

# Annual Report

2021/22


CREATING IMPACT, REIMAGINING FUTURES

**BERRY  
STREET**

Believing In  
Children,  
Young People,  
Families &  
Their Future.




## Acknowledgement of Country



Berry Street is committed to the principles of social justice. Berry Street acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands, skies and waterways across Australia. We pay our respects to Aboriginal and Torres Strait Islander Elders past and present.

We acknowledge Elders as holders, protectors and educators of Aboriginal and Torres Strait Islander cultures. We pay respect to the emerging Elders and support the Aboriginal and Torres Strait Islander children and young people in our care to connect to their cultures, countries and communities.



Berry Street recognises that sovereignty was never ceded and acknowledges the continuing impact colonisation has had on Aboriginal and Torres Strait Islander peoples to date. We commit to ensuring all staff understand our true history, as an organisation and country, and recognise the importance of acknowledging the Traditional Custodians of the lands in which we operate.

UU UU UU UU



## Contents

President & CEO Report	2
Broad services, deep impact	4
Take Two	5
Tuning in to Kids® and Tuning in to Teens™	6
Teaching Family Model	7
Multisystemic Therapy	8
Berry Street School	9
Fearing Less thanks to Triple P	10
Family Violence Services	11
Berry Street Strategic Plan 2019–2022	12
Our reconciliation journey continues	14
Children and young people leading change in their own right	15
A reimagined future for Malak Primary School students	16
GOALS program helps Tyler find himself and thrive	17
Mother Infant Village turns young mother’s life around	18
Financial reports	19
Thank you	22
A legacy to break the cycle – a Berry Street bequestor	24
In conversation with MRB Foundation Trustees	25
The Berry Street Story	26
Snapshot	28

## President & CEO Report

# Delivering a Reimagined Future



Dr Joanna Flynn AM  
President



Michael Perusco  
CEO

This year, we've continued our work to keep families safely together and improve the lives of children, young people and families through our evidence-based, trauma-informed programs. Amongst the upheaval of recent years, this work is more important than ever.

We've seen how COVID-19 continues to exacerbate existing inequities, and we've also seen increasing social and financial pressures and worsening mental health for families across all our services. More children were removed from their families and excluded from school, and we became more aware of the levels of family violence in our communities.

But this only strengthened our resolve to continue our work to courageously change lives and reimagine the child and family services system so that children, young people and families get the support they need before it's too late. We've shown resilience and a deeply held belief that we can help those we work with to heal, connect and be safe, hopeful and thriving. Our staff have continued their work, unwavering in their pursuit of better outcomes through evidence-based approaches. And we're proud to see that commitment reflected in the deep

impact our programs are having in these challenging times.

This year's report highlights some of those programs and the impact they're having. These are programs that focus on healing trauma, addressing family violence, providing safe homes, trauma-informed education and proactive care for families and communities.

They include Multisystemic Therapy (MST), Tuning into Kids® and Tuning into Teens™, the Teaching Family Model, Take Two and the Berry Street School.

We've seen improved family relations and school attendance, substance use reduction, and improved ability for parents to respond to their own and their children's emotions. We've also seen reductions in children's symptoms of post-traumatic stress disorder and challenging behaviours, stabilised and improved mental health, and young people successfully returning home from residential care.

This year's report is also a celebration of the unique culture of Berry Street – one we hope extends from our workplaces through to our supporters and the partnerships we forge with each other and across the sector. It is characterised by a genuine commitment to learning from the past and being guided by voices of lived experience, as well as a daily enactment of our values of courage, integrity, respect, accountability and working together. We believe these values and this culture have been fundamental in helping us navigate the uncharted waters of the last few years, and deserve to be celebrated.

We also report this year on the completion of our 2019–2022 Strategic Plan. This time has seen significant change and internal reform at Berry Street, including the establishment of a new Executive Team in 2019. As we prepare for the development of the 2023–2026 plan, we reflect on what we've achieved over the past few years towards our goals of reimagining the

future, making an impact, supporting our people, and future growth and sustainability. As we look to the future, we look forward to realising the benefit and value of the reform we've undertaken so that we can grow our service offering and be positioned as a provider of choice in child and family services and education.

Our reconciliation agenda has also made significant progress this year. We completed our Reflect reconciliation action plan, launched our Bagung Ngarrgu digital workplace, opened our new Central office – which strongly features culture and reconciliation – and continued our Cultural Plan project. We are pleased that this year's report outlines this progress too.

Finally, we have also seen the Y-Change social and systemic change platform for young people continue in their powerful advocacy for meaningful change in the sector this year – with an even stronger focus on mental health as well as family violence and the impact this has on children and young people. As ever, the team fearlessly and eloquently use their voices of lived experience to fight for real and sustained change for the children and young people we work alongside.

Last year, the ability to change and adapt was a theme that ran through everything we did. This year, we proudly report how this adaptability, combined with our culture and values have guided us through one of the most challenging times we've faced together to have life-changing impact on the children, young people and families we work with.

To all our staff, partners and supporters – thank you for your enduring efforts to deliver a reimagined future for children, young people and families.



# Broad services, deep impact

Berry Street works with thousands of children, young people and families every year to help them recover from the effects of abuse, trauma and neglect. We do this through evidence-based services and programs that span healing from trauma, addressing family violence, providing safe homes, trauma-informed education and proactive care for families and communities.

The following pages showcase the deep impact of some of these programs.

# Take Two



**Berry Street's Take Two program is the leading trauma-specific therapeutic service for vulnerable babies, children and young people in Victoria. It uses clinical frameworks, neurobiological research and evidence-informed approaches to help address the mental health impacts on children of the trauma they have experienced from abuse, neglect or adverse experiences.**

This year, Take Two worked with 1,751 families for an average of 14 months each.

## TAKE TWO'S IMPACT

Take Two recently analysed outcomes data from 2,105 children and young people who had received intensive Take Two services between 2017 and 2021. The results show what we are lucky to see every day – the life-changing impact Take Two is having on children and young people.

### Improved mental health

90% of the young children Take Two worked with were experiencing moderate or severe symptoms of post-traumatic stress disorder (PTSD) when they began receiving services. These included flashbacks, not sleeping, high anxiety, anger and symptoms of depression. **After they had finished receiving Take Two services, more than 80% were experiencing stabilised or improved mental health.**

*This year,  
Take Two worked  
with 1,751 families for  
an average of  
14 months each.*

## CHILD PARENT PSYCHOTHERAPY

One of Take Two's approaches is Child Parent Psychotherapy (CPP), an evidence-based therapy for young children who have experienced family violence. 56 families received CPP in 2022 from Take Two clinicians, with 32 receiving services through the **Restoring Childhood** program.

### Two stories of impact

Maya\* was assessed using the Ages & Stages Questionnaire (ASQ). Her communication skills at 14 months old were lower than 90% of her peers, and her personal-social skills lower than 84%. After CPP, her communication skills at 27 months old had improved so much they were assessed as average. Her personal-social skills also improved and were assessed as above average.

