Department of Communities and Justice 

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# Community Strengthening Program Activity

Community and Family Support (CAFS) Program Logic

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| CURRENT SITUATION | EVIDENCE | ACTIVITIES AND SERVICES | OUTPUTS | THEORY OF CHANGE | CLIENT OUTCOMES |
| [**Please delete this instruction once the form is completed:**Describe the situation of the issue your program seeks to change. Consider CAFS program priority target groups and information contained in the program-level Community Strengthening program logic (available in the CAFS Program Specifications).Answers to the following questions should be incorporated into your statement:1. Who is your target group?
2. What are the current issues faced by this target group? Please include evidence to support this statement.
3. What are the causes of the current situation?
4. What will happen to the target group if these issues are not addressed?

Reference local data when completing this section. See [Understanding your Local Area](https://dcj.nsw.gov.au/service-providers/deliver-services-to-children-and-families/targeted-earlier-intervention-program/understanding-your-local-area.html) on the program website for some suggested data sources][Click here to insert Current Situation]  | Strong community wellbeing is critically important for helping children, young people and families thrive, especially when they are experiencing, or at risk of experiencing, vulnerability. Five critical elements are common across the evidence that contribute to increased community wellbeing for vulnerable children, young people and families: 1. **Inclusive and genuine codesign and partnership**: building authentic partnerships with community that work towards community ownership while also ensuring that the diverse voices of that community are represented.
2. **Leveraging strengths and building capacity**: initiatives that are both strengths based and actively building community capacity.
3. **Creating safe and effective spaces**: spaces that are safe and accessible to everyone to allow for the effective engagement of diverse community members.
4. **Intersectional and safe approaches**: incorporating an understanding of how the different aspects of a person's identity (e.g. gender, ethnicity, disability) can expose them to overlapping and intersecting forms of discrimination and marginalisation to allow for the delivery of a more integrated, safe and holistic suite of services.
5. **A whole system approach**: interventions that are part of a whole system approach that interconnects multiple community cohorts and agencies.

(DCJ Evidence Portal: [Community Strengthening Evidence Review](https://evidenceportal.dcj.nsw.gov.au/evidence-portal-home/our-evidence-reviews/community-strengthening-evidence-review.html)).[Click here to insert additional evidence. This is optional, delete this text field if not needed] [**Please delete this instruction once the form is completed:**If you **do not** deliver services to young people, delete the entire section below.] A synthesis of elements of best practice in youth work include:* **connectivity:** development of programs and services that are long term, sustainable and relationship based, birthed and sourced from within the community
* **strengths-based approach:** embracing notions of independence and autonomy among services for young people
* **capacity building:** ability to build capacity in terms of staff professional development, effective research, evaluation and information gathering and sharing, and leadership in the area of governance and management
* **contextual and systemic considerations:** consideration of macro-contexts including economic, political and social and cultural factors.

(DCJ Evidence Portal: [Agency and Empowerment Evidence Review](https://evidenceportal.dcj.nsw.gov.au/evidence-portal-home/our-evidence-reviews/youth-work-agency-and-empowerment-evidence-review.html))[Click here to insert additional evidence. This is optional, delete this text field if not needed]  | [**Please delete this instruction once the form is completed:**Select the CAFS Service Types you are contracted to deliver from the following Community Strengthening program activity service types.]CAFS Service Types[ ]  Advocacy and support [ ]  Community engagement [ ]  Community sector coordination [ ]  Education and skills training [ ]  Facilitate employment pathways [ ]  Indigenous advocacy / support [ ]  Indigenous community engagement [ ]  Indigenous healing activities [ ]  Information / advice / referral [ ]  Social participation[**Please delete this instruction once the form is completed:**Include a service description that outlines the activities you will undertake within each service type.Copy and paste to duplicate the section below if there are multiple service types funded.]CAFS Service Type 1: [Choose a CAFS Service Type] **Service Description:** [Click here to insert Service Description] CAFS Service Type 2: [Choose a CAFS Service Type] **Service Description:** [Click here to insert Service Description] [**Please delete this instruction once the form is completed:**Address the [five critical elements](https://evidenceportal.dcj.nsw.gov.au/evidence-portal-home/our-evidence-reviews/community-strengthening-evidence-review/community-strengthening-critical-elements.html) and explain how your service activities will be delivering these. Write **N/A** if your service **does not** deliver the critical element.**Note:** Not all critical elements will be relevant to all services – you should address those which your service delivers. See program logic examples for different ways these can be addressed.] Five Critical ElementsOur service delivers on the five critical elements that contribute to increased community wellbeing for vulnerable children, young people and families:1. **Inclusive and genuine codesign and partnership**

