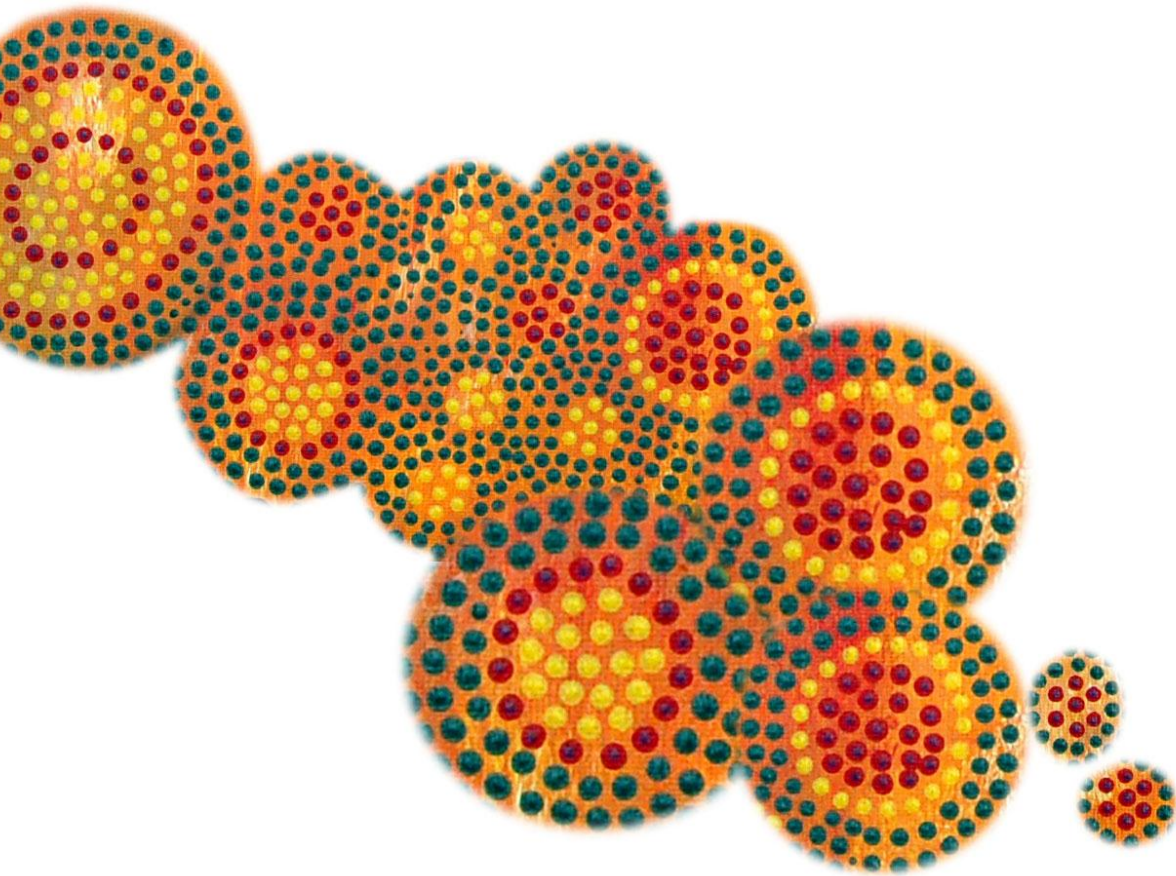




NATIONAL INDIGENOUS LAW & JUSTICE FRAMEWORK

STANDING COMMITTEE OF ATTORNEYS-GENERAL

National Indigenous Law and
Justice Framework
Good Practice Appendix



Prepared by the Standing Council on Law and Justice
(formerly Standing Committee of Attorneys-General)
Working Group on Indigenous Justice

The artwork featured in this booklet is drawn from a painting by artist Miyuki Dickerson of the Yamatji Tribe from Shark Bay in Western Australia titled, 'Surviving before Milk and Honey'. This piece depicts the historical strength of traditional Indigenous Australian lifestyles alongside the interconnected nature of engagement with contemporary Australian society.

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Contents

Introduction	6
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Goal 1	Improve all Australian justice systems so that they comprehensively deliver on the justice needs of Aboriginal and Torres Strait Islander peoples in a fair and equitable manner	7
--------	--	---

Good Practice.....7

Aboriginal Care Circles.....	7
Community Courts.....	8
Police Liaison Officers.....	8
Port Lincoln Aboriginal Conference Pilot.....	8
Restorative Justice.....	9

Promising Practice.....9

Goal 2	Reduce over-representation of Aboriginal and Torres Strait Islander offenders, defendants and victims in the criminal justice system	30
--------	--	----

Good Practice.....27

Aboriginal Community Patrols Program.....	27
Aboriginal Justice Forum.....	27
Aboriginal Liaison Officer (ALO) and Aboriginal Community Engagement Officer (ACEO) Programs.....	28
Circle Sentencing.....	28
Elders Visiting Program.....	28
Intensive Supervision Program.....	29
Koori Courts in the Magistrates, County and Children’s Courts of Victoria.....	30

Northbridge Policy and Juvenile Aid Group..... 30

Regional Aboriginal Justice Advisory Committees..... 31

Victorian Aboriginal Justice Agreement (Phase 1 and 2) (AJA) 31

Promising Practice.....32

Goal 3	Ensure that Aboriginal and Torres Strait Islander peoples feel safe and are safe within their communities	59
--------	---	----

Good Practice.....53

Promising Practice.....53

Goal 4	Increase safety and reduce offending within Indigenous communities by addressing alcohol and substance abuse	75
--------	--	----

Good Practice.....66

Alcohol restrictions to complement Multi-Functional Police Facilities..... 66

Groote Eylandt and Bickerton Island Liquor Permits Committee 67

Promising Practice.....68

Goal 5	Strengthen Indigenous communities through working in partnership with governments and other stakeholders to achieve sustained improvements in justice and community safety	85
--------	--	----

Good Practice.....75

Promising Practice.....75

Introduction

The purpose of the Good Practice Appendix is to:

- illustrate the Framework by providing positive examples of what is currently happening in relation to each of the Goals
- provide a reference for policy and program developers and service providers looking for ideas to implement within their jurisdiction, and
- provide an initial point for discussion for the program for evaluation, under the funding announced by the Commonwealth Attorney-General at the August 2009 Standing Council on Law and Justice (SCLJ) (formerly the Standing Committee of Attorneys-General)

Initiatives categorised as 'Good Practice' are those that jurisdictions have identified as having been fully evaluated and found to be successful.

Initiatives categorised as 'Promising Practice' include:

- those based on program models that have been evaluated (or rigorously researched) and found to be advantageous
- partially evaluated programs with to-date successful outcomes, and
- programs with sustained and consistent positive feedback from workers, participants and other stakeholders over a period of time (three years for example).

The Appendix contains the initial programs considered for inclusion in the Indigenous Justice Program Evaluations announced by the Australian Attorney-General, the Hon Robert McClelland MP at the August 2009 SCLJ meeting. It will be a 'living' document that will be updated annually to reflect positive progress towards effective law and justice outcomes for Aboriginal and Torres Strait Islander peoples. This annual update will include outcomes of the evaluation of initiatives and an overview of any additional initiatives.

Good Practice

Aboriginal Care Circles

NSW Department of Attorney General and Justice

The Aboriginal Care Circle program aims to encourage culturally-appropriate decision-making and care plans for Aboriginal children and young people.

The Care Circle process provides a forum for the unique circumstances of Aboriginal families to be considered during care proceedings, with resulting care plans informed by that cultural knowledge.

Care Circles focuses on care and protection matters of Aboriginal children with input from respected Aboriginal Elders and community members.

The Care Circle project aims to achieve the following:

- Increase participation in decision-making about Aboriginal children and young persons by Aboriginal families and communities
- Empower Aboriginal families and communities by reducing any barriers that may currently exist between courts and Aboriginal people
- Enhance the viability and effectiveness of undertakings to be agreed to by a parent in placement proceedings
- Improve support provided to parents or people with parental responsibility
- Increase confidence of Aboriginal and other stakeholders in the care process
- Support the Aboriginal and Torres Strait Islander principles in the Children and Young Persons (Care and Protection) Act 1998 (the Act).

Care Circles was evaluated by CIRCA in June 2010. The evaluation found that the Care Circle pilot is a valuable program that provides an appropriate avenue for community input and community involvement in decision-making about Aboriginal children and young people. It was strongly felt by family members and stakeholders that these opportunities are not available through the traditional court process, and result in a greater level of satisfaction and acceptance of decisions relating to Aboriginal children and young people, and give parents a greater sense of ownership and control in identifying what is in the best interest of their child.

Community Courts

NT Department of the Attorney-General and Justice

'Circuit' courts are held in numerous communities throughout the Territory (29 in 2012). Most of these service Indigenous communities. These follow normal court processes and deal with the vast bulk of matters that arise in those communities.

'Community' courts are distinct from circuit courts and some community courts allow acknowledged Elders to advise magistrates on sentencing issues related to the offender. This form of sentencing allows the Court to determine appropriate sentencing for indigenous offenders. For 2012, community courts for all but youth justice have been put on hold pending resolution of issues raised by the Chief Magistrate.

Police Liaison Officers

Queensland Police Service

Police Liaison Officers (PLOs) are employed by the Queensland Police Service (QPS) to establish and maintain a positive rapport between culturally specific communities and the QPS. The role of PLOs is to promote trust and understanding through their liaison role.

There are currently over 150 PLO positions throughout the State, including approximately 20 allocated to discrete Indigenous communities including Horn Island, Thursday Island, Yarrabah, Mornington Island, Palm Island and Woorabinda. While the majority of PLO positions are occupied by people of Aboriginal and Torres Strait Islander backgrounds, the scheme has now grown to incorporate officers from a number of other communities.

Contact details: Office of the Commissioner, Queensland Police Service, Tel: 07 3364 3934

Port Lincoln Aboriginal Conference Pilot

Courts Administration Authority SA

The Port Lincoln Aboriginal Conference Program combines aspects of the present Nunga Court model with an adult conferencing process. A sentencing conference is facilitated by an experienced Conferencing Unit coordinator and supported by an experienced Aboriginal Justice Officer. It involves the victim, the defendant, Aboriginal Elders, service providers and prosecution. The focus of the meeting is to acknowledge the harm done to the victim and the community, and to provide opportunities for the parties to contribute and attempt to develop relevant responses to the offending behaviours. The Magistrate takes the outcomes of the conference into account in determining the sentence.

The program was evaluated by the South Australian Office of Crime Statistics and Research in mid-2008. The overall finding of the review was that the Pilot had been operating as intended. It found that there was a positive response overall from all stakeholders regarding the conferencing process. Port Lincoln Aboriginal Conferencing is now an on-going sentencing option for suitable Aboriginal defendants in the Port Lincoln area.

Contact details: Courts Administration Authority SA, Family Conference Team, Tel: 08 8204 0563

Restorative Justice

ACT Department of Justice and Community Safety

The ACT has a strong commitment to working with Indigenous youth using restorative justice practices. In partnership with the Australian Federal Police and the Children’s Court, the ACT’s Restorative Justice Unit (RJU), provides a safe and carefully managed environment in which to work with Indigenous youth. Currently, the unit works on referrals involving young people who have committed less serious crimes.

Restorative justice is offered to all youths in the ACT and can be utilised at any stage of the criminal justice process—from caution through to post-sentence. Each referral is assessed to determine if it is eligible and suitable for restorative justice. Restorative justice gives the people who have been affected by the offence—the victim, offender and their respective supporters—the opportunity to come together to discuss what happened, who has been impacted, and what can be done to move forward. It is a voluntary process with the victim and offender able to withdraw their consent at any time during the process.

From the commencement of RJU in 2005 until October 2009, the RJU has received 112 referrals involving 121 Indigenous young offenders. This makes up 14% of all referrals received. Out of a total of 483 conferences held, 64 have involved Indigenous young people. Indigenous and non-Indigenous youth have a high rate of success (87%) with the agreements that are negotiated out of a restorative justice process. In regard to Indigenous feedback on the process: 95% said they were treated with respect; 88% thought the process was fair; 100% said the agreement was fair; and 88% said they would attend a process again.

Contact details: Dr Nova Inkpen, Acting Manager, Restorative Justice Unit, Tel: 02 6205 4786

Promising Practice

Aboriginal Client Service Specialist

NSW Department of Attorney General and Justice

Aboriginal Client Service Specialists (ACSS) provide advice and support to Aboriginal defendants, victims and families at 18 local courts throughout NSW. An ACSS assists clients to understand how the court operates and explains outcomes and court orders to clients to minimise the chances of those clients breaching their court order. An ACSS also assists clients with enquiries relating to criminal, family and civil law and assists to make the court less intimidating for Aboriginal clients.

Contact details: Aboriginal Programs Unit, Department of Justice and Attorney General, Tel: 02 8688 7179

Aboriginal Community Justice Groups

NSW Department of Attorney General and Justice

Aboriginal Community Justice Groups (ACJGs) are representative groups of the local Aboriginal community that come together to examine crime and justice issues impacting on local Aboriginal communities. ACJGs provide advice to government on justice priorities, ways to improve service delivery in the justice system and are also involved in crime prevention and diversion programs. Some of the practical ways that ACJG members are involved in the justice system include issuing cautions under the Young Offenders Act, providing advice to courts on Bail options for Aboriginal defendants and participating in the Circle Sentencing program, effectively providing advice to the courts on sentencing for Aboriginal offenders. In addition to this, ACJGs have their own localised plans in place to respond to justice issues impacting on people within their respective regions. ACJGs operate in 20 locations across NSW.

Website: <http://www.lawlink.nsw.gov.au>

Aboriginal Community Justice Group Regional Forums

NSW Department of Attorney General and Justice

There are 20 Aboriginal Community Justice Groups (ACJGs) across NSW in a variety of regional and metropolitan locations. The Department of Attorney General and Justice holds annual regional forums with the groups to gain advice and feedback on justice priorities impacting on Aboriginal communities. The ACJGs make recommendations to the government and the government develops a response and feeds that information back to communities. 4 ACJG members from each of the 20 groups involved in the forums (a total of 80 community representatives across the state). Forums were held in November 2011 at which actions and initiatives arising from the 2009 forum recommendations were reported on and further input and feedback on current law and justice issues was sought.

Contact details: Aboriginal Programs Unit, Department of Justice and Attorney General, Tel: 02 8688 7179

Aboriginal Court Liaison Officers

WA Department of the Attorney General

Aboriginal Court Liaison Officers (ALOs) are located in eight courts around the State. The role of ALO is to:

- increase Aboriginal people's understanding of the need to comply with orders and bail conditions
- increase the number of Aboriginal people accessing services at the Court, and
- strengthen partnerships between Courts and other relevant agencies.

In the long term:

- develop procedures and processes which take account of cultural issues, when appropriate
- increase Judicial Officers' and court staffs' understanding of Aboriginal cultural and social issues
- increase Aboriginal people's confidence about accessing court services

- increase Aboriginal people's understanding of court processes and procedures, and
- increase the use by Aboriginal people of civil justice remedies.

A 2011 evaluation found Aboriginal stakeholders, judicial officers and stakeholders within the justice system found the ALOs highly valuable. Because of the report, the Magistrates Court Directorate is developing an action plan to address the agreed recommendations. A copy of the implementation plan is attached.

Mr Len Clark, A/ Executive Manager, Magistrates Courts North, Department of the Attorney General. Tel: 08 9425 2654; Email: lenard.clark@justice.wa.gov.au

Aboriginal Cultural Awareness Training (Promising practice)

Courts Administration Authority SA

Since 2003, the SA Courts Administration Authority has required mandatory attendance by all new staff at its Aboriginal Cultural Awareness training. The course is delivered by the CAA's Senior Aboriginal Justice Officer with the assistance of an Aboriginal Justice Officer and Education Officer. The training provides new staff and Magistrates with an understanding and insight into Aboriginal history, society and culture, as well as contemporary Aboriginal justice issues. Topics include: Dreaming and relationship with the Land; Traditional lifestyle, History presentation, Working with Aboriginal clients and Aboriginal (Nunga) Sentencing Courts. The two day course has been delivered to over 500 CAA participants and regularly receives extremely positive feedback.

Contact details: Courts Administration Authority SA, Aboriginal Programs, Tel: 08 8204 0347

Aboriginal Cultural Support Plan

Youth Services and Youth Justice, Department of Human Services Victoria

Aboriginal Cultural Support Plans are developed for young Koories in the youth justice system by case managers in conjunction with a Koori Youth Justice Worker. The Plan is an integral part of client assessment and planning, and ensures that the individual has access to cultural supports, including the Koori Youth Justice Worker Program and other appropriate individuals and programs.

Contact details: Youth Services and Youth Justice, Department of Human Services Tel: 03 9096 2641

Aboriginal Justice Program

WA Department of the Attorney General,

The Aboriginal Justice Program has four focus areas relating to Aboriginal people either in risk of entering the justice system or who are victims of family violence. The four focus areas are:

- Licencing of drivers;
- Fines enforcement;

- Youth offending; and
- Family violence.

Contact details: Manager, Aboriginal Justice Agreement, Department of the Attorney General.

Tel: 08 9264 1600

Aboriginal Justice Officers

Courts Administration Authority SA

The Courts Administration Authority employs Aboriginal Justice Officers (AJOs) in the Adelaide metropolitan area and Port Augusta. The AJOs provide an interface between courts and the Aboriginal community and their key responsibilities are to:

- provide information and assistance to Aboriginal court users
- support Aboriginal sentencing courts and conferences in the Magistrates and Higher Courts
- contribute to the education of the Aboriginal community about the operation of the courts and criminal justice system, and
- provide Authority staff and the judiciary with an understanding and awareness of Aboriginal issues, social structure, culture and tradition.

Contact details: Courts Administration Authority SA, Aboriginal Programs, Tel: 08 8204 0347

Aboriginal Liaison Officers

Tasmania Police

Tasmania Police is committed to ensuring that Aborigines are appropriately represented in their recruiting and welfare requirements and have set in place a network of Aboriginal Liaison Officers (ALOs) across the four Police districts in the state.

ALOs are responsible for identifying ways in which support can be given to the Aboriginal community and enhancing recognition of the rights of Australian Indigenous people within Tasmanian Police.

Contact details: State Aboriginal Liaison Co-ordinator, Human Resources, Tel: 03 6230 2060

Aboriginal Official Prison Visitors Scheme

Office of Correctional Services Review, Victoria

Aboriginal Official Prison Visitors (AOPVs) are Koori community members who are appointed by the Minister for Corrections and have unfettered access to all aspects of the prison system – including the right to speak with any prisoner. AOPVs regularly attend prisons to identify any issues that are adversely affecting Koori prisoners. AOPVs then provide independent advice to the Minister

for Corrections on issues related to the imprisonment of Koories at these prisons.

Contact details: Senior Program Officer – mick.harrison@justice.vic.gov.au

Aboriginal Strategic Plan

Tasmania Police

Tasmania Police has developed an Aboriginal Strategic Plan in consultation with key stakeholders in order to develop better relationships with the wider Tasmanian Aboriginal community so that all reasonable expectations can be met. Tasmania Police also provides officers with extensive cross-cultural training in order to ensure that they are aware of their obligations to people in custody and, in particular, their duty of care to those Aboriginal people who are considered to be at greatest risk.

Best Practice Guidelines for Lawyers Providing Legal Services to Aboriginal and Torres Strait Islander Clients

Legal Aid Queensland

Legal Aid Queensland has developed Best Practice Guidelines for Lawyers Providing Legal Services to Aboriginal and Torres Strait Islander Clients. The guidelines form part of Legal Aid Queensland's Case Management Standards, which both in-house lawyers and private lawyers providing legal aid services are required to follow. The guidelines provide lawyers with information about those aspects of Aboriginal and Torres Strait Islander culture that may impact the provision of legal services to Aboriginal and Torres Strait Islander clients, and guidance to lawyers to assist them in communicating more effectively with Aboriginal and Torres Strait Islander clients.

