



ANNUAL REPORT

2018/2019



NORTHSIDE
COMMUNITY SERVICE

**EXCEPTIONAL
PEOPLE.
COURAGEOUS
PRACTICE.**

STEPHEN BRAND
Chair of the Board

Another 12 months has flown by and Northside Community Service continues to provide exceptional services to children, clients and people experiencing challenges and vulnerability. As Chair of the Northside Board I am in a privileged position to see and hear first-hand the impact that our organisation has on the lives of so many children, families and members of the community. It is truly inspiring.

Once again, I would like to acknowledge all Directors for their time and dedication to their duties, particularly Deputy Chair, Ilea Buffier and Chair of the Finance and Audit Committee, Pui Cheung. We have sadly said goodbye to Leanne Gibbs from the Board, whose experience and knowledge in the early childhood sector will be sorely missed. At the same time, we have welcomed two new Directors in Cathie Warburton and Cristina Giusti, who have further strengthened a Board of Directors with a sound mix of skills and experience.

During the year the Board commenced the process of developing Northside's next Strategic Plan and we have had several sessions specifically focussed on this process. The Board was impressed to learn more about the diversity of Northside's cohort of clients and the variety of services our programs provide. Our diversity provides Northside with extensive reach into the community but this is also a major challenge, as the regulatory requirements for our services continue to increase. We look forward to continuing our journey in the development of our Strategic Plan and we expect to re-confirm our vision and mission statements, and provide the future strategic direction for Northside, in 2020.

The Board also resolved to review its own effectiveness in relation to governance frameworks and practices and an independent expert was engaged to conduct this review. The outcomes of this very worthwhile process were that our governance practices are generally sound, but we have a number of suggested improvements which will be implemented to further strengthen our governance.

As Chair, there are many instances and events that occur during the year that I reflect on. But this year there are two examples that I wanted to include in this report. The first was Northside's inaugural early childhood conference – NQF Perspectives – held in May of this year. This was an extraordinary success and I wish to acknowledge our entire Children's Services team, led by Anna Whitty, for initiating and running such a great event.

The second was the presentation of our Community Services Client Survey to the Board by Kate Cvetanovski, our Community Services leader. We conduct this comprehensive survey every two years, and to hear of the high regard that our clients hold our services and staff, and to hear individual stories of the impact we have made on the lives of clients, is extremely rewarding.

In conclusion, I would like to thank Bruce Papps, our CEO, and our Executive team of Anna, Kate and our Chief Financial Officer Carrie Chappell, who have worked so hard in making our last 12 months so successful again, and continuing to work with the Board on our future challenges and opportunities.

CHAIR REPORT





CEO REPORT

BRUCE PAPPS
Chief Executive Officer

This is my third annual reporting cycle as CEO of Northside and the process for writing my report is not becoming any easier. Not because there isn't plenty to say about our achievements and work over the past 12 months, but because for me it is becoming increasingly difficult to summarise the breadth of what we do and the significant outcomes we achieve.

Every interaction one of our educators has with a child, and every service we provide to a client, builds on a unique story and leads to long-term outcomes. Some of these outcomes may never be seen by Northside teams, but we know that everything we are doing is making lifetime differences to children and our clients.

So this year in our Annual Report we are attempting to tell just a small sample of the stories that our educators and teams are part of every day. For me, some examples of days or instances that have resonated are:

- In May 2019 we held our inaugural Children's Services conference at the National Library of Australia – NQF Perspectives. Over 100 educators and leaders from the early childhood sector attended to hear from a great line-up of speakers and presenters. But just as importantly, this day was the culmination of 3 to 4 years of significant work and achievement by Northside Children's Services leadership and educators, as our entire early childhood education framework and quality assurance processes were redesigned and implemented. This hard work led to holding the conference and it was so rewarding to see the pride and acknowledgement for our educators.
- Only recently, and as part of our commitment to young people and community development, our Community Services team led and organised the second Gungahlin Sports and Recreation Fair. This terrific event allows families and children from the Gungahlin region to test out a range

of sports and activities and talk to the clubs and organisations that run those activities in the Gungahlin region. The response from the Gungahlin community was fantastic and we know that the clubs and organisations received a significant increase in interest and registrations.

