



Reconciliation Action Plan

REFLECT July 2023 — July 2024



RECONCILIATION
AUSTRALIA

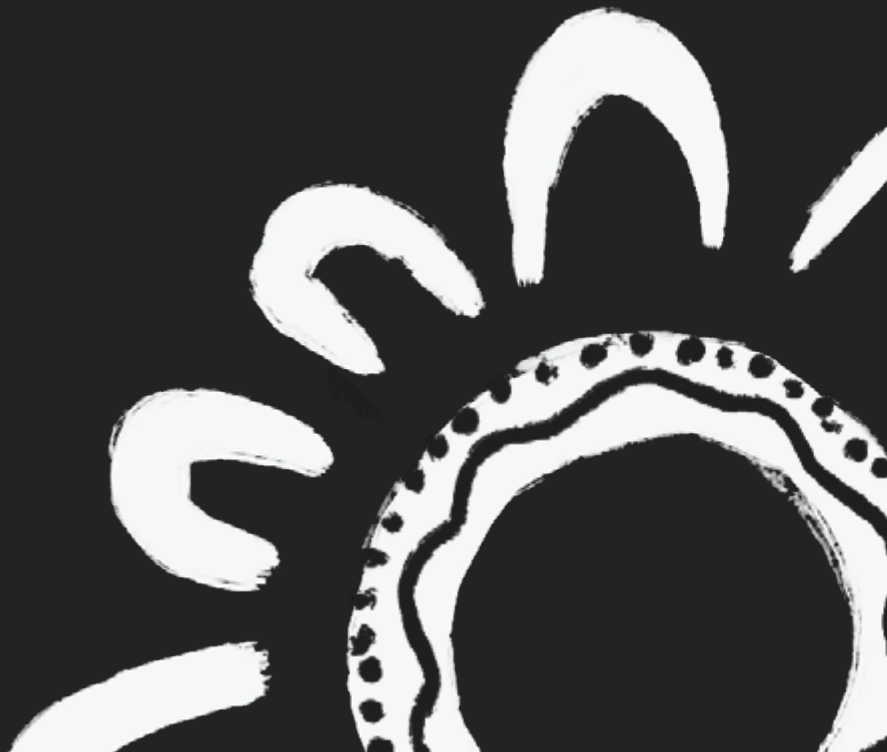


Child Accident Prevention Foundation of Australia
Western Australia

Acknowledgement of Country

Kidsafe WA operates across Western Australia with our office located in West Leederville, on Whadjuk Noongar Boodjar. We acknowledge Aboriginal and Torres Strait Island peoples as the Traditional Custodians of the land on which we live, work and play.

We pay our respects to First Nations Elders past and present across Western Australia where our vision, mission and values extend.



About the Artist

Kidsafe WA would like to acknowledge and thank Noongar Menang Koreng Artist Brianna Williams for the use of her artwork throughout this document.

This art piece was originally commissioned to display in the Kidsafe WA office, representing the regional travel undertaken by our organisation across the state.

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Message from Kidsafe WA

On behalf of Kidsafe WA, I am proud to present our organisation's first Reflect Reconciliation Action Plan (RAP). Our team recognises the role and responsibilities we have as individuals and as an organisation in contributing to reconciliation in our country. We are committed to the actions outlined in our RAP and look forward to walking alongside Aboriginal and Torres Strait Islander peoples on this journey.

In developing our organisation's strategic plan for 2023 – 2027, we identified a goal of maintaining a culture of quality, inclusion, innovation, and safety. Kidsafe WA upholds values of being inclusive of all Western Australians and being collaborative in how we approach child injury prevention. The implementation of our Reflect RAP will help us to ensure our service is culturally safe and inclusive, and to strengthen relationships with Aboriginal and Torres Strait Islander communities so that we can work together to reduce the impact of childhood injury.

Our Reflect RAP is an important step in our organisation's journey. It will be used as an opportunity to reflect internally on our current practices and to embed the principles of reconciliation into all aspects of our work. We are proud to be joining a network of like-minded organisations who are dedicated to reconciliation in our country. We acknowledge the impact that reconciliation will have on the health and well-being of Aboriginal and Torres Strait Islander children and in ensuring all Western Australian children have the opportunity to become healthy adults.