Contact details: Strategic Policy, Legal Aid Queensland, Tel: 07 3238 8390

Commissioner for Aboriginal Engagement

SA Government

The Commissioner for Aboriginal Engagement serves as a voice for the Aboriginal community in South Australian Government and provides independent advice to the Minister for Aboriginal Affairs and Reconciliation on Aboriginal matters:

The Commissioner focuses on:

- publicly advocating engagement between Aboriginal people and the broader community
- identifying systematic barriers to Aboriginal people's access to government, non-government and private services
- mentoring Aboriginal leaders
- consulting with non-government organisations and peak Aboriginal bodies, and representing their views to

government.

Contact details: Commissioner for Aboriginal Engagement, Tel: 08 8226 2540

Community Constables in remote areas

SA Police

SAPOL's policing presence to the APY and Yalata Lands community consists of a mix of sworn members and Community Constables. Three new police stations on the APY Lands have seen an increase in staff to 19 police officers. There are also ten Community Constable positions.

SAPOL employs an Aboriginal and Torres Strait Islander employee coordinator to identify and recruit suitable candidates for the role of Community Constable.

In 2011 an evaluation of the Community Constable program on the APY Lands was undertaken. The evaluation considered the role and how the program should support the most appropriate policing model for the remote communities, given the increase in police presence.

As a result, the recommended role of the Community Constable includes:

- Providing support to police as translators
- Providing negotiating role to resolve community disputes
- Providing sworn members with knowledge through training relating to culturally sensitive issues
- Providing the specialist liaison services of liaison and community engagement
- Providing localised intelligence to police
- To live and work within their own communities, and
- To operate within their minute of appointment.
- Community Constables provide an important and effective role in support to operational police and their skills contribute to policing service delivery to these communities.

Community Justice Groups

Queensland Department of Justice and Attorney-General and Aboriginal and Torres Strait Islander communities

The Department of Justice and Attorney-General funds more than fifty Community Justice Groups (CJGs) to provide information about court and justice processes to their respective communities. They support Aboriginal and Torres Strait Islander victims and offenders at all stages of the legal process, including encouraging diversionary and early intervention strategies.

In 2011 an external evaluation of the program was completed by KPMG. The KPMG evaluation found that the CJG program provides a positive contribution to:

- reducing the likelihood of crime escalation (for individuals and the community)
- improving the cultural appropriateness and responsiveness of the justice system
- promoting community wellbeing through volunteerism.

The evaluation concluded that there is a widespread view that the CJG program is not realising its full potential for contributing to a reduction in the over-representation of Aboriginal and Torres Strait Islander people in the justice system.

The evaluation notes that the CJG Program promotes the social capital and well-being of Indigenous communities by promoting volunteerism and providing support for others within the local community and also provides a positive contribution to the justice system by:

- helping to ensure Indigenous offenders attend court avoiding the consequences of failure to attend
- providing support to help reduce the likelihood of crime escalation through: support provided to offenders in prison and upon prison release; resolution of community conflict and mediating disputes before they escalate; and supporting community members on community based orders
- working within the justice system to improve its cultural appropriateness and responsiveness to Indigenous people in line with the priorities of the Queensland Government and DJAG, through making cultural submissions as part of the court process; providing additional information to support Magistrates in their decision making; and upholding positive images of Indigenous persons around the justice system for the wider community to see.

Contact details: Courts' Innovation Programs, Department of Justice and Attorney-General, Tel: 07 3109 9186

Community Legal Education

Victorian Aboriginal Legal Service

The Community Legal Education (CLE) unit within the Victorian Aboriginal Legal Service (VALS) works with Koori communities to raise justice issues and explore ways in which the criminal, family and civil justice systems can be made more equitable for Indigenous people. The unit also seeks to change attitudes within mainstream services, such as the police, courts and government departments.

In 2010, the Public Interest Law Clearing House (PILCH) and VALS piloted a new project, the *Aboriginal Credit and Debt Clinic* (ACDC). This involved free legal clinics aimed at providing free legal assistance in consumer and credit law issues to members of the Aboriginal community, and collecting data on the unmet legal need of Aboriginal people living in rural and regional areas of Victoria.

An evaluation report found that the ACDC highlighted a gap in the provision of civil law services to Aboriginal clients in rural and regional areas and the detrimental effect of this on individuals and communities. Case studies in the report provide a stark picture

of financial hardship, with the multiple debts of many clients contributing to high levels of anxiety about housing, employment and the need to support children and other family. The clinics also revealed a number of systemic legal issues and demonstrated the needs for funded civil law legal services for Aboriginal people in rural and regional Victoria.

Website: <http://vals.org.au/law-reform-and-policy-development/publications/post/aboriginal-credit-and-debt-clinic-project-report-and-evaluation/>

Communication Skills and Cultural Considerations Seminar

Legal Aid Queensland

Legal Aid Queensland, in partnership with the Queensland Law Society and the Aboriginal and Torres Strait Islander Legal Services has presented free 'member benefit' seminars for lawyers on communication skills and cultural considerations when representing Aboriginal and Torres Strait Islander clients. The seminar has been presented for the past two years and it is planned to make them an annual event.

Contact details: Strategic Policy, Legal Aid Queensland, Tel: 07 3238 8390

Cultural Appreciation Project

Queensland Police Service

The Cultural Appreciation Project provides the platform for Aboriginal and Torres Strait Islander cultural appreciation training for all Queensland Police Service (QPS) personnel. The multi-faceted program includes an introduction to Aboriginal and Torres Strait Islander cultures for police recruits with further learning and development material to assist officers at different stages of their careers; all aspects have been developed through the guidance and support of Indigenous community members.

Two of the major components of the project are the Competency Acquisition Program (self-paced) workbooks and community specific packages for officers who are to be posted to discrete Aboriginal and Torres Strait Islander communities. Feedback from participants and community stakeholders involved in the development and delivery of specific components has been positive.

Further development of the project to include profiles for urban and rural communities is continuing.

Contact details: Office of the Commissioner, Queensland Police Service, Tel: 07 3364 3934

Cultural Respect Training Officer Position

Victoria Police

The Cultural Respect Training Officer will be responsible for developing and implementing training packages in consultation with the Koori community, Aboriginal Community Liaison Officers, the Aboriginal Community Justice Panels and Police Aboriginal Liaison Officers.

Contact details: Aboriginal Advisory Unit – Victoria Police Centre Tel: 03 9247 5245

Duke of Edinburgh Award

Queensland Department of Communities, Tasmania Prison Service

The Duke of Edinburgh Award is an internationally-recognised development program for young people aged 14–25. Funding is being provided to Indigenous communities separately in Queensland and Tasmania to support them to implement the program. In Queensland, the Cleveland Youth Detention Centre and various Youth Justice Service Centres implement the program.

Contact details 1: Communities, Child Safety, Youth and Family Service Area, Department of Communities, Tel: 1800 177 338

Contact details 2: Integrated Offender Management Unit, Tasmania Prison Service, Tel: (03) 6216 8010

Employment in the Department for Correctional Services

SA Government

The South Australian Department for Correctional Services (DCS) employs Aboriginal people across the department in various positions that contribute to a targeted suite of programs. Current positions include:

- Director Aboriginal Services to advise Executive and input on policy development
- Aboriginal Cultural Awareness Officer to provide cross-cultural training to DCS staff
- Aboriginal Programs Officer - new 12 month position working on a pilot program “Aboriginal Visiting Elders”
- Aboriginal Liaison Officers across all institutions
- numerous Custodial Officers
- three community correction Officers
- Project - Policy and Planning Officer, and
- Staff Support Officer.

Contact details: South Australian Department for Correctional Services, Aboriginal Services Unit, Tel: 08 8226 9000

Funding support to Aboriginal and Torres Strait Islander Legal Services

Legal Aid Queensland

Legal Aid Queensland provides funding to the Aboriginal and Torres Strait Islander Legal Services to provide duty lawyer services in Cape York Peninsula and Gulf of Carpentaria communities. This duty lawyer services ensures that people appearing in courts charged with a criminal offence in those remote communities have access to independent legal advice and representation.

Contact details: Strategic Policy, Legal Aid Queensland, Tel: 07 3238 8390

Independent Prison Visitors Scheme

Office of Correctional Services Review, Victorian Department of Justice

Koori Independent Prison Visitors (Koori IPVs) are Koori community members who are appointed by the Minister for Corrections and have unrestricted access to all areas of their allocated prison. They can speak with any staff or prisoners or visitor to the prison Koori IPVs attend their appointed prison monthly to observe prison operations that could identify any issues that are adversely affect Koori prisoners. This provides independent advice to the Minister for Corrections on any matters relating to the imprisonment of Koories in the Victorian justice system.

Contact details: Program Officer, Independent Prison Visitor Scheme – Katie Harvey Tel: (03) 9947 1641

Email: katie.harvey@justice.vic.gov.au

Indigenous Community/Police Consultative Groups

Queensland Police Service

The Queensland Police Service works in collaboration with the Aboriginal and Torres Strait Islander community by providing local forums/engagement mechanisms such as the Indigenous Community/Police Consultative Groups (ICPCGs).

Local consultative forums are formed to develop better relationships between the QPS and Aboriginal and Torres Strait Islander communities in Queensland and to allow police to serve these communities in an informed and cooperative way. The forums aim to involve a cross section of the community, recognised local support groups, the Officer in Charge and the other specialist police to allow an informal exchange of information regarding a range of issues. These forums enable potential problems to be resolved early, before they escalate.

Contact details: Office of the Commissioner, Queensland Police Service, Tel: 07 3364 3934

Indigenous Engagement Program

Victorian Equal Opportunity and Human Rights Commission

The Commission's Indigenous Engagement Program aims to:

- increase awareness in the Victorian Indigenous community of their rights and the role of the Commission;
- facilitate access to the Commission's services including education and training and dispute resolution; and
- continue partnerships with Indigenous and other pertinent organisations to support a reduction in discrimination.

Since commencing in 2009, this program has undertaken a range of activities in regional and metropolitan Victoria focussing on

equal opportunity and human rights education and engagement, as well as promoting the assistance the Commission can provide in resolving disputes. Current key activities include developing and delivering equal opportunity and human rights education programs for key Indigenous community organisations and producing a quarterly newsletter highlighting rights and promoting relevant resources and advocacy opportunities.

Contact details: Victorian Equal Opportunity and Human Rights Commission, Tel: 1300 891 848

Indigenous Family Court Liaison Officers

WA Department of the Attorney General

There were two Indigenous Family Court Liaison Officers (IFLO) based at the Family Court of Western Australia.

The Goals of the IFLO program are to:

- to increase Magistrates' and Judges' capacity to determine what is in the best interests of Indigenous children, and
- to improve Family Consultants' capacity to work with Indigenous litigants.

In the long term, the aims are:

- Indigenous people receive services that are culturally relevant and effective in resolving or determining child related disputes
- children's links to their extended families are maintained and/or enhanced
- litigants and families are provided with information that enables children's safety to be enhanced
- to increase Indigenous families' awareness of Court's services
- legal representatives, court experts and others in the family law system respond appropriately to Indigenous people, and
- court is considered by litigants and Indigenous organizations to be culturally safe.

The Commonwealth provided funding for 2 positions at the Family Court of WA. This funding has now been withdrawn and there are no Indigenous Family Liaison Officers positions.

Contact: Ms Yvonne Patterson, Director, Court Counselling, Department of the Attorney General, Tel: 08 9224 8249; Email: yvonne.patterson@justice.wa.gov.au

Indigenous Information Hotline

Legal Aid Queensland

Aboriginal and Torres Strait Islander people can access legal information and advice for the cost of a local call from anywhere in Queensland by telephoning the Indigenous information hotline. The Indigenous information hotline aims to ensure that Aboriginal and Torres Strait Islander people are able to access legal information and referral, even if they live in remote parts of the state where there are limited legal services. In 2010–11 there were 111 calls to the Hotline.

Contact details: Strategic Policy, Legal Aid Queensland, Tel: 07 3238 8390

Indigenous Review and Reference Group

Queensland Police Service

The Review and Reference Group provides a forum for the Queensland Police Service (QPS) to constructively address issues which may arise between police, Indigenous communities and other government agencies. Notably, it seeks to resolve challenges through implementation practical solutions. The group was established in the mid 1990s and meetings are held monthly.

Contact details: Office of the Commissioner, Queensland Police Service, Tel: 07 3364 3934

Justice Entry Program

Queensland Police Service

The Queensland Police Service (QPS) offers Traineeships in the Justice Entry Program for Aboriginal and Torres Strait Islander peoples. These Traineeships are part of the QPS's Diversity Management Plan. The Traineeship provides the education qualifications for entry into the QPS as a police recruit, including a First Aid Certificate.

Since 2003, over 104 Indigenous people have completed the Justice Entry Program and graduated with the Certificate IV in Justice. Of these, 73 have graduated from the police recruit program and have been sworn in as constables; others have obtained employment with other government agencies.

Contact details: Office of the Commissioner, Queensland Police Service, Tel: 07 3364 3934

Remote Justices of the Peace (Magistrates Court)

Queensland Department of Justice and Attorney-General and Queensland Magistrates Court

In remote locations, community members undergo extensive training and sit exams to be sworn-in as a Justice of the Peace (Magistrates Court), enabling them to convene their own Magistrates Court and deal with local breaches of the law.

This gives Justices of the Peace (Magistrates Court) the power to deal with simple offences, domestic violence applications, by-laws, traffic matters, bail and remands. It empowers communities through increased information about and understanding of the justice system and gives them a greater sense of responsibility.

In 2010, the Department of Justice and Attorney-General (DJAG) received the independent evaluation of the Remote JP Magistrates Court Program undertaken by Professor Chris Cunneen and associates of Cairns Institute, James Cook University.

The evaluators found widespread support for the continued operation of the JP Magistrates Court Program and described the program as an initiative with symbolic significance that encourages community capacity building to provide input and participation into the criminal justice system. The evaluation reports that the program provides a court process which is more culturally appropriate and more inclusive of both the Indigenous community and the Indigenous offender. However, in order to achieve maximum effectiveness, improvements to the program were found to be required.

Contact details: Courts' Innovation Programs, Department of Justice and Attorney-General, Tel: 07 3109 9186

Legal Aid for Indigenous Australians

Australian Attorney-General's Department

The Australian Government's Legal Aid for Indigenous Australians Program supports the provision of culturally sensitive legal aid services to Indigenous Australians. It provides funding for Aboriginal and Torres Strait Islander organisations to deliver legal aid services to Indigenous Australians. This network delivers services at numerous permanent sites, court circuits and outreach locations in urban, rural and remote areas throughout all States and Territories.

The range of services provided comprise of:

- information, initial legal advice, minor assistance and referral
- duty lawyer assistance, and
- legal casework services for criminal, civil and family law matters.

The Office of Evaluation and Audit (Indigenous Programs) recently reviewed the Program and found that Aboriginal and Torres Strait Islander Legal Services are fulfilling a critical role in the law and justice system for Indigenous Australians and are good vehicles with which to provide culturally sensitive and appropriate legal services. The review also highlighted that stakeholders have high respect and regard for the organisations and the valuable services they provide, particularly given the challenging cultural, geographical and political environments in which they operate.

Website: www.ag.gov.au

Local Aboriginal Justice Action Committees

Koori Justice Unit, Victorian Department of Justice

The Local Aboriginal Justice Action Committee (LAJAC) network enables Koori communities to identify, and develop placed-based responses to justice related issues. Locally identified issues are channelled up to the Regional Aboriginal Justice Advisory Committee (RAJAC) to inform wider strategic direction and high level policy and program responses.

Contact details: Deputy Director – Antoinette Gentile Tel: 03 8684 1742; Email: antoinette.gentile@justice.vic.gov.au

Local Area Command Aboriginal Consultative Groups

NSW Police

Police Aboriginal Consultative Committees meet with local police to provide advice on how policing can be more responsive to local needs. They also consider

- ways of improving relationships between Police and the Aboriginal community
- development of local crime prevention strategies
- planning and development of Local Area Command 'Aboriginal Action Plans' to target outcomes identified in the Aboriginal Strategic Direction.

This provides an opportunity for Police to modify their policing methods to strengthen relationships with Aboriginal communities and focus effort upon mutually agreed priorities.

Website: <http://www.police.nsw.gov.au>

Local Justice Worker Program

Koori Justice Unit, Victorian Department of Justice

Local Justice Workers are employed in 10 local Koori community organisations or agencies. They provide support to Koori offenders on community based orders by linking them with culturally appropriate work sites and meaningful tasks as well as informing them of available options for paying off outstanding fines. They also build important links between Koori communities and local justice agencies such as the Sheriff's Office and Community Correctional Services. An evaluation of the Local Justice Worker program is currently underway, with a report to be finalised in 2012.

Contact details: Manager, Community Programs – Adrian Sculthorpe Tel: 03 8684 1745;

Email: adrian.sculthorpe@justice.vic.gov.au

Mornington Island Restorative Justice

Queensland Department of Justice and Attorney-General and Australian Attorney-General's Department

The Mornington Island Restorative Justice (MIRJ) Project is a community based dispute resolution service inclusive of Island culture while conforming to the requirements of the criminal justice system. It has provided a range of diversionary victim-offender mediations, preventative crisis intervention mediations and planned inter-family conflict resolution services since November 2009.

The project operated as a partnership between the Dispute Resolution Branch, Department of Justice and Attorney General and respected Elders until October 2011 when it was transitioned through a service agreement to the community based Junkuri Laka

Justice Association. The transition to community ownership and control provides an opportunity to increase referrals and to operate under a more effective and sustainable funding model.

More than 100 mediations have been successfully finalised. Outcomes achieved through mediation have included the resolution of entrenched interfamily and interpersonal conflict, the prevention of escalating violence, people not being charged, prosecutions withdrawing charges and diversion from incarceration following successful participation in mediation.

The experience gained to date may provide a model to develop alternative dispute resolution in other Indigenous communities as a viable diversion from the criminal justice system.

An interim evaluation conducted in 2010 found that the project had “made significant progress in meeting its objectives (was) underpinned by ... (a) strong partnership with Elders and respected members of the community. There was also “strong support ... from community members and officers representing justice agencies and the Magistracy”. A final evaluation is planned for the second half of 2012.

Contact details: Dispute Resolution Branch, Department of Justice and Attorney-General, Tel: 07 3006 2518

Murray River Marathon

YMCA and Victoria Police

The Murray River Marathon Blues and Brothers program is a community engagement initiative for Koori youth. This event strengthens cross cultural awareness through the sharing of knowledge and experiences by operational police members and Koori youth. Survey feedback from participants has identified a strengthening of relationships and trust between Koori youth and police. Koori youth participants have also related a better awareness of their culture. This event will continue into the future, as previous anecdotal evidence suggests that this community based initiative has produced a positive impact for Koori youth and police in developing and maintaining stronger relationships.

Contact details: Aboriginal Advisory Unit – Victoria Police Centre, Tel: 03 9247 5245

Ngambra Circle Sentencing Court

ACT Department of Justice and Community Safety

The ACT Ngambra Circle Sentencing Court (NCSC) is for Indigenous adult offenders. The Circle’s aims are rehabilitation, support and healing, as well as the reduction of recidivism among Indigenous offenders. The Court is guided by a Practice Direction of the ACT Magistrates Court.

In order to appear before the Court, an Indigenous person who has been charged with, and pleaded guilty to, an offence in the Magistrates Court may be referred for an assessment to the NCSC. The assessment is conducted by a panel of Aboriginal and Torres Strait Islander persons. The offender must consent to the NCSC process before an assessment as to eligibility will be conducted.

The Circle process promotes the offender taking responsibility for their actions with the support of the community.

Contact details: Circle Court Coordinator, Magistrates Court, Tel: 02 6204 5754

NSW Community Justice Centres

NSW Department of Attorney General and Justice

Community Justice Centres (CJC) provide free mediation and conflict management services to help people resolve disputes. CJs introduced an Aboriginal and Torres Strait Islander Mediation Program in 2002. Through this Program, trained and Nationally Accredited CJC Aboriginal mediators are available to help Aboriginal and non-Aboriginal people and communities resolve their disputes, in a culturally appropriate way. The services are confidential, timely, voluntary, and much less formal than court. CJC mediators travel across New South Wales, including to remote areas. This service aims to reduce court cases and provide culturally appropriate dispute resolution and diversion from the criminal justice process with culturally appropriate outcomes.

