



Our vision: Children are safe and resilient in strong families with healthy relationships

Framework for Practice

Social Justice

Respect

Empowerment

Rights

Values

The Rights of the Child

Families are a critical function in society

Children and their families have choices

Strengths and solutions

Respect for culture and lived experience

Self-determination

Hope

Honesty and transparency

Principles

Our work is child centred and child aware

We apply evidence based practice

Play is essential for healthy child development

We work in partnership with families for best outcomes for children

Children and families are the experts in their own lives; we walk with them to build on strengths and capacities

We are professional and critically reflective of our practice

Our approach is guided by culture and community

We are flexible and creative in our service response

Knowledge

Our work is informed by theory and professional practice standards

Child Development and the value of play underpins service delivery

Our work is guided by the hopes and goals of children and families

Our practices are consultative and guided by the needs of children and families

We work closely with children and families to identify strengths, capacities and solutions

Our work is informed by feedback from children and families

Skills

Our skills are informed by Industry qualifications and current professional development

Our work is effective because of the relationships that we value and nurture with children and families

Our work promotes play for healthy childhood development

Our approach is collaborative to foster best outcomes for children and families

Values

The Rights of the Child

- BFSS refers to the UN Convention on the Rights of the Child, particularly
 - Article 2: Non-Discrimination
 - Article 3: Best Interests of the Child
 - Article 5: Parental Guidance
 - Article 12: Respect for the views of the child
 - Article 16: Right to Privacy
 - Article 19: Protection from all forms of violence
 - Article 30: Practice own culture
 - Article 31: the right to play
- Recognising children's rights is a deliberate choice embedded in practice.

Families have a critical function in society

- Families are a child's single most important environment that influences development
- Family relationships and interactions are critically important for child development
- Family functioning, quality parenting, and access to social and family supports all contribute to optimal health and wellbeing
- The quality of family functioning is important to societal health and resilience. The quality of family functioning includes parenting skills, family relationships and access to social services and support
- Early childhood is a critical stage in a child's development and is impacted by parent-child relationships and family environments

Children and their families have choices

- Children and their families should be provided with information and options to allow them to make informed decisions and choices, provided that children remain safe and not at risk of harm
- The role of BFSS is to provide information, options and advice to assist people to make their own decisions, and support people to implement their choices, provided that children are safe

Strengths and solutions

- Focusing on strengths and resources to support change
- Acknowledging issues while identifying solutions with a future focus
- Explore strengths to change the story about the issues to create positive possibilities and expectations

Respect for culture and lived experience

- Respect for Aboriginal and Torres Strait Islander people as Australia's first people
- The right of Aboriginal and Torres Strait Islander children to be connected to culture and that this is critical for healthy development and identity
- Australia is a nation of people from many different cultural, linguistic, religious and social backgrounds, and regardless of culture all Australians are entitled to equality of opportunity and social justice
- Children and their families have their own unique culture and experiences that is respected and reflected in the support provided by BFSS

Self-Determination

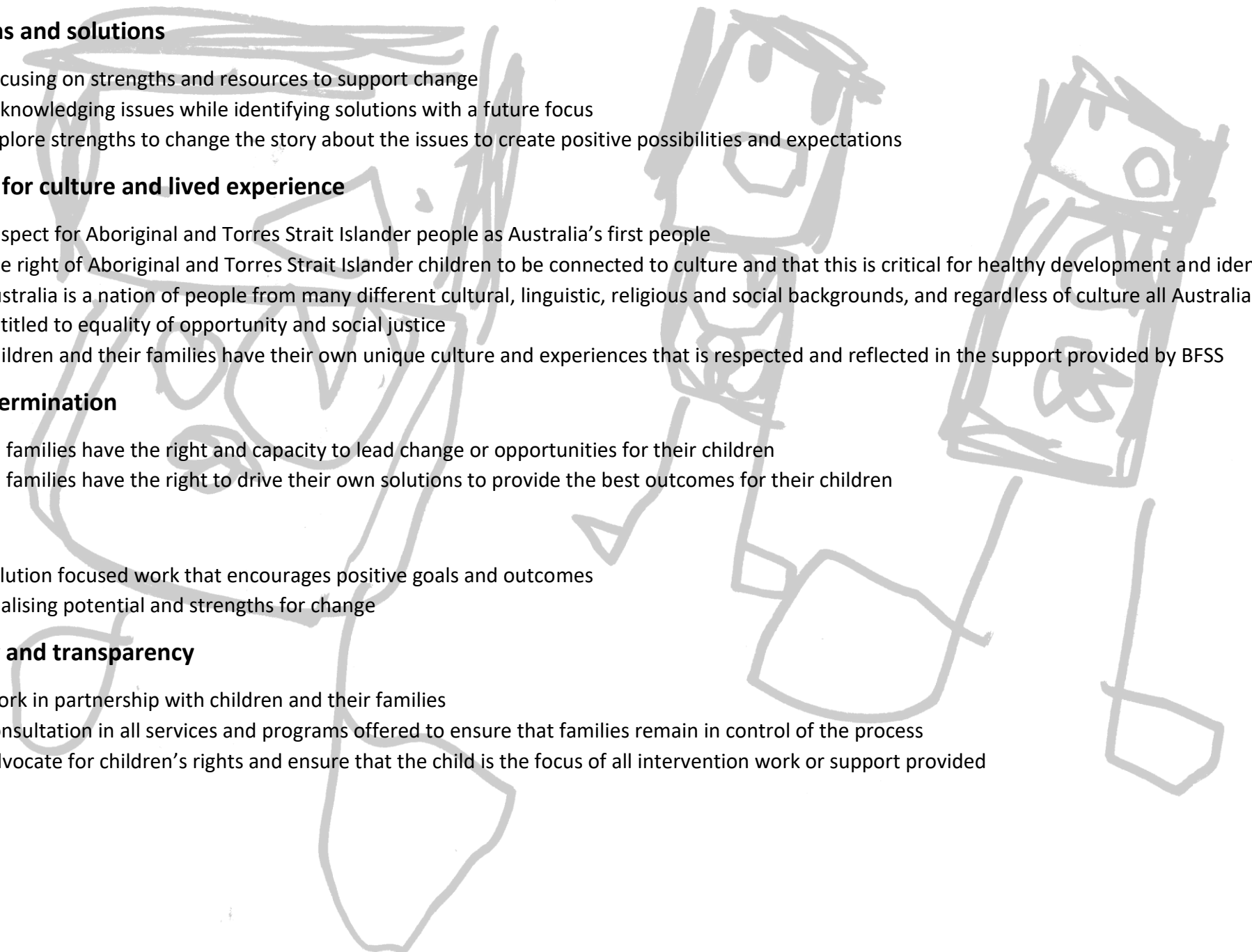
- All families have the right and capacity to lead change or opportunities for their children
- All families have the right to drive their own solutions to provide the best outcomes for their children

