

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

#	Recommendation 1 <i>"The Ministry:</i>	Service line responsible	Deliverable and Key milestone(s)	Previous progress updates	Progress as of 31 July 2021	Estimated Completion Date
1(a)	1(a) ensures its current policies, training material and practices make explicit that without notice interim custody applications are reserved for exceptional urgent cases where all other options to ensure the safety of pēpi are unavailable;	Professional Practice Group	<p>New s78 process introduced following Hawkes Bay Practice Review that unless there is a clear need for action to protect a child from immediate and imminent danger, all interim custody orders will be made 'on notice' to ensure the whānau has the opportunity to have their say before a judge makes a final decision. All without notice applications have to go through additional checks to ensure they are the only viable option for safety.</p> <p>Key Milestones are:</p> <ul style="list-style-type: none"> Review and amendment of existing policies (December 2020) Communication and additional training in respect of changes (March 2021) 	<p>October 2020</p> <p>Since the approval process was implemented in November 2019, we have seen a dramatic reduction in the number of tamariki entering care under s78 generally, and especially without notice.</p> <p>As an example, the number of tamariki coming into our care in 2019/20 under without notice s78 orders is less than a third of previous years (373 in 19/20 compared to 1068 in 18/19) Some additional analysis is due to be completed around s78 applications for pēpi, in order to determine the impact of the 6 November 2019 changes. We will provide you with a copy of this analysis when complete</p> <p>The existing policies on the Practice Centre have been reviewed and strengthened. Amended policies should be live on the Practice Centre by the end of 2020.</p> <p>Compliance with the new s78 approval process is high and continues to be monitored by Operational Support and the Quality Practice Tools process.</p> <p>January 2021</p> <p>The policies relating to without notice interim custody have been reviewed and updated.</p> <p>There are two pieces of practice guidance currently under review which will strengthen this recommendation (see timeframes for recommendation 1(b) below).</p> <p>Additional training in relation to the above is being scoped by the Learning and Development team.</p>	This process has been incorporated into existing training. Compliance with the new process is high and will continue to be monitored through the Quality Practice Tools process.	Completed
1(b)	1(b) develops comprehensive guidance with clear criteria to enable its staff to assess the viability of other options to ensure the safety of pēpi in urgent cases;	Professional Practice Group	<p>Develop and implement new guidance.</p> <p>Key Milestones are:</p> <ul style="list-style-type: none"> Scope confirmed (29 October 2020) Draft policy endorsed by our internal quality assurance process (March 2021) Implementation (August 2021) 	<p>Oct 2020</p> <p>The review completed in relation to recommendation 1(a) has fed into this work. The Practice team are currently reviewing the existing guidance on emergency pathways. This will be strengthened and updated. Amended guidance should be completed and live by March 2021.</p> <p>Jan 2021</p> <p>Amended guidance currently under review and expected to be completed by March 2021</p> <p>April 2021</p>	Guidance has been signed-off and is expected to be uploaded onto the Practice Centre in August 2021.	Completed

