

STRATEGIC

PLAN

2013 - 2015

**Russell Family Fetal
Alcohol Disorders
Association
Incorporated**

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About the Russell Family Fetal Alcohol Disorders Association Incorporated (rffada)

The rffada is a not-for-profit health promotion charity dedicated to ensuring that individuals affected prenatally by alcohol have access to diagnostic services, support and multidisciplinary management planning in Australia and that carers and parents are supported with a “no blame no shame” ethos.

The rffada has proposed a set of key goals for the future of FASD prevention and management in Australia:

Support

Training

Education

Research and Projects

The Foundation for Alcohol Research and Education (FARE) has recently released its Australian FASD Action Plan along with the House Standing Committee on Social Policy and Legal Affairs’ recommendations.

The rffada is well positioned to assist government in the implementation of any FASD-related recommendations and has based its Strategic Plan for the next 12 months on supporting the government in workforce development, delivering services, undertaking research, and providing other much-needed services and support to parents and carers of children with FASD.

This document sets out how the rffada can assist in any FASD related activity particularly those areas identified in the above documents. That said, the rffada is not limited to supporting the implementation of some of these recommendations. We have the knowledge, structure, networks and governance to enable us to undertake any FASD-related activity.

Anne Russell
Secretary and Founder of the rffada
13 December 2012

"We understand that we cannot solve the problems related to prenatal alcohol exposure on our own. That's why working in partnership with others is critical to achieving our goals. These relationships are a key part of the work we do around Australia and we are glad to have partners who understand the importance of this work". Anne Russell, Founder, rffada



rffada Strategic Plan

1 Support	2 Training	3 Education	4 Research and projects
<p>1.1 Provide support to parents and carers with a 'no blame no shame' ethos</p> <p>1.2 Promote the establishment of Support Groups run by parents and carers around Australia by providing a detailed 'Support Group Establishment Procedure Guide'</p> <p>1.3 Develop programs to mitigate contact by people with FASD with the criminal justice system</p> <p>1.4 Develop programs to support children/adolescents with FASD (either diagnosed or suspected) at risk of contact with the criminal justice system</p> <p>1.5 Early intervention services</p>	<p>2.1 Train staff in services likely to come into contact with people with FASD</p> <p>2.2 Train parents and carers in strategies, interventions and accommodations in order to support children with FASD and reduce the likelihood of secondary disabilities</p> <p>2.3 Train criminal justice personnel including judges and magistrates and develop a training model to be rolled out across Australia</p> <p>2.4 Train employment and disability services providers on the employment needs of people with FASD</p>	<p>3.1 A national media awareness campaign for the prevention and awareness of FASD</p> <p>3.2 Alcohol and pregnancy education in all high schools</p>	<p>4.1 Pilot a project in a remote Indigenous community to support families with FASD or at risk of having a child with FASD</p> <p>4.2 Undertake research and surveys as needed</p>



rffada Vision Mission Values

Vision

The rffada vision is to have FASD-specific health, allied health and related services available for all those who require them and to support raising awareness of the consequences of alcohol consumption during pregnancy.

Mission

The mission of the rffada is to provide information, training and education to increase the capacity of communities, organisations and individuals to support those people living with FASD to live to their full potential.

Values

Education – Awareness – Support

rffada Patron: The Honourable Dr Sharman Stone MP Co-chair 'Parliamentarians for the Prevention of FASD'

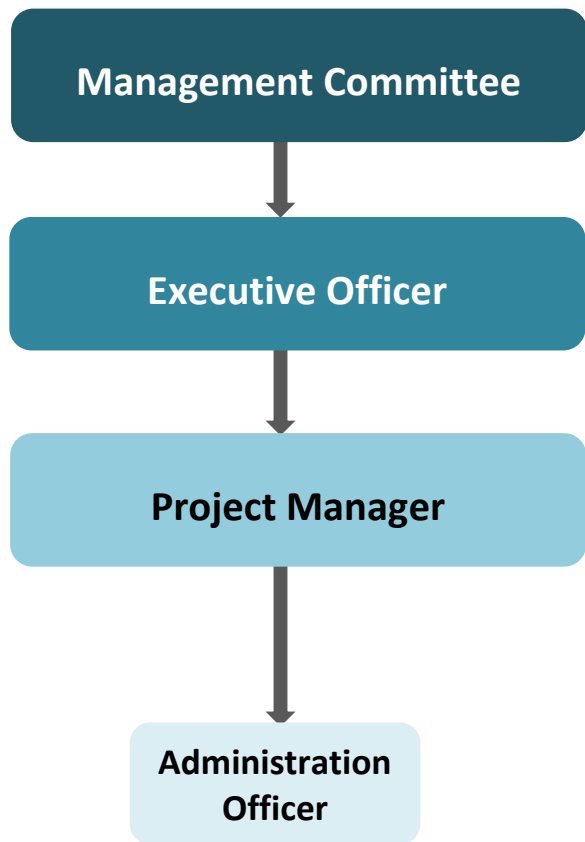
rffada International Patron: Diane V Malbin MSW FASCETS Inc, FASD Expert and International Speaker



rfada Proposed Organisation Structure

Upon receiving start-up funding

The future of the rfada





Our principles

The guiding principles of the rffada inform the organisation's approach and underpin our programs and services.

