



strategic plan 2015 - 2017



www.create.org.au



1800 655 105

the way ahead

CREATE Foundation is the peak consumer body for children and young people with a care experience. We are national with offices in each state and territory with two regional offices (Newcastle, NSW and Alice Springs, NT). We represent the voices of over 40,000 children and young people currently in care, and those who have transitioned from care up to the age of 25.

The CREATE Foundation's 2015-2017 Strategic Plan commits us to building a sustainable future whilst delivering positive outcomes for children and young people.

Our strategy plays homage to our unique history and focuses on building the strength of our brand and reputation. The way forward sees us continuing to focus on building our relationships with key decision makers and researchers to influence public policy.

The essence of CREATE's work is underpinned by our deep and abiding commitment to improving the lives of one of the most vulnerable groups of children and young people in society. Our priority is to assist the Aboriginal and Torres Strait Islander community to address the over representation of Aboriginal and Torres Strait Islander children and young people within the care system.

COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

CREATE Foundation is 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 connected to their families, communities and culture.

CREATE Foundation recognises that Aboriginal and Torres Strait Islander people are the traditional custodians of Australia and we acknowledge the unique relationship that Aboriginal and Torres Strait Islanders have with the land and seas. CREATE supports a unified Australia where respect for Aboriginal and Torres Strait Islanders is afforded, and aligned with the Vision of the Council of Aboriginal Reconciliation that purports justice and equity for all.

CREATE Foundation respects the rights of Aboriginal and Torres Strait Islander people to maintain their culture and to be involved and participate in decisions that affect their lives and future.

Our commitment to improving the lives of Aboriginal and Torres Strait Islander children and young people through our actions and behaviours is embedded throughout our strategic plan and includes three focus areas: relationships, opportunities and respect.



CREATE STRIVES TO BE A HIGH PERFORMING ORGANISATION THROUGH:

- Respecting cultural diversity
- Promoting ongoing learning and development
- Being easily understood
- Achieving results through meaningful outcomes
- Investing in people
- Having a passion for the work we do
- Never losing sight of our purpose and being true to our cause
- Having highly effective systems
- Empowering the voices of children and young people to create our evidence base

vision

(WHAT WE HOPE FOR)

All children and young people with a care experience reach their full potential

mission

(WHAT WE DO)

Creating a better life for children and young people in care. To do this we;

- **Connect** children and young people to each other, CREATE and their Community to
- **Empower** children and young people to build self-confidence, self-esteem, and skills that enable them to have a voice and be heard to
- **Change** the care system, in consultation with children and young people, through advocacy to improve policies, practices and services, and increase community awareness.

core principles

(WHAT WE VALUE)

- Children and young people are the centre of the work we do
- Our practise is inclusive and respectful of culture
- Our advocacy is independent, non-partisan and evidence based
- We believe that meaningful participation is essential for engaging children and young people
- Partnerships with government, NGO's and individuals are pivotal to success
- We are enthused by innovation, creativity and fun

CONNECT to **EMPOWER** to **CHANGE**



connect

Goal: Reach out to every child and young person with a care experience

Improve regional services to children and young people.

Broaden our contemporary communication platforms to connect children and young people to each other and to CREATE.

Build stronger relationships that facilitate connections within communities.

Connect children and young people to CREATE with emphasis given to providing opportunities for engagement with Aboriginal and Torres Strait Islander children and young people who are over represented in the system.

to

change

Goals:

- Improve outcomes for children and young people with a care experience.
- Government and sector decision makers are aware of CREATE and the role we play in promoting the voices of children and young people.

Engage children and young people to develop an evidence base to inform CREATE's advocacy work.

Promote tolerance and reduce the stigma associated with children and young people with a care experience through awareness campaigns.

Address the over representation of Aboriginal and Torres Strait Islander children and young people within the care system.

Advocate in the sector to achieve increased positive outcomes for young people transitioning from care.

Act as a critical friend to government.

Advocate for all children and young people to have the opportunity to be able to participate and have a say about things that are important to them.

Consolidate CREATE's position as a well-known and respected leader in the child protection sector.



organisational sustainability and development

to build a viable and contemporary organisation responsive to merging and future needs of children and young people with a care experience.

Goal: Build a strong and sustainable organisation consistent with our key principles

Build respectful relationships with Aboriginal and Torres Strait Islander peoples, and those from culturally and linguistically diverse backgrounds.

Increase funding whilst maintaining 70-30 funding diversity.

Invest in our people.

Create an accountable and effective organisation through risk and compliance frameworks.

to

empower

Goal: Increase the participation of children and young people in empowerment programs.

Deliver empowerment programs that are accessible and culturally relevant for all children and young people including Aboriginal and Torres Strait Islander and those from culturally and linguistically diverse backgrounds.

Build self-confidence/esteem to facilitate the voices of children and young people aged between 8 – 14 years.

Extend CREATE empowerment programs and initiatives into regional areas.

Support the leadership, life skill development and financial well-being of young people.

to





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