Website: <http://www.cjc.nsw.gov.au>

Nunga Court

Courts Administration Authority SA

There are currently Nunga Courts at Port Adelaide and Murray Bridge, and an Aboriginal sentencing court at Port Augusta. Nunga courts are more relevant to the Aboriginal community and provide a forum for persons pleading guilty to be sentenced in a way that is culturally appropriate. In a Nunga court all parties, including the Magistrate, sit at the same level and in close proximity to facilitate direct communication. Aboriginal Elders provide advice and information about local, social and cultural issues and relevant matters about the person before the court, and efforts are made to connect offenders to relevant community support services. The provision of as much information as possible at the time of sentencing, including first-hand knowledge from Elders of personal circumstances of the offender, is vitally important in order to explore alternative sentencing options.

Contact details: Courts Administration Authority SA, Aboriginal Programs, Tel: 08 8204 0347

Queensland Dispute Resolution Branch

Queensland Department of Justice and Attorney-General

The Dispute Resolution Branch provides an alternative to going to court. It does this through three main services: mediation of civil disputes (using a facilitative mediation model), mediation of criminal matters and training in mediation and conflict management.

Most mediation services are provided free of charge to the community. The service providers include Indigenous mediators. The services are confidential, timely, voluntary and much less formal than court. Dispute Resolution Centres (DRCs) are located in Brisbane, Hervey Bay, Rockhampton, Mackay, Townsville and Cairns. Mediators also travel to remote areas to provide services, budget permitting. DRCs operate under the Dispute Resolution Centres Act 1990. This service aims to reduce court cases and provide culturally appropriate dispute resolution and diversion from the criminal justice process with culturally appropriate outcomes.

Contact details: Dispute Resolution Branch, Department of Justice and Attorney-General, Tel: 07 3006 2518

Regional Aboriginal Justice Advisory Committee Network

Koori Justice Unit, Victorian Department of Justice

The Regional Aboriginal Justice Advisory Committee Network facilitates improved relationships between Justice Agencies and the Koori community by bringing together Koori community members and senior Justice Portfolio representatives to develop regionally based strategies to improve justice outcomes for Koori communities.

Contact details: Manager, Community Programs – Antoinette Gentile, Tel: 03 8684 1742

Email: antoinette.gentile@justice.vic.gov.au

WA Substantive Equality Framework

WA Equal Opportunity Commission

The objective of WA's Policy Framework for Substantive Equality is to achieve substantive equality in the Western Australian public sector by:

- eliminating systemic racial discrimination in the provision of public sector services, and
- promoting sensitivity to the different needs of client groups.

Public sector agencies are responsible for ensuring that the Policy Framework is integral to service delivery.

To achieve this, agencies have begun progressively:

- assessing how policies, programs and practices affect Indigenous people and ethnic minorities
- monitoring the implementation of policies and programs to make sure they meet the diverse needs of the people of Western Australia
- ensuring that staff are equipped with the knowledge and skills to address issues of systemic racism, and
- recognising and appraising organisational progress towards achieving substantive equality.

As evaluation is specific to the services selected each year, individual departments are required to report on their progress each year in their own annual reports and report to the Commission on key areas of the service selected.

Contact details: Manager Substantive Equality Unit, Equal Opportunity Commission, Tel: 08 9216 3900; Email: seu@eoc.wa.gov.au

Welfare of Aboriginal people in custody

Victoria Police

The Custodial Medicine Unit has an established partnership with the Victorian Aboriginal Health Service to provide services to Koori prisoners. This is monitored daily by the Aboriginal Advisory Unit in partnership with the Custodial Risk Management Unit and Corrections Victoria to ensure compliance with Recommendation 47 of the Royal Commission into Aboriginal Deaths in Custody.

Contact details: Aboriginal Advisory Unit – Victoria Police Centre Tel: 03 9247 5245

Witness Assistance Service

NSW Department of Attorney General and Justice and , Office of the Director of Public Prosecutions

The Witness Assistance Service (WAS) is a specialist unit within the Office of the Director of Public Prosecutions (ODPP) and is staffed by professionally qualified workers, including three designated Aboriginal WAS Officers. The WAS is a state-wide service and there are WAS Officers in each regional office covering NSW. The WAS provides a range of services to meet the needs of victims of crime and vulnerable witnesses appearing in court matters prosecuted by the DPP. The Service aims to reduce the level of trauma for crime victims going through the legal process and enable witnesses to give their evidence to the best of their ability. The service assists the ODPP in meeting its obligations under the Charter of Victims Rights.

Website: <http://www.odpp.nsw.gov.au>

Yannabil Visitors Program

Youth Services and Youth Justice, Department of Human Services Victoria

The Yannabil Program provides an additional level of cultural and personal support for young Aboriginal people in Youth Justice Centres through a formal visitors' program. The program provides culturally specific feedback, thereby ensuring that young Aboriginal people are safe in custody and have linkages to their culture. To date the Yannabil Visitors Program has not been subject to a review.

Contact details: Youth Services and Youth Justice, Department of Human Services Tel: 03 9096 2641

Good Practice

Aboriginal Community Patrols Program

WA Department for Indigenous Affairs, Office of Crime Prevention (Community Safety & Crime Prevention Partnership Fund), City of Perth, Town of Vincent, City of Fremantle, City of Swan, WA Department for Communities

The Department of Indigenous Affairs (DIA) is the program manager for the Aboriginal Community Patrols Program, initiated in response to the Recommendations of the Royal Commission into Aboriginal Deaths in Custody (1992).

The purpose of the Patrols is to provide support to Aboriginal people to:

- minimise and/or prevent conflicts
- provide protection and safety to vulnerable people displaying anti-social behaviours
- improve co-operation between Indigenous people and relevant support agencies, and
- provide diversion from potential contact with justice and criminal enforcement authorities.

A study of the Nyoongar Patrol by Manuhua Barcham in 2007 found that the degree of distance from the formal policing/justice sector under which the Patrols operate allows for a flexible approach in the delivery of service and raises their level of trust within their respective communities which have an historic distrust of the formal policing sector. In 2007–08 DIA conducted a strategic review of the patrols program. Review recommendations included updating operational procedures and statistical reporting and wider promotion of the patrol service.

Contact details: Julie Anderson A/Director Corporate Strategy and Advice, Department of Indigenous Affairs

Tel: 08 9235 8149 ; Email: Julie.Anderson@dia.wa.gov.au

Aboriginal Justice Forum

Koori Justice Unit, Victorian Department of Justice

The Aboriginal Justice Forum (AJF) enables Government and Koori community representatives to jointly set policy direction and monitor all Aboriginal Justice Agreement (AJA) related activities. Membership of the AJF includes chairpersons from each of the nine Regional Aboriginal Justice Advisory Committees (RAJACs), executive representatives from key Aboriginal community organisations and senior government representatives from agencies responsible for the delivery of justice-related services. The AJF has been

instrumental in forging partnerships between Government and the Koori community at the local, regional and state-wide levels.

Contact details: Manager, Policy Co-ordination – Lisa Moore Tel: 03 8684 1731 Email: lisa.l.moore@justice.vic.gov.au

Aboriginal Liaison Officer (ALO) and Aboriginal Community Engagement Officer (ACEO) Programs

Courts and Tribunals Service, Victorian Department of Justice

These programs aim to improve Koori access to mainstream court diversion and support programs and decision making courts.

The Court Integrated Services Program (CISP) is available at three Magistrates court locations, providing coordinated case management support, and linking defendants to support services, such as drug and alcohol treatment, crisis accommodation, disability and mental health programs to address underlying causes of offending. Aboriginal Liaison Officers work at two of these locations to ensure that Indigenous defendants have access to treatment and support, as well as assistance in completing a referral.

An evaluation of CISP in 2009 found a 20% reduction in the likelihood of re-offending. For those who did re-offend, both the frequency and severity of their offending decreased. In addition, wellbeing outcomes in relation to drug abuse, mental health and housing also improved. Approximately 7% of all CISP referrals are for Indigenous clients.

Aboriginal Community Engagement Officers are also located at Dandenong and Geelong Magistrates Courts. These workers refer Koori defendants into appropriate treatment and support programs relevant to their offending behaviours.

*Contact details: Glenn Rutter, Manager Court Support & Diversion Services - Magistrates' Court of Victoria.
Tel: 03 9603 9362 Fax: 03 9603 9464; Email: glenn.rutter@justice.vic.gov.au*

Circle Sentencing

NSW Department of Attorney General and Justice

Circle Sentencing involves respected members of the Aboriginal community providing advice to the court on appropriate sentencing options for Aboriginal offenders. The Circle panel identifies the underlying issues that contributed to the offending behaviour and explores strategies to reduce the likelihood of future offending. The Circle members confront the offender about the offence, its impact on the victim and broader Aboriginal community.

The program was evaluated in 2008 and it was revealed that the program was successful in achieving 7 of 8 program objectives. The NSW government has prioritised focus towards supporting offenders post sentence in partnership with Probation and Parole and external service providers, in an attempt to have a greater impact on recidivism rates for participants.

Website: <http://www.indigenousjustice.gov.au>.

Elders Visiting Program

NT Department of Corrections (formerly NT Department of Justice)

The Elders Visiting program is designed to assist in the reintegration of offenders into their communities when they are released from prison. It involves traditional elders from the prisoners' communities working with the prisoners while still in custody and after they are released. The program enables the prisoners to remain connected with their communities while still in prison. The program, which commenced in 2005, has expanded from four communities to nine communities.

A formal evaluation was conducted by Batchelor Institute of Indigenous Tertiary Education in 2011. The findings of the review highlighted that the EVP has gone through two phases of development, and is now entering a third phase. The first phase focused on maintaining inmate connectedness to cultural and community life. The second phase focused on incorporation of activities aligned with working with inmates on their behaviours and choices to improve their reintegration prospects. The current phase focuses on development and expansion with an increased focus on inmate reintegration and post-release support in the community setting. The evaluation report outlines 53 recommendations that relate to strengthening the program itself, and strengthening the internal and external environments in which the program operates.

Contact: Meg Friel Margeret.friel@nt.gov.au

Intensive Supervision Program

WA Department of Corrective Services

The Intensive Supervision Program (ISP) is based on an internationally renowned intervention model, called multi-systemic therapy (MST). This program is aimed at the small group of about 200 juveniles who commit serious and/or repeat offences and are responsible for a large percentage of juvenile crime in this State. The intensive supervision program targets 10–17 year old offenders who are one step away from detention as well as those coming out of detention.

ISP involves teams of specialist staff working intensively with the offenders and their families for up to six months. There are three clinicians, a supervisor and an Aboriginal team advisor in each team. The Advisor works with the clinicians and families to ensure cross-cultural sensitivity and that the programs meet the needs of Aboriginal clients, families and communities.

A recent evaluation (June 2009) found that between November 2004 and March 2009, ISP had received 357 referrals, 46% of which were for Aboriginal clients. Of the 357 referrals, 65% progressed to treatment and by March 2009, 186 treatment cases had been closed. In 58% of cases, closure was linked to completion. In those cases which closed before treatment was completed it was mostly due to lack of engagement. This result is below expectations (and interim evaluation findings) and reflects some implementation issues that require addressing.

It was decided that the program had demonstrated limited success in engaging families who most need and would benefit from intervention.

- funding was diverted to an extended hours bail service in metropolitan area to reduce number of young people held in remand unnecessarily;
- additional prevention and diversion officers; and

- an Aboriginal diversion program provided by a non-government organisation.

Contact details: Community and Youth Justice Services, WA Department of Corrective Services Tel: 8 9264 1372;

Online Contact Form available from: <http://www.correctiveservices.wa.gov.au>

Koori Courts in the Magistrates, County and Children's Courts of Victoria

Courts and Tribunals Service, Victorian Department of Justice

The Koori Court is a sentencing court where Koori Elders and Respected Persons provide a cultural context by addressing offending behaviour and explaining the impacts the offending has on the Koori and wider community. The sentencing decision remains with the Magistrate. The processes in the Koori Court acknowledge Koori culture by paying respect to the traditional custodians of the land, displaying the Aboriginal and Torres Strait Islander flags and Koori artwork, and by incorporating Koori Elders and Respected Persons. Participation of community members is welcomed and encouraged.

The Koori Court pilot was evaluated in 2005 and found to be successful in meeting its community building and criminal justice aims. Koori Courts have been established in the following Magistrates' Courts: Broadmeadows, Shepparton, Warrnambool, Mildura, Moe/La Trobe Valley, Bairnsdale, and Swan Hill.

In addition, two Children's Koori Courts operate from Mildura and Melbourne. In 2010, La Trobe University published its evaluation of the Melbourne Children's Koori Court. Broadly this evaluation was favourable.

In 2009, the County Koori Court began operating in La Trobe Valley. It is the subject of a separate evaluation to be completed by December 2011.

The Department is currently undertaking a project to improve ongoing monitoring of all Koori Courts. .

Contact details 1: Rosemary Smith, Manager, Koori Programs and Initiatives, Courts Policy, Courts and Tribunals, Tel: (03) 9032 0942, email: rosemary.smith@justice.vic.gov.au

Northbridge Policy and Juvenile Aid Group

WA Police, WA Department of Corrective Services, WA Department of Child Protection, Mission Australia and Nyoongar Patrol

The Young People in Northbridge Policy was implemented to address a growing issue of young, unsupervised and potentially vulnerable children in Perth's main adult entertainment district at night. The Policy includes in particular the Juvenile Aid Group (JAG) which is a partnership between agencies and NGOs (listed), to take unsupervised children under control and ensure their safety. It includes case management and follow up as required.

The project was evaluated in 2006. Most key offence categories show a decline and total number of contacts was progressively reducing. There was also an observed decline in repeat contacts.

This project is currently under review by the Commonwealth Attorney General's department evaluating the effectiveness of this

program specifically from an Indigenous Justice Evaluation Framework perspective.

Contact details: Inspector Paul Steel, Officer in Charge, Perth Police Tel: 08 9223 3326;

Email: paul.steel@police.wa.gov.au

Regional Aboriginal Justice Advisory Committees

Koori Justice Unit, Victorian Department of Justice

The Regional Aboriginal Justice Advisory Committee (RAJAC) network facilitates improved relationships by bringing together Koori community members and senior Justice Portfolio representatives to develop regionally based strategies to improve justice outcomes for Koori communities. There are nine RAJAC committees, chaired by a Koori community member, and supported by departmental officers. RAJAC Regional Justice Plans have been developed that articulate the justice-related aspirations of each region and set the agenda for strategic action required to meet regional goals of the AJA2.

Contact details: Deputy Director – Antoinette Gentile, Tel: 03 8684 1742 Email: antoinette.gentile@justice.vic.gov.au

Victorian Aboriginal Justice Agreement (Phase 1 and 2) (AJA)

Koori Justice Unit, Victorian Department of Justice

The AJA enshrined a formal partnership between the Victorian Government and the Koori community aimed at reducing the over-representation of Koories in the criminal justice system.

The second phase of the AJA (AJA2) was launched in 2006 and aimed to improve justice outcomes through:

- minimising Koori over-representation in the criminal justice system, and
- improving Koori access to mechanisms designed to uphold their human, civil and legal rights.

AJA2 has focused on preventing and reducing the further progression of young Koories into the criminal justice system and in reducing re-offending of those Koories (youth and adult) already in contact with the system. It is built on a strategic framework of prevention, early intervention, increased diversion and reduced re-offending to halt the progression of young Koories into the justice system.

AJA2 takes a multi-dimensional approach and looks at intervening at every point in the criminal justice continuum to maximise the opportunity for diversion or reduced re-offending. It also has a focus on changing the justice system to be more responsive and inclusive in its approach to Koories.

AJA2 takes a place-based approach and aims to expand the number of initiatives and range of locations that initiatives can be established in partnership with local communities. It recognises the importance of building community capacity and strengthening the community so it is able to address crime and justice related issues at the local level.

The Koori community partnership that underpins the AJA is embodied through the Aboriginal Justice Forum and a network of nine

Regional Aboriginal Justice Advisory Committees (RAJACs) and 10 Local Aboriginal Justice Action Groups (LAJACs). Over 52 initiatives have been implemented as part of the second phase of the AJA and has involved the Police, Courts, Corrections Victoria, Youth Justice and the Koori community.

An independent outcomes evaluation of the Aboriginal Justice Agreement Phase 2 (AJA2) was completed in 2012. The evaluation found that:

- Where there has been a clear focus and investment of resources, there has been a reduction in overrepresentation, including that:
 - Koori adult overrepresentation in prison has reduced in all non-metropolitan regions,
 - youth contact with police is beginning to reduce, and
 - re-offending rates have been impacted.

The evaluation found that without intervention, overrepresentation of Koories in the Justice system would be higher. Due to AJA2 there were 70 fewer Aboriginal people in prison, 200 fewer Aboriginal offenders and 1300 fewer Aboriginal offences than expected in 2011, based on comparison with 2001-06 trends. Further the gross social benefits were estimated at \$22-\$25 million in 2010 representing a Social Return on Investment to the Victorian Government of between \$1.65 and \$1.85 for every AJA dollar spent on AJA2 programs and activities.

The evaluation reaffirmed the partnership between Koori community and Justice Agencies as a strong foundation for current achievements and future initiatives. It noted that the overrepresentation of Koories in the justice system is complex and multi-generational and strongly recommended that the Government and the Koori community sign a third phase of the AJA (AJA3).

Contact details: Manager, Policy Co-ordination – Lisa Moore, Tel: 03 8684 1731 lisa.l.moore@justice.vic.gov.au

Promising Practice

Aboriginal Cultural Immersion Program

Corrections Victoria, Victorian Department of Justice

The Aboriginal Cultural Immersion Program (ACIP) is an intensive week-long program which encourages Indigenous prisoners to connect or re-connect with their culture, and re-examine their responsibilities to self, others and the community. The ACIP has a very high attendance and completion rate, suggesting that the program is highly relevant to its participants. Anecdotal evidence suggests that participants who complete an ACIP are more likely to participate in other programs and services within the prison. This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Contact details: Manager, Indigenous and Diversity Unit - Marie Murfet, Tel: 03 8684 6528

Aboriginal Family Visits Program

Corrections Victoria, Victorian Department of Justice

The Aboriginal Family Visits Program provides travel and accommodation assistance to the families of Indigenous prisoners to assist them to visit their family member in custody. In the 2010-11 financial year, 155 assisted fares were provided to 72 Koori families to visit family members in prisons in Victoria. Accommodation assistance was provided to 225 Koories (adults and children) for 87 nights.

The Koori community is aware of the program, and although it has not been formally evaluated, participation has been consistent over the life of the program to date. Under the Victorian Aboriginal Justice Agreement Phase Two (AJA2), Corrections Victoria has made a commitment to ensure that Koories in custody are able to effectively reintegrate into their communities upon release through initiatives that will assist Koori adults to maintain strong family links while in prison. One such initiative is the Aboriginal Family Visits Program.

Contact details: Manager, Indigenous and Diversity Unit - Marie Murfet, Tel: 03 8684 6528

Aboriginal Healing Program & Men's Group

Colony 47 and Tasmanian Prison Service

The Aboriginal Healing Program & Men's Group aims to initiate healing through healing camps and giving continual support through the Men's Group. A counsellor attends both programs to give support when required. One x Preparation day – this involves activities around gaining trust. One x 3 day camp with activities to continue the trust building process and talks with an Aboriginal Elder around issues that may cause offending behaviour.

Aboriginal Mediation Service

WA Department of the Attorney General

The Aboriginal Mediation Service aims to reduce the incidence of Aboriginal people's involvement with the criminal justice system by providing an effective and culturally appropriate form of dispute resolution. This includes addressing complex and sometimes chronic inter- and intra-family feuding affecting Aboriginal people.

The service provides a flexible range of alternatives to litigation or violence to resolve disputes. These processes include mediation, conciliation, negotiation and facilitation to help people reach voluntary agreement or settlement. Involvement of parties is voluntary and all costs are covered by the service. Where the service cannot resolve a dispute or conflict, referrals can be made to an appropriate agency or support group.

