins and Mara Lee.

Thank you for believing in children too

We are grateful for the donations and belief in children shown by all our supporters. Financial contributions make a real and lasting difference to the lives of Australia's most vulnerable children and their families.

Organisations

AbbVie Pty Ltd
Aldi Stores (A Limited Partnership)
Attaway Foundation
Barnardos Canberra Committee
Blackheath & District Helpers Guild
BMS
BNP Paribas
CA (Pacific) Pty Ltd
CAGES Foundation
Collier Charitable Fund
Commonwealth Bank Staff Community Fund
Corella Fund
Deloitte Touche Tohmatsu
Dick Smith Foods Foundation
Elizabeth Gabler Charitable Trust
EMC Global Holdings Company
Encompass Credit Union
Endeavour Energy
Carsales Elite
HSBC Bank Australia Limited
ICAP Australia Pty Ltd
Illawarra Yacht Club
James N. Kirby Foundation
Johnson & Johnson Medical Pty Ltd
King & Wood Mallesons

Lyone Foundation Pty Ltd
Microsoft Pty Ltd
MLC Advice Centre
Mundipharma
Nell & Hermon Slade Trust
Nestle Australia Ltd
OfficeMax Australia Ltd
OfficeMax New Zealand Limited
Paul Ainsworth Family Foundation
Perpetual Trustee Company Limited
Peter Pan Committee
Peter Pan Opportunity Committee Limited
Property Industry Foundation
Raise A Smile Foundation Ltd
Reserve Bank of Australia
sass & bide
The Amelia Eliza Holland Trust
The Corio Foundation
The Snow Foundation Ltd
Titan Fitness (Coogee) Pty Ltd
Tom Davis Foundation
Veolia Environmental Services
Vincent Fairfax Family Foundation
Vizeum Australia
Walter Campbell Memorial Trust
Westfield Penrith
Michael & Mary Whelan Trust
The Young Peter Pan Committee

Christmas in Pyrmont
Western Region Auxiliary
Sails on Lavender Bay Restaurant

Individuals

Peter J Ryan
Robert McDougall
Norman Mooney
Jill Hawker
Jann Skinner
Colin S Roden
Julia A Farrell
Varoe Legge
Rosemary Howard
Rosemary Rajola
Paul Ireland
Luke Dowhy
In memory of Joan Barnet
Kate & Diggory Howitt
Peter & Barbara Hoadley
Rieteke Chenoweth
Mary Angelus
Sharnelle Magee
Jennifer Smith
Nicole Eljed
Philippa Warner
John Gundgeon
Tim Chandler
Jim Pearse
Tom and Carolyn Lyons OAM,
Parmedman Family Trust



Children from Barnardos Yurungai Learning Centre participating in the Barnardos Beach Bolt 2015.

Bequests

Elizabeth Gabler Charitable Trust
 Edith Maude Roper Trust
 Alan Ramsay
 Alison Gwendoline Richmond
 Annetta Maria Dorothea
 Josephine Adami
 Arthur William Selwyn Watson
 Dorothy Grace Greening
 Edith Meth
 Edwin George Batchelder
 Eleanor Smith
 Elizabeth Agota Papp
 Elsie Margaret Greig
 Gerald A Moody
 Gordon Cecil Henry Dickens
 Hans Horst Mross
 Irene Gilmore
 Joseph Richard Lloyd
 Leslie Allan Maurer
 Lindsay Keppel Richards

Lucia Michael Buckman
 Michael John Oldfield
 Mr John Nicholls
 Neal John Jackson
 Raymond L Debus
 Ronald Arthur Johnson
 Ruth Enid Jurd
 Sheila E Finlayson
 Frederick William Roper Trust
 Walter R Paine
 William Turner
 John & Gabrielle Critoph Trust Fund
 John Melrose Charitable Trust
 K & G Gluck Trust
 The Catherine Ellen Carter Estate Trust
 The Thomas Aubrey Bowen
 The Heinrich Theodore Noske Estate Trust
 The William Moore Estate Trust

**We believe
 every child
 deserves
 to be safe
 at home.**

Our organisation

Background

Barnardos Australia is part of the international family of services begun by Dr Thomas Barnardo in England in 1867.

All members of the Barnardos family share the view that children deserve to be safe and protected.

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

Values We believe in...

Keeping the child and young person central



Children and young people are our focus and must always be safe from abuse, neglect, homelessness and reach their full potential. We recognise their critical need for stable, ongoing relationships and their right to be heard and contribute to decisions about their lives.

Strengthening families



We believe in the importance of family for children and young people's development. We support the least intrusive intervention in family life consistent with a child or young person's safety and wellbeing.

Pursuing social justice



Our work is informed by research and evidence about the ongoing damage to children's development caused by serious disadvantage such as poverty and racism. We work with the most vulnerable children to bring them to community standard of life. We acknowledge the intergenerational transfer of these inequities.

Being persistent for change



When working for individual children and young people, we don't give up. We confront challenges and aim to make a difference in the community's response to children's needs. We understand that change may be difficult but we must pursue those changes that are important for individuals or groups of children.

Taking responsibility



Workers, managers, volunteers and Board members take their work seriously and realise the impact of their work for the long-term wellbeing of individual children and young people as well as the agency. We are committed to professional standards and personal responsibility and accountability for our work and actions.

Relating respectfully



We recognise the need for open and honest communication with children, young people and their families. We acknowledge and respect cultural differences. We aim for positive relationships between carers, partner agencies, volunteers, Board and employees.

10 ways you can support us

1

Become a corporate partner



6

Join one of our fundraising events



2

Organise your own fundraising event



7

Leave a bequest in your will



3

Become a regular donor



8

Become a child sponsor



4

Make a one-off donation



9

Donate a gift at Christmas



5

Organise payroll giving



10

Become a foster carer or adopt



barnardos.org.au/donate



Barnardos Australia - Official charity partner of the City of Sydney Chinese New Year Festival 2015.



Callum Waugh receiving his prize at the Barnardos Beach Bolt, 2015.



Peter Pan Op Shop Sale 2015.



Parents as Teachers Program,
Nyngan, Barnardos Western NSW.



Louise Voigt, CEO, with her portrait by Archibald Prize 2015 Finalist,
Guy Morgan
Image Courtesy Magdalena Photography

Our Board

Chair

Gabrielle Trainor

Deputy Chairs

Sharyn Schultz

Rhonda Stien

Other Directors

Michael Bencsik

Rosemary Howard

Abbey McKinnon

Robert McGregor

Jane Paskin

Julie Pascoe

John Pittard

Fran Waugh

Cover image: Thang Do, Program Manager - Kingston House, Sydney Youth Services
with Barnardos Australia CEO, Louise Voigt.

1800 061 000
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