September 2023

Statutory systems workforce survey

Research Report

Queensland Family & Child Commission

Queensland Government

Table of contents

1. INTRODUCTION **3**

2. METHOD **3**

SNAPSHOT **13**

3. FINDINGS **14**

3.1 About the workforce 14
3.2 Statutory systems (child protection and youth justice) 18
3.3 About my role 48
3.4 Professional development 65
3.5 Working with clients 78
3.6 My organisation 86
3.7 Meeting client needs 99
3.8 Children's rights 115
3.9 Cultural capability 132
3.10 Policy issues 138

4. APPENDICES **144**

Appendix A – 2023 Statutory systems workforce survey 144
Appendix B – Regional Boundaries 154
Appendix C – Sampling error chart 155

1. Introduction

Background

The purpose of the Queensland Family and Child Commission (QFCC) is to influence change that improves the safety and wellbeing of Queensland's children, young people and their families. QFCC's vision is that every Queensland child and young person is loved, respected and has their rights upheld.

MCR was commissioned by the QFCC in 2023 to analyse and report the results of a survey of frontline workers in the Queensland statutory systems (child protection and youth justice) (the sector).

Research objectives

The objective of this project was to gather frontline worker perspectives on a range of topics, including:

- child protection and family support and youth justice system performance
- how the workforce is supported
- working with clients and child rights
- cultural capability
- collaboration across the sector
- learning and development.

Similar surveys have been undertaken annually since 2018.

2. Method

The method comprised an online self-completion survey programmed and hosted by Ipsos.

Sampling frame

Participation was sought from government and non-government staff working in the child protection and family support and youth justice sectors across Queensland.

Postcodes were used to categorise the workplace location of respondents by Department of Child Safety, Seniors and Disability Services (DCSSDS) regions (Brisbane and Moreton Bay, Far North Queensland, North Queensland, South East, South West, Sunshine Coast and Central) and Family and Child Connect (FaCC) catchments (see Table 2.3 on pages 7 – 9).

Sample size and characteristics

A total sample of 575 respondents were surveyed. Of the total number of respondents, 292 worked in government agencies (51%) and 283 were from non-government organisations (49%). 81 respondents identified as an Aboriginal and/or Torres Strait Islander person (14%) and 87 were from a culturally and linguistically diverse background (15%).

Responses were received from all regions throughout Queensland (refer to Appendix B for a map showing the location of all regions). The highest proportion of overall responses were received from the Brisbane and Moreton Bay region (37%). The lowest proportion of responses were received from the North Queensland region (5%). In terms of FaCC catchments, the highest proportion of responses was received from Brisbane North (12%) and Cairns (12%), followed by Moreton Bay (10%), Ipswich (9%), Toowoomba and Roma (8%), Brisbane South (8%) or the Gold Coast (7%).

Child protection work history and qualifications

35% of those surveyed in 2023 had 10 or more years of experience working in the sector. The proportion who had worked in the sector for two years or less was 22%, while 23% had worked in the sector for 3 to 5 years and 21% for 6 to 9 years.

46% of respondents had a Bachelor degree as their highest level of tertiary education. 19% held a postgraduate (Masters or PhD) qualification, while 15% had completed a Graduate Certificate/Diploma, 11% had a Diploma or Advanced Diploma and 6% held a Certificate-level qualification.

Most respondents (61%) in 2023 had no supervisory responsibilities. 31% were mid-level managers and 8% of respondents were senior managers or executives.

Types of services and clients

452 respondents primarily worked in the child protection sector (79%) and 50 primarily worked in the youth justice sector (9%). Responses from the 73 respondents who indicated that they mainly worked in 'other' sectors not listed in the response option for this question are displayed in Table 2.1 on the following page.

Child protection was the main service offered by respondents with 41% nominating tertiary services and 20% secondary services. Educational/schools/early education (5%), counselling and other mental health services (4%), health and hospitals (4%), youth justice services (community based) (4%) and domestic and family violence services (4%) were the next most prevalent support services. 3% provided youth justice services (detention or service centre), 1% provided drug and alcohol services and less than 1% provided disability services. Responses from those who indicated that they provided 'other' service/s not listed in the response option for this question are displayed in Table 2.2.

35% of child protection non-government respondents worked for an Intensive Family Support service, 20% worked for a Family Wellbeing Service and 16% worked for a Family and Child Connect service. Approximately two in ten child protection non-government (21%) and youth justice non-government (24%) respondents were employed by an Aboriginal and Torres Strait Islander community controlled organisation.

71% of child protection government respondents reported working in a Child Safety Service Centre or Regional Intake Service.

The majority of respondents indicated working with children and young people living in out-of-home care (74%).

All demographic data is displayed in Table 2.3.

Table 2.1: 'Other' responses for sectors provided by respondents

Q96. Do you work mainly with.. (Other)
Both Child Protection and Youth Justice systems (10 mentions)
Adolescent assessment, referral and brief intervention
Adults (2 mentions)
Adults experiencing domestic violence
Adults experiencing social and emotional wellbeing barriers
All children
AOD Intervention Outcome for Youths 12-25yrs old
Case worker in early intervention family support program
Child and young people - and their families (if applicable) eligible for support through the Department of Home Affairs Unaccompanied Humanitarian Minors Program
Children and families accessing early years education
Children and families in out of home care
Children and young people and their families also experiencing domestic, family and sexual violence
Children and young people and their families not in contact with the child protection but with family support system
Children and young people and their families who are at risk of entering and/or re-entering child protection system
Children and young people in a health setting
Children and young people living in residential and SIL Services
Children and young people with their families
Children with disability or developmental delay - NDIS - Multiple DOCS interventions
Children, young people and their families at risk of entering the child protection system (2 mentions)
Community child health
Corporate role which supports regional service delivery to children and families in contact with the child protection system
Corporate services
Department of Education
Disabilities - which can be youth justice/child safety and community
Domestic and Family Violence
Domestic violence
Early intervention before involvement of child protection
Early intervention - children at risk of entering the CP system
ECEC
Education (3 mentions)
Families and children not in contact with child protection
Families in contact with child protection
Families not involved in child safety
Family Support Department
Family Support Service with families both within and external to the child protections system
Foster Care (2 mentions)
Foster Carers and Foster Children
Funded Services
General education setting - some families have contact with child protection and family support system
Health
Housing
Investments and Partnerships
NGO service providers
Parents in contact with the child protection and family support system
Parents involved in child protection
People impacted or using DFV and their families
Placement Providers
QHealth
School (2 mentions)
School staff in reporting and responding to student protection worries
Service Providers (2 mentions)
Staff who work directly with children and young people in contact with the child protection system and family support system
Students
Vulnerable children and families with high risk complexities
We work with Parents and their children 9mths to 6yrs - some parents are engaged with child safety - not all
Work with Aboriginal &/ Torres Strait Islander women and families who have child safety involvement
Young people in with YJC & CP & no contact with either

