

# Just Futures 2012–2015

Growing community, family, opportunity and justice  
for Aboriginal and Torres Strait Islander Queenslanders





**Photographer Claudia Moodoonuthi**

*Photographer Claudia Moodoonuthi aged 16, was born on Bentinck Island and raised on Mornington Island. She now lives with her grandparents in Aurukun.*

Trees hold a special significance for all cultures including Aboriginal and Torres Strait Islander cultures. In the past some Aboriginal clans in Queensland would gather and unite at tree sites to negotiate, resolve disputes and discuss justice issues. Trees also represent strength and renewal, symbolising the link between Elders passing on culture to future generations.

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# A Turning Point

## Joint message from the Premier of Queensland and the Minister for Aboriginal and Torres Strait Islander Partnerships

Improving safety in Aboriginal and Torres Strait Islander communities, and reducing the over-representation of Indigenous people in Queensland's criminal justice system, is essential to progress reconciliation and ensure equality between Indigenous and non-Indigenous Queenslanders.

Just Futures (this Strategy) builds on the strength and resilience of Indigenous communities.

The Queensland Government is committed to working with local councils, businesses and organisations, and Aboriginal and Torres Strait Islander and wider communities, to make a difference.

This document includes practical, on-the-ground actions that address the underlying causes and consequences of crime.

The lessons learnt from the former Queensland Aboriginal and Torres Strait Islander Justice Agreement (2000–2010) helped shape the actions, which improve well-being, education and employment and ensure access to a culturally responsive justice system.

Many Aboriginal and Torres Strait Islander people contributed to the development of this Strategy. It reflects their need to live in safer communities and paves the way for community-based safety plans to address local issues.

An independent Queensland Aboriginal and Torres Strait Islander Justice Taskforce will give Indigenous people a voice on how the Strategy is implemented and help guide government to ensure it continues to meet needs as the Strategy is rolled out.

We urge all Queenslanders to read this Strategy, to identify ways they can contribute to building a safer and stronger Queensland.



**Anna Bligh MP**  
Premier of Queensland



**Curtis Pitt MP**  
Minister for Disability Services,  
Mental Health and  
Aboriginal and Torres Strait  
Islander Partnerships

# Indigenous justice



Aboriginal and Torres Strait Islander people in Queensland are involved, either as victims

or offenders, in the criminal justice system in ever increasing and unacceptable numbers.

This is one of the most serious social justice and human rights challenges facing the community right now and it is incumbent upon all of us to act before we lose another generation to the criminal justice system.

With this in mind I welcome the Queensland Government's Just Futures (this Strategy) which, as the name suggests, commits to start turning things around in partnership with our people.

I am pleased to note that this Strategy provides holistic responses to the complex problems of addressing over-representation in the criminal justice system and has mechanisms for engagement and partnership with Aboriginal and Torres Strait Islander communities. As we learned from the Royal Commission into Aboriginal Deaths in Custody over 20 years ago, the answer to this level of over-representation cannot rest solely in the criminal justice system. Areas such as education, housing, employment and economic development also have a role to play and this holistic approach is an important step in the right direction.

An important part of this new approach is that Aboriginal and Torres Strait Islander peoples also have their role to play in building safer and more secure communities. Our engagement with this Strategy will be

absolutely integral if it is to achieve its intended aims.

I am also pleased that the proposed timeframe, whilst short in the terms of the effort required here, is intended to ensure this Strategy is kept at the forefront of thinking as each of these areas go about implementing their respective parts.

The commitment to new ways of thinking and using evidence-based approaches like justice reinvestment is welcomed. It is time we tried something new to reducing this over-representation. After all, as Albert Einstein once said, the definition of insanity is 'continuing to do the same thing and expecting a different result'. I am happy to see that this Strategy is beginning to look at new solutions for old problems.

However, we have seen fine documents, strategies and commitments like this in the past. It is how the challenges of its implementation are met that will determine the success of this Strategy and whether or not it produces the changes for which we are all looking. I urge the Queensland Government to maintain their commitment and vigilance in keeping its agencies accountable for the effective implementation of this Strategy. In my view this can only be done by government and its agencies in consultation and partnership with our communities.

I am confident that together, we can help build safer communities.

**Mick Gooda**

Aboriginal and Torres Strait Islander Social Justice Commissioner



# Summary of this Strategy

## Our commitment

On 23 February 2010, the Queensland Parliament made an historic decision to include a preamble in the Constitution of Queensland to honour Aboriginal and Torres Strait Islander peoples as the First Australians. It pays tribute to the unique values of Indigenous Queenslanders, and their ancient and enduring cultures, which deepen and enrich the life of our community.

The new preamble articulates a vision for Queensland as a society based on democracy, freedom, inclusiveness and fairness. The preamble, together with the National Apology to the Stolen Generations, and the signing of the United Nations Declaration on the Rights of Indigenous Peoples, represents a significant step towards reconciliation.

Just Futures (this Strategy) acknowledges that the continuing over-representation of Aboriginal and Torres Strait Islander people, as victims and offenders, must be overcome to progress reconciliation and achieve true equality of opportunity for Indigenous and non-Indigenous Queenslanders.

This Strategy aims to improve safety in Queensland's Indigenous communities and to reduce the over-representation of Aboriginal and Torres Strait Islander people as victims and offenders and in Queensland's youth detention and correctional centres.

The Queensland Government has heard a clear message from many Aboriginal and Torres Strait Islander people that all types of violence must stop. Indigenous women, in particular, have sent a clear message about their need for safer communities.

This Strategy will not treat offences committed by Indigenous people any less seriously than other offences but will focus on reducing offending by addressing the underlying causes and consequences of crime such as poverty, unemployment, the impact of past government policies and laws and alcohol and substance misuse.

The Queensland Government can not improve community safety and reduce Indigenous incarceration alone. Everyone has a role to play particularly Elders, Indigenous leaders, communities and non-government organisations and justice-related stakeholders and service providers.

This Strategy acknowledges the leadership and experience of respected Elders as role-models for all Queenslanders and acknowledges their continuing contribution to Indigenous justice.

## Summary of this Strategy (continued)

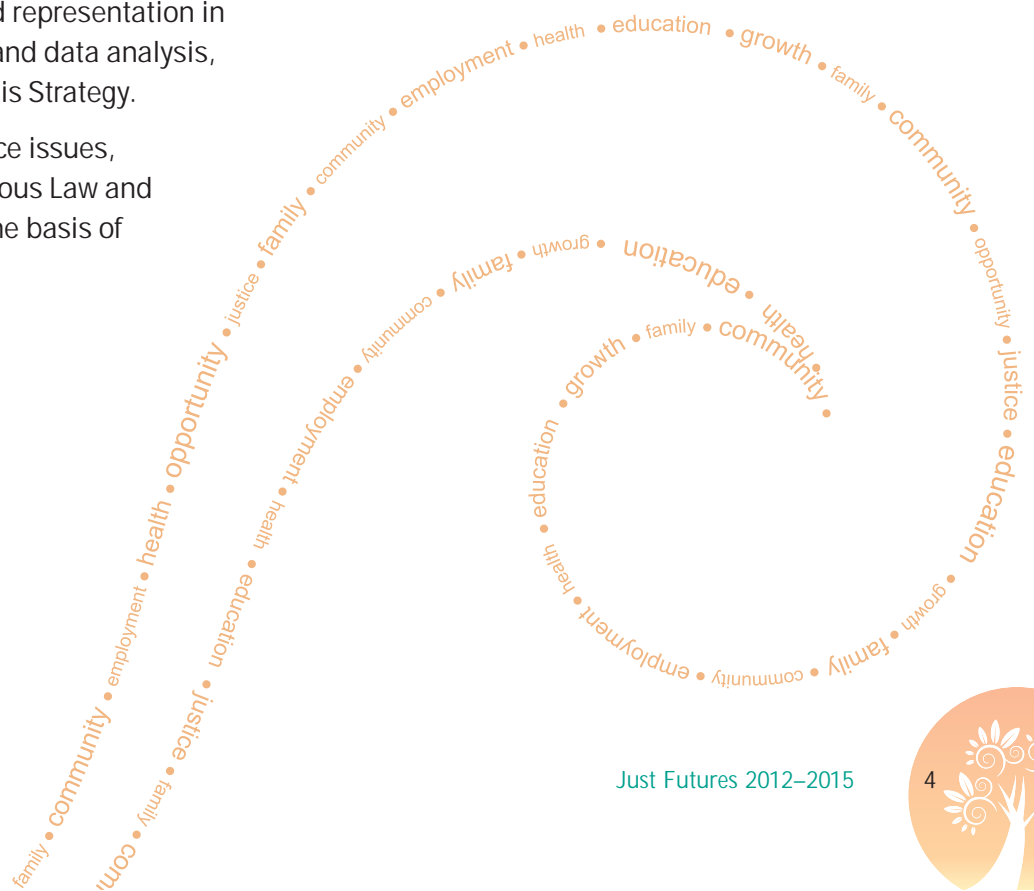
The State Government will work in meaningful partnership with Aboriginal and Torres Strait Islander people and organisations to improve community safety by adopting a community-based approach and involving Indigenous people in the implementation and direction of this Strategy.

## How was this Strategy developed?

This Strategy was developed after extensive consultations with Aboriginal and Torres Strait Islander leaders including Community Justice Groups (CJGs), Elders and Councillors and Mayors of Queensland Indigenous Councils. Key stakeholders including the Queensland Aboriginal and Torres Strait Islander Advisory Council, Indigenous non-government organisations, community groups, justice-related service providers, the legal sector and individuals were also consulted.

Research about the causes of the high rates of Indigenous incarceration and representation in the criminal justice system, and data analysis, were also used to develop this Strategy.

National approaches to justice issues, such as the National Indigenous Law and Justice Framework, formed the basis of this Strategy.





# Introduction

The Queensland Government is committed to providing a fair and safe community for all. Achieving this involves not only the criminal justice system, but also ensuring that all Queenslanders have the best possible health and education, and the opportunity to contribute to economic development.

We acknowledge that, despite the efforts of successive governments, organisations and individuals, Aboriginal and Torres Strait Islander people continue to be more likely than non-Indigenous Queenslanders to be victims of crime. They are also more likely to come into contact with the criminal justice system as offenders, and with the police and the courts, and be placed in the corrective services system.

It is now 20 years since the landmark 1991 Royal Commission into Aboriginal Deaths in Custody (RCIADIC) highlighted the need to address the issue of Aboriginal and Torres Strait Islander over-representation in the criminal justice system. All jurisdictions have responded to the Commission's findings in some way, with several states and territories signing up to various forms of Indigenous justice agreements to map out their strategies to address the issue. In 2000, the Queensland Government signed the Aboriginal and Torres Strait Islander Justice Agreement (2000–2010) (the Justice Agreement) with the Aboriginal and Torres Strait Islander Advisory Board, representing Aboriginal and Torres Strait Islander Queenslanders. The Justice Agreement made a commitment to reduce the Indigenous imprisonment rate by 50 per cent by 2011. This was an ambitious target to decrease Indigenous crime and justice outcomes and increase community safety. Under the Justice Agreement, significant reforms were implemented in the criminal justice system, including:

- developing the Murri Court where Elders play an important role in the sentencing process.
- developing, implementing and evaluating the Queensland Indigenous Alcohol Diversion Program to divert Indigenous people in contact with the criminal justice and child safety systems to intensive alcohol treatment and case management.
- supporting CJGs to provide local input to improve justice outcomes, by allowing them to make submissions to the court on relevant matters in bail and sentencing hearings.
- expanding probation and parole offices throughout Queensland to provide better access to supervised community-based orders as sentencing options.
- increasing access to diversion to youth justice conferencing by the police and courts.
- improving access to victim support services and financial assistance for Indigenous victims of crime.

It is important that we continue to work on improving the justice system itself to provide fairer and more culturally responsive practices. However, it is equally important that we focus our efforts on ways to tackle the many underlying causes of Indigenous over-representation in the criminal justice system including lack of education, poor health, poverty and unemployment.



