

Sept 2020 – Sept 2021

Reconciliation

Action Plan

Acknowledgement of Country

Allambi Care acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, sea and community. We pay respect to their traditions, culture, aspirations and Elders past, present and emerging. We acknowledge the wounds of the past, and the ongoing failure to recognise and support the importance of Aboriginal and Torres Strait Islander culture.

We commit our organisation in walking alongside Aboriginal and Torres Strait Islander peoples in their process of healing, and creating opportunities for cultural connection.



The Artwork

Terambamba Woka - Saretta Fielding

Terambamba Woka shares the story of Allambi Care, celebrating the Allambi community, the journey of reconciliation and the spirit of the Allambi Care family.

The artwork sits upon a backdrop of songlines connecting to country, as the flow depicts the people

of the valley and plains of our region. The pathway of water rising up vertically across the canvas represents our people from fresh to saltwater and highlights country through depicting Lake Macquarie, Port Stephens, East Coast, Central Coast Lakes Way and the Hunter River.

Our Business

Vision

Belonging, hope and positive futures.

Mission

Allambi Care serves individuals, families, communities and government agencies. We are committed to addressing safety and growth needs so that we empower people to reach their full potential. Our services are flexible and characterised by innovation and best practice.

Values

- We believe in individual experiences and strengths
- We believe in leadership, support and empowerment
- We believe in innovation and creative practice
- We believe in passion, persistence and a commitment to others
- We believe in honest, genuine and transparent relationships
- We believe in equality and embracing differences
- We believe in “Being With” people through life’s challenges

Allambi Care provides individual and family support through the following services: Foster Care, Specialist Homelessness Services, Homelessness Youth Assistance, Adoption, NDIS, Therapeutic Home-Based Care/Therapeutic Sibling Option Placement, Guardianship, Intensive Therapeutic Care, Therapeutic Semi-Individual Living, Youth Hope, and Better Options.

Allambi Care provide support to our community through Court Support, Care Environment, the Allambi Training Program, Foster Care Recruitment & Training, On-call Support, Teacher/Education Support, Social Work, Carer Support, Family Search and Engagement, Cultural Support, Social Media & Life Story and Research & Training. Our Clinical Services team provide Psychology, Psychiatry, Speech Pathology, Counselling, Play Therapy, Autism Support, and Certified Behaviour Analysis. Allambi Care offer a range of business services including TACT Training & Consultancy, Corporate Services, and Partnerships, Engagement and Innovation.

We currently employ more than 800 staff, including Youth Workers, Disability Workers, Family Support Workers, Maintenance, Catering, Finance, Education, Clinical, Case Workers, Case Managers, Managers, Executive Directors and Office staff. Allambi Care currently have 30 Aboriginal staff including Youth Workers, Disability Workers, Case Workers, Case Managers, Foster Carers and Cultural Support Officers.

Allambi Care’s Head Office is based in the Lake Macquarie region of NSW with five offices located around Newcastle, the Hunter and the Central Coast. Allambi Care have commenced Youth Service operations in Frankston, Victoria.

Our RAP

Allambi Care acknowledges Aboriginal and Torres Strait Islander peoples as Australia's First Peoples, Allambi Care also acknowledges the strong connection Aboriginal and Torres Strait Islander peoples have to the land and seas. At Allambi Care we wish to walk alongside First Nations Peoples to encourage reconciliation. In developing a Reflect Reconciliation Action Plan (RAP) we strive to possess a clear objective that will ensure cultural recognition throughout our organisation. The Reflect RAP outlines expectations of Relationships, Respect and sustainable Opportunities for Aboriginal and/or Torres Strait Islander peoples. Therefore, through development of a Reflect RAP, Allambi Care will focus and commit to the following;



Relationships

Creating and building on sustainable relationships with our local Aboriginal and Torres Strait Islander communities, to work together in sustaining the identity, family, community and cultural connections of Aboriginal and Torres Strait Islander children/young people and families.



Respect

Our vision for reconciliation is to address the barriers and mistrust between Out of Home Care organisations and the Aboriginal and Torres Strait Islander communities. In doing this, Allambi Care acknowledges the continuing impact of invasion, dispossession, injustice and racism that has created hardship and suffering for Aboriginal and Torres Strait Islander families and communities. Allambi Care will strive to empower and advocate toward improving outcomes and opportunities with Aboriginal and Torres Strait Islander peoples.