- This year I had the opportunity to witness firsthand some members of our team support clients experiencing intense difficulties and complex situations. Watching and listening to our team work with people who are experiencing extreme challenges, and then be able to provide the appropriate support, is daunting and humbling at the same time. At the Board and Executive level, Northside takes pride in working with clients who are going through the most challenging circumstances, but seeing the actual interactions and work with these clients is inspiring.

These are only three examples, and every day of the year is made up of countless exchanges, connections and collaborations with children and clients, that make a significant difference to lives. A huge thank you and record of appreciation to all of our educators and teams, led by Anna and Kate.

Behind the scenes our Corporate Services team, led by our CFO (Carrie), continue to make much needed improvements to our infrastructure and support systems. More broadly our Board and Executive team are working hard on Northside's next Strategic Plan and the enhancements to our governance and quality assurance frameworks needed to respond to the ever increasing regulatory environments that we work in.

I extend my thanks to the Board for their hard work again during the year. And finally I would like to acknowledge our many partners and stakeholders that play such an important role in what we do.

EVERY DAY AT NORTHSIDE IS DIFFERENT.

FOR THIS YEAR'S ANNUAL REPORT,
WE WANTED TO HIGHLIGHT SOME DAYS THAT
MEANT A LOT TO US, AND WILL TELL YOU
A BIT ABOUT THE WORK WE DO -
AND THE EXCEPTIONAL AND COURAGEOUS
PEOPLE WE WORK WITH.



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SEP

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This day was a landmark day, not just for Northside, but also for the entire early education sector. The “Big Steps Walk Off” event was the one of the first times that coordinated action took place across the country for educators to demand professional wages and recognition for the incredible work they do.

At Northside, we knew it was important that we supported educators to take this action. We decided that all five of our Early Childhood Centres would close early on this day to allow educators to join their colleagues at Haig Park. Closing our centres for even a few hours can be a challenging thing to do. Families might not agree with the Walk Off, or be upset that their child could not attend their Centre that afternoon.

But we did not receive a single word of complaint across our Centres. Indeed, we were emailed by dozens of families expressing their support and admiration for the educator teams that work with their children every day.

Perhaps we shouldn’t have been surprised. Families see how hard educators work to support their children’s learning and wellbeing, and at Northside we know that educators are the foundation of our approach to children’s early education.

I felt privileged to stand with the Northside educator team on this day, as they united to acknowledge their own professionalism and worth – and ask the community to do the same.

We have high expectations of educators at Northside, and yet they never fail to go above and beyond our expectations. We know that early childhood education can change lives, and that the educators who work alongside children every day are the ones who make that happen. I’ve worked with many early childhood

educators and professionals throughout my career, but I have never been more inspired by the dedication and professionalism displayed by the Northside Children’s Services team.

Over the last 12 months we have been focusing on ensuring that we are supporting educators to understand and uphold their responsibilities under the National Quality Framework for early education. This has included ongoing professional learning and development on trauma-informed approaches, relationship-building and practice, a new Educator Handbook that clearly explains our approaches to supporting learning and wellbeing, and continuing to embed child protection and safety requirements across the organisation.

As always, our biggest focus remains on supporting the Centre Directors to do the incredibly complex and important job they do every single day. I often take a moment to reflect on how fortunate I am to work with this amazing group of leaders and professionals. I would need another 10 pages to fully explain how complex and challenging the work of Centre Directors is, but I am grateful to each of them for their commitment to children, educators and early education.

While we may be a small organisation, I am also proud that we have continued our strong and public advocacy work for young children and their right to access high-quality early education – and for educators to be properly recognised for the work they do.

This Annual Report highlights some particularly special days at Northside over the last year. We will continue to make sure every day is a day where the amazing work of the team I work with is acknowledged and valued.

