

A photograph of two young girls standing outdoors in front of green foliage. The girl on the left is wearing a dark blue polo shirt and has her arm around the girl on the right. The girl on the right is wearing a green and black plaid dress over a white shirt. Both girls are smiling and holding white boomerangs decorated with colorful patterns. The background is a soft-focus green bush. The photo is framed by a red border with decorative white and blue patterns at the top and bottom.

Your guide to the Barnardos Reconciliation Action Plan (RAP) 2023 - 2025



**Barnardos
Australia**

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Part 1: Background

This section provides high-level definitions, information and explanations.

Part 2: Vision and Focus

This section outlines the unique ways our organisation will demonstrate our commitment to reconciliation through the Stretch RAP.

Part 3: Impact

This section outlines the benefits of our Stretch RAP for Aboriginal and Torres Strait Islander people and their communities.

How to use this document

This Stretch RAP Summary is an easy-to-read and convenient snapshot of the full Barnardos Stretch RAP 2023 – 2025.

Please keep it handy to:

- quickly familiarise yourself with Barnardos' RAP, whilst also participating in and contributing to the achievement of the full RAP's deliverables
- support your discussions with your Barnardos teams and colleagues, our carers and our community partners about our RAP and how Barnardos is striving to become culturally safe and respectful.

Part 1: Background

What is a RAP?

A Reconciliation Action Plan (RAP) is a formal statement of commitment to reconciliation. RAPs assist organisations to create a workplace culture that understands, values and respects the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples. RAPs enable organisations to sustainably and strategically take meaningful action to advance reconciliation.

Why does Barnardos need a RAP?

The Stretch RAP provides an action and accountability framework for Barnardos leadership and their teams to improve organisational cultural safety and respect. The overarching objective of the RAP is to keep Aboriginal and Torres Strait Islander children and young people safe with family, community and culture.

Part 2: Vision and Focus

Our RAP's vision for reconciliation

As a leading non-government child and family organisation in NSW and the ACT, Barnardos Australia's vision for reconciliation is an Australia where our First Nations children and young people enjoy the same opportunities in life as their non-Indigenous peers.

Barnardos will be an inclusive and diverse workplace that is not just culturally safe, but culturally rich and proud.

What will reconciliation look like in Barnardos by 2025?

- All Barnardos employees will be working together towards achieving the same opportunities for Aboriginal and Torres Strait Islander children and young people as their non-Indigenous peers
- All Barnardos Safety and Prevention and Out-of-Home Care (OOHC) programs will comply with the Aboriginal and Torres Strait Islander Child Placement Principles
- All Barnardos employees, carers, volunteers and Board members will be culturally aware and demonstrate cultural respect and safety
- Barnardos will be an employer of choice for Aboriginal people
- Barnardos policies, strategies and processes are culturally informed and safe

What are the main focus areas of our RAP?

Respect

- Building partnerships with Aboriginal organisations and communities
- Strong observance and celebration of National Reconciliation Week
- Barnardos RAP is well communicated internally and to our partners
- All Barnardos employees and carers are engaged with the RAP
- Best practice guidelines are implemented in Children and Families programs
- Barnardos has a robust anti-discrimination policy and guidelines

Relationships

- Aboriginal cultural awareness and immersion learning activities are comprehensively implemented with strong employee and carer completion rates
- NAIDOC week employee and carer engagement is driven by Barnardos leadership with subsequent high participation rates
- Cultural protocols are effectively communicated and actioned throughout the organisation
- The Aboriginal and Torres Strait Islander Child Placement Principles (ATSICPP) are understood across all Child and Family services with policy and procedural guidance and professional development activities ensuring full compliance



What are the main focus areas of our RAP?

Opportunities

- Aboriginal and Torres Strait Islander employment, retention and leadership policies and strategies are firmly established and consistently applied
- Cultural mentoring and supervision policy and guidelines are implemented and supported by leadership teams
- Cultural consultation guidelines are implemented to ensure Barnardos policies and strategies are genuinely culturally informed
- An Aboriginal and Torres Strait Islander procurement strategy is implemented

Governance

- Barnardos Executive Leadership supports and resources RAP implementation
- A cross portfolio working group and the Footprints Together Working Group will facilitate effective communication and implementation of the RAP
- All portfolios will be accountable for RAP implementation

Part 3: Impact

What will an Aboriginal child or young person assisted by Barnardos feel and experience, when we achieve our RAP outcomes?

- Genuine curiosity and respect from their Barnardos workers or carers about their culture
- Being heard when they want to talk about their culture or have questions
- Sense of pride in their culture
- Greater connection to their community
- Their worker as a cultural advocate
- Barnardos values the importance of their family to their identity
- Seeing the entire organisation being involved and engaged in cultural activities
- A feeling of being safe in culture and that Barnardos 'holds' their story safely

What will a Barnardos First Nations carer feel and experience when we achieve our RAP outcomes?

- Their case manager understands the cultural differences between the communities or mobs and how this affects the carer's support needs
- Case managers show their understanding of and a willingness to learn more about Aboriginal kinship systems, and how Aboriginal family arrangements may differ from non-Aboriginal ways
- Feeling understood and respected for their culture, and not judged



What will an Aboriginal Elder feel or experience when we achieve our RAP outcomes?

- Barnardos is a welcoming and inclusive organisation which respects Culture
- A genuine, deep and meaningful relationship with Barnardos
- A narrowing of the cultural and knowledge gap between Barnardos and Aboriginal agencies, as well as Aboriginal people in the community
- Willingness to support Barnardos, share and contribute to the development of new resources and tools

What will a Barnardos First Nations employee feel and experience when we achieve our RAP outcomes?

- Confident to build a career at Barnardos and put themselves forward for leadership roles
- Culturally supported and mentored
- A sense of pride in working for Barnardos
- As a new employee they are positively and appropriately inducted through a culturally informed development program
- The organisation values their cultural knowledge and experiences to the work that we do with vulnerable children and families



What will an Aboriginal Community Controlled Organisation (ACCO) partner feel or experience when we achieve our RAP outcomes?

That Barnardos has:

- A genuine desire for ACCOs to be strong equal partners in the child and family sector
- An understanding of what ACCOs can provide for Aboriginal people and communities that non-Aboriginal organisations can't
- A demonstrated strategy for Aboriginal children to be transferred from Barnardos to Aboriginal community controlled OOHHC organisations
- A genuine commitment to a continuing, meaningful and reciprocal relationship with ACCO partners beyond case management transfer
- A commitment to and active engagement in NSW Government initiatives to progressively transfer Family Preservation contracted numbers to ACCOs.





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