

Palmerston Child and Family Integrated Services Annual Report

January 2020 to December 2020



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Acronyms	Full form
AEDC	Australian Early Development Census
ASQ-TRAK	Ages and Stages Questionnaire -TRAK
CDT	Children's Development Team
CFC	Child and Family Centre
ECEC	Early Childhood Education and Care
FaFT	Families as First Teachers
FAST	Families and Schools Together
NAIDOC	National Aborigines and Islanders Day Observance Committee
NDIS	National Disability Insurance Scheme
NT	Northern Territory
PIN	Palmerston Indigenous Network
RECIS	Remote Early Childhood and Integrated Services
YMSM	Young Mums Strong Mums

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Background

The Northern Territory's Child and Family Centres (CFCs) are a focal point for the integration of services supporting children and their families within a community. Six purpose-built child and family centres (CFCs) are currently operating in the Northern Territory at Yuendumu, Maningrida, Ngukurr, Gunbalanya, Larapinta and Palmerston.

CFCs can and do provide services for young children and their families e.g. Families as First Teachers; child care; maternal and child health; etc. but are not 'one stop shops'. Rather they promote and facilitate a community wide 'no wrong door' approach to services for young children and their families.

CFCs foster

- shared understandings and model a collaborative and integrated mindset.
- shared practices that are evidence and outcomes-based, supporting service providers, families and community to reach agreements about aims and outcomes.
- an interdisciplinary teamwork model striving to provide universal core services to all families and children.
- leadership that is relational, effective, inspiring and supportive and able to work across traditional divides.
- co-design that is sensitive and responsive to diversity and to families' and communities' needs and priorities ensuring that families and communities are partners in planning and governance

The CFC Integrated Service paradigm represents authentic community co-design, joined up service provision, sustainable local employment pathways and most of all better education, health and social outcomes for young children.

Child and Family Integrated Services Vision

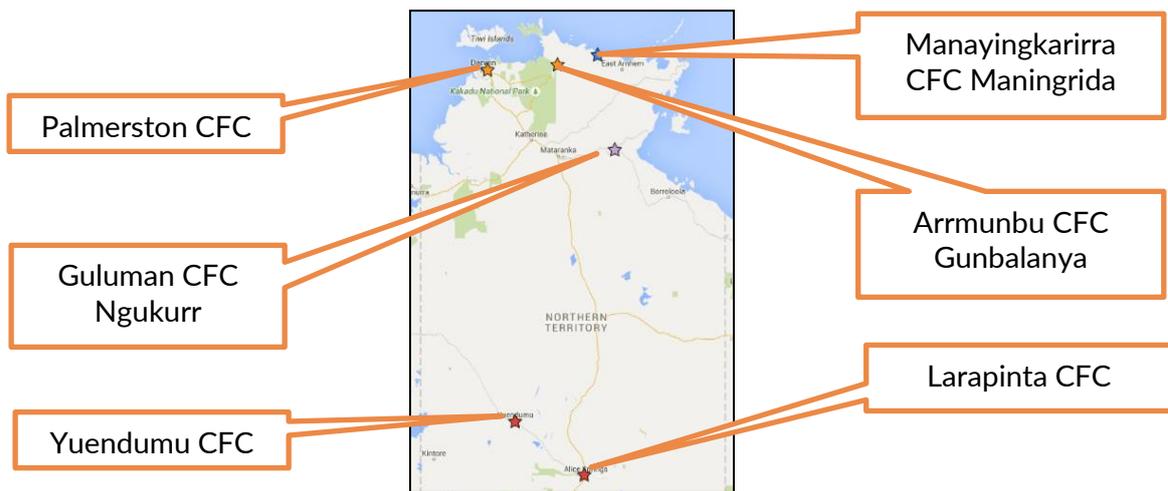
Families and communities support their children, pre-birth to five years of age, to have the best possible start in life and grow to be strong, healthy, safe, confident and capable learners.