ANNA WHITTY

Executive Director, Children’s Services



“I FELT PRIVELEGED TO STAND WITH THE NORTHSIDE EDUCATOR TEAM ON THIS DAY.”



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DEC

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**“IT IS OUR EXPERIENCE
THAT MOST PEOPLE
ARE EXCEPTIONAL AND
INCREDIBLY COURAGEOUS.”**



KATE CVETANOVSKI
Executive Director, Community Services

Each year, Northside's Community Services team invite their sector colleagues to join us in an event we like to call the Big Day Out.

The day focuses on professional development and critical reflection for a sector that doesn't usually get the chance to take a breath. It also recognises the exceptional "whole of society" outcomes they contribute to on a daily basis. This year's Big Day Out was held on 5 December and focused on the Universal Human Right (and responsibility) to be part of a community*.

More than 85 of our team and critical friends found themselves fortunate enough to work with Peter Kenyan, founder and lead consultant of the Bank of I.D.E.A.S. (Initiatives for the Development of Enterprising Action and Strategies) as our keynote speaker.

Peter worked with our team to explore why we cannot develop communities from the top down, or from the outside in. It requires communities to build from the inside out, and for their members to invest ideas, assets, resources and themselves in the process.

It was a timely and important reminder about the ingredients that help to make communities thrive. Community and a sense of belonging is something that should come naturally and freely in our affluent Canberra community. Unfortunately, the truth is that for many of the community members in our region this is not the case.

Many of our programs are funded by the ACT Government to address exclusion, isolation and disconnection, which is predominantly caused by the stigma of living in poverty or the societally-imposed shame of living with a mental health condition.

It is our team's responsibility to approach this work from a strengths-based perspective. This means focusing on the diversity of experiences and social capital that community members have, rather than focusing on what may be missing. Every day our team members are out in the community working to ensure that everyone is respected, valued and able to connect with the people, places and activities that are important to them.

From our Youth Engagement Team all the way through to our Aged Care workforce, our team witness the sustainable changes people are able to make in their lives when they are given the space, time and authority to make choices and to take control.

Community engagement and development is often mistakenly observed as only pop-up events, expos and activities. These are certainly an important part of creating spaces and places, but only really show the very ripples of the work going on underneath.

Under the surface, there is a strategic and considered plan of delegating authority to members within the community who may not ever have been able to take the lead before. A gentle cajoling and support for people, who may feel they had nothing to offer, to take a magnificent idea and run with it. Conversations, encouragement, validation and camaraderie all taking place quietly and respectfully with the end result, most often, of creating groups and programs that in turn encourage others to step in to their ideas and in to their community of choice.

It is our experience that most people are exceptional and incredibly courageous – and what a privilege it is to witness them remember this fact in the course of our work.

*Article 29 – Universal Declaration of Human Rights

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MAY

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In Corporate Services, our work isn't usually directly with the community, like the teams in Children's Services and Community Services. Our focus is on making sure those teams can do what they do best. That means we don't often have specific days that highlight what we do. But in thinking back over the last year, there was a day that left me feeling very proud of the Corporate Services team, and is a great example of how we strive to support our colleagues across the organisation.

On this day we officially launched our new IT-based Payroll system, moving on from reams of paper and complicated checklists to a much simpler and clearer process. This may not seem like much of a big deal, but it certainly was for us. I can remember the feeling of relief as the first approvals of leave flashed up on the screen in front of me!

With teams working in multiple areas, such as early childhood educators, social workers, drivers and more, there are a range of different needs for the different parts of the organisation. Identifying a new way to approach this problem and implementing it in a way that meant everyone felt included, supported and able to engage with the process, was an important challenge.

At the end of the day, a new IT system (even a better one) is just lines of code on a server somewhere. What makes those systems important is people. Implementing a new approach to Payroll might streamline some things for the Corporate Services team, but the measure of success for us is if it helps our colleagues in other parts of the organisation save time, which they can spend supporting

members of our community. It's a success if they feel like they have one less thing to prioritise and be frustrated by. It's a success if they feel supported by the organisation.

