

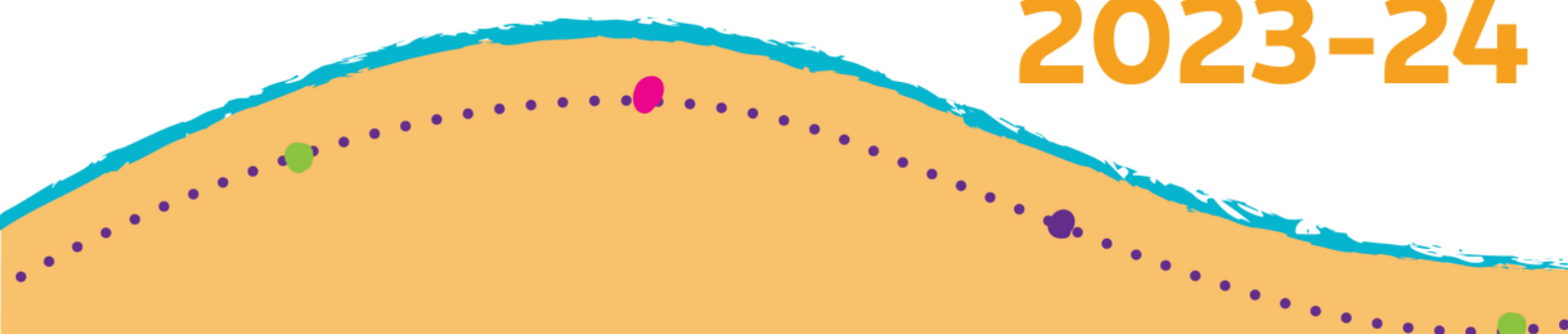


# Thriving Queensland Kids Partnership

connect • catalyse • learn



## YEAR IN REVIEW 2023-24



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# ACKNOWLEDGEMENT OF FIRST NATIONS PEOPLE

The Australian Research Alliance for Children and Youth (ARACY) and the Thriving Queensland Kids Partnership (TQKP) acknowledge the Traditional Owners and Custodians of the lands upon which we live and work, and the continuing connection of First Nations people to land and sea, and to kin, culture and community.

We acknowledge that these lands always were and always will be their land. We pay respect to Elders past and present, and First Nations colleagues.

We are privileged to welcome and grow our children and support our families in these places. We acknowledge the gifts of wisdom, culture and connection of thousands of generations.

We also acknowledge the First Nations leaders, advocates and organisations that have fought for children and their rights. We acknowledge the consequences of adversity and trauma experienced at the hands of systems over generations, and their enduring consequences, as well as the resilience, determination, leadership, generosity and patience First Nations peoples have long demonstrated.

ARACY and TQKP also acknowledge we have much to learn from First Nations ways of living, raising children and connecting to kin, culture and country, and from the innovation, integration of knowledges, recognition of the importance of identity and healing, and the experiences of working with, in and despite systems.

We are committed to working in partnership and collaboration as an ally to First Nations leaders, communities and organisations, and their aspirations and agendas.

TQKP signed the Family Matters Queensland Statement of Commitment in early 2020, and has First Nations leaders on its Leadership Table and Management Board. We have brokered investment for the QATSICPP-led Thriving Aboriginal and Torres Strait Islander Children initiative, which is engaging deeply with a diverse range of First Nations leaders, organisations and communities.

We continue to listen deeply and to be guided by them.

# TQKP FUNDERS AND HOST

TQKP is grateful for the generous support and funding received from the following philanthropic partners:

**paulramsay**  
FOUNDATION



TQKP has also received funding support in Phase 2 from several Queensland Government agencies, including:



**Thriving Queensland Kids Partnership** is a joint initiative of **ARACY – Every Child Thriving** with Queensland leaders and organisations. ARACY champions the wellbeing of all Australian children and young people. Together, we drive systemic change, collaborate with communities, and amplify young voices to create a healthier future. Our work focuses on prevention, early intervention, and equity. Our purpose is for every child and young person to thrive.

ARACY and TQKP are focused on holistic health, wellbeing and resilience of children and young people, their families and other caregivers, and their communities. This drives us to seek impactful and continual systems improvements so that all children and young people in Queensland can thrive.

# FOREWORD AND STATEMENT OF APPRECIATION

The Thriving Queensland Kids Partnership (TQKP) was instigated in mid-2020 as a collaboration of ARACY – Australian Research Alliance for Children and Youth – and a growing community of Queensland partners and collaborators.

TQKP is establishing itself as a credible and influential coalition and intermediary for leaders, investors, practitioners and academics from across Queensland and beyond committed to systems change and a holistic approach to improving child health, wellbeing and resilience.

The work of TQKP has been enabled by the catalytic co-investment of philanthropies, initially of the Paul Ramsay Foundation, Hand Heart Pocket, the Bryan Foundation and The John Villiers Trust, subsequently joined by the Tim Fairfax Family Foundation, the Helping Hands Network Foundation and The Ian Potter Foundation.

Through 2023-24 TQKP has continued to galvanise interest and participation from a growing range of people across systems that relate to children, young people and families – health, early learning, education, family support, mental health, disability, child protection, youth, housing and justice systems.

TQKP also continues to garner support from organisations from across the government, not-for-profit, university, philanthropic and corporate sectors.

We wish to express our deep appreciation to those who have provided financial support, and the many others too numerous to name who have provided in-kind contributions.

This collective effort has enabled TQKP to build momentum by advancing a positive agenda to catalyse systems to change the odds for Queensland children, young people and their families to thrive.

TQKP is making progress in giving life to the adage of ‘making the whole greater than the sum of the parts’.

TQKP has moved from creating support for an idea and suite of propositions in 2020-22, to activating, doing and foundation-building over this 2022-25 phase. We are building consciousness, connections, capabilities and capacities. We are helping bring coherence and alignment to efforts across our ecosystem.

This work ‘takes many hands’ and time. As this report demonstrates, our work is leading to visible value and impact.

Finally, we note that TQKP has and will continue to be shaped by the voice and lived experience of children, young people and families, and the lived experience and expertise of those who work tirelessly to reduce inequities and advance the health, wellbeing, development and resilience of all Queensland’s children, young people and families. We are deeply grateful to them.



Prue Warrillow  
CEO, ARACY



Sara Parrott  
Interim Chair  
TQKP Management Board



Michael Hogan  
Convenor, TQKP

# 2023-24 MILESTONES





# PHASE 2 PROGRESS IN 2023-24



TQKP has progressed significantly in the second year of Phase 2.