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				Guidance completed and was scheduled for a final sign off in mid-May 2021.		
1(c)	1(c) exercises best endeavours, in all but the most exceptional of cases, to use a place of safety warrant or truncated notice period when the Ministry learns of a pregnancy at a late stage and determines pēpi to be at imminent risk;	Services for Children and Families	New s78 process introduced following Hawkes Bay Practice Review (HBPR) (set out in 1(a) above).	<p>Oct 2020</p> <p>The new process has seen a reduction in both the use of without notice s78 orders, and the number of babies entering care overall. Where s78 orders are applied for, truncated notice periods are used wherever possible to allow whānau the opportunity to have their say before a Judge makes a decision.</p> <p>Place of safety warrants continue to be used in situations where we have had no previous involvement or notification for a pēpi, and there are serious and immediate concerns for their safety.</p>	<p>This approval process has now been in place for over 18 months (from 6 November 2019).</p> <p>We continue to see a reduction in both the use of without notice s78 orders, and the number of pēpi entering care overall. The Operational Issues team audits the use of this process to ensure that it is being adhered to.</p> <p>In addition, the Quality Assurance team reviews all cases where a s78 order for a newborn or unborn pēpi has been executed and reports its findings publicly (recommendations 1(e), 1(f) and 2(o)).</p>	Completed
1(d)	<p>1(d) takes immediate measures in terms of reports of pēpi at risk to ensure that all statutory requirements are met, and in particular:</p> <p>i) commences an investigation as soon as practicable (section 17(1)(a) of the Act);</p> <p>ii) consults a Care and Protection Resource Panel in all cases and as soon as practicable after an investigation has commenced (section 17(1)(b), and at subsequent stages where required (sections 21(1)(a) and 31(1)(e) of the Act);</p> <p>iii) convenes a family group conference (section 18(1) of the Act);</p>	Services for Children and Families	<p>Key Milestones are:</p> <ul style="list-style-type: none"> Established a Director Site Practice role and National Site Practice Leader role Undertook a review of Care and Protection Resource Panels Appointed National Family Group Conference Team Leaders 	<p>Oct 2020</p> <p>Initial design has been completed on a new reporting mechanism, with a view to implementation in early 2021</p> <p>Jan 2021</p> <p>Further refinement of the dashboard is underway. This work is to be progressed in the first quarter of 2021.</p> <p>April 2021</p> <p>This work has been amalgamated into our new Performance Monitoring Framework (PMF) dashboards.</p> <p>The functionality of our new PMF dashboards for sites means they can view information specifically for pēpi (filtering dashboard pages by age). Sites will be able to monitor pēpi down to an individual case level, as well as a specific age group, and across a wide range of performance measures. This new framework will be tested in two regions mid-year with a continuous learning and developing approach before a wider roll out</p> <p>Statutory timeframe compliance is also monitored through the case audit process established under recommendation 2(o).</p>	<p>Following the May 2021 update it was determined that the Performance Monitoring Framework (PMF) dashboard did not fulfil the intent of recommendations 1(d)(i)-(iii). We still intend to achieve ongoing monitoring and measuring of pēpi as part of the PMF once it is launched, with it currently being piloted at a small number of selected sites across the country.</p> <p>We have established a Director Site Practice role and National Site Practice Leader role to drive practice shifts and support BAU practice in sites, including the intake and early assessment approach.</p> <p>All Services for Children and Families regions have undertaken a review of their Care and Protection Resource Panels (CPRP) to ensure the panels have diversity and expertise across professional and cultural groups, which reflects the needs of individual communities.</p> <p>National Family Group Conference (FGCs) Team Leaders have been appointed to drive practice and service delivery regarding FGCs, including FGCs for pēpi. Training has been undertaken with the new FGC Team Leaders and also with co-ordinators to ensure they know the need to comply with legislative requirements to consult a CPRP prior to holding an FGC and reporting back to the CPRP after the FGC. This requirement is also set out in our practice guidance.</p>	Completed
1(e)	1(e) establishes timeframes, reporting frameworks, quality assurance and monitoring to demonstrate appropriate ongoing compliance with	Policy and Organisational Strategy	Develop a framework to report against without notice removals of newborn pēpi.	<p>Jan 2021</p> <p>Work is underway to develop a framework to report against without notice removals of newborn pēpi.</p>	The first six-monthly case audit report has been completed and is to be publicly released on 6 August 2021.	Completed

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

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	all statutory requirements as these relate to without notice removals of newborn pēpi; and		Reporting is intended to cover both a snapshot of quantitative data as well as information from case audit reviews into s78s for newborn pēpi.	The quality assurance and monitoring components of this recommendation are being included in the case audits completed as part of recommendation 2(o). April 2021 Framework has been developed and first case audit completed (see update for recommendation 2(o)). A public reporting template is in development, and work is on track for the first public report in June 2021.		
1(f)	1(f) reports publicly against the framework for monitoring detailed in recommendation 1(e) every six months.	Policy and Organisational Strategy	Produce public report every six months and align with existing public reporting cycles.	Jan 2021 Case file audits will be carried out six monthly to align with the six-monthly public reporting requirement, with the first dataset due to be completed by the end of March. The first report is scheduled to be completed in June 2021, followed by a second report in December 2021. We intend to publish the reports on our website following their completion. We will review this process and exact timing after 12 months.	As above	Completed