Child and Family Integrated Services Mission

To establish a community led, integrated service system focussed on children pre-birth to five years of age and their families

Child and Family Integrated Services Principles:

- Services are centred on the child and family and integrated
- Services and programs understand and privilege the local cultural context
- Services are committed to a long term, evidence informed approach
- Services are committed to prevention and early intervention



Definitions

Australian Early Development Census (AEDC)

The Australian Early Development Census (AEDC) is a nationwide data collection of early childhood development at the time children commence their first year of full-time school. The AEDC highlights what is working well and what needs to be improved or developed to support children and their families by providing evidence to support health, education and community policy and planning.

ASQ TRAK

The ASQ-TRAK is a developmental screening tool for observing and monitoring the developmental progress of Australian Aboriginal children at 2 months, 6 months, 12 months, 18 months, 24 months, 36 months and 48 months of age.

Child and Family Centre (CFC)

Child and Family Centres are a focal point for the integration of services focussing on children from before birth to 5 and their families within a community. They provide some services for young children and their families e.g. Families as First Teachers; child care; maternal and child health; etc. and connect families and children to other services in a community. CFCs foster:

- Shared understandings - Common principles in all program, policy and practice documents that are embedded in a common philosophy.
- Shared practices - Common evidence and outcomes-based practices across all services, with service providers and families reaching agreements about aims and outcomes characterised by a transdisciplinary teamwork model, universal core services to all families and children, and an inclusive and non-stigmatising approach to programming and planning.
- Leadership - Leaders that are well-trained and supported, effective in their roles, inspiring and supportive of all staff, and able to work across traditional divides.
- Co-design - Families and communities are partners in planning and governance. It is essential that any integrated centre is sensitive and responsive to diversity and to families' and communities' needs and priorities.

Child and Family Integrated Service

The CFC Integrated Service is model of authentic community co-design, joined up service provision, sustainable local employment pathways and most of all better education, health and social outcomes for young children. The CFC Integrated Service Model operates on the following principles:

- Services are centred on the child and family and integrated
- Services and programs understand and privilege the local cultural context
- Services are committed to prevention and early intervention
- Services are committed to a long term, evidence informed approach

Chronic Health Issues

The terms chronic disease, preventable chronic diseases, chronic conditions, long term disease/conditions are commonly used interchangeably. In this report the term 'chronic health issues' is used to refer to conditions that are influenced by the underlying social determinants of health that are largely preventable, and if addressed can minimise the onset of chronic conditions – please refer to the NTG [Chronic Conditions Prevention and Management Strategy 2010-2020](#)¹.

Collective Impact

CFCs have adopted a modern Collective Impact approach with the CFC being the 'Back bone & Container for Change' through which 'Continuous Communication & Community Engagement' supports the identification and articulation of a 'Common Agenda & Community Aspiration' and encourages 'Mutually reinforcing & High Leverage Activities' and 'Shared Measurement & Strategic Learning'² across all service providers.

- **Common Agenda & Community Aspiration**
 - A community led vision of a better future for children.
- **Back Bone & Container for Change**
 - A team or individuals that mobilise stakeholders, demonstrate leadership, cultivate trust and empathy, facilitate change and sustain the process.
- **Shared Measurement & Strategic Learning**
 - A learning and evaluation process that provides real time feedback and robust processes for sense making and decision making.
- **Continuous Communication & Community Engagement**
 - authentic and inclusive involvement of a broad spectrum of stakeholders, particularly those most affected.
- **Mutually Reinforcing & High Leverage Activities**
 - Both mutual and independent activities that are adaptable, enable innovation and provide opportunities for change.

¹ <http://digitallibrary.health.nt.gov.au/prodjspui/handle/10137/535>

² Tamarack Institute [https://cdn2.hubspot.net/hubfs/316071/Events/Multi-Day%20Events/Community%20Change%20Institute%20-%20CCI/2016%20CCI%20Toronto/CCI Publications/Collective Impact 3.0 FINAL PDF.pdf](https://cdn2.hubspot.net/hubfs/316071/Events/Multi-Day%20Events/Community%20Change%20Institute%20-%20CCI/2016%20CCI%20Toronto/CCI%20Publications/Collective%20Impact%203.0%20FINAL%20PDF.pdf)

Cultural Identity

Cultural identity refers to a feeling of belonging to a group. It is part of a person's self-conception and self-perception and is related to nationality, ethnicity, religion, social class, generation, locality or any kind of social group that has its own distinct culture. In this way, cultural identity is both characteristic of the individual but also of the group sharing the same cultural identity.