Unless noted otherwise, each row indicates a single response from a respondent

Table 2.2: 'Other' responses for services provided by respondents

Q10. Which of the following best describes the main service/s you yourself provide to children, young people and families?
A number of these above programs as a labour force
Administration (6 mentions)
Administrative support
Advocacy (2 mentions)
All of the above (2 mentions)
All of the above to some extent - Overall support
Carer and child support
Case management family support
Case management goal focused linking with many of the above stakeholders
Child and Family Support
Child Protection
Child Protection - Administration Services
Child Protection - children in carer homes
Child Protection - frontline services
Child Protection - training
Child Safety
Children and young people who are eligible for program support
Community programs
Community youth service
Consumer body
Contract and licensing management of providers
Contract management (2 mentions)
Cultural (2 mentions)
Culturally appropriate services - in line with the Aboriginal and Torres Strait Islander Child Placement Principle
Diversionary
Early intervention (2 mentions)
Early Intervention Case Management
Emergency housing for self-placing YP
Family support services (6 mentions)
Family support and early intervention
Family wellbeing support
Finance
Foster care support (2 mentions)
Goal focused case management
Guidance officer
Housing support
Information and referrals
Intake
Intense family support (2 mentions)
Investigations
Legal (3 mentions)
Mandatory reporting in education setting
Monitoring of programs withing Child youth and Family Services
Our program is a support program, we are pre employment and help parents address barriers [to securing employment]
Out of Home Care (4 mentions)
Placement
Placement support for children in OOHC
Police
Residential
Residential and SILS
Residential youth worker
School Based Youth Health Nurse
Support and supervision to families with foster children
Support with systems advocacy
Support work
Systems advocacy
Targeted family support to young parents
Targeted family support, families with children 0-8, secondary
Transition from care
We provide culturally appropriate support for families who have child safety intervention
WHS support
Youth crisis housing
Youth Justice

Unless noted otherwise, each row indicates a single response from a respondent

Table 2.3: Demographic characteristics of respondents

Demographic characteristic	n	%
Government or non-government organisation *n=575 answered this item*		
Government	292	51%
Non-government	283	49%
Aboriginal and/or Torres Strait Islander *n=573 answered this item*		
Identify	81	14%
Do not identify	492	86%
Region (DCSSDS) *n=575 answered this item*		
Brisbane + Moreton Bay	215	37%
Far North Queensland	74	13%
North Queensland	28	5%
South East	89	15%
South West	90	16%
Sunshine Coast + Central	79	14%
Length of time working in sector *n=570 answered this item*		
Less than 1 year	58	10%
1-2 years	69	12%
3-5 years	129	23%
6-9 years	117	21%
10-14 years	68	12%
15-19 years	60	11%
20+ years	69	12%
Work mainly with: *n=575 answered this item*		
Children and young people and their families in contact with the child protection and family support system	452	79%
Children and young people in contact with the youth justice system	50	9%
Other	73	13%
Type of service provided to client *n=575 answered this item*		
Child protection – tertiary services	236	41%
Child protection – secondary services	113	20%
Educational/schools/early education	29	5%
Counselling and other mental health services	24	4%
Health and hospitals	24	4%
Youth justice services – community based	22	4%
Domestic and family violence services	21	4%
Youth justice services – detention centre or service centre	16	3%
Drug and alcohol services	3	1%
Disability services	2	<1%
Other	85	15%
Workplace *n=259 Child protection or 'other' government workers answered this item*		
Work in Child Safety Service Centre or Regional Intake Service	184	71%
Do not	75	29%
Organisation type *Child protection or 'other' non-government workers answered this question (sample size varies by service as described below)*		
An Aboriginal and Torres Strait Islander community-controlled organisation (n=231)	49	21%
A Family and Child Connect Service (n=219)	34	16%
An Intensive Family Support service (n=240)	85	35%
A Family Wellbeing Service (n=221)	45	20%

Table 2.3: Demographic characteristics of respondents (continued)

Demographic characteristic	n	%
Workplace		
n=17 Youth justice non-government workers answered this item		
Work with Aboriginal and Torres Strait Islander community-controlled organisation	4	24%
Do not	13	76%
Youth Justice work type		
n=32 Youth justice government workers answered this question		
Work in a Youth Justice Service Centre or Youth Detention Centre	25	78%
Do not	7	22%
Out-of-home care		
n=574 answered this item		
Work with children and young people living in out-of-home care	425	74%
Do not	149	26%
Culturally and linguistically diverse background		
n=571 answered this item		
Respondent comes from a culturally and linguistically diverse background	87	15%
Does not	484	85%
Highest level of tertiary qualification		
n=575 answered this item		
Bachelor	263	46%
Masters	105	18%
Graduate Certificate/Diploma	86	15%
Diploma	51	9%
Advanced Diploma	11	2%
No tertiary qualification	22	4%
PhD/Professional Doctorate	5	1%
Cert IV	17	3%
Cert III	15	3%
Cert II	0	0%
Level in organisation		
n=575 answered this item		
No supervisory responsibilities	348	61%
Mid-level manager	179	31%
Senior manager/executive	48	8%
Experience		
n=574 answered this item		
I have only worked in government agencies	155	27%
I have mostly worked in government agencies	102	18%
I have fairly equal experience in government agencies and non-government organisations	97	17%
I have only worked in non-government organisations	122	21%
I have mostly worked in non-government organisations	98	17%
How did you hear about this survey		
n=572 answered this item		
Employer	268	47%
Email from QFCC	182	32%
Colleague	42	7%
Social media	41	7%
Peak body	21	4%
Newsletter	7	1%
Other	11	2%

Table 2.3: Demographic characteristics of respondents (continued)

Demographic characteristic	n	%
FaCC catchments *n=570 answered this item*		
Brisbane North	66	12%
Sunshine Coast Incl Gympie	29	5%
Toowoomba/Roma	48	8%
Moreton Bay	57	10%
Rockhampton/Gladstone/Emerald	22	4%
Cairns	68	12%
Ipswich	54	9%
Maryborough/Bundaberg	28	5%
Brisbane South	48	8%
Logan	29	5%
Mackay	13	2%
Gold Coast	40	7%
Townsville	11	2%
Brisbane South West	23	4%
Kingaroy	2	<1%
Mt Isa/Gulf	5	1%
Beenleigh/Bayside	12	2%
Browns Plains/Beaudesert	10	2%
Cape York/Torres Strait	5	1%

Fieldwork

The fieldwork dates for the survey were 19 May to 12 July 2023.