#	Recommendation 2 <i>"Additionally, the Ministry:</i>	Service line responsible	Deliverable and Key milestone(s)	Previous progress updates	Progress as of 31 July 2021	Estimated Completion Date
2(a)	2(a) reviews its processes to ensure that all cases involving unborn or newborn pēpi are given the necessary priority;	Services for Children and Families	Introduce requirement for Practice Leaders that they must review all reports of concern received for unborn/newborn pēpi at their site, and ensure that appropriate support, assessment, and action has been undertaken.	Oct 2020 A Practice note to guide this process was issued in early 2020. Compliance with the new process has been high. Process is now considered to be part of our standard operations.	The site level assurance process (detailed below) has now been in place for over a year. On the third day of each month a dataset is extracted with all new Reports of Concern and any open or closed intake cases relating to: <ul style="list-style-type: none"> Pēpi whose age is less than or equal to 84 days. Pēpi whose age at the end of the month is between 85 and 120 days. Pēpi and tamariki who have no date of birth recorded. These cases are sent out to the appropriate Practice Leader for each site to ensure that any concerns about practice and/or safety and wellbeing of the child is identified and addressed accordingly within the site and escalated to National Operations if required.	Completed
2(b)	2(b) reviews its policies and practices to ensure whānau engagement is prioritised in all cases	Professional Practice Group	Review and amend policies and procedures for the process of	Oct 2020	The new Intake and Assessment model has been in place since March 2020.	Completed

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

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	involving unborn or newborn pēpi, including family group conferences and hui ā whānau where appropriate;		<p>removing newborn pēpi from whānau once section 78 interim custody orders are granted.</p> <p>Key Milestones are:</p> <ul style="list-style-type: none"> • Intake and early assessment policy and guidance updated • New decision response tool published • Work to be linked to the PPG Practice Programme (December 2020) 	<p>The Intake and Early Assessment policy and guidance has been updated and a new decision response tool published. These policies have been updated to emphasise the need to prioritise whānau engagement and are both live on the Practice Centre.</p> <p>A final reconciliation against the guidance published needs to be undertaken.</p> <p>Feb 2021</p> <p>Final reconciliation completed. Policies and guidance requiring amendment have been allocated for re-write.</p>		
2(c)	<p>2(c) develops, in partnership with iwi and other Māori groups, a national strategy for:</p> <p>i) effective engagement with whānau, hapū, and iwi, including provision for localised relationship-based implementation with centralised support; and</p> <p>ii) enhanced cultural competency of staff;</p>	Voices of Children and Young People	<p>These recommendations will be used to inform the new strategic direction.</p> <p>Any national strategy needs to be considered in the context of other engagement with iwi and Māori groups.</p>	<p>April 2021</p> <p>Since the receipt of <i>He Take Kōhukihuki</i> the Minister for Children has asked Oranga Tamariki to develop a new strategic direction.</p>	<p><u>Recommendation 2(c)(i)</u></p> <p>Oranga Tamariki continues to seek partnerships with iwi and Māori organisations, as part of our commitment to delegate and devolve resources and share power and decision-making.</p> <p><u>Recommendation 2(c)(ii)</u></p> <p>In March 2021, Oranga Tamariki appointed a new cultural leader role, Pou Tikanga, which is responsible for supporting the organisation in lifting its cultural competence and confidence.</p> <p>Oranga Tamariki has initiated an organisational practice shift, which aims to lift the cultural competency of Oranga Tamariki staff and provide bicultural support and development to elevate the practice competency of practitioners.</p> <p>Steps taken to build the cultural capability of our workforce include:</p> <ul style="list-style-type: none"> • the Oranga Tamariki Māori Cultural Framework, • the app Te Kete Ararau, • a workforce Māori cultural self-assessment tool. <p>We have also increased the number of Kairaranga-ā-whānau roles and expanded the number of iwi-led Family Group Conferences. These both play an important role in engaging with whānau earlier, facilitating hui-a-whānau, and enabling more whānau participation in our decision-making process. Kairaranga-a-whānau also build the capability of other practitioners to offer more culturally responsive and relational practice.</p>	Ongoing Will be used to inform the new strategic direction

