

**2021 JUNE REPORT**



**SERVICE DELIVERY, OUTCOMES AND OBJECTIVES**

1	How is Aspire to be Deadly progressing in delivery of the project as described in your funding agreement?	<p>Project – Aspire to be Deadly expanded its base in the 2020 delivery year despite the COVID 19 challenges and restrictions.</p> <p>This has meant a review of the 2021 Plans to include the expanded program participants and partners. The program delivers its outcomes across Live Well, Learn Well Lead Well</p> <p>Focus is on the Aspire Schools Program including</p>
---	-----------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

		<ul style="list-style-type: none"> <li>• Indigenous Mentor Support Program – Empower Me</li> <li>• Hockey Family Fun Zone</li> <li>• Deadly 5's</li> <li>• Aspire Schools</li> <li>• School to Club</li> </ul> <p>Strong collaborations in March Quarter include</p> <ul style="list-style-type: none"> <li>• Cairns West State School</li> <li>• Cairns Safer Streets – Balaclava</li> <li>• Trinity Bay High School</li> <li>• Trinity Anglican College</li> <li>• North Qld Primary Health Network</li> <li>• BDO Nth Qld</li> <li>• Bentley Park College</li> <li>• Tagai College – Horn Island, Thursday Island, Badu Island, Mabuiag Island and Moa Island campuses</li> <li>• Oceania Hockey – Hookin4 Health partnership – Train the Trainers Program using our indigenous mentors.</li> <li>• Qld Xray</li> <li>• My Pathways</li> <li>• Mazon Hockey</li> </ul> <p>New activities that increased awareness of the program included</p> <ul style="list-style-type: none"> <li>• Pre-season event which included Aspire named teams.</li> <li>• Expansion of community partnerships through Douglas Council for communities in south Cape York through Deadly 5's</li> <li>• Invitation to be part of co design new indigenous young women's mentor program at Bentley Park College</li> <li>• Increase in numbers within the Torres St Island Program</li> <li>• Active engagement through Team Up and Oceania Hockey – Hook in4 Health Train the Trainer using our indigenous female mentors as part of this program.</li> <li>• New Cairns Hockey 2021-2024 Strategic Plan embraces the Aspire to be Deadly Program as part of community support programs, inclusion and diversity moving forward.</li> <li>• Aspire has employed additional staff on a part time basis to address the increased need.</li> <li>• Deadly 5's expansion</li> </ul>
--	--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

		<ul style="list-style-type: none"> <li>• Migi Kokan expansion</li> <li>• Yarrabah Program expansion</li> <li>• Bentley Park Program expansion with a new mentor program involved</li> <li>• Pathways program expanded</li> </ul> <p>There is now more indigenous young women and girls involved in the School to Club than ever before.</p>
2	Have you encountered any difficulties in delivering the activity? If yes, how have you overcome them?	<p>Demand outweighs our capacity to meet the demand, and this has been shared with the department.</p> <p>The program is focused on maximizing opportunity, but we ensure our program and funded outcomes are met. These outcomes are being exceeded regularly because of the ongoing demand for our services.</p> <p>Our mentors are our strength and the connection from which relationships are built. The training we have given our mentors and life experiences is succeeding and our mentors are moving on to build their careers and this creates challenges ensuring we have mentors available through-out the program.</p> <p>This is being managed and highlights the need for the additional staffing support to reduce the impact of these challenges.</p> <p>Ongoing staff training is a priority and is scheduled into each term program to maintain quality delivery and staff well-being.</p> <p>This is a highly stressed landscape, and it is important to identify this and create the environment within the team to provide support, space, and reinforcement when relevant.</p> <p>Being a role model comes with its own challenges and this is part of managing the staff and the roles.</p> <p>New position advertised in early April – this position is now filled.</p> <p>Additional position was created in May and filled</p>
3	Does your organisation have any funded positions that are vacant? [If yes, when will you fill these vacancies? How will you cover the staffing gap?] –	No

