



**PROTECT
ALL
CHILDREN
TODAY
INC**

STRATEGIC PLAN

2005-2008

PACT Mission

To enhance child protection by reducing the trauma experienced by children and young people (3-17 years) who are required to give evidence within the criminal justice system as victims or witnesses.

PACT Values

In implementing this mission we are committed to:

- Promoting a child's right to protection (UN Charter).
- A child centered approach.
- Excellence in governance.
- Provision of quality services.
- Pursuing equity of access to our services across the State.
- Open and transparent communication with internal and external stakeholders.
- Evidence based approaches.

PACT Key Result Areas/Objectives and Strategies

KRA 1 To promote the child's right to protection, we intend to:

- Participate in Child Protection Forums and other awareness raising activities.
- Provide feedback on the experience of children and young people in the court process to key stakeholders.
- Identify and communicate barriers to successfully protecting children in the court system.
- Participate in key policy and research development forums relevant to child protection.
- Sponsor and promote community and governmental debate and discussion in relation to child protection in the court system.

KRA 2 To provide high quality services, we intend to:

- Provide timely, accessible and equitable service delivery within budgetary constraints.
- Provide support, training and development for our paid and unpaid staff and Board members.
- Develop and maintain performance management systems.
- Meet all financial and performance reporting and accountability requirements.
- Meet the appropriate third party accreditation standards.
- Support and develop a child centered approach.
- Continually monitor and evaluate the outcomes and impacts of the organization and its services.
- Consult with children and young people about their experience and needs to inform future service developments.

KRA 3 To develop and maintain partnerships and collaborations, we intend to:

- Effectively liaise with all key stakeholders involved in child protection.
- Provide informed input to relevant policy and research developments affecting children and young people in the court system.
- Maintain and improve our current working relationships with all levels of government and national and international child protection agencies.
- Develop and implement a communication plan.
- Engage with children and young people through their peak advocacy bodies.
- Create synergies of effort by providing advice and information to others in contact with our target group.

KRA 4 To manage and expand our resource base for sustainability, we intend to:

- Negotiate our contracts with government in line with our stated mission and commitments.
- Develop and implement a practical fundraising strategy targeting the general population.
- Seek partnerships with key Indigenous peak bodies to scope the extent and nature of unmet need for Aboriginal and Torres Strait Islander children and young people in the court system and assess PACT's capacity to respond.
- Meet best practice standards in relation to fiduciary responsibilities.
- Continuously scan the funding environment for new opportunities.
- Commission one off projects that support our quality and sustainability goals.
- Identify and enter into strategic or business alliances with other agencies whos' work complements and supports PACT goals.
- Enter into consortium arrangements to extend the reach and quality of our services and our influence on policy, resource allocation and practice.

KRA 5 To further develop our workforce, we intend to:

- Develop and make known the processes and mechanisms for communication between Management Committee, paid staff and volunteers.
- Clarify and document the respective roles and relationships of the Management Committee, Executive Officer, and other paid and unpaid workers.
- Formalise support processes for paid staff and CSW volunteers Statewide.
- Refine the PACT volunteer recruitment and retention strategy.