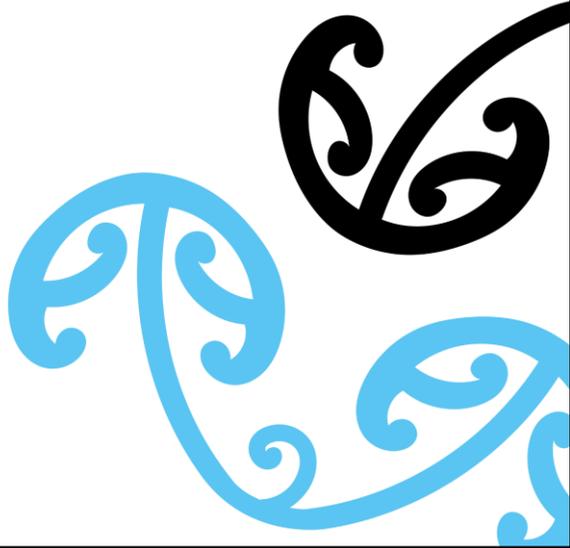


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Annual Review

2019/20



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Contents

- Children in care and the youth justice system – from 2017 to today
 - We have the lowest number of children entering care since 2004, and the lowest number in custody since the establishment of Oranga Tamariki
- Disparity for tamariki and rangatahi has reduced since 2017
- We are seeing reduction of children care and lessening of disparities
 - We have earlier and more intensive support, as well as new services and partnerships delivering higher quality services
- There have been significant shifts both externally and internally in the way we commission work and how we work with iwi/Māori

We have the lowest number of children entering care since 2004, and the lowest number in custody since the establishment of Oranga Tamariki

| | F2016/17 | F2019/20 | Calendar year 2020 |
|---|----------|----------|--------------------|
| Individual children entering into care | 2,315 | 1,283 | 1,112 |
| Children in care and protection custody | 5,708 | 5,964 | 5,613 |
| Young people in youth justice custody | 187 | 96* | 110 |

Notes

The age for care was raised on the 1 April 2017

*The age for youth justice was raised on 1 July 2019 and therefore 17 years olds are counted in 2019/20 and Calendar year 2020 but where not in F2106/7. Raising the age for youth justice resulted in a 26% increase in volume. Calendar year 2020 75 young people 16 and under.

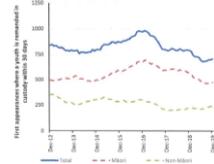
Disparity for tamariki and rangatahi has reduced significantly since 2017

**Distinct Entries to Care
(Per 1,000 Tamariki in New Zealand)**



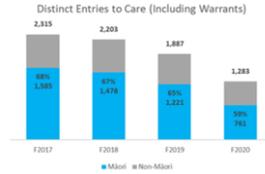
Entries to care for Māori have reduced at a greater rate than non-Māori

Youth (12-17) remanded in custody
Change over past year (Total) -10%
Change over past year (Māori) -17%



The number of Māori in the youth justice system has also reduced at a greater rate than non-Māori

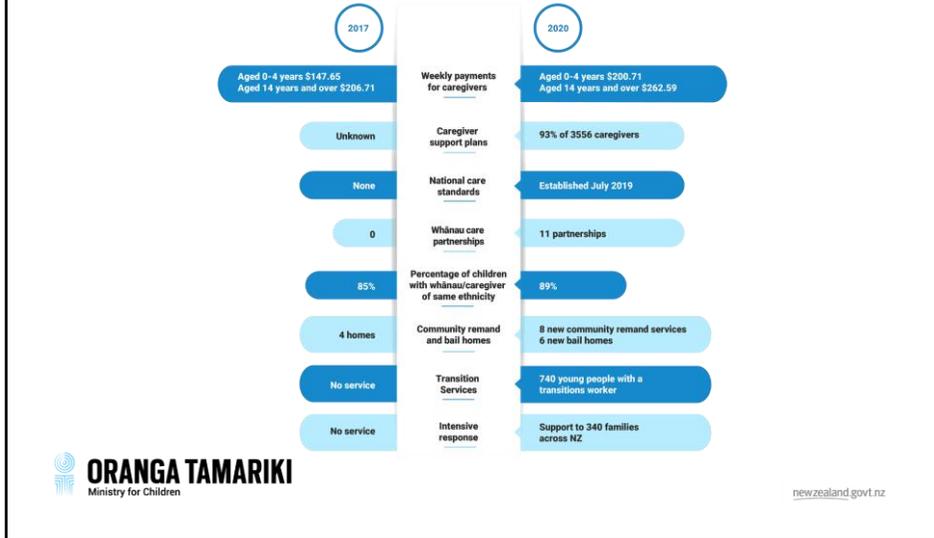
Total number of Entries into State Care



Entries for Māori made up 68% in 2017, which reduced to 59% in 2020

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Reduction of children entering care and lessening of disparities is due to earlier support, new services and partnerships delivering higher quality services



We have lifted the quality of care and youth justice services by:

- increasing support provided to caregivers of children who cannot live with their parents. We have done this in a number of ways, increased financial support, more staff to support them, more whānau care partnerships and also more training
- National care standards have been created and placed into regulation - these were co-created with children, caregivers, staff, iwi, Māori NGOs and other NGOs
- 11 whānau care partnerships now exist with the potential to reach over 50% of children in care or needing care in the future
 - Ngāti Ruanui, Te Rūnanga-Ā-Iwi O Ngāpuhi, Te Iwi o Ngati Kahu Trust, Waitomo Papakāinga, Ngāti Kahu, Ngāti Kuri, Ngai Takoto, Te Aupōuri, Te Rarawa, Te Roopu Awhina, Ngāi Tahu
- We have increased the proportion of children in care living with whānau or a caregiver of the same ethnicity
- We have plans or have built and opened 16 new community-based homes. These support our young people who offend and provide alternatives to youth residences (in 2020 we had 14 of these open and operating. We have just opened our 15th on 12 Feb 2021 with Te Tuinga Whānau Support Services Trust in Tauranga Moana). One of these services is the award winning Mahuru co-

designed with and delivered by Ngāpuhi. Many of these services are run by either iwi or Māori NGOs. A 16th home will open shortly.

- Our transition service is brand new as of 1 July 2019, providing a helping hand to those who leave care where none existed prior. As at end of Dec 2020, an additional 350 (to the previous 740) young people had been referred, and we have created 70 supported accommodation places. The number of young people choosing to return or remain with their caregivers is lower than we expected.
- We made strategic choices to partner for ALL new services as opposed to running them within the Ministry – eg transition run via partners and community remand. As such we have delegated and devolved a range of services. We also choose not to build a new youth justice facility but build community based services and homes.
- Other services devolved and delegated in addition to these include whanau care and care partners(see next slide). Also includes five iwi leading FCGs, these are Rangitane, Ngāti Porou, Ngāti Toa, Ngāti Raukawa, Ngāti Kahungūnu.
- We have also delegated statutory functions of the CEO under the Oranga Tamariki Act 1989 to a Best Care (Whakapai Hauora) Charitable Trust Inc which is the whānau ora health and social services arm of Rangitaane Manuwataū iwi

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Significant shifts have been made in how we commission services, and we are working differently with iwi / Māori to support children and families



 **ORANGA TAMARIKI**
Ministry for Children

* strategic partnerships now cover more than 75% of children in care and an 8th partnership was signed on 26th Feb.

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- We have worked with partners to increase the number of iwi/Māori partners providing care, and we have also addressed low funding in this area.
- Since 2018 we have used local and regional community engagement approaches to work out how to get new services and supports in place for children and families – aiming to avoid competitive procurement approaches that have historically fragmented services, worked against collaboration, and advantaged larger organisations that are not as rooted in communities. This has led to significant extra investment in iwi and Māori partners.
- Since 2017, 60% of funding in new services has gone to iwi/Māori organisations, which is a significant shift. Funding for iwi and Māori providers has doubled
 - increased from \$54 million to well over \$100m in F2021.
- We have formed seven Strategic Partnerships: five with iwi (including one iwi collective), one with an iwi alliance, and one with

a Māori organisation (Māori Women's Welfare League) covering 75% of children in care.

- Note we signed an 8th Strategic Partnership (multi iwi agreement) on 26th February 2021, and were due to sign with Ngāti Kahunguna on 19th Feb but this was postponed due to COVID restrictions.
- We have shifted to longer term contracts which assists our partners to plan ahead and build capability with certainty of funding and commitment by the agency

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Within the Ministry there have been shifts which have improved staff engagement, cultural capability and support to children, families and partners



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* As at Feb 2021 the rate is 1:19

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Care and protection caseloads have reduced from 1:31 to 1:21 in 2020 and are currently 1:19. This is a very significant shift – largest seen in recent times.

Staff are engaged – 3925 staff completed this survey which is run by an independent firm that benchmarks across NZ.

We rated higher in 41 questions than the NZ Public Service Benchmark and lower in only 6. Our participation rate is also above the public service benchmark.

As well as being engaged, staff are staying at the Ministry – turnover has dropped dramatically both across the Ministry and within our social worker population.

We have increased the number of Māori specialist roles we have, developed a cultural framework with partners, have delivered training and launched Te Kete Ararau.

If we look across the agency:

- % of workforce Māori staff = 26.4%
- % people leaders who are Māori = 27.9%
- Tier 4 Managers who are Māori = 27.6%
- In June 2020, Oranga Tamariki had 21% Māori Senior Leaders (management tiers 2 and 3), compared with an average of 12.5% for the Public Service

- This is 8th out of 28 in the Public Service (Corrections are 11th, Education 12th, Health 17th)
- In December 2020, Oranga Tamariki had 26% Māori Senior Leaders (management tiers 2 and 3).

To assist staff in meeting the needs of children and families, we have invested in technology including incidental expenditure cards – staff can now buy things for children and families immediately. We also rolled out our digital workplace. This meant when we had a first COVID lockdown, the vast majority of our staff were equipped to work anywhere. It also meant that we could work across government and within 48 hours of a phone call from lead of All of Government response we had set up a virtual call centre answering thousands of calls on a public COVID hotline.

We were the first public sector agency to close the gender pay gap – very important as it's the right thing to do and also as our workforce is predominantly female. The delivery of the pay equity claim also occurred.