# Aboriginal and Torres Strait Islander over-representation in the criminal justice system

Aboriginal and Torres Strait Islander people comprise a small proportion of Queensland's population but are disproportionately represented in the criminal justice system as offenders and victims and in adult prisons and youth detention centres.

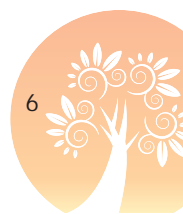
Indigenous people account for 3.5 per cent of Queensland's population but make up:

- 21.9 per cent of reported offenders (in 2009–2010)
- 12.5 per cent of victims of assault (in 2010)
- 11.4 per cent of sexual assault victims (in 2010)
- 29.9 per cent of the prison population (as at 30 June 2010)
- 53 per cent of young people in youth detention (as at 30 March 2011).

## Offending

Queensland police crime report data in 2009–10 shows that:

- The total number of Indigenous adult offenders was 41 196. There were 166 396 non-Indigenous adult offenders recorded.
- For adults, Indigenous people were identified as offenders and received some form of police action (for example arrest, notice to appear, caution, community conference, warrant) in:
  - 27 per cent of offences against the person
  - 19 per cent of offences against property
  - 20 per cent of 'other' offences.
- For young people, Indigenous people were identified as offenders in:
  - 30 per cent of offences against the person
  - 36 per cent of offences against property
  - 30 per cent of 'other' offences.
- The total number of Indigenous young offenders was 12 078. There were 23 376 non-Indigenous young offenders.



# Aboriginal and Torres Strait Islander over-representation in the criminal justice system (continued)

## Victims

The victims of Indigenous crime and violence are usually other Indigenous people. Indigenous women, in particular, have sent a clear message about their need for safer communities and getting the violence to stop.

The Australian Bureau of Statistics reports that Aboriginal and Torres Strait Islander people are over-represented as victims of crime. In Queensland in 2010:

- there were 2449 Indigenous victims of assault, comprising 12.5 per cent of all victims of assault in the state
- Indigenous people comprised 11.4 per cent (483 victims) of reported sexual assault.

Indigenous victims are more likely to be assaulted by someone they know or a member of their family. For example:

- 80 per cent (1971) of Indigenous victims of assault and 77 per cent (368) of Indigenous victims of sexual assault reported that the offender was known to them
- 45 per cent of Indigenous victims of assault reported being assaulted by a family member compared with 13 per cent of non-Indigenous victims
- for non-Indigenous victims the proportions were lower — a family member was the offender for 45 per cent of Indigenous assault victims, compared with 13 per cent for non-Indigenous assault victims.

While official Indigenous victimisation rates are high, they are likely to represent an underreporting. The reluctance of many victims, particularly of sexual assault offences, to report crimes to police is common. This reluctance is increased in the case of Aboriginal and Torres Strait Islander people where historical factors and mistrust of governmental authorities are contributing factors.

## Incarceration and detention

Data on Indigenous people in custody highlights the following:

- Indigenous young people made up 53 per cent of young people in detention in Queensland as at 31 March 2011.
- Indigenous adults made up 29.9 per cent of those in prison in Queensland as at 30 June 2010.
- The rate at which Aboriginal and Torres Strait Islander adults are incarcerated in Queensland has increased over time. In 2000, the age standardised rate was 1160 per 100 000 population and rose to 1443 per 100 000 population by 2010 (ABS 2010). In contrast, the non-Indigenous imprisonment rate has decreased from 135 per 100 000 in 2000 to 121 per 100 000 in 2010.

# Aboriginal and Torres Strait Islander over-representation in the criminal justice system (continued)

## The causes of over-representation

Aboriginal and Torres Strait Islander offending patterns are a key cause of Indigenous over-representation in the criminal justice system. For example, the fact that Indigenous people begin offending at younger ages, re-offend in higher numbers, offend more seriously, and are more likely to breach their non-custodial sanctions, has been shown to result in higher rates of imprisonment.

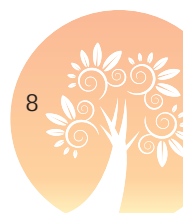
Aboriginal and Torres Strait Islander offending is in turn caused by the interrelationship of complex factors including:

- historical factors including the impact of past government policies and laws including the impact of stolen generations on parenting skills
- alcohol and substance misuse
- socioeconomic factors such as high levels of unemployment, overcrowding, homelessness and poverty
- low levels of education and family issues
- high levels of victimisation.

Aboriginal and Torres Strait Islander people continue to experience disadvantage in other areas such as in education, health, child protection and employment. For example:

- Indigenous infants and young children face a mortality rate two to three times higher than all infants and young children.
- Aboriginal and Torres Strait Islander babies are more likely to have a low birth weight when compared with the non-Indigenous population.

- Aboriginal and Torres Strait Islander children are more likely to be subjected to child protection orders. For example, in 2009–10 the number of children subjected to finalised child protection orders was 3.2 per 1000 generally across the state, but was as high as 70.8 per 1000 people in some discrete Indigenous communities.
- Aboriginal and Torres Strait Islander children and young people are less likely to attend school or achieve the same levels of education as non-Indigenous children. The Queensland State School attendance rate is 91 per cent. While there have been some important gains in school attendance rates in Queensland's discrete Indigenous communities, attendance rates as low as 62 per cent are still being reported.



# A new way forward

Efforts under the Justice Agreement focused on making the criminal justice system fairer and more responsive for Aboriginal and Torres Strait Islander people. This has been important work and it must continue.

However, the Queensland Government recognises that traditional criminal justice system responses alone will not achieve equality in the level of Indigenous and non-Indigenous contact with the criminal justice system. The underlying causes of offending must also be addressed, including issues relating to poverty, raising children, education, alcohol and drug use, employment, health and housing.

This Strategy aims to address the underlying causes of Indigenous over-representation and to prevent, wherever possible, contact with the criminal justice system in the first instance.

To achieve this, this Strategy will ensure that agencies that deal with families and community, health, education, housing and employment act to prevent and reduce Aboriginal and Torres Strait Islander offending and to alleviate the need for a criminal justice system response.

This Strategy adopts an holistic approach to address the underlying causes of crime and concentrates effort at every stage of the criminal justice system.

This Strategy commits to a program of action which focuses on building partnerships, improving well-being, education, employment and ensuring access to a culturally responsive justice system. Commitments made to close the gap, through key government programs, will support this Strategy's objective.

The program of action will be guided by four foundation principles and implemented on a community-based approach.



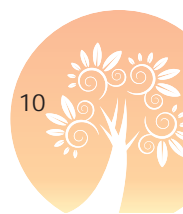
# A new way forward (continued)

## Principles to guide the new way forward

Four foundation principles, based on the United Nations Declaration on the Rights of Indigenous People, will guide the implementation of this Strategy —

**Acknowledge; Respect; Rights; and Responsibility.** These principles are:

1. **Acknowledge** that previous government policies led to dispossession and separation from family and culture and are a cause of the social and economic disadvantage experienced by many Aboriginal and Torres Strait Islander people.
2. **Respect** the knowledge, skills and abilities that Aboriginal and Torres Strait Islander people, including Elders, bring to addressing justice issues, including the solutions needed in their own communities.
3. Recognise the **Rights** of Aboriginal and Torres Strait Islander peoples to the same access to human, civil and legal rights, and the same justice outcomes experienced by all other Queenslanders, to be actively involved in developing and determining programs affecting them and to improve economic and social conditions.
4. Recognise that it is the **Responsibility** of everyone, including all levels of government, the private sector, the non-government sector, justice-related stakeholders and service providers, the general public, and Aboriginal and Torres Strait Islander communities, to close the gap and improve community safety.



# Program of action

This Strategy sets out 48 practical actions and improvements to current services, under four key areas which seek to address the underlying causes of Indigenous over-representation, at every point in, and outside, the criminal justice system.

Improved employment, education and health outcomes are central to successfully addressing Indigenous over-representation in the criminal justice system. These are the key themes that run through this Strategy and the program of action.

The challenges that lie ahead in tackling the underlying causes of crime should not be underestimated. However, the Queensland Government is committed to working with Aboriginal and Torres Strait Islander peoples to ensure there are opportunities available for all.

The 48 actions aim to grow community, family, opportunity and justice for all Indigenous Queenslanders.



## Program of action (continued)

# 1 Community

## Building stronger and more resilient communities

Aboriginal and Torres Strait Islander communities have shown and continue to demonstrate strength and resilience. Actions in this program will further support improved well-being of communities, families and individuals.

**Key actions in this Strategy include:**

- Community leaders to undertake community safety planning in each of the discrete Indigenous communities and in the Torres Strait. The plans will enable communities to set their own safety priorities in consultation with government service providers.
- Develop Local Closing the Gap Action Plans in targeted urban communities. These plans will include actions to improve community safety.
- Employ 25 new health professionals to improve access to integrated drug and alcohol and mental health services and support healthy life transitions to adulthood for 8 to 18 year olds.
- Deliver three community-developed social marketing campaigns focusing on reducing violence, supporting positive parenting and the value of education.





# Program of action (continued)

## 2 Family

### Prevention and early intervention for children and young people

Supporting families and helping Indigenous children and young people to get the best start in life will set the foundation for a positive future in Aboriginal and Torres Strait Islander communities.

#### Key actions in this Strategy include:

- Increase access to kindergarten through Early Years Centres by better engaging with Aboriginal and Torres Strait Islander children.
- Improve school attendance through new Turnaround Teams.
- Support families of children in contact with the youth justice system.
- Case manage children aged between 10 and 12 who come in contact with police.
- Provide training opportunities that translate to real jobs.
- Roll out a state-wide support service to help young people at-risk.
- Develop sport and recreation services to engage young people at-risk in healthy lifestyles.



# Program of action (continued)

## 3 Opportunity

### Improving education, training and employment

Education and employment are central to overcoming poverty and improving the quality of life for all people.

Actions in this program will assist Aboriginal and Torres Strait Islander people to break the intergenerational cycle of poverty and unemployment.

#### Key actions in this Strategy include:

- Establish a targeted Participate in Prosperity Program to provide intensive assistance to Indigenous people facing multiple barriers to finding employment.
- Provide job readiness assistance for those in prison and youth detention.
- Provide support for young people in detention to transition into education.
- Partner with industry to deliver training and jobs for Aboriginal and Torres Strait Islander people.
- Provide the Jails to Jobs Program including delivering traineeships, apprenticeships and employment to 200 Indigenous people leaving prison each year.



# Program of action (continued)

## 4 Justice

Ensure culturally appropriate and responsive administration of justice for Aboriginal and Torres Strait Islander people

Aboriginal and Torres Strait Islander Elders and respected persons play an important role in the criminal justice system. Their involvement ensures that court processes and justice programs are culturally appropriate and effective. Actions in this program will further support this role and assist those in the criminal justice system to address the causes of offending.

### **Key actions in this Strategy include:**

- Increase support for CJGs and Murri Courts.
- Increase involvement of Indigenous people in law enforcement.
- Improve support for Aboriginal and Torres Strait Islander victims.
- Involve Elders and respected persons in the rehabilitation and transition of Indigenous people, from prisons and youth detention centres, by providing assistance with accommodation and transitioning to education, training and jobs.
- Establish a cross-agency team to improve pre-release preparation and transition from prison for Indigenous people with cognitive and intellectual impairments.
- Improve transition programs from adult correctional centres and youth detention centres.

# Support from other government initiatives

This Strategy is supported by reforms already being implemented by the Queensland Government and under Closing the Gap reforms.

## Closing the Gap on justice outcomes

This Strategy will operate in the broader context of the national Closing the Gap agenda to reduce the gap in life outcomes and opportunities for Aboriginal and Torres Strait Islander peoples.

The Queensland Government, together with other Australian governments, has committed to targets set under Closing the Gap that address Aboriginal and Torres Strait Islander disadvantage in health, education, employment and housing.

The Closing the Gap agenda acknowledges that achieving real change for many types of Indigenous disadvantage requires a sustained effort by governments, communities, families, and individuals, and that significant change will only emerge over a decade or a generation. Furthermore, all governments have recognised that the Closing the Gap commitments will not be achieved without more effort being directed to improving outcomes in urban and regional areas where the majority of Aboriginal and Torres Strait Islander people live.