FaFT

Families as First Teachers program.

Formal Qualification

A qualification recognised under the Australian Qualification Framework for Education and Training.

Learning and Development Activities

Formal and informal activities that support the learning and development of children

Quality Formal Early Learning Programs

Quality Formal Early Learning Programs are planned and regular program delivered by qualified staff utilising recognized curriculum and evidence based practices.

Collaborative Change Cycle

CFC Integrated Services are using the [Collaborative Change Cycle](#) developed by Collaboration for Impact³ to monitor and inform progress toward service integration.

The Collaborative Change Cycle articulates five interlinked phases of work each providing guidance and resources - the readiness runway; building the foundations for change; creating a shared vision for change; scaling up for systems change; and achieving transformation.



Each phase incorporates four layers, each of which plays an important part in achieving and sustaining real progress. These are leadership, collaboration, community, measurement and innovation.

² Collaboration for Impact (CFI) is Australia's leading organisation for learning *how to* respond to complexity through effective collaboration. <http://www.collaborationforimpact.com>

NT Child and Family Outcomes Framework

The Northern Territory Child and Family Outcomes Framework identifies six outcomes to measure and understand the progress, and impacts of integrated service delivery across the Northern Territory. An outcomes based approach enables integrated services to understand their impact on children, families and communities, and the real value families receive from services and programs provided, including developing a better understanding of the vulnerabilities and strengths for children and their families in community.

The NT Child and Family Outcomes Framework identifies objectives, strategies and actions under each outcome. It also describes the performance indicators which will enable communities and the system to determine whether the strategies and actions are improving outcomes for children and families in each of the key areas.

Each site has developed a *place based outcomes framework* that aligns with the overarching NT Child and Family Outcomes Framework. These Place Based Outcomes Frameworks acknowledge that every community is unique and may have different needs. They can also be used to addresses fragmentation and duplication of services, in order to foster more efficient use of resources and build better connections in improving access to services for families.

The Place Based Outcomes Framework will assist integrated services to fulfil the vision, objectives and strategies that underpin integrated service delivery and will use both formal and informal measuring tools to collate both qualitative and quantitative data.

The outcomes data will be used to measure the impact of change, determine which services are most needed, identify what services and programs are directly making an impact and ensure, where possible, resources and funding are not being duplicated.

The individual child and family centre reports below use the following symbols to demonstrate the progress against the outcomes in each community/ integrated service.



Positive change



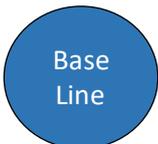
No significant change



Negative change



No data or only partial data available



First collection of data

CHILD AND FAMILY INTEGRATED SERVICE

PALMERSTON

Palmerston Community Vision

Palmerston Child and Family Centre (CFC) is a part of a larger collective in Palmerston, Grow Well Live Well. Grow Well Live Well is working together to facilitate community led action to improve the wellbeing of all children, young people and families in Palmerston. Palmerston Child and Family Centre are committed to enhancing the lives of almost 3,500 children aged 0-5 years old and their families in Palmerston.

Palmerston CFC is also part of another collective, the Palmerston Indigenous Network (PIN). This network is facilitated and led by the Palmerston CFC Aboriginal Coordinator and is a committed group of service providers working in the best interests of Aboriginal children and families living in Palmerston. PIN is committed to building relationships and networks, identifying needs and gaps in services that come from community voice, sharing success and best practise stories and seeking more information on common issues.

Palmerston Community Population

In the 2016 Australian Census it was recorded that 33,695 people populate Palmerston. According to the 2018 Australian Early Development Census (AEDC) in Palmerston, children with vulnerability on one or more domains ranges from approximately 14% in Gunn to 43% in Moulden. This large variance in vulnerability is representative of the complex diversity found across the Palmerston community.