Formal reviews and reports have been carried out in 2003, 2004, 2006 and 2008. A Business Case Document was prepared in April 2009. Implementation of recommendations from this document, along with a change in direction from mediation by external

service providers to mediations conducted in-house have led to a dramatic improvement in service delivery. In two financial years, to 30 June 2009, the Service completed five mediated cases.

Contact details: Manager, Aboriginal Mediation Service, Department of the Attorney General

Tel: 08 9264 1600.

Aboriginal Power Cup

SA Government

The Aboriginal Power Cup is a joint initiative of the South Australian Government, the Port Adelaide Football Club and the South Australian Aboriginal Sports Training Academy with support from the South Australian National Football League.

The Aboriginal Power Cup was developed in response to Monsignor David Cappelletti's 'To Break the Cycle' report into youth offending. It is an early intervention program that engages young Aboriginal people at risk, through sporting activities, and encourages them to continue with their education and make positive life choices. Since its inception, the objectives of the program have expanded to focus on providing educational pathways linking to employment.

The 2011 program was a great success with approximately 280 students from 23 secondary schools taking part. Of these, 265 students were enrolled in the Integrated Learning SACE Unit, with 213 (80%) successfully completing, an increase of 10 percentage points from 2010.

The Aboriginal Power Cup program was nominated and selected for a two year national evaluation of Aboriginal programs being undertaken by the national Department of Education, Employment and Workplace Relations. The program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Contact details: South Australian Office for Youth, Department for Communities and Social Inclusion, Tel: 08 8204 8477

Aboriginal Reconnect Program

Tasmania Prison Service

The Aboriginal Reconnect Program involves minimum security prisoners being taken on two three day camps to begin their reconnection back to land and culture. The first camp is usually held at Putalina and involves participants being put through a series of challenges to teach them survival skills, team work, and trust. Approximately 1–2 months later they are taken on a more challenging 3 day trek into the wilderness visiting a cave, of Aboriginal significance, along the way. This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Aboriginal Wellbeing Officers, Indigenous Leading Community Corrections Officers and Indigenous Service Officers

Corrections Victoria, Victorian Department of Justice

Aboriginal Wellbeing Officers (AWOs) are located at, or regularly visit, all of Victoria's 13 prisons. AWOs have full-time responsibilities for the ongoing welfare, advocacy and support of Indigenous prisoners.

Indigenous Leading Community Corrections Officers (ILCCOs) undertake a restricted case load of general Community Correctional Services (CCS) work, plus specialist functions to ensure the specific needs of Indigenous offenders are met. They provide a case consultancy role to other CCS Officers to ensure responsive service provision to Indigenous offenders and assist to develop and maintain relationships between CCS locations and the Koori community and organisations.

Indigenous Service Officers (ISOs) are existing Prison and CCS Officers who take on a portfolio responsibility to provide special assistance to Koori prisoners and offenders. These roles work with AWOs (in the prison system) and ILCCOs (within the community correctional system) to ensure a coordinated system of support is provided for Koori prisoners and offenders. There are currently over 55 ISOs operating across Victoria's prisons and CCS locations.

Although no formal evaluation of the AWO/ISO/ILCCO networks have been undertaken, Corrections Victoria has made a commitment under the Victorian Aboriginal Justice Agreement Phase 2 to ensure conditions support the rehabilitation of Koori prisoners through initiatives that ensure the welfare of Koories in prison. These initiatives include AWOs, ILCCOs and ISOs.

Contact details: Manager, Indigenous and Diversity Unit - Marie Murfet, Tel: 03 8684 6528

Adopt-a-Cop

Tasmania Department of Police & Emergency Management

This program aims to provide schools with a local officer whom they 'adopt'. The officer becomes the role model for the school providing an avenue for children to know and trust their local police member as a friend. Many schools throughout Tasmania have an 'Adopt-a-Cop' with members of Tasmania Police not only providing a presence while on duty, but many give freely of their own time.

Website: <http://www.police.tas.gov.au/community/community-policing>

Bail Coordinators

WA Department of Corrective Services

Bail coordinators are located at all Perth metropolitan courts on arrest and remand days. This includes the Magistrate court held at the Perth Watch House on Saturdays and public holidays. Coordinators are also located at Hakea (men's remand) and Bandyup (women's) prisons.

Bail coordinators assist people in realising their bail conditions once the decision has been made and at the earliest point of intervention. Their role includes explaining the bail conditions to relevant parties, assisting in contacting and coordinating sureties, and assisting in arrangements for accommodation and transport.

The Bail Coordination Unit provides a centralised service for metropolitan and regional prisons, to ensure consistency in bail processes and to minimise unnecessary remands in custody. The Unit maintains contact with Aboriginal Legal Service and Legal Aid to ensure these services are alerted to offenders remanded in custody with bail. It provides a 24/7 telephone advice service to all prisons related to bail and remand issues.

An internal evaluation was concluded in 2010. The Bail Coordinators have succeeded in reducing the rate and number of individuals being unnecessarily sent to remand (ie. transported to remand only to be bailed within hours) from 16 per cent of all remand receptions to nine per cent of all remand receptions. This represents a dramatic saving in both economic and human terms

Contact details: Community and Youth Justice Services, WA Department of Corrective Services Tel: 8 9264 1372;

Online Contact Form available from: <http://www.correctiveservices.wa.gov.au>

Bugilmah Burube Wullinje Balund-a (Tabulam)

NSW Department of Attorney General and Justice, Corrective Services

Balund-a is a residential diversionary program, managed by Community Offender Services (COS). It provides accommodation, programs and work experience to a predominantly Aboriginal clientele, both male and female, most who whom are subject to a section 11 order under the *Crimes (Sentencing Procedures) Act 1999*.

Balund-a is a working rural property located about 70 kms west of Casino, in the far north east of NSW. Participants are initially housed in dormitory style accommodation housing up to six trainees. Each cabin has a common room and a kitchen. A gymnasium and laundry are on-site.

Participants attend culturally appropriate onsite programs, which include visits to sites of Aboriginal cultural significance. Trained Aboriginal staff assisted by Aboriginal mentors drawn from surrounding Aboriginal communities deliver the programs.

Balund-a also assists local Aboriginal communities by providing work parties to approved community projects.

Website: www.dcs.nsw.gov.au

Cautioning and Drug Diversion

Queensland Police Service

If police determine that it is appropriate to take action in accordance with the Drugs Misuse Act 1986, there are a range of options which an officer may take, including cautioning or arrest. Most children receive cautions, particularly on their first offence.

The Police Drug Diversion Program (PDDP) diverts people who have committed a minor drug offence involving cannabis from the criminal justice system and offers people access to a professional health intervention. The intervention provides education about the wide ranging effects and consequences of cannabis use. The PDDP is established by the Police Powers and Responsibilities Act 2000. If a person meets the eligibility criteria, it is mandatory for police to offer the person an opportunity to attend a Drug Diversion Assessment Program.

Since 2001, 72,269 police drug diversions have been offered with an 80% success rate; 11% of participants were of Aboriginal and Torres Strait Islander background. During 2010-11, 6,860 drug diversions were offered.

Contact details: Drug and Alcohol Coordination Unit, Queensland Police Service, Tel: 07 3364 4601

Community Supervision Agreements

WA Department of Corrective Services

Community supervision agreements were initially introduced for adult offenders from remote communities, and have more recently been introduced for juvenile offenders as well. They address the gaps in community justice services available to remote communities due to the vast distances in WA.

Under community supervision agreements, Aboriginal community councils and other community members are contracted by the Department of Corrective Services (DCS) to provide a number of services to offenders in their own communities. These services include monitoring of community-based orders for offenders coming back to the community after detention or from the court; providing alternative accommodation for young offenders on orders or supervised bail; and conducting juvenile conferencing, based on the “juvenile justice teams” concept. These agreements ensure that offenders under supervision in the community are more closely monitored.

A review of the community supervision agreements was completed in April 2008. While there was strong support for the concept of offenders being managed within their own community, the capacity of communities to assist with the management of offenders, and DCS capacity to support remote communities to implement the agreements were identified as major issues. Currently a functional review of Adult Community Corrections is being undertaken which will look at aspects of Indigenous service delivery in metropolitan and regional areas.

Contact details: Community and Youth Justice Services, WA Department of Corrective Services Tel: 8 9264 1372;

Online Contact Form available from: <http://www.correctiveservices.wa.gov.au>

Crime Prevention

Queensland Police Service

The Queensland Police Service (QPS) has delivered crime prevention, Crime Stoppers and drug awareness education to communities in the Torres Strait and Northern Peninsula Area and Aurukun, Napranum, New Mapoon, Lockhart River, Kowanyama and Pormpuraaw.

The Service provides funding for crime prevention initiatives including the ‘Weed it Out’ project, the aim of which is to reduce the harms associated with cannabis use in Indigenous communities. The project focuses on community specific interventions with the QPS focusing on supply reduction. The initiative involves the QPS Far Northern Region Drug Squad working in partnership with James Cook University (JCU) who conduct the Cape York Cannabis Project.

The Cape York Cannabis Project is undertaking research in order to initiate effective cannabis demand reduction strategies within

communities.

Amongst other successes, The 'Weed It Out' Project cites an increase in intelligence product emanating from the communities with whom they have engaged. The intelligence product continues to gain support which is indicative of a positive change in attitude toward cannabis use within these Indigenous communities. The effectiveness of these efforts is subject to ongoing evaluation by QPS and JCU.

A trial of the 'Weed it Out' project was funded in the Charleville district through the National Drug Strategy Law Enforcement Funding Committee from April- December 2011. The final evaluation of this trial will be completed in 2012.

Contact details: Drug and Alcohol Coordination Unit, Queensland Police Service, Tel: 07 3364 4601

Criminal Law (Sentencing) Act 1988

SA Government

The *Criminal Law (Sentencing) Act 1988* was amended in December 2005 to include a new section 9C which provides, prior to sentencing, for an Aboriginal defendant to attend a conference with the involvement of the defendant's family, an Aboriginal Elder or other relevant person from the defendant's Aboriginal community and for the views expressed at that conference to be taken into consideration by the court.

Cultural Connection Program

Aboriginal Outdoor Recreation Program and Tasmanian Prison Service

The program aims to enhance the integration of Aboriginal inmates into society post their release. The focus of the program is to improve the participant's health and wellbeing by using Aboriginal culture, outdoor recreational activities, and wilderness therapy workshops.

Department for Correctional Services' Programs

SA Government

The South Australian Department for Correctional Services (DCS) delivers targeted education programs to improve levels of numeracy and literacy for Aboriginal prisoners, monitors and investigates deaths in custody, together with implementation of RCIADIC recommendations. DCS also provides intervention to secure accommodation post-release, and contributes to state-wide initiatives such as the Women's Safety Strategy and Domestic Violence Network as part of its preventative focus.

Contact details: South Australian Department for Correctional Services, Aboriginal Services Unit, Tel: 08 8226 9000

E-Justice Notification System

Victorian Aboriginal Legal Service and Victoria Police

The E-Justice Notification System is an automatic process whereby an email is sent to the Victorian Aboriginal Legal Service (VALS) and Record Services Branch once a Victoria Police officer enters details into the database of an individual who identifies as Aboriginal or Torres Strait Islander. The notification is required to take place within an hour of a person being taken into custody as outlined in the Victoria Police Manual. The Record Services Branch telephones VALS to inform them of the email as back up.

Frontline Youth Initiatives Program

Koori Justice Unit, Victorian Department of Justice

The Frontline Youth Initiatives Program aims to engage Koori children and youth at risk of contact with the criminal justice system in socially and physically healthy alternatives to offending. Projects funded under Frontline are primarily community based initiatives that promote healthy and pro-social lifestyles for children and youth, thereby reducing contact with the criminal justice system.

A 2008 survey was undertaken for nine projects delivered under the program. Of the 283 respondents sampled in the survey:

- 25% had returned to education or training programs;
- only 16% of youth with prior negative contact with the criminal justice system had further contact; and
- no 'at-risk' youth participants had negative contact with the criminal justice system during their engagement with Frontline projects.

Contact details: Manager, Community Programs – Adrian Sculthorpe Tel: 03 8684 1745;

Email: adrian.sculthorpe@justice.vic.gov.au

Girrawaa Creative Arts Centre

Commonwealth Department of Environment, Water, Heritage and the Arts and Bathurst LALC

The Girrawaa Creative Arts Centre is a Corrective Services business initiative that provides for a diverse range of creative and technical endeavours, a key element in providing workplace and business management skills for Indigenous inmates that come from numerous family and social groups in and around the central and greater west.

The primary object of the Girrawaa Art Centre is to provide achievable goals where individuals can become productive members of society. This is done by unit based training where professionals teach students life changing skills such as cultural awareness, basic literacy and numeracy, Picture framing and others that will reinforce the skills needed to succeed and become an economically productive citizen.

Contact details: Stacey Campton, Email: Stacey.campton@pmc.gov.au

Indigenous Community Corrections Officers and Indigenous Services Officers

Corrections Victoria, Victorian Department of Justice

Indigenous Community Corrections Officers (ICCOs) undertake a restricted case load of general Community Correctional Services (CCS) work, plus specialist functions to ensure the specific needs of Indigenous offenders are met. ICCOs provide a case consultancy role to other CCS Officers regarding responsive service provision to Indigenous offenders and assist to develop and maintain relationships between CCS locations and the Koori community and organisations.

Indigenous Services Officers (ISOs) are existing CCS officers who take on a portfolio responsibility to provide special assistance in relation to the management of Indigenous offenders. ISOs work with ICCOs to ensure a coordinated system of support is provided for Koori prisoners.

ISOs continue to provide practical assistance to Koori offenders. Although no formal evaluation of the ICCO and ISO network has been undertaken, Corrections Victoria has made a commitment under the Aboriginal Justice Agreement Phase 2 (AJA2) to increase the rate at which Koories are diverted from more contact with the correctional system through initiatives that will assist Koori offenders to meet the conditions of community-based orders. These initiatives include the ICCO and ISO network. There are currently over 55 ISOs operating across Victoria's prisons and CCS locations.

Contact details: Manager, Indigenous Policy and Services Unit - Marie Murfet, Tel: 03 8684 6528

Intensive Supervision Program

NSW Juvenile Justice

The Department commenced a four-year pilot of the Intensive Supervision Program (ISP) in May 2008. The program is currently running at Newcastle and Western Sydney and is based on an internationally renowned intervention model called multi-systemic therapy (MST). ISP specifically targets serious and/or repeat juvenile offenders aged between 10 and 16 years who present a high risk of re-offending, or whose severe anti-social behaviour increases their risk of offending and who have a care-giver willing to participate in the program.

Each team consists of three to four clinicians, an Aboriginal Team Advisor and a Clinical Supervisor. The ISP Aboriginal Team Advisor works with the clinicians and families to ensure cross-cultural sensitivity, explains and monitors the program to ensure the interventions are best matched to the needs of Aboriginal and Torres Strait Islander clients, families and communities. They play a major role in working alongside clinicians and translating existing evidence-based interventions into effective, culturally appropriate strategies for each individual family.

A rigorous data collection and monitoring framework is in place on all program participants and ensures the program delivers on its goal of reduced re-offending.

Website: www.djj.nsw.gov.au

Inter-Agency Support Teams

Tasmania Department of Police & Emergency Management

Department of Police and Emergency Management (DPEM) is the lead agency in the Inter-Agency Support Teams (IAST) project,

which involves relevant State and Local Government service providers who work collaboratively to develop practical, multi-agency responses such as re-engagement with education to support children and young people with multiple and complex problems, and their families. IASTs operate throughout the state.

IASTs aim to identify and support children and young people with multiple and complex problems at the earliest possible opportunity, before destructive patterns of behaviour become entrenched. Intervening early in the trajectory of issues such as mental illness or substance use problems significantly improves the chances of successful outcomes. The target client group is children and young people aged 5–17 years with multiple and complex problems, who require support from two or more participating agencies.

IASTs do not deliver services directly to children, young people and their families rather they provide a forum in which participating agencies responsible for delivering services in a particular community can devise the most appropriate support strategies for referred children and young people in a coordinated, timely and effective manner.

Contact details: Inspector Stuart Scott, Tel: 03 6230 2411; Email: stuart.scott@police.tas.gov.au

Journey Home

SA Youth Justice, Department for Communities and Social Inclusion

The Journey Home Program is an Aboriginal, community shaped transition program that helps young people and their families create pathways away from the Justice System, strengthening wellbeing that is built upon resilience, positive cultural identity and strong connections to Kinship and community. The target group for this program is Aboriginal males and females of 10-18 years, with emphasis on engaging the families of young people. The program is delivered in Training Centre's and facilitated by Child and Adolescent Mental Health Services (CAMHS).

Contact details: Tony Minniecon, Aboriginal CAMHS consultant Email Tony.Minniecon@health.sa.gov.au

Justice Mentoring Program

Tasmania Prison Service and Colony 47

The Justice Mentoring Program is a pre and post release program that aims to assist Aboriginal prisoners with their reintegration. Mentors typically begin working with participants around their housing, employment and general support needs 3 months before their release and this continues for 6 months post release.

Contact details: Tel: 03) 6222 1590

Kalgoorlie-Boulder Community Court

WA Department of the Attorney General

The Kalgoorlie-Boulder Community Court, established in 2006, is a trial court service based on the Koori Court model. It is designed

to be more culturally inclusive and relevant for Aboriginal people than traditional courts.

The community court operates during sentencing and is part of the Magistrates Court of Western Australia.

The magistrate is assisted by Aboriginal elders and respected people, drawn in each case from a panel of around 15 members, who provide information and advice on social and cultural issues. The court also has a Reference Group that includes community members and representatives of key service providers, both government and non-government.

The community court retains the same sentencing alternatives as the conventional Magistrates Court, including imprisonment. A major goal of the court is to make sentencing orders that are appropriate to the background and situation of the offender. . An independent evaluation of the Kalgoorlie Aboriginal Community Court found that anecdotally the Community Court is well regarded but indicated recidivism rates for offenders appearing in the Community Court were greater than those appearing in mainstream court. The report identified 18 key areas for improvement.

Ms Diane Bateman, Executive Manager, Magistrates Courts South, Department of the Attorney General. Tel: 08 9425 2761; Email: dianne.bateman@justice.wa.gov.au

Koori Intensive Bail Support Program

Youth Services and Youth Justice, Department of Human Services Victoria

This program is designed to reduce the likelihood of young Aboriginal people breaching bail and being placed on a custodial remand order. The program has a focus on direct outreach casework with the young person, developing family support, community development and linkages to specialist services that target support to Koori communities.

The Koori Intensive Bail Support program was part of a review conducted in 2010. The review found that overall the approach and types of interventions provided are in line with promising practice.

Contact details: Youth Services and Youth Justice, Department of Human Services Tel: 03 9096 2641

Koori Cognitive Skills Program

Corrections Victoria, Victorian Department of Justice

The Koori Cognitive Skills Program is a problem-solving program based on cognitive behavioural therapy. It's adaptation from a mainstream cognitive skills program was undertaken in partnership with Aboriginal community experts to be more culturally relevant and appropriate for Koori prisoners and offenders. The program is delivered via a dual facilitation model, utilising a Koori Elder/Respected Person and a Corrections Victoria clinician.

An evaluation of the Koori Cognitive Skills Program has previously been undertaken by independent consultants. Corrections Victoria has made a commitment under the Victorian Aboriginal Justice Agreement Phase 2 to ensure conditions support the rehabilitation of Koori prisoners through the development and delivery of Koori-specific offending behaviour programs. One such initiative is the Koori Cognitive Skills Program being delivered across prisons and Community Correctional Services locations. This

program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Contact details: Manager, Indigenous and Diversity Unit - Marie Murfet, Tel: 03 8684 6528

Koori Offender Support and Mentoring Program

Koori Justice Unit, Victorian Department of Justice

The Koori Offender Support and Mentoring Program is designed to support Koori offenders to successfully complete their community correction orders. Elders and Respected Persons are trained and matched with Koori offenders on community orders, providing local support, advice and cultural connections and creating pathways and mechanisms which allow Koori offenders to experience positive contact with the justice system.

