



Family Inclusion Strategies in the Hunter Inc. (FISH)

PLAN August 2020 – July 2022

Snapshot

(Full plan overview attached)



This diagram depicts sections in our Plan for 2020-22 and our new organisational design to support the plan and our aim to expand FISH services. The core services are individual and group support and advocacy which are supported by the other subgroups dedicated to community engagement, community education, and submissions and grants. Community education and submissions and grants also represent our income streams.



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OUR MISSION: We want better outcomes for children and young people in the child protection system and in out of home care. Family inclusion will contribute to better outcomes, including higher rates of family preservation, restoration and improved family relationships and overall wellbeing for children in long term care. The voices and action of parents and family are needed to make this happen. FISH formed because we want the children and young people of the Hunter Valley of New South Wales in the child protection and out of home care systems to have better relationships with their families and for their families to be actively and respectfully included in their lives.

2020-22 Objective: Establish a family advocacy and inclusion service

Reviews: (1) Monthly updates at committee meetings (2) Annual review

Service Development and Management

Felicity, Jo, Colleen

- Finalise the program logic for the expansion/service creation.
- Engage a project manager to develop our support programs, promote FISH, and supervise parent partners. This includes developing a position description, advertising, and recruiting.
- Support establishment of service infrastructure, including workforce management and insurances.
- Develop and manage a budget for the service.
- Evaluate the service based on the program logic and individual service/project objectives.

Individual Support & Advocacy

Ange, Rachel, Felicity, Shantelle

Dependent on funding + service development and management (above)

- Continue court support.
- Continue phone line – extend available times if funds permit.
- Formalise and consolidate support and advocacy at meetings and conferences.
- Consider parent partner initiatives/projects with service providers (DCJ and NGOs/FSPs).

Group Support & Advocacy

Ange, Rachel

- Continue fortnightly morning teas.
- Introduce structured morning teas at intervals for parent-led information sessions, e.g., mental health, budgeting.
- Introduce outreach morning teas – visiting parent groups at host agencies.
- Refer group participants to services as needed.
- Consider alternating locations for morning teas.

Community Engagement

Shantelle, Rachel, Jess, Ally

- Clarify the purpose of collaboration – linked to the expanded service and FISH objectives.
- Continue engagement with IPAN, GMAR NSW & Restorative Cities.
- Do a power analysis to identify/ prioritise stakeholders, allies, and collaborators for networks of support.
- Pursue relationships with identified potential allies and collaborators for FISH.
- Promote and build FISH membership.

Community Education

Ange, Felicity, Lou, Jo

- Increase workshop and information session events.
- Increase and improve advertising of workshops, information sessions, and consultations.
- Develop, pilot, and finalise packages for restoration workshops; (1) parent series (2) workers & carers.
- Consider online workshops, information sessions, and consultations.
- Develop parent leader/partner groupwork skills.

Submissions, Grants & Research

Ally & Lou

- Identify different funding sources; direct and via funding and grants sites.
- Develop grant and other writing skills via relevant training and identifying mentors.
- Collaborate with Nicola Ross re: funding for Parent Peer Support Project expansion.
- Prepare grant applications and submissions; including consulting other committee members on drafts, and consulting/seeking services from grant writing experts as needed.
- Regularly check government and other sites for inquiries, committees, and submission requests.
- Conduct background research for grants/submissions, including, data captured by FISH, Parent Peer Support Project, literature searches and reviews, and international publications.