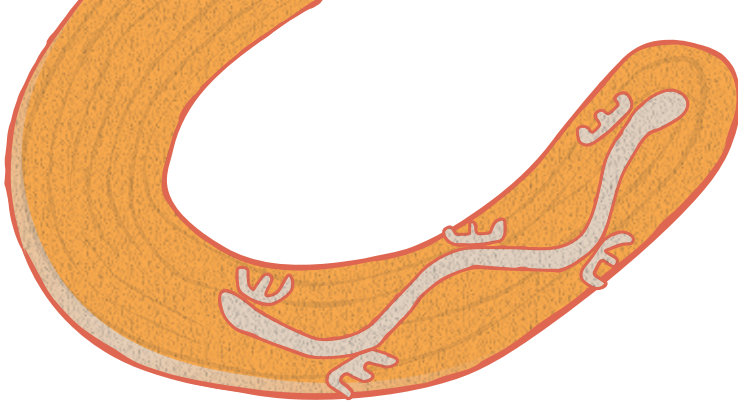


Opportunities

Allambi Care are committed to developing sustainable opportunities to create economic growth and deliver self-determination with Aboriginal and Torres Strait Islander peoples. Allambi Care will develop a culturally inclusive recruitment process that will increase and maintain Aboriginal and Torres Strait Islander staff within our organisation.

Allambi Care's journey has been around reflecting on Cultural Awareness Training presented by Allambi Cultural Support Officer Barry McGrady and addresses cultural awareness training from past policies and removal of Aboriginal and Torres Strait Islander children and Intergenerational Trauma and how these past policies and events have affected Aboriginal and Torres Strait Islander families today. Cultural Awareness training has been completed by Allambi Care Case Workers, Case Managers, Managers and Directors and will be rolled out to all staff from Youth Workers through to office staff. Cultural Awareness training is an eye opener for all staff that participate in the program. Allambi Care celebrate NAIDOC Week and hold a NAIDOC Smoking Ceremony and Cultural Day at Allambi Care's head office. Allambi Care have partnered with Speaking in Colour, an Aboriginal Organisation, that have a passion for cultural inclusion and cultural development from dancing, weaving, canoe making and art sculpturing for children, adults and all community. Speaking in Colour have developed the Cultural Immersion program to create cultural understanding and knowledge with all children and young people we support and care for.





Our partnerships and current activities

Allambi Care are involved in numerous community partnerships with Lake Macquarie City Council that support our community program Cinema in the Park, which is a free community event with rides, dance performances, and a movie in the park for all parents and children.

We have partnered with Pingala, a community energy group, working to build a fairer energy system for the community.

Lake Macquarie Little Rangers Program allows children and young people to restore plants and create community gardens for community members. Muloobinba Aboriginal Corporation have been supportive with linking our kids in with their cultural programs such as didgeridoo playing, boomerang making and dot painting on football boots and cultural camps during the holidays.



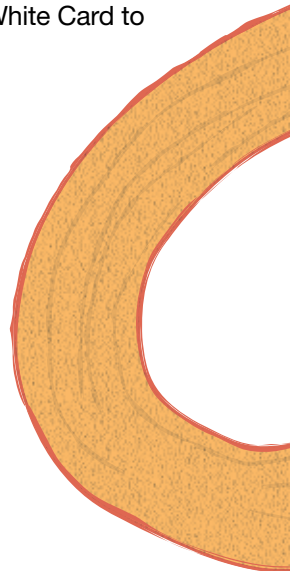
Lake Macquarie Little Rangers Program

Wandiyali Children Services have supported Allambi with linking our young boys into their Nyungumba men's program to help with anger management.



LIT Program

Allambi Cares Linking, Inspiring, Transforming (LIT) Program has been running for the past two years in partnership with Lake Macquarie PCYC, and runs over a school term for young people. 80% of these young people have been disengaged from school and are Aboriginal and Torres Strait Islander. This program creates opportunity for health, fitness, well-being and job opportunities, with service providers from University to Job services. It also equips these young boys and girls with their First Aid Certificate and White Card to provide them something to be proud of.



Aboriginal Employment Services (AES) have created a supportive role in Allambi's recruitment process for Aboriginal and Torres Strait Islander men and women to create a culturally safe process to gain employment with Allambi.

Speaking in Colour have created Allambi's cultural immersion program for all children and young people in care to gain a cultural understanding and appreciation for Aboriginal and Torres Strait Islander cultures, by learning weaving skills, art and ceramics and traditional Aboriginal and Torres Strait Islander dancing.



Cinema in the Park

Allambi Care's internal activities have always considered giving back to the community. Allambi Care provides our Cinema in the Park initiative where we play a movie with child friendly rides, cultural performances and food vendors for the community. Allambi Care have Outreach Holiday Programs during school holidays that take young people on day trips to cultural sites in the Hunter area, traditional Aboriginal games, fishing and camping.

