



WANSLEA STRATEGIC PLAN

2020-2023



WELCOME FROM THE CHAIR AND CEO

The Strategic Plan 2020–2023 opens new possibilities for Wanslea's future over the next three years. It builds on the achievements of the previous plan that delivered:

- A strong financial position
- Wanslea's presence in Tasmania and the Northern Territory
- Significant growth in research projects
- A strong and diverse workforce
- New fields of practice across Wanslea and WELD
- Strong brand recognition
- Strengthening of our partnerships with ACCOs and others

With a broader range of services across WA and interstate, Wanslea's position as an influencer of policy is expected to grow.

This Strategic Plan commences in a period of significant uncertainty due to the impact of the COVID-19 pandemic, an economic environment that is disrupted and a political agenda that is focussed on economic recovery through building infrastructure. Working within a service area that is beyond the scope of these measures will be a challenge during the life of the Plan.



Our intent is focussed on growth across all program areas and providing the best services for those who contact us. We can only do this with a staff team that is well supported, trained and accountable for the outcomes inherent in our work.

Partnerships with a variety of organisations continue to grow and will remain a key development point in this Plan as we work to broaden our reach, grow internal capability and support sustainability.

Research and evaluation have been key for some time and the leadership demonstrated in projects in recent years will continue to be strongly supported. Internal program evaluation will continue to be fostered to ensure that evidence led practices are firmly embedded across the whole organisation.

The addition of impact measures is a highlight of the Plan and will see Wanslea looking beyond the immediate outcomes of each program to consider our contribution to a wider remit of “whole of community” influence.

We commend the Strategic Plan 2020–2023 and will monitor the outcomes at organisation and Board levels on a regular basis.

Feedback to all stakeholders will ensure accountability requirements are met and we honour our vision of “excellence in leadership for communities, families and children”.

Kaye Mazzoleni

Chair Wanslea

Dr Jenny Jay

Chair Wanslea Early Learning and Development

Tricia Murray AM

Chief Executive Officer

Purpose

Wanslea promotes community, family and individual development through partnerships and services

Vision

Excellence and leadership in services for the community, families and children

RESPECT

Values

We treat all who interact with us with respect, honouring their differences and their input

INTEGRITY

We work in a fair, honest and respectful way that values the people with whom we work



COLLABORATION

We collaborate with our clients, other organisations and government for the best outcomes for children and families

OUR AIM IS TO ACHIEVE LONG TERM SOCIAL IMPACT



Children and Families

- Children and families of all cultures are included in Wanslea's services, programs, structures and decision making
- The role of all carers is valued and supported
- Children will develop and grow a stronger identity and connection to culture, community and country
- Strong and safe families
- Partnerships with families and community representatives inform and shape Wanslea's service delivery, research and advocacy



Community Services Sector

- Ensuring Community Services are more effective in influencing government policies for children and families
- Effective training for Community Services staff to be highly professional and culturally responsive
- Advocate for adequate funding to always provide best practice for Community Services



The Australian Community

- Creating an Australian community that's more inclusive, safe, child and family focused
- Overcoming disadvantage for Aboriginal and Torres Strait Islander children, families and communities



To achieve these outcomes, Wanslea needs to be a **sustainable, inclusive**, national organisation of highly professional staff that provides evidence-based **leadership** and **advocacy**.



Wanslea's strategic plan reflects these objectives.



1

Sustainability and Growth

OVERARCHING OUTCOMES

- Financial security
- Wanslea's revenue is diversified
- Wanslea services grow nationally
- Strong, value adding partnerships

2

Staff Wellbeing and Flexibility

OVERARCHING OUTCOMES

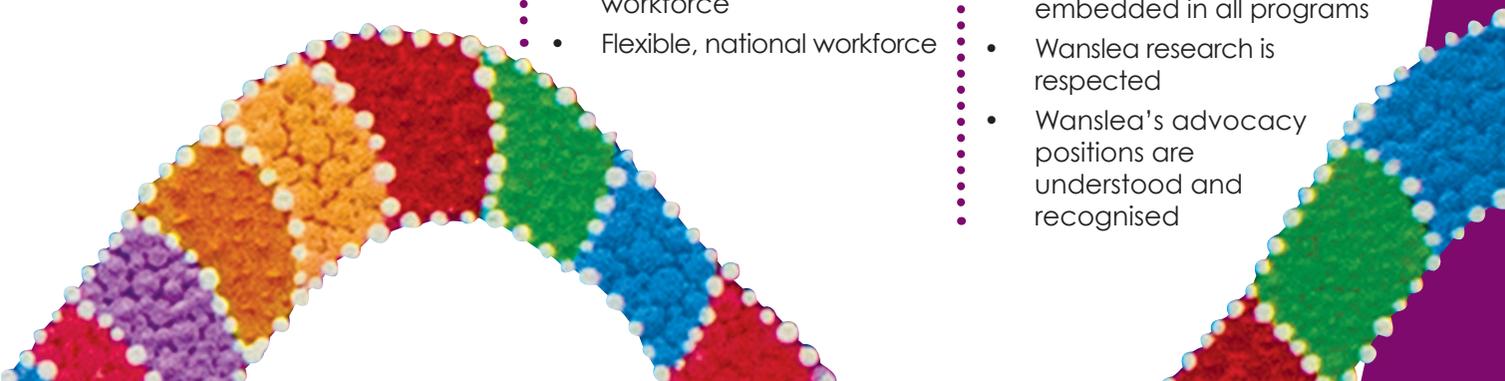
- Wanslea's organisational culture is inclusive, culturally safe, and diversity and disability aware
- High performing, connected leaders
- Skilled and professional workforce
- Flexible, national workforce

3

Influence and Leadership

OVERARCHING OUTCOMES

- A positive social impact culture
- Evidence-based and culturally safe programs
- Wanslea's brand as a leader in the sector is recognised
- Research and evaluation are embedded in all programs
- Wanslea research is respected
- Wanslea's advocacy positions are understood and recognised



WANSLEA – A QUICK GLANCE

Since 1943, Wanslea has worked with families to achieve better outcomes and build strength, resilience and connection for the benefit of each member.

Wanslea facilitates the individualised development of children by building capacity within families and carers to deliver culturally secure strategies, practical activities and connections with community resources and services.

What we do

- Support families in their parenting journey
- Provide a range of out of home care services
- Offer Early Education and Care Services
- Provide specialist services in mental health, disability and housing
- Community Capacity Building

Our services are for

- Families where there are children
- Children and young people through to early adulthood
- Family Day Care and In Home Care educators and support organisations
- Communities
- Students and volunteers



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