The nature of the work we do in the Corporate Services team is that it's often behind-the-scenes. The other reason that the successful implementation of a new system is worth highlighting is that it is the result of lots of hard work by my team. With this new Payroll system, and with so many other ongoing and day-to-day projects, the team have demonstrated exceptional professionalism and positivity in supporting their colleagues.

Our Finance Team have done a fantastic job this year of continuing to update and improve our approach to financial reporting and analysis, ensuring that Managers across Northside have access to the information they need to make decisions for their business areas. Our Head Office and Facilities Team have continued to be the face of the organisation for visitors to Northside, as well as ensuring that buildings and IT are kept up-to-date and running well.

Although it's easier to point to big projects that have been completed, as the doors open across all of Northside's sites each weekday I know that it's actually the everyday work of the Corporate Services team that matters most to my colleagues. Knowing that someone, whether at the other end of a phone or an email, is available and ready to support them with any issue – big or small.

That's the real reason it's so difficult to find a day to highlight – when we're working well, and ensuring our colleagues can do their amazing work, every day is a day to celebrate.

CARRIE CHAPPELL
Executive Director, Corporate Services



NQF PERSPECTIVES CONFERENCE

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MAY

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When Northside started to provide professional learning and development services to the ACT early education sector back in 2017, one of the main goals was to ensure that the Canberra region had access to professional learning that was developed and run by an organisation that actually worked in early education. Every other State and Territory had a local organisation that supported the professional needs of the sector, while the ACT did not. This is important, as it ensures that professional learning is meaningful, credible and backed up by results.

When we started our Professional Leadership and Practice (PLP) program, a very early idea was to put on an early education conference. Again, the ACT often misses out on events like these that are run by local professionals for local professionals.

Back in early 2017 this seemed like a very unlikely idea. So it was with a slight sense of amazement that we watched our CEO Bruce Papps stand up in front of 130 early education professionals at the National Library of Australia on this rainy day to welcome everyone to NQF Perspectives – Northside's first early education conference.

Once the day was over, we were glad we had brought so many wonderful speakers to Canberra so our colleagues across the sector could listen to, and be challenged by, their views on the National Quality Framework and how it is enacted in practice. Wendy Shepherd challenged everyone to remember the history of the sector and how far we've come. Jessica Staines and Dr Red Ruby Scarlet encouraged services to start the journey of embedding Indigenous perspectives. Rhonda Livingstone provided an overview of approaches to educational programs. Beth Macgregor helped educators understand what children are experiencing during challenging times.

Dr Scarlet returned to take us on a journey through the clouds! Lisa Syrette shared her and her team's journey to the Excellent rating. Sean Moysey provided an update on the ACT Government's Early Childhood Strategy.

We also upheld our commitment to political engagement and advocacy by inviting Amanda Rishworth MP, the Federal Shadow Early Education Minister, and former ACT Chief Minister Katy Gallagher to address the participants.

While the Conference was our biggest day of the year for professional learning, it was just one of a range of workshops and consultancy that was provided throughout this year. We've been fortunate to work with a range of educators, leaders and professionals from so many organisations and services across the ACT. Whether it was through formal workshops, through our Twilight Open Evenings or through supporting services with audits and guidance with the NQF, we've had the opportunity to have great discussions with so many people.

One of the great benefits of the PLP program has been that we have been able to make our professional learning available to all of Northside's educators. This year we have continued to focus on supporting educators' understanding of trauma-informed practice, improving knowledge and skills to help build relationships with all children and support their learning and wellbeing. We're particularly grateful to have psychologist Beth Macgregor delivering this professional learning for us, and we'd like to particularly thank her for her contribution to Northside this year.

We remain committed to ensuring that we can contribute to the growth of professional standards and connections across the sector.