## Key highlights from 2023-24:

- A new cross sector early years plan (Putting Queensland Kids First) was released by the Queensland Government with a \$501.9M investment, including many of the priorities and investments called for by TQKP's Early Childhood Development Better Systems Roadmap
  - The Thriving Kids in Disasters project (phase 1) was completed and TQKP's proposal for Phase 2 of the project has been successful.
  - Our knowledge partnership with the Alberta Family Wellness Initiative continued with exchange visits culminating in a series of six presentations focused on application of the Resilience Scale Framework. These reached an audience of over 800, including clinicians, community leaders, educators, social service providers and policy makers.
- A Strategic Framing Champions group was formed with 22 executive leaders including CEOs from 12 key organisations now applying framing principles in their communication and that of their organisations.
  - Knowledge circles to engage Aboriginal and Torres Strait Islander leaders across the state were completed and visual summaries were produced. This work was led by the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSCIPP).
  - The 'Understanding brain development' module has been completed by a growing number of people, along with a suite of capability building initiatives through the Thriving Kids Brain Builders Initiative, led by UQ's Queensland Brain Institute.
  - The Queensland Place-based Rivermap and co-design of the Place Development Networked Model were completed, along with a suite of place data initiatives.
- Funding was secured from the Queensland Mental Health Commission for the Enabling Workforces and Organisations for Thriving Kids (EWOT) joint initiative with Emerging Minds, Yiliyapinya, Queensland Brain Institute and Dovetail.
  - A background paper on Childhood Trauma, commissioned by the Queensland Mental Health Commission, was produced.
  - TQKP Charter commitments were made by 12 parties.
  - Further partnership agreements were signed with: Kindred2's SEEN Program, Darling Downs West Moreton PHN, Logan Together, the Queensland Mental Health Commission, Queensland Brain Institute, James Cook University, Griffith University, TAFE Queensland, FrameWorks Institute, Central Queensland University.
- Advancement of key networks, working groups and collaboratives.
  - Continuing engagement with and strengthening of support for the Queensland Kids Funders Alliance and other interested trusts and foundations.
  - Implementation of the TQKP Monitoring Evaluation Learning Adaptation Reporting (MELAR) framework and support for finalisation of the interim report of an independent evaluation.
  - Engagement commenced with TQKP's community in strategic planning and the development of investment proposals for Phase 3.

# ABOUT THRIVING QUEENSLAND KIDS PARTNERSHIP



# OUR PURPOSE & STRATEGIC APPROACH



## Our Purpose

To catalyse systems change so that every Queensland child and young person can thrive.

## Our Role

To engage, equip, and enable our ecosystem for childhood building.

## Our Intended Impact

To increase the proportion of Queensland children and young people developmentally on track by 2032.

This means we change the characteristics of systems and services so they create the conditions for all children to thrive.

## The ecosystem we are engaging:

10

universities plus TAFE Queensland plus students and teachers

10s+

Queensland and Australian government agencies & authorities

100s+

Commonwealth and State programs & initiatives

1000s+

NFP & for-profit organisations, including First Nations community-controlled organisations

10,000s+

adults working with children, young people, and families

100,000s+

parents, grandparents, and other caregivers, with

60,000+

babies born each year

... and 1.6 million+ infants, children and young people.

**Parity** today with national averages would mean **50,000 Queensland kids** being more on track

# THE TQKP CHARTER

The TQKP Charter is a significant foundation stone for the partnership.

The Charter describes our purpose, values and approach, and invites partners, collaborators and networkers to commit to the complete wellbeing of children and young people by contributing to increasing the proportion of Queensland children and young people developmentally on track by 2032.

**In 2023-24, twelve more partners and organisations pledged their commitment to our shared vision.**



Below are some examples of these commitments from our partners:

**My/Our role in and contribution to child, youth and family health and wellbeing in Queensland is:**

To uphold the vision and support the key levers which underpin this charter by sharing my research and clinical networks to strengthen collaborations; initiate opportunities around priorities that are agreed collectively; actively contribute to initiatives which develop capacity of a future skilled workforce equipped to meet needs of future families, and ensure the voices of children, their families and communities remains central to co-designed system changes that will support children and families to thrive.

- Philanthropy, social impact investing, collaborating, convening, in partnership with child, youth and family services in Queensland.
- We will use a focus on early childhood development by increasing community health and education literacies, strengthening our workforce through education and networking, connecting and contributing.

Read the TQKP Charter in full and download a version that you can sign and return via email to [TQKP@aracy.org.au](mailto:TQKP@aracy.org.au)





# PHASE 2 LEVERS & KEY INITIATIVES



# SYSTEM LEVERS AND THREADS

TQKP's portfolio of initiatives pulls six system levers and eight systems threads to connect and equip our systems in order to **uplift health and wellbeing outcomes for children and young people and their families and communities.**

TQKP's approach prioritises development, prevention, early intervention, and equity.

## TQKP system levers



**ENGAGED KIDS,  
FAMILIES AND  
COMMUNITIES**



**CONCERTED  
LEADERSHIP**



**SMARTER  
INVESTMENT**



**INTEGRATED  
AND EQUITABLE  
DELIVERY**

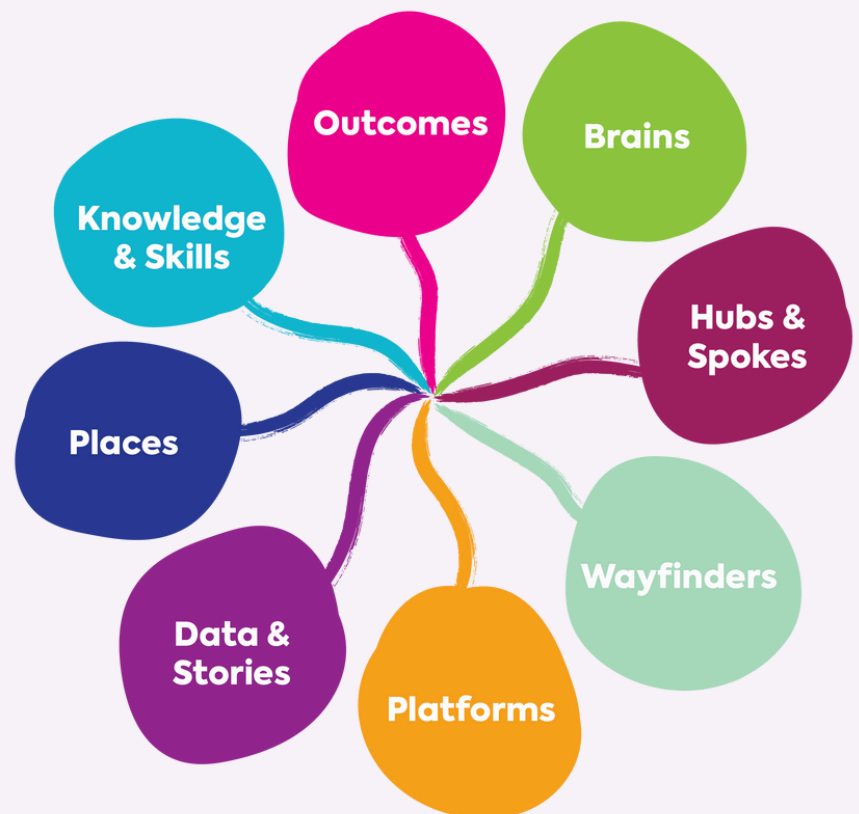


**STRONGER  
WORKFORCES**



**CONNECTED  
LEARNING**

## TQKP system threads





Phase 2 of TQKP is being delivered over the three-year period from **July 2022 to June 2025**.