The survey was promoted through the QFCC's established networks. When the survey launched, government agencies involved in the provision of child protection and family support and youth justice services and non-government service providers were asked to send information about the survey, including the survey link, to staff who met the characteristics of the sampling frame. Peak bodies representing non-government service providers were asked to promote the survey to their membership and in their newsletters. Additionally, promotion through the QFCC's LinkedIn account was also undertaken. Respondents to the 2022 survey who provided their email addresses received direct invitations to participate, and a reminder email halfway through the data collection period.

Questionnaire

The survey consisted of 101 questions that were predominantly rating style involving a pre-defined codeframe for respondents to select from or to indicate their agreement with. A total of 5 open-ended questions were included so both qualitative and quantitative data could be collected, as well as one question that sought numeric information (e.g. in the form of the respondent's workplace postcode) and was subsequently coded into regions in Queensland. The 5 open-ended questions provided an opportunity for respondents to answer in their own words using an open-ended response format. These responses were subsequently coded into key themes for analysis. In the case of 5 questions, the option was provided for respondents to provide a free text response under 'other' at the end of a pre-defined codeframe.

The questionnaire requested basic demographic information to allow stratified analysis of key sub-groups (e.g. organisation type, region, years worked in the child protection and family support or youth justice sector, role type). Questions covered a broad range of topics relevant to the child protection reform program (e.g. system performance, workforce support, working with clients and child rights, cultural capability, collaboration and learning and development).

A copy of the questionnaire can be found at Appendix A. While most questions were presented to all respondents, responses were not mandatory. The base or total number of respondents reported for each question varies because the base reflects only those who elected to answer the question.

Ethics

Informed consent information was included on the front page of the survey and completion of the survey was taken to imply that participants had consented to take part in the research.

Data analysis

At the completion of the fieldwork, the survey results were analysed using Q Research Software. The analysis took the form of frequency counts for each question and cross analysis of responses to all questions by selected demographic and behavioural factors (cross tabulations). In the data analysis stage, all survey data were subjected to tests of significance for each survey question. Z-tests were applied to all frequency counts (in the tables in this report, red and blue indicate a difference at the 95% confidence level of that group compared to others in that category, e.g. child protection workers compared to youth justice workers). The average calculation is based on the responses of all respondents to a question. It should be noted that where a key result differs significantly from the average (and is referred to in the report's commentary), it is not necessarily the group with the highest or lowest percentage. Small cell sizes mean sometimes there is a group with a higher or lower percentage; however, this does not differ significantly from the average after taking sampling error into account. Blank cells in tables indicate 0%.

Weighting

The data have not been weighted.

Comparison of samples across survey years

A number of differences are evident in the profile of the 2022 sample compared with the sample collected in 2021. The 2022 sample contains:

- a higher proportion of respondents working for government organisations (51% in 2023, 30% in 2022) and fewer non-government respondents (49% in 2023, 70% in 2022)
- fewer respondents with experience of 10-14 years (12% in 2023, 18% in 2022)
- more respondents from the Brisbane and Moreton Bay DCSSDS region (37% in 2023, 30% in 2022) and fewer from the North QLD (5% in 2023, 11% in 2022) and Sunshine Coast + Central DCSSDS regions (14% in 2023, 23% in 2022)
- a higher proportion who have only worked in government agencies (27% in 2023, 18% in 2022) or have mostly worked in government agencies (18% in 2023, 13% in 2022) and a lower proportion of respondents who have only worked in non-government organisations (21% in 2023, 34% in 2022).

Table 2.4: Key sample characteristics 2023 compared to previous survey data+

	YEAR				
Q13: Is your workplace a government or non-government organisation?					
	2019 n = 277	2020 n = 761	2021 n = 762	2022 n = 481	2023 n=575
Government	56%	54%	57%	30%↓	51%↑
Non-government	44%	46%	43%	70%↑	49%↓
Q1: How long have you worked in one of the statutory systems (child protection or youth justice) sector?					
	2019 n = 281	2020 n = 759	2021 n = 762	2022 n = 480	2023 n=570
Less than 1 year	7%	7%	5%	8%	10%
1–2 years	12%	10%	8%	12%	12%
3–5 years	15%	22%↑	19%	24%	23%
6–9 years	19%	15%	16%	16%	21%
10–14 years	25%	21%	18%	18%	12%↓
15–19 years	12%	12%	15%	11%	11%
20+ years	11%	13%	19%↑	11%↓	12%
DCSSDS Region					
	2019*	2020*	2021 n = 763	2022 n = 481	2023 n=575
Brisbane + Moreton Bay	-	-	30%	30%	37%↑
Far North QLD	-	-	8%	9%	13%
North QLD	-	-	9%	11%	5%↓
South East	-	-	19%	10%↓	15%
South West	-	-	15%	17%	16%
Sunshine Coast + Central	-	-	19%	23%	14%↓
Q7: At which level do you work in your organisation?					
	2019 n = 276	2020 n = 761	2021 n = 762	2022 n = 479	2023 n=575
No supervisory responsibilities	56%↑	61%	55%	62%	61%
Mid-level manager	34%	33%	39%	30%↓	31%
Senior manager/executive	10%	6%	6%	9%	8%
Q31: How would you describe your experience in the relevant statutory system (child protection or youth justice) sector?					
	2019#	2020 n=759	2021 n = 763	2022 n = 480	2023 n=574
I have only worked in government agencies	-	32%	41%↑	18%↓	27%↑
I have mostly worked in government agencies	-	13%	12%	13%	18%↑
I have fairly equal experience in government agencies and non-government organisations	-	19%	16%	16%	17%
I have only worked in non-government organisations	-	22%	18%	34%↑	21%↓
I have mostly worked in non-government organisations	-	14%	13%	19%↑	17%

+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers (2022: 431 CP + 50 YJ; 2023: 452 CP + 50 YJ)

Blue↑/Red↓ indicates a significant increase or decrease from the previous year at at least the 95% confidence level. * Postcodes were used to code regions in 2019 and 2020; however, the regions for Child Safety changed following Machinery-of-Government changes and are not comparable. # Question not asked in 2019.

