



*City of*  
**KINGSTON**

# **Family and Children's Strategy 2020-2024**

Action Plan – Year 1



# Family And Children's strategy Action Plan

## **Vision:**

A community, in which all families thrive; where children and young people are seen, heard and celebrated.

## **Our Purpose:**

Using an integrated approach, we partner with our community to improve the care, education, health and wellbeing of families, children and young people.

## **Our Guiding Principles:**

- Our services are vibrant, engaging and optimistic.
- We believe in the inherent strength and diversity of families, children and young people and ensure their voices are heard.
- We are intentional and tenacious in supporting families where children and young people are encountering vulnerability.
- We understand that sometimes it's not a 'level playing field' and everyone's situation is different; so we tailor our approach.
- We value the insights and perspectives of others and critically reflect on ourselves to do better.
- We are informed by current practice, data and research, and we contribute to a professional learning community.
- We are prudent with our resources, to provide best value for our community.
- Integration is essential, so we actively work together to eliminate gaps.
- Our success is determined by the strength of our relationships.

## **Aim:**

Kingston's *Family and Children's Strategy 2020-2024* (F&CS) is designed to provide the strategic direction for the development and co-ordination of educational, care and health programs and other activities that impact on the development of all children aged 0–12 years. The F&CS will assist the Kingston City Council (Council) and community service organisations make decisions about the allocation of resources to meet the needs of children and families who live in the municipality.

Whilst the Department of Education and Training (DET) and Municipal Association of Victoria (MAV) approach is to focus on 0-8 year olds, Council noted that this approach would leave a planning gap for the 8-12 year old cohort, as Kingston's Youth Strategy focuses on ages 12-24 years. Therefore, this F&CS has been expanded to incorporate 0-12 year olds.

## **Objectives:**

1. Respond to changing community needs and government policy directions;
2. Position our most vulnerable children and families at the heart of our service delivery; and
3. Continuously improve our systems, processes and staff capability.



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OBJECTIVE	STRATEGIES/ACTIONS – YEAR 1
<p>Respond to changing community needs and government policy directions.</p>	<p>1. Participate in the Bayside Peninsula Early Years Compact along with other signatory agencies to improve outcomes for young children and their families.</p>
	<p>2. Monitor the performance of Council’s early years infrastructure in supporting quality service delivery and identify and plan for the development of early years infrastructure.</p>
	<p>3. Monitor community needs and demands for early years services and respond to opportunities and gaps in need.</p>
	<p>4. Support community and early years managed service providers to engage with the state-wide capacity assessment process for 15 hours of funded three-year-old kindergarten by 2029 (5 hours by 2022).</p>
	<p>5. Determine how best to integrate the provision of funded three-year-old kindergarten into Council’s Family &amp; Children’s Centres.</p>
	<p>6. Implement 45-minute key age &amp; stage consultations across the Maternal &amp; Child Health Service and evaluate the clinical and staff wellbeing outcomes of the new approach.</p>
	<p>7. Ensure compliance with the recent Child Information Sharing and Family Violence Information Sharing reforms through staff training, and changes to policies, practices, and procedures.</p>



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OBJECTIVE	STRATEGIES/ACTIONS – YEAR 1
<p>Respond to changing community needs and government policy directions (<i>continued</i>).</p>	8. Implement the Multiple Agency Risk Assessment and Management (MARAM) Framework within the Maternal & Child Health Service through training and support to staff.
	9. Continue to embed the Trauma Informed Practice model through training and support to staff within the Family Support and Maternal & Child Health services.
	10. Ensure compliance with the Child Safe Standards by continuing to implement the projects and activities included in Council's Child Safe Action Plan.
	11. Monitor community needs and demands for outside school hours care services and respond to opportunities and gaps in need.
	12. Engage with key stakeholders and undertake environmental scanning to raise awareness of relevant policy directions and respond as required.
	13. Support Kindergarten committees and respond to need regarding governance and management, and facility sustainability issues.



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OBJECTIVE	STRATEGIES/ACTIONS – YEAR 1
Position our most vulnerable children and families at the heart of our service delivery.	<ol style="list-style-type: none"><li data-bbox="613 719 2076 783">1. Continue to monitor levels of supported playgroup service delivery and identify opportunities to meet additional community needs and demands.</li><li data-bbox="613 831 2076 895">2. Improve access to Supported Playgroups and Early Start Kindergarten for vulnerable children and families by promoting these services through Council's Family Support Service.</li><li data-bbox="613 943 2076 975">3. Continue to build internal capacity to ensure effective service responses that reduce barriers for vulnerable children.</li><li data-bbox="613 1023 2076 1086">4. Create a new shared workspace for Maternal &amp; Child Health, Family Support, and the Family &amp; Children's Centres management at the rear of Parkdale Family &amp; Children's Centre to strengthen working relationships, collaboration and communication.</li><li data-bbox="613 1134 2076 1198">5. Lead and support the implementation of actions assigned to the Family Youth &amp; Children's Services department under Council's <i>Prevention of Family Violence Action Plan</i>.</li><li data-bbox="613 1246 2076 1310">6. Investigate and trial a new service model for the Family Support Service to provide a rapid response to identified Enhanced Maternal &amp; Child Health clients.</li></ol>



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## OBJECTIVE


## STRATEGIES/ACTIONS – YEAR 1

Continuously improve our systems, processes, and staff capability.

1. Improve the Family Support team's ability to manage complex and highly vulnerable families by employing an advanced practitioner with a higher level of experience and qualifications.
2. Respond to increases in utilisation of our Family & Children's Centres by strengthening educational and line management leadership capacity.
3. Plan and deliver training for staff and children in relation to body safety, gender equity, personal boundaries, and respectful relationships.
4. Implement the SARS early onset autism screening tool within the Maternal & Child Health Service through training and support to staff.
5. Investigate software to support the improved management of processes and allocation of places through the Central Registration Scheme for Funded Kindergarten and Council's Family & Children's Centres.
6. Develop a Policy for central registration and allocation of funded three-year old kindergarten in partnership with early years managed and community managed kindergartens.
7. Investigate opportunities to implement health and wellbeing approaches that support families and children.



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