Focus Families

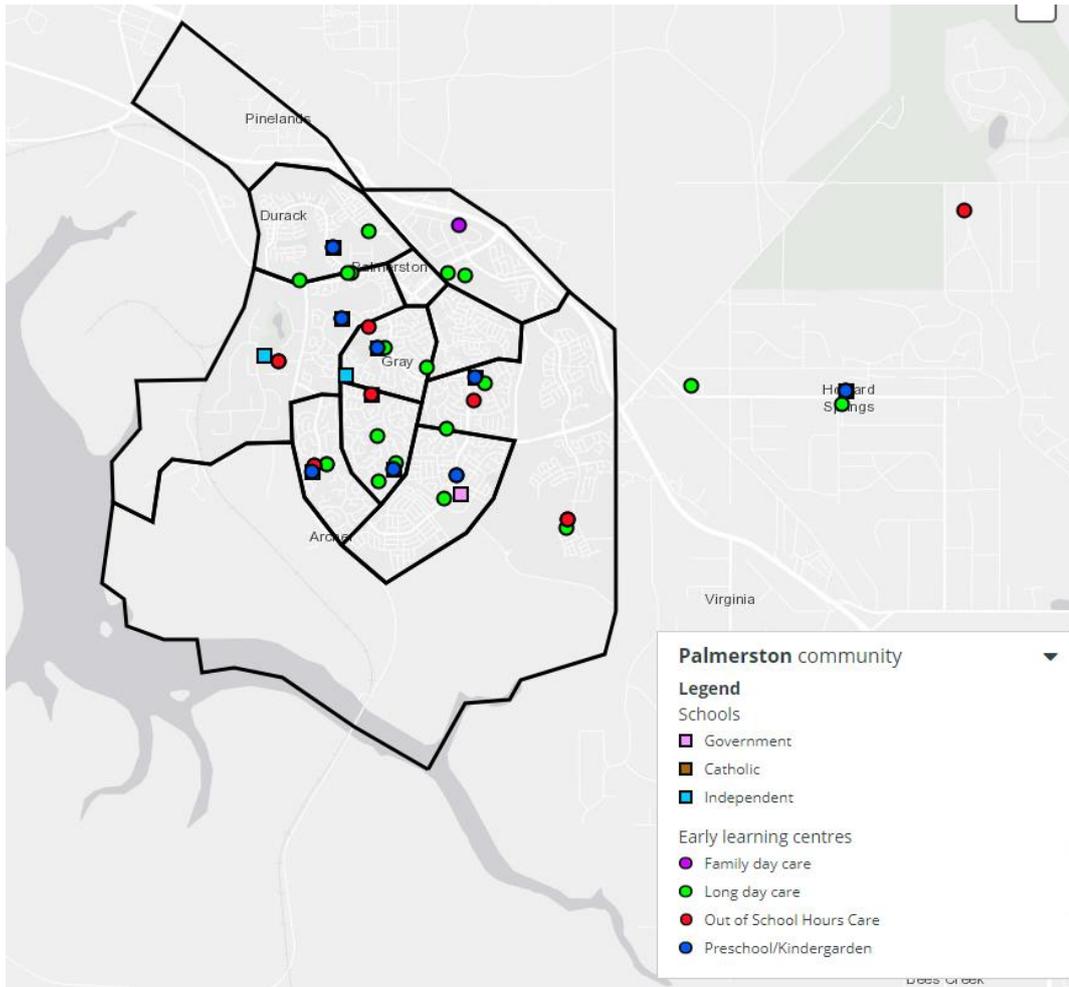
The Palmerston Child and Family Centre programs and service delivery focus on families within the following priority areas:

- Aboriginal and Torres Strait Islander Families
- Families with disadvantage/vulnerability
- Families within the suburbs with the highest child vulnerability according to the AEDC

According to the 2018 AEDC suburbs with the highest percentage of children developmentally vulnerable on one or more domains are:

- Gray
- Moulden
- Drive/Marlow Lagoon
- Woodroffe

Palmerston Child and Family Centre also works with children and families from the local Aboriginal community, Palmerston Indigenous Village.