Limitations

Comparisons of responses across survey years should be interpreted with caution given the changes in the sample characteristics described in Table 2.4. In previous surveys (and in 2023), non-government respondents were often more positive than government-based respondents. Increases in negative responses in 2023 may therefore be, at least in part, due to the increased proportion of government respondents, rather than change across the sector.

In 2023, this report includes data collected from both child protection and youth justice workers. In 2022, data was collected from these two groups however it was reported in two separate reports. Where available, the 2022 data from both the child protection and youth justice studies have been combined to provide a new overall total for 2022. Any data shown for 2018 – 2021 is only based on data collected among child protection workers, youth justice workers were not surveyed during this time.

The survey population could not be calculated because the survey was forwarded to an unknown number of individuals. All surveys are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with non-response, error associated with question wording and response options. Appendix C contains a table that details the level of sampling error associated with various cell sizes for this survey (at the 95% confidence level).

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As is our normal practice, we emphasise that any market size estimates or marketing recommendations in this report can be influenced by a number of unforeseen events or by management decisions. Therefore, no warranty can be given that the information included will be predictive of a desired outcome.

▶ SNAPSHOT:

Statutory systems workforce survey 2023

A total of 575 workers (292 from government and 283 from non-government organisations) were surveyed with the aim of gathering frontline worker perspectives on a range of topics.

▶ % AGREEING SYSTEM MEETS NEEDS OF CHILDREN, YOUNG PEOPLE & FAMILIES

Agree/Agree strongly

Child Protection System: **14%**

Youth Justice System: **7%** ▼

▶ % AGREEING CAPACITY IS SUFFICIENT:

Agree/Agree strongly

Secondary support system: **8%**

Tertiary support system: **7%**

▶ COMMUNITY CONFIDENCE

% Agree/Agree strongly

Child Protection: **54%** feel community **should** have confidence in system; **4%** feel community **actually** has confidence

Youth Justice: **49%** feel community **should** have confidence in system; **3%** feel community **actually** has confidence

▶ ACCESS AND SUPPORTS AVAILABLE TO CHILDREN AND YOUNG PEOPLE IN OUR COMMUNITIES*

% Agree/Agree strongly

- **65%** can access early childhood education and care
- **53%** can access sporting or recreational activities
- **51%** have support to stay engaged in learning at school or TAFE
- **55%** are supported to connect with their culture *(Aboriginal and Torres Strait Islander children and young people)*
- **52%** can access services to stay healthy (GPs and hospitals)
- **50%** can access services for healthy teeth, such as dentists

However, lower agreement was noted for having access to mental health services (35%), living in safe communities (35%), being protected from abuse and neglect (43%), having access to disability services (45%) and having access to NDIS supports (45%).

▶ CHILDREN, YOUNG PEOPLE AND THEIR FAMILIES ATTENDING MY ORGANISATION:

% Agree/Agree strongly

- **75%** ▼ are not discriminated against
- **74%** ▼ have decisions made in young person's best interest
- **68%** ▼ feel cared for and welcome
- **75%** ▼ are supported to develop in best way possible
- **70%** ▼ have views listened to/valued
- **68%** ▼ feel safe
- **65%** ▼ can participate in decisions affecting their lives

▶ PERSPECTIVES ON THEIR ROLE AND ORGANISATION*

The work I do…

- Serves an important purpose: 97%
- Gives me a sense of satisfaction: 76% ▼
- Leads to positive change: 75% ▼

19% ▲ intend to leave the sector within 12 months

- Have a clear understanding of role and responsibilities: 92%
- Caseload is manageable: 47% ▼
- Risk assessment in holding higher than manageable caseload is adequate: 31%
- Able to spend enough time with children, young people and their families: 30% ▼

Organisation **supports staff** to manage work stress: **43%** ▼

Receive sufficient **support from colleagues**: **75%**

Would **recommend** working in the sector to others: **38%** ▼

* % Agree/Agree strongly

Suggested improvements

(Top mentions)

Child Protection & Family Support System

- 35% - Greater support for workforce ▲
- 26% - Employ more people
- 23% - Increased funding ▼
- 20% - Support to meet service gaps ▲
- 19% - Better working environment ▲

Youth Justice System

- 20% - Expand early intervention services
- 19% - Additional funding / resources
- 17% - Greater participation in community / more community support
- 14% - More social opportunities / culturally based programs
- 13% - Increased family support

▲▼ Arrows indicate a statistically significant change from 2022 results.

3. Findings

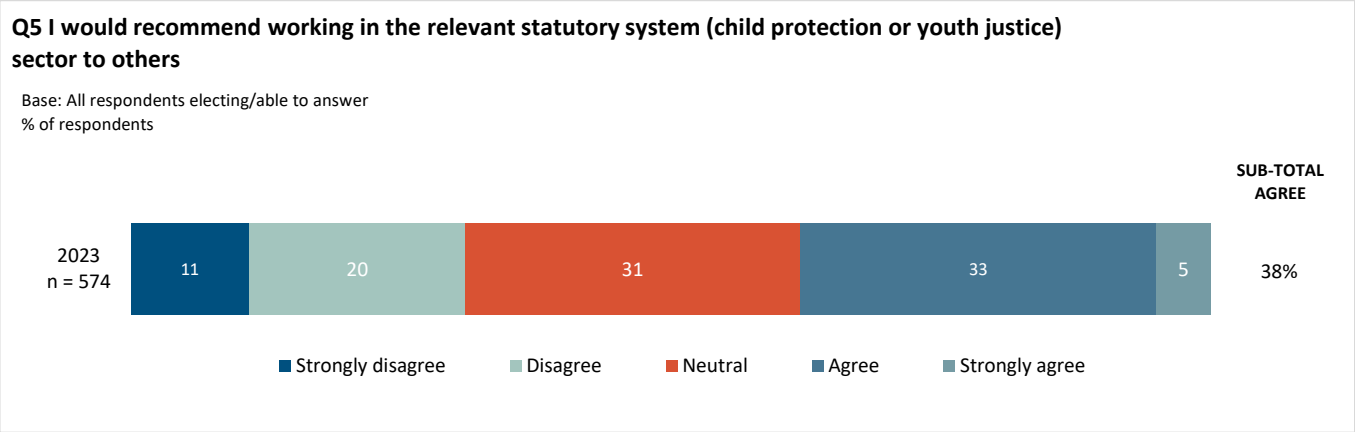
3.1 About the workforce

Q5 I would recommend working in the relevant statutory system (child protection or youth justice) sector to others

3.1.1 2023 result

38% of respondents reported that they would recommend working in the child protection or youth justice sector to others. 31% would not recommend working in these sectors to others and the same proportion 31% considered themselves to be neutral on this issue.