James\* and Mariam\* were assessed using the Trauma Symptom Checklist for Young Children (TSCYC). James was experiencing many more difficulties with anxiety, mood, intrusive thoughts, avoidance of stressful situations and feeling stressed than their same age peers. Following 8 months of CPP, their levels of anxiety and mood were only slightly different to other children of the same age, and their intrusive thoughts were no different to other children of the same age.

Mariam was experiencing more anger and avoidance behaviours than others of the same age when she started CPP. After 7 months, she was no longer experiencing any symptoms compared with other children of the same age.

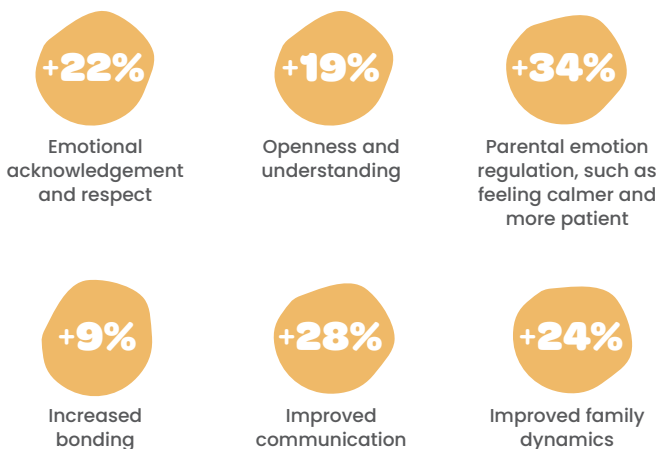
# Tuning in to Kids® and Tuning in to Teens™



**Tuning in to Kids® and Tuning in to Teens™ are parenting programs that provide skills in emotion coaching, focusing on the connection between parents or carers and their children. Berry Street delivers the programs in Gippsland in partnership with the Victorian Aboriginal Child Care Agency (VACCA) and the Mindful Centre for Training and Research in Developmental Health.**

Overall program data and feedback is strongly positive, indicating improvements in parents' ability to respond to their own and their children's emotions. Parents also see positive changes in family relationships and reductions in children's challenging behaviours.

Qualitative data from 122 parents from 25 groups who took part in the programs between February 2018 and August 2021 also showed positive results. 72% of parents reported that emotion coaching was "easy" or "very easy" to understand, and half reported it was easy to practise at home. They also noticed a range of relational and communication improvements, with 96% in groups surveyed giving strongly positive feedback. Those parents reported positive changes in areas like:



*72% of parents reported that emotion coaching was "easy" or "very easy" to understand, and half reported it was easy to practise at home.*





# Teaching Family Model



**For children and young people who have experienced significant trauma, traditional out-of-home care doesn't always provide the right support. The Teaching Family Model (TFM) offers a way of caring for them in a family-style setting, where they learn new behaviours by observing others. TFM is an evidence-based practice backed by more than 40 years of research.**

Our Teaching Family Model Practitioners care for a group of up to 4 children and young people in a home, providing support 24 hours a day. We are seeing exceptional results from our 9 Berry Street TFM houses so far and are continuing to transition all our therapeutic residential care homes to the model.

We are also committed to embedding reconciliation at every step. This year, we began naming homes in traditional Aboriginal language. We were honoured to engage with Elders through the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and have Auntie Gail gift us home names in Woi Wurrung. This is an important milestone to honour the connection between land and language, particularly for Aboriginal children and young people in our care.

Due to the results we are seeing from TFM, we're doing all we can to scale it and achieve wider impact. So, while we remain the only accredited TFM organisation in Australia so far, we have begun sponsoring other organisations to become accredited too.

## POSITIVE RESULTS

TFM continues to show deep impact with children and young people increasing their family connections, engaging more in education or employment, and transitioning out back to family or lower levels of care.

## TRANSITIONING TO LOWER LEVEL CARE

This year, 40% of TFM participants moved onto family or a lower level of care. This is an exceptional result, far exceeding what we see in other residential care models.

## CANS PROGRESS

The Child and Adolescent Needs and Strengths (CANS) is a tool we use to assess how the children and young people in TFM are tracking across the course of their time in the program. We assess them against the following criteria: traumatic adverse childhood experience, traumatic stress symptoms, child strengths, life domain functioning, behavioural/emotional needs and child risk behaviours. CANS results this year show 62% of TFM participants experienced meaningful positive change.

## FAMILY CONNECTION

All young people in TFM homes have either increased or kept consistent connection with family this year: 28% reported keeping consistent connection, and 72% reported increasing family connection.

## EDUCATION

73% of young people in TFM homes are engaged in education or employment, with 21% of those being reengaged after disengagement.

*It's different here,  
better than my old resi.  
We make decisions  
together.*

TFM young person

# Multisystemic Therapy

**Multisystemic Therapy (MST) is a holistic, family and community-based intervention for young people at risk of entering, or who have recently entered, out-of-home care. It aims to keep families together and young people living safely at home, in school and out of the justice system. It is based on years of research, with practitioners using approaches like cognitive behavioural therapy and structured family therapy to work with young people and their families.**

This year we started implementing the program and 19 families completed MST with Berry Street. Of the young people in those families:

**84%**

are still living at home

**79%**

are in school or working

**79%**

are showing academic success

**80%**

of those referred due to substance abuse have reported reduced use of substances

The families themselves also achieved impactful results:

**68%**

had sustained change for 3 to 4 weeks at the end of their program

**89%**

had improved support networks, a significant factor in supporting sustained change

**79%**

of parents demonstrated improved family relations and skills to handle future problems



## SCHOOL ATTENDANCE UP BY 90%

MST practitioners work with young people, their parents and carers, and the school system. This includes sharing behaviour plans and thinking through how systems can work together to support a young person's attendance and positive behaviours at school. For young people who participated in MST this year, this resulted in their school attendance improving by up to 90%.

**The Berry Street School is a specialist independent school for students from years 7 to 12, with campuses in Narre Warren, Morwell, Shepparton and Ballarat. Its vision is for all students to have a high-quality education where they thrive, achieve and belong.**

Students at the school are supported with their learning and wellbeing through the trauma-informed Berry Street Education Model (BSEM) – a model Berry Street also brings to schools across Australia through its BSEM training.

As of August 2021, 197 students were enrolled at the Berry Street school across the 4 campuses. This is a 7% increase from 2020.

20.3% of Berry Street School students are Indigenous, up 4.3% from last year.

This year, the school implemented its first Reconciliation Action Plan (RAP) through Narragunnawali, committing to respectfully embedding Aboriginal and Torres Strait Islander cultures within classrooms.