[Click here to insert your answer or write N/A if your service does not deliver this critical element] 1. **Leveraging strengths and building capacity**

[Click here to insert your answer or write N/A if your service does not deliver this critical element] 1. **Creating safe and effective spaces**

[Click here to insert your answer or write N/A if your service does not deliver this critical element] 1. **Intersectional and safe approaches**

[Click here to insert your answer or write N/A if your service does not deliver this critical element] 1. **A whole system approach**

[Click here to insert your answer or write N/A if your service does not deliver this critical element] [**Please delete this instruction once the form is completed:**If you deliver services to young people, address the [youth work best practice elements](https://evidenceportal.dcj.nsw.gov.au/evidence-portal-home/our-evidence-reviews/youth-work-agency-and-empowerment-evidence-review/best-practice-in-youth-work-interventions.html). Otherwise delete the entire section below.]Youth Work Best Practice ElementsOur service encompasses the key elements of youth work best practice.* **Connectivity:** [Click here to insert your answer]
* **Strengths-based approach:** [Click here to insert your answer]
* **Capacity building:** [Click here to insert your answer]
* **Contextual and systemic considerations:** [Click here to insert your answer]
 | As per contracted service deliverables.[Click here to insert contract outputs. This is optional, delete this text field if not needed] | [**Please delete this instruction once the form is completed:**This section brings together all the elements of your program logic into a clear logical statement. It is a check that together your activities and outcomes make sense and flow on from one another.Clearly explain how each proposed service activity will achieve the proposed outcomes. Where possible, reference the critical elements from the evidence column where applicable and describe how your activities address these.Refer to the Community Strengthening program logic in the CAFS Program Specifications for an example of a Theory of Change.][Click here to insert Theory of Change]  | [**Please delete this instruction once the form is completed:**Add client outcomes that are expected to be delivered under your contract.**Safety** is a Client Outcome for all CAFS service providers – do not delete. **Note:** not all Community Strengthening providers will be able to report on the Safety outcome depending on the nature of their service.] Client Outcomes**Safety*** Reduced risk of entry into the child protection system

[**Please delete this instruction once the form is completed:** Below are other Client Outcomes:– delete those which are not in your contract] **Social and Community*** Increased participation and inclusion in community
* Increased sense of belonging to their community
* Increase in formal and informal networks

**Empowerment*** Increased client reported self-determination
* Families and carers are empowered and confident to understand and meet their child’s development needs.

**Education and Skills*** Increased school attendance and achievement
* Reduced number of children starting school developmentally vulnerable in one, or two or more Australian Early Development Census domains.

**Economic*** Sustained participation in employment

**Health*** Improved health and development of children and young people
* Improved parental health

**Home*** Sustained safe and stable housing

[Click here to add additional outcomes if applicable. Optional: include additional client outcomes from the Outcomes for Aboriginal People in the CAFS Program as appropriate and/or if included in your contract. Delete this text field if not needed] [**Please delete this instruction once the form is completed:** Community Sector Coordination organisations to include the following:]Service System Outcomes* Strengths-based approach
* Flexible and Responsive
* Culturally safe
* Capable
* Collaborative
* Person Centred
* Evidence informed.
 |

[Please delete the examples below when the form is completed]