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

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2(d)	2(d) develops memoranda of understanding with the Ministry of Health, the DHBs midwifery representatives, and other relevant parties to ensure appropriate information sharing, clear and defined roles, and effective early planning for at-risk pēpi;	Professional Practice Group	<p>Develop a new high-level principle based schedule to sit under existing Memorandum of Understanding between Oranga Tamariki, NZ Police, Ministry of Health and each DHB.</p> <p>Key Milestones are:</p> <ul style="list-style-type: none"> • First joint meeting of the Working Group of Health stakeholders (August 2020) • Regional Hui (September 2020) • Draft schedule (May 2021) • Appointment of a MOH Advisor (June 2021) • Final schedule (September 2021) 	<p>Oct 2020</p> <p>The first joint meeting with key Health participants was held in August 2020.</p> <p>An internal consultation hui with Oranga Tamariki Hospital Liaison Practice Leaders was held in September 2020.</p> <p>Internal work completed to identify the current arrangements in place between Oranga Tamariki and DHB's and sites. Analysis to be completed to assess key principles and practice that could be utilised in a national agreement.</p> <p>Health is to convene a second meeting, appoint a project leader and source resource for the project by early 2021.</p> <p>Jan 2021</p> <p>Second joint meeting held on 1 December 2020. Health has appointed a project lead, with a work programme to be developed in early 2021.</p> <p>The Chief Social Worker is scheduled to meet with Health and Police in February 2021 in order to stress the priority of this piece of work for Oranga Tamariki.</p> <p>April 2021</p> <p>Joint meeting between senior leadership of Health, Police and Oranga Tamariki was held in February 2021. At that meeting the approach was agreed as well as the need to prioritise quality stakeholder engagement, including the Māori Health Directorate.</p> <p>The timeframe for completion was extended to September 2021, at the request of Health, to allow them time for fuller consultation and engagement with stakeholders.</p> <p>A draft schedule was developed in March. It was awaiting feedback from Police and Health/Maternity Services.</p>	<p>A meeting between Health, Police and Oranga Tamariki officials was held in July 2021. At that meeting, the following approach was agreed upon:</p> <ul style="list-style-type: none"> • the three agencies, with guidance from Māori expert advisory groups and tangata whenua, will work together to review current local arrangements and practices • the local review will guide the development of a new schedule to the existing MOU, applying the principles of Te Tiriti o Waitangi • the three agencies will support co-design of local approaches to ensuring the safety and wellbeing of unborn and newborn pēpi and their whānau in health settings. <p>Health, Police and Oranga Tamariki officials will consult with relevant parties (including DHB staff, midwives and local hapū and iwi) on the development of resources that will support a level of national consistency in our response to at-risk unborn and newborn pēpi, including where action is taken under a section 78 order.</p>	September 2021
2(e)	2(e) works with the relevant providers to ensure that all social workers are trained in, and engage, trauma-informed practice that is underpinned by te Ao Māori, and consults with the Social Workers Registration Board to assist with the achievement of this;	Corporate Services	<p>Key Milestones are:</p> <p><u>Puawai Induction programme (for new social workers)</u></p> <p>The following new modules are being developed:</p>	<p>Oct 2020</p> <p>New induction modules completed. Currently in testing.</p> <p>Jan 2021</p> <p>New modules have been tested and are in the process of being refined.</p>	<p><u>Puawai Induction Programme</u></p> <p>This programme has been in place since 1 October 2020. It provides a foundational learning pathway for new social workers to Oranga Tamariki.</p> <p>There are two e-Modules available for staff to complete:</p>	<p><u>Puawai Induction Programme</u></p> <p>Completed</p> <p><u>Leaders in Practice Programme</u></p> <p>November 2021</p>