	Please make a note of whether local Indigenous people are employed to deliver the project where appropriate.	<b>We have a strong indigenous presence in the workforce – over 80%</b>
4	How are your relationships with the local community and other local organisations? Do you have any positive news or concerns to report? – Please relate this to the organisation and its circumstances.	<p>Strong and growing relationships with parents. Strong and growing relationship with community groups upon which families rely. 3 young people were the subject of child protection orders and these students all indicated hockey and Aspire was a safe space for them. Strengthening and expanding relationships with partners and community supporters.</p> <p>Reviewed and confirmed community partnership with BDO Nth Qld and already workshops for our program mentors have been conducted in support.</p> <p>NQPHN – Smashing the Stigma – strong awareness and promotion with pre-season Aspire Flames Team competing, naming rights to the Pre-Season competition and strong signage and promotion reinforcing the importance of listening to your team-mates and offering a helping hand if required.</p> <p>Aspire can offered workshops to all clubs targeting junior coaches/officials and volunteers to share tools to identify when some-one might be suffering through mental challenges and provide training so as support can be offered.</p> <p>Strong and expanding collaboration with Hockey Australia – involved in RAP development directly, national indigenous program strategy,</p> <p>Oceania Hockey Federation has been an active collaborator and Aspire is training development officers in PNG and Vanuatu as part of this agreement and indigenous young women are the face of this program which we are very proud of.</p>
5	How do you know that the program is working? Do you have internal review/evaluation processes? – Please relate this to the organisation and its circumstances.	<p>Aspire to be Deadly has always placed a high priority on quality governance, data collection, reporting, review, and evaluation.</p> <p>We engage with our participants, stakeholders, parents and partners and we seek feedback on a regular basis.</p> <p>We have built a network based around respect and understanding and this allows honest exchanges of</p>

what is working, what is challenged, what needs to be modified or changed, whether additional training is required, and if something is working well.

June 2021 review has seen the following-

- Return of indigenous young women into the program transitioning from primary to secondary schools.
- New program participants in primary and secondary schools
- Increase participants in remote community programs.
- Increase in family engagement.
- Increase in attendance at community hockey hub weekly.
- Strengthening relationships with partners to support these programs.
- Schools are seeking invitations to be involved.
- Deadly 5's and Empower Me Programs and resources are aligning with connectivity with indigenous young girls and Aspire is being invited to expand and start new programs.
- Awareness and Respect for the Program has increased through the connectivity, the policy to engage directly with family, school, and community.
- Easter at Cairns Base Hospital was another example of how the community is embracing Aspire to be Deadly Program and Team Members.
- Largest Migi Kokan and Torres St Program ever
- Largest Deadly 5's Program ever

#### DATA ASSESSMENT AGAINST ANNUAL OUTCOMES

Outcomes	Funded Target 2021	Jan- June Quarter
Aspire School Programs delivered annually	30	24
Deadly 5's Regional Events as part of pathway programs	3	2
school attendance by students within the program,	95%	94%
young indigenous girls involved in grade 7/8 transition programs	30	38

		<table> <tr> <td>students involved in empower me programs across the whole program</td><td>50</td><td>42</td></tr> <tr> <td>Collaborative partners</td><td>10</td><td>11</td></tr> <tr> <td>Family support and engagement workshops</td><td>3</td><td>3</td></tr> <tr> <td>Health and Well-Being workshops being delivered</td><td>5</td><td>3</td></tr> <tr> <td>actively participating in Aspire funded programs</td><td>1500</td><td>Just over 1000</td></tr> </table>	students involved in empower me programs across the whole program	50	42	Collaborative partners	10	11	Family support and engagement workshops	3	3	Health and Well-Being workshops being delivered	5	3	actively participating in Aspire funded programs	1500	Just over 1000
students involved in empower me programs across the whole program	50	42															
Collaborative partners	10	11															
Family support and engagement workshops	3	3															
Health and Well-Being workshops being delivered	5	3															
actively participating in Aspire funded programs	1500	Just over 1000															
6	1. Have there been any WHS incidents in delivery of the activity over the last 12 months? If so, how have you addressed them? – Please outline all WHS incidents, including how injuries are reports and where your first aid kits are kept.	<p>No WHS incidents over the last 3 months.</p> <p>We have strong policy and review, risk management analysis and a needs assessment and these are incorporated in weekly team meetings.</p> <p>We have upgraded first aid training, mental health first aid and support programs for our staff.</p> <p>First aid kits are reviewed each quarter- we have 4 kits so every deliverer can have access to a specific kit wherever they deliver and 1 kit at the facility/office.</p> <p>We are increasing community hub resourcing so we can offer more participants access to the hub and this is included in 2021 plans – risk management has been done and we are presently working towards getting additional requirements completed.</p>															
7	Do you work with vulnerable people, including children? Is so, can you confirm that everyone who has contact with vulnerable people has a clearance? Does your organisation offer training on working with vulnerable people?	<p>Yes, we work with at risk children and their parents. Our staff have been trained and each quarter we undertake training either through our partners, schools or other depending on need to ensure our staff are current and can successfully work with vulnerable people.</p> <p>Our staff all are cleared and trained, and these clearances and training assessments are current.</p>															
KPI'S																	
8	How are you progressing against your KPIs? Are there any issues you need to raise? – Please ensure responses relate to activity specific KPIs.	<p>Meeting and exceeding KPI- with a very busy Term 3 and 4 coming up.</p> <p>First ever Indigenous Round at Cairns Hockey showing the support for NAIDOC and Aspire to be Deadly</p>															