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JUN

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WORLD ELDER ABUSE AWARENESS DAY

World Elder Abuse Awareness Day is commemorated each year on 15 June to highlight one of the worst manifestations of ageism and inequality in our society – elder abuse. This year, the Northside team were fortunate to partner with Legal Aid ACT and Relationships Australia to deliver an event which highlighted the services and people who were addressing this issue head on.

In many parts of the world elder abuse occurs with little recognition or response. It is a global issue, and unfortunately, it is also a local social issue here in Canberra. It affects the health, wellbeing, independence and human rights of older people around the world including here in the ACT.

There are a number of risk factors for elder abuse, including:

- Isolation;
- Changing family structures, which can break down traditional approaches of providing family care for older family members;
- Financial pressures on children, including

rising housing costs, leading to so-called 'inheritance impatience'; and

- A desire for 'payback' by adult children where there has been perceived or actual mistreatment by parents when the children were younger.

Ageist attitudes to older people also play a part, as does the disempowerment of people as they age. These attitudes permeate all sectors – individuals, the commercial sector, media, service providers and policy makers.

Northside's work means that we are reluctantly invited into people's homes because they have asked for additional support to remain independent. Sometimes this will be the first time a person other than a family member is engaged in their lives. Trust and integrity in this case are incredibly important. We have worked hard this year to ensure our clients know that they are in control of the service and the approach we take.

Most often, our support workers are the first to know that something may not be quite right in the home. They are often the only person who

is able to raise the alarm that someone is being hurt, manipulated or treated badly.

Elder abuse is any act which causes harm to an older person and is most often carried out by someone they know and trust, such as a family member, friend, associate or a support worker. The abuse may be physical, social, financial, psychological or sexual and can include mistreatment and neglect. Elder abuse is more common than many of us realise and it can have a devastating impact on older people and their families.

We would like to acknowledge the incredible work of Legal Aid ACT and the ACT Policing Older Persons Unit for their respectful and discreet responses to the referrals we have made. It is incredibly sensitive and difficult work and it's done quietly without accolades or recognition.

Northside staff use a real time notification system which allows them to immediately alert management to risks, concerns or issues while they are out delivering services and support. This tool has proved invaluable for responding quickly and discreetly to not just health or

services issues but also to concerns about how older people are being treated by others in their home. But there is more work to be done.

To support our clients and community members to make a disclosure or to reach out for help we will be introducing a 'code phrase' program in 2020. This will mean that our clients will be able to discreetly alert their worker, the reception, or the management team that something or someone is frightening or threatening them in their home. We will be working closely with Legal Aid ACT on this initiative and we look forward to the launch next year.

We currently do not have mandated reporting or reportable conduct legislated in the community aged care sector. We are hoping this will change with the help of recommendations from the Royal Commission into Aged Care. Until then, the Northside team consider it our responsibility to ensure that we work in an environment that requires us to report suspicions and concerns, allows for a response and, importantly, also allows support to be offered discreetly to individuals who may be afraid to speak out or ask for help.



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MAY

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EDUCATOR HANDBOOK

At Northside we know that the first five years is the most important time for learning, development and growth in a person's entire life. That means that early childhood educators have one of the most important and valuable jobs in our society - supporting the learning and wellbeing of young children in these critical early years.

Despite how important the job is it can be challenging and complex. There is a lot expected of educators in every early education service, including here at Northside. To acknowledge and support educators in our Centres, this year we developed a new Educator Handbook, which was sent out to every Northside educator on this day.

The idea behind this Handbook is to provide clear guides to a range of fundamental practices that support children in Northside centres. It builds on and explains more of Northside's approach to early education, and provides ideas and examples of how to approach undertaking the educator role.

The Handbook represents our commitment to educators and the incredible work they do. We have worked hard to ensure that educators feel supported and valued in their roles, including through access to regular professional learning and development and improving our induction and orientation processes.

The new Educator Handbook is part of a range of Northside documents that support educators to undertake their roles, including "Working with Young Children" and "Our Approach to Early Childhood Education".