In November 2009, all Australian governments endorsed the National Indigenous Law and Justice Framework (the framework), which is a national approach to addressing the serious and complex issues that mark the interaction between Aboriginal and Torres Strait Islander people and the justice systems in Australia. The framework is an aspirational document

intended to support the Council of Australian Governments' (COAG) agenda to close the gap in Indigenous disadvantage, particularly in relation to community safety.

In committing to the national Indigenous policy agenda, the Queensland Government has agreed to priorities for significant investment, coordinated action and rigorous national reporting to ensure momentum is maintained and targets are met.

Through COAG, the Queensland Government has also committed to focus on improving the social and economic outcomes of Aboriginal and Torres Strait Islander people living in urban and regional areas as around 79 per cent of Queensland's Indigenous population live in cities and regional towns. Closing the Gap Action Plans, under the *LEAP: Learning Earning Active Places Strategy*, will focus on improving school attendance and achievement, increasing employment, reducing homelessness and building service delivery capacity.



# Support from other government initiatives (continued)

## Queensland Government programs

Queensland is already leading a strong program of reform through the implementation of Alcohol Management Plans and the Cape York Welfare Reform and Family Responsibilities Commission Trial.

The Queensland Government has an eight year history of implementing an unprecedented level of reform to support Indigenous leaders, women, men and their children who want to put a stop to the devastation caused by alcohol in discrete Aboriginal and Torres Strait Islander communities. Recent data shows positive community-level change around school attendance, and alcohol and violence in some communities, and indicates that levels of local authority and leadership are beginning to be restored.

The Queensland Government has worked with the Australian Government, the Cape York Institute for Policy and Leadership and the four communities of Aurukun, Coen, Hope Vale and Mossman Gorge to support the ground breaking Family Responsibilities Commission and Cape York Welfare Reform Trial. The Queensland Government has allocated \$41.6 million over five years to support the trial to restore positive social norms and break the cycle of passive welfare dependence. The trial seeks to end the dysfunction experienced by families by providing intensive income management support, detoxification and rehabilitation services, improved educational opportunities and better health services.

The Trial includes the Family Responsibilities Commission (FRC) which uses conferencing, case management and service referral to promote:

- child safety
- school attendance
- lawful behaviour
- responsible tenancy.

The FRC also seeks to restore local authority by engaging respected community Elders as Local Commissioners.

From 2002, alcohol reforms have been progressively implemented in 19 discrete communities and include the implementation of alcohol management plans to manage the supply of alcohol. From 2008, \$110 million in State and Australian Government funding has been provided for:

- new alcohol and drug treatment services, including increased access to clinical detoxification and counselling services.
- new programs including sobering-up facilities and community patrols.
- extra police and increased police powers.
- more programs focused on literacy, before and after school activities and Police Citizens Youth Clubs (PCYC) programs.
- more support for local activities such as Men's and Women's groups.

This Strategy will continue to build on the lessons from these important innovations in Queensland that build stronger and more resilient communities and reduce alcohol and substance misuse.

# Implementation

This Strategy will be implemented by the State Government in partnership with Aboriginal and Torres Strait Islander leaders, communities and people. It adopts a community-based approach supported by community safety planning and will target communities of high needs. This Strategy will be overseen by strong governance and reporting frameworks.

## A community-based approach

This Strategy will adopt a community-based approach, focusing on high-need places and areas.

This approach recognises that the circumstances and needs of Aboriginal and Torres Strait Islander Queenslanders vary enormously across communities and regions. It also responds to the fact that, while most of Queensland's Aboriginal and Torres Strait Islander population live in cities and or regional towns, there are also many small communities, including the discrete Aboriginal and Torres Strait Islander communities that are predominantly Indigenous and, due to remoteness and other factors, have extraordinarily high needs.

This Strategy will focus services and programs using a community-based approach to ensure that the solutions are intensive where required and meet the particular local needs of the community. The community-based approach will involve working with individual communities to identify needs and services to reduce offending.

Each targeted community will be supported to develop community safety plans which will involve representatives from all levels of government (Local, State and Federal) working with CJGs, Elders, Men's and Women's groups

and local service providers to develop crime prevention priorities and develop practical actions to improve community safety.

This Strategy will focus on areas with the highest number of Indigenous offenders. Cairns, Townsville, Mount Isa, Rockhampton and Brisbane have been identified as having higher needs based on the number of Indigenous people in the criminal justice system.

Queensland's discrete Aboriginal and Torres Strait Islander communities have also been identified as target communities under this Strategy.

Although the number of Aboriginal and Torres Strait Islander people living in these small communities is relatively low, and therefore offence counts are also relatively low, the rates of offending and victimisation are extraordinarily high. Such high rates of offending have a devastating impact in these small communities of people in close relationships with each other.



# Implementation (continued)

## Investment and exploring justice reinvestment

To achieve better justice outcomes, we need smart solutions that respond to community and individual needs, with input from Aboriginal and Torres Strait Islander community members. Learning more about what works will help government, communities and individuals get the most out of the significant effort and investment already underway, and to identify where efforts should be redirected.

The Queensland Government will build on current investment in justice and justice-related services to deliver actions under this Strategy. Significant investment in Closing the Gap initiatives addressing health, education, employment and housing will support this Strategy as well as investment in other areas such as alcohol and drug rehabilitation services, supporting Men's and Women's groups and justice initiatives such as the Murri Court and CJGs.

The Queensland Government will explore justice reinvestment as a model to assist to reduce over-representation in the criminal justice system.

To address this, government will undertake, in consultation with Aboriginal and Torres Strait Islander peoples, and other key stakeholders, an ongoing assessment of its Indigenous justice (and justice-related) programs and services. This assessment will gather information about funding, objectives and scope, and evaluation results, for the purpose of determining whether and where justice reinvestment is warranted.

Areas for further research include investigating the increasing number of Indigenous women being imprisoned and the long-term effectiveness of intensive case management for those Indigenous young people in the youth justice system.

## Governance and partnerships

Improving community safety and reducing Indigenous offending is everyone's responsibility and can only be achieved in partnership with Aboriginal and Torres Strait Islander communities.

This means involving individuals, families, communities, community leaders, government (Local, State and Federal), non-government organisations and business in strategies that are effective in reducing offending.

Partnering with the private sector must also play an important part in delivering innovative solutions. Such partnerships have the potential to foster gains for the community in terms of economic and social well-being, through new investment and employment, leadership, education and training opportunities.

The Queensland Government will continue to encourage strong and effective partnerships with Aboriginal and Torres Strait Islander peoples and organisations, and with the private sector.



# Implementation (continued)

## Queensland Aboriginal and Torres Strait Islander Justice Taskforce

In light of the Queensland Government's renewed commitment to addressing the specific challenges relating to the over-representation of Aboriginal and Torres Strait Islander people in the justice system, the Queensland Aboriginal and Torres Strait Islander Justice Taskforce (the Taskforce) has been established to oversee the implementation and direction of this Strategy.

The Taskforce's role is to:

- promote cross-sectoral linkages and partnerships in government, and the community, including fostering partnerships with the private sector on initiatives to address Aboriginal and Torres Strait Islander disadvantage and over-representation in the justice system.
- monitor the implementation of this Strategy in Aboriginal and Torres Strait Islander communities and the identified target areas.
- provide advice to the State Government on this Strategy's implementation, progress and other justice-related programs and services.
- be informed of the developing evidence base, including evaluations and reviews, and what works to reduce Indigenous over-representation and improve community safety.

The Taskforce will have an important role in reporting progress made under this Strategy. It will also:

- provide a report to the Queensland Government on implementation progress during the first six months of this Strategy
- review the Queensland Government's Just Futures Annual Report.

The Taskforce will meet quarterly to discuss progress with the implementation of major policies and initiatives under this Strategy. At least one of the meetings each year will be held outside Brisbane and include an open community forum.



# Implementation (continued)

## Government responsibility

The Minister for Aboriginal and Torres Strait Islander Partnerships (the Minister) and the Attorney-General, will have joint portfolio responsibility for the implementation of this Strategy. The Minister will be primarily responsible for the coordination of the Just Futures Annual Report that details the progress of implementing the initiatives under this Strategy and will be tabled in the Queensland Parliament.

The Minister and the Attorney-General will be supported by a Justice Chief Executive Officers' Committee that will provide high-level oversight of this Strategy's implementation.

The Committee will be comprised of the Directors-General and heads of the following Queensland Government agencies: Queensland Police Service, Queensland Health and the Department of Justice and Attorney-General, Communities, Community Safety, the Premier and Cabinet, Education and Training, Local Government and Planning and Employment, Economic Development and Innovation.

## Community Justice Groups

Community Justice Groups (CJGs) play a critical role in delivering Indigenous justice in Queensland and serve a range of different functions according to community need. The primary role of CJGs is currently to assist people coming into contact with the justice system through supporting offenders, victims and families through the court process, and advising the courts on relevant cultural and community factors for consideration during bail and sentencing hearings.

CJGs will continue to make an important contribution in the context of the community-based solutions in this Strategy. Accordingly, the Queensland Government will work with CJGs to:

- better focus their work on court-related activities.
- facilitate the involvement of CJGs in discrete Indigenous communities in the development of local strategies to reduce the level of non-compliance with justice orders and justice process offending.
- ensure that alcohol education and assessment programs are considered as an alternative sanction to fines during sentencing in appropriate cases.
- determine what government support each individual group will receive, including training.

## How will we know this Strategy is working?

This Strategy aims to reduce the over-representation of Aboriginal and Torres Strait Islander people as offenders and victims. It will report on the number and rates of Indigenous people who come in contact with the criminal justice system in the following ways:

- offences (against the person, property and other offences) by adults and young people
- hospital admissions for assault-related conditions
- death from homicide
- incarceration in both adult correctional centres and youth detention centres
- re-offending.

Consistent with the Closing the Gap agenda, it is acknowledged that it will take some time before substantial improvements are seen in some of the key measures identified above. Interim measures are required to ensure that we remain on track. Therefore, each action outlined in this Strategy identifies a target to provide more immediate measures of success or review.

The targets identified vary — some document a specific measurable outcome that is to be achieved over the life of this Strategy.

For example:

- 200 Indigenous adults leaving jail each year (approximately one-quarter of the number of Indigenous prisoners exiting prison) will immediately commence traineeships or employment through initiatives such as Advance2Work, Skilling Queenslanders for Work or other programs.
- the duration of remand for young Indigenous people remanded in custody will be reduced.

Other targets seek to ensure the right steps are taken to improve outcomes in the longer-term.

For example:

- increase the number and proportion of Indigenous people who receive early intervention and prevention support, or Indigenous offenders who receive treatment and rehabilitation.
- all parents or carers of young Indigenous people who come into contact with the youth justice and child safety systems will be offered parenting and/or family support.
- all Indigenous people in prison or detention who are in need of literacy and numeracy training will receive it, including those on short stays (less than 12 months).
- all prisons and detention centres will provide driver education support to assist people to get their licence, or to regain it, including those on short stays (less than 12 months).

# How will we know this Strategy is working? (continued)

Performance measures, targets and reporting alone will not achieve better outcomes for Aboriginal and Torres Strait Islander communities and peoples, however they play a critical role in the overall effort to ensure that the commitments embodied in this Strategy are effectively implemented.

To this end, this Strategy includes a strong framework of monitoring and reporting to keep the focus on accountability and what works to improve outcomes in partnership with Indigenous peoples.

## Monitoring and reporting

Key performance indicators will be assessed throughout the life of this Strategy. The purpose of monitoring is to ensure that the actions are responsive to the need of communities and meet this Strategy's aims.

The Queensland Government will report annually through the Just Futures Annual Report which will be an important mechanism to ensure government agencies, communities, non-government organisations, the private sector and other key players remain focused on the aims and commitments of this Strategy.

The report will contain an update on the progress made to improve community safety and reduce over-representation and offending, provide key information on policies and programs (such as service mapping results, investment and how programs are contributing to the key performance indicators), innovations, best practice models and examples and evaluation outcomes.