Department of Communities and Justice 

Example 1: Community Strengthening

Community and Family Support (CAFS)Program Logic

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| CURRENT SITUATION | EVIDENCE | ACTIVITIES AND SERVICES | OUTPUTS | THEORY OF CHANGE | CLIENT OUTCOMES |
| Our LGA has a high number of people from culturally and linguistically diverse backgrounds. According to the ABS Census 2021, our LGA is one of the most culturally diverse local government areas in Sydney. Many migrants and refugees are newly arrived and have little knowledge of local organisations and services that are available for families. This is also exacerbated by the fact that a large number speak English as second language, this creates another barrier in accessing information and services. There are low levels of education across the LGA. 8.5% of people have a Year 9 or below level of education (NSW Department of Education statistics). There are many families living in poverty. According to the SEIFA Index, our LGA has a higher proportion of low income households than the National Average with 20.6% of households earning less than $650 per week. There are children, young people and families with multiple risk factors in our LGA, with the largest number of children at ROSH in the district (CP and OOHC Heat Maps Key Statistics DCJ).If these issues are not addressed disadvantage and social isolation will increase and community members will not access the services they need resulting in requiring more targeted or intensive support.  | Strong community wellbeing is critically important for helping children, young people and families thrive, especially when they are experiencing, or at risk of experiencing, vulnerability. Five critical elements are common across the evidence that contribute to increased community wellbeing for vulnerable children, young people and families: 1. **Inclusive and genuine codesign and partnership**: building authentic partnerships with community that work towards community ownership while also ensuring that the diverse voices of that community are represented.
2. **Leveraging strengths and building capacity**: initiatives that are both strengths based and actively building community capacity.
3. **Creating safe and effective spaces**: spaces that are safe and accessible to everyone to allow for the effective engagement of diverse community members.
4. **Intersectional and safe approaches**: incorporating an understanding of how the different aspects of a person's identity (e.g. gender, ethnicity, disability) can expose them to overlapping and intersecting forms of discrimination and marginalisation to allow for the delivery of a more integrated, safe and holistic suite of services.
5. **A whole system approach**: interventions that are part of a whole system approach that interconnects multiple community cohorts and agencies.

(DCJ Evidence Portal: [Community Strengthening Evidence Review](https://evidenceportal.dcj.nsw.gov.au/evidence-portal-home/our-evidence-reviews/community-strengthening-evidence-review.html)).This service has a particular focus on the fifth critical element. | CAFS Service Types[x]  Advocacy and support [x]  Community engagement [x]  Community sector coordination [x]  Education and skills training [x]  Facilitate employment pathways [x]  Indigenous advocacy / support [x]  Indigenous community engagement [x]  Indigenous healing activities [x]  Information / advice / referral [x]  Social participationCAFS Service Type 1: Advocacy and Support **Service Description:** Provide guidance, assistance and information to individuals and families to access services and online portals, as well as provide referrals to other organisations to improve access to services. CAFS Service Type 2: Community Engagement **Service Description:** Organise family and community events to bring community together to promote understanding of diversity to increase social cohesion. Provide opportunities for community members to connect with others in the community and other services. CAFS Service Type 3: Community Sector Coordination **Service Description:** Coordinate local services to work collaboratively to respond to local needs or specific target groups. CAFS Service Type 4: Education and Skills Training **Service Description:** Provide introductory courses on a range of topics to increase self confidence, skill development and prepare parents for future study. CAFS Service Type 5: Facilitate Employment Pathways **Service Description:** Assist people get job ready and increase their access to employment through providing employment/job skills courses/ workshops as well as information and assistance on volunteering. CAFS Service Type 6: Indigenous Advocacy / Support **Service Description:** Advocating to problem solve and being an intermediary for Aboriginal children, young people, families and communities. CAFS Service Type 7: Indigenous Community Engagement **Service Description:** Organise Aboriginal community events or festivals that support Aboriginal communities, e.g. NAIDOC Week events. CAFS Service Type 8: Indigenous Healing Activities **Service Description:** Activities that facilitate healing for Aboriginal communities, for example Reconciliation Gatherings: Aboriginal and Non-Aboriginal people coming together to share culture and knowledge. CAFS Service Type 9: Information / Advice / Referral **Service Description:** Provide information to individuals and families on local services by phone, face to face, email, as well as provide assisted referrals to other organisations to improve access to services. CAFS Service Type 10: Social Participation **Service Description:** Provide community activities based on needs identified by the community to reduce social isolation and increase community participation. Five Critical ElementsOur service delivers on the five critical elements that contribute to increased community wellbeing for vulnerable children, young people and families:1. **Inclusive and genuine codesign and partnership**

The design and development of our service’s programs involved extensive consultation and engagement with community members and agencies in order to meet the needs of the diverse population. 1. **Leveraging strengths and building capacity**