Number of Children

	0 - 1	1 - 2	2 - 3	3 - 4	4 - 5	5-6	Total
All	684	726	746	627	685	614	4082
Male	346	375	402	316	350	330	2119
Female	337	354	345	315	333	284	1968
Indigenous	91	98	106	106	107	95	603
Non-Indigenous	544	546	579	465	531	464	3129

Palmerston Collective Impact

Palmerston has a local collective impact project Grow Well Live Well, established in 2014 to work together for the wellbeing of children and young people. Palmerston Child and Family Centre has worked closely with Grow Well Live Well since it began operation in 2015.

Back Bone & Container for Change

- Palmerston CFC has had continued membership in 2020 with Grow Well Live Well on the Working with Community Action Group and Transition Leadership Group.
- Palmerston Indigenous Network reviewed and updated their Terms of Reference allowing for more effective evidence of change and problem solving.
- Palmerston CFC has led discussions for a representative from Danila Dilba Palmerston to join the Palmerston Indigenous Network (PIN) as well as focus on collaboration and integration of services.

Common Agenda & Community Aspiration

- Palmerston CFC in collaboration with a collective of local stakeholders developed and coordinated a community family fun day with the aim of capturing community aspirations.
- Grow Well Live Well through strengthening of community membership to develop a shared vision for change for Palmerston that improves outcomes for children and their families.
- Through the development of a shared vision we are starting the process of determining pathways and strategies that will drive change.

Shared Measurement & Strategic Learning

- Projects in 2020 such as “Splash Your Ideas Around” Family Fun Day and PIN COVID-19 response saw local stakeholders developing innovative ways to capture community voice and sharing data.
- Palmerston CFC is progressing to analyse and develop new data collection systems.
- There is recognition from Palmerston service providers that developing a shared measurement system is essential to collective impact and that stakeholders are currently collecting the same data from the same families they are engaged with.

Continuous Communication & Community Engagement

- PIN and Red Cross Communities for Children Palmerston held the “Splash Your Ideas Around” Family Fun Day to capture authentic community voice using interactive mechanisms such as Polyglot, video stories.
- Grow Well Live Well have recognised community membership is essential for their work to move forward and have implemented the Transition Leadership Group to assist in guiding the process to a community leadership model.
- PIN through community consultation are working meaningfully to implement a “Trauma Informed Palmerston” with a desired outcome that all stakeholders who work with children and families have attended trauma training and apply a trauma informed approach to their work. There is work currently being undertaken to include Palmerston community members to access trauma training.

Mutually Reinforcing Activities & High Leverage Activities

- There is a collective effort of local stakeholders coordinating and delivering programs that support children and families in Palmerston. Through the networks such as Grow Well Live Well, PIN and Red Cross Communities for Children there is a commitment to improve outcomes for children and families.
- PINs response to COVID-19 project seen a collective of service providers visibly coordinate and deliver care packs to vulnerable families.

Palmerston Collaborative Change Cycle Progress

	LEADERSHIP	COLLABORATION	COMMUNITY	MEASUREMENT	INNOVATION*
Achieving Transformation					
Scaling Up					
Creating a Shared Vision					
Building the Foundations		 			
Readiness Runway	 		 	 	

*Innovation domain added in 2020

2018



2019



2020



Leadership

The Grow Well Live Well Leadership Group moved into a Transitional Leadership Group in 2020, there was recognition by the Leadership Group that community membership was crucial in moving forward. The Transition Leadership Group is working towards setting priorities and future direction with the goal of community membership.

During 2020 the CFC leadership has continued working to build on relationships and an openness to try new things.

Collaboration

Collaboration in 2020 has seen opportunities for stakeholders to work together collectively, sharing resources and measurement. There is agreement that business as usual will not achieve large scale impact and the capacity to collaborate needs to be strengthened. A plan to establish community decision making and ensuring community voice and perspectives are reflected have been identified as key areas for work in 2021. This work is being done with the Grow Well Live Well Transitional Leadership Group in the group defining a way forward with community membership.

During 2020 the CFC leadership began to explore their roles within the collective and how collaboratively they could make a change. It has been identified moving forward that collaborative planning across programs will greatly benefit the children and families of Palmerston.