The Queensland Government is committed to openness and accountability, and accordingly, the annual Just Futures Annual Report will be tabled in the Queensland Parliament.

# Program of action — New Strategy actions

## Community — Building stronger and more resilient communities

Aboriginal and Torres Strait Islander communities have shown, and continue to demonstrate strength and resilience. Actions in this program will further support improved well-being of communities, families and individuals.

### 1. Community safety planning in the discrete Indigenous communities

Target: Aboriginal and Torres Strait Islander Services (ATSIS) will develop and implement community safety plans in all discrete Aboriginal and Torres Strait Islander communities.

Community safety planning will be undertaken by community leaders including Local Councils, Community Justice Groups, and Local FRC Commissioners in the Cape York Welfare Reform Trial communities, in partnership with government and non-government service providers. Community safety plans will enable Indigenous communities to set their priorities to reduce crime and improve community safety. Plans will consider:

- building local leadership and governance
- crime prevention strategies
- actions to improve school attendance
- supporting local projects to reduce cannabis use and cannabis-related harm
- strategies to reduce alcohol and substance misuse.

Timeframe: 2012–2015

### 2. Introduction of harm-reduction targets

Target: ATSIS will develop harm-reduction targets for discrete Indigenous communities with alcohol management plans (except Mapoon and Wujal Wujal) to be included in community safety plans.

The proposed harm-reduction targets will relate to the number of reported offences against the person and hospital admissions for assault-related conditions. The Queensland Government will consider consultation results when developing the targets. Alcohol-related harm reduction targets will be developed and included in community safety plans in those communities with alcohol management plans (except Mapoon and Wujal Wujal).

Timeframe: 2012–2015

### 3. Safety planning in targeted urban communities

Target: ATSIS will develop crime prevention actions as part of Local Closing the Gap Action Plans in targeted urban communities.

Under the *LEAP: Learning Earning Active Places Strategy*, Local Closing the Gap Action Plans are being developed that outline a number of actions the Queensland Government will undertake in response to identified priorities. Aboriginal and Torres Strait Islander peoples are involved in the development of local actions, together with other stakeholders including the private sector, Local Governments, non-government organisations and the Australian Government. The plans are living documents and will be reviewed and reported on regularly to reflect emerging priorities across urban and regional areas. The plans will also include specific actions targeted at reducing offending and/or increasing community safety.

Timeframe: 2012–2014



# Program of action — New Strategy actions

## Community (continued)

### 4. Deliver locally developed social marketing campaigns

Target: The QPS, with Department of Communities (DoC)/ATSIS, Department of the Premier and Cabinet (DPC), Department of Education and Training (DET) and Queensland Health (QH), will deliver three local-level, new social marketing campaigns in partnership to promote positive behaviour such as responsible relationships, safe families and the value of education.

The Queensland Government will support engagement with private sector expertise, including those in the advertising industry, to work with Indigenous communities to develop social marketing campaigns that promote:

- positive conflict resolution
- strong and safe families
- school attendance and performance.

Timeframe: 2012–2015

### 5. Providing incentives to promote social and cultural well-being

Target: ATSIS will develop options for providing incentives to encourage social and cultural norms in the target areas identified under this Strategy.

The State Government is currently investigating opportunities to provide incentives to encourage school attendance, support families and reduce harm.

Timeframe: 2012–2015

### 6. Improvements to Well-Being Centres

Target: ATSIS will develop and implement improvements to the effectiveness of Well-Being Centres, in partnerships, in each of the Cape York Welfare Reform Trial communities.

The Queensland Government will work with Cape York Welfare Reform Trial partners to ensure Well-Being Centre services address the needs of their local communities. Potential improvements may include:

- responding to locally identified gaps in service delivery
- greater use of the centres as ‘hubs’ for family and peer support, including integrating alcohol and drug counselling and support into community life.

Timeframe: By 2012

### 7. Healthy life transitions to adulthood

Target: QH will support healthy life transitions to adulthood by recruiting and operating 25 additional health professionals (including drug, alcohol, mental health and outreach teams).

To support young people make healthy lifestyle choices, the Queensland Government will improve access to integrated drug and alcohol, and mental health services, for young Aboriginal and Torres Strait Islander people aged 8–18 years. The additional health professionals will be located state-wide and deliver new or enhanced services in the areas of sexual and mental health, alcohol and other drug programs and youth offender health.

Timeframe: 2012–2015

# Program of action — New Strategy actions

## Family — Prevention and early intervention for children and young people

Supporting families and helping Indigenous children and young people to get the best start in life will set the foundation for a positive future in Aboriginal and Torres Strait Islander communities. Actions in this program will support early childhood development, improve school attendance, retention and achievement and provide support to Aboriginal and Torres Strait Islander parents and families.

### 8. Increasing kindergarten access and participation

Target: The DET will support Early Years Centres to engage Aboriginal and Torres Strait Islander children and parents in kindergarten programs in order to improve future outcomes, including through:

- working with vulnerable children and their families to support early learning and facilitate access to a kindergarten program
- working with local Elders and leaders in the Aboriginal and Torres Strait Islander community to promote the importance of kindergarten programs and assist families to participate
- delivering programs that strengthen parenting skills and confidence, support ongoing learning at home and build understanding of the importance of early childhood education.

The four Queensland Early Years Centres, based in Browns Plains, Nerang, Caboolture and Cairns, will be actively supported to better engage with Aboriginal and Torres Strait Islander children. Early Years Centres provide children and their families with access to a range of services including kindergarten, parenting, health and family support services.

Timeframe: 2012–2015

### 9. Improving school attendance and achievement through Police Citizens Youth Clubs (PCYCs)

Target: The QPS, with DET, will work with targeted PCYCs regarding the development of programs to improve the attendance and achievement of young Indigenous people at school.

All PCYCs and CAPE programs, in the targeted areas identified under this Strategy, will be requested to develop incentive-based programs to improve the attendance and achievement of young Indigenous people at school. For example, involvement in special events or activities may be made contingent upon school attendance.

Timeframe: 2012–2015





# Program of action — New Strategy actions

## Family (continued)

### 10. Improving school retention to Year 12

Targets: The DET will:

- provide Aboriginal and Torres Strait Islander students (from 14 years of age) with a case plan that is focused on retention and career development.
- develop plans for all schools with a substantial proportion of Aboriginal and Torres Strait Islander students detailing strategies to improve attendance.

Actions under the Indigenous Education Strategy will drive intermediate improvements towards closing the gap in education outcomes. In addition, there will be a new focus on developing retention plans for every Aboriginal and Torres Strait Islander student to improve retention to Year 12 and attendance strategies for implementation in all schools with a substantial proportion of Aboriginal and Torres Strait Islander students. There will be a strong focus on improving retention and achievement from Year 9 onwards as this is a critical transition point for Aboriginal and Torres Strait Islander young people.

Timeframe: 2012–2015

### 11. Scholarships for Indigenous students

Target: The Department of Transport and Main Roads (DTMR) will support twice the number of Aboriginal and Torres Strait Islander young people being provided with a scholarship through the Queensland Government Education Toward Employment Scholarship Scheme (an increase from 80 provided in 2010 to 160 by 2015).

The Education Toward Employment Scholarship Scheme is designed to support young Aboriginal and Torres Strait Islander students who will make a positive contribution to their

school, families and/or communities. Students are supported to complete Years 10, 11 and 12 (or equivalent) by receiving a scholarship, involving financial support totalling \$5000 over three years, for expenses related to education and training. The scholarship also provides an opportunity to gain insight into the work of the sponsoring agency through direct connections with the student's sponsor.

The scheme will be increased to support more students to complete Years 10, 11 and 12 (or equivalent).

Timeframe: By 2015

### 12. New Turnaround Teams

Target: The DET will establish new Turnaround Teams to work exclusively with schools in the target communities to improve student attendance.

This will include building school capacity on a range of measures including professional development for staff, monitoring and analysing attendance data and strategies aimed at improving the school's connectedness to its students and their community.

New Turnaround Teams will be established to work exclusively with schools in the target areas to improve student attendance. Turnaround Teams offer state schools new opportunities to work with a multidisciplinary team of highly skilled educators to support the development of evidence-based approaches to school reform and improvement. Turnaround Teams will be established in regions to work with school leaders and staff as they implement, review and refine strategies to improve student outcomes.

Timeframe: 2012–2015

# Program of action — New Strategy actions

## Family (continued)

### 13. Engaging at-risk young people in healthy active lifestyles

Target: The Department of Community Safety (DCS) will trial the extension of parenting support to Indigenous parents in prisons or detention to fathers with children aged 0 to 8 years.

In all of the targeted urban, rural and remote communities, Sport and Recreation Services, DoC, will work with community safety planning participants at the local level to help develop and support sport and recreation programs. These programs will focus on engaging at-risk young people in healthy, active lifestyles as an alternative to substance abuse and other behavioural problems, reduce truancy and provide skills development opportunities.

Timeframe: 2012–2015

### 14. Parenting and family support where young people are in contact with the youth justice system

Target: The DoC, with QH, will offer parenting support and/or family support by a recognised Indigenous parenting or family support provider, to parents or carers of Indigenous young people who come into contact with the youth justice and child safety systems.

Parenting support (for example Parenting Under Pressure or Indigenous Triple P) will be offered to the parents/carers of young Indigenous people who come into contact with the youth justice system. To support diversion from future offending, family supports will be offered to Indigenous parents/carers with children with complex needs who come into contact with the child safety system.

Timeframe: 2012–2015

### 15. Breaking the intergenerational cycle

Target: The Department of Community Safety (DCS) will trial the extension of parenting support to Indigenous parents in prisons or detention to fathers with children aged 0 to 8 years.

The DCS will engage with agencies currently funded by the Queensland Government to support and enable the delivery of parenting programs (for example Parenting Under Pressure or Indigenous Triple P) in correctional centres. These programs will be provided to Indigenous parents of children aged 0–8 years, in prison or detention, including those on short stays (that is, less than 12 months).

Timeframe: 2012–2015

### 16. Case management for young people in contact with the police

Target: The DET, with QPS and DoC support, will provide Aboriginal and Torres Strait Islander 10–12 year olds, in contact with the police, with case management in state schools. The agencies will implement a protocol for implementation in the first semester of 2012.

After referral from police, Aboriginal and Torres Strait Islander 10–12 year olds, in contact with the police, will receive case management at the state schools in which they are enrolled. This case management will focus on maximising their educational engagement and success and be undertaken by the appropriate education professionals, for example, guidance officers and teachers.

Timeframe: 2012–2015



# Program of action — New Strategy actions

## Family (continued)

### 17. Support service for young people at-risk

Target: The QPS will roll-out a state-wide support service and evaluate the Coordinated Young Persons At Risk (CRYPAR) Engage and Support Link services by 2014.

A strengthened CRYPAR model will be rolled out state-wide, including:

- A CRYPAR Engage service for young people at-risk of entering or re-entering the youth justice system. An evaluation is planned to establish the cost-benefit of this process. The QPS supports SupportLink's state-wide E referral system. SupportLink provides a service for adults and young people and has undertaken to make contact with people within 48 hours of receiving a referral.

Timeframe: By 2014

### 18. Longitudinal studies

Target: The DoC will conduct longitudinal studies on the impact of intensive case management for Aboriginal and Torres Strait Islander young people with complex needs.

These complex needs include housing, education, training and employment, disability, mental health, parenting, relationships, involvement with statutory systems and life skills. Evaluation of a range of programs will be conducted over a four-year period to determine successful outcomes for young people prior to, during and after leaving the program to ensure interventions are sustainable and effective over time.

Successful outcomes for Indigenous young people will contribute to diversion from offending through the development of pro-social skills leading to positive and sustainable futures.

Timeframe: 2012–2015

# Program of action — New Strategy actions

## Opportunity — Improving education, training and employment

Education and employment are central to overcoming poverty and improving the quality of life for all people. Actions in this program will assist Aboriginal and Torres Strait Islander people to break the intergenerational cycle of poverty and unemployment.