The design and development of our service’s programs have built on the skills, capacity, knowledge, passions, networks and connections of local community members. 1. **Creating safe and effective spaces**

Our service provides a community hub that provides a soft entry point to a range of services and supports. 1. **Intersectional and safe approaches**

Our service incorporates approaches that are safe for all vulnerable populations. This includes: * Incorporating cultural and spiritual practices, principles, laws and ways of knowing;
* Acknowledging the historical and social context of vulnerable and marginalised populations;
* Trauma informed;
* Enabling people to maintain their identity;
* Employing diverse staff who are able to be reflexive and aware of their own biases and privileges;
* Respecting family, language and gender groups;
* Holistically meeting the diverse and intersecting needs of children, young people, families and communities.
1. **A whole system approach**

Our service works collaboratively within a network of other service providers within the area to share information and provide synchronised, holistic support to clients. Youth Work Best Practice ElementsOur service encompasses the key elements of youth work best practice.* **Connectivity:** programs offered are based on client need and developed in consultation with local community.
* **Strengths-based approach:** the service facilitates autonomy and independence of young people. Youth workers maintain positive relationships with young people built on trust and mutual respect.
* **Capacity building:** the service is committed to staff professional development and evidence-informed practice, holding regular learning and development activities and connecting with service network partners in the local area.
* **Contextual and systemic considerations:** the service maintains oversight of the broader economic, political and social and cultural factors impacting the environment in which it delivers services.
 | As per contracted service deliverables. | The services provided incorporate the following critical elements that the evidence shows have a positive impact on community wellbeing outcomes: 1. Inclusive and genuine codesign and partnership
2. Leveraging strengths and building capacity
3. Creating safe and effective spaces
4. Intersectional and safe approaches
5. A whole system approach

Providing advocacy and support to families directly and making referrals to specialist services if needed ensures they know where to get the help they need. Risky situations are less likely to escalate.Families are connected to other community members and community organisations through a range of different events. Community events are soft entry points that provide an opportunity to connect with families and individuals that might not currently be connected or who are socially isolated. Families are able to interact with service providers and connect with organisations in an informal and non-threatening setting. Increases knowledge of services and activities available locally, increasing access to a range of services for families.Providing opportunities for families to obtain information on different health, welfare and other concerns, increases their knowledge, capacity and improves health and well-being outcomes for them and their families.Facilitating local based initiatives in response to local issues provides an opportunity for community members to have a say, work together, build capacity, confidence, sense of efficacy and informal networks to create a more connected community.Providing a range of adult education courses in the community enables learners to build their capacity and access future study and work options. Providing childminding for these classes enables many women with young children to participate.Collaboration with organisations in the local area on local needs and issues, improves service delivery, assists services respond to gaps in service and reduces duplication of services, creating better outcomes for families and the community. | Client Outcomes**Safety*** Reduced risk of entry into the child protection system

**Social and Community*** Increased participation and inclusion in community
* Increased sense of belonging to their community
* Increase in formal and informal networks

**Empowerment*** Increased client reported self-determination
* Families and carers are empowered and confident to understand and meet their child’s development needs.

**Education and Skills*** Increased school attendance and achievement
* Reduced number of children starting school developmentally vulnerable in one, or two or more Australian Early Development Census domains.

**Economic*** Sustained participation in employment

**Health*** Improved health of children and young people
* Improved parental health

**Home*** Sustained safe and stable housing
 |

[Please delete the examples below when the form is completed]

Department of Communities and Justice 

Example 2: Community Strengthening – Community Sector Coordination Organisation

Community and Family Support (CAFS) Program Logic

|  |  |  |  |  |  |
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| CURRENT SITUATION | EVIDENCE | ACTIVITIES AND SERVICES | OUTPUTS | THEORY OF CHANGE | CLIENT OUTCOMES |
| There are 30 CAFS service providers in our district working towards CAFS Outcomes.CAFS service providers may request support and guidance with:* Planning
* Governance
* DEX
* Outcomes
* Evidence-informed practice
* Best practice/continuous improvement/service delivery
* Professional development for frontline workers and volunteers