### GROWTH ACROSS LITERACY AND NUMERACY

The tables below show Berry Street School students' growth in literacy and numeracy skills in 2021. This was assessed using a consistent set of standards as a benchmark, with one unit of growth representing a year of expected progress.

Despite the challenges of Covid which have impacted some of our campuses, there was an average growth of more than one year in both literacy and numeracy across the whole junior school, as well as progress up to the equivalent of 1.5 years in some areas.

#### Literacy Growth

Campus	Sample size	Average growth
Narre Warren	24	0.83
Morwell	44	1.19
Shepparton	21	1.1
Ballarat	15	0.86
Whole Junior School	104	1.04

#### Numeracy Growth

Campus	Sample size	Average growth
Narre Warren	7	1.49
Morwell	23	0.89
Shepparton	8	1.33
Ballarat	12	0.91
Whole Junior School	50	1.05

#### Senior secondary learning opportunities

Senior students at the Berry Street School took up a broad range of learning opportunities in 2021. 90 enrolled in the Victorian Certificate of Applied Learning (VCAL) and 75 in accredited vocational education and training (VET) units of competency (with 67 successfully completing accredited courses).

25 students successfully completed VET qualifications, 31 participated in workplace visits and 17 in work experience placements. 9 students participated in Structured Workplace Learning and 25 students took up volunteering opportunities.

# Fearing Less thanks to Triple P



**Berry Street's Positive Parenting Program – or Triple P – is an evidence-based program offering parents simple, practical strategies to build strong, healthy relationships, manage their children's behaviour and increase family harmony. As demand for services increased over lockdowns, Triple P started delivering the program online, with participants given resource packs to support learning at home.**

## FEAR LESS

In 2021, Berry Street became the first agency in Australia to deliver Triple P's 'Fear Less' program. Fear Less is a parenting support program that teaches new cognitive behavioural strategies for anxiety management in children and young people aged 6–14 years. This was especially important as COVID-19 and extended lockdowns impacted families and resulted in more children and young people experiencing higher levels of anxiety and fear.

In total, 289 families were supported by Fear Less via seminars, support groups, and via one-to-one services.

## REDUCED STRESS AND GREATER FAMILY COHESION

Fear Less has shown promising results, with participants reporting reduced parental stress, shifts in family dynamics and reduced anxiety levels and avoidant behaviour. Participants also reported that the flexible delivery – such as online sessions at lunchtime – meant they could participate when they otherwise would not have been able to.

The program has also seen increased engagement from fathers. This increases the program's positive impacts, as it's been shown that when male parents are supported, it increases the chances of greater family cohesion and consistency from both parents in their approach.

## FEEDBACK DEMONSTRATES POSITIVE IMPACT

Fear Less participant survey feedback demonstrates the program's impactful results:

- **100%** strongly agree or agree that they would recommend the program
- **85%** strongly agree that viewing parents as key agents for change was helpful, and that they were better able to handle anxiety
- **85%** strongly agree or agree that their ability to handle their child's anxiety improved
- **71%** strongly agree or agree that their child's anxiety reduced
- **86%** strongly agree or agree that their ability to deal with their child's uncomfortable emotions improved; their confidence in responding to their child's anxiety improved; and they could set better examples to children of how to manage anxiety
- **100%** strongly agree or agree that their ability to encourage emotional resilience in their children improved
- **100%** strongly agree or agree that they were satisfied with the program overall

*"We received our resource pack yesterday and the kids were most pleased with the goodies inside. Thank you for that and for the effort you put into our weekly sessions. I am finding it very helpful; it has developed my awareness further when it comes to my interactions with the kids, their behaviours and my responses. Very grateful to be a part of the group!"*

# Family Violence Services



**Berry Street is the largest provider of family violence services in Victoria. A critical part of this work is The Orange Door, a free service for adults, children and young people who are at risk of, are experiencing or who have experienced, family and domestic violence or abuse. The service also assists families needing extra support with the care of children and was implemented as part of the Victorian Government’s response to the Royal Commission into Family Violence. It brings services together as a partnership so that individuals and families don’t have to go to multiple services or to retell their story multiple times to have their needs met.**

During Covid and post-lockdown periods, we saw a significant increase in the number of adults, children and young people needing family violence services. Berry Street operates The Orange Door, in partnership with other key service providers, in three areas across Victoria – Central Highlands, North Eastern Melbourne Area, and Hume Moreland which are the primary intake points for our family violence support. The service is helping address the enormous need for family violence services across the state.

The Orange Door Area	Central Highlands	Hume Moreland (Feb-June)	North Eastern Melbourne
Berry Street Service Hours	19,283	6,498	32,517
Berry Street Cases	3,975	2,270	7,907

*We have led the sector with our work, influenced the Royal Commission and have continued to drive change and reform in our sector so that we can keep victim survivors safe and hold perpetrators accountable.*

James Stubbs – Regional Director, Berry Street Northern team



**Berry Street believes that children, young people and families should be safe, hopeful and thriving.**

Despite the challenges of recent years, we have continued to achieve our strategic goals while making an impact on the lives of children, young people and families.

Together, we have advanced our aspiration to courageously change lives and reimagine service systems. As we wrap up our 2019–2022 Strategic Plan and look towards our next, we can see just how much impact our work has had.

## ANNUAL PLANS 2019–2022

Berry Street's annual plans have driven the achievement of the strategic goals. Each year, a range of projects were designed and progressed, then monitored through quarterly reports to the Board. Below, we highlight some of those projects.

### STRATEGIC GOALS

#### Goal 1: Reimagine the Future

We will work with others to reorientate the child and family system towards early intervention and prevention

The outcome we were seeking for this first goal was increased federal and state government investment in prevention and early intervention services.

##### Our achievements

- Preparation of the Business Case for investment into Early Intervention and Prevention by Social Ventures Australia: "The economic case for early intervention in the child protection and out-of-home care system in Victoria"
- Completion of revised Social Ventures Australia Early Intervention Report to take account of COVID-19 impact
- Submission to the Victorian Royal Commission into Mental Health highlighting the case for investment into Early Intervention and Prevention
- Significant lobbying across Government to seek investment in Early Intervention and Prevention
- Government invests \$160m in Early Intervention services

#### Goal 2: Make an Impact

We will use the best knowledge available to deliver contemporary models of practice and measure their impact

The outcome we were seeking for this second goal was that by being measurably better at what we do, we will create positive and lasting change in the lives of children, young people and families.

##### Our achievements

- Selected and implemented key evidence-based models:
  - Teaching Family Model (TFM)
  - Multisystemic Therapy (MST)
  - SafeCare
  - Safe & Together Model
  - Child Parent Psychotherapy (CPP)
- Became the first accredited provider of the Teaching Family Model in Australia
- Family Violence Services attained Rainbow Tick Accreditation, demonstrating safe and inclusive workplaces and services for LGBTIQ+ community members
- Increased involvement of Y-Change, Berry Street's Lived Experience Consultants

*The Service User Voice Project is another project aiming to achieve Goal 2, and is on track to be completed by the end of 2022.*

### Goal 3: Support Our People

We will value our people and support them to ensure that together we courageously change lives

The outcome we were seeking for this third goal was that our people are highly engaged, connected, and have the skills and support to excel in their work.