## PHASE 2 OBJECTIVES

**TQKP's Phase 2 objectives are to contribute to improvement in:**

- 1 Connectivity and capabilities of leaders and change agents to steward systems and facilitate learning and adaptation
- 2 Connectivity and capabilities of workforces and organisations focused on child and adolescent development, especially neurocapability
- 3 Capabilities and capacities of caregivers and communities to contribute to healthy child and adolescent development, and
- 4 Systems strategies that contribute to child and adolescent development.

## KEY INITIATIVES

**TQKP's work in Phase 2 now comprises eleven key initiatives:**

- |  |  |
|--|--|
| ● Thriving Kids Integrated Service Systems Collaborative             | ● Thriving Places, Thriving Kids             |
| ● Investment Reform for Thriving Kids                                | ● Thriving Kids Strategic Framing Initiative |
| ● Early Childhood Development Better Systems Roadmap                 | ● Thriving Kids Data Roadmap                 |
| ● Thriving Aboriginal and Torres Strait Islander Children Initiative | ● Thriving Kids Brain Builders Initiative    |
| ● Thriving Queensland Kids Country Collaborative                     | ● Childhood Builders Initiative              |
| ● Thriving Kids in Disasters (TKiD)                                  |  |

# THRIVING KIDS BRAIN BUILDERS INITIATIVE

## Purpose

To use neuroscience to:

- increase the capabilities of workforces, communities and caregivers
- shift policy, investment, programs & practices.

## Primary Levers



**STRONGER  
WORKFORCES**



**ENGAGED KIDS,  
FAMILIES AND  
COMMUNITIES**

## Primary Threads

**KNOWLEDGE  
& SKILLS**

**BRAINS**

This initiative is co-led by TQKP with the **University of Queensland's Queensland Brain Institute**, in collaboration with **Yiliyapinya Indigenous Corporation, Emerging Minds, Palix Foundation / Alberta Family Wellness Initiative**, and other Queensland institutes, agencies and not-for-profits engaged through the Thriving Kids Brain Builders Collaborative.

## During 2023-24, we have:

- Supported the implementation, dissemination, and uptake of QBI's 6-element plan:
  - **Core Brain Building modules** (521 completions in 9 months)
  - **Brain Building Workforces**
  - **Let's Yarn About Brain Development**
  - **Brain Healthy Places and Spaces**
  - Brain Building community of practice (CoP)
  - **Brains Trust Collaborative**
- Supported connections among leaders and practitioners
- Co-developed **Policy and Practice Framework**
- Co-developed **'Brains in Action' Juiced TV video clip** created in partnership with Juiced TV for World Infant, Child and Adolescent Mental Health Day.

## Evidence of Impact/Early signs:

- Inclusion of online modules in TAFE and university programs, Early Childhood Association, State Library of Queensland
- Shifting policy narrative
- Partners incorporating neuroscience in community and organisation-wide workshops
- Changes of curriculum and training courses to equip future professionals to bring neuroscience into their work with children.



**This partnership will bridge the gap between research and practical application, ensuring all children have access to the support they need to develop and flourish.**

Professor Karen Thorpe, Laureate Fellow, Queensland Brain Institute

Read more about the Thriving Kids Brain Builders Initiative on the TQKP website:





# THRIVING KIDS STRATEGIC FRAMING INITIATIVE

## Purpose

To shift public and decision-maker understanding and support of ‘what matters’ and ‘what works’ for children by enabling broad use of evidence-based framing.

## Primary Levers



**STRONGER  
WORKFORCES**



**ENGAGED KIDS,  
FAMILIES AND  
COMMUNITIES**

## Primary Threads

**KNOWLEDGE  
& SKILLS**

**DATA &  
STORIES**

This initiative is led by TQKP and the **Queensland Family and Child Commission (QFCC)** in collaboration with the **National Association for Protection of Child Abuse and Neglect (NAPCAN)**, **State Library of Queensland**, **Children’s Health Queensland (CHQ)**, **Department of Education**, **Raising Children Network**, and **FrameWorks Institute**, together with 30+ Queensland agencies and NFPs engaging in the Thriving Kids Framing Initiative.

## During 2023-24, we have:

- Continued working with our lead partners: QFCC, FrameWorks Institute, and the Strategic Framing Sponsors Group
- Continued convening the six-weekly Framing for Change community of practice
- Delivered 3 learning webinars
- Co-designed and released the **Framing for Change Learning Hub** and a suite of **resources on ‘Framing Play’ for Children’s Week**
- Provided coaching and implementation support for 22 executive leaders from 12 organisations to be Framing Champions.
- Supported partners to co- and re-design resources (e.g. **SLQ First 5 Forever resources**)

## Evidence of Impact/Early signs:

- Adoption of framing-based principles in public messaging and strategic statements by partner organisations (e.g. QFCC, State Library, Brisbane Youth Service, Act for Kids, Peak Care, Raising Children Network)
- A highly engaged group of Framing Champions working on shared and individual goals
- Increased interest in and commitment to adopting framing recommendations



**I’ve really enjoyed being part of the core study group and the broader practice. We have a lot to do; it has really opened our eyes to the work our organisation needs to do to implement this.**

*Framing for Change Community of Practice member*



Above: two of the ‘Framing Play’ resources co-developed with the Framing for Change CoP

Read more about the Thriving Kids Strategic Framing Initiative on the TQKP website:



# THRIVING QUEENSLAND KIDS DATA ROADMAP

## Purpose

To increase access to and use of data and shared frameworks by communities, investors, providers and decision-makers.

## Primary Levers



CONNECTED  
LEARNING

## Primary Threads



The Thriving Places, Thriving Kids Network has collaborated with the **Queensland Council of Social Services, InfoXchange, SEER, NEXUS Foundation Partner (Institute for Social Science Research, Collaborate for Impact, and ANZSOG), Childrens Health Qld (CHQ), Health and Wellbeing Qld (HWQld), UQ, QUT, Griffith University** and others to re-cast the Data Roadmap initiative to focus on place-based data enablers.

## During 2023-24, we have:

- Partnered with Infoxchange Data Catalyst and others to support the co-development of a **Place-Based Data Framework**
- Contributed to the federal place data agenda and action plans (Nexus and the Investment Dialogue for Australia's Children (IDAC))
- Established a learning partnership with Griffith Centre for Systems Innovation to support the methodology of Data Lab
- Co-developed 5 data projects that are being led and implemented by partners
- Continued facilitating data access and linkages for Queensland place initiatives
- Promoted the QFCC's **Growing Up in Queensland data portal**
- Continued supporting the **Australian National Child and Youth Wellbeing Atlas** and other national data initiatives

## Evidence of Impact/Early signs:

- Contributed to the uptake of the language and approaches proposed through the Framework at a national (NEXUS, IDAC) and state/place-based level (e.g. Restacking the Odds)
- Partners connected with governments to lead conversations about data
- Shifted positioning and ownership around data – recognition of being **data creators** and **data custodians**



**Improving child and youth wellbeing requires a more systematic approach to putting data, insights, learnings, and expertise to work.**

[System Leadership for Child and Youth Wellbeing Report](#)  
ANZSOG, 2021

Read more about the Thriving Queensland Kids Data Roadmap on the TQKP website:



# THRIVING ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN

## Purpose

To be a partner and ally to First Nations leaders, organisations and communities in their work to transform systems to create a healthier future.