Scott Phillips

Chief Executive Officer
Kidsafe WA



Message from Reconciliation Australia

Reconciliation Australia welcomes Kidsafe WA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP. Kidsafe WA joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP. The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

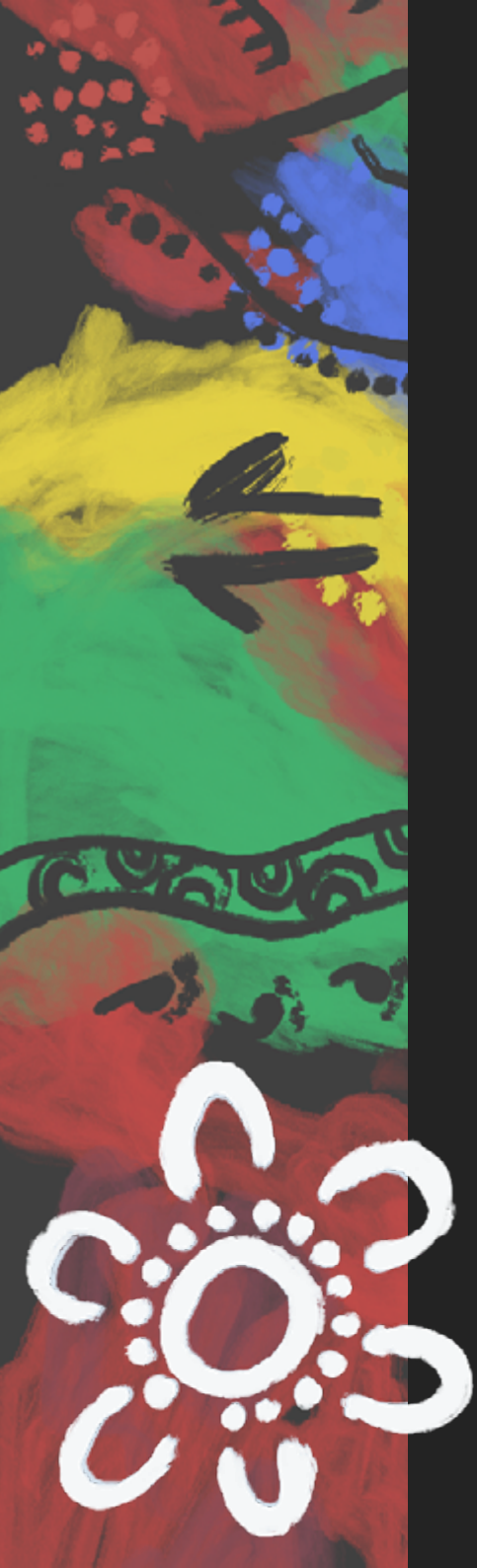
The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes. These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Kidsafe WA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey. Congratulations Kidsafe WA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer
Reconciliation Australia





Our Business

Kidsafe WA is the leading independent not-for-profit organisation dedicated to promoting safety and preventing childhood injuries and accidents in Western Australia. Injuries are the leading cause of death in Australian children aged one to fourteen, accounting for nearly half of all deaths in this age group. More children die of injury than die of cancer, asthma and infectious diseases combined and many of these deaths can be prevented.

Kidsafe WA works in the community to educate and inform parents, carers, and children on staying safe. Our aim is to prevent childhood death from injury and to reduce the severity of injuries to children through education, advocacy, and research.

There are many ways in which a child can be injured or tragically killed. Kidsafe WA focuses its attention on three key areas of injury prevention – safety of children at home, at play and on the road. Under these three categories sits a host of safety risks for children that Kidsafe WA targets messaging, initiatives, and research towards.

Home – falls, burns and scalds, poisonings, choking and suffocation.

Play – playground safety, sport safety, backyard safety, trampoline safety.

Road – child car restraints, hot cars, driveway safety, pedestrian safety, small-wheeled device safety.

Kidsafe WA is a state-wide organisation with our office located in West Leederville, on Whadjuk Noongar Country. Our office is where our Perth-based staff members operate from, including the delivery of our child car restraint fitting and checking service. Perth-based staff members include our CEO, COO, and office manager, five project staff, and five child car restraint fitting technicians. With two additional program managers working remotely from the Great Southern and Wheatbelt regions, the Kidsafe WA team is comprised of 15 staff members in total. We currently have no staff members who identify as Aboriginal or Torres Strait Islander people. We will explore this in the implementation of our Reflect RAP.

With the support of the WA Department of Health and other partners, our services are delivered throughout the Perth metro area and across regional and remote WA. Each year Kidsafe WA coordinates regional trips, visiting many Aboriginal Lands, each with their own diverse communities, and cultures.