Community

Palmerston service providers recognise the importance of partnering with people from across the community to set priorities for change. This includes having developed and coordinated activities to engage the community to gather insight as to what issues are affecting them and what changes they would like to see. Stakeholder members from PIN led the development of the “Splash Your Ideas Around” Family Fun Day to capture community voice. It is intended moving forward community members are included as genuine partners to create small prototypes that are community led.

Measurement

Some Palmerston service providers that are a part of Grow Well Live Well, Palmerston Indigenous Network and Communities for Children have identified that they are collecting the same data and are beginning to understand the value of sharing data with the common goal of generating evidence for collaborative action. A pilot family fun day was held to capture community voice to inform service provision. Collaborators are working towards making formal commitments in the collection and sharing of measurement and creating a shared agenda to guide how this data is collected and what is working and what is required. This group of service providers meet fortnightly to progress this work.

Innovation

Palmerston stakeholders are working innovatively in 2020 coordinating multiple innovations in Palmerston; co-design and delivery of the “Splash Your Ideas Around” fun day, the Local Youth Action Group and Grow Well Live Well Action Group has seen active participation of non-local stakeholders in the design and coordination of events/programs. Formal prototypes have been established with the Palmerston Youth Centre opening in 2020 and partnerships in the delivery of services and supports for this centre. From this work there has been progress from the “quick wins” to addressing the more complex system issues and barriers such as youth and property crime and the mental health wellbeing of youth.

Australian Early Development Census 2018 Profile

1 in 7 children vulnerable in 2 or more domains



Proportion of children who were developmentally vulnerable by domain			
Domain	2018	Domain icon	Description
Physical health and wellbeing	13%		Children's physical readiness for the school day, physical independence and gross and fine motor skills.
Social competence	14%		Children's overall social competence, responsibility and respect, approach to learning and readiness to explore new things.
Emotional maturity	10%		Children's pro-social and helping behaviours and absence of anxious and fearful behaviour, aggressive behaviour and hyperactivity and inattention.
Language and cognitive skills (school-based)	9%		Children's basic literacy, interest in literacy, numeracy and memory, advanced literacy and basic numeracy.
Communication skills and general knowledge	7%		Children's communication skills and general knowledge based on broad developmental competencies and skills measured in the school context.

Community trend of vulnerability on two or more domains

2009	2012	2015	2018
11.2%	11.8%	14.6%	14.3%

Palmerston Child and Family Integrated Service Outcomes Progress

Measurable Change	OUTCOME 1: All children are strong, healthy, confident and capable learners and reach their full potential
 Data Gap	Percentage of children 0-5 are diagnosed with anaemia
 Data Gap	Percentage of children 0-5 have participated in all standard health screening
 Data Gap	Percentage of children 0-5 display faltering growth
 Data Gap	Percentage of children are developmentally on track in the Ages and Stages Questionnaire (TRAK) domains: of Communication, Gross Motor, Fine motor, Problem solving and Personal-social.

Outcome 1: Community Narrative

During 2020 the CFC has been able to strengthen relationships with Danila Dilba, in developing this relationship regular meetings between the Early Childhood Integrated Services Leader and the General Practitioner of Child and Family Health from the Palmerston clinic have been established. Although quantitative data could not be sourced from the Department of Health and Danila Dilba, moving forward into 2021 it is anticipated through further strengthening of this relationship that collaboration opportunities and the sharing of data can occur.

The following information has been provided verbally rather than the sharing of documented data in regards to children accessing Danila Dilba's services:

- High rates of maternal anaemia have been identified, which studies show is linked to anaemia in children, currently test for anaemia when a baby is 9months old. The approximate rate of pregnant women presenting with anaemia is 25 per cent.
- Approximately one in 10 children presenting at Danila Dilba clinics are diagnosed with growth faltering.
- 55-60% of children have participated in health screening. This figure is for the Darwin/Palmerston region and would approximately be the same percentage for Palmerston.
- Hearing would be the third highest presenting condition, followed by skin sores/scabies.