## Primary Levers



CONCERTED  
LEADERSHIP

## Primary Threads

OUTCOMES

DATA &  
STORIES

Led by the **Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSCPP)** with support from TQKP in collaboration with other First Nations organisations, leaders and communities. TQKP has previously signed the **Family Matters Statement of Commitment** and engaged with the **Queensland First Nations Children and Families Board** and other First Nations leaders.

## During 2023-24, we have:

- Continued supporting implementation of this initiative by QATSCPP
- Supported the QATSCPP-convened TATSICI Strategy Working Group with 12 diverse First Nations people
- Released the **'Queensland Progress on ATSI Wellbeing: TQKP's ATSI Leadership'** report
- Promoted QATSCPP's **'Thriving Bubs, Thriving Families, Thriving Communities: Understanding the Levers of Change'** report
- Supported QATSCPP-convened **Knowledge Circles** to engage First Nations leaders across the State

## Evidence of Impact/Early signs:

- Knowledge Circles attendees report **feeling safe and being heard** throughout the consultation process
- Better understanding of systemic experiences that shape the first 2000 days, along with barriers and solutions.

Read more about the Thriving Aboriginal and Torres Strait Islander Children's Initiative on the TQKP website:





# THRIVING QUEENSLAND KIDS COUNTRY COLLABORATIVE

## Purpose

To provide a collaborative vehicle to:

- strengthen system-shifting work by country people
- amplify country people's voices on systems issues and efforts.

## Primary Levers



**STRONGER  
WORKFORCES**

## Primary Threads

**KNOWLEDGE  
& SKILLS**

**DATA &  
STORIES**

The Country Collaborative is facilitated by TQKP in conjunction with **James Cook University (JCU)**, **Central Queensland University (CQU)**, **University of Southern Queensland (UniSQ)** and **University of Sunshine Coast (UniSC)**, in conjunction with other country facing NGOs, government departments and philanthropic funders.

## During 2023-24, we have:

- Continued facilitating Strategic Leadership Committee and Country Collaborative meetings with **over 25 diverse country leaders**
- Co-developed the **'Moving to Action'** plan
- Commenced the **Social Network Analysis (SNAP)** research project, aimed at identifying leverage points and **strengthening collective advocacy** across country Queensland communities
- Commenced development of the **Country Counts** project - a series of place based workshops supporting rural, regional and remote communities to **increase data capability and co-design solutions** to local data problems
- Commenced scoping for co-designed projects to increase understanding of **equitable service access and outcomes and workforce development** in country Queensland.

## Evidence of Impact/Early signs:

The increase in connectivity among leaders has led to:

- Funding being secured for projects delivered in country Queensland, including TQKP's Thriving Kids In Disasters (TKiD) initiative (see page 27 below)
- The **voices of country Queenslanders being amplified** through collaborator-led projects and federal government roundtable appointments
- Establishment of **new external research partnerships**
- Connections between country leaders and research and sector experts to enhance capability in rural, regional and remote communities.

Read more about the Thriving Queensland Kids Country Collaborative on the TQKP website:





# THRIVING PLACES, THRIVING KIDS INITIATIVE

## Purpose

To grow and amplify place-based work in Queensland.

## Primary Levers



CONCERTED  
LEADERSHIP



SMARTER  
INVESTMENT

## Primary Threads



This initiative is facilitated by TQKP and supported by **Griffith University's (GU) Centre for Systems Innovation** and **UniSQ's Institute for Resilient Regions**, in collaboration with representatives from Cairns South, Yarrabah, Townsville, Gladstone, Gympie, Lockyer, Logan and other places, along with peaks, NFPs, Primary Health Networks and government agencies.

## During 2023-24, we have:

Co-developed a **Queensland place-based Rivermap** that outlines 6 strategic collective opportunities to strengthen place-based work:

- **Unlock the potential of local government** as a key contributor in place-based work
- Strengthen **strategic investment in place**
- Bolster **place-based practice and capabilities**
- Improve place-based **data knowledge, shared decision making and impact**
- Build the social **infrastructure across systems**
- Design a **network model** that supports and develops early and emerging place-based initiatives

## Evidence of Impact/Early signs:

- Supported the development of strong collaboration across place-based initiatives
- Contributed to and influenced the state and federal agenda around place
- Secured funding for place-based initiatives.

Read more about the Thriving Places, Thriving Kids Network Initiative on the TQKP website:



# EARLY CHILDHOOD DEVELOPMENT BETTER SYSTEMS ROADMAP INITIATIVE

## Purpose

To increase public, policy and practice focus in the first 3000 days of life.

## Primary Levers



CONCERTED  
LEADERSHIP

## Primary Threads



This initiative is facilitated by TQKP and has been supported by a **cross-sectoral Early Childhood Better Systems Roadmap Working Group** of leaders from government agencies, NFPs and universities. Support has also been provided by Accenture, and we have engaged with the **Queensland Child & Youth Clinical Network**, the **Early Years Catalyst**, and **Centre for Policy Development's Early Childhood Development Council**.

## During 2023-24, we have:

- Continued co-facilitating ECD Better System Roadmap (ECDBSR) Working Group gatherings with 31 leaders
- Co-created the **final ECDBSR** with the Working Group and Leadership Table, which was endorsed by 20 system leaders
- Provided briefings and a **submission into the Putting Queensland Kids First** (PQKF) development processes based on the ECDBSR
- Supported partners and collaborators using ECDBSR as a foundational document in preparing submissions for PQKF
- Engaged Departments of Premier and Cabinet, Health and Education on ECDBSR priorities that can support implementation of PQKF
- Presented to the Australian Productivity Commission's public hearing into ECEC
- Continued supporting **community-based First 1000-3000 days** initiatives
- Continued supporting the **Thrive By Five Queensland Alliance**.

## Evidence of Impact/Early signs:

Many investments of the Putting Qld Kids First plan are aligned with the Roadmap, including: sustained home visiting, enhanced child health checks and child development services, early childhood coordinators, extending 4-year-old kindy in discrete communities, specialists and coordinators in primary schools, and more school-based hubs and housing support.

Read more about the ECDBSR on  
the TQKP website:





# THRIVING KIDS INTEGRATED SERVICE SYSTEMS COLLABORATIVE

## Purpose

To support adoption, innovation, and scaling of integrated and developmental service systems.

## Primary Levers



INTEGRATED  
AND EQUITABLE  
DELIVERY

## Primary Threads



This initiative is facilitated by TQKP with leaders and practitioners, NFPs and universities. It has engaged with key stakeholders interested in advancing integrated service delivery including **The Bryan Foundation (TBF)**, the **National Child and Family Hubs Network**, and the **Supporting Advocacy for Youth Collaborative**.