It has been amazing watching Northside's educators undertake new challenges and projects this year. We had teams join together on National Sorry Day to walk over the Commonwealth Bridge, help deliver the NQF Perspectives Conference, and work across Centres to help out when required. At the end of the day, the most important element of our Early Childhood Centres is the educators who work in them.

In our recent Educator Engagement Survey we were particularly pleased with the very positive results for how educators felt Northside valued them and their professionalism. We will continue to find ways to support and acknowledge the teams working in our Centres.

**"WORKING AT
NORTHSIDE HAS
GIVEN ME THE
OPPORTUNITY TO
WORK ALONGSIDE
PROFESSIONALS
WHO MAKE ME
PROUD TO WORK IN
THIS SECTOR."**

KATIE REARDON, EDUCATOR, TREEHOUSE
IN THE PARK EARLY LEARNING CENTRE

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JUL

19

COMMON GROUND COMMUNITY OF PRACTICE

Over the past few years, Northside has worked very hard to ensure all our program areas reflect one of the core fundamental rights for all human beings: Article 25 - The Right to a Home. Northside do this in a number of ways across several program areas.

As a provider of the only Common Ground program in the ACT, the Northside Community Services team have been a member of the Common Ground Community of Practice since starting operations in 2014. This Community of Practice involves monthly teleconferences, which allows for reflective practice for both Support Services and Tenancy Management. In addition to these monthly phone catch-ups, every 12 months each Common Ground from around the country - and most recently, New Zealand - meet for two days in a different state, and this year was Canberra's chance to host.

The focus this year was on trauma-informed practice, and how we ensure these principles are embedded in all aspects of service delivery. This includes Corporate Services, right through to direct support services on the front line. Small changes, such as having a conversation with an individual rather than sending an eviction notice, can have an enormous impact on that person and reduce the risk of re-traumatisation. Similarly, the right training and supervision for a team can increase the knowledge and confidence of staff and reduce the risk of vicarious trauma.

Over the past 12 months, Northside have been asked by Housing ACT to manage a small number of Head Lease arrangements for individuals with very complex needs; individuals who may meet the eligibility requirements for a Housing ACT property, however, are not yet ready to manage their own independent tenancy. The issues associated with these individuals has required a response that matches this complexity, and Northside's support includes all tenancy coordination and case management support that is based on trauma-informed principles, and is grounded in strengths-based practice.

This kind of complexity has also required a team effort and has crossed program lines within the Housing First team in Engagement Services,

as well as involving many external specialist services as required. This response has so far been successful and has yielded positive outcomes for the individual, Housing ACT and Northside.

Earlier this year, Northside received an urgent request for support and housing assistance from United Voice, as they were currently supporting a number of women who were witnesses in a slavery/trafficking case under investigation by the Australian Federal Police. In response to this request, Northside liaised with Senior Management at Housing ACT to source emergency hotel accommodation and secure permanent housing for six women - with a potential fifteen women in total.

Housing ACT responded immediately and offered Northside the Head Lease arrangement of seven brand new, two-bedroom properties under a "peppercorn" arrangement (\$5/week), which has allowed Northside to provide this housing rent-free to the women as they have no viable source of income. To ensure the women receive support that continues to be timely and appropriate, collaborative partnerships with a number of external agencies have been established, such as MARSS and Legal Aid.

Northside continue to be strong advocates for the right to a home at both an individual and a program level; however, we also believe that as an organisation we have a responsibility to advocate at a systemic level as well. As such, staff within the organisation are represented across a number of stakeholder networks, Boards and working groups. One such network is Joint Pathways, with a number of frontline staff attending each meeting. Joint Pathways is an initiative between the Government and homelessness sector, and uses its collective voice to influence the responses of the homelessness sector as a whole, with the aim of ensuring people who are at risk of, or experiencing homelessness, are provided with relevant and timely support.

Whether it's on the frontline, within Corporate Services or in consultation with Government, Northside will continue to stand for, and stand up for, an individual's right to a home.