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

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			<ul style="list-style-type: none"> 3x new modules on trauma-informed practice Vicarious trauma webinar Intergenerational trauma - impact of colonisation <p>Puawai full programme first test run from 1 October 2020.</p> <p><u>Leaders in Practice Programme (training forum for Practice Leaders)</u></p> <p>The following new modules are being developed:</p> <ul style="list-style-type: none"> 1x module on leading practice from a trauma informed lens Vicarious trauma impact on kaimahi ora - supervision techniques Leaders in Practice Programme delivery begins 	<p>The Puawai full programme has been developed and delivered. This programme is now business as usual, and being delivered roughly every 2 weeks somewhere in the country</p> <p>Leaders in Practice Programme – the timeframe for the development and delivery of these modules has shifted to July 2021 due to resourcing constraints.</p> <p>April 2021</p> <p><u>Puawai Induction Programme</u></p> <p>Puawai delivery continues as BaU. Iteration phase has started to include the Practice Programme new content acknowledging the change in practice content and direction.</p> <p>The vicarious trauma module is still in development as kaimahi ora principles start to shape around kaitiakitanga in the learning.</p> <p>There is content regarding inter-generational trauma and the impact of colonisation, however further development may be in place pending the landing of the Practice Programme content.</p> <p><u>Leaders in Practice Programme</u></p> <p>Leaders in practice programme has been redesigned to have two pathways (qualification and non-qualification)</p> <p>Qualification Pathway – Post Grad Qualification with Te Wananga o Aotearoa started March 2021 (20 people currently enrolled).</p> <p>Non-Qualification Pathway – the timeframe for the development and delivery of these modules has shifted to Nov 2021 due to resourcing constraints.</p> <p>Block courses and organisational content is now in train, where the modules identified in the milestones are included.</p>	<ul style="list-style-type: none"> An introduction to trauma: Developing a trauma informed lens Introduction to trauma informed practice <p>Intergenerational trauma – impact of colonisation occurs in Practice Foundation One (PF1), which is a three-day face to face component of Puawai. This delivery contains specific learning related to intergenerational trauma, colonisation, the impacts on Māori and tauiwi, and our obligations to practice from an informed position. This learning is also woven through other learning within PF1 to ensure it is not kept in isolation but applies across and informs all social work practice.</p> <p>Since its introduction on 1 October 2020, and up to 20 June 2021, 275 staff have participated in the PF1 component of Puawai.</p> <p><u>Leaders in Practice Programme</u></p> <p>This programme was initially delayed due to commitments to the roll out of the new Practice Programme.</p> <p>In June 2021, it was decided that a suite of learning for new leaders in practice should be developed to better meet the demands for staff. This would include Supervision, as was originally in scope for the 'Leaders in Practice Programme'. The programme will be referred to as the 'Leading Practice Programme' and the Professional Development team are due to commence consultation with Operations (Services for Children and Families, Care Services and Youth Justice), PPG, and other key business groups to develop the content and methodology for delivery.</p>	
2(f)	<p>2(f) develops specific guidance for cases involving unborn and newborn pēpi that:</p> <p>i) requires trauma-informed social work practice when parents have experienced childhood abuse and/or neglect, been themselves in care or had tamariki previously removed by the Ministry;</p> <p>ii) reflects the obligations on the Ministry to ensure that where pēpi are at risk, parents and whānau should be provided assistance to</p>	Professional Practice Group	<p>Develop guidance for cases involving unborn and newborn pēpi.</p> <p>Key Milestones are:</p> <ul style="list-style-type: none"> Scope confirmed (February 2021) Draft guidance completed and endorsed by QA checkpoint (May 2021) 	<p>Jan 2021</p> <p>Scope on track to be confirmed by late Feb 2021.</p> <p>April 2021</p> <p>Draft guidance for both recommendations has now been completed and is in the final stages of consultation. Expected to be completed May 2021.</p>	Guidance for both recommendations has been completed and is now live on the Practice Centre.	Completed

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

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	support them in discharging their responsibilities to pēpi;		<ul style="list-style-type: none"> Implementation (July 2021) 			
2(g)	2(g) develops clear guidance, with supporting tools, for social workers to ensure all legislative and procedural safeguards are engaged with respect to subsequent tamariki, pending the outcome of the Ministry's review of the subsequent children provisions;	Professional Practice Group	<p>Develop clear guidance with supporting tools.</p> <p>Key Milestones are:</p> <ul style="list-style-type: none"> Scope confirmed (October 2020) Process and communication approved by QA checkpoint (February 2021) Implementation (June 2021) 	<p>Oct 2020</p> <p>Work has been initiated to review the current policy and guidance, with scope confirmed</p> <p>Feb 2021</p> <p>Draft policy has been completed (to replace existing guidance) This is currently out for consultation across Oranga Tamariki. On track for June completion.</p> <p>April 2021</p> <p>New policy is being finalised in May 2021. On track for end of June 2021 completion.</p>	New policy has been completed and the accompanying guidance is due for completion by the end of August 2021.	End of August 2021 (previously end of June 2021)
2(h)	2(h) amends its policies and practices relating to the subsequent children provisions to make clear that social workers are responsible for actively seeking out up to date information and conducting a full assessment of the parents' current circumstances;	Professional Practice Group	<p>Amend policy and practices relating to subsequent children provisions.</p> <p>Key Milestones are:</p> <ul style="list-style-type: none"> Scope confirmed (October 2020) Process and communication approved by QA checkpoint (February 2021) Implementation (June 2021) 	As above	As above	End of August 2021 (previously end of June 2021)
2(i)	2(i) works with relevant agencies to assist parents who have had previous tamariki removed with access to independent advocacy during the Ministry's assessment and intervention phases;	Policy and Organisational Strategy	<p>Note there are two work programmes underway that will meet the intent of this recommendation.</p> <p>Key Milestones are:</p> <p><u>Advocacy</u></p> <ul style="list-style-type: none"> Report to Minister (18 December 2020) Report to Minister (end of July 2021) Report to Minister (end of 2021) <p><u>Whānau-centred supports</u></p>	<p>Jan 2021</p> <p>The Minister agreed in December 2020 to work being undertaken on potential approaches to advocacy within Oranga Tamariki, which responds to the recommendations from recent reviews, including the Ombudsman's recommendations. Officials will provide advice to the Minister in mid-2021 on options, with potential to seek Cabinet decisions in the second half of 2021.</p> <p>This work has been incorporated into broader policy work on support to parents and whānau, with a planned Cabinet report back in March 2021 delayed until the second half of 2021, to allow further work on a wider range of issues around supports for parents and whānau.</p>	<p>The advocacy and whānau support work programmes have been de-linked and separate reporting established. Both work programmes will have elements that meet the intent of the recommendation. Progress within each piece of work is noted below.</p> <p><u>Advocacy</u></p> <p>As a first step in responding to this recommendation, to date we have:</p> <ul style="list-style-type: none"> produced an evidence brief considering the effectiveness of various models of parent and whānau advocacy internationally, 	Ongoing. Anticipated final sign off date is June 2022.