## During 2023-24, we have:

- Continued facilitating the **Thriving Kids Integrated Service Systems Collaborative (TKISSC)** with 38 diverse leaders
- Strengthened connections with National Child and Family Hubs Network
- Co-created the **Child and Family Hubs Framework**
- Scoped information and data sharing activity to identify and progress system-level actions.
- Generated an evidence paper on trauma in children 5-12 years to help inform development of **Queensland's Trauma Strategy**.

## Evidence of Impact/Early signs:

- Stimulated **interest at the state and national level** in the Hubs Framework
- was referenced in the **National Child and Family Hubs Network strategic plan 2024-29** as the basis of a national version to trial and test, and to inform the development of an evaluation framework
- Emerging interest in greater investment in hubs for Queensland.

Read more about TKISSC  
on the TQKP website:



# CHILDHOOD BUILDERS INITIATIVE

## Purpose

To increase capabilities and alignment of leaders to steward systems through learning, development and shared frameworks (such as The Nest, The Common Approach, Restacking the Odds, Brain Story, Family Partnerships).

## Primary Levers



## Primary Threads



CBI is led by TQKP in collaboration with key delivery partners including **Emerging Minds**, **UQ's Queensland Brain Institute**, **ARACY**, **Yiliyapinya Indigenous Corporation**, **Dovetail**, and others. A **multi-sectoral Sponsors Group** oversaw the Childhood Builders mapping Project by **Collective Change Consultancy**, and an **Expert Reference Group** is contributing to the **Operationalising Resilience Project** that has been commissioned from **UQ's ISSR**.

## During 2023-24, we have:

- Undertaken two literature and desktop reviews on resilience; and **mapped current learning and development offerings**
- Continued **building strong connections** with key leaders, including MoU with national and international research and learning organisations
- **Co-designed and co-delivered Childhood Builders programs** in Gladstone and Inala
- Co-designed and disseminated videos on **Resilience** and Brain Health
- Strategically engaged with cross-sectoral workforces through conferences and webinars (almost 200 attendees) to **catalyse and connect existing tools and frames**
- Secured funding agreement with the Qld Mental Health Commission for Enabling Workforces and Organisations and Better Futures Projects
- Held briefings, workshops and interviews for the Enabling Workforces and Organisations project primarily with Queensland government agencies and authorities (over 150 people engaged).

## Evidence of Impact/Early signs:

- **Increased capabilities and alignment of leaders** through the system with integration of resources into practice across workforces.
- Co-designed and tested the Childhood Builders Initiative in **4 sites** (at both an organisation and place level) including:
- Qld Child and Youth Clinical Network Brain's Building Day with over 100 attendees. Ripple effects including engagement from PHN and Child Safety regarding integration of the resource and learnings.
- Gladstone Region Engaging in Action Together (GRT) are Childhood Builders. 63 participants from **20 organisations learning and applying brain health and resilience**. Requests from Gladstone Library to share the resources with other libraries and parent groups. GRT have integrated The Common Approach 4 practices as the basis for their forthcoming Leadership Framework.



"What surrounds us shapes us": A framework for building children's resilience to thrive in life

Still from the Resilience Scale animation, produced in collaboration with Emerging Minds, ARACY, and Queensland Brain Institute.

Available on YouTube  
@ThrivingQldKids

Read more about the Childhood Builders Initiative on the TQKP website:





# INVESTMENT REFORM FOR THRIVING KIDS

## Purpose

To influence investment so it flows in integrated ways that respond to communities, commissions what works, and reduces waste

## Primary Levers



SMARTER  
INVESTMENT

## Primary Threads



This initiative is facilitated by TQKP with the **TQKP Leadership Table**, in collaboration with **JCU**, the **Queensland Kids Funders Alliance (QKFA)** and input from other collaboratives.

## During 2023-24, we have:

- Continued to support deep conversations about investment
- Developed a Leadership Table-led **discussion paper on investment reform** – including a proposition for testing – as the basis for a roadmap to be developed in 2024-25
- Continued to support the **Queensland Kids Funders Alliance**
- Continued to support ARACY's contribution to the **Investment Dialogue for Australia's Children (IDAC)**

## Evidence of Impact/Early signs:

- Garnered growing interest from systems leaders about opportunities for investment reform
- QKFA established a strategy to strengthen funding relationships, leverage resources and to attract increased investment and collaboration
- A 10 year commitment to work together was agreed under IDAC and Leadership Councils, with working groups for place and data established

Read about the Investment  
Reform for Thriving Kids  
Initiative on the TQKP website:





# THRIVING KIDS IN DISASTERS (TKiD)

## Purpose

To centre children's and young people's wellbeing, development and resilience in disaster prevention, preparedness, response & recovery

## Primary Levers



ENGAGED KIDS,  
FAMILIES AND  
COMMUNITIES



INTEGRATED  
AND EQUITABLE  
DELIVERY

## Primary Threads

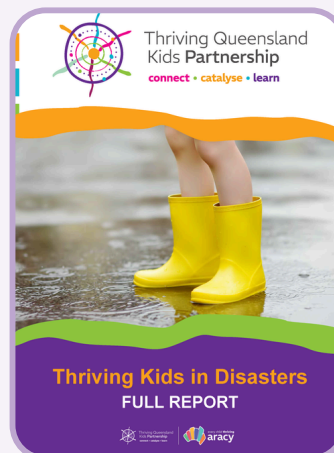
PLACES

DATA &  
STORIES

TKiD has harnessed the collective wisdom of critical friends from the Queensland eco-system and beyond, with key partners including **ROBSET Consultancy, Emerging Minds, QCIMH, UNICEF, Royal Far West, BushKIDS, Centacare FNQ, Creative Recovery Network, Southern Downs Regional Council, QPS**, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (**DTATSIPCA**) and others.

## During 2023-24, we have:

- Undertaken widespread consultation and a literature review, enabling TKiD to make an **evidence-based set of principles and recommendations**.
- Released the **Thriving Kids in Disasters Report** examining what kids need in the context of disasters, what the system is doing well, and the next steps required to enable systems change.
- Disseminated the TKiD report, with **key recommendations for Queensland**, to over 1000 stakeholders.
- Secured funding for Phase 2 of TKiD.



## Evidence of Impact/Early signs:

Generated momentum for practical actions giving greater focus and building capabilities across the Disaster Management system.





# OTHER INITIATIVES & ACTIVITIES IN 2023–24





# SUPPORTING THE ECOSYSTEM

During 2023-24, TQKP has contributed to initiatives led by a wide range of collaborating organisations at national, state and local levels.

These include:

- Thrive By Five Queensland Alliance, supported by the Minderoo Foundation
- Queensland Kids Funders Alliance of philanthropies committed to child and youth health and development
- Queensland Family and Child Commission's Advisory Council
- child and youth-focused systems initiatives in Tasmania, South Australia and Western Australia
- National Child and Family Hubs Network, supported by Murdoch Children's Research Institute

**Additionally, TQKP has provided support to a range of research projects and grant applications that align with our vision and approach.**





# MELAR

MEASURING, EVALUATING,  
LEARNING, ADAPTING & REPORTING

# MEASURING, EVALUATING, LEARNING, ADAPTING & REPORTING



In 2023-24, TQKP progressed implementation of the TQKP Measuring, Evaluating, Learning, Adapting and Reporting (MELAR) framework.