The Palmerston CFC Families as First Teachers (FaFT) team with the Department of Health – Children’s Development Team (CDT) and Early Childhood Australia collaborated in Term 4 2020 in the delivery of the Little Geckos Playgroup. CDT made contact with the CFC as they had identified a gap in service for Palmerston children (0-5yrs) and their families from accessing quality education programs such as FaFT.

The children and families identified by CDT were at the beginning of their diagnostic journey or not engaging with community playgroups due to fear or embarrassment around their child’s behaviours and delays or were not eligible for the National Disability Insurance Scheme (NDIS) due to visa requirements. The program was staffed with a Speech Pathologist and Therapy Assistant from CDT, a staff member from Early Childhood Australia and the FaFT team. Collaborative planning allowed for these families to access a quality early childhood program focusing on the therapeutic needs of their child. Through the successful delivery of this program children and families have built relationships and felt comfortable in the physical space and commenced attending mainstream FaFT sessions running from the CFC.

There have been various services that have supported the YMSM and FaFT program participants in the CFC such as; Brave Foundation, Amity, Sue Hyde, Youth Worx, Team Health, Anglicare, NT Oral Health.

Measurable Change	OUTCOME 2: All children have a strong cultural identity (measured by community survey)
	60-80% of families indicated that their 0-5 children have a strong cultural identity

Outcome 2: Community Narrative

Families surveyed indicated their children have a strong cultural identity and provided the following examples of what culture looks like for their family; language, traditional songs, food and hunting. It is planned for 2021 to celebrate other significant cultural events that reflect the diverse cultures of Palmerston.

During 2020 the CFC celebrated several key cultural events, these events included Reconciliation Week, National Aboriginal and Islander Children’s Day and NAIDOC.

The Reconciliation Week Event in previous years was celebrated as a community event but due to COVID-19 this year’s event was kept in house with only the Young Mum Strong Mums participants. The participants co-designed the event in collaboration with the Aboriginal Coordinator and FaFT staff. This year’s theme was “In this Together” and was also the 20 year anniversary of the reconciliation walks held in 2000 where people walked over bridges and roads to come together for a more reconciled Australia.

With the theme and anniversary in mind, the event was celebrated at a local park and lake where the CFC staff and YMSM participants held their own reconciliation walk and shared a morning tea. The week before the event the group engaged with the local Larrakia Culture and Family Centre and screen printed shirts to wear at the event and the CFC Aboriginal Coordinator held a reconciliation information session on the importance of Reconciliation Week.



Measurable Change	OUTCOME 3: All families are strong and empowered as partners in their children's learning and development
	Greater than 80% of families implement learning and development activities (inclusive of all non-formal environments)
	Greater than 80% of families would seek assistance if they thought needed it
	Greater than 80% of families indicate that they understand their children's learning and development needs
	Relevant staff indicate that less than 40% - 60% of parents understand their children's learning and development needs
	Greater than 80% of families report an increased capacity to understand and manage the needs of their family

Outcome 3: Community Narrative

The CFC has supported families to access a diverse range of services through the delivery of the FaFT and Young Mum Strong Mums programs.

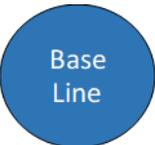
The Young Mums Strong Mums (YMSM) program collaborates with an extensive range of services and programs to support participants to understand and manage the needs of their families and be active participants in their children's learning and development. The program was awarded runner up at the 2020 NT VET Training Awards in Industry Collaboration recognising the collaboration with Batchelor Institute of Indigenous Tertiary Education in the delivery of the education component of the program.

The Baby Families and Schools Together (FAST) program was delivered to YMSM participants in the first quarter of 2020 was a standout example of families accessing programs to support their family needs and to play an active part in their children's learning and development. The program outcomes include:

- engagement with relevant support services, empowerment
- choice and control to make own decisions
- parenting skills
- connectedness to community networks
- family functioning
- brain development
- relationship with baby and relationships in family/

Ninety of participants reported a high satisfaction with the program with 63 per cent reporting an increase in implementing brain development activities with their child.

The CFC has been successful in the building of capacity in the Baby FAST team with three team members' previous participants of the YMSM program and Baby FAST program.