An evaluation of the pilot program (for female offenders) found it provided a valuable and supportive service; with mentoring being a meaningful level of intervention for reducing recidivism and diverting Koori women from further contact with the criminal justice system. The program now runs in five locations (for both males and females). This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Contact details: Manager, Community Programs – Adrian Sculthorpe Tel: 03 8684 1745;

Email: adrian.sculthorpe@justice.vic.gov.au

Koori Pre and Post Release Program

Youth Services and Youth Justice, Department of Human Services Victoria

The Koori Pre and Post Release Program provides intensive support to young Koori people on youth parole and youth residential orders by providing links to appropriate support services. It aims to reduce the likelihood of Koori youth re-offending once released from custody, and may also have positive impacts on factors including self harm, alcohol and drug abuse, re-emergence of mental illness, disconnection from family and community, lack of education and employment, homelessness and breach of parole conditions.

A review of the program was conducted in 2010 and found that overall the approach and types of interventions provided are in line with promising practices.

Contact details: Youth Services and Youth Justice, Department of Human Services Tel: 03 9096 2641

Koori Youth Justice Program

Youth Services and Youth Justice, Department of Human Services Victoria

The Koori Youth Justice Program was developed in 1992 as a response to the findings of the Royal Commission into Aboriginal Deaths in Custody and now operates in all eight Department of Human Services regions. Koori Youth Justice Workers provide young

Koori offenders with access to appropriate role models and culturally sensitive support and undertake advocacy and case work. The program targets young people at risk of offending, on community based and custodial orders and operates within the Aboriginal community, largely by local Aboriginal agencies.

A review was conducted of the Koori Youth Justice Program in 2010 and found that overall the approach and types of interventions provided by the Koori Youth Justice Program are in line with promising practices.

Contact details: Youth Services and Youth Justice, Department of Human Services Tel: 03 9096 2641

The Koori Early School Leavers and Youth Employment Program

Youth Services and Youth Justice, Department of Human Services Victoria

The Koori Early School Leavers and Youth Employment Program aims to divert young Koori people from the Youth Justice system. It addresses key risk factors for young offenders, focussing on the lack of engagement in school or other learning opportunities as a factor in re-offending. The program aims to re-engage young Koori people into education, training and employment. To date the Koori Early School Leavers and Youth Employment Program has not been subject to a review.

Contact details: Youth Services and Youth Justice, Department of Human Services Tel: 03 9096 2641

Lungtalanana

Tasmania Department of Health and Human Services and Tasmania Aboriginal Centre

Lungtalanana is an alternative program for Aboriginal young offenders on Clarke Island. At present the program is utilised by some Aboriginal young people in detention at Ashley Youth Detention Centre. These young people may be held in Ashley either on remand or through a sentencing order of the Court (detention). Suitable applicants are assessed by the Tasmania Aboriginal Centre and released by the Department for a defined period to live on Clarke Island and participate in culturally appropriate activities.

Contact details: Smokey (Michael) Beeton, Youth Diversion Program, Tel: 03 6331 6966 ; Email: michael.b@tacinc.com.au

Marumali Program

Corrections Victoria, Victorian Department of Justice

Marumali is an intensive five-day program, which focuses on healing long-standing trauma and loss associated with stolen generation issues such as dispossession from land and the enforced removal from families and communities. The program also deals with ongoing issues of loss of identity and a number of underlying issues around education, employment and health outcomes.

Since 2002, over 20 workshops have been conducted with over 250 prisoners. All workshop evaluations to date have been overwhelmingly positive. This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Contact details: Manager, Indigenous and Diversity Unit - Marie Murfet, Tel: 03 8684 6528

Mental Health Diversion List

Tasmania Magistrates Court

The Mental Health Diversion List (MHDL), a 'problem solving court' pilot program that diverts eligible defendants to mental health and other welfare services to address the underlying issues of their criminal behaviour, has been operating from the Hobart Magistrates Court for two years. Using provisions within the *Bail Act 1994* (Tas) and *Sentencing Act 1997* (Tas), the MHDL seeks to provide an alternative to criminal sanctions where the mental illness is causative of the offending behaviour.

The evaluation of the MHDL conducted recently produced some promising results. It concluded that overall the MHDL has been largely successful in achieving the following objectives and outcomes:

- offering a more therapeutic approach to the criminal justice system for mentally ill defendants
- reducing the re-offending rates of participants
- improving the coordination between the criminal justice agencies and health service providers, and
- reportedly saving valuable court resources and time with respect to the avoidance of special hearings under s 15 of the Criminal Justice (Mental Impairment) Act 1999.

The value of the pilot program has led the Court to begin implementing the report's recommendations, including investigating expansion of the MHDL to the north of the State.

Contact details: Victor Stojcevski, Tel: 03 6233 4749

Metropolitan Aboriginal Youth and Family Services (MAYFS)

SA Youth Justice, Department for Communities and Social Inclusion

MAYFS is a specialist service, delivering a range of services which are targeted to Aboriginal young people at risk and their families; it works in partnership with the Community Youth Justice Program. MAYFS has several teams providing a range of programs and services which focus on early intervention, prevention and reintegration. The Warpulaiendi Youth Team runs a number of programs targeted towards youth at risk and young Aboriginal people within the youth justice system. The team also provides support to young Aboriginal people at risk within the community.

Contact details: Manager, MAYFS Telephone: 8243 5733

Nurra Wara Umer (Place of knowledge and culture)

NSW Department of Attorney General and Justice, Corrective Services

The Nurra Wara Umer creative work centre at Goulburn Correctional Centre is a Corrective Services business unit that provides inmates with an employment opportunity as part of a program pathway from maximum to minimum security. The employee

development program seeks to promote artistic talent within Aboriginal people in custody by providing training in the manufacture of reproduction Aboriginal artefacts for commercial sale. Inmates employed at Nurra Wara Umer also attend art classes and work on their own artworks. Artists are encouraged to exhibit their artworks in the community for private sale.

Police in Schools Program

Tasmania Department of Police & Emergency Management

The Police in Schools program was piloted in 1998 at Elizabeth College in the State's south. Due to the overwhelming success, many other colleges are now participating in the program. The program involves sworn police officers (many volunteering) performing duties and simply letting their presence be known in colleges nominated by the Department of Education. The objective of this program is to strengthen the relationship between Police and young people resulting in outcomes beneficial to the whole community.

Website: <http://www.police.tas.gov.au/community/community-policing>

Regional Youth Justice Strategy

WA Department of Corrective Services

Following extensive community consultation in Geraldton and Kalgoorlie Boulder, a range of youth justice services already found to be successful in the Perth metropolitan area has been adapted for introduction to these regional centres as of late 2008. Services include:

- an extended-hours family support service for youth at risk of offending and those who commit minor offences
- an extended-hours bail service to help police locate suitable adults to provide bail for youths who are eligible to be released from the lock-up
- emergency short-stay accommodation for youths who have been granted bail but have no-one to bail them and nowhere to go
- an expanded juvenile justice team office to target youths in the early stages of offending and divert them from the formal justice system
- an intensive supervision program for serious and/or repeat young offenders and their families, and
- psychological support.

A formative evaluation of the Regional Youth Justice Services (RYJS) has recently been completed (August 2009). It found that stakeholders were generally accepting of the services that were included as part of the RYJS, that services addressed the priority needs of young people and their families, and filled an existing void in the youth justice system. However, the extent to which outcomes were achieved is difficult to measure at this early stage of service delivery. An impact evaluation will be carried out

towards the end of 2010, after the services have been operating for 2 years.

Further to the established RYJS services in the Goldfields and Murchison/Midwest. Royalties for Regions funding of \$43.86M was provided in 2010-11 (for four years) for the expansion of Regional Youth Justice Services to the East and West Kimberley and Pilbara regions. Services commenced in West Kimberley in January 2011, East Kimberley in April 2011 and Pilbara July 2011. Impact evaluations for all sites are scheduled for 2013-14.

Contact details: Community and Youth Justice Services, WA Department of Corrective Services Tel: 8 9264 1372;

Online Contact Form available from: <http://www.correctiveservices.wa.gov.au>

Roebourne Decca Project

WA Department of Corrective Services, Commonwealth Department of Education, Employment and Workplace Relations, Pilbara Development Commission, Pilbara Iron Pty Ltd, Pilbara College of TAFE, and Ngarlinyarndu Bindi Aboriginal Corporation.

The DECCA project aims to reduce Aboriginal recidivism through employment. Since October 2006, prisoners from Roebourne Regional Prison (RRP) have been engaged in refurbishing the former communication facility, DECCA Station, which is situated 20 kilometres east of Roebourne. Officially launched in May 2007, following a pilot in 2006, the Decca Project seeks to provide recognised skills relevant to securing employment once released. It currently incorporates the Rio Tinto Work-ready programme which sees 12 trainees located at the site where they complete training preparing them for job-placement with Rio Tinto. DECCA has also become the base for any major projects RRP wishes to carry out. When Prison Officers are available to provide supervision, DECCA has the capacity to train up to 30 minimum-security prisoners at a time.

A wide range of training modules has been provided, focusing on work preparation, pre-vocational and vocational options. The Prisoner Employment Coordinator is now linked closely with any job-placements for DECCA workers and provides post release support for trainees, which was previously lacking.

So far, there is qualitative evidence of 34 successful employment placements post release from DECCA:

16 successful employment placements into the mining and construction industry areas and 18 into other areas, including hospitality, parks and gardens, health and self-employment. More comprehensive records of employment placement and related outcomes will be available in future. This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Contact details: Mr Brian Wilson, Superintendent, Roebourne Regional Prison, Tel: 08 9182 0101;

Email: brian.wilson@correctiveservices.wa.gov.au

Sheriff/Community Development Officers

WA Department of Attorney General and WA Department of Corrective Services

The Sheriff/CDO program was initiated to assist remote communities in accessing justice services. Eight officers based in Kununurra, Broome, South Hedland, Roebourne, Carnarvon, Geraldton and Kalgoorlie travel regularly to remote communities to:

- facilitate arrangements for the payment of outstanding fines and infringements
- execute warrants for seizure of goods on behalf of the Sheriff
- facilitate work options for people with a community work component to a community correctional order, and
- provide public awareness and information on justice matters to those remote communities.

Process evaluation in 2007. Regular Quarterly monitoring by management committee from CJS and Sheriff's Office.

Contact details: Community and Youth Justice Services, WA Department of Corrective Services Tel: 8 9264 1372;

Online Contact Form available from: <http://www.correctiveservices.wa.gov.au>

Tiwi Islands Youth Diversion Unit

Australian Attorney-General's Department, Australian Department of Education, Employment and Workplace Relations (DEEWR), Australian Department of Health and Ageing (DoHA), Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), NT Police Juvenile Diversions Unit, Tiwi Islands Local Government, Nguuu Ullintjinni Association, Catholic Education Centre

The Tiwi 'Social Wellbeing and Youth Development' Shared Responsibility Agreement (SRA) is an agreement between Commonwealth and NT Governments and Tiwi Islands Local Government intended to encourage a more harmonious community environment by promoting community participation in structured youth educational and recreational activities, and expanding an existing youth diversion and development program and community mediation and counselling services. This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILF. The final reports from Tranche One are due in December 2012.

Website: www.indigenous.gov.au/sra/search/document.aspx?id=14885

U-Turn Program

Tasmania Department of Police & Emergency Management and Mission Australia

U-Turn is a best practice diversionary program for young people aged 15-20 who have been involved in, or who are at risk of becoming involved in, motor vehicle theft. The core component of U-Turn is a structured, 10-week automotive training course in car maintenance and body work delivered in a workshop environment.

U-Turn was piloted in Tasmania over a 24-month period, with funding provided by the National Motor Vehicle Theft Reduction Council and the Australian Government's National Crime Prevention Program.

U-Turn is delivered by Mission Australia under contract to Tasmania Police, and is funded by the State Government. The U-Turn workshop is located in Southern Tasmania at Moonah.

Contact details: Constable Tony Gough, Tel: 03 6230 2192; E-mail: Tony.Gough@police.tas.gov.au

VALS Police Cautioning and Youth Diversion Project

Victoria Police and Victorian Aboriginal Legal Service

This Victorian Aboriginal Legal Service (VALS) Police Cautioning and Youth Diversion Project aims to improve justice outcomes for Koori youth through decreasing the over-representation of Koori youth coming into contact with the criminal justice system.

Victoria Police monitors the program and an evaluation conducted by VALS at the end of the pilot period (2008) indicated that there was an increase in the proportion of youth cautioned by police in the pilot areas. The pilot was converted to a program and rolled out to the following locations: Swan Hill, Bairnsdale, Shepparton and Warrnambool.

Winhangadilinya Program (To know oneself)

NSW Department of Attorney General and Justice, Corrective Services

The Winhangadilinya Program at Bathurst Correctional Centre comprises 48 sessions of 4 hours duration (192 hours) for Aboriginal persons in custody.

Participants are provided with a specifically tailored program which aims to:

- Address issues impacting on responsiveness toward intervention particularly improving emotional wellbeing.
- Enhance efficacy of interventions aimed to improve literacy, vocational and employment skills training.
- Engage participants to identify difference between personal behaviour and cultural values particularly in relation to violence, alcohol and drug use and the overall impact on the Aboriginal communities.

Woorabinda Early Intervention Coordination Panel

Queensland Department of Justice and Attorney General

The Woorabinda Early Intervention Coordination Panel links Queensland Government services and community representatives to assess and plan for the needs of young people aged between 10 and 17 years who are at risk of becoming entrenched in a pattern of offending. Panel members and project staff work directly with young people, their family and community members connected to the young person with an aim to support and empower them to deal with issues as they arise.

The panel service commenced in May 2008 and addresses the complex needs of eight young people and approximately 15 family and community members at a time. A review conducted in 2010 found that the majority of young people in the program had been re-engaged or maintained in school. Many had participated in structured activities such as art programs, girls groups, cultural and other camps, and recreational activities. Families were supported through facilitated family meetings, assistance with behaviour management, parenting education, and budgeting support. Families were also assisted by psychological, drug and alcohol, and mental health services.

The Australian Institute of Family Studies, in partnership with the Australian Institute of Criminology, was commissioned by the Australian Government Attorney-General's department to evaluate four Indigenous Justice Diversion Programs, including the Woorabinda Early Intervention Coordination Panel Service. The evaluation project is expected to be completed in December 2012.

Contact details: Youth Justice Policy, Performance, Programs and Practice, Tel: 07 3224 7211

Wulgunggo Ngalu Learning Place

Corrections Victoria, Victorian Department of Justice

The Wulgunggo Ngalu Learning Place (WNLP) is a culturally appropriate, residential diversion facility for Koori men on community-based orders. At Wulgunggo Ngalu, participants receive support to complete their community-based order, while learning life skills that will reduce the likelihood of re-offending. Participants reside at WNLP for a period of between three to six months, and each participant has an individual case management plan that addresses their particular needs. Participation in the program is voluntary, and clients are often referred to the program through the Courts (including Koori Courts) and Community Correctional Services.

The unique design of WNLP and its programs has been recognised not only in Victoria, but internationally. In 2010 the International Corrections and Prisons Association presented Wulgunggo Ngalu with a community corrections award for its quality and innovation in addressing the needs of Koori offenders.

Contact details: Manager, Wulgunggo Ngalu Learning Place - Shaun Braybrook, Tel: 03 5188 0000

Yetta Dhinnakkal ('Right Pathway' in local Ngemba language)

NSW Department of Attorney General and Justice , Corrective Services

The Yetta Dhinnakkal Program at Brewarrina is situated on a rural, farming property, where young Aboriginal offenders participating in the program are taught rural employment skills, including small motor maintenance, welding, road sealing, building skills, literacy and numeracy skills and first aid.

The program aims to:

- recognise and restore cultural links of young adult offenders with their land and history through protection and interpretation of Aboriginal sites on the property
- develop activities and programs on the property that have positive educational/vocational training and cultural awareness benefits and that contribute to the social and economic independence of the young offender
- undertake enterprises and activities that utilise the property's natural resources and enhance the property's environmental, pastoral and asset value, and
- target first time offenders in order to prevent further offending by developing cultural awareness, social, educational and employment skills.

Website: www.dcs.nsw.gov.au

Young Offender Community Response Service and Bail Support Service

Queensland Department of Justice and Attorney General

The Young Offender Community Response Service addresses the developmental needs of young people who are at significant risk of committing criminal offences as well as young people who have been convicted of criminal offences and are subject to statutory youth justice orders in Cairns and surrounding areas.

The Bail Support Service provides the courts and police with a viable alternative to remanding young people in custody. The aim of the program is to assist young people comply with their bail conditions and successfully complete their bail. This is achieved by ensuring young people have access to stable accommodation and providing other forms of health, educational, family and other support during the period they are on bail.

An outcomes evaluation of these two programs was undertaken in 2010. The evaluation assessed the appropriateness, effectiveness and efficiency of the above service models. The evaluation found the Young Offender Community Response Service has achieved positive social, educational and economic outcomes for young people. Young people in the service are less likely to re-offend, and more likely to refrain from reoffending for longer periods of time or offend less often than similar young people who are not involved in the service. For example, 12 months after completing the Young Offender Community Response Service, only 24% of young people had reoffended, compared to a community comparison group of 48%.

Contact details: Youth Justice Policy, Performance, Programs and Practice, Tel: 07 3224 7211

Young Offenders Legal Referral Program

NSW Police Force

Young Offenders Legal Referral (YOLR) Program developed to encourage young people, following receipt of legal advice, to admit offences, thereby rendering them eligible for (court) diversionary options available under NSW legislation. This initiative, developed in consultation with the local community in Brewarrina, and being extended state-wide, has contributed towards equitable justice outcomes for Aboriginal young people.

Website: www.police.nsw.gov.au

Youth Justice Conferencing

Queensland Department of Justice and Attorney General

Youth Justice Conferencing (YJC) provides a restorative justice process in which police can refer a young person who has committed an offence. YJC provides police with an alternative to commencing a court proceeding for young people who have admitted guilt to an offence. YJC bring together victims, police, young offenders and their families. The aim is to discuss the offence; hold the young person to account and increase their understanding of how their actions have affected others; and provide victims and families with

an opportunity to participate in decision making about what the young person can do to repair the harm caused.

Indigenous Conferencing Support Officers provide additional support to Indigenous young people in the conferencing process. Funding is also available to support the participation of respected Indigenous community members in the YJC process.

The program commenced in April 1997 and allowed referrals to be made by police or the courts. In 2010-11, there were 2,860 referrals made by police and courts to youth justice conferencing, of which 2,387 referrals were conferenced^[1]; 914 of the referrals received and 688 of the referrals conferenced were for Indigenous young people.

Over past years the Queensland YJC program has consistently achieved a rate of above 95 per cent of conferences reaching agreement. At the conclusion of each conference, participants are asked to complete a satisfaction survey which allows for the monitoring of conference participant (police, offender and victim) satisfaction with the process and outcome of the conference. Overall, participant satisfaction has been maintained above 95 per cent since the program commenced in 1997. In 2012, court-ordered YJC will cease.

Contact details: Youth Justice Policy, Performance, Programs and Practice, Tel: 3224 7211

Youth Justice Services

Department of Health and Human Services

Youth Justice which is administered by the Department of Health and Human Services (DHHS) provides a wide range of diversionary programs for young Tasmanians to address their criminogenic needs. Whilst Community Youth Justice does not have any Indigenous specific programs, it has good relationships with various aboriginal organisations around Tasmania.

Contact details: Miranda Sonners, A/ Manager, Youth Justice Contact Officer, Youth Justice Services Team, Policy and Programs, Disability, Child, Youth and Family Services

^[1] The difference of 473 reflects those matters which were returned to the police or court for action, or were not finalised as at 30 June 2011.

Good Practice

N/A

Promising Practice

Aboriginal Community Liaison Officer Program

NSW Police Force

Aboriginal Community Liaison Officer (ACLO) Program is located in 26 Local Area Commands across the State. ACLOs have provided considerable cultural support to police in managing Aboriginal issues at the local level. There are currently 56 authorised ACLO positions in NSW.