### 19. Participate in Prosperity Program

Target: The DEEDI will establish a targeted Participate in Prosperity Program to provide intensive assistance to Indigenous participants facing multiple barriers in finding employment and securing a stable and positive lifestyle.

Participate in Prosperity is an \$8 million a year strategy targeted at low socioeconomic communities where many residents are not participating in the labour market. A targeted Participate in Prosperity Program will be established to enable Indigenous Queenslanders to more easily navigate and access the complete range of government and non-government services that they may need to enter the workforce.

Timeframe: 2012–2015

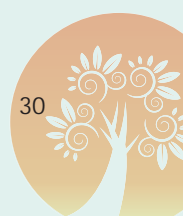
### 20. Support Indigenous employment through the Queensland Natural Disasters Jobs and Skills Package

Target: The DEEDI, DET and the Commonwealth Department of Employment and Workplace Relations (DEEWR) will target a range of training and employment opportunities at Aboriginal and Torres Strait Islander Queenslanders engaged in recovery efforts.

A Queensland Natural Disasters Jobs and Skills package has been established to support Queensland industry, businesses and communities recover from the 2010/11 flood and cyclone impacts. Indigenous-specific initiatives include:

- Indigenous Employment Program — funding for training and employment projects for activities directly related to flood damage or opportunities for skilling presented in the recovery phase.
- Indigenous Employment Coordinators will connect Indigenous Australians with training and employment opportunities in flood and cyclone affected areas. Indigenous Employment Coordinators are based throughout Queensland including in Cairns, Hope Vale, Weipa, Thursday Island, the Northern Peninsula Area, Townsville, Mount Isa, Palm Island, Doomadgee, Woorabinda and Rockhampton.

Timeframe: 2012–2015



# Program of action — New Strategy actions

## Opportunity (continued)

### 21. Industry partnerships to provide training and address local needs

Target: The DEEDI, with DoC ATSI, will develop three new partnerships with industry to deliver training and jobs that meet local needs. These partnerships will be developed and negotiated with industry in targeted communities identified under this Strategy and will focus on mining, construction and transport industry partnerships.

Specific industry liaison officers will collaborate with industry and Skilling Queenslanders for Work providers to provide ongoing referral of past or current participants with appropriate skills into jobs to meet industry demand.

Timeframe: 2012–2015

### 22. Project 2800 — Aboriginal and Torres Strait Islander people in the Queensland Government workforce

The Public Service Commission will support the provision of 2800 Indigenous employment opportunities across the Queenslanders public sector to achieve a minimum of 2.6 per cent representation of Indigenous employees across the public sector workforce by June 2013. By 2013 Aboriginal and Torres Strait Islander people will represent:

- 3.7% of the QH Workforce (up from 2.11% as at September 2010); this means 1244 additional Indigenous employees
- 2.6% of the DPC workforce (up from 1.2% as at September 2010); this means 9 additional Indigenous employees
- 1.6% of the Queensland Treasury workforce (up from 0.29% as at September 2010); this means 14 additional Indigenous employees
- 2.6% of the DTMR workforce (up from 0.98% as at September 2010); this means 173 additional Indigenous employees

- 2.6% of the DET workforce (up from 1.86% as at September 2010); this means 615 additional Indigenous employees
- 3.0% of the Department of Public Works (DPW) workforce (up from 2.28% as at September 2010); this means 56 additional Indigenous employees
- 2.6% of the DJAG workforce (up from 1.69% as at September 2010); this means 36 additional Indigenous employees
- 3.0% of the DEEDI workforce (up from 1.77% as at September 2010); this means 67 additional Indigenous employees
- 2.6% of the QCS workforce (up from 2.2% as at September 2010); this means 59 additional Indigenous employees
- 2.6% of the Department of Environment and Resource Management (DERM) workforce (up from 2.15% as at September 2010); this means 25 additional Indigenous employees
- 4.4% of the DoC workforce (up from 3.92% as at September 2010); this means 50 additional employees
- 2.6% of the DCS workforce (up from 2.03% as at September 2010); this means 63 additional employees
- 2.6% of the Department of Local Government and Planning (DLGP) workforce (up from 1.09% as at September 2010); this means 13 additional Indigenous employees.

Implementation plans under Project 2800 will drive intermediate improvements in employment outcomes to increase the number of Aboriginal and Torres Strait Islander people employed to 2800.

Timeframe: By 2013

# Program of action — New Strategy actions

## Opportunity (continued)

### 23. Increasing local employment

Target: ATSIIS will employ five Employment and Training Coordinators, under the remote Indigenous Land and Infrastructure office based in Cairns, to increase employment of local people in building and construction works in the remote communities.

The coordinators will establish employment and training working groups in each discrete Indigenous community. These working groups will be comprised of representatives from the local council in addition to relevant State, Federal and non-government agencies (including Job Service Australia providers) responsible for service delivery and funding.

Each working group will identify the specific employment and training needs of each community based on the forward schedule of capital works and provide a forum for coordinated service delivery to maximise local employment outcomes. Community-specific plans will be developed in consultation with the community (represented by Council) through the working groups.

Timeframe: By 2012

### 24. Reducing licensing offences

Target: The QPS will support local police to use the Educate, Implement and Enforce approach to reduce the number of Indigenous people dealt with for driver licence offences. The DTMR will continue to deliver education and licensing services in remote areas and to discrete Indigenous communities. This will provide a pathway for Indigenous people through the graduated licensing system – from pre-learner to learner and then to a provisional licence.

Local police will implement the Educate, Implement, and Enforce (EIE) approach to reduce licensing offences. This Strategy involves police first educating community members about the risks associated with unlicensed driving and that police will soon be focusing on enforcing this aspect of the law. The DTMR will continue to deliver education and licensing services in remote areas and to discrete Indigenous communities.

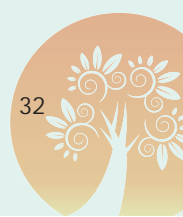
Timeframe: 2012–2015

### 25. Re-engaging young offenders

Target: The DET (with the QPS and the DoC) will provide support to 14–17 year olds in contact with the police (both prior to or after the young person being subject to a Community Based order). This support will be provided by appropriate education professionals for example, school principals, guidance officers, teachers and youth support coordinators to continue to be engaged in education, training or employment. DET, with QPS and the DoC will implement a protocol for implementation of this action.

Aboriginal and Torres Strait Islander 14–17 year olds, in contact with the police, can be referred to appropriate education professionals. These officers will support the young person to remain engaged in education or training and to make a successful transition to further learning or employment.

Timeframe: 2012–2015





# Program of action — New Strategy actions

## Opportunity (continued)

### 26. Continuing education for young offenders leaving youth detention

Target: The DoC, with the DET, will support all Indigenous young people, of compulsory school age, to transition from youth detention into continuing education.

Stronger support will be provided to transition young people into education and training post-detention. The DET and the DoC will undertake to:

- jointly plan to develop transitional arrangements for young people prior to their release and to monitor and support arrangements following release.
- provide a regional youth support coordinator in each of the seven regional education offices to support the process.
- track and report on the academic progress and destinations of students in detention centres.
- establish a joint DoC and DET Program Advisory Committee.

Additionally, DoC's Youth Justice Services will engage with the DET to enable client access to the Participation to Employment Program. This initiative aims to improve school-to-work transitions for Aboriginal and Torres Strait Islander young people, or to provide alternative learning strategies for Indigenous students who are at-risk of disengaging from school, and seeks to embed literacy and numeracy skills within vocational training.

Timeframe: 2012–2015

### 27. Improving work readiness for those leaving prison and youth detention

Target: Queensland Corrective Services (QES) and the DoC, with the DTMR, will:

- deliver literacy and numeracy training, based on need, to Indigenous people in prison, or youth detention, including on short stays (that is less than 12 months).
- the DTMR will deliver driver education support in prisons, and youth detention centres, to assist Indigenous people to get their licence, or to regain it, including those on short stays (that is less than 12 months).

Driver education support will be provided in prisons and detention centres including for people who have lost their licence so that they are able to regain their licence. In addition, Aboriginal and Torres Strait Islander people in prison, and detention, with an identified need, will receive literacy and numeracy training, including those on short stays.

Timeframe: 2012–2015

### 28. A second chance for exceptional candidates leaving detention, or jail, to continue education or training

Target: The QCS and the DoC will work with the private sector to establish and implement A Second Chance scholarship program, for Indigenous people leaving youth detention or jail, contingent on them continuing achievement and not re-offending.

Timeframe: 2012–2015



# Program of action — New Strategy actions

## Opportunity (continued)

### 29. Jails to Jobs

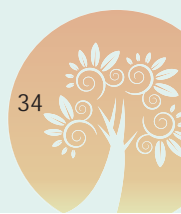
Target: The QCS, DLGP and DEEDI will deliver traineeships, apprenticeships and employment to 200 Indigenous people each year, without delay, upon leaving jail (approximately one-quarter of the number of Indigenous prisoners exiting prison) through initiatives such as Advance2Work, Skilling Queenslanders for Work, the Indigenous Business Development program or other programs.

The Queensland Government will focus on ensuring that more Aboriginal and Torres Strait Islander people leaving jail will commence, without delay, traineeships, apprenticeships or employment through a range of initiatives. For example:

- Increasing mentoring efforts, including through:
  - requiring funded organisations to undertake Indigenous employment mentoring to dedicate 20 per cent of their direct activity to released Indigenous ex-prisoners.
  - dedicating an Indigenous Employment and Training Officer (IETO) to mentor Indigenous prisoners entering employment.
  - working with the Australian Government to dedicate federal resources/officers to Indigenous prisoner employment mentoring as part of the Queensland Natural Disasters Jobs and Skills Package.
  - working with five of its largest SQW providers to direct a proportion of their SQW effort towards Indigenous prisoners.

- The Advance2Work program focuses on preparing prisoners to transition from prison to employment.
- Re-prioritisation of the Indigenous Business Development program will target discrete communities to maximise employment and economic development opportunities through the rollout of social housing and other government-funded infrastructure projects. This will include increasing employment opportunities for Indigenous prisoners upon their release.

Timeframe: 2012–2015



# Program of action — New Strategy actions

## Justice — Ensure culturally appropriate and responsive administration of justice for Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander Elders and respected persons play an important role in the criminal justice system. Their involvement ensures that court processes and justice programs are culturally appropriate and effective. Actions in this program will further support this role and assist those in the criminal justice system to address the causes of offending.

### 30. Cultural awareness training for police

Target: The QPS will enhance cultural awareness training for sworn police officers and other QPS staff by:

- involving Indigenous people, where appropriate, including police liaison officers in cross-cultural awareness training
- recruiting new, identified positions to the QPS, to assist local police with delivering services in Indigenous communities
- providing ongoing assessment of the improvement of cultural awareness training.

The QPS has reviewed its cross-cultural awareness training for its officers, and other QPS staff, and will be implementing the review findings. The aim of the cross-cultural awareness training is to raise awareness of police, regarding Aboriginal and Torres Strait Islander cultures, and improve community relations.

Timeframe: 2012–2015

### 31. Increased involvement of Indigenous people in law enforcement

Target: The QPS will make on-the-ground changes to improve the role that local Indigenous people can play in policing roles in their communities which may include changes to the police liaison officers to ensure they play a well-respected and well-understood role.

Police liaison officers play a vital role in law enforcement in Queensland. Work will be undertaken to support them in this vital role in urban and discrete Indigenous communities. There are many ways that local people can play a role in assisting policing in their own communities. The QPS will work with each community to develop strategies to involve local people in policing as appropriate.

Timeframe: 2012–2015

### 32. Police and community relations

Target: The QPS will trial and assess strategies to build police relationships within communities, including Adopt a Cop, to increase understanding of the role of police and in fair enforcement of the law, particularly in areas such as traffic offences, alcohol management and relatively minor public order offences.

The QPS will trial strategies including Adopt a Cop to improve relations. It is acknowledged that not all communities are the same and that different strategies may be needed in different locations.

Timeframe: 2012–2015

# Program of action — New Strategy actions

## Justice (continued)

### 33. Police interviews

Target: The DJAG will request that the Crime and Misconduct Commission conduct an audit and report on police officers' compliance with safeguards for Indigenous people when interviewed (section 420 of the *Police Powers and Responsibilities Act 2000*).