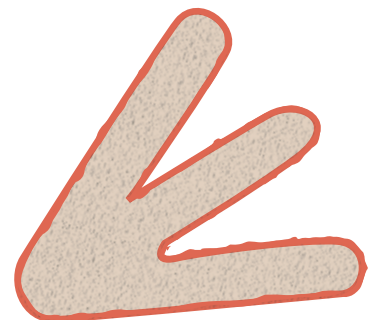


Outreach Holiday Program



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Oct 2020	Cultural Support Officer
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Nov 2020	Cultural Support Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Apr 2021	Cultural Support Officer
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 Jun 2021	CEO
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 Jun 2021	CEO
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	Dec 2020	CEO
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Feb 2021	CEO
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Feb 2021	CEO
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	Oct 2020	Senior HR Officer
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Oct 2020	Senior HR Officer





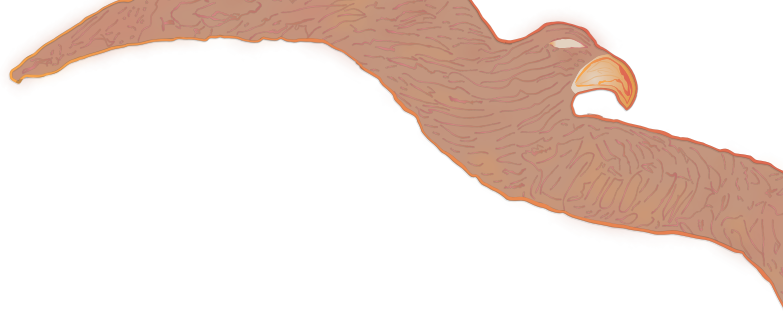
Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none">• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.• Conduct a review of cultural learning needs within our organisation.	Oct 2020	Senior HR
		Mar 2021	Senior HR
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none">• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.• Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Sept 2020	CEO
		Oct 2020	CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none">• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.• Introduce our staff to NAIDOC Week by promoting external events in our local area.• RAP Working Group to participate in an external NAIDOC Week event.	Oct 2020, Jul 2021	Cultural Support Officer
		Nov 2020, Jul 2021	Cultural Support Officer
		Nov 8-15 2020, Jul 2021	Cultural Support Officer





Opportunities



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop culturally inclusive and appropriate recruitment processes.	Sept 2020	HR Director
	• Investigate an internal Aboriginal and Torres Strait Islander mentoring network.	Oct 2020	Cultural Support Officer
	• Provide support mechanisms that empowers leadership for Aboriginal and Torres Strait Islander employees.	Oct 2020	Directors
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Dec 2020	Directors
	• Develop an Aboriginal and Torres Strait Islander employment strategy that will aim to increase and retain Aboriginal Torres Strait Islander employment.	Nov 2020	HR Director
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned business.	Feb 2021	CEO
	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Dec 2020	HR Director
	• Investigate Supply Nation membership.	Dec 2020	HR Director
10. Increase knowledge and understanding of the issues surrounding Aboriginal and Torres Strait Islander Children in Care and Aboriginal Community service Involvement.	• Develop a plan to raise awareness of the Nation Inquiry into the separation of Aboriginal and Torres Strait Islander children from their families.	Jan 2021	Senior HR Officer
	• Implement and raise knowledge of legislative practices that encourage self-determination and Aboriginal and Torres Strait Islander decision making.	Feb 2021	Directors
	• Empower and encourage Aboriginal and Torres Strait Islander families and communities to develop economic growth through self-determination and participation in decision making.	July 2021	Cultural Support Officer
	• Ensure Aboriginal and Torres Strait Islander Placement Principles are addressed with every Aboriginal and Torres Strait Islander child/young person within the organisation.	Apr 2021	Cultural Support Officer



Governance

Action	Deliverable	Timeline	Responsibility
9. Establish and maintain an effective RAP Working (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	Sept 2020	CEO
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	Sept 2020	CEO
	• Draft a Terms of Reference for the RWG.	Sept 2020	CEO
10. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP development and commitments.	Oct 2020	CEO
	• Define suitable systems and capability to track, measure and report on RAP commitments.	Oct 2020	Senior HR Officer
	• Inform staff organisation wide of current RAP Progress.	May 2021	CEO
	• Communicate RAP progress and achievements to Board members.	May 2021	CEO
	• Engage senior leaders in the delivery of RAP commitments.	July 2021	CEO
11. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete annual RAP Impact Measurements Questionnaire and submit to Reconciliation Australia.	30 Sept 2021	Cultural Support Officer
12. Continue our Reconciliation journey by developing our next RAP.	• Liaise with Reconciliation Australia to develop a new RAP for Allambi Care based on learning, challenges and achievements of the 2020 Reflect RAP.	Apr 2021	Cultural Support Officer
	• Register via Reconciliation Australia's website to begin developing our next RAP.	Apr 2021	Cultural Support Officer

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Position: Cultural Support Officer

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