Website: www.police.nsw.gov.au

Aboriginal Community Justice Groups

NSW Department of Attorney General and Justice

Aboriginal Community Justice Groups (ACJGs) are representative groups of the local Aboriginal community that come together to examine crime and justice issues impacting on local Aboriginal communities. ACJGs provide advice to government on justice priorities, ways to improve service delivery in the justice system and are also involved in crime prevention and diversion programs. Some of the practical ways that ACJG members are involved in the justice system include issuing cautions under the Young Offenders Act, providing advice to courts on Bail options for Aboriginal defendants and participating in the Circle Sentencing program. ACJGs operate in 20 locations across NSW.

Website: <http://www.lawlink.nsw.gov.au>

Aboriginal Community Justice Panels, Aboriginal Community Liaison Officer Program and Police Aboriginal Liaison Officers

Victoria Police

The Aboriginal Community Justice Panel (ACJP) provides a 'call out' service to Aboriginal people who have been involved in an

incident and are held in custody in a Police station.

The Aboriginal Community Liaison Officer (ACLO) Program provides a strategic link to engage in a proactive community policing approach that instigates positive change between Police and the Koori community. An evaluation of the Aboriginal Community Liaison Officer Program in 2009 found that it meets its objectives and plays an important role in building mutual trust and respect between Police and local Indigenous communities. The evaluation also recommended expansion of the existing program.

The Police Aboriginal Liaison Officers (PALOs) develop and maintain an understanding of Indigenous issues within the local area, promoting trust and understanding through a liaison role between Police and the local Koori community

Contact details: Aboriginal Advisory Unit – Victoria Police Centre, Tel: 03 9247 5245

Aboriginal Community Patrols

NSW Department of Attorney General and Justice

Aboriginal Community Patrols are community-based services that operate a safe transport and outreach service for children and young Aboriginal people who are on the streets late at night. The aim of patrols is to reduce the risk of children and young people becoming involved in crime and anti-social behavior, either as potential victims or offenders. The Patrols operate late at night when other support services are not available. Patrols can play an advocacy role by providing information and referrals to clients for local support services.

There are currently 11 patrols in operation in NSW, in both urban and rural locations.

The Department is currently implementing a new system to improve program management and measurement of program outcomes. A model is currently being developed which focuses on a safe transport and outreach service that will enable patrol staff to identify issues with clients and refer those clients to appropriate support services. Research is currently being undertaken to identify sites with the greatest need for a supplementary youth safe program. This will provide additional support for young people to attend a safe structured youth program in the evenings when most other programs are closed.

Website: <http://www.lawlink.nsw.gov.au>

Aboriginal Cultural Immersion Program

Corrections Victoria, Victorian Department of Justice

The Aboriginal Cultural Immersion Program (ACIP) is an intensive week-long program which encourages Aboriginal prisoners to connect/reconnect with their culture, assists them to strengthen their identity as an Aboriginal person, and re-examine their responsibilities to self, others and the community.

ACIP has extremely high attendance and retention rates. Anecdotal evidence suggests that participants who complete an ACIP are more likely to continue on to participate in other programs and services within the prison.

Under the Aboriginal Justice Agreement Phase 2 (AJA2), Corrections Victoria has made a commitment to address characteristics that put offenders at high risk of re-offending through initiatives that will increase the cultural strength of Koori offenders. One such initiative is the ACIP. This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Contact details: Manager, Indigenous Policy and Services Unit - Marie Murfet, Tel: 03 8684 6528

Aboriginal Victims of Crime team

Victims Support Agency, Victoria Department of Justice

The Aboriginal Victims of Crime team in the Victim Support Agency aims to ensure that victim's services are appropriate and responsive to the needs of Koori victims, and ensure that the Aboriginal community know about victim's services and can access them.

Aboriginal staff in the Aboriginal Victims of Crime team directly provide support and assistance to Koori victims of crime. They also link victims to Victims Assistance and Counselling Program (VACP) funded organisations in local areas; and ensure that the services and support provided meet the needs of Aboriginal victims. The team ensures that links and working partnerships exist between the 9 VACP funded organisations and 24 key Aboriginal Health Services and assist in the development of MOUs between organisations to ensure victims have access to appropriate and safe supports.

The team also provides support to the VACP funded agencies and Aboriginal health and healing services through the development and dissemination of state-wide resources, occasional grants, education, support and information and by assisting in development of flexible referral pathways and access points in the community and holding interagency/ regional meetings and encouraging membership on relevant committees. The team can also provide referrals to the Victims of Crime Assistance Tribunal (VOCAT) to seek financial assistance based on their experience as a victim.

Contact details: Aboriginal Victims of Crime Support Coordinator, Victims Support Agency- Nellie Flagg Tel: 03 8684 6730 Email: nellie.flagg@justice.vic.gov.au

Aggression Replacement Training

Queensland Department of Justice and Attorney General

The Aggression Replacement Training (ART) program is an intensive 10 week program that targets high risk young people expressing anger and aggression and aims to reduce their risk of committing violent offences by teaching them social skills, anger management techniques and moral reasoning.

This program is delivered across the state in all youth justice service centres and detention centres. Staff-identified benefits in the program for young people, including being able to use the learning from ART in real life situations.

An outcomes evaluation for the ART program was conducted in 2011. The available evidence from the evaluation suggests ART provides staff with a useful framework and resources to address the psychosocial needs of young people involved in the youth

justice system. The programs are effective at providing young people with the opportunities to gain insight into their offending behaviour and develop strategies to deal with high risk situations.

Contact details: Youth Justice Policy, Performance, Programs and Practice, Tel: 07 3224 7211

Alice Springs Integrated Family Violence Project

NT Department of the Attorney-General and Justice

The Northern Territory Department of Attorney-General and Justice and the Office of Children and Families are leading a whole of government 'Integrated Response to Family Violence' (IVFP) project in Alice Springs. The project is funded by the Alice Springs Transformation Plan (ASTP), a joint Northern Territory Government and Australian Government initiative which aims to improve the life outcomes for Aboriginal residents in Alice Springs and their visitors.

The three year, \$3.26 million project, running from 2011-2014, includes a coalition of agencies that will:

- trial a coordinated service response to family violence in Alice Springs across police, courts and agencies; delivering victim support and behaviour change programs for offenders,
- strengthen the specialist knowledge and expertise in relation to the dynamics of family violence amongst service providers who work with victims and offenders, including: police, courts, lawyers, counsellors/others who assist people in family violence cases, and
- engage with the local community on violence prevention messages.

The IFVP approach is in line with international and national research that identifies best practice in addressing family violence. An ongoing, external evaluation framework is an integrated component of the project design.

Contact: Fran Whitty, Department of the Attorney-General and Justice, Tel: 08 8951 5426 Email fran.whitty@nt.gov.au

Child Protection Investigation Unit (Cairns)

Queensland Police Service

The Child Protection and Investigation Units (CPIU) in the Far Northern Region are based in Cairns and at Thursday Island in the Torres Strait (within the Cairns Police District). The Cairns CPIU provides District support to local police and provides an investigative response for child protection issues. In necessary situations, CPIU investigators are involved in joint investigations with Child Safety Officers. Joint investigations are conducted to address acute issues which result from a lack of adequate care or supervision and involve some element of criminality. Child Safety's primary focus is the long term reduction of risk to a child. CPIU investigators consult with Child Safety Officers prior to commencing proceedings for identified offences and provide ongoing investigative support for longer term matters.

Contact details: Office of the Commissioner, Queensland Police Service, Tel: 07 3364 3934

Community Legal Services Program - Indigenous Women's Projects

Australian Attorney-General's Department

Indigenous Women's Projects are funded as part of the broader Commonwealth Community Legal Services Program. The Projects provide information, legal advice, referral services and casework for Indigenous women. The projects also provide community legal education on the issues that are of particular concern to Indigenous women.

The types of matters covered are diverse, including for example, child protection, child residency, divorce and separation, child contact/orders, family and domestic violence, criminal injuries compensation, and employment. In 2008–09, more than 170,000 information services and 1,100 individual legal advices were provided to Indigenous women, with more than 330 cases opened. In addition, 75 community legal education activities were delivered to Indigenous women and 20 law reform and legal policy projects were completed.

Website: www.ag.gov.au

Court Mandated Diversion of Drug Offenders Program

Department of Justice, Tasmania

The Court Mandated Diversion (CMD) program provides Magistrates with an option to divert eligible offenders into treatment for their drug use through either the bail or sentencing process.

There are three basic ways diversion into drug treatment can occur after a plea of guilty or a finding of guilt:

- through conditions attached to a bail order
- through conditions attached to a community-based order, eg suspended sentence or probation, or
- through a Drug Treatment Order where a Magistrate will continually review offender progress on the order.

In 2007 Success Works was commissioned to undertake a 12 month evaluation of the pilot Court Mandated Diversion for Drug Offenders (CMD) program in Tasmania. Success Works has been able to employ its knowledge of national and international trends in therapeutic jurisprudence as well as the needs of offenders with substance abuse issues.

The evaluation has involved interviews with key stakeholders involved with the program including, magistrates, police, lawyers, AOD practitioners, service delivery staff and offenders who have been diverted into drug treatment. It also involves quantitative data analysis. Regular progress reports were generated over the period of the evaluation to enable a process of continuous improvement to take place throughout the term of the pilot program.

Contact details: Morgan Hughes, Tel: 03 6233 8235

Community safety planning

Queensland Department of Aboriginal and Torres Strait Islander and Multicultural Affairs

Community safety plans are local, annual plans developed by Indigenous communities, in partnership with government and non-government service providers. The plans will provide communities with an opportunity to set local priorities and develop practical actions to reduce harm. Actions can include issues such as street lighting, increasing physical activity of community members and supporting families. The community safety plans' roll out commenced in late 2010 in a number of communities.

The development of community safety plans is an action under the *Just Futures 2012-2015 Strategy*. Community safety planning will be undertaken by community leaders, including local councils, Community Justice Groups, and Local Family Responsibility Commissioners in the Cape York Welfare Reform Trial, as well as other government and non-government service providers such as the police, school principals and health workers, and Men's and Women's groups.

Website: www.communities.qld.gov.au/atsis/government/programs-and-initiatives/just-futures-2012-2015

Contact details: Department of Aboriginal and Torres Strait Islander and Multicultural Affairs, Tel: 13 QGOV (13 74 68)

Geraldton Family and Domestic Violence Project

WA Department of the Attorney General and WA Department of Corrective Services

The Geraldton Family and Domestic Violence Project was launched in December 2005 to address the over-representation of Aboriginal people in prison and the high number of people imprisoned as the result of family and domestic violence related offences.

The model includes:

- Alternative court processes based on the establishment of a Family Violence Court (Barndimalgu Court) using a round table approach with Aboriginal court advisors and justices of the peace. There is also participation by the accused, victims and families; support from a case management team that includes Police, victim support services, ARG representatives and legal aid.
- Programs and services including an adaptation of the Northern Territory Prison-referred and Community-based Indigenous Family Violence Offender Program; and development of new programs to meet the needs of the Geraldton Aboriginal community.
- Public education about family and domestic violence victim and perpetrator services and programs, and court processes.
- Community-based support for victims of family violence and management of offenders and potential offenders.

A process evaluation has been completed and a full outcomes evaluation is underway and is due to be finalised in May 2012.

Mr Len Clark, Executive Manager, Magistrates Courts North, Department of the Attorney General. Tel: 08 9425 2654; Email: lenard.clark@justice.wa.gov.au

Healing and Time Out services

Department of Human Services Victoria

The development of healing and time out services is a community led approach to ensure services meet locally identified needs and strengthen and heal Aboriginal individuals, families and communities affected by family violence. While service models are designed to meet the needs of individual communities, the service delivery components include counselling, group work, healing circles, narrative therapy, cultural camps, mediation, art programs, song and dance, behaviour change, and bush medicine.

Indigenous Family Violence Facilities and Support Services

Department of Human Services Victoria

Two new family violence crisis and support facilities are being implemented in London Mallee and Gippsland region. The facilities will provide short term accommodation for Indigenous women and children from across the State who experience family violence.

Additional Funding has been provided for outreach and family violence support for Indigenous women and children experiencing family violence in all DHS regions and support services for Indigenous men who use violence have been implemented in a number of regions.

Indigenous Family Violence Partnership Forum

Aboriginal Affairs Victoria

The Partnership Forum was established in April 2005 to enable the Government and Aboriginal communities to address Indigenous family violence together. It also provides community members access to key decision-makers across Government. The Forum includes representatives from the ten Indigenous Family Violence Regional Action Groups, relevant Aboriginal community organisations as well as key state and federal government departments and agencies.

The Indigenous Family Violence Partnership Forum launched *Strong Culture, Strong Peoples, Strong Families: towards a safer future for Indigenous families and communities*, Ten Year Plan in June 2008 to address family violence in Aboriginal communities. The Ten Year Plan is a broad strategic plan which outlines the vision for the next ten years, the objectives and the specific actions needed to prevent, reduce and respond to family violence in Aboriginal communities.

Website: www.aboriginalaffairs.vic.gov.au

Indigenous Family Violence Regional Action Groups and Regional Coordinators

Department of Human Services Victoria

As part of the Indigenous Family Violence Strategy, ten Indigenous Family Violence Regional Action Groups have been established across Victoria. These groups have a pivotal role in implementing community led responses that educate, prevent, respond to and

reduce family violence in Aboriginal communities. They comprise local community representatives who undertake a leadership role in implementing community led responses which are appropriate and culturally relevant to Aboriginal individuals, families and communities.

Each Regional Action Group identifies local priorities consistent with the objectives of the *Strong Culture, Strong Peoples, Strong Families: towards a safer future for Indigenous families and communities*, Ten Year Plan. These Regional Action Plans are reviewed on an annual basis and outcomes and achievements are noted in the Indigenous Family Violence Partnership Forum.

Regional Action Groups are supported by Indigenous Family Violence Regional Coordinators who promote the Strategy, facilitate and assist in the development of community based responses to family violence, organise Regional Action Group meetings within their respective area, and attend a range of regional and central agency meetings to ongoing ensure linkages and networks.

Indigenous Family Violence Strategy

Aboriginal Affairs Victoria and Department of Human Services Victoria

The Indigenous Family Violence Strategy is an initiative led by the Victorian Aboriginal community in partnership with the Victorian Government to develop a whole of government response to family violence in Aboriginal communities. Government partners that jointly manage the strategy are Aboriginal Affairs Victoria, Department of Planning and Community Development and the Department of Human Services.

In 2002, the Victorian Government released the Framework for the development of the *Victorian Indigenous Family Violence Strategy: a partnership approach between the Indigenous community and Government*. This outlined a three stage process to develop and implement an Indigenous Family Violence Strategy for Victoria.

- Stage One involved establishing an Aboriginal and Torres Strait Islander-led Task Force to provide the Government with advice about how to effectively address family violence within Aboriginal and Torres Strait Islander communities.
- Stage Two was the Government response to the recommendations of the Task Force.
- Stage Three included the development and implementation of a Ten Year Plan to address Aboriginal and Torres Strait Islander family violence encapsulated in a partnership agreement between the Aboriginal and Torres Strait Islander community and the government.

This work grew out of our respect for Aboriginal culture and history and a joint concern over the levels of violence in Victoria's Aboriginal communities.

Website: www.aboriginalaffairs.vic.gov.au

Indigenous Sexual Assault Public Awareness Campaign (Mildura 2007)

Victoria Police

This campaign helped to improve responses to Indigenous family violence by raising awareness with Victoria Police of Indigenous protocols when dealing with Indigenous family violence issues through the Sexual Offence and Child Abuse Unit (SOCAU) funding of \$400,000 to pilot four locations. It was conducted in partnership with the local Koori community and the SOCAU Coordination office, Aboriginal Community Liaison Officer and Aboriginal Advisory Unit.

Contact details: Aboriginal Advisory Unit – Victoria Police Centre, Tel: 03 9247 5245

Koori List

Victims of Crime Assistance Tribunal, Courts and Tribunals Service, Victorian Department of Justice

The Koori List (the List) of the Victims of Crime Assistance Tribunal (VOCAT) is an initiative aimed at increasing access to assistance for Koori victims of crime. Its purpose is to assist Koori applicants to overcome difficulties they experience in exercising their rights to assistance as well as improving the capacity of VOCAT to ensure that the purposes and objectives of the Victims of Crime Assistance Act 1996 are being achieved.

Since commencement of the List on 1 July 2006, the number of applications for financial assistance by Koori victims of crime has increased, the time taken to finalise applications by Koori victims of crime has decreased, and the Tribunal has been able to develop relationships with agencies to better assist Koori victims of crime. The List has been an ongoing part of the Tribunal's operations since 1 July 2009.

Contact details: Fergus Dunipace, Koori VOCAT List Registrar, Tel: 03 8615 3879, Fax: 03 9628 7853;

Email: fergus.dunipace@justice.vic.gov.au

Koori Family Violence Police Protocols

Victoria Police / Aboriginal Family Violence Prevention and Legal Service

This campaign has helped improve responses to Indigenous family violence by raising awareness within Victoria Police of Indigenous protocols when dealing with Indigenous family violence issues. It has been developed in partnership between the local Koori community, the Aboriginal Family Violence Prevention and Legal Service, and the Violence Against Women and Children Strategy Group, Victoria Police. It is being promoted in conjunction with a media campaign incorporating television commercials to be viewed in Mildura, East Gippsland, Shepparton and Warrnambool.

Contact details: Aboriginal Family Violence Prevention and Legal Service (FVPLS Victoria) Tel: 1800 105 303

Metropolitan Family and Domestic Violence Court

WA Department of the Attorney General

Specialised Family Violence Courts are now operating in Perth's six Magistrates Courts. Family violence courts are problem solving courts that seek to address the causal factors of an offender's behaviour, through offering the option of programs to address the offender's violent behaviour before sentencing.

The Family Violence Court Case Management model involves:

- a dedicated magistrate
- an integrated case management team which assesses an individual's suitability for inclusion in the court case management process soon after the offender has pleaded guilty
- deferral of sentencing to enable the offender to participate in an identified perpetrators program and in the case management process, and
- once accepted into the case management process, the offender is subject to ongoing case management and review by the integrated case management team.

All Family Violence Courts provide services and programs that are culturally appropriate for Aboriginal people.

Each court also has a Family Violence Support Service which can provide:

- referrals to counselling, crisis care and health services
- help with violence restraining order applications and hearings
- information on safety planning, victim support, court processes and family violence services, and
- help with victim impact statements.

Process evaluation of the expanded model has been completed. Full evaluation due 2011–12.

Ms Yvonne Patterson, Director, Court Counselling, Department of the Attorney General, Tel: 08 9224 8249; Email:

yvonne.patterson@justice.wa.gov.au

Multi-functional Police Facilities

WA Police, WA Department for Child Protection, WA Department of Corrective Services, and WA Department of the Attorney General

The Multi-Functional Police Facility (MFPF) initiative co-locates Police and Child Protection workers on a permanent basis in some of the most remote Indigenous communities in the State. These new co-located services work closely with Indigenous communities to build trust and confidence that disclosures about child sexual abuse and family violence will be acted upon. At a local level, Service Agreements are developed at each site to define the working relationships between the agencies co-located at or using the facility. Local solutions are identified in partnership with community residents, creating an increase in proactive activities such as sporting events, driver's licence training and activities for young people.

WA Police is maintaining the roll-out of the MFPF program in partnership with the Department for Child Protection, the Department of Corrective Services, the Department of the Attorney General and several other related services. By the end of 2009, the MFPF program will have been extended to twelve locations in WA and one location in the Northern Territory.

This initiative has resulted in the much publicised and effective police prosecutions in the Kimberley region over 2007–08 resulting in the conviction of perpetrators of child abuse and family violence. For example, police data are showing that ongoing disclosures have led to over 500 charges being laid against perpetrators in remote Indigenous communities, 250 of these in Oombulgurri, Kalumburu and Halls Creek.

Contact details: Assistant Commissioner for Regional WA, WA Police, Tel: 08 9222 1111;

Email: Regional.WA.Regional.Office@police.wa.gov.au

NT Government First Response Patrol Darwin

NT Police

The First Response Patrol (FRP) provides street-based referral services in Darwin and Palmerston. The program consists of eight Community Engagement Officers who focus on early intervention addressing the causes of anti-social behaviour at front line hotspots such as camps and public parks. They are trained to assist and refer people to appropriate services and also coordinate their work with the NT Police and the Darwin Area Night Patrol.