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NOV

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Our ongoing partnership with CIT Yurauna has been one of the absolute highlights for Northside over the last seven years. Yurauna Early Childhood Centre provides early education for young Indigenous children, whose parents are studying a qualification with the amazing teaching team at CIT Yurauna.

This day saw Associate Professor Sandie Wong and Dr Belinda Davis from Macquarie University join us at Yurauna Early Childhood Centre to begin planning for a research project that formally commenced in 2019. The day was a wonderful opportunity to talk about the history of the collaboration, the positive outcomes that have been seen, and our plans for the future.

But the day was also important because it highlighted that Yurauna had operating certainty for the medium-term. The funding of the Early Childhood Centre had been uncertain for several years, but we had finally received confirmation that a funding agreement had been reached to continue operating the centre for four years. This was a great outcome for children, families and community, and it meant that we could begin to work with Sandie and Belinda on ensuring a strong evidence base for the work with young children.

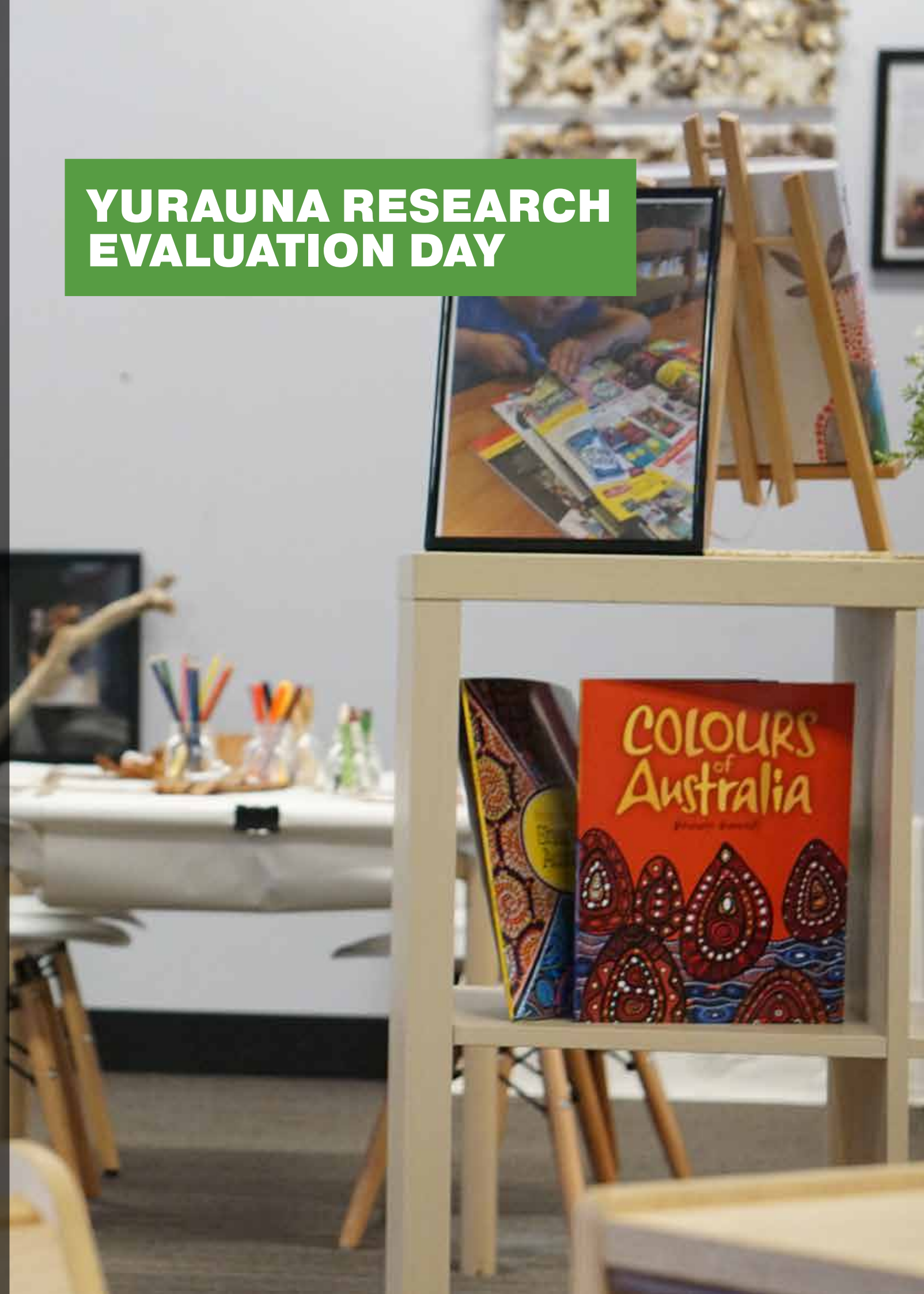
The partnership with CIT Yurauna has been very important to Northside. One of the most important elements of ensuring projects like this work is cultural safety – that Indigenous people feel safe, respected and valued. As a non-Indigenous organisation, we have a responsibility to listen and learn from