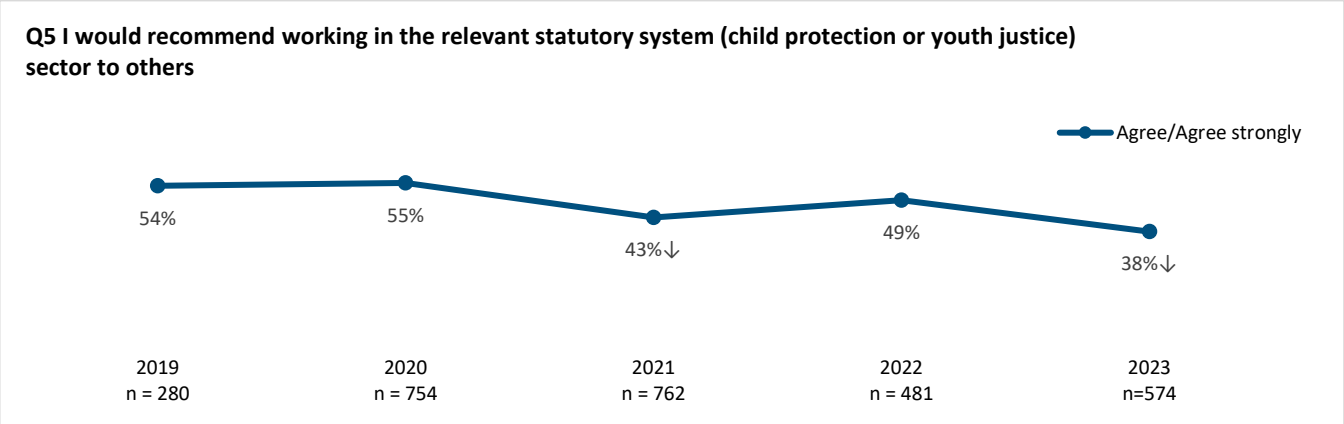
Figure 3.1.1: Recommendation of working in the relevant statutory system (child protection or youth justice) sector (2023)



3.1.2 Comparison to previous survey data (2019–2022)

The proportion of respondents likely to recommend working in the child protection or youth justice sectors in 2023 (38%) was significantly lower than in 2022 (49%).

Figure 3.1.2: Recommendation of working in the relevant statutory system (child protection or youth justice) sector 2019–2023 trend+



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.1.3 Sub-group differences (2023)

Likelihood to recommend the sector was higher among those working in the youth justice area (58% agreed or strongly agreed they would recommend, 10% disagreed or strongly disagreed) than among child protection workers (37% agreed or strongly agreed they would recommend, 33% disagreed or strongly disagreed).

Table 3.1.1: Recommendation of working in the relevant statutory system (child protection or youth justice) sector by organisation type, region and years in sector (2023)

Q5 Column %	Total 2023 n = 574	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 292	Non-govt n = 282	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 373	10+ n = 197
Strongly disagree	11%	11%	10%	10%	12%	10%	11%	21%	5%	10%	12%
Disagree	20%	19%	21%	20%	21%	19%	19%	25%	19%	21%	18%
SUB-TOTAL DISAGREE	31%	30%	31%	30%	34%	29%	30%	46%	25%	31%	30%
Neutral	31%	29%	34%	28%	31%	30%	37%	29%	34%	31%	30%
Agree	33%	35%	30%	36%	29%	32%	31%	21%	36%	32%	34%
Strongly agree	5%	5%	5%	6%	6%	9%	2%	4%	5%	5%	6%
SUB-TOTAL AGREE	38%	41%	35%	41%	35%	41%	33%	25%	41%	38%	40%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.1.2: Recommendation of working in the relevant statutory system (child protection or youth justice) sector by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q5 Column %	Total 2023 n = 574	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 86	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Strongly disagree	11%	12%	4%	12%	10%	8%	11%	11%	10%
Disagree	20%	21% ↑	6% ↓	10%	22% ↓	16%	21%	22%	19%
SUB-TOTAL DISAGREE	31%	33% ↑	10% ↓	22%	32%	24%	32%	33%	29%
Neutral	31%	30%	32%	35%	31%	34%	31%	28%	33%
Agree	33%	32% ↓	50% ↑	32%	33%	33%	33%	34%	32%
Strongly agree	5%	6%	8%	11% ↑	4% ↓	9%	5%	5%	6%
SUB-TOTAL AGREE	38%	37% ↓	58% ↑	43%	37%	42%	37%	39%	37%

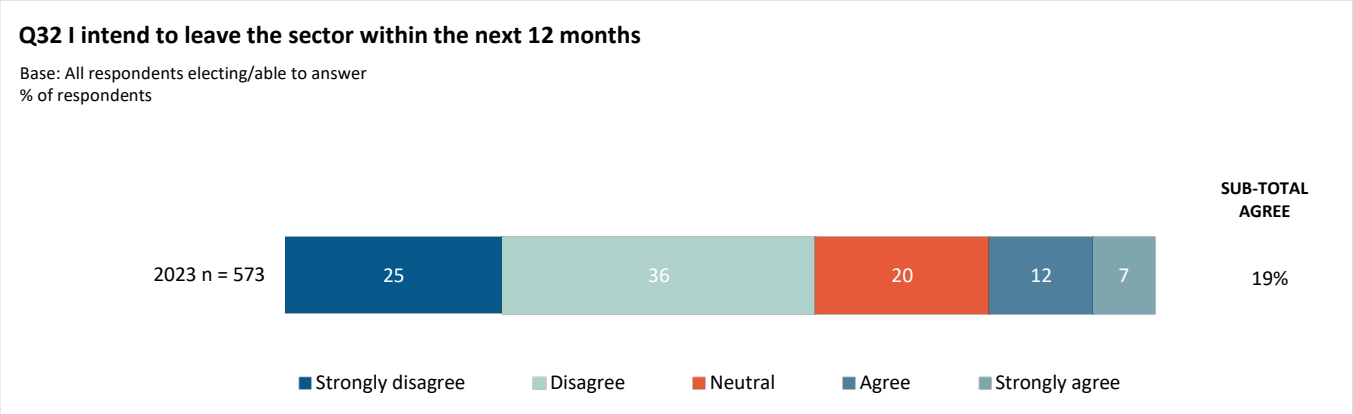
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q32 I intend to leave the sector within the next 12 months