Contact details: Officer in Charge, Casuarina Police Station, Tel 08 89998000

Our Journey to Respect Program

NSW Juvenile Justice

Our Journey to Respect is a 12-session group work program for young male Aboriginal offenders, which aims to reduce the incidence of inter-generational violence. The program focuses on attitudes and behaviour related to family relationships and masculinity and seeks to facilitate participants' movement from relationships based on power and control towards relationships based on respect. Our Journey To Respect is delivered in community and custodial settings.

Website: www.djj.nsw.gov.au

Our Journey to Respect Program

SA Youth Justice, Department for Communities and Social Inclusion

Since training was provided by NSW Juvenile Justice the Journey to Respect Program has been delivered on a regular basis within the Cavan Training Centre. A four session program titled Introduction to Journey to Respect is also offered in Magill Training Centre. The program is facilitated by Child and Adolescent Mental Health Services (CAMHS) and is offered to young Aboriginal men aged 15-18 years. The program identifies and explores the various roles of persons within the Aboriginal family, particularly the male role and aims to provide strategies for dealing with negative emotions.

Contact details: Tony Minniecon, Aboriginal CAMHS consultant Email Tony.Minniecon@health.sa.gov.au

Prevention of Family Violence in Indigenous Communities

Department of Human Services Victoria

The Community Initiative Fund, with an annual grant round of \$650,000, supports the implementation of locally led community based projects that aim to raise community awareness of family violence. The 2008–09 State Budget provided additional funding of \$1.12 million over four years for the development of an Indigenous Family Violence Prevention Framework, including extending existing projects for three years where there is strong local support and projects are demonstrated to be effective.

The Indigenous Family Violence Prevention Framework will be released in late 2011 and has been developed through significant community consultation and effort. It aims to profile and highlight the important work taking place across Victoria in preventing family violence in Aboriginal communities.

Safe at Home

Tasmania Whole of Government

Safe at Home is an integrated, mainstream, whole of government service delivery system that is pro-arrest, pro-charge, pro-prosecution in its approach to family violence. Safe at Home provides protection to adult and child victims of family violence, via the provision of Family Violence Orders issued by Police or the courts, and an opportunity for high risk offenders to address their offending behaviour by way of the Family Violence Offender Intervention Program (FVOIP).

Safe At Home comprises 16 separate funded initiatives across four government departments (Departments of Justice, Police and Public Safety, Health and Human Services and Premier and Cabinet) including:

- Family Violence Response and Referral Line – Tasmania Police
- Victim Safety Response Teams – Tasmania Police
- Specialist Police Prosecutors – Tasmania Police
- Court Support and Liaison Service incorporating a Child Witness Service – Dept. of Justice
- Legal Aid (for victims) – Dept. of Justice
- Family Violence Offender Intervention Program - Dept. of Justice
- Family Violence Counselling & Support Service – DHHS
- Special Needs Liaison Service – DHHS.

These services are supported by an Integrated Case Coordination system in each of the four Police districts throughout the State. It is their role to support and foster service provider collaboration, encourage cross-discipline learning and sharing of information, and promote a multi disciplinary approach to the management of the risk and safety needs of Safe at Home clients.

An Aboriginal advisory group, ya palingina kani, is also funded to provide consultation in relation to Aboriginal Family Violence to

Safe at Home.

Safe at Home was evaluated by an external consultant (Success Works) in 2008–09 who concluded that the objectives of Safe at Home, which are to achieve a reduction in the level of family violence in the medium to long term; improve safety for adult and child victims of family violence; and change the offending behaviour of those responsible for the violence were being achieved but improvements were possible.

Contact details: Department of Justice, Tel: 03 6233 2310; Website: safeathome@justice.tas.gov.au

SCAN Teams

Queensland Police Service

Suspected Child Abuse and Neglect (SCAN) teams enable a coordinated, multi-agency response to children where statutory intervention is required to meet their protection needs.

The following activities are undertaken by the Queensland Police Service in the Far Northern Region:

- strengthening the SCAN teams systems on Child Abuse to provide an effective and coordinated multi-disciplinary response to notifications of child abuse and neglect
- encouraging the inclusion of the Protective Behaviours Program as part of the curriculum within Far North Queensland Schools
- continuing development of the Be Strong Be Heard initiative to improve the multi-agency response established to empower individuals and groups within remote Indigenous communities to report sexual assault and child abuse, and
- continuing as the lead agency in developing collaborative partnerships with Indigenous communities and other agencies to ensure the safety and well being of children in those locations.

Contact details: Office of the Commissioner, Queensland Police Service, Tel: 07 3364 3934

Stronger Futures Community Night Patrols

Australian Attorney-General's Department

The Australian Government, through the Attorney-General's Department (AGD), provides funding for night patrol services across 80 communities in the Northern Territory, including 72 of the 73 NTER identified communities, urban Aboriginal living areas in Alice Springs, Tennant Creek and Katherine and other communities affected by the NTER.

Night patrols assist people at risk of either causing harm or becoming the victims of harm in order to break the cycle of violence and crime in Indigenous communities. This assistance includes transporting people to a recognised Safe Place (Safe House), or an unrecognised safe place (such as a family member's home), referral to other services, ensuring children are not out late at night, or intervention to prevent or limit antisocial behaviour, including fighting, domestic violence, gambling and arguments.

Night patrols interact with Indigenous people in local community areas, identify those who may be at risk of coming into adverse contact with the criminal justice system and where required, take them to an appropriate place where their needs can be assessed and, where appropriate, they can be referred to other services for ongoing assistance.

Reports independent of the AGD continue to clearly demonstrate that night patrols are achieving positive community safety outcomes. A 2011 report based on the results of a Department of Families and Housing, Community Services and Indigenous Affairs' (FaHCSIA) Community Safety Service Provider Survey found that patrols were rated the most positive influence on community safety in both towns and remote communities, ahead of Police.

The 2011 NTER Evaluation Report outlines that 43 per cent of respondents from FaHCSIA's Community Safety and Wellbeing Research Study (CSWRS) felt that night patrols made a 'big difference' to safety in their communities and a further 32 per cent felt they had made 'a little bit of difference'.

AGD is working with service providers to implement recommendations for an improved framework for monitoring performance and reporting by the Australian Institute of Criminology (AIC). This will help build an evidence base and provide more detailed information on the community safety impacts and outcomes of night patrols in communities.

Website:

<http://www.aq.gov.au/Indigenoulawandnativetitle/Indigenoulawprograms/Pages/NightpatrolservicesintheNorthernTerritory.aspx>

Contact details: Commonwealth Attorney-General's Northern Territory Service Delivery Team, Phone: 02 6141 4862, Email: nightpatrolservices@aq.gov.au

4

Increase safety and reduce offending within Indigenous communities by addressing alcohol and substance abuse

Good Practice

Alcohol restrictions to complement Multi-Functional Police Facilities

Local Aboriginal communities and organisations, WA Department of Racing, Gaming and Liquor, WA Police and WA Department of Health – Drug and Alcohol Office

Alcohol restrictions were introduced in Fitzroy Crossing (since October 2007) at the request of the Marninwarntikura Fitzroy Women's Resource Centre. The evidence to date shows that they are delivering some early outcomes in community law and order, safety, security and health. The same restrictions were implemented by the Director of Liquor Licensing in Halls Creek in May 2009, also in response to lobbying by local Aboriginal interest groups.

Community leaders, police and hospital staff in Fitzroy Crossing are reporting improvements in community security, the health and safety of individuals and families, reduced rates of alcohol related hospitalisations, reduced rates of presentations to Emergency

Departments and improved school attendance.

In Fitzroy Crossing for the period Oct 2007 to Sept 2008 (compared to the same period for 2006–07):

- police were required to attend 28 per cent fewer alcohol-related tasks
- alcohol related presentations at Fitzroy Crossing’s hospital had reduced by 36 per cent, and
- domestic violence reports to Police had increased by 23 per cent (attributed to people being more prepared to make a report).

An evaluation in March 2009 found there was an increase in referrals for voluntary rehabilitation and detoxification. Staff noted a more positive attitude, a reduction in suicides, and said that clients are planning for their future in ways they previously had not.

Contact details: Licensing Enforcement Division, WA Police, Tel: 08 9231 7160;

Email: Licensing.Enforcement.DIVISION@police.wa.gov.au

Groote Eylandt and Bickerton Island Liquor Permits Committee

NT Department of Health

On 1 July 2005, an Alcohol Management Plan commenced operation on Groote Eylandt and Bickerton Island. The major feature of the Plan was the introduction of a liquor permit system. Under the system, only a permit holder is permitted to:

- purchase takeaway alcohol from Alyangula’s two licensed premises, and
- bring alcohol into the Groote Eylandt Restricted Area.

The permit system is managed by a voluntary group of key stakeholders including Indigenous elders, community councils, a local mine and government agencies, known as the Liquor Permit Committee (the Committee). The Committee meets on a monthly basis and provides recommendations to the Licensing Commission on liquor permit applications, variations, revocations and reinstatements.

The permit system was independently reviewed by Menzies School of Health Research in 2007. The evaluation found that since the introduction of the permit system there has been a dramatic improvement in social function and community harmony. Publically available data to date, show sustained reductions in alcohol related harms from 2004-05 to 2008-09, including a decrease in antisocial behaviour incidents (72%), property crime (68%), numbers in protective custody (89%) and level of aggravated assault incidents (68%) (Source Department of Justice data) .

Contact details: Jane Alley, Alcohol Policy & Strategy, Department of Health, Email: jane.alley@nt.gov.au

Promising Practice

Aboriginal Connection Program

South Australia Department of Health and Ageing – Drug and Alcohol Services South Australia

This is a dedicated alcohol and other drug treatment service for Aboriginal people within the inner city and metropolitan areas of Adelaide. The Aboriginal Connection Program provides assertive outreach and integrated assessment and case work and accepts clients who meet the following criteria:

- are Aboriginal
- experiencing alcohol and/or other drug related issues
- homeless or at risk of homelessness.

The program develops service pathways for Aboriginal people that are culturally appropriate and kinship centred with a range of integrated health/welfare/housing initiatives that include:

- alcohol and/or other drug treatment options
- referral and access to other relevant services
- accommodation assistance.

Contact details: Drug and Alcohol Services South Australia, (08) 8274 3333

Alcohol Reform and Alcohol Management Plans

Queensland Government

Legislated alcohol controls relating to possession and consumption of alcohol in defined areas have been implemented and access to services in 19 discrete Indigenous communities improved. Together alcohol restrictions and improved services are aimed at reducing the high levels of alcohol-related harms currently occurring, particularly alcohol-related assault offending, and re-building positive social norms.

The initial review of community Alcohol Management Plans was undertaken between 2005 and 2007 and resulted in the majority of communities' alcohol carriage limits being retained. Based on the harm levels and unique circumstances of the communities, carriage limits were relaxed in Mapoon and the five Northern Peninsula Area communities and tightened in Doomadgee and Pormpuraaw.

In 2007, an evaluation was undertaken on the policies, programs, and services related to alcohol and other substances. In 2008, this evaluation led to a suite of alcohol reforms and included: further legislative amendments to strengthen restricted area provisions

and increase police powers to stop illicit alcohol entry into the communities; funding from State and Australian Governments to enhance the delivery of services to assist people with problems with alcohol and drugs; and provision of community wellbeing and safety services. The alcohol reforms also included a further review of alcohol management plans, which resulted in restrictions under the *Liquor Act 1992* being declared for the first time in one community and the tightening of carriage limits in four other communities. In 2010-11, key alcohol-related harm statistics indicate that 10 communities showed positive changes occurring since 2002. The remaining nine communities fluctuated between improvement and decline without recording statistical evidence of a change.

A review of alcohol reforms will take place in 2012-13 to determine effectiveness and the most appropriate approach to ensure continued reduction of alcohol related harm within these communities.

Contact details: Department of Aboriginal and Torres Strait Islander and Multicultural Affairs, Tel: 13 QGOV (13 74 68)

Anangu Pitjantjatjara Yankunytjatjara (APY) Lands Substance Misuse Service

South Australia Department of Health and Ageing – Country Health SA

Based within the new Country Health SA Amata Family Wellbeing Centre, Drug and Alcohol Services SA provides ‘in reach’ counselling and treatment services for Anangu people with problematic alcohol and other drug use through direct service provision, collaboration with other agencies, and the provision of specialist clinical support information to non-government agencies visiting the community. The service also provides advice and support to family members of people affected by problematic substance misuse.

Contact details: Country Health SA Amata Family Wellbeing Centre 08 8954 6146

Baroona Youth Healing Place

Office of Aboriginal and Torres Strait Islander Health - Koori Justice Unit, Victorian Department of Justice

On 27 July 2008, Njernda Aboriginal Corporation opened Baroona as a residential rehabilitation centre for Koori male youths with alcohol and substance abuse issues. Baroona is located on a 320-acre farm on the Murray River, approximately six kilometres from Echuca. Baroona provides a safe, culturally appropriate and confidential place for young Aboriginal men to undergo a cultural journey to ‘heal the spirit’ whilst addressing their substance abuse issues. Key aspects of the program include a strong cultural and spiritual base; personal development; education and vocational training; employment; healthy life style choices; counselling; traditional and contemporary healing ways; and life skills. Baroona accepts Koori male youth between the ages of 14 and 25 with alcohol and/or drug issues. Baroona accommodates up to twelve clients at a time, who participate in a structured (but individually tailored) 16-week program.

The Commonwealth Government (through the Office for Aboriginal and Torres Strait Islander Health) are the primary funding body, with the Victorian Department of Justice contributing around one-third of the annual funding.

Baroona is one of a suite of programs being evaluated by the Commonwealth Attorney General’s Department in 2012-13.

Contact details: Manager, Community Programs – Adrian Sculthorpe Tel: 03 8684 1745;

Email: adrian.sculthorpe@justice.vic.gov.au

Community Safety and Justice

Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and NT Police

Under Stronger Futures in the Northern Territory the Australian Government will continue funding for 60 police officers in remote communities, maintain support for night patrols across 80 communities (see Stronger Futures Community Night Patrols above under Goal 3), as well as provide funding for further police facilities in remote areas. The Australian Government will also support the continued operations of the successful Substance Abuse Intelligence Desks (SAID) and Dog Operation Units (DOU) detailed further below. The Australian Government will also continue to fund the Australian Federal Police and Australian Crime Commission to support the Northern Territory Child Abuse Task Force and National Indigenous Violence and Child Abuse Intelligence Task Force.

Dthina Yuwali - Aboriginal AOD Program

NSW Juvenile Justice

Dthina Yuwali (pronounced Thin-ah You-wah-li) is a three staged approach focusing on the relationship between substance abuse and offending. The program is designed to be used within both community and custodial environments. The program is based on cultural learning and includes participation of Aboriginal Elders. The program also involves the use of learning circles and Aboriginal representations of key concepts to facilitate learning.

Stage 1 of the program focuses on harm minimisation, offending related issues and relapse prevention. Stage 2, focuses on alcohol and other drugs in the context of the young person's risk factors and includes developing steps to change and Stage 3, focuses on relapse prevention and maintaining change. This program is being reviewed as part of Tranche One of the cross-jurisdictional evaluations under the NILJF. The final reports from Tranche One are due in December 2012.

Website: www.djj.nsw.gov.au

Koori Night Patrol Program

Koori Justice Unit, Victorian Department of Justice

The Koori Night Patrol Program safely transports 'at risk' Koories from public places, assists them in connecting to activities and services available in the area and develops positive and productive relationships with local Police. It also increases community involvement in building a successful night patrol program as well as using Respected Elders in the community to assist with the smooth operation of the program.

An external evaluation of this program was completed in 2010 and found that some individual Koori Night Patrol Programs were more effective than others, in particular those which had considerable community support.

Contact details: Manager, Community Programs – Adrian Sculthorpe Tel: 03 8684 1745;

Email: adrian.sculthorpe@justice.vic.gov.au

Magistrates Referral into Early Treatment

NSW Department of Attorney General and Justice

MERIT is a special program based in Local Courts that provides the opportunity for adult defendants with drug problems to work, on a voluntary basis, towards rehabilitation as part of the bail process.

Participants can be identified by the Magistrate, solicitor, police or the defendants themselves as suitable for assessment for the MERIT program. MERIT Teams, based in NSW Health, conduct the assessment of participants. Based on the assessment, the defendant may be accepted into MERIT to receive targeted drug treatment. The MERIT treatment program will be developed to match the defendant's individual needs. The Court will make the defendant's involvement in MERIT a condition of bail.

Defendants are closely case-managed by the MERIT Team throughout the program and the Magistrate receives regular reports on the participant. The final hearing and sentence generally coincide with the completion of the MERIT program. Magistrates are then able to consider the defendant's progress in treatment as part of final sentencing. Changes made to the MERIT program in 2006 have resulted in marked increases to the number of Aboriginal clients participating in and completing the program.

Alcohol MERIT is also available at a selected number of sites. It is being evaluated at present to determine impact on re-offending and health outcomes. Results of this evaluation are expected in 2014.

An evaluation published in July 2009 by the Bureau of Crime Statistics and Research reported that completion of the MERIT program reduces the likelihood that a defendant will re-offend by 12%.

NSW Health published a report on the health outcomes for participants of the MERIT program in November 2007. The report found that at program exit, 38% of MERIT participants are abstinent from all illegal drugs. 98% of participants said MERIT had helped to effectively deal with their problems.

The 2009 Department of Attorney General and Justice Annual Report reported on reconviction statistics of post-MERIT program participants. Of the defendants that exited the program in 2008, 25.8% had been reconvicted within six months compared with 36.1% of non-completers. At 12 months from program exit, these figures had increased to 37.5% of completers being convicted of another offence compared with 48% of non-completers.

Website: <http://www.lawlink.nsw.gov.au>

Petrol Sniffing Strategy

Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), Australian Department of Health and Ageing (DoHA), Australian Attorney-General's Department and Australian Department of Education, Employment and Workplace Relations (DEEWR)

The Petrol Sniffing Strategy (PSS) aims to reduce the incidence and impact of petrol sniffing in designated regions: the remote cross

border region of Central Australia (including the Ngaanyatjarra Lands in WA, the Anangu Pitjantjatjara Yankunytjatjara Lands in SA); Mornington Island and Doomadgee in Queensland; and the East Kimberley in Western Australia. The Strategy recently expanded the zones by including areas outside of the zones where low aromatic fuel is currently present and areas where future supply is planned. It adopts a holistic approach, focusing on a range of social determinants that lead to petrol sniffing in Indigenous communities.

The Eight Point Plan addresses both supply and demand reduction through:

- roll out of Opal fuel
- uniform legislation
- appropriate levels of policing
- alternative or diversionary activities for young people
- activities to strengthen and support communities
- rehabilitation and treatment facilities
- a communication strategy, and
- evaluation.

Evaluation activities to date show that the introduction of Opal fuel in the Central Desert Region has succeeded in substantially reducing the level of petrol sniffing, thus creating a valuable breathing space or window of opportunity for Aboriginal communities. A comprehensive component evaluation of the Petrol Sniffing Strategy is currently underway, using a strategic framework that has been developed in consultation with the partner agencies involved in this measure. Another key feature of the PSS is the level of cross-agency collaboration. This has enabled a broad range of issues to be addressed by the PSS.

Port Augusta and Ceduna Day Centres

South Australia Department of Health and Ageing – Drug and Alcohol Services South Australia

Non-residential rehabilitation day centres in Port Augusta and Ceduna offer a range of support programs and services delivered in a culturally appropriate manner. The Day Centres assist Aboriginal people with substance misuse issues and provide a variety of services including confidential assessment and diversional non-residential treatment options for people with alcohol and other drug problems. This includes daily care and brief intervention services for current drinkers including personal hygiene facilities, laundry, meals, advocacy services, emergency supply of clothing, and storage of personal items. The Day Centres link to sobering up services and the mobile assistance patrol service plus other health and social service providers to assist with coordinated care in a collaborative manner.