## TQKP's MELAR framework covers five key components:

### TQKP programs and projects

Where we seek to understand TQKP's role in enabling programs and projects and achieving relevant outputs, impacts and outcomes.

### TQKP portfolio

Where we seek to understand TQKP's role in enabling initiatives and the learning emerging from TQKP's work.

### Systems change

Where we seek to understand and learn about working towards systems change across TQKP's system levers.

### The partnership

Where we seek to understand the characteristics of TQKP as a whole, the drivers for engagement and the value realised.

### Shared systems measures

Where we seek to understand the opportunities for shared system measures.



**Over a year ago, when I mentioned TQKP to a partner organisation few had heard of the Partnership and less had engaged. This has changed significantly as most are aware of the work and know how best to contribute.**

*2023 TQKP Partnership Survey respondent*

Implementation of the TQKP MELAR is led by TQKP with support and advice from ARACY, QUT and other partners. In 2023-24, we sought input from our partners, collaborators and networkers through the 2023 TQKP Partnership Survey (106 completions) and subsequent one-on-one conversations (six to date with more scheduled) and continued discussions and reflections about the TQKP Portfolio of work and emerging changes at the system level.

TQKP also contributed to the independent evaluation commissioned by the Paul Ramsay Foundation from ARTD Consultants.



# CATALYSING CHANGE



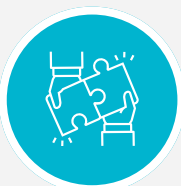
Changes made by the 2023 TQKP Partnership Survey respondents in their work as a result of their engagement with TQKP:



**Uptake of principles, resources, initiatives, projects into work, including change of communication.**



**Ability to amplify conversations about brains and healing.**



**Better connections, partnerships, networks.**



**Increased awareness of others' work across Queensland; creativity.**



**Shift focus to align with TQKP agenda.**



**More strategic planning.**



**More hope!**

TQKP works to optimise the collection of information, documenting our progress towards achieving our goals and learning so we can adapt our approach when needed. Our team, supported by QUT, is building an evidence base around using a systems approach as an intermediary and documenting TQKP's evolution with four journal articles for publication in 2024.

# INDEPENDENT EVALUATION

TQKP continues to work closely with ARTD Consultants, who have been commissioned by Paul Ramsay Foundation (PRF), TQKP's major funding partner, to undertake an independent evaluation of TQKP. The Interim Report from this evaluation was finalised by ARTD in July 2024 and, following submission to PRF, the key findings will be shared in a webinar later in 2024.



## Key findings:

1

A diversity of system actors are engaging deeply and are more connected.

4

Engagement methods and learning and development are working to build knowledge and a pathway to action.

2

Tailoring engagement approaches to sectors and taking a co-design approach to all they do is working to engage partners.

5

Improving data and evidence in the system requires capability building and working at the sub-system scale.

3

Co-design, the systems levers, and The Nest framework are helping align the values of system actors.

6

Shared dimensions of measurement rather than collective measures is a more feasible goal for a system of this scale.



# LEARNINGS IN 2023-24



TQKP is committed to **enabling learning** about systems change, and to **reflecting** on our own activities, engagements and processes.

Some of our further learnings during 2023-24 include:

## DEEPENING OUR ENGAGEMENT WITH CHILDREN AND YOUNG PEOPLE

We recognise we need to lead by example in reflecting and **promoting the voices of children and young people**, and their caregivers and communities. Children and young people have strong willingness to express their perspectives on current and future issues. We are **drawing heavily on partners and collaborators' direct engagement** and work to integrate and amplify their voices through TQKP. For example, TQKP is working with Queensland Family and Child Commission youth advocates to guide our future strategy and collaborating with youth-led initiatives to bring their voices to the Leadership Table. In TKiD stage 2, we are **facilitating youth-focused engagement** to harness their perspectives in disaster management.

## CREATING SAFE AND PRODUCTIVE SPACES TO BUILD AND NURTURE RELATIONSHIPS

To drive systemic change, we are continuously learning the **critical importance of relationships**, collaborations and leadership. We are creating the space for leaders to come together to engage in **deep conversations** and to enable stewardship, and tailoring our approach to meet the varying needs and capacities of our partners.

## DEEPENING OUR ENGAGEMENT WITH LIVED EXPERIENCE AT ALL LEVELS

Engaging deeply uncovers **profound insights and ideas**; identifies real and practical challenges and opportunities; cuts through assumptions and biases; supports **navigating the complexity** of system change work; and aids in **activating people in co-producing** solutions. We are learning that if this is done well, moving to shared action is easier.

## BALANCING IMPATIENCE AND PATIENCE

Developing **trusting, strong, productive relationships** with government entities requires respect, time and shared priorities. We must balance a sense of urgency with being patient in our efforts to engage with governments at all levels, mindful of their public duties and roles, and the processes of government.

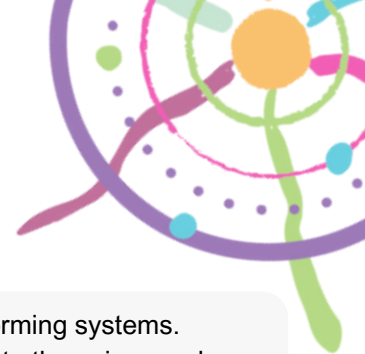
## INTEGRATING FIRST NATIONS WISDOM AND ADAPTING TO CONTEXT

Integrating First Nations wisdom is crucial for enhancing our current and future work. We continually work to **honour and be guided by Aboriginal and Torres Strait Islander voices**. Allyship is especially important in the context of the 2023 Voice referendum result, the commencement of 'truth-telling' and 'path to treaty' initiatives, the priorities of First Nations leaders, and the challenges making progress on Closing the Gap.

## COMMUNICATING CLEARLY AND CONSISTENTLY

Maintaining clear and consistent language and narratives is essential when the context is complex, the focus and approach is innovative, and the work is novel. As we progress, we find **clear and consistent messaging for our approach and ways of working and learning and the layers of our relationships** (champions, partners, collaborators and networkers) is crucial. Additionally, incorporating evidence based framing principles, simplifying and strategically ordering messages, and using active language are important for effective communication.

# LEARNINGS IN 2023-24



## CREATING SHARED VALUE ACROSS SERVICES AND SYSTEMS AND OVERCOMING FATALISM

We encounter a diversity of views from fatalism to optimism about transforming systems. Some believe that systems are static and unchangeable or unresponsive to the voices and lived experience of citizens, communities and practitioners; others are energised about opportunities to influence and shift systems. We continually seek to **respectfully challenge the status quo**, to better understand the rubs and gaps that provide windows of opportunity for leverage, to shine a light on what works, to **foster innovation**, and to accelerate and **amplify continuous improvement** and integration.

## EXPERIMENTING

We recognise that it is imperative to experiment, test, trial and adapt strategies and tactics to determine the most effective **methods for engaging, listening and mobilising action**. This process has allowed us to refine ways of working to ensure that efforts build and nurture deep relationships and lead to outputs and outcomes that are **impactful, scalable and sustainable**.