The State Government will ask the Crime and Misconduct Commission to report on, and audit compliance with section 420 of the *Police Powers and Responsibilities Act 2000*, regarding safeguards for Indigenous people being interviewed.

Timeframe: By 2012

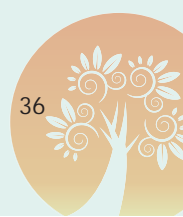
The Queensland Government will work with CJGs to implement reforms, including better focusing their work on court-related activities, in particular, the development of strategies at the local level to reduce the level of non-compliance with justice orders such as breaches of bail and probation orders. CJGs will also be encouraged to play a role in ensuring that alcohol reduction, education and assessment programs are considered by Magistrates and Judges as an alternative sanction to fines on sentencing in appropriate cases.

Timeframe: 2012–2015

### 34. Stronger Community Justice Groups

Target: The DJAG will improve the support provided to CJGs to ensure that they continue to provide valuable court support to Indigenous victims and offenders and can play an appropriate role in responding to local level crime and community safety issues. The Queensland Government will work with CJGs to:

- better focus CJGs activities on court-related activities
- facilitate involvement of CJGs in the development of local strategies to reduce non-compliance with justice orders including failure to appear
- ensure that alcohol education and assessment programs are considered as an alternative penalty to fines during sentencing
- provide appropriate support to CJGs including training.



# Program of action — New Strategy actions

## Justice (continued)

### 35. Improving the effectiveness of sanctions for offending particularly breaches of alcohol restrictions

Target: The DJAG, with QPS support, will:

- increase diversion to alcohol education, and assessment sessions, in appropriate cases for breaches of alcohol restrictions.
- for Indigenous community members, increase the access to and take-up of options to finalise outstanding fines managed by the State Penalties Enforcement Registry (SPER).

Steps will be taken to improve the effectiveness of sanctions in two ways. Firstly, steps will be taken by police and the courts, wherever it is appropriate, to divert those in breach of the alcohol management plans to an alcohol education and assessment program. Secondly, there will be an improved focus on the need to reduce the amount of unpaid fines of Indigenous offenders. Options to finalise outstanding fines will be promoted in Indigenous communities including through local community organisations such as CJGs, and through the SPER Community Engagement hotline 1300 131 510.

Timeframe: 2012–2015

### 36. Culturally responsive courts

Target: The DJAG will develop and implement community-specific information, and communication mechanisms, to encourage a good rapport and two-way communication between Indigenous communities and Magistrates and the Judiciary.

Magistrates and Judges will be provided with up-to-date, community-specific information on commencement of their circuit court duties. Mechanisms for increased communication between Magistrates, Judges, Community Justice Groups and local service providers will be developed and implemented based on what is appropriate and necessary in the individual community. This will encourage a good rapport and two-way flow of information between Magistrates, Judges and the community.

Timeframe: 2012–2015

### 37. Additional court circuits

Target: The DJAG will increase the number of monthly Magistrates Court circuits to the Gulf of Carpentaria by an additional eight circuits.

The need for additional Magistrates Court circuits in the Gulf of Carpentaria in 2011 has been identified, and will be responded to, with an increase in the number of circuits. The needs of the communities will continue to be monitored to determine future circuit court needs.

Timeframe: By 2012

# Program of action — New Strategy actions

## Justice (continued)

### 38. Best practice legal representation

Target: The DJAG and Legal Aid Queensland (LAQ) will promote the Best practice guidelines for lawyers providing legal services to Aboriginal and Torres Strait Islander clients to LAQ's in-house practice, preferred suppliers, and legal service partners and more broadly to legal representatives across Queensland.

The Best practice guidelines for lawyers providing legal services to Aboriginal and Torres Strait Islander clients, developed and implemented by LAQ, is to be more broadly promoted to legal representatives across Queensland, for example, through Continuing Legal Education papers and seminars.

Timeframe: 2012–2015

### 39. Enhancing supervision of young offenders

Target: The DoC will improve supervision and access to intervention and support for young people, in the youth justice system, in the discrete Indigenous communities, through improved collaborative case planning and engagement of community-based employees, government agencies, local community stakeholders, and non-government agencies in the delivery of services to young people to address the causes of offending.

To enhance supervision of young offenders in discrete communities, the DoC will work with local community stakeholders and other community-based organisations to assist with young people, subject to statutory orders, including the development and supervision of case plans and interventions.

Timeframe: 2012–2015

### 40. Murri Court

Target: The DJAG will continue to support the Murri Court to promote increased use of existing services and programs, whenever possible, to contribute to rehabilitating offenders and reducing recidivism, such as through referral to drug and alcohol programs in court orders.

Murri Court will continue to be supported. The operation of Murri Courts will be improved to ensure existing programs and services, such as drug and alcohol programs, are being used whenever appropriate by the court in bail and sentencing orders. In this way, orders will facilitate more effective rehabilitation as well as being fair and just.

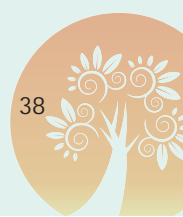
Timeframe: 2012–2015

### 41. Reducing the duration of remand

Target: The DoC and LAQ will reduce the length of time Indigenous young people are on remand by ensuring they have legal representation for bail and that all options are being considered by the courts when deciding bail. This will include the progression of higher court bail applications by LAQ where necessary.

Youth Justice Services will strictly monitor remand in custody to ensure young people, including young Aboriginal and Torres Strait Islander people, have legal representation for bail advocacy and that all possible options, including accommodation needs, are being considered by the courts when deciding bail. This will include the progression of higher court bail applications by LAQ where necessary.

Timeframe: 2012–2015



# Program of action — New Strategy actions

## Justice (continued)

### 42. Improving support for Indigenous victims

Target: The DJAG will promote the financial and support services available to victims of crime through Victim Assist Queensland by:

- providing education and information to key stakeholders including courts, government agencies, legal support services, CJGs and individuals.
- developing partnerships with culturally appropriate victim support organisations in the North and Far North Queensland regions to promote referrals to Victim Assist Queensland, identify further opportunities for Victims Assist Queensland service development and address gaps in service delivery.
- working with the Murri Court to enhance awareness of a victim's right to prepare a victim impact statement where appropriate.
- developing specific education and information resources for Indigenous victims of crime, including online resources and fact sheets.

Aboriginal and Torres Strait Islander people, particularly women, are over-represented as victims in Queensland. Ensuring that victims are able to access help through financial assistance and counselling will contribute to their well-being and that of their communities.

Timeframe: 2012–2015

### 43. Raising awareness of intellectual and cognitive impairment in the criminal justice system

Target: The QPS, LAQ, and DCS will deliver training to police officers, lawyers, custodial officers and probation and parole officers to appropriately assist people, including Indigenous people, with cognitive and intellectual impairments.

To ensure the justice system is responsive, agencies will train their own officers to identify and assist those with intellectual and cognitive impairments such as foetal alcohol spectrum disorder and acquired brain injuries. Each agency will deliver training to its officers.

Timeframe: 2012–2015

### 44. Improving pre-release preparation and transition from prison for people with cognitive and intellectual impairments

Target: The DCS and DoC will establish a cross-agency team to improve pre-release preparation and transition from prison for Indigenous people with cognitive and intellectual impairments.

The DCS and DoC will work together to investigate improvements in assistance provided to Indigenous prisoners with intellectual and cognitive impairments prior to, and following, release from correctional centres.

Timeframe: 2012–2015

# Program of action — New Strategy actions

## Justice (continued)

### 45. Improved community-based orders for adults

Target: The DCS will improve outcomes of community-based orders by focusing on specific cultural needs when assessing Indigenous offenders and ensuring they have access to programs and services according to risk and need.

The DCS will work with Elders, CJGs, Indigenous communities and other government and non-government agencies to deliver appropriate programs and services for Indigenous offenders.

Timeframe: 2012–2015

### 46. Improved transitions from prison

Target: The DCS will support transitions from adult correctional centres by:

- ensuring that all Indigenous offenders in prisons have the opportunity to maintain connections with their families through video link-ups and face-to-face visits where appropriate.
- ensuring all Indigenous offenders leaving prison will have enhanced support to source accommodation, transition to education, training or employment and access to health services.
- working with Elders, CJGs, Indigenous communities and other government and non-government agencies to deliver appropriate programs and services for Indigenous offenders.
- taking steps to reduce non-compliance with parole orders, for example by ensuring that parole order requirements are clearly explained to offenders.





# Program of action — New Strategy actions

## Justice (continued)

A range of improved support will be provided to assist the successful transition of Aboriginal and Torres Strait Islander offenders from prison. For example, breach of parole and supervised orders contribute to the high rates at which Indigenous offenders return to custody and this issue will be examined to determine what steps can be put in place to reduce this level of non-compliance.

The DoC will deliver a short-term recovery oriented support service to people with a moderate to severe mental illness being released from a correctional facility so they can access appropriate accommodation, connect with the local resources, participate in activities to reduce social isolation and enhance quality of life (transition from Correctional Facilities Program). QH, through their Mental Health Services, has a legislative obligation to provide a Limited Community Treatment Plan for individuals who are subject to a forensic order.

Timeframe: 2012–2015

### 47. Improved transitions from youth detention

Target: The DoC will support transitions from youth detention centres by developing transition plans that:

- ensure that all Indigenous offenders in youth detention will have the opportunity to maintain connections with their families through video link-ups and face-to-face visits where appropriate.

- ensure all Indigenous offenders leaving youth detention will have enhanced support including ensuring accommodation and health needs are met and providing transitions to education, training or employment.
- working with Elders, CJs, Indigenous communities and other government and non-government agencies to deliver appropriate programs and services for Indigenous offenders.

A range of improved support will be provided to assist the successful transition of Aboriginal and Torres Strait Islander young people from detention. This will involve developing a transition plan which meets the needs of Indigenous young people and ensure they have accommodation, are transitioned to education or employment and are therefore less likely to re-offend.

Timeframe: 2012–2015

### 48. Increased rehabilitation in prisons

Target: The DCS will deliver rehabilitation programs to address the causes of an individual's offending, such as Ending Offending and Ending Family Violence Programs, to all Indigenous prisoners including those on short stays of less than two years.

Some offences, such as breaching domestic violence orders, carry a maximum penalty of two years. It is important that these offenders have access to rehabilitation programs that address the causes of their offending and reduce the likelihood of re-offending.

Timeframe: By 2012

# Program of action — Current Queensland Government initiatives and services

## Community

### **Community leadership**

Local Councils play an important role in communities, particularly where Aboriginal and Torres Strait Islander Councils exist in Indigenous communities. The State Government is currently reviewing the Local Laws of Aboriginal and Torres Strait Islander Councils in consultation with their communities to determine appropriate local laws to address their specific needs.

### **Alcohol reforms: managing alcohol and increasing access to treatment programs**

Over the last decade, the Queensland Government has taken decisive action to implement a program of reform to tackle the very high incidence of alcohol-related harm. Alcohol restrictions have been introduced in Queensland's Aboriginal and Torres Strait Islander discrete communities since 2002. The restrictions have been coupled with increasing access to drug and alcohol treatment services. Substantial resources have been allocated to these reforms, including over \$100 million in Australian and State Government funding over four years from 2008. Funding has been provided to establish men's and women's groups, deliver diversionary and sport and recreation services and support Local Councils.

### **Cape York Welfare Reform and Family Responsibilities Commission**

From 1 July 2008, the Cape York Welfare Reform Trial has operated to build stronger and more resilient communities through a range of strategies, including making welfare payments conditional on responsible behaviour. The Family Responsibilities Commission (FRC) is a key initiative of these reforms and it engages respected community members as Local FRC Commissioners to assist in making decisions about addressing a person's needs through case management.