Hope

- Solution focused work that encourages positive goals and outcomes
- Realising potential and strengths for change

Honesty and transparency

- Work in partnership with children and their families
- Consultation in all services and programs offered to ensure that families remain in control of the process
- Advocate for children's rights and ensure that the child is the focus of all intervention work or support provided



Principles

Child-centred and child-aware

- The wellbeing and safety of children is placed at the centre of our work
- Work with families prioritises the needs and experiences of the child
- Children are included as active participants in programs and support provided
- Parenting education occurs in a framework of children's physical, emotional and cognitive development needs
- Programs aim to assist parents to establish positive relationships and interactions that meet the needs of children
- Work with adult's aims to support their role as parents, to build children's resilience and promote effective and consistent parenting.

Evidence based practice

- Our work reflects Evidence Based Practice, in that we combine well researched intervention with experience and ethics, and include client preferences and culture to guide and inform the delivery of services
- Our work is guided by research to ensure the most effective outcomes for children and families.

Play focus

- Play has a critical and central role in children's development and learning
- Play is the means by which children learn how to navigate their world; to learn language, master social skills and develop relationships, develop physical skills, sensory skills, emotional regulation and how to manage their environment
- Play is critical for healthy brain development
- Our work supports parents to actively participate in their child's play, to support their development and healthy family relationships

Partnerships with families

- The needs of children are central to goal setting
- Parents are consulted about support options, that meet the needs of children and address parent's concerns or goals
- Family work is transparent and guided by feedback from children and their parents

Building on strengths and capacity

- Practice that focuses on strengths to encourage individual assessment of people's identity and experiences

- Focusing on strengths encourages a competency cycle that identifies individual resources in the process of change
- Focus on strengths creates the opportunity to establish positive expectations for change and the development of competencies

Critically Reflection

- The use of critical analysis and evaluation of practice at an individual and service level, on a consistent basis
- The process by which practice is continually reviewed and assessed to ensure best practice outcomes and continual ethical practice

Informed by culture

- Australia is a nation of people from many different cultural, linguistic, religious and social backgrounds, and regardless of culture all Australians are entitled to equality of opportunity and social justice
- Children and their families have their own unique culture and experiences that is respected and reflected in the support provided by BFSS
- Appropriate relationships and consultation with families allows understanding of individual culture and cultural practices
- Implementation of service or support is underpinned by respect for the culture of individuals as identified by that individual

Flexibility

- Behaviour change or the change management process requires individual application and flexibility
- Flexible response allows families to determine how, when and what support or resources they wish to access.

Knowledge

Theoretical Underpinnings

- Attachment Theory
- Trauma Informed
- Systems Theory
- Social Learning Theory

Child Development and Play

- Provide information and advice based on current research findings about child development
- Provide information consistent with theoretical underpinnings

Hopes and goals of children and families

- Explore children and families goals and support future possibilities
- Strengths based practice with acknowledgement of issues, but focus on potential

Identify Strengths, capacity and solutions

- Practice that focuses on strengths to encourage individual assessment of people's identity and experiences
- Focusing on strengths encourages a competency cycle that identifies individual resources in the process of change
- Focus on strengths creates the opportunity to establish positive expectations for change and the development of competencies
- Solutions focused practice to identify potential outcomes using identified strengths and resources

Feedback and consultation

- Feedback from children and families is embedded in practice and contributes to assessment of outcomes and critical reflection
- Consultation is genuine, listening to people to genuinely understand lived experiences, appropriate guidance to identify goals and the process to achieve change

Skills

Industry Qualification and professional development

- Employees with appropriate tertiary qualifications to meet the requirements of each position
- Recognition of the complexity of working with children and families experiencing vulnerability and the corresponding need for appropriately qualified and skilled workers
- Maintain current knowledge and skills through professional development opportunities
- Ensuring maintenance of knowledge and skills within the team

Effective relationships

- Professional, appropriate and respectful relationships with children and families, colleagues and the community
- Reflective Practice used to ensure that relationships are consistent with professional standards

Promote Childhood Development

- Sound knowledge of all aspects of child development underpins the appropriate response to child focused work
- Maintain the needs of the child as the critical starting point for all work with families, based on knowledge of children's developmental needs in all aspects of healthy development

Collaborative Practice

- Best practice response in family work is underpinned by a collaborative service sector that aims to achieve consistent outcomes
- BFSS aims to work collaboratively with other services and professionals, underpinned by child centred work and outcomes that enhance the wellbeing and safety of children