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

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			<ul style="list-style-type: none"> Report to Minister (18 December 2020) Report to Minister (20 July 2021) Report to Cabinet (September 2021) 	<p>April 2021</p> <p>Officials will provide advice to the Minister in June 2021 on options for support and advocacy for parents and whānau. Cabinet decisions will then be sought in September 2021.</p>	<ul style="list-style-type: none"> undertaken initial engagement with stakeholders to identify important components of advocacy in an Aotearoa context, and developed national case studies looking at approaches to advocacy within other agencies. <p>We are currently carrying out a gap analysis to understand where the system of parent and whānau advocacy has room for improvement. This will inform next steps, which will likely include further engagement with communities and other government agencies to test ideas and develop potential options.</p> <p><u>Whānau-centred supports</u></p> <p>Officials worked with the Māori Design Group, the Subsequent Children Technical Advisory Group, the Permanency and Subsequent Children General Managers Group, iwi and Māori community providers, and national and front-line staff from across Oranga Tamariki and the Department of Corrections: Ara Poutama Aotearoa, to develop potential options for providing support. The Minister was provided with an update on options in July 2021, ahead of a planned update to Cabinet in September 2021.</p>	
2(j)	2(j) amends its overarching Practice Standards, as well as its policies, procedures, and practices to recognise the rights of disabled parents and ensure full compliance with the United Nations Convention on the Rights of Persons with Disabilities;	Policy and Organisational Strategy	Implement a disability work programme	<p>Oct 2020</p> <p>We have accepted in principle the Ombudsman's recommendations to amend policies, procedures, and practices to recognise the rights of disabled people (parents and tamariki), and to develop an improved approach to disability that applies a social and rights-based approach to disability, consistent with the New Zealand Disability Strategy.</p> <p>To develop this approach, we will work with Disabled Peoples Organisations, and Māori to uphold our Te Tiriti o Waitangi commitments and fulfil our requirements under section 7AA of the Oranga Tamariki Act 1989. We have also committed to working closely with Office of the Ombudsman to develop this approach and work programme further.</p> <p>We will be developing the approach as the first step, and this will inform the development of a more comprehensive work programme in early 2021. The work programme will build on work already underway, including:</p> <ul style="list-style-type: none"> work to develop a child advocate role to support disabled tamariki. recent changes to remove the separate care pathway (s 141) for disabled children, and 	<p>The Oranga Tamariki Leadership Team (OTLT) have agreed to a disability work programme to assist with implementing a social model and rights-based approach more consistently in policies and practices across the organisation, building on work already underway.</p> <p>The proposed work programme is directly relevant to the focus on disabled people (parents and tamariki) in the strategy work currently under development.</p> <p>A progress update on engagement and implementation of the disability work programme will be provided to OTLT in November 2021.</p>	Ongoing