Our RAP Journey

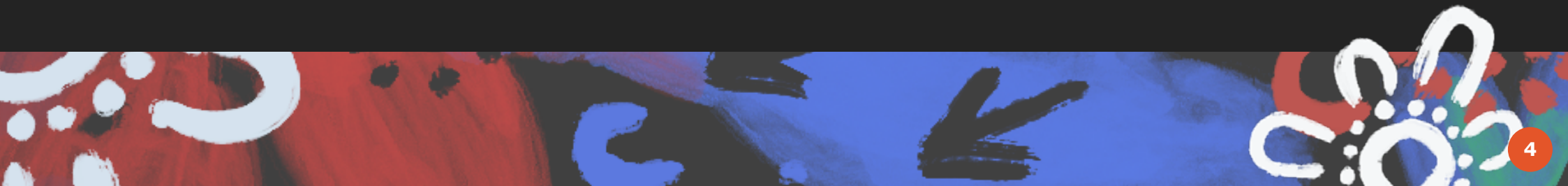
To reduce the burden of childhood injury throughout Western Australia, Kidsafe WA works with many communities. With our staff engaging with community members on a weekly basis, it is important that we are providing a culturally inclusive, welcoming and safe service. Kidsafe WA is committed to ensuring all West Australian children become healthy adults, prioritising community groups that are most at risk.

Aboriginal and Torres Strait Islander children have been identified as a priority target group for childhood injury prevention programs. Aboriginal children are at higher risk of child injury deaths and hospitalisations when compared to non-Aboriginal children in Western Australia. Children who identify as Aboriginal and/or Torres Strait Islander represent 6.8 percent of children under 15 years in WA yet accounted for 20 percent of injury-related deaths and 11 percent of injury-related hospitalisations from 2011 to 2015¹. With the impact that childhood injury has on First Nations communities, Kidsafe WA recognises that we have an important role to play in reconciliation action and in improving health outcomes for Aboriginal and Torres Strait Islander children.

For Kidsafe WA to prioritise Aboriginal and Torres Strait Islander communities in our programs and services, our staff and organisation needs to have an ongoing understanding of the diverse Aboriginal cultures across WA, the histories of our state and the impact these events have had on First Nations communities. Our vision is for our organisation to be a place where Aboriginal and Torres Strait Islander peoples feel safe and respected and that our work and core business is guided by Aboriginal and Torres Strait Islander knowledge and perspectives.

In July 2022, Kidsafe WA developed a RAP Working Group comprised of six staff members, with representation from our executive team and from each program area within our organisation, including our CEO as our RAP Champion. This group has worked together to draft our Reflect RAP and will meet regularly to ensure our deliverables are achieved throughout the year. CEO Scott Phillips is responsible for circulating reconciliation messaging and activities throughout the team and to our board members.

Developing and implementing a Reflect RAP is an opportunity for Kidsafe WA to further learn and grow as a community organisation. Our team is dedicated to prioritising reconciliation in all aspects of our work with the intent to reduce the impact of childhood injury on Aboriginal and Torres Strait Islander communities.



Our RAP Journey (continued)

Developing and implementing a Reflect RAP is Kidsafe WA's first formal step of reconciliation. In previous years, Kidsafe WA have had ongoing engagement with Aboriginal organisations in Perth and in regional communities, delivering community education workshops to parent and professional groups. When conducting annual regional visits, Kidsafe WA staff engage with Aboriginal organisations to coordinate the delivery of our injury prevention programs with local communities.

Kidsafe WA currently has a suite of Aboriginal specific injury prevention resources, including brochures, posters, and a facilitator flip chart for professionals working with community groups. These resources were developed in 2011 with consultation in both metropolitan and regional Aboriginal communities. With plans to review and update these resources in coming years, Kidsafe WA will work with First Nations communities in each region of our service delivery to ensure resources are culturally appropriate and suitable for the needs of each community.

In 2019, Kidsafe WA conducted a research report into unintentional injuries in Aboriginal children in WA. This report utilised data from the Epidemiology Branch at the Department of Health WA and Injury Surveillance Data from Perth Children's Hospital Emergency Department, along with survey data collected by Kidsafe WA with professionals across WA. This report highlighted the large over-representation of Aboriginal children in injury statistics, and the need for culturally appropriate injury prevention strategies.