#### Our achievements

- Further developed workforce policies and practices to provide a safe and supportive workplace
- Survey results showed staff felt safe, valued and supported during the COVID-19 period
- Developed better resourced Work Health and Safety function
- Released New Digital Workplace, with new platforms implemented to support remote service delivery and hybrid working
- Held Culture Conversations – Values workshops to further embed a values-based workplace
- Negotiated New Enterprise Bargaining Agreement

### Goal 4: Future Growth & Sustainability

We will be sustainable and responsive, build on our brand and form partnerships to better meet client needs

The outcome we were seeking for this fourth goal was our work is enhanced by improved infrastructure, resources and systems.

#### Our achievements

- Developed Berry Street's new Brand Strategy
- Developed and delivered Berry Street's first Reconciliation Action Plan (RAP), a Reflect RAP
- Established the IT Transformation Strategy
- Launched new Berry Street website
- Completed stage one of our Berry Street Story Telling Project to develop a succinct story of what we do and why we do it in order to more broadly engage our partners and stakeholders
- Developed business plan for Berry Street Education Model growth
- Implemented phase one of the new Client Management System



### Where to from here – our next strategic plan

The last three years have seen significant internal reform at Berry Street, in part due to COVID-19.

As we look towards our 2023–2026 Strategic Plan, we will have realised the benefit and value of this internal reform, so that we can further grow our service offering and be positioned as a provider of choice in child and family services and education.

Our Strategic Plan 2023–2026 addresses how Berry Street will advocate for, drive and implement reform in the systems on which children, young people and families rely for support so they are

effective, culturally safe and they do no harm. We will continue to rely on evidence – including the voice of lived experience – to inform this change. We will grow the organisation sustainably so we can scale and help more of those who need it.

Most critically, we will continue to support our people, to foster their strength and resilience, to equip them to perform at their best and to inspire them to courageously change lives.

# Our reconciliation journey continues

**Berry Street believes in justice and equity for all and is deeply committed to reconciliation. This includes being honest about our history and acknowledging historical injustice, while actively addressing the current injustice experienced by Aboriginal and Torres Strait Islander peoples. This year, we continued our reconciliation journey, with some key areas of progress highlighted below.**

## Completing our Reflect Reconciliation Action Plan

In November, we completed our first Reflect Reconciliation Action Plan (RAP), which included 47 actions over 12 months. Embracing Reconciliation Australia's program, we spent time understanding how we support Aboriginal and Torres Strait Islander peoples and reflecting on our reconciliation maturity and who we want to be.

We also acknowledge there is much work still to do. So this year, we begin our Innovate RAP – a 24-month commitment requiring partnerships with Aboriginal Community Controlled Organisations (ACCOs). It's important to note that while the Reflect RAP is complete, reconciliation at Berry Street is 365 days a year. We continue to operate under the RAP values and support new reconciliation opportunities.

## Berry Street School RAP

The Berry Street School is committed to creating a reconciled learning environment that embeds Aboriginal and Torres Strait Islander cultures in classroom and community while maintaining genuine relationships with Aboriginal and Torres Strait Islander communities local to each of its 4 campuses.

In November, the school launched its 2021–2022 RAP at an event led by students.

## Naming TFM homes in language

This year, we began naming our Teaching Family Model (TFM) homes in traditional language. Our Senior Manager Aboriginal Service

Development engaged with Elders through the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation. Following this, Aunty Gail gifted names in Woi Wurrung to Berry Street for the homes.

## Invasion Day

Berry Street acknowledged that 26 January, known as Australia Day, represents the day of invasion in 1788, along with two centuries of dispossession, theft, injustice, slaughter and suffering. As a mark of respect, staff could choose not to celebrate the day and work instead. Many staff dialled into an event hosted by Aboriginal staff to pay respects and mark the day for what it represents.

## Launch of Bagung Ngarrgu Digital Workplace

Bagung Ngarrgu is Woi Wurrung for 'Gather Knowledge.' Wurundjeri Elder Aunty Gail generously gifted Berry Street the name for our new digital workplace.

## New Central office

This year, we opened a new Central office in Richmond, which strongly features reconciliation and culture. The new office and the cultural ceremony that marked its opening are significant in our overall reconciliation journey.

*"This Cultural Ceremony was held for Berry Street's first office designed through the spirit of reconciliation. I feel ngurrabal, guwibanha and gulbalanha (love, warmth and peace) every time I walk through those doors."*

Sarah Dawson, Senior Manager Aboriginal Service Development

## Cultural Support Plan project

We continued our project to create a cultural support plan (CSP) for every Aboriginal and Torres Strait Islander child and young person in our care. The project is a reflection and review of current practice, systems and relationships to better understand how we can support a culturally safe environment where pride in identity can flourish.



# Children and young people leading change in their own right

**Berry Street's Y-Change initiative is a social and systemic change platform for young people with lived experiences of socioeconomic and systemic disadvantage. Y-Change Lived Experience Consultants advocate for meaningful and sustained change for (and with) children and young people across Victoria and beyond. This year, their work predominantly focused on family violence and mental health service system reforms, ensuring the voices and views of historically marginalised and unrepresented children and young people were central to system change efforts.**

## Amplifying the voice of children victim-survivors

In February, Y-Change and Take Two's Northern Healing and Recovery Program (NHARP) received funding from Family Safety Victoria to host a series of listening sessions to capture what is important to children and young people when experiencing family violence, and create an illustrated resource that could be used by sector practitioners.

Conversations covered the importance of listening to children and young people, changes they wanted to see in the system, the impact of family violence on their mental health, and what makes them feel safe and unsafe.

As Kirra, Y-Change Lived Experience Consultant and Youth Focused Peer Support Worker at the NHARP reflects, "Children and young people are rarely part of conversations about their experiences of family violence and hard times. We have important stories to share and by not hearing them, people are missing a massive part of the family violence narrative."

In April, Kirra presented the insights gained, as well as her own lived experience, at Family Safety Victoria's Inaugural Lived Experience Forum, *'More than our story: action, wisdom and change'*.

## National Plan to End Violence against Women and Children 2022–2032

Y-Change and Melbourne City Mission welcomed the opportunity to give feedback on the draft National Plan to End Violence against Women and Children 2022–2032. While commending the government on this focus, their feedback pointed out that young people had been overlooked by the plan. Their response highlights the importance of recognising children and young people not just as extensions of their caregivers, or 'secondary victims,' but as victim-survivors in their own right.