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

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				<p>ensure they get the same rights and protections.</p> <ul style="list-style-type: none"> work to understand disability data and improve data collection. updating practice guidance to support improved practice for disabled tamariki and disabled whānau. <p>April 2021</p> <p>We have completed our initial engagement with the Disabled Peoples Organisation coalition and Kāpō Māori.</p> <p>Our rights-based practice framework is and inclusive of the UNCPRD. We have held one workshop to explore what an inclusive and rights-based approach means for our practice and what would need to happen to achieve the practice shift. Members of the DPO coalition and VOYCE Whakarongo Mai participated in the workshop.</p> <p>Research is underway by the Donald Beasley Institute to inform our approach.</p> <p>A paper to the Oranga Tamariki Leadership team is scheduled for late May 2021. This is seeking agreement to the disability work programme, including work to confirm an agreed model of disability, as well as scoping up relevant projects to ensure that practice and supports address the recommendations and is responsive to the rights and needs of disabled tamariki, rangatahi and disabled parents.</p>		
2(k)	<p>2(k) ensures all its policies, procedures, and practices are consistent with the social model of disability and a rights-based framework by:</p> <ul style="list-style-type: none"> i) providing reasonable accommodation; ii) explicitly recognising that drug and/or alcohol misuse and mental health needs require a disability rights-based response; iii) ensuring disabled parents have access to specialist advocacy during the assessment and intervention phases; 	Policy and Organisational Strategy	As above	As above	As above	Ongoing.
2(l)	<p>2(l) in implementing recommendations 2(j) and (k) above, closely consults with and actively involves disabled people, their whānau and organisations that represent disabled people, as well as other relevant agencies within the system;</p>	Policy and Organisational Strategy	<p>Key Milestones are:</p> <ul style="list-style-type: none"> Establishment of an external advisory group (December 2021) 	<p>Oct 2020</p> <p>Initial contact has been made with both the Office for Disability Issues and the Ombudsman's Disability rights team. An engagement strategy will be developed in the coming months.</p>	<p>We are continuing to engage with the Disabled Peoples Organisation (DPO) coalition and Kāpō Māori to develop our rights-based practice framework. We will be looking to have further engagement, and a workshop with DPO and disabled people (including tāngata whaikaha Māori). This is also likely to include I.Lead, which is a youth with disabilities movement.</p>	Ongoing.