Indigenous organisations and leaders such as CIT Yurauna Director Caroline Hughes. We are so grateful to Caroline and her team for welcoming us into their space, providing us with ongoing guidance and support, and working with us to ensure children and their families are thriving and succeeding.

The partnership has been strengthened thanks to the work of the Northside teachers and educators who work directly with the children at the Early Childhood Centre. Centre Director Mel Crawford has both led the Centre itself, as well as Northside's engagement with CIT Yurauna. Cyndy Newman has brought a wealth of experience to the role of Early Childhood Educator at Yurauna as well as supporting Northside more broadly in her role as Indigenous Project Officer. Tom Overy has contributed his skills and energy as an educator. All three have demonstrated a strong professional commitment to engaging with Indigenous perspectives and developing a learning environment built on cultural safety.

We are excited and hopeful for the future of Yurauna Early Childhood Centre. We think the model provides an example of an innovative and unique way to support learning and wellbeing in the first five years, and working with CIT Yurauna means there are inter-generational outcomes for children and their parents. Early education is one of the best ways to address disadvantage and vulnerability, and we will continue to advocate for places like Yurauna to grow and expand.

YURAUNA RESEARCH EVALUATION DAY



WORKING TOGETHER

This year, as every year, we had the privilege of working with a range of individuals, organisations and peak bodies. We thank each and every one of them for their support, collegiality and commitment to the Canberra community.

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PARTNERS

CITYurauna
ACT Policing, Older Persons Unit and Family Violence Unit
ADFA Weary Dunlop Cadets Project
Aids Action Council ACT
ARACY
Argyle Community Housing
Associate Professor Sandie Wong, Macquarie University
Australian Alliance to End Homelessness
CentreRed
Community Housing Canberra
Dementia Australia
Dickson Traders Association
Dr Belinda Davies, Macquarie University
Dr Beth Macgregor
Dr Red Ruby Scarlet, Multiverse
Dr Tamara Cumming, Charles Sturt University
EasyPayroll
Embassy of the United States, Canberra
Empowered Women Global
Families ACT
Global Sisters Social Enterprise
Guild
Housing ACT, Social Housing and Homelessness Team

IKEA Canberra
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Kate Sollis
Leanne Gibbs
Legal Aid ACT
Lisa Bryant
Lisa Syrette, AIS Caretaker's Cottage
Lyneham Commons
Mackmore
MICAH Projects Queensland
Migrant and Refugee Services (MARS)
National Library of Australia
Project Independence
Reflex Coaching
Rhonda Livingstone, ACECQA
Sean Moysey, Children's Education and Care Assurance
Sexual Health and Family Planning ACT
SVDP Street to Home Team
UNICEF
United Voice
Wendy Shepherd
Woden Community Service
Youth Coalition of the ACT





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