## Lived experience focus for the Quarterly Essay

In mid-2021 Dr Sarah Krasnostein, author of the Trauma Cleaner, met with a Y-Change Lived Experience Consultant to gain insight into mental health and how it is managed within our community, for her Quarterly Essay, *Not Waving, Drowning – Mental Illness and Vulnerability in Australia*.

Consultant Eliza\* shared her story with Sarah, revealing how she survived significant childhood trauma, the challenges of living with borderline personality disorder (BPD) and suicidal thoughts while navigating the complexities of the mental health service system as a young person. Berry Street is proud of Eliza and her advocacy work, and for sharing her story in such a way that illustrates what needs to urgently be done to fix our mental health system.

## Sector-first resource for practitioners supporting young victim-survivors

Y-Change and the peak body for specialist family violence services, Safe and Equal, co-produced a resource guide to help practitioners better support children and young people experiencing family violence. The guide covers topics such as 'Creating a safe and inclusive space' and 'See us as victim survivors in our own right'. Practitioners can use this guide by reading, reflecting on and coming back to the tips and practical activity ideas while working alongside children and young people.

## BERRY STREET EDUCATION MODEL (BSEM)

# A reimagined future for Malak Primary School students

**Malak Primary School in Darwin's northern suburbs is committed to providing a safe, supportive and positive learning environment. The Berry Street Education Model (BSEM) is proud to support the school and is excited to celebrate their success in implementing BSEM.**

Below, Principal Lorraine Evans generously shares her reflections<sup>†</sup> on the Malak experience of working with Berry Street and BSEM.

### The impetus for change

In 2016 when I joined the Malak team, behaviour and safety were the two key tasks of every adult. A good teacher was one who kept all their kids in class and didn't need help to manage threatening incidents. Learning was a last consideration, and academic results were on a downward trend. Teacher wellbeing and feelings of self-efficacy were diminished. I issued multiple suspensions for major behaviours in one school year. We couldn't keep things as they were – we had to change.

Four years ago, another principal and I held a mini-conference for all schools in my region on understanding the impacts of childhood trauma with a focus on how it impacts behaviour and learning. It had a profound effect and left our team saying, *"Now we know what trauma looks like, feels like and sounds like, and we see the barrier to learning it creates, what can we do to help ameliorate the impact?"* That led us to the Berry Street Education Model.

We have now embedded BSEM in our daily practice in all classrooms, offices, meetings and playgrounds. Through this whole-school approach, students know how to be 'ready to learn' physically, emotionally and in mindset, and teachers and staff know how to be 'present, centred and ready to teach.' Learning environments focus on building resilience, self-regulation, character strengths and learning stamina.

*This year BSEM has been implemented across 1,450 schools in Australia to increase engagement of students with complex, unmet learning needs and to successfully improve all students' self-regulation, relationships, wellbeing, growth and academic achievement.*

Every four years, Northern Territory schools have an external School Review. Malak moved from being labelled 'improvement needed' to a commendation, with the comment *"Malak Primary School presents as a calm and focused place to learn where caring and respectful relationships are recognised as the key to successful learning."* Suspensions have also become a rare event.

The school has been used as a national case study due to its improvement. Our 2021 Australian Early Development Census (AEDC) report showed significant change, with the percentage of students identified as being vulnerable on more than two domains dropping from 40.7% to 16.7%. BSEM has most certainly contributed to this change.

By adopting BSEM and our holistic suite of whole-school intervention efforts, we have created a safe space for a paradigm shift at the staff and whole-school level. It has helped us to recognise, understand and address the learning needs of children impacted by trauma. Our efforts continue to positively impact our school and will change the life-trajectory of our students.

<sup>†</sup> *This is a condensed version of a longer piece by Lorraine on our website*



# GOALS program helps Tyler find himself and thrive

**Now in his early 20s, Tyler\* had been living with his grandparents in kinship care since he was 18 years old. Unfortunately, like many young people with casual hospitality roles, Tyler lost his job in 2020 due to COVID-19. This was a significant knock to Tyler's confidence and put stress on his living situation with his grandparents.**

Tyler first heard about Berry Street's Going Out and Living Successfully (GOALS) program through a member of a local community program who thought it would be a good fit and give Tyler the opportunity to become more independent. Tyler agreed, and once accepted into the program, moved into one of the units in August 2020.

## GOALS supports young people to develop valuable life skills

The GOALS program in Gippsland provides support and accommodation for young people who are homeless, at risk of homelessness or about to leave out-of-home care. It helps young people who have experienced disadvantage to develop the skills and approaches they need to live independently.

Some of the young people in GOALS are studying and some are working part or full-time. With this focus on education and employment, young people stay in the program for up to 2 years while learning valuable life skills.

*"It's a great program that's helped me in a lot of ways. I came here with not much and needed the opportunity to grow independently to find myself as an adult."*

Tyler

## Tyler takes pride in his new home

As soon as he moved into GOALS, Tyler took pride in his unit and the communal space – he knew he could now call this home. Tyler can regularly be found mopping the floors or tidying the kitchen. He also prefers it if visitors and case managers take their shoes off at the door.

One of the skills Tyler has been learning in GOALS is how to create healthy meals on a budget. Working together, staff and the young people Tyler lives with have made a recipe book of nutritious meals for \$3 or less per meal. Tyler has really enjoyed creating delicious meals for the other residents and staff.

## Taking steps to become independent

Shortly after moving into the unit, Tyler got a part-time job with the support of the GOALS team. He also got his learner driver permit and is participating in the L2P Program with Berry Street, which matches young people with driving mentors from the community so they can gain the 120 hours of driving experience needed to get their P plates.

Tyler began saving up and has bought a second-hand car with his savings!

Tyler is a great role model for other young people in the program. He shows so much drive and commitment towards everything he puts his mind to. Tyler also demonstrates how support from programs like GOALS allows young people to feel safe and supported so they can thrive.

# Mother Infant Village turns young mother's life around

**The Mother Infant (MI) Village in Ballarat, Western Victoria, is a safe haven for mothers and children who have experienced family violence. The village offers both a day program and a residential village, and victim-survivors have access to a wide range of supports to help them heal and rebuild their lives.**

Katrina\* was 20 years old and 35 weeks pregnant when she moved into the MI Village. She was experiencing homelessness due to family violence and had been living in crisis accommodation at a motel.

## Mother and child find a safe home

Sadly, Katrina's childhood had been marred by significant family violence, and she had struggled with alcohol and drug use. Having been through the foster care system herself, Katrina was determined to raise her child in a safe and nurturing environment that they could call home.

Fortunately, Katrina was referred to the MI Village and moved into one of the safe units there.

## Katrina turns her life around at the Mother Infant Village

Since moving into the MI Village, Katrina has given birth to a beautiful baby.

The young family quickly settled into their new home, and Katrina focused on improving her parenting and communication skills, building her child development awareness and learning how to budget and cook.