Since our first RAP Working Group meeting, Kidsafe WA have incorporated a range of cultural protocols in our day-to-day activities including an Acknowledgement of Country, acknowledging Traditional Custodians of the Lands on which we work and operate throughout WA. When conducting annual regional visits, staff ensure they are aware of the Traditional Custodians of the Lands they are visiting. When hosting significant events in Perth, Kidsafe WA engage a Whadjuk Noongar Elder to provide a Welcome to Country.

In 2021, our team participated in the workshop Cultural Foundations for Workplaces facilitated by Jolleen Hicks from Aboriginal Insights. While we acknowledge that our understanding of First Nations cultures and our role in reconciliation will be ongoing, this workshop was a starting point in increasing our current cultural knowledge.

Kidsafe WA are committed to building strong relationships with Aboriginal and Torres Strait Islander peoples to inform future child injury prevention initiatives and will embrace the opportunities of the Reflect RAP to work together with First Nations peoples.

1. Waddell, G, McKenna, J, Skarin, D, Jian, L. Kidsafe WA Childhood Injury Research Report: Injuries to Aboriginal Children 2011-2015. Perth (WA): Kidsafe WA (AU); 2019 June.





Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Straits Islander stakeholders and organisers.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations in metro and regional areas and within our sphere of influence.	December, 2023	Program Manager
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Straits Islander stakeholders and organisation.	June, 2024	Program Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's and Reconciliation WA's NRW resources and reconciliation materials to Kidsafe WA staff.	May, 2024	Program Manager Marketing & Comms Officer
	2.2 All Kidsafe WA staff members to participate in NRW event.	27 May - 3 June, 2024	CEO Program Manager Office Manager
	2.3 RAP Working Group members to participate in external NRW event.	27 May - 3 June, 2024	RAP Working Group
	2.4 Encourage and support staff and senior leadership to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2024	CEO COO
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all Kidsafe WA staff and board members.	December, 2023	CEO
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December, 2023	Program Manager
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December, 2023	Program Manager
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	June, 2024	COO
	4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June, 2024	COO



Respect



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	January, 2024	Program Manager Project Officer
	5.2 Conduct a review of cultural learning needs within our organisation.	December, 2023	Program Manager Project Officer
	5.3 Provide cultural learning opportunities to staff throughout the year.	June, 2024	Program Manager Project Officer
	5.4 Develop a list of cultural learning opportunities for staff attending regional visits.	October, 2023	Program Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area, including regional areas.	June, 2024	Program Manager
	6.2 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June, 2024	Program Manager CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July, 2023	Program Manager Marketing & Comms Officer
	7.2 Introduce our staff to NAIDOC Week by promoting external events in our local area.	July, 2023	Program Manager Marketing & Comms Officer
	7.3 All Kidsafe WA staff members to participate in an external NAIDOC Week event.	2nd – 9th July, 2023	CEO Program Manager Office Manager
	7.4 RAP Working Group to participate in an external NAIDOC Week event.	2nd – 9th July, 2023	RAP Working Group



Opportunities



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Develop a business case for Aboriginal and Torres Strait Islander employment within Kidsafe WA.	June, 2024	Program Manager COO
	8.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January, 2024	Program Manager COO
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	January, 2024	Program Manager Office Manager
	9.2 Utilise local Aboriginal and Torres Strait Islander organisations for catering and venue hire for Kidsafe WA events.	June, 2024	Office Manager
	9.3 Investigate Supply Nation membership.	January, 2024	Office Manager
	9.4 Investigate membership and use of the WA Aboriginal Business Directory.	January, 2024	Office Manager



Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Maintain a Kidsafe WA RWG to govern RAP implementation.	August, 2023	Program Manager
	10.2 Draft a Terms of Reference for the RWG.	August, 2023	Program Manager
	10.3 Seek and establish Aboriginal and Torres Strait Islander representation on the RWG.	June, 2024	Program Manager
11. Provide appropriate support for effective implementation of RAP commitments.	11.1 Appoint a senior leader to champion our RAP internally.	August, 2023	RAP Working Group
	11.2 Define resource needs for RAP implementation.	August, 2023	Program Manager
	11.3 Engage senior leaders in the delivery of RAP commitments	December, 2023	CEO Board President
	11.4 Define appropriate systems and capability to track, measure and report on RAP commitments. Investigate the use of the management system weavr.	August, 2024	Program Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2023	Program Manager
	12.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2023	Program Manager
	12.3 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	July 2023	Program Manager
13. Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	March, 2024	Program Manager



Acknowledgements

Kidsafe WA would like to thank...

Brianna Williams (Artist)

Rhys Paddick (Digital Artist)

Contact Details

For public enquiries about our RAP please contact
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