3.1.4 2023 result

61% of respondents reported that they did not intend to leave the child protection or youth justice sector within the next 12 months. 19% of respondents reported an intention to leave their respective sector within the next 12 months, while 20% provided a neutral response to this question.

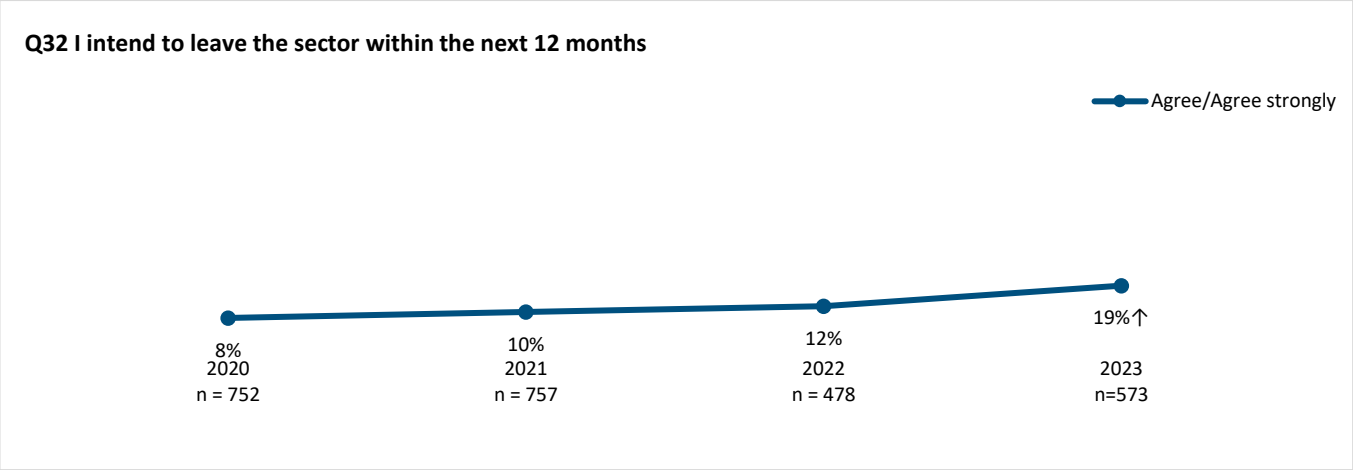
Figure 3.1.3: Intention to leave the sector within the next 12 months (2023)



3.1.5 Comparison to previous survey data (2020–2023)

The proportion showing an intention to leave the child protection or youth justice sectors was significantly higher in 2023 (19%) compared to the reported intention to leave in 2022 (12%).

Figure 3.1.4: Intention to leave the sector 2020–2023 trend+



+ Data for 2020 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.1.6 Sub-group differences (2023)

Reported intention to leave (agreed or strongly agreed proportions) was higher among respondents working for a government entity (23%) than a non-government organisation (15%).

Table 3.1.3: Intention to leave the sector within the next 12 months by organisation type, region and years in sector (2023)

Q32 Column %	Total 2023 n = 573	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 215	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 373	10+ n = 197
Strongly disagree	25%	23%	27%	26%	22%	35%	18%	7%	29%	25%	24%
Disagree	36%	33%	40%	40%	40%	33%	41%	36%	22%	36%	39%
SUB-TOTAL DISAGREE	61%	56% ↓	67% ↑	66%	61%	68%	59%	43%	51%	60%	63%
Neutral	20%	21%	18%	20%	18%	19%	20%	18%	22%	20%	18%
Agree	12%	16% ↑	9% ↓	10%	11%	10%	14%	18%	18%	13%	10%
Strongly agree	7%	7%	6%	5%	9%	3%	7%	21%	10%	6%	9%
SUB-TOTAL AGREE	19%	23% ↑	15% ↓	15%	20%	13%	21%	39%	27%	19%	19%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.1.4: Intention to leave the sector within the next 12 months by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q32 Column %	Total 2023 n = 573	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 490	Yes n = 86	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	25%	24%	26%	23%	25%	22%	25%	26%	24%
Disagree	36%	36%	34%	35%	37%	34%	37%	40%	34%
SUB-TOTAL DISAGREE	61%	60%	60%	58%	62%	56%	62%	66%	58%
Neutral	20%	19%	22%	26%	19%	28% ↑	18% ↓	17%	21%
Agree	12%	13%	14%	6%	13%	8%	13%	12%	13%
Strongly agree	7%	8%	4%	10%	6%	8%	7%	5%	8%
SUB-TOTAL AGREE	19%	21%	18%	16%	20%	16%	20%	17%	20%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

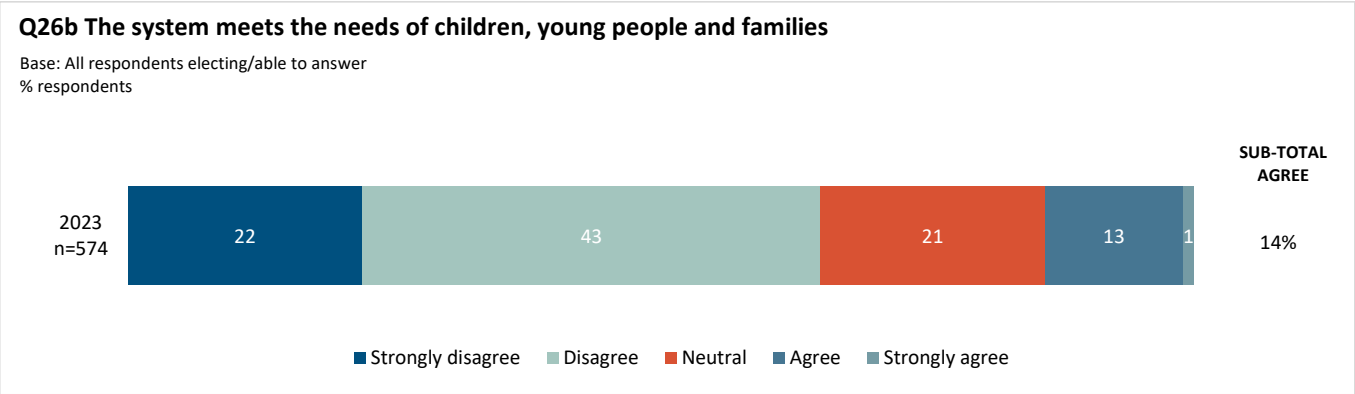
3.2 Statutory systems (child protection and youth justice)