Measurable Change	OUTCOME 4: All families have a voice and are active partners in the integrated services
	Percentage of families are represented in community engagement activities
	Percentage of families have active participants in programs
 2019	40 – 60 % of families believe that they contribute to decision making

Outcome 4: Community Narrative

The Palmerston CFC has collaborated with multiple stakeholders in the coordination and delivery of a pilot event “Splash Your Ideas Around” Family Fun Day which was held at the Palmerston Pool in October. The stakeholders involved were Red Cross Communities for Children, City of Palmerston, Save the Children and FAST. The event came from service providers recognising the need to capture community voices to inform service delivery and that service providers are trying to capture the same data.

Over 400 families and children attended the day, with the voices of children and families captured in unique ways such as voice labs and video booths. The data collated will be shared in a Service Provider Forum planned for March 2021. It is also anticipated this forum will be used to identify what data is being collated and this can be done as a collective.

There is difficulty in collecting and analysing this data from the broader Palmerston community. During 2020 COVID-19 affected gatherings in the community and some families were wary to access programs and playgroups. Moving forward there is the scope to hold outdoor events, delivering programs in parks to capture the broader community voice.

Measurable Change	OUTCOME 5: Community voice informs service provision in the integrated service (broader community e.g. Aboriginal organisations, employees with lived experience in that community, respected community members, local government)
	Greater than 80% Percentage of the community think their community is child friendly
	Local groups, organisations and/or programs are governed by local community members but have minimal decision making input

Outcome 5: Community Narrative

The Palmerston CFC strives to capture community voice to inform integrated service provision through collaboration with service providers working with Palmerston children and families.

PIN is a collective of service providers working with Aboriginal children and families in the Palmerston region who meet on a monthly basis. The CFC Aboriginal Coordinator founded and facilitates the network which has a membership of over 20 government and non-government service providers. The network is committed to building relationships and networks, sharing information, identifying service and community needs and gaps, sharing success stories and models of best practice, including seeking more information on common issues.

In March 2020 in response to COVID-19 global pandemic, the network provided over 150 care packs to families in Palmerston and the Palmerston Indigenous Village. This piece of work was led by the Palmerston CFC Aboriginal Coordinator.

Through consultation with the community, the needs of families were assessed and food security was identified as being the highest. To address this need funding was obtained and care packs sourced from FoodBank NT. Each service provider identified families they were engaged with and delivered these packs.

Measurable Change	OUTCOME 6: A strong Aboriginal workforce enables sustainable local communities
	Percentage of employees across all service providers are Aboriginal
	100% of Aboriginal employees have formal qualifications
	Less than 20% of Aboriginal employees are actively working towards a relevant formal qualification

Outcome 6: Community Narrative

The data above represents only employees of the Palmerston CFC as the percentage across all service providers was not able to be sourced due to data sharing agreements. It is envisaged in 2021 that broader discussion by local stakeholders such as PIN will occur to develop strategies as a collective in the strengthening of a local Aboriginal workforce.

A success story of developing a strong Aboriginal workforce has been the Palmerston CFC Aboriginal Coordinator successfully winning the role of the Early Childhood Integrated Services Leader position.

The Aboriginal Coordinator commenced in the role at the inception of the Palmerston CFC in 2015 and through support from the Department of Education successfully won the position of Early Childhood Integrated Services Leader in 2020. It was through the support from leadership and capability building opportunities the Aboriginal Coordinator was able to identify development opportunities to act in higher duties, attended the NTPS Aboriginal Leadership Program in 2019 and engage in ongoing mentoring in relation to community engagement and integration.

The Palmerston CFC, as of July 2020, is staffed 100% by Aboriginal employees and all staff hold a formal qualification. Though no staff are currently actively working towards another formal qualification the CFC is committed to the ongoing development of all staff.

The CFC has been successful in capacity building previous participants of the YMSM program providing entry into further studies and employment. One of the participants of the 2019 program was successful in obtaining employment with the Department of Education providing administration support to the CFC with two other participants facilitating Baby FAST programs at Gray and Moulden School and within the 2020 YMSM program.