## STRUCTURING TEAM AND PARTNERSHIP LEARNING

Working in complex systems requires **regular reflection and learning**. Building a culture that embraces this is crucial for system change. Amid the busyness, we balance our routines to include reflection and learning, dedicating part of our weekly team meetings to questions like **"what worked well/not so well and why?"** and **"what are we learning?"** Once a month we hold a learning workshop for **collective growth**. We have engaged 'learning partners' in key initiatives. In phase 3 we are looking to **elevate the focus on 'continuous learning'** and institute partnership-level learning arrangements.

TQKP is also continually learning from our engagement with philanthropic organisations. We see a growing appetite for collaborative and systems changing co-investment and we help facilitate this through our participation in the Queensland Kids Funders Alliance (QKFA).



## Connect with us!

TQKP connects a growing community of people and organisations across our eco-system and beyond. We invite you to connect with us.

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

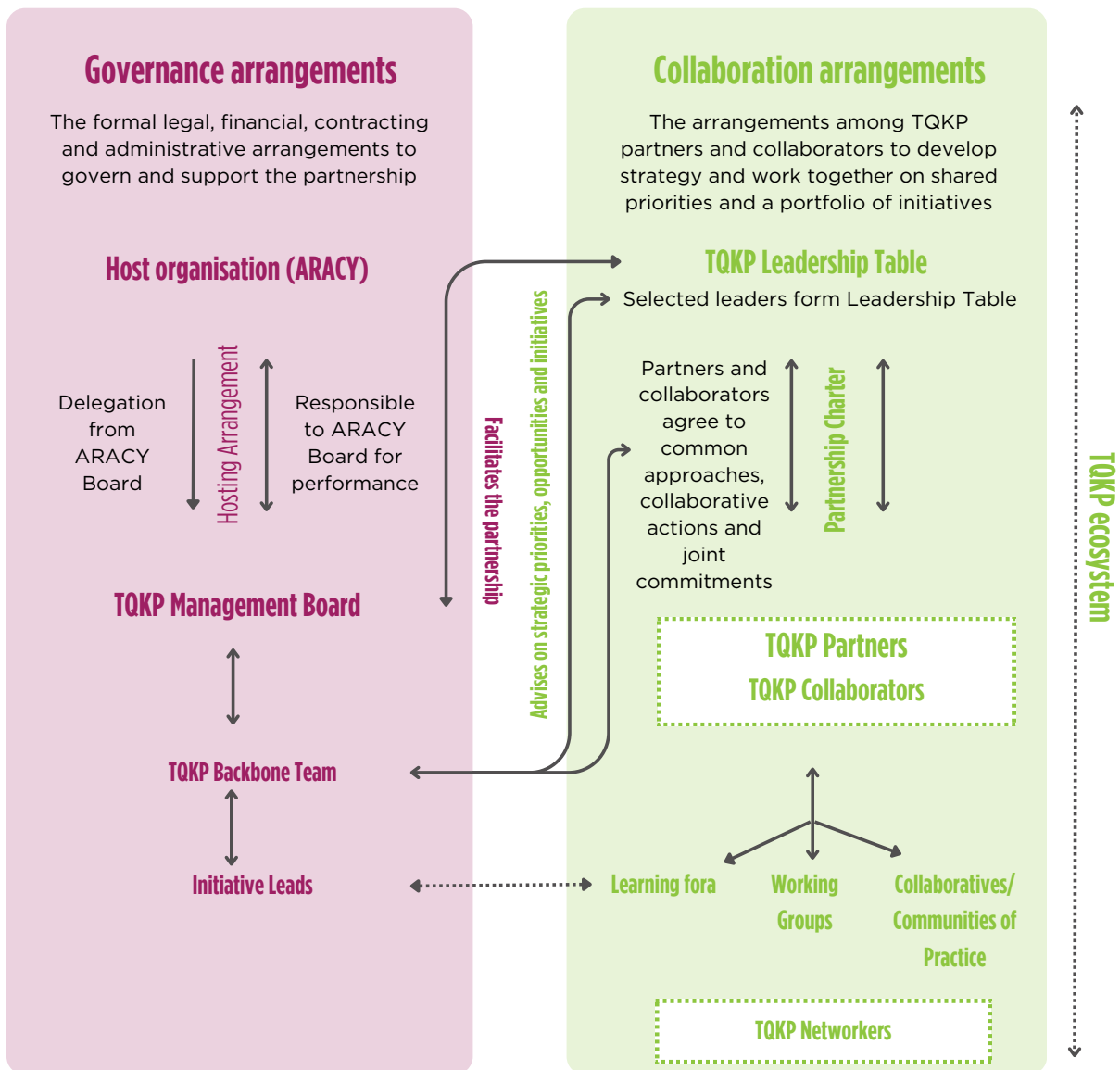
# GOVERNANCE & COLLABORATION



# PARTNERSHIPS BUILT ON TRUST AND ACCOUNTABILITY

TQKP continues to involve its partners and collaborators in its governance and collaboration arrangements. The two key bodies continue to be the **TQKP Management Board** and the **TQKP Leadership Table**.

The diagram below shows how the governance and collaboration arrangements operate within TQKP.



In early 2024, TQKP commenced planning for its Phase 3. To assist TQKP develop the Phase 3 strategy and leadership needed now and into the future, TQKP has engaged an external facilitator - Kerry Graham - as critical friend and systems leadership coach.

The purpose of this engagement is to: activate the interest and capability of the TQKP Leadership Table to take up collective system leadership for Queensland's children; and support co-development of a system shifting strategy for Phase 3 and beyond by the TQKP Leadership Table, Management Board, philanthropic partners and backbone team.

# TQKP MANAGEMENT BOARD

The Management Board is the key TQKP governance forum. The Board comprises **eight senior leaders** from key sectors with some changes:

- Resignation of Dr Grant Webb (end Dec 2023) and appointment of Andrew Chesterman (June 2024)
- Appointment of Interim Chair (Sara Parrott) following resignation of ARACY CEO and the Board's inaugural Chair, Penny Dakin (end Dec 2023)
- Commencement of recruitment for an independent Chair via Expressions of Interest (Eoi) process.

Board meetings are held every two months with six held in 2023-2024. As at 30 June 2024, the following members make up the TQKP Management Board:



Sara Parrott  
**Interim Chair**  
(from Dec 2023)



Geoffrey Woolcock



Simone Jackson



Hawa Mohammed



Katrina Lines



Lucille Chalmers



Andrew Chesterman  
(from June 2024)



# TQKP LEADERSHIP TABLE



TQKP Leadership Table

The TQKP Leadership Table (LT) is a key **strategic advisory and collaboration** forum for TQKP. Established in late 2022, the LT underwent a reflective and recommitment process in early 2024.

The LT engages a **diverse group of 23 leaders** from Aboriginal and Torres Strait Islander communities, collaborating entities and other community and organisational leaders.

The LT includes **four First Nations leaders** — Ruth Fagan, Mena Waller, Garth Morgan and Sheryl Batchelor.