If CAFS-funded services are not supported to adopt an evidence-informed approach to their work, they risk providing services or delivering them in a manner that is not conducive to achieving positive outcomes for their clients.If our target group is not supported to improve their service capacity and face systemic and local issues as they arise, then this will create unnecessary roadblocks leading to failures in meeting outcomes for CAFS clients. | Strong community wellbeing is critically important for helping children, young people and families thrive, especially when they are experiencing, or at risk of experiencing, vulnerability. Five critical elements are common across the evidence that contribute to increased community wellbeing for vulnerable children, young people and families: 1. **Inclusive and genuine codesign and partnership**: building authentic partnerships with community that work towards community ownership while also ensuring that the diverse voices of that community are represented.
2. **Leveraging strengths and building capacity**: initiatives that are both strengths based and actively building community capacity.
3. **Creating safe and effective spaces**: spaces that are safe and accessible to everyone to allow for the effective engagement of diverse community members.
4. **Intersectional and safe approaches**: incorporating an understanding of how the different aspects of a person's identity (e.g. gender, ethnicity, disability) can expose them to overlapping and intersecting forms of discrimination and marginalisation to allow for the delivery of a more integrated, safe and holistic suite of services.
5. **A whole system approach**: interventions that are part of a whole system approach that interconnects multiple community cohorts and agencies.

(DCJ Evidence Portal: [Community Strengthening Evidence Review](https://evidenceportal.dcj.nsw.gov.au/evidence-portal-home/our-evidence-reviews/community-strengthening-evidence-review.html)).This service has a particular focus on the fifth critical element.  | CAFS Service Types[ ]  Advocacy and support [ ]  Community engagement [x]  Community sector coordination [ ]  Education and skills training [ ]  Facilitate employment pathways [ ]  Indigenous advocacy / support [ ]  Indigenous community engagement [ ]  Indigenous healing activities [ ]  Information / advice / referral [ ]  Social participationCAFS Service Type 1: Community Sector Coordination **Service Description:** Activities undertaken to support coordination and collaboration; strengthen organisational capacity of local CAFS organisations.Under Community Sector Coordination we will:* Form and coordinate interagency working groups to address gaps and identify collaborative opportunities.
* Facilitate collaboration between organisations to integrate and streamline service delivery in order to maximise outcomes for clients.
* Conduct activities to build and sustain the Aboriginal workforce.
* Form and facilitate partnerships with Aboriginal leaders in order to embed cultural safety within organisational governance and strategic planning and to ensure service offerings are informed by Aboriginal worldviews, local knowledge and expertise.
* Build the capacity of CAFS service providers to incorporate the Aboriginal Case Management Policy.
* Facilitate local multicultural interagency groups to build cultural competency and increase and improve working relationships, and knowledge of local communities including existing and emerging CALD communities and available services for children, young people, families and communities.
* Create and maintain resources, training opportunities and general information to support evidence-informed approach.
* Build the skills and capabilities of practitioners to engage with the DCJ evidence portal and use evidence in decision making, planning, practice and service delivery. their work and decision-making.
* Use evidence to identify service gaps.
* Create a monthly newsletter to be sent out to the sector which includes local events, resources, training opportunities and general information.

Five Critical ElementsOur service activities have a specific focus on the fifth critical element − **A whole system approach**  | As per contracted service deliverables. | The services provided incorporate the following critical elements that the evidence shows have a positive impact on community wellbeing outcomes, with a particular focus on the fifth critical element: 1. Inclusive and genuine codesign and partnership
2. Leveraging strengths and building capacity
3. Creating safe and effective spaces
4. Intersectional and safe approaches
5. A whole system approach

Fostering collaboration between services and service sectors, will enable resources, expertise, and information to be shared. Working closely with other service providers will build trust between services and an increased understanding of what services are available in the local area, eligibility and referral pathways. Services working in collaboration will have a greater impact on service delivery to vulnerable communities than if each were working in isolation. Training and education will have a strong focus on the CAFS Service System Outcomes as it is requirement of all CAFS funded services. This will support continuous learning and quality improvement across the sector. | Client Outcomes**Safety*** Reduced risk of entry into the child protection system

Service System Outcomes* Strengths-based approach
* Flexible and Responsive
* Culturally safe
* Capable
* Collaborative
* Person Centred
* Evidence informed.
 |