Katrina has regularly attended Supported Playgroup (led by a qualified facilitator), a weekly mother and infant therapeutic program, participated in family violence counselling and joined a community cooking group.

She has also started learning to drive (through the L2P program with Berry Street) and attended additional classes held at the village, such as health and first aid workshops. Katrina has also started studying to secure a future career for herself.

\*The names of the children and the families we work with have been changed, and models are used in our photographs to protect their identities

## A role model for the residential village community

Katrina is a remarkable young woman, who has made a wonderful contribution to the MI Village community. She has become an inspiration for the other mums, including those in the day program.

Like all the residents at the MI Village, Katrina welcomed the support that came from being around other mums with similar lived experiences. In return, she was always available and willing to support others in the program in whatever ways she could, such as babysitting the other children or cooking a meal for a new family.

With the support of the MI Village, Katrina has been able to grow and develop a strong and nurturing relationship with her young child in a safe environment free from violence.

*The Mother Infant Village has turned my life around. Without the opportunities that have been offered to me, I saw a very different future for myself and my child.*

Katrina



## Statement of Profit or Loss and Other Comprehensive Income for the Year End 30 June 2022

	2022 \$	2021 \$
<b>Revenue</b>		
Revenue	156,876,895	157,084,380
Other income	(13,948)	191,292
<b>Total revenue</b>	<b>156,862,947</b>	<b>157,275,672</b>
<b>Expenses</b>		
Program expenses	(134,294,827)	(124,974,859)
Fundraising expenses	(3,334,077)	(3,250,810)
Strategic Initiative expenses	(4,086,316)	(4,424,482)
Administrative and Infrastructure expenses	(15,158,780)	(14,689,127)
Civil claims and Redress Scheme expenses	1,989,064	(933,580)
Fair value (losses)/gains on financial assets and liability	(2,983,280)	5,110,466
<b>Total expenses</b>	<b>(157,868,216)</b>	<b>(143,162,392)</b>
<b>(Deficit)/Surplus before income tax</b>	<b>(1,005,269)</b>	<b>14,113,280</b>
Income tax expenses	-	-
<b>(Deficit)/Surplus for the year</b>	<b>(1,005,269)</b>	<b>14,113,280</b>
<b>Other comprehensive income</b>		
Items that will not be reclassified subsequently to profit or loss		
- Gains on revaluation of land and buildings	-	1,567,189
<b>Total other comprehensive income for the year</b>	<b>-</b>	<b>1,567,189</b>
<b>Total comprehensive (deficit)/surplus for the year</b>	<b>(1,005,269)</b>	<b>15,680,469</b>
<b>(Deficit)/Surplus attributable to members of the entity</b>	<b>(1,005,269)</b>	<b>15,680,469</b>

The above Statement of Profit or Loss and Other Comprehensive Income is an extract of the full audited financial statements which are available on our website [berrystreet.org.au](http://berrystreet.org.au).

Statement of Financial Position  
as at 30 June 2022

	2022 \$	2021 \$
<b>Current assets</b>		
Cash and cash equivalents	26,010,632	30,908,505
Trade and other receivables	3,613,456	2,292,191
Other Assets	2,400,018	2,792,755
<b>Total Current Assets</b>	<b>32,024,106</b>	<b>35,993,451</b>
<b>Non-current assets</b>		
Financial Assets	41,003,209	37,015,834
Property, plant and equipment	15,000,162	13,424,217
Intangibles	903,545	602,206
Right-of-Use Assets	13,432,438	10,794,487
<b>Total Non-Current Assets</b>	<b>70,339,354</b>	<b>61,836,744</b>
<b>Total Assets</b>	<b>102,363,460</b>	<b>97,830,195</b>
<b>Current liabilities</b>		
Trade and other payables	17,825,451	15,649,779
Contract Liabilities	10,135,974	9,210,253
Lease liabilities	3,252,335	2,882,612
Short term provisions	7,763,189	8,186,840
<b>Total Current Liabilities</b>	<b>38,976,949</b>	<b>35,929,484</b>
<b>Non-current liabilities</b>		
Lease Liabilities	11,212,006	8,968,881
Long term provisions	2,147,796	5,098,401
Financial Liability	4,698,549	1,500,000
<b>Total Non-Current Liabilities</b>	<b>18,058,351</b>	<b>15,567,282</b>
<b>Total Liabilities</b>	<b>57,035,300</b>	<b>51,496,766</b>
<b>Net Assets</b>	<b>45,328,160</b>	<b>46,333,429</b>
<b>Equity</b>		
Retained earnings	40,108,432	41,113,701
Land and buildings revaluation surplus	5,219,728	5,219,728
<b>Total equity</b>	<b>45,328,160</b>	<b>46,333,429</b>

The above Statement of Financial Position is an extract of the full audited financial statements which are available on our website [berrystreet.org.au](http://berrystreet.org.au).

## Statement of Cash Flows for the Year End 30 June 2022

	2022 \$	2021 \$
<b>Cash flows from operating activities</b>		
Receipts from operating activities	154,658,379	176,541,835
Interest received	60,221	82,658
Payments to suppliers and employees	(147,825,297)	(153,264,736)
Lease payments for short term leases	(1,049,881)	(735,087)
Lease payments for leases of low value assets	(949,459)	(873,193)
<b>Net cash provided by operating activities</b>	<b>4,893,963</b>	<b>21,751,477</b>
<b>Cash flows from investing activities</b>		
Interest received	16,427	8,485
Dividends received	785,906	503,346
Proceeds from sale of property, plant and equipment	21,343	265,628
Payments for property, plant and equipment	(2,312,463)	(727,146)
Payments for intangible assets	(423,676)	(624,701)
Proceeds from sale of investments	3,703,760	7,744,495
Payments for investments	(10,370,342)	(8,513,427)
<b>Net cash used in investing activities</b>	<b>(8,579,045)</b>	<b>(1,343,320)</b>
<b>Cash flows from financing activities</b>		
Proceeds from loans and borrowings	3,500,000	1,500,000
Interest paid (loan)	(54,842)	-
Lease payments (principal and interest)	(4,657,949)	(4,693,717)
<b>Net cash used in financing activities</b>	<b>(1,212,791)</b>	<b>(3,193,717)</b>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<b>(4,897,873)</b>	<b>17,214,440</b>
Cash at the beginning of the financial year	30,908,505	13,694,065
<b>Cash at the end of the financial year</b>	<b>26,010,632</b>	<b>30,908,505</b>

The above Statement of Cash Flows is an extract of the full audited financial statements which are available on our website [berrystreet.org.au](http://berrystreet.org.au).

# Thank you

Berry Street couldn't do our important work without our valued supporters, including our philanthropic partners, corporate sponsors, community fundraisers, individuals, and the research and educational partners who so generously support our work.

Thank you for helping us continue to work together to ensure children, young people and families can be safe, thriving and hopeful.