*Q26b Thinking about **statutory systems (child protection or youth justice) as a whole**, how much do you agree or disagree the child protection and family support system meets the needs of children, young people and families?*

3.2.1 2023 result

Respondents were asked their opinion as to whether the child protection and family support system meets the needs of children, young people and families. 14% of respondents working in the child protection or youth justice sectors agreed or strongly agreed with this statement. In total 65% of respondents disagreed with this statement (22% strongly disagreed, 43% disagreed). The remainder (21%) were neutral.

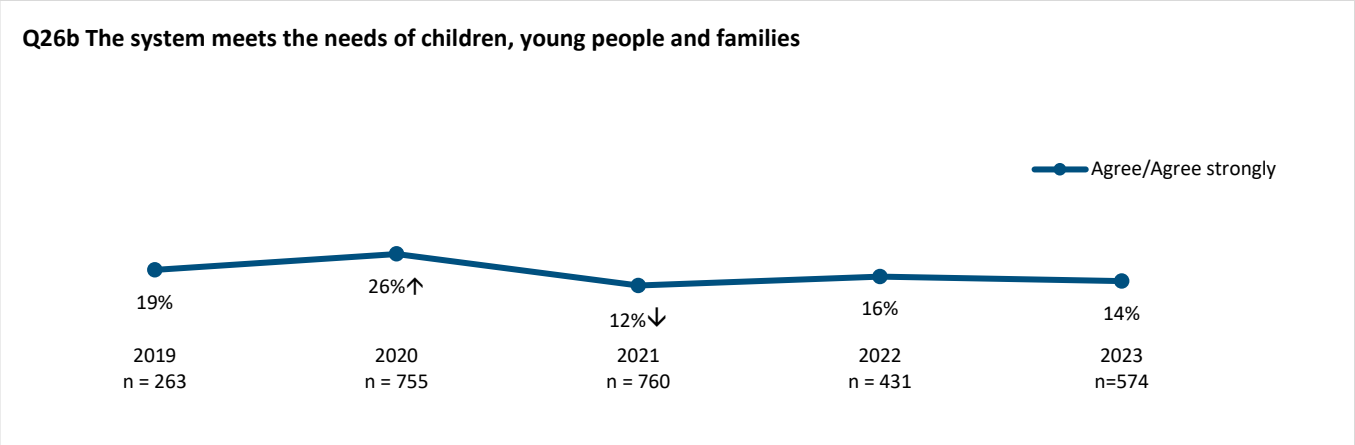
Figure 3.2.1: Agreement with the system meeting the needs of children, young people and families (2023)



3.2.2 Comparison to previous survey data (2019–2023)

The survey result in 2023 (14%) was consistent with both the 2022 survey (16%) and the 2021 survey (12%).

Figure 3.2.2: Agreement with the system meeting the needs of children, young people and families 2019–2023 trends+



+ Data for 2019 to 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.2.3 Sub-group differences (2023)

Those working in a non-government organisation (70%), those who have worked in the sector for 10 years or longer (71%) or those who identify as culturally or linguistically diverse (71%) were more likely than their counterparts (average 65%) to disagree or disagree strongly that the system meets the needs of children, young people and families.

Table 3.2.1: Agreement with the system meeting the needs of children, young people and families by organisation type, region and years in sector (2023)

Q26b Column %	Total 2023 n = 574	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 292	Non-govt n = 282	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 196
Strongly disagree	22%	18%	26%	20%	28%	24%	19%	43%	15%	20%	28%
Disagree	43%	42%	43%	46%	37%	35%	45%	32%	49%	42%	43%
SUB-TOTAL DISAGREE	65%	60% ↓	70% ↑	66%	65%	59%	64%	75%	64%	62%↓	71%↑
Neutral	21%	23%	18%	18%	21%	30%	18%	11%	24%	24%↑	15%↓
Agree	13%	16%	11%	15%	11%	9%	18%	11%	9%	13%	13%
Strongly agree	1%	1%	1%	<1%	2%	1%		4%	3%	1%	1%
SUB-TOTAL AGREE	14%	17%	12%	16%	13%	10%	18%	14%	12%	14%	14%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.2: Agreement with the system meeting the needs of children, young people and families by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q26b Column %	Total 2023 n = 574	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Strongly disagree	22%	21%	18%	23%	22%	17%	23%	25%	21%
Disagree	43%	43%	48%	33%	44%	33%	44%	45%	41%
SUB-TOTAL DISAGREE	65%	65%	66%	57%	66%	51% ↓	67% ↑	70%	62%
Neutral	21%	20%	22%	26%	20%	28%	19%	18%	23%
Agree	13%	14%	10%	15%	13%	17%	13%	12%	14%
Strongly agree	1%	1%	2%	2%	1%	5% ↑	1% ↓	<1%	2%
SUB-TOTAL AGREE	14%	15%	12%	17%	14%	22% ↑	13% ↓	13%	16%

