

# Our Strategic Framework 2022 & 2023

## Our acknowledgement

We acknowledge and pay our respects to the palawa people of lutruwita/Tasmania as the original and ongoing custodians of this land, and for the more than 40,000 years they have cared for their country and children.

## Our vision

All children and young people in Tasmania have their rights upheld and live their best lives.

## Our mission

We uphold, protect and promote the rights and wellbeing of children and young people in Tasmania.

## The principles that guide our work

In all our work, we reflect that the wellbeing and best interests of children and young people<sup>1</sup> are paramount. We uphold the principles of the *Commissioner for Children and Young People Act 2016*<sup>2</sup> and the *National Principles for Child Safe Organisations*<sup>3</sup>. Our work is guided by the United Nations Convention on the Rights of the Child<sup>4</sup>.

## How we achieve change

- Advising
- Advocating
- Communicating
- Celebrating good practice, policy, and legislation
- Engaging
- Influencing
- Investigating
- Monitoring
- Researching

<sup>1</sup> Child means a person who has not attained the age of 18 years; young person means a person who has not attained the age of 18 years, as determined by the Commissioner in accordance with section 8(4) of the *Commissioner for Children and Young People Act 2016*.  
<sup>2</sup> View - [Tasmanian Legislation Online](#)  
<sup>3</sup> [National Principles | Child Safe Organisations \(humanrights.gov.au\)](#)  
<sup>4</sup> [Convention on the Rights of the Child | OHCHR](#)

## Our values

### Child-centred

We put the rights, safety and wellbeing of children and young people at the centre of everything we do, and we expect others to do the same.

### Collegiality

We work co-operatively and as a united team to achieve our strategic priorities.

### Courage

We are brave and determined, and we challenge behaviours and attitudes that may harm children and young people. We work independently, impartially and in the public interest.

### Equity

We treat people fairly. We respect diversity, and we embed cultural safety and inclusivity in our workplace and practice.

### Integrity

We do what we say we will. We tell the truth, and we hold decision-makers and ourselves to account.

### Kindness

We are curious and considerate, and we act with compassion.

## Our office

The Commissioner is supported by a small team of dedicated professionals. We work together in an environment that promotes leadership, individual and collective accountability, resilience, collaboration, and effective practices.

## Our commitment to child safety

We are committed to providing a child safe and child-friendly environment. Children and young people we work with are safe and feel safe and actively participate in decisions that affect them.

## Key enablers

### Tasmanian children and young people

Children and young people participate in our work, and we work in their best interests. Their views, wellbeing and experiences are central to our work.

### Our strategic partnerships and networks

We develop and sustain strong, vibrant relationships and networks, locally, nationally and internationally to protect and promote the universal rights of children and young people.

### Our people

Our team is equipped with the skills, capabilities and knowledge required to deliver on our strategic priorities.



# Our strategic priority areas for 2022 & 2023

## Aboriginal Cultural Awareness

We will continue to increase our understanding of Tasmanian Aboriginal culture and history, including through listening to Aboriginal children and those who support them in their communities. We will capture the needs and experiences of palawa people in our work. We will focus on deepening our knowledge of the extraordinary strength of the palawa people in the face of significant adversity. We will advocate against structural impediments to equality and self-determination, with a particular focus on child safety, out-of-home care and youth justice systems.

We will know we are doing a good job when:

- > We have a deep knowledge and understanding of Tasmanian Aboriginal history and culture and the contemporary voices of Aboriginal people and incorporate this in our work;
- > We promote self-determination and data sovereignty in our work;
- > The Tasmanian oversight system features self-determination including a Commissioner for Aboriginal Children and Young People who is a Tasmanian Aboriginal person.

## Communication and Engagement

We will actively seek the views of children and young people and involve them in decision-making that affects them. We will expect others to do the same.

We will engage with children, stakeholders and the media to increase understanding of the role of the Commissioner for Children and Young People and children's rights generally.

We will know we are doing a good job when:

- > We have an accessible and contemporary website, including a special online place for children to learn about their rights and have a say in decision-making processes;
- > We connect with more children, especially those who are rarely heard through other avenues;
- > We communicate the views of children in books, reports, submissions and other media;
- > We create and promote opportunities for children to tell decision-makers what they think;
- > We have a suite of resources available to help others understand what we do to listen to the views of children, and how to seek and act on children's views in their decision-making;
- > We talk about children's rights and what we do in speeches, presentations and in the media.

## Monitoring

We will collect and analyse data and listen extensively to children and stakeholders working for the interests of children, to help us understand trends in the wellbeing of Tasmanian children and young people. We will pay particular attention to children in child safety, out-of-home care and youth justice systems.

We will seek information to better understand how important policy reforms aimed at promoting and protecting the rights and wellbeing of children are progressing, including how they align with national and international evidence-based best practice and human rights principles.

We will know we are doing a good job when:

- > We collect, analyse and share a range of data and other information about the wellbeing of children;
- > We have established processes, including revised monitoring frameworks for out-of-home care and youth justice systems, to gain timely access to useful government data about the wellbeing of children;
- > We have commenced an investigation into recent changes to the case management model for some children and young people in out-of-home care;
- > The Tasmanian Government strengthens its ability to understand, measure and report publicly and transparently on the wellbeing of children;
- > We are aware of, are consulted on, and provide feedback on the progress of reforms aimed at improving the rights and wellbeing of children in Tasmania<sup>5</sup>.

## Advocacy, Research and Advice

We will influence and provide well-researched advice to the Tasmanian Government, the community and others to promote the rights and wellbeing of children in Tasmania. We will pay particular attention to children who are disadvantaged for any reason, and those in child safety, out-of-home care or youth justice systems.

We will know and advocate for each individual child detained at the Ashley Youth Detention Centre, if they would like us to.

We will know we are doing a good job when:

- > New laws governing personal searches of children in custody in custodial settings are introduced and the practice of searches changes so that very, very few unclothed searches of children are undertaken;
- > We have provided advice to the Tasmanian Government on raising the minimum age of criminal responsibility in Tasmania<sup>6</sup>;
- > Policy reforms aimed at promoting and protecting the rights and wellbeing of children are prioritised and progressing well and in a child centred manner<sup>7</sup>;
- > We have provided influential input and evidence to the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings;
- > Children detained at the Ashley Youth Detention Centre have their voices heard and their rights upheld.

More details about our work priorities can be found in the CCYP Annual Plan, available on our website, [childcomm.tas.gov.au](http://childcomm.tas.gov.au)

<sup>5</sup> This includes the introduction of a Child Safe Organisations Scheme, a Reportable Conduct Scheme, a Carers Register and Standards for Out of Home Care and an accompanying independent oversight scheme, and a Youth Justice Blueprint.

<sup>6</sup> Note: The current age of criminal responsibility in Tasmania is just 10 years. The Commissioner's position is that the minimum age should be raised to an internationally acceptable minimum age of at least 14 years.

<sup>7</sup> This includes the introduction of a Child Safe Organisations Scheme, a Reportable Conduct Scheme, a Carers Register and Standards for Out of Home Care, and a Youth Justice Blueprint.