## PHILANTHROPIC PARTNERS

Adrian & Candice Field

Australian Communities Foundation

Australian Philanthropic Services Foundation

B B & A Miller Foundation

Bokhara Foundation

Brian M Davis Charitable Foundation

Brown Family Foundation

Cooper Investors

Dimmick Charitable Trust

E B Charitable Trust

Eirene Lucas Foundation

Elizabeth Lewis-Gray

Equity Trustees Limited

Fade To Black Foundation

Fiona Crosby

Frank Nagle

Gillian Dahlsen

Goodman Family Foundation

Helen Macpherson Smith Trust

Jacobsen Family Foundation

James Kelly

James N. Kirby Foundation

Joan & John Grigg

John T Reid Charitable Trusts

Johnson Family Foundation

Kamener Foundation

Leo and Mina Fink Fund

Malcolm & Pat Chestney

Margaret S Ross AM

Mark Boughey

Mary & Graham Slade Family Foundation

MRB Foundation

Newsboys Foundation

Nigel & Patricia Peck Foundation

Parker Foundation

Peter Salisbury

Pettet Family Foundation

Lady Primrose Potter

Rita M Andre

RobMeree Foundation

Rose Robertson

Shalini Amukotuwa

Springboard Endowment

Susan Esselmont

The Antipodean Family Foundation

The Baker Foundation

The Charles Pellegrino Foundation

The Flora & Frank Leith Charitable Trust

The Gaudry Foundation

The Hoffman Foundation

The Michael Hurley and Eileen Sheehan Memorial Fund

The Miller Fund, a sub-fund of Australian Communities Foundation

The Peel Fund, a sub-fund of Australian Communities Foundation

Veith Foundation

Virginia Morrison

Ward-Ambler Foundation

Wendy Sammells



## **CORPORATE SUPPORTERS**

ANZ

Bowery Capital

EnergyAustralia

Herbert Smith Freehills

Lonsdale Solutions

MC Labour

Quadpack

Smartgroup

The Good Guys

Westpac Group

Windsor Management  
Insurance Brokers

## **GIFTS IN WILLS**

Estate of Shirley Therese  
Nanscawen

## **GROUPS & ORGANISATIONS**

Academic Media

Banksia Gardens Community  
Services & Northern Centre  
for Excellence in School  
Engagement

City of Darebin

Department of Families, Fairness  
and Housing

Jessica Kingsley Publishers

McAuley House

New South Wales Department  
of Education

New South Wales Primary  
Principals Association NSWPPA

New South Wales Deputy  
Principals Association NSWSDPA

Our Place

Queensland Department  
of Education

QSPA- Queensland Secondary  
Principals Association

QASSP- Queensland Association  
of State School Principals

School Focussed Youth  
Services (SFYS)

Social Ventures Australia

South Australia Department  
for Education

Steiner Education Australia

Teach For Australia

Victorian Aboriginal  
Childcare Agency

Victoria Department  
of Education

Victoria Department  
of Treasury

## **SCHOOLS, UNIVERSITIES & INSTITUTIONAL PARTNERS**

Associate Professor Helen  
Stokes and the University  
of Melbourne Graduate  
School of Education

Associate Professor Judith  
Howard and Queensland  
University of Technology

Australian Association for  
Flexible and Inclusive  
Education

Catholic Education Diocese  
of Rockhampton

Catholic Education South  
Australia

Catholic Education Western  
Australia

Deakin University

Griffith University School  
of Education

Independent Schools Victoria

La Trobe University Nexus  
Programme

Victoria University



## Inspired giving

# A legacy to break the cycle – a Berry Street bequestor



**Dr Diarmuid McCoy is a Specialist Pain Medicine Physician working in Geelong. He is married with three children. Originally from Ireland he qualified in medicine at University College Cork. He originally specialised in Anaesthesia but changed to chronic pain after spending time at Flinders University in South Australia. He is a lecturer at University Medical School Deakin and a co-founder and clinical director of Pain Matrix Geelong and Melbourne. In his spare time, he cycles, sails and has an interest in fountain pens and watches. Diarmuid believes that supporting voluntary and not-for-profit community enterprises is essential.**

### What does it mean to you leaving a gift/legacy in your Will?

I have had a privileged upbringing and a successful, comfortable life. I've now got to the stage of my life where I'm still in good health, able to work full-time and I neither need or want for anything. I feel it's everyone's duty to contribute to our community and society. Donate blood, volunteer for a club or organisation, donate if you can. I can and therefore I truly believe it is my obligation.

### Why does Berry Street resonate with you?

The measure of a society is how it treats and supports its most vulnerable. Among the clients of Berry Street there may be a genius, an inventor, a statesman/woman. We cannot allow that potential to be 'wasted in the desert air'. It's our responsibility. It's my responsibility.

### How did you find the process of leaving a gift in Will to Berry Street?

Easy. Just ask. Look at the website, drop them an email or phone.

### What interests you most about Berry Street?

They never give up trying to help people. They never stop providing support. They're trying to break the cycle of disadvantage and neglect – I believe it will pay huge dividends.

### What would you like to pass on to our future generation of children?

A feeling of being valued, a feeling of hope, a feeling of worth and a desire to keep trying for more. In doing so it may inspire, encourage, or progress an individual and their community. Then we all benefit.

# In conversation with MRB Foundation Trustees

**Our purpose at Berry Street is that we believe children, young people and families should be safe, thriving and hopeful – and our generous philanthropic partners are key to helping us achieve it.**

**Below, Janet Buxton and Danielle Fergus, trustees of MRB Foundation, tell us about what inspires them to give, and what drew them to supporting Berry Street.**

## What inspires you to give?

We believe that if you are lucky enough to find yourself in a fortunate position in life, there is something compelling you to share your good fortune. There is also a great desire to try to improve the lives of others and create a more positive and equitable society for everyone.

## What are you hoping to see as a result of your philanthropy?

To improve our society with better health, education, exposure to the Arts, a healthier planet and kindness to our animal friends will create a world we would all choose to live in. On a micro level, seeing results from donations annually shows how our contributions have made real differences.

Dame Elizabeth Murdoch said it well when she said its perfectly easy to give away money when you're rich. It's the commitment to a cause that makes the difference. We would like to believe we are committed to the causes we support to effect change.

## How would you describe what giving/philanthropy feels like?

Like a huge privilege. So many people scrape by to survive each week, and we find ourselves in the position of having funds to donate. This is a huge privilege that is not lost on us. Seeing the results of donations shows how the passion in our group can create change.

## Why is it important to you to involve your family, especially the younger, next generation of Buxtons, in your gift decision-making?

We believe it's important to engage the younger members of the family early on so they can appreciate how fortunate they are, recognise the difficulties in our society and find a cause they can be passionate about. This may be different for each member, but we need the debate on how to best effect change and therefore where donations are directed. Also, they will ultimately be the foundation's custodians, so we need to all work together to ensure a common vision.