- 1** The needs of the parents and carers of children with FASD are the basis of the work undertaken by the rffada
- 2** The rffada operates with integrity and fairness and remains an independent advocate and support for families living with FASD
- 3** The rffada is committed to promoting and supporting evidence-based practice and quality driven approaches appropriate to parents and carers however acknowledges practice and wisdom-based solutions as having a place in the management and support of people with FASD
- 4** The rffada uses an internal team-based approach to its programs, projects and services and works collaboratively with other organisations and individuals within the government, non-government and research sectors
- 5** The rffada is committed to continuous improvement and innovation



1 Support

1.1 Provide support to parents and carers with a 'no blame no shame' ethos

- 1.1.1 Promote the availability of the 1800rffada freecall number
- 1.1.2 Continue to operate the rffada freecall number 1800rffada
- 1.1.3 Continue to moderate the rffada FaceBook Support Groups

Performance Measures

- 1.1.1 Number of calls received as a result of marketing activities
- 1.1.2 Number of calls received on the freecall number
Satisfaction rates
- 1.1.3 Number of members joining the FaceBook groups
Attrition rate

1 Support

- 1.1 Provide support to parents and carers with a 'no blame no shame' ethos**
- 1.2 Promote the establishment of Support Groups run by parents and carers around Australia
- 1.3 Develop programs to mitigate contact by people with FASD with the criminal justice system
- 1.4 Early intervention services

1.2 Promote the establishment of rffada Support Groups run by parents and carers around Australia

- 1.2.1 Provide 'Support Group Establishment Procedure Guide' to all parents or carers wishing to establish a rffada Support Group
- 1.2.2 Provide email, telephone or face to face support as required to the parents and carers managing a rffada Support Group
- 1.2.3 Collate data and statistics around rffada Support Groups

Performance Measures

- 1.2.1 Number of requests for the 'Support Group Establishment Procedure Guide'
- 1.2.1 Feedback from members of each rffada Support Group
- 1.2.2 Number of requests for support during the establishment and maintenance stages of rffada Support Groups
- 1.2.3 Statistics on numbers of people joining rffada Support Groups

1 Support

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1.3 Develop programs to mitigate contact by people with FASD with the criminal justice system

1.3.1 Develop networks and work with them to prepare a pilot program (Remote Indigenous Community FASD Pilot Program) to identify at risk people with FASD

1.3.2 Develop training program for criminal justice personnel

1.3.3 Develop programs to support children/adolescents with FASD (either diagnosed or suspected) at risk of contact with the criminal justice system (Changing Realities – Building Futures)

1.3.4 Write up project for replication in other areas

Performance Measures

A wide-ranging network has been established

rffada staff have been asked or are members of organisations relevant to this objective

Training program is requested by criminal justice personnel

Feedback from participants is 95% positive

Programs developed which support at risk children/adolescents with FASD

Statistics show a reduction in children/adolescents with FASD encountering the criminal justice system

1 Support

1.1 Provide support to parents and carers with a 'no blame no shame' ethos

1.2 Promote the establishment of Support Groups run by parents and carers around Australia

1.3 Develop programs to mitigate contact by people with FASD with the criminal justice system

1.4 Early intervention services

1.4 Early intervention services

- 1.4.1 Continue to advocate for FASD to be included in the Better Start initiative
- 1.4.2 Lodge submissions for relevant Inquiries and Discussion Papers
- 1.4.3 Continue to present at conferences when requested
- 1.4.4 Continue to lodge abstracts for conferences where the audience would benefit on the advantages of early intervention

Performance Measures

The government agrees to include FASD in the Better Start Initiative

The government prepares an early intervention program specifically for children with FASD

Number of submissions lodged

Number of conferences presented

Number of abstracts lodged

1 Support

- 1.1 Provide support to parents and carers with a 'no blame no shame' ethos
- 1.2 Promote the establishment of Support Groups run by parents and carers around Australia
- 1.3 Develop programs to mitigate contact by people with FASD with the criminal justice system

1.4 Early intervention services



2 Training

2.1 Train staff in services likely to encounter people with FASD

2.1.1 Identify services

2.1.2 Develop accredited training on FASD suitable for all services

Performance Measures

Number and type of services trained

Feedback from participants

2 Training

2.1 Train staff in services likely to come into contact with people with FASD

2.2 Train parents and carers in strategies, interventions and accommodations in order to support children with FASD and reduce the likelihood of secondary disabilities