FINANCIAL		
9	How is your expenditure tracking this year? Do you think you will have any underspends or overspends?	<p><b>Expenditure is on track to meet budget.</b></p> <p><b>We will deliver our KPI, and we will be able to do this with our funds received through the contract. If our submission is favourably received, we could increase outcomes significantly using the model program being embraced.</b></p> <p><b>Jan- Dec 2020.</b></p> <p>Audited Financial Report has been submitted with notes and information sharing.</p> <p>Financial submission additional to this was submitted for additional funding to support High School Transition Programs.</p> <p>We are being requested to deliver the program into additional schools and regions in 2021 and we have sent through a proposal for variation of funding agreement and additional funding to meet this community need.</p> <p>Cairns Hockey is committed to this program and through the embracing of the program access to membership and community support has increased. There are more indigenous young people and their families involved in Cairns Hockey, attending the facility, and engaging through club and pathway program than any other time in its history.</p> <p>Cairns Hockey provides financial support through access to staffing, resources etc and volunteers have increased which sees an actual acceptance of diversity and opens the door for more Closing the Gap outcomes to be supported.</p>
10	What sort of policies and procedures does your organisation have in place to support good financial management?	Cairns Hockey has a Board that looks at reports including Financial reports monthly. Aspire Program General Manager works with Finance Director and has monthly meetings to oversee and evaluate financial position and policy. Budgets are finalized and reviewed monthly with reporting to the Board.
GOVERNANCE		
11	Have there been any changes to the Board Members or senior	<p>Yes</p> <p>New Board Member elected at AGM.</p>

	personnel in the last three months?	All other Board members and senior personnel remain constant and supportive
12	Are there any other governance matters that have had an impact on delivery of the activity?	No Looking to implement same changes in governance and value add to the program by registering in the ACNC and this is being addressed.

KPI	
70% of hours worked in the 6month reporting period under this activity are worked by an indigenous person	Exceeded 80% of hours worked
Number of Indigenous people employed, and the total number of people employed, under the activity	7indigenous people employed. 8 people employed under this activity
Number of hours worked in the reporting period by all Indigenous people employed under the activity.	4108
Number of hours worked in the reporting period by all people employed under the activity.	5096
Core activities or services delivered met or exceeded requirements	Proud to confirm despite ongoing COVID and community challenges, most core activities and services were met and some exceeded. The Aspire Team is very proud of the work being delivered and is very humbled by the respect and recognition it is receiving
Number of unique students participating in the activity	1000 plus unique students participated in Aspire to be Deadly in this period – COVID19 impacted through the COVID 19 Plans in place through-out remote and regional areas.
80% unique students participated in the activity	Current percentage is 90% plus unique students participated in Aspire to be Deadly in this program – This amount holds consistent through-out the whole year.
Other	New website will be published during Naidoc Social media platforms and other mobile phone apps are engaging family very well We have 8 people involved directly in rep pathway programs – largest contingent since the program started
Staff Training	Broad staff training uses on-line opportunities regularly.