In 2023-24, the LT met three times. As a result of the **LT's deep dives into smarter investment and early childhood development**, TQKP was able to present robust reform priorities to Ministers and senior public servants.

Members continue their engagement within Phase 2 initiatives and have been deeply engaged in the TQKP Phase 3 Strategy planning process.

More information about TQKP governance, including biographies of the Management Board members and the Backbone Team, can be found [here](#).





# FINANCIAL REPORT 2023-24



# 2023-24 FINANCIAL REPORT



In 2023-24, the second year of Phase 2, TQKP spent \$3,469,862.  
**TQKP will carry forward a surplus into 2024-25.**

The expenditure items in 2023-24 included:

- Employee expenses: \$1,276,125
- Other operating expenses: \$214,345
- Innovation and development initiatives: \$1,979,392

**TQKP Profit and Loss statement for 2023-24** is included on the following pages.

**ARACY's audited Annual Financial Statements** incorporate financial reporting for TQKP. When published, these will be available via [www.aracy.org.au](http://www.aracy.org.au).



# 2023-24 FINANCIAL REPORT



## Profit and Loss

### Australian Research Alliance for Children & Youth Limited For the 12 months ended 30 June 2024

Project Job Code is 692000 - Thriving Kids Queensland, 692200 - TKQP - Country QLD Collab Initiative, 692300 - TKQP - First Nations Eng & Pship Lead, 692400 - TKQP - Family Hubs Practice Network, 692500 - TKQP - Enabling Workforces and Organisations for Thriving Kids, 692600 - TKQP - Strategic Framing Initiative, 692700 - TKQP - Child Wellbeing in Disasters, 692750 - TKQP - Lockyer Valley Project.

	12 MTHS TO 30 JUNE 2024	2023-24 TQKP BUDGET TO 30 JUNE 2024	BUDGET VARIANCE	% OF BUDGET SPENT
<b>Trading Income</b>				
Thriving Queensland Kids Partnership	3,458,484	3,264,996	193,488	106%
Insurance Proceeds	11,377	-	11,377	-
<b>Total Trading Income</b>	<b>3,469,862</b>	<b>3,264,996</b>	<b>204,866</b>	<b>106%</b>
<b>Gross Profit</b>	<b>3,469,862</b>	<b>3,264,996</b>	<b>204,866</b>	<b>106%</b>
<b>Operating Expenses</b>				
<b>Resourcing</b>				
TQKP - Resourcing - Salaries	1,057,759	1,044,249	13,510	101%
TQKP - Resourcing - ARACY Staff Allocation	71,767	72,000	(233)	100%
TQKP - Resourcing - Salaries - Leave Provision	37,687	-	37,687	-
TQKP - Resourcing - Travel	22,683	30,000	(7,317)	76%
TQKP - Resourcing - Staff Amenities	200	3,096	(2,896)	6%
TQKP - Resourcing - Training and Development	14,160	24,996	(10,836)	57%
TQKP - Resourcing - Other	101	4,500	(4,399)	2%
<b>Total Resourcing</b>	<b>1,204,358</b>	<b>1,178,841</b>	<b>25,517</b>	<b>102%</b>
<b>Office, Supplies &amp; Technology</b>				
TQKP - Office - Other	4,831	6,996	(2,165)	69%
TQKP - Office - Stationery	1,788	4,116	(2,328)	43%
TQKP - Office - Telephone & Internet	-	2,064	(2,064)	-
TQKP - Office - Software	17,222	14,004	3,218	123%
TQKP - Office - Hardware	4,379	5,400	(1,021)	81%
<b>Total Office, Supplies &amp; Technology</b>	<b>28,219</b>	<b>32,580</b>	<b>(4,361)</b>	<b>87%</b>
<b>Establishment</b>				
TQKP - Est - Software & Technology	14,700	10,002	4,698	147%
<b>Total Establishment</b>	<b>14,700</b>	<b>10,002</b>	<b>4,698</b>	<b>147%</b>
<b>Engagement &amp; Communications</b>				
TQKP - Engmt & Comms - Writing/Editing	1,665	5,000	(3,335)	33%
TQKP - Engmt & Comms - Policy and engagement - other	1,227	-	1,227	-
TQKP - Engmt & Comms - Design	4,090	15,000	(10,910)	27%
TQKP - Engmt & Comms - Event Management & Support	21,251	10,002	11,249	212%
<b>Total Engagement &amp; Communications</b>	<b>28,234</b>	<b>30,002</b>	<b>(1,768)</b>	<b>94%</b>
<b>Monitoring, Learning &amp; Evaluation</b>				
TQKP - Mnt, Lrn & Eval - Development	44,000	69,996	(25,996)	63%

# 2023-24 FINANCIAL REPORT



Profit and Loss



	12 MTHS TO 30 JUNE 2024	2023-24 TQKP BUDGET TO 30 JUNE 2024	BUDGET VARIANCE	% OF BUDGET SPENT
TQKP - Mnt, Lrn & Eval - Other	73	5,004	(4,931)	1%
<b>Total Monitoring, Learning &amp; Evaluation</b>	<b>44,073</b>	<b>75,000</b>	<b>(30,927)</b>	<b>59%</b>
<b>Innovation &amp; Development Initiative</b>				
TQKP - Inno & Dev Initiative - Brain Builders	894,438	950,004	(55,566)	94%
TQKP - Inno & Dev Initiative - Framing Initiative	229,816	170,004	59,812	135%
TQKP - Inno & Dev Initiative - Data Roadmap	3,521	125,004	(121,483)	3%
Country QLD Collaborative	132,657	188,640	(55,983)	70%
TQKP - Inno & Dev Initiative - First Nations	250,000	285,000	(35,000)	88%
TQKP - Inno & Dev Initiative - ECD Roadmap	218,174	240,000	(21,826)	91%
TQKP - Inno & Dev Initiative - Places	36,388	120,000	(83,612)	30%
TQKP - Inno & Dev Initiative - Hubs & Integrated Child and Youth Services	68,210	170,004	(101,794)	40%
TQKP - Inno & Dev Initiative - Childhood Builders	146,189	225,000	(78,811)	65%
<b>Total Innovation &amp; Development Initiative</b>	<b>1,979,392</b>	<b>2,473,656</b>	<b>(494,264)</b>	<b>80%</b>
<b>Other</b>				
TQKP - Other - Insurance	2,161	7,416	(5,255)	29%
TQKP - Other - HR, Payroll and Admin Services	146,475	129,588	16,887	113%
TQKP - Other - Contingency	22,250	22,248	2	100%
<b>Total Other</b>	<b>170,886</b>	<b>159,252</b>	<b>11,634</b>	<b>107%</b>
<b>Total Operating Expenses</b>	<b>3,469,862</b>	<b>3,959,333</b>	<b>(489,471)</b>	<b>88%</b>
<b>Net Profit</b>	<b>-</b>	<b>(694,337)</b>	<b>694,337</b>	<b>0%</b>



# Thriving Queensland Kids **Partnership**

**connect • catalyse • learn**



Thriving Kids Hub, Mosaic Building, Level 1, 826  
Ann Street, Fortitude Valley QLD 4006



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



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