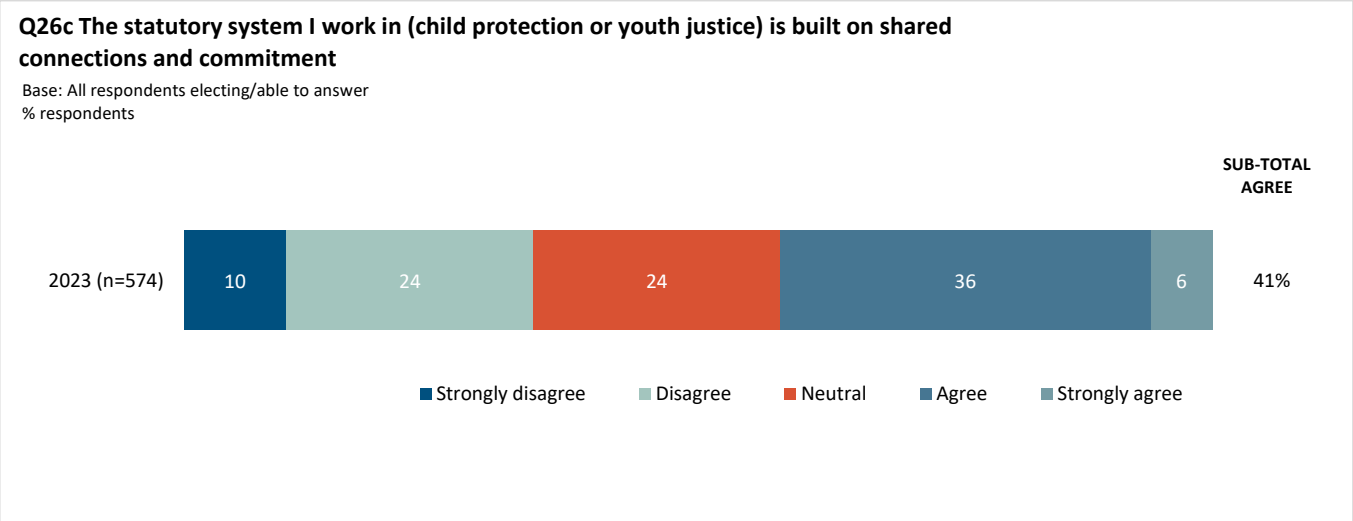
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

*Q26c Thinking about **statutory systems (child protection or youth justice) as a whole**, how much do you agree or disagree the statutory system I work in (child protection or youth justice) is built on shared connections and commitment*

3.2.4 2023 result

41% of respondents working in the child protection or youth justice sectors agreed or strongly agreed the system they work in is built on shared connections and commitment with 36% agreeing and 6% strongly agreeing with this statement. 34% disagreed or strongly disagreed the systems they work within are built on shared connections and commitment. The remainder were neutral on this issue (24%).

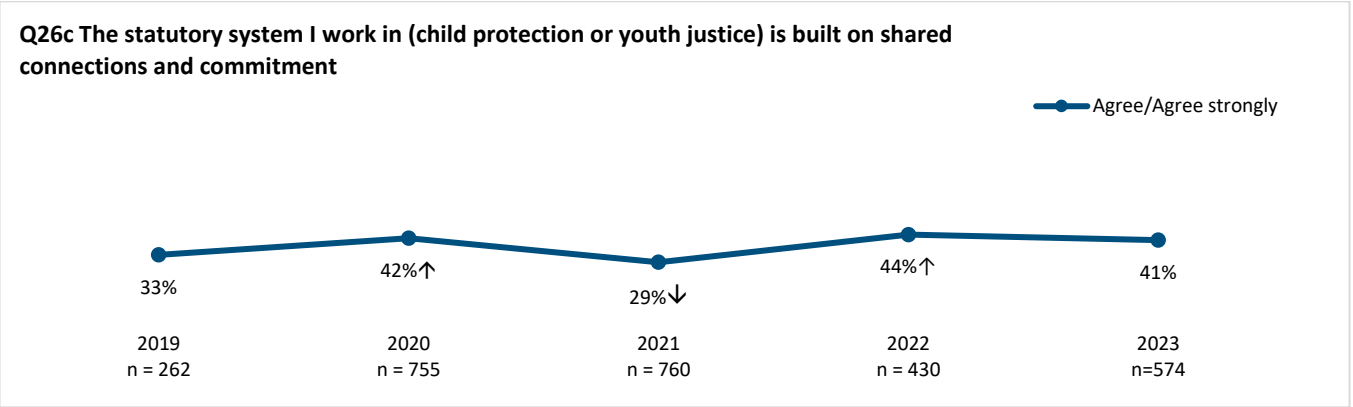
Figure 3.2.3: Agreement with statement on shared connections and commitment (2023)



3.2.5 Comparison to previous survey data (2019–2023)

The survey result in 2023 (41%) was consistent with the 2022 survey (44%) on total agreement that the child protection and youth justice systems are built on shared connections and commitment.

Figure 3.2.4: Agreement with statement on shared connections and commitment 2019–2023 trends+



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.2.6 Sub-group differences (2023)

Respondents working in non-government entities (41% disagreed or strongly disagreed) were more likely than respondents working in government entities (29% disagreed or strongly disagreed) to disagree that the child protection and youth justice systems are built on shared connections and commitments.

Those who identify as an Aboriginal and/or Torres Strait Islander person (34%) were more likely than those who do not identify as such (23%) to be neutral on this issue.

Table 3.2.3: Agreement with statement on shared connections and commitment by organisation type, region and years in sector (2023)

Q26c Column %	Total 2023 n = 574	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	10%	11%	10%	8%	16%	10%	11%	25%	5%	9%	14% ↑
Disagree	24%	18% ↓	31% ↑	25%	24%	16%	26%	39%	24%	24%	23%
SUB-TOTAL DISAGREE	35%	29% ↓	41% ↑	33%	39%	27%	37%	64%	30%	33%	38%
Neutral	24%	26%	23%	25%	26%	23%	22%	18%	26%	24%	24%
Agree	36%	41% ↑	30% ↓	36%	30%	46%	33%	18%	39%	38%	32%
Strongly agree	6%	5%	6%	6%	4%	5%	8%		5%	5%	7%
SUB-TOTAL AGREE	41%	46% ↑	36% ↓	42%	35%	51%	41%	18%	45%	42%	39%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.4: Agreement with statement on shared connections and commitment by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q26c Column %	Total 2023 n = 574	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 86	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Strongly disagree	10%	10%	10%	19% ↑	9% ↓	8%	11%	12%	9%
Disagree	24%	24%	18%	14% ↓	26% ↑	22%	24%	25%	24%
SUB-TOTAL DISAGREE	35%	34%	29%	33%	35%	30%	35%	37%	33%
Neutral	24%	24%	27%	34% ↑	23% ↓	24%	24%	24%	24%
Agree	36%	36%	39%	26%	37%	35%	36%	33%	37%
Strongly agree	6%	6%	6%	8%	