2.3 Train criminal justice personnel including judges and magistrates and develop a training model to be rolled out across Australia

2.4 Train employment and disability services providers on the employment needs of people with FASD

2.2 Train parents and carers in strategies, interventions and accommodations

- 2.2.1 Identify foster organisations to deliver training to foster carers
- 2.2.2 Train foster carers
- 2.2.3 Support parents and carers while participants in training to establish Support Groups should they request

Performance Measures

Reduction of secondary disabilities in children whose parents or carers have attended training

Number of foster carers and biological parents trained

Number of Support Groups established

2 Training

2.1 Train staff in services likely to come into contact with people with FASD

2.2 Train parents and carers in strategies, interventions and accommodations

2.3 Train criminal justice personnel including judges and magistrates and develop a training model to be rolled out across Australia

2.4 Train employment and disability services providers on the employment needs of people with FASD

2.3 Train criminal justice personnel including judges and magistrates and develop a training model to be rolled out across Australia

2.3.1 Identify criminal justice personnel

2.3.2 Prepare appropriate training for judges and magistrates

2.3.3 Develop a training model

2.3.4 Roll training out as train the trainer

Performance Measures

Number of judges and magistrates trained

Number of judges and magistrates who will make changes to the way they work with people with FASD

2 Training

2.1 Train staff in services likely to come into contact with people with FASD

2.2 Train parents and carers in strategies, interventions and accommodations

2.3 Train criminal justice personnel including judges and magistrates and develop a training model to be rolled out across Australia

2.4 Train employment and disability services providers on the employment needs of people with FASD

2.3 Train employment and disability services providers on the employment needs of people with FASD

- 2.3.1 Undertake research on the needs of people with FASD in employment
- 2.3.2 Develop programs for people with FASD wishing to obtain and maintain employment
- 2.3.3 Develop programs for disability and mainstream employment services for people with FASD
- 2.3.4 Deliver training using train the trainer
- 2.3.5 Roll out training across Australia

Performance Measures

Number of employment organisations trained in FASD and employment issues

Number of people with FASD who have obtained sustainable employment (longer than 6 months)

2 Training

- 2.1 Train staff in services likely to come into contact with people with FASD
- 2.2 Train parents and carers in strategies, interventions and accommodations
- 2.3 Train criminal justice personnel including judges and magistrates and develop a training model to be rolled out across Australia
- 2.4 Train employment and disability services providers on the employment needs of people with FASD**



3 Education

3.1 A national media awareness campaign for the prevention and awareness of FASD

- 3.1.1 Lobby government on campaign
- 3.1.2 Work with others on content
- 3.1.3 Roll out in one location
- 3.1.4 Obtain feedback on success of campaign
- 3.1.5 Roll out across Australia

Performance Measures

Awareness of FASD increases

Alcohol consumption during pregnancy decreases

Health practitioners increase conversations with patients on alcohol and pregnancy

3 Education

3.1 A national media awareness campaign for the prevention and awareness of FASD

3.2 Alcohol and pregnancy education in all high schools

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3.2.1 Discuss education of all high school children with state education departments

3.2.2 Develop message for students and young people

3.2.3 Work with state education departments to roll out message within current curriculum

3.2.4 Obtain feedback from students

Performance Measures

Message is taken up by education departments

Students' feedback is positive

Reduction in alcohol consumption during pregnancy

3 Education

3.1 A national media awareness campaign for the prevention and awareness of FASD

3.2 Alcohol and pregnancy education in all high schools



4 Research and Projects

4.1 Pilot a project in remote Indigenous Community to support families with FASD or at risk of having a child with FASD

- 4.1.1 Identify community and gain support of leaders
- 4.1.2 Develop project outline in conjunction with community leaders
- 4.1.3 Deliver project in community
- 4.1.4 After feedback obtained alter project using continuous improvement
- 4.1.5 Roll out to another community

Performance Measures

Reduction in alcohol consumed during pregnancy

Abstinence during pregnancy

New community accepts project

4 Research and projects

4.1 Pilot a project in a remote Indigenous community to support families with FASD or at risk of having a child with FASD

4.2 Undertake research and surveys as needed

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4.2.1 Work with partners to develop research models which do not reinvent research already undertaken overseas

4.2.2 Obtain funding with partners

4.2.3 Deliver research and survey projects

Performance Measures

Research is Australian specific and does not replicate overseas research

Funding is obtained for research approved by the rffada

Surveys are evidence-based

4 Research and projects

4.1 Pilot a project in a remote Indigenous community to support families with FASD or at risk of having a child with FASD

4.2 Undertake research and surveys as needed