### **Mornington Island Restorative Justice Project (MIRJ)**

This innovative pilot recognises and respects Island kinship and culture while conforming to the requirements of the criminal justice system. It provides peacemaking processes to manage disputes, reduce family conflict and prevent the escalation of disputes into violence. The project operates in partnership between Elders, and other respected family members, who co-mediate with departmental staff from the Department of Justice and Attorney-General. An evaluation of the MIRJ project has been conducted and will inform the future development of such initiatives. MIRJ is funded in a partnership by the State and Australian Governments. It was recently short-listed for a Premier's Award for Excellence in the Fair Category.



# Program of action — Current Queensland Government initiatives and services

## Community (continued)

### Housing

Through the National Partnership Agreement on Remote Indigenous Housing, the Queensland Government has committed to reducing overcrowding, particularly in remote areas and discrete communities. Some of the actions being undertaken to achieve this outcome include:

- undertaking a program of maintenance and repairs that will progressively increase the life cycle of remote Indigenous housing from seven years to up to 30 years
- constructing new houses in remote Indigenous communities
- resolving land tenure issues on remote community-titled land in order to secure government and commercial investment, economic development and home ownership opportunities in economically sustainable communities.

### Weed it Out

Weed it Out is a cannabis-reduction initiative run by the Queensland Police Service (QPS) in partnership with James Cook University which commenced in October 2007 in five pilot communities in the Cape York and Torres Strait Islands. The project aims to establish crime prevention and supply reduction and demand reduction strategies by 2012 so that cannabis use and the associated harms are reduced to levels that can be managed in the core business of multi-agency stakeholders.

### MakingTracks

MakingTracks towards closing the gap in health outcomes for Indigenous Queenslanders by 2033 aims to achieve health equality for Aboriginal and Torres Strait Islander peoples.

To bridge the health gap between Indigenous and non-Indigenous Queenslanders, Making Tracks implements actions in five priority areas including: a healthy start to life, addressing risk factors such as improved nutrition, addressing harmful alcohol consumption and improving the effectiveness of health services by enhancing cultural competence of health workers. Key initiatives include the Deadly Ears Program and providing parenting support.

### *LEAP: Learning Earning Active Places Strategy*

The *LEAP: Learning Earning Active Places Strategy* outlines how the government will work with Aboriginal and Torres Strait Islander peoples to improve access to education, employment, health and housing opportunities in urban and regional areas. Under the Strategy, a program of action will be developed every three years. The first program of actions runs from July 2011 to 30 June 2014. The Strategy includes 20 across-government actions to improve access to services and better meet the needs of Aboriginal and Torres Strait Islander Queenslanders, together with local actions to close the gap in urban and regional communities. Examples of actions included in the first program of action include reducing homelessness by one third, by 2013. This will be achieved by helping people exit homelessness permanently through the Street to Home Initiative and implementing Homelessness Community Action Plans in Brisbane, Hervey Bay, Cairns, Caboolture, Mount Isa, Toowoomba and the Gold Coast. The Strategy will also focus on increasing employment and training opportunities for Aboriginal and Torres Strait Islander peoples in the resources sector and other industries.

# Program of action — Current Queensland Government initiatives and services

## Family

### **Early childhood and parenting services reform — Closing the Gap: Indigenous Early Childhood Development**

Under the National Partnership Agreement on Indigenous Early Childhood Development, the Queensland Government has set out specific actions to close the health gap by providing more maternal health and early childhood support for a strong and healthy start to life. COAG funds of \$151.89 million have been allocated for Queensland, over six years from July 2009, to support initiatives in early childhood. Actions include:

- parenting support and advice is to be provided by dedicated young parent support workers to help young people prepare for parenting from the beginning of their pregnancy to well after the birth and into the toddler period.
- increased access to antenatal and postnatal care services is being provided by mid-wives and Aboriginal and Torres Strait Islander maternal health workers in hospital, and in the community, after a birth, especially for pregnant women 20 years and under.
- young people will have greater access to sexual and reproductive education and health services.
- Children and Family Centres are to open in 10 areas: Mount Isa, Cairns, Ipswich, Mareeba, Mackay, Rockhampton, Mornington Island, Doomadgee, Marsden and Palm Island. These centres will provide integrated quality early childhood education and care, parenting and family support and maternal and child health services.
- youth health workers are to continue to be recruited in secondary schools to deliver programs promoting healthy lifestyles, well-being, the responsibilities of pregnancy and parenthood and reproductive health.
- Cape York communities will continue to have greater access to primary health care and specialist services through parenting programs and home visits, child health checks and school health promotion programs.



# Program of action — Current Queensland Government initiatives and services

## Family (continued)

### Early childhood education reform – delivering universal access to a kindergarten program

The Queensland Government is committed to delivering access to a kindergarten program for all Aboriginal and Torres Strait Islander children in Queensland. It is estimated that more than 70 per cent of Indigenous children, living in remote areas, access quality early education through Bound for Success Pre-Prep programs in 35 Indigenous communities. Additional actions include:

- additional kindergarten services are being established in areas with significant populations of Indigenous children.
- long daycare services with enrolments of Indigenous children are prioritised for approval as kindergarten program providers.
- the kindergarten education program, The Queensland Kindergarten Learning Guideline, incorporates a strong focus on Indigenous perspectives and cultural competence. Professional development resources are being prepared for teachers to provide inclusive programs.
- under the Department of Education and Training Indigenous Remote Area Strategy, Indigenous Queenslanders in remote areas are supported to seek a career in early childhood education and care.
- non-government organisations are supported to provide early childhood education and care services, including family support hubs in Indigenous communities.

### Education reform – Closing the Gap: Indigenous Education Strategy

In Queensland, the priority for Indigenous students is 'Every day, in every classroom, every student is learning and achieving'. That is, the focus is on improving attendance, retention and attainment. Initiatives include:

- The Indigenous Education Support Structures (IESS) pilot works with Indigenous students, teachers and families to improve student attendance, achievement and school completion levels.
- The Youth Support Coordinators initiative supports secondary students at-risk of disengaging with school.
- The Foundations for Success and Bound for Success programs provide the framework for quality early childhood education and schooling in Cape York. The evaluation of the Foundations for Success program is to be finalised in 2011 and the results will be carefully considered in order to make further improvements. The effectiveness of the collaborative work done with the Smith Family on early reading strategies will be considered in this process.
- The Families as First Teachers program engages families in early literacy and numeracy development.
- The Let's Stay Put project assists schools in Central, North and South East Queensland to work with highly mobile students. The results of the evaluation of this program will be finalised in 2011.
- From 2011, gifted and talented Indigenous students will be supported through the Top Tier Thinkers program which will identify high achievers in Year 3 then work with the students and their teachers to develop their abilities.

# Program of action — Current Queensland Government initiatives and services

## Family (continued)

In addition, the Australian Government recently approved \$6.3 million over two years for the implementation of three supporting projects in Queensland:

1. The Principals as Literacy Leaders with Indigenous Communities will run in 20 schools across Queensland. The project aims to enhance the leadership capabilities of principals and school community leadership teams to work with teachers, parents and families to improve reading in schools.
2. The Moving Together project partnership with Dare to Lead aims to build the capacity of school leaders to engage with Indigenous staff, parents and the community. The project will be run in selected schools in South East Queensland (six to eight schools).
3. Bridging the language gap: expanding the leadership in language program, English as a second language essentials workshop and the Adopt-a-School initiative aims to provide significant professional development to teachers of Indigenous students with English as a second language. This initiative will target 76 state and 13 Catholic schools across Queensland.

### Retention

- The Learn, Earn, Legend — Year 12 destinations initiative ensures that all Indigenous Year 12 students have a positive outcome. This initiative was established in 2010 and case manages every Indigenous Year 12 student on a pathway to further education, training or employment.
- Indigenous Pathways Coordinators in each of the seven regions ensures that every Indigenous Year 12 student is case managed and supported to Year 12 completion and then transitioned to either further education, training or meaningful employment.
- The establishment of the School to Work team, who will develop initiatives to assist schools change the way they do business in order to accelerate outcomes for Indigenous Year 12 students.
- The Australian Employment Covenant P-Plate program works with Indigenous students, from Year 8, and ensures they are educated on the benefits of meaningful employment. They are mentored and supported in their capabilities and following a suitable pathway to a traineeship, apprenticeship, job or through to tertiary education and undergraduate studies.
- Transitional support services support Indigenous students who leave their home communities in the Cape York, the Gulf, Northern Peninsula Area and Torres Strait to pursue their education at secondary boarding school.





# Program of action — Current Queensland Government initiatives and services

## Family (continued)

### Strong Kids in Schools

Under the Strong Kids in Schools initiative Indigenous child health workers (not qualified nurses) are employed in Queensland Health and non-government organisation services to work with government and non-government pre-school services and primary schools. Positions are located in Cape York, Yarrabah and other regional centres to:

- provide opportunistic child health checks including hearing screening where requested and health promotion activities and education.
- provide parenting support through the implementation of parenting programs such as the Positive Parenting Program — A Survival Guide for Indigenous Parents.
- provide support for school and community-based innovative health promotion strategies.
- act as a health resource person for Aboriginal and Torres Strait Islander children, and their school community, parents and general community in which they live.
- encourage participation and facilitate partnership development with Aboriginal and Torres Strait Islander children, their families, the school community and other relevant government and non-government agencies and services to address contemporary health issues affecting these children.

### Other key initiatives

The Coordinated response to young people at-risk (CRYPAR) project has been implemented by the QPS since 2003. It is a multi-agency initiative operating in some police districts in Queensland (north Brisbane, Pine Rivers District, Logan and Rockhampton) assisting young people with those factors that contribute to the development of criminal and self-harming tendencies and anti-social behaviour. The target group is children (aged 0–11) and young people (aged 12–24) at-risk of being involved in or further involved in criminal, self harming or anti-social behaviour as a result of underlying social problems. CRYPAR aims to provide referrals to appropriate services to divert young people from the justice system and address the underlying causes of offending behaviour.

### Support for Indigenous child witnesses of domestic and family violence

Specialised counselling services are provided through the:

- Remote Indigenous Child Witness Domestic and Family Violence Counselling Service in Cape York and the Gulf of Carpentaria.
- Cooktown Indigenous Domestic and Family Violence Pilot Service to Hope Vale, Wujal Wujal and Laura.
- Safe Havens in Mornington Island, Coen, Cherbourg and Palm Island (joint State and Australian Governments initiative).



# Program of action — Current Queensland Government initiatives and services

## Family (continued)

### **Indigenous Knowledge Centre (IKC) network, including Culture Love**

The centres provide opportunities to develop and transfer intergenerational cultural knowledge, as well as diversionary activities for children and young people. Local Councils and the State Library of Queensland (SLQ) partner to provide 20 IKCs, primarily in the Cape York Peninsula and Torres Strait regions and the kuril dhagun Indigenous Knowledge Centre at the Queensland State Library. IKCs provide traditional library services (including information and communication technologies) and a means and a place to capture and preserve local history and traditions. In partnership with Arts Queensland, SLQ funds an IKC school holiday program, Culture Love, which uses arts activities to engage young people with Elders in understanding their culture and to give creative expression to their ideas and talents. Programs such as Culture Love demonstrate the role of the arts in engaging disengaged young people by providing meaningful diversionary activities. For some young people this program can be an important first step towards more formal training and a career in the arts.



# Program of action — Current Queensland Government initiatives and services

## Opportunity

### Project 2800

The Queensland Government has an Indigenous employment target for the Queensland Public Service of 2800 by June 2013 under the Australian Employment Covenant. Apprenticeships and traineeships will provide a major bridge for Aboriginal and Torres Strait Islander peoples into public sector employment. All agencies have developed implementation plans and set targets to ensure that the Queensland public sector reaches the goals set for Indigenous employment.

### Skilling Queenslanders for Work (SQW)

Under the Skilling Queenslanders for Work (SQW) initiatives the State Government will invest more than \$100 million each year from 2009–10. Initiatives include:

- The Participate in Prosperity Program: an \$8 million a year strategy targeted at low socioeconomic communities where many people, including Indigenous Queenslanders, are unemployed. Individuals can be offered intensive case management to help them improve their circumstances.
- The Community Literacy Program: provides \$2 million a year to help disadvantaged job seekers, including Indigenous job seekers, improve their language, literacy and numeracy skills.
- The Indigenous Employment Policy for Queensland Government Building and Civil Construction Projects (the IEP 20 per cent policy) creates employment and training opportunities in specified Indigenous communities, and in Weipa, through Queensland Government funded building

and civil construction projects. All civil contracts and building contracts over \$250 000 must include a minimum requirement of 20 per cent of the deemed labour hours to be sourced from the local Indigenous community.