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

#	Recommendation 2 "Additionally, the Ministry:	Service line responsible	Deliverable and Key milestone(s)	Previous progress updates	Progress as of 31 July 2021	Estimated Completion Date
				<p>April 2021 As above.</p>	We are also meeting with our Māori Design Group to support an approach that is consistent with Te Ao Māori and have met with our Pacific panel.	
2(m)	2(m) ensures all parents have information about their legal rights, including information about accessing legal aid, in an accessible format	Policy and Organisational Strategy	Develop new resources for whānau to provide information about legal rights and accessing legal aid	<p>Oct 2020 Oranga Tamariki has partnered with Te Kopu Education and Research Limited to deliver the 'Te Korimako' legal education programme to iwi and Māori social service organisations who support vulnerable whānau around the country. The purpose of the training is to provide information and tools that can be used to assist whānau, hāpu and iwi who come to the attention of Oranga Tamariki and the Family Court. The education is designed to ensure that, wherever possible, tamariki Māori remain in the care of their own whānau, hāpu and iwi.</p> <p>A new resource has been developed by Legal Services to provide families and whānau with information about legal aid, how to find and access a family lawyer, and linking to the Te Korimako resource page. This is likely to be ready for publication late 2020/early 2021.</p> <p>Jan 2021 New resource completed and set for distribution week of 1 February 2021.</p>	<p>The new resource has been distributed and is now in use. It is available in both Te Reo and English and provides families and whānau with information about legal aid, how to find and access a family lawyer, and links to the Te Korimako resource page.</p> <p>The resource is provided to all whānau when they are served court documents and should be provided at any time of engagement.</p>	Completed
2(n)	<p>2(n) develops specific policies and procedures for the process of removing newborn pēpi, once section 78 interim custody orders are granted, that:</p> <p>i) ensure, to the fullest extent possible, planning, communication and information sharing with parents, whānau, DHBs and midwives;</p> <p>ii) ensure, to the fullest extent possible, the removal of pēpi takes place in a manner that reflects ngākau maharatanga me te ngākau aroha, a period of quality time that encompasses consideration, empathy, sympathy and love; minimises trauma; and provides parents and whānau with support and clear information on next steps;</p> <p>iii) explicitly recognises the right of pēpi to be breastfed consistent with the United Nations Convention on the Rights of the Child, as well as guidance from the World Health Organization and the Ministry of Health;</p>	Professional Practice Group and Policy and Organisational Strategy	<p>Key Milestones are:</p> <p><u>Recommendation 2(n)(ii):</u></p> <ul style="list-style-type: none"> Development of guidance on strengthening our response to newborn and unborn pēpi (July 2021) <p><u>Recommendations 2(n)(iii) and (iv):</u></p> <ul style="list-style-type: none"> Development of breastfeeding guidance (May 2021) <p><u>Recommendation 2(n)(v):</u></p> <ul style="list-style-type: none"> Report to Minister (July 2021) Report to Minister (20 July 2021) 	<p>Oct 2020 See progress update in relation to recommendation 2(d) in respect of 2(n) (i)-(iii) Scope has been confirmed for reviewing breastfeeding guidance. Consultation has been completed with Hospital Liaison Practice Leaders. It is anticipated that this guidance will be completed by June 2021.</p> <p>April 2021 Recommendation 2(n)(i) is being addressed by the work underway in relation to the new schedule with Health, DHB's and Police (set out in rec 2(d)). Recommendation 2(n)(ii) is being addressed in the work in relation to the new Schedule, in the breastfeeding guidance and in the new emergency pathways guidance. Recommendations 2(n)(iii) and (iv) are being addressed in the new breastfeeding guidance. This</p>	<p><u>Recommendation 2(n)(i)</u> is linked to the work set out in recommendation 2(d). The guidance developed for recommendations 2(n)(ii), (iii) and (iv) also touch on this recommendation.</p> <p><u>Recommendation 2(n)(ii)</u> has been addressed in the new guidance on strengthening our response to unborn and newborn pēpi, which is live on the Practice Centre.</p> <p><u>Recommendations 2(n)(iii) and (iv)</u> have been addressed in the new breastfeeding guidance, which is live on the Practice Centre.</p> <p><u>Recommendation 2(n)(v)</u> is linked to the work set out in recommendation 2(i) – whānau-centred supports. A September 2021 Cabinet report back will focus solely on the whānau support work (as per Cabinet direction).</p>	<p><u>Recommendation 2(n)(i)</u> September 2021</p> <p><u>Recommendations 2(n)(ii), (iii), and (iv)</u> Completed</p> <p><u>Recommendation 2(n)(v)</u> Ongoing. Anticipated final sign off date June 2022.</p>

HE TAKE KŌHUKIHUKI RECOMMENDATIONS – ORANGA TAMARIKI WORK PROGRAMME – July 2021

#	Recommendation 2 "Additionally, the Ministry:	Service line responsible	Deliverable and Key milestone(s)	Previous progress updates	Progress as of 31 July 2021	Estimated Completion Date
	<p>iv) reflect best practice to support breastfeeding;</p> <p>v) ensure appropriate therapeutic and other support is available to all parents who have had pēpi removed from their care; and</p>			<p>is the process of finalisation, expected completion June 2021.</p> <p>Recommendation 2(n)(v) will have guidance developed as the advocacy and support work set out in recommendation 2(i) progresses</p>		
2(o)	2(o) regularly audits case files to ensure compliance with policy and practice guidance.	Professional Practice Group	<p>Key milestones are:</p> <ul style="list-style-type: none"> • Confirm scope and engagement with the Office of the Ombudsman (October 2020) • Detailed questionnaire and sampling methodology design and testing (December 2020) • First round of case file audit completed (February 2021) • Insights generation and reporting from first round of case file audit (March 2021) 	<p>Oct 2020</p> <p>Scope confirmed.</p> <p>April 2021</p> <p>First case file review was completed in March 2021. This was an audit of all s78 care entries for unborn and newborn pēpi between Sep-Dec 2020. An Insights Report was presented to operational and strategic leaders, including the CE, in May 2021.</p>	This case audit process is now BAU and will feed into the public reporting requirements of recommendation 1(f).	Completed

#	Recommendation 3	Service line responsible	Deliverable and Key milestone(s)	Previous progress updates	Progress as of 31 July 2021	Estimated Completion Date
3	3) The Ministry reports back to me on its achievement of recommendations 1 and 2 on a quarterly basis for the next year, with the first report by 4 November 2020.	Governance and Engagement	<p>Reports due:</p> <p>4 November 2020</p> <p>4 February 2021</p> <p>4 May 2021</p> <p>4 August 2021</p>	Completed	Completed	Completed