Contact details: Drug and Alcohol Services South Australia, (08) 8274 3333

School Drug Strategy

SA Government

The Department for Education and Child Development (DECD) Drug Strategy supports all schools to develop effective whole school practices in relation to alcohol and other drugs addressing school environment, partnerships, policies and curriculum. This involves significant collaboration between government and non-government agencies, and other schooling sectors. The DECD Drug Strategy is a component of the South Australian Drug Strategy 2011-16, a whole of government plan to enhance the lives of South Australians by reducing the harms of alcohol and other drug misuse. Aboriginal people, young people aged 18-29 years and school-aged children are priority populations within the strategy.

School Drug Policy

Intervention matters: A policy statement and procedural framework for the management of suspected drug-related incidents in schools (revised 2011) is a publication of the DECD Drug Strategy and component of the School Care package. It provides school leaders with a clear statement of DECD policy on the management of drug related incidents, a procedural framework within which to work and a range of supporting information to enable legal, Duty of Care, natural justice and procedural fairness obligations to be met. The goal of the policy is to ensure the wellbeing and future educational careers of the student/s involved, as well as the wellbeing and educational careers of the whole student community and staff.

Power Community Youth Program

The Power Community Youth Program (PCYP) is a highly successful collaborative program of the DECD Drug Strategy and the Port Adelaide Football Club. It is designed to complement schools' ongoing drug education programs. The PCYP involves Power AFL footballers and other athletes, including netball and soccer players and wheelchair athletes in promoting healthy lifestyle choices to students in years 6–9. Athletes visit schools in small groups, and deliver a relevant program through a series of three visits focussing on decision-making, fitness, nutrition and tobacco education. Since 2000, 470 schools have participated, involving over 1400 individual school visits and over 58,000 students in metropolitan, rural and remote locations. The PCYP has a particular interest in supporting schools with high numbers of Aboriginal student enrolments. For example, 150 young people from Koonibba, Yalata and Oak Valley attended the PCYP Spinifex Sports Carnival at Oak Valley from October 23-28, 2011.

Website: www.decd.sa.gov.au/drugstrategy

Contact details: South Australian Department for Education and Child Development, Aboriginal, Student and Family Services Tel: 08 8226 1287

Indigenous, Rural and Remote Initiative (IRRI)

SA Government

Among a range of initiatives supporting teachers and school leaders, the DECS Drug Strategy IRRI aims to strengthen the protective factors that prevent and reduce drug related harm through approaches to drug education that focus on the development of knowledge and skills for resilience, health and safety. This involves teachers across learning bands in the development of innovative, inclusive and locally relevant classroom-based approaches, programs and materials that:

- relate to and build upon the strengths of Aboriginal students, families and communities living in rural and remote settings
- ensure Aboriginal perspectives in the teaching and learning program
- involve Aboriginal students, families, community groups and agencies
- occur within a whole school-community approach to wellbeing, and
- are consistent with the Principles for School Drug Education.

Project schools have been supported to locate the project in the context of their whole school approach to learner wellbeing incorporating the drug strategy and drug education and to take an inquiry approach to their project. Data gathering and documentation is integral to the inquiry process to monitor and identify improvement in relation to student learning and other desired project outcomes.

Strong Spirit Strong Mind, Certificate III in Community Services (Drug and Alcohol)

South Australia Department of Health and Ageing – Drug and Alcohol Services South Australia

This Certificate III course builds the capacity and sustainability of the Indigenous alcohol and other drug workforce and their work with Indigenous clients, through training in a nationally recognised qualification. The course content also equips participants with skills in identifying mental health concerns, child protection issues, suicide and self harm, and knowledge on foetal alcohol spectrum disorder and screening tools for alcohol and other drugs and mental health.

Contact details: Drug and Alcohol Services South Australia, (08) 8274 3333

Substance Abuse Intelligence Desks

Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and NT Police

Substance Abuse Intelligence Desk (SAID) at Alice Springs and Katherine are staffed by Northern Territory Police to target trafficking of illicit and licit substances in the cross-border regions of the Northern Territory, South Australia, Western Australia and the Top End together with Drug Operations Units (DOU) which have been set up in Alice Springs, Katherine Darwin. The role of SAIDs is to:

- Gather intelligence in suppliers and criminal networks
- Coordinate policing operations in the tri-state region of NT, SA, WA and the NT, targeting traffickers of drugs, alcohol, petrol, kava and other illicit substances;
- Conduct covert and overt enforcement and disruption activities;
- Work with partner agencies including health, youth workers, women’s councils and communities about the role of the SAID and the dangers of alcohol and substance abuse;

- Promote the Indigenous Family Safety Agenda and youth initiative's, and
- Pursue traffickers under the Proceeds of Crime Act 2002.

Positive outcomes have been achieved through arrests, charges, drug/alcohol/petrol seizures and proceeds of crime. Disruption and preventative action has focussed on helping to reduce drug, alcohol and petrol supply and to reduce the incidences of domestic violence and assaults against women and children.

The SAID/DOUs assist with the policing outcomes related to petrol and alcohol, but their main achievements relate to cannabis and kava, both in terms of the number and volume of seizures and the apprehensions of mid-level traffickers involved in their distribution. There was a 158% increase in cannabis seizures and a 30% increase in Kava seizures from 2010-11 to 2011-12.

In 2011, FaHCSIA commissioned an internal review of the SAID and DOU. Its purpose was to 'assess the contribution of SAID and DOU make in reducing the supply of illicit substances into remote Aboriginal communities'. The review involved senior police officers who have agreed it is suitable for public release. The review was generally positive, in particular it found there were significant reductions in petrol sniffing and reduced alcohol consumption in some communities and the SAID played an important role in providing early warning of changes in illicit drug supply for law enforcement agencies and adding value to local policing efforts to reduce substance misuse.

5 Strengthen Indigenous communities through working in partnership with governments and other stakeholders to achieve sustained improvements in justice and community safety

Good Practice

N/A

Promising Practice

Berngan Business Support Program

Koori Business Network, Department of Innovation, Industry and Regional Development, Victoria

The Berngan program helps Indigenous businesses to develop their technical and business skills, access new industry networks and markets, and improve their level of professionalism by engaging qualified service providers.

Six businesses were successful in accessing grants in 2008–09 financial year. Grants supported established businesses to undertake activities such as website design, marketing and promotions, professional financial advice and attending a trade fair. The program has helped these businesses to raise their profile and brand in the market place, grow their client base and increased business skills and knowledge. An internal evaluation of the program is currently being undertaken by the Department of Innovation, Industry and

Regional Development Evaluation Team as part of a broader KBN evaluation

Contact details: Business Support Officer – Justine Moss – Koori Business Network, Tel: 03 9651 9769;

Email: justine.moss@ird.vic.gov.au

Closing the Gap

Queensland Government

The Queensland Government has a whole-of-government policy framework which encompasses programs and initiatives to promote a coordinated approach to reducing the disadvantage experienced by Aboriginal and Torres Strait Islander Queenslanders.

The Queensland Government has committed to COAG's National Indigenous Reform Agreement for Closing the Gap between Indigenous and non-Indigenous people's opportunities and life outcomes.

The Queensland Government Reconciliation Action Plan 2009–12 (RAP) was launched in June 2009 and is the first whole-of-government Reconciliation Action Plan in Australia.

The RAP is integral to advancing reconciliation throughout Queensland and supports the Government's commitment to COAG's Closing the Gap targets. The RAP also promotes reconciliation as everyone's business.

Individual agencies will implement and evaluate programs to ensure they contribute to the targets and goals of the COAG Indigenous reform agenda.

Contact details: Policy Division, Department of Premier and Cabinet, Tel: 07 3405 6673

Community Benefit SA

SA Government

SA Department for Communities and Social Inclusion

The Department for Communities and Social Inclusion's Community Benefit SA program provides one-off project funding to non-government organisations to assist disadvantaged individuals, families and communities. Approximately 70 projects are funded each year, for approximately \$1 million, to assist Aboriginal and Torres Strait Islander people each year.

Evaluation of Community Benefit SA projects consistently indicates that small projects can have significant impacts on the skill and leadership development of Aboriginal and Torres Strait Islander people and strengthening communities. For example, the Port Pirie Regional Aboriginal Community Centre purchased IT equipment to expand the support programs offered to students and adults with complex needs, to improve life management skills and wellbeing.

Contact details: South Australian Department for Communities and Social Inclusion, Community Benefit SA, Tel: 1300 650 985.

Community Engagement Police Officers

Northern Territory Police

Eight communities across the Territory are taking part in a pilot program to 2013 that aims to develop ways to reduce crime and increase safety.

The Community Engagement Police Officers (CEPO) have begun working with local leaders to build confidence and relationships between law enforcement and the wider community. The primary role of the CEPO is to promote community engagement through the active establishment and promotion of community involvement, ownership and leadership of community based activities.

They will also liaise with relevant education and health agencies, identify responses needed to address criminal activity and encourage the early reporting of issues such as substance abuse and violence.

The Territory communities of Angurugu/Umbakumba, Maningrida, Wadeye, Lajamanu, Yuendumu, Hermannsburg, Ali Curung, and Papunya were selected to participate in the two-year initiative funded by the Australian Government in partnership with the Northern Territory Police.

The outcome will be a better relationship between the police and the community based on shared respect, shared resolve and shared responsibility. The program will encourage flexible, tailored, and local approaches that foster genuine engagement with the community. The Australian Government will conduct an evaluation of the CEPO program during 2012.

Contact details: Senior Sergeant Stephen Martin, Northern Territory Police 08 8901 0305

Daborra Advanced Indigenous Business Training Program

Koori Business Network, Department of Innovation, Industry and Regional Development, Victoria

Daborra is an advanced business training program designed to increase the capacity of Victoria's Indigenous businesses to move toward an increased level of profitability. Assistance is provided in the areas of business diagnostics, strategic planning, growth, finance and marketing. It is delivered through a combination of one-on-one coaching and workshops, and works with well-established Indigenous businesses to identify potential areas for growth and improvement.

Eleven Indigenous Victorian businesses participated in the Daborra Advanced Indigenous Business Training Program. The program concluded in June 2009 with each business having completed a full business diagnostic and business plan. An extensive final report of the program was provided by Mentors and Business Coaches International. The report illustrates the activities undertaken by each participating business and highlights how the program has assisted them in transiting to greater levels of professionalism. An internal evaluation of the program is currently being undertaken by the Department of Innovation, Industry and Regional Development Evaluation Team as part of a broader KBN evaluation.

Contact details: Program Officer – Peter Dearsley – Koori Business Network, Tel: 03 9651 8119

Email: peter.dearsley@ird.vic.gov.au

Indigenous Cadetship Program

Victorian Department of Justice

The Indigenous Cadetship Program links Indigenous tertiary students with Departmental business units in a cadetship arrangement involving paid full time study and annual work placements. Upon successful completion of the cadetship, cadets commence ongoing employment within the department in a graded position reflective of the study they have undertaken. Since the commencement of the program, the Department has offered eight cadetship placements across a range of business units with an emphasis on providing opportunities in non-Koori programs or initiatives.

The Indigenous Cadetship Program is supported by funding through the Commonwealth's Department of Education, Employment, Workplace Relations (DEEWR), Indigenous Cadetship Support Program.

Contact details: A/Manager, Koori Employment Team: Traci McCormick. Tel: 03 8684 1753; Email: traci.mccormick@justice.vic.gov.au

Indigenous Engagement Officers (IEOs)

Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)

Indigenous Engagement Officers (IEOs) provide feedback about NTER measures to communities and government; promote the community's role in defining needs, setting goals, and formulating policies and plans; and work with community groups to bring about greater community input into Government decision making.

Although they are employed as public servants, IEOs are all also members of the community in which they work. They have been provided with targeted leadership development training and specialised training in community engagement tools, techniques and theory so they are best placed to represent their communities' needs to the Government.

The initiative itself has not been specifically identified as good practice, though it was developed around internationally-recognised good-practice principles for modern governance and policy development. Informal evaluation during the initiative's first year of operation has taken place, and the initiative is currently being examined as an element of the Office of Evaluation and Audit's review of the Government Business Manager program.

Innovative Community Action Networks

SA Government

Innovative Community Action Networks—ICANs—bring together young people, families, schools, community groups, businesses and different levels of government to find solutions to local issues that prevent young people from completing their education. ICANs are a key part of the [Making the connections, School Retention Action Plan](#), a social inclusion initiative.

ICANs are targeting young people, from year 6 to 19 years of age who are:

- enrolled in school but at risk of early leaving
- disengaged and/or not re-engaging to a pathway to employment, further education or community participation, or a

combination of these.

ICANs are:

- Innovative—new approaches
- Community—people working together
- Action—not just a talkfest
- Networks—finding joined up solutions

Website: www.ican.sa.edu.au

Contact details: South Australian Department for Education and Child Development, Tel: 08 8226 1000

Koori Graduate Recruitment & Career Development Scheme

Victorian Department of Justice

The Koori Graduate Recruitment & Career Development Scheme (KGRADS) is a new career pathway into the department. The KGRADS is an intensive 12-month program, which includes:

- three job rotations – two in the department and one in either the Department of Human Services or Department of Health;
- learning and professional development opportunities;
- career growth initiatives with formal performance development planning;
- networking opportunities through the Koori Staff Network;
- mentoring, and
- an exemption into a permanent VPS Grade 3 position within the department on the successful completion of the program.

Contact details: A/Manager, Koori Employment Team: Traci McCormick. Tel: 03 8684 1753; Email: traci.mccormick@justice.vic.gov.au

Koori Tertiary Scholarship Program

Victorian Department of Justice

The Koori Tertiary Scholarship Program provides a fortnightly study allowance to support Koori tertiary students to complete their tertiary studies. Scholarships are available to students undertaking full time study at TAFE or University in justice-related fields

including law, criminology, psychology, social work and mental health (other justice related fields of study may apply).

Since 2001, the Koori Tertiary Scholarship Program has awarded 32 scholarships. Recipients have gone on to further employment within the Department, in other private or public sector agencies and in a range of community organisations. Applications for the program are supported and encouraged from internal Koori staff, to increase individual's qualifications and skill base in justice-related fields.

Contact details: A/Manager, Koori Employment Team: Traci McCormick. Tel: 03 8684 1753; Email: traci.mccormick@justice.vic.gov.au

Koori Prison Officer Program

Victorian Department of Justice

The Koori Prison Officer Program is a new pathway into the Department that aims to attract, recruit and retain Koories into Prison Officer roles. This program has a Koori-specific attraction campaign with the Department's Koori Employment Team providing ongoing support to all self-identified Koori candidates and participating throughout the various recruitment stages. Upon successful appointment, candidates are provided support and networking opportunities throughout the department's various Koori Staff Networks.

To date the program has seen an:

- increased success rate of Koori candidates through the Prison Officer recruitment process; and
- greater representation of Koories as Prison Officers across Corrections Victoria.

Contact details: A/Manager, Koori Employment Team: Traci McCormick. Tel: 03 8684 1753; Email: traci.mccormick@justice.vic.gov.au

Queensland Government Indigenous Criminal Justice Research Agenda

Queensland Government

The Indigenous Criminal Justice Research Agenda (ICJRA) is a whole-of-Government priority research program with dedicated funding. It sets a strategic direction for coordinated research about crime, victimisation and criminal justice responses relevant to Indigenous people and communities. The ICJRA includes a suite of research projects designed to inform Government in key areas, such as:

- sentencing disparities
- bail and remand
- diversionary processes
- vulnerable families

- domestic and family violence, and
- treatment and rehabilitation.

The ICJRA operates to:

- provide strategic direction for Indigenous criminal justice research so that Government research is focused on key issues
- expand Queensland-specific knowledge of Indigenous crime, victimisation, and justice issues
- provide a sound platform upon which to develop informed responses to Indigenous justice issues, and
- deliver high quality, reliable research conducted by Government and its research partners.

Six research reports have been completed in the key areas of investigation. These reports are available on the Department of the Premier and Cabinet website (www.premiers.qld.gov.au/publications/categories/reports/indigenous-criminal-justice.aspx).

Projects currently being undertaken include an investigation of place based adolescent offending and an examination of parental incarceration as a predictor of young people entering the criminal justice system.

Contact details: Policy Division, Department of Premier and Cabinet, Tel: 07 3405 6673

Recognised Entities

Queensland Department of Communities, Child Safety and Disability Services

The aim of the Department is to reduce the over-representation of Aboriginal and Torres Strait Islander children and young people in the statutory child protection system, and to ensure that Aboriginal and Torres Strait Islander children and young people who enter the statutory system receive the best available culturally appropriate services.

To assist with achieving this aim, the Department provides grant funding to 11 Aboriginal and Torres Strait Islander non-government organisations located across Queensland to deliver Recognised Entity Services.

Recognised Entities are funded to actively participate in decisions made by Child Safety regarding Aboriginal and Torres Strait Islander children and young people throughout each phase of the statutory child protection system.

The Queensland *Child Protection Act 1999* requires Recognised Entities to be external to the department, to have members who are Aboriginal and/or Torres Strait Islander people, and who have appropriate knowledge of or expertise in child protection.

Contact details: Child Protection Development, Department of Communities, Child Safety and Disability Services, Tel: 07 3235 9411

The Family Responsibilities Commission

Queensland Government, Australian Government and Cape York Institute for Policy and Leadership (CYIPL)

The Family Responsibilities Commission is an independent Queensland statutory body which is overseen by a board consisting of representatives of the Queensland and Commonwealth Governments and the CYIPL, which receives government assistance.

The FRC aims to rebuild social norms in the four Cape York Welfare Reform communities (Aurukun, Coen, Hope Vale and Mossman Gorge) by:

- appointing respected Elders to positions of responsibility, thereby rebuilding local authority;
- articulating the original Indigenous community values of respect and responsibility;
- sending a consistent message about the expected behaviour of individuals, families and households;
- determining appropriate actions to address the dysfunctional behaviour of people in the community;
- where appropriate, referring individuals to community support services to assist them to address their behaviours, and
- where appropriate, directing the person's income to be managed by Centrelink to pay for the priority needs of their family.

An implementation review was undertaken by KPMG and was made publically available in November 2010.

Contact details: Department of Aboriginal and Torres Strait Islander and Multicultural Affairs, Tel: 13 QGOV (13 74 68)

Tyema – Research Evaluation & Monitoring Program

Koori Business Network, Victoria

A two year Research Partnership Agreement between KBN and RMIT University commenced 1 December 2008 and concludes 30 November 2010. The project is funded by the Australia Research Council, RMIT University and KBN.

Two Victorian Indigenous Masters students have been awarded scholarships as part of this project to participate in a study of Indigenous Entrepreneurship in Victoria.

Two theses will be the principal outcomes of the study and the proposed working titles are:

- Defining and resolving the key issues of female Indigenous entrepreneurs in Victoria, and
- Defining and resolving the key issues of male Indigenous entrepreneurs in Victoria.

Contact details: Project Manager – Julie Tipene O’Toole - KBN, Tel: 03 9651 9818; Email: julie.tipene o’toole@iird.vic.gov.au

Youth Employment Scheme– Traineeships and Apprenticeships

Victorian Department of Justice

The Youth Employment Scheme is a whole of government initiative that provides young people with traineeship and apprenticeship

opportunities across the VPS. The Department of Justice recruits up to 80 trainees per financial year through this subsidised program.

The program provides a pathway for Koori youth into the VPS through a formal traineeship. A standard Business Administration Traineeship is a full time 12-month traineeship that consists of a four-day working week and one day training. This program provides opportunities for Koori youth to gain paid work experience, training and qualifications that lead to sustainable employment.

The department has taken on 30 Koori trainees across Victoria since 2006. Of these seven are currently undertaking their traineeship and fourteen have successfully transitioned into ongoing roles with the department.

A retention strategy has been developed within the department whereby Koori trainees who successfully complete their traineeship and are able to demonstrate 'work ready' skills and attributes, are exempt into a mainstream VPS Grade 2 position, in an ongoing capacity.

Contact details: A/Manager, Koori Employment Team: Traci McCormick. Tel: 03 8684 1753; Email: traci.mccormick@justice.vic.gov.au