- Queensland's Green Army creates new jobs to enhance our natural assets, strengthen tourism and promote increased environmental awareness. The Queensland Government is investing \$57 million over three years to create 3000 jobs in Queensland's Green Army. There will be 2300 green, six-month work placements and 700 green traineeships available throughout the state for job seekers, including Indigenous job seekers. Following the Queensland natural disasters, additional Green Army activity is now occurring as part of the Queensland Natural Disasters — Jobs and Skills Package. By the end of the 2011–12 financial year, \$74 million will have been invested to create a total of 4100 green jobs.
- Indigenous Employment and Training Officers (IETOs) work with communities, industry, government and training providers to identify and create employment and training opportunities for Indigenous Queenslanders. IETOs help Indigenous apprentices, trainees and vocational students complete their training and stay in the workforce by providing culturally appropriate, one-to-one mentoring and support.
- The Office of Economic and Statistical Research (OESR) undertakes surveys on SQW participants on a quarterly basis on

# Program of action — Current Queensland Government initiatives and services

## Opportunity (continued)

behalf of the Department of Employment, Economic Development and Innovation DEEDI. All participants are either in work or training, 12 months after exiting a SQW program, and Indigenous people comprise 25 per cent of SQW participants.

### Home and Community Care

The programs being undertaken through Home and Community Care's (HACC) Aboriginal and Torres Strait Islander Service Development Plan 2009–12 are also providing vital employment and training opportunities for Indigenous people. These include a program to improve access to accredited training, an Indigenous Mentoring Program and a Peer Support Network. HACC has also secured, and is managing, funding for a total of 56 positions in HACC service providers that were previously Commonwealth Government's Community Development Employment Projects positions.

### Public private partnerships

The Queensland Government continues to support public private partnerships that provide training and employment for Indigenous people. Such partnerships have been successfully developed in the mining, tourism and construction industries.

For example:

- Myuma Pty Ltd, an Indigenous not-for-profit civil construction and labour hire business in the Camooweal region, has provided participants with jobs as they have undertaken paid training and on-the-job work experience in civil construction, open cut mining and life skills.
- The Lockhart River businesses Puchiwu Fishing Cooperative, and Lockhart Car Hire, have created training and employment opportunities in the community. The Puchiwu Fishing Cooperative is developing a sustainable commercial fishing enterprise in Lockhart River harvesting rock lobster, mud crab and reef fish. Lockhart Car Hire has grown from a one vehicle operation in 2008 and now operates in two locations, creating employment opportunities in each.



# Program of action — Current Queensland Government initiatives and services

## Opportunity (continued)

### Queensland Indigenous Driver Licensing Program

Since 2006–07 the Queensland Indigenous Driver Licensing Program has provided mobile licensing units to offer licensing services to remote communities in Far North Queensland, including Cape York, the Gulf and Torres Strait Islands. It is now led by the DTMR. The program is directed at reducing unlicensed driving and the consequential legal, social, and actual cost to the individuals, their families, and communities, including fatalities, incarceration and unemployment. An evaluation of the program is currently being finalised and this will inform future work in this area.

### Flexi schools

The Burragah program in Townsville and the Hymbah Yumba program in South Brisbane provide community-based alternative education programs to assist young recidivist offenders to re-engage with education, or vocational training, following their stay in detention, or while completing community-based justice orders.

### Youth in detention centres

The Barrier Reef Institute of TAFE delivers Vocational Education and Training (VET) programs for young people in detention centres. This is part of a key commitment to implement strategies outlined in an agreement between the DET, DoC and QH, to ensure the provision of programs and services to support, help and reintegrate into the community young people who have committed offences.

### Training Initiatives for Indigenous Adults in Rural and Remote Communities (TIFIARRC)

Approximately 1700 Aboriginal and Torres Strait Islander Queenslanders participated in training, or received training support services, under the joint Commonwealth-State funded TIFIARRC program. The program is operated in Queensland by the DET. Industry-relevant training was delivered across a wide range of areas including civil construction, mining and conservation, land management, nursing and primary health care and community development.

### TAFE Programs

- The Cape York Training and Employment Strategy in the Far North Queensland region is one of many VET programs that link training to real employment opportunities or community work. These programs are open to residents in the Cape York region and are accessed primarily by Indigenous Queenslanders.
- Tropical North Queensland Institute of TAFE, as lead institute, has overseen the development and delivery of training products and professional development resulting in a range of E-Learning resources to support Indigenous learners.
- The Palm Island Equitable Delivery Strategy is delivered by the Barrier Reef Institute of TAFE to support Palm Island residents to access pathways into education, training and employment opportunities.

# Program of action — Current Queensland Government initiatives and services

## Opportunity (continued)

### Reintegration programs

A Construction and Civil Construction industries pre-employment program has been developed to support Indigenous offenders from Lotus Glen Correctional Centre as they make the transition into the community. Two groups of 12 offenders are undertaking a 16 week program with pathways into the industries. The program is coordinated by Venture Projects who liaise with Community Justice Groups and other stakeholders to maximise success.

Within correctional centres there are well-resourced industries employing prisoners that offer training opportunities for participants to gain marketable work related skills. On-the-job training is provided to prisoners working in industries through the Queensland Corrective Services (QCS) integrated VET model of delivery. In this model, prisoners are also able to participate in off-the-job training, with qualified instructors, from registered training organisations. Participation by Indigenous prisoners in integrated VET programs has increased from 10 per cent in 2008–2009 to 13 per cent in 2009–2010. Participation by female Indigenous prisoners is expected to increase as integrated VET was introduced at the women's facility in 2009–2010.

### Cairns Indigenous Art Fair

Cairns Indigenous Art Fair (CIAF) is a market place for national and international buyers of quality Queensland Indigenous arts. Developed in partnership with key government and business organisations in Far North Queensland, CIAF profiles leading and emerging Indigenous artists and gives them access to new markets and income streams. In its first two years (2009 and 2010), CIAF attracted over 20 000 visitors and generated sales of over \$1.2 million. It forms part of the Backing Indigenous Arts program managed by Arts Queensland which aims to build a more sustainable and ethical Indigenous arts industry in Queensland. As well as delivering significant employment and economic outcomes, CIAF creates opportunities for the transference of cultural knowledge and skills, engenders community pride and self-esteem and promotes reconciliation through wider public recognition of Queensland Aboriginal and Torres Strait Islander cultures.



# Program of action — Current Queensland Government initiatives and services

## Justice

### Murri Court

The Murri Court and Youth Murri Court provide greater involvement of Indigenous Elders and respected persons, family members and Community Justice Groups in the sentencing process for certain Indigenous offenders in the Magistrates Court.

### Diversion of offenders from the criminal justice system as often as appropriate

The Queensland Government has implemented a range of reforms that increase the number of diversionary options available. These include:

- alternatives to arrest such as notices to appear in court, cautioning and ticketing for some minor public order offences.
- diversion of eligible offenders to youth justice conferences in which young offenders face the victims of their offences and take responsibility for their actions.
- bail support programs — for example, the Youth Bail Support program operates in Mount Isa, Townsville, Cairns and Brisbane, the Youth Opportunity Program that provides support across Far North Queensland and the Conditional Bail program operates state-wide through Youth Justice Services.
- drug and alcohol education and/or treatment programs — for example, the Queensland Indigenous Alcohol Diversion Program is a major initiative that targets Indigenous defendants charged with offences, where alcohol is a contributing factor, and Indigenous parents involved in the child protection system who have an alcohol problem.

### The Restoring Order response

The Restoring Order — Crime prevention, policing and local justice in Queensland's Indigenous communities report (Restoring Order) was released by the Crime and Misconduct Commission in November 2009. The government response to the Restoring Order report, tabled in Parliament on 11 June 2010, provides a commitment to progressing a number of initiatives designed to improve community safety. These include:

- the appointment of an Indigenous Policing Champion and a Deputy Indigenous Policing Champion to promote and support the delivery of appropriate policing services for Queensland's Indigenous peoples and advance reforms consistent with the Restoring Order recommendations
- improving the way in which local community members are engaged in assisting policing, law enforcement roles and crime prevention, including assessing the roles of council-employed community police, Queensland Aboriginal and Torres Strait Islander Police and police liaison officers.

# Program of action — Current Queensland Government initiatives and services

## Justice (continued)

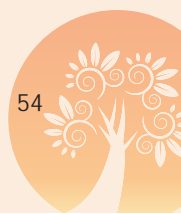
### Effective interventions for young offenders

The DoC is responsible for providing evidence-based strategies to help young people in the youth justice system make positive and lasting changes to their behaviour. For example:

- The Safe Youth — Safe Community initiative, the Woorabinda Early Intervention Coordination Panel, addresses the risks and needs of young people involved in violent behaviour.
- Changing Habits and Reaching Targets is a structured, individual intervention program for youth justice clients who require moderate and high intervention to reduce their risk of re-offending.
- Aggression replacement therapy is a multi-modal treatment that targets the cognitive, behavioural and emotional aspects of adolescent and early-adult aggression.
- There are two community-based programs for young sexual offenders — the Griffith Youth Forensic Service and Mater Family and Youth Counselling Service. Professional practitioners provide individual assessments and treatment services. The programs hold young people accountable and involve their families in the treatment program.

Many such programs also provide significant support to ensure that young people have the best chance of complying with youth justice orders. For example:

- The Youth Opportunity Program, which operates in North Queensland, includes a bail support program, but also provides a holistic therapeutic approach to addressing the developmental needs of young people in the youth justice system or at-risk of offending.
- The North-West Aboriginal and Torres Strait Islander Community Association (NWAICA) provides programs aimed at improving the cultural, physical and social well-being of the North-West Brisbane Indigenous community. The Breakout youth program assists young people to comply with the conditions of their youth justice orders and to participate in daily activities that promote culture and personal development.
- The Youth Housing and Reintegration Services (YHARS) include after-care services in six locations — Townsville, Toowoomba, Inala, Rockhampton, Mount Isa and Hervey Bay/Maryborough. This service provides support and access to a range of accommodation options and targets young people exiting youth detention.





# Program of action — Current Queensland Government initiatives and services

## Justice (continued)

### Transition to community

The DoC's Transition from Corrections Facilities Initiative has achieved positive results in reducing recidivism. National and international literature indicates that rates of re-offending/re-incarceration for people with mental illness, post-release from prison, is normally between 50 and 60 per cent. Approximately 13 per cent of the 243 clients (37 were Indigenous) supported from July 2007 to June 2010 re-offended.

### Cultural capability training

Throughout the criminal justice system there is an ongoing program of work in place to ensure that culturally appropriate services are delivered by staff with appropriate levels of cultural capability. For example:

- In Youth Justice Services cultural capability training is mandated for all departmental staff.
- The Brisbane Youth Detention Centre has worked with Elders to have the centre recognised as Shared Country in late 2009. Within detention centres, Indigenous staffing reference groups advise on, and assist, cultural program delivery and help to facilitate weekly/monthly visits from Elders to meet with and support young people (remand and sentenced). The reference group assists with staffing strategies and cultural awareness support within the centres. In addition, all staff are required to undertake cultural capability training. Programs include dance troupes, spiritual awareness, connectedness to country and traditional lifestyles.

- The DJAG has committed to implementing the following cultural competence training for staff by June 2012: online training for all staff, a cultural competency training component for all new staff and tailored training for service delivery staff.

### Holistic approach to reducing domestic and family violence

Breaking the cycle of domestic and family violence in Rockhampton trialled new ways to integrate a range of services to provide a more efficient and effective intervention to people affected by domestic and family violence. Services included: case management, a behaviour change program for perpetrators of the violence, legal services and community awareness raising. The trial ended on 30 June 2011 and its evaluation will inform the future allocation of resources to such initiatives.





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