## What interests you most about Berry Street?

That you work with children. Children are our future, and we see that working with children and young people from challenging backgrounds, trying to change their prospects with support, care and education, has real outcomes for their and our shared futures. We believe this is hugely important.

## Where do you think your interest in giving came?

Personally I (Janet) did not grow up with a wealthy family. They would always make small donations where possible, but giving time rather than money was more possible.

Michael Buxton is the founder of the MRB Foundation, and he has educated all the family in the importance of giving and finding the passion to be involved.

## What would you like to pass on to our future generation of children?

A sense of hope for society and humanity. For us, feeling that we can be a small part of that change through giving is probably our best way to do this.

# The Berry Street Story

Who we are and where we're going

**At Berry Street, we believe in children, young people, families and their future – and that they should be safe, thriving and hopeful. But we know the coming years hold big challenges as we see ongoing growth in the demand for our services.**

As we move into the future, we want to see fewer children in out-of-home care and more children safe with their families who know how to nurture and support them. We want vulnerable learners connected to appropriate education so they can reach their potential in life. And we want less family violence in our communities, and more support for victim-survivors to recover.

## It is time for change

Across all our services, we're seeing the increased impact of social and financial pressures, family violence and worsening mental health. The impacts of the pandemic have added to the pressures already felt by vulnerable children and families.

1 in 4 young Australians meet the criteria for psychological distress, and 15–24 year olds have a higher proportion of mental and behavioural conditions than any other age group.\*† Those who are struggling at school continue to be left behind, and the number of children removed from their homes by Child Protection continues to increase.

Meanwhile, most support systems only kick in when families reach crisis point. This system is failing our children and young people, and pushing our staff and carers to their limits.

We need programs and services that support families and individuals before they reach crisis, and we need to work closely with partners and funders to deliver these approaches as effectively and widely as possible.

The last few years have sparked important conversations about the way we work, live and support each other – and it is time for change.

## Positioned for change

Berry Street was founded on leading social and systemic change. We began in 1877, when a group of courageous women defied the social norms of the day to care for mothers and babies who had been abandoned.

We acknowledge the mistakes we have made as an organisation in the past, and as a result we continue to question and evolve our ways of working, listening to the voices of lived experience.

We respond to challenges around us by exploring the best research and evidence and continuing our journey to integrate the voice of lived experience. The influence and breadth of our work, alongside our independence, position us to lead meaningful change.

\* Seven year Youth Mental Health Report, Mission Australia, 2012–2018

† National Health Survey, Australian Bureau Statistics, 2017–18

## OUR APPROACH

The good news is there has never been greater awareness of the importance of addressing trauma, and we now have evidence-based approaches that have been tried and tested.

Our core programs use these approaches, and we'll continue to grow them to have more impact.

### Healing trauma

We will increase our work with children to address lasting impacts of trauma on their mental and emotional health.

Through our evidence-based, world-leading therapeutic services, we will help children recover and gain the tools and knowledge they need to lead healthy, happy lives. We'll grow our Take Two program, which works with all the people and systems around a child, as well as share our learnings and expertise to train others in trauma-informed approaches.

### Addressing family violence

Through our Family Violence programs we will continue to support adult and child victim-survivors. Through programs like Restoring Childhood, we help children and their caregivers make sense of the trauma they have experienced, so they can recover and feel safe again.

### Trauma-informed education

We will expand our education programs, including our Berry Street School, to help children achieve their full potential, particularly those with complex, unmet learning needs. Our Berry Street Education Model is training teachers in trauma-informed, strengths-based education, providing a sense of safety and connection to improve wellbeing and academic outcomes for all students.

### Proactive care for families and communities

Helping people earlier can create safe homes and connected communities, and help generations of families lead happy, healthy lives. Our Tuning into Kids® and Tuning into Teens™ programs provide parents and carers with skills in emotion coaching – recognising, understanding and managing their own and their children's emotions. When children develop these skills, they are better able to negotiate the ups and downs of life.

### Providing a safe home

We provide homes for children who are not able to stay safely with their families. But for children and young people who've experienced significant trauma, traditional out-of-home care doesn't always provide the right support. That's why we've rolled out the Teaching Family Model – the only evidence-based model of residential care worldwide. It offers an innovative way of caring for children and young people in a family-style setting. We're the first accredited agency in Australia to do this, and we want to expand and sponsor other organisations to do the same.

## Our people

Berry Street's success in all these areas depends on our people and their wellbeing. We will continue to find meaningful ways to develop a culture that aligns with our organisational values, so that staff and carers feel supported, and that they belong.

We know we can't do this alone. So, we will continue to develop partnerships with organisations who bring their own expertise and relationships. We'll keep building our reputation for transparency and accountability, for being a partner who listens to feedback and acts on it.

## Creating the future we imagine

Our work will continue to be informed and guided by the voice of lived experience. Families will have the support and connections they need to stay together safely and those who've experienced violence have the chance to recover.

With connection and belonging, children will be healthy, happy and free to engage in school – to learn, to achieve, and to create the future they imagine for themselves.

# Snapshot



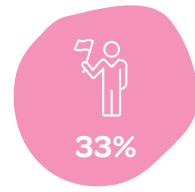
Staff



Average length of service



Senior leaders by gender: Female



Senior leaders by gender: Male



Residential homes



Teaching Family Model homes



School campuses



Foster & kinship carers

## Service user stats by type and region

Service Type	North	South	West	Hume	Gippsland	TOTALS
Out-of-home care	175	182	265	227	265	1,114
Case Management (Adolescent Support Program, Intensive Case Management Services, Case Management-Residential Care)	34	215	67	38	54	408
Education Services	753	145	256	1,255	206	2,615
Community Programs	0	0	0	0	1,300	1,300
Family Violence Support Services	8,470	0	1,097	0	0	9,567
The Orange Door Support and Safety Hubs	10,177	0	3,975	0	0	14,152
Young People	142	24	88	142	104	500
Parenting and Family Services	970	0	57	807	184	2,018
Take Two	0	0	0	0	0	1,751
Post Care Support	168	0	102	47	13	330
<b>TOTAL</b>	<b>20,889</b>	<b>566</b>	<b>5,907</b>	<b>2,516</b>	<b>2,126</b>	<b>33,755</b>

\* The names of the children and the families we work with have been changed, and models are used in our photographs to protect their identities.



Believing In  
Children,  
Young People,  
Families &  
Their Future.

---

We believe children, young people  
and families should be safe,  
thriving and hopeful.



*We respectfully acknowledge the traditional custodians  
of the lands, skies and waterways of Australia.*



*Berry Street is committed to the principles of  
social justice. Berry Street supports the LGBTIQ+  
community and celebrates diversity.*

[www.berrystreet.org.au](http://www.berrystreet.org.au)

© 2022 Berry Street



[www.berrystreet.org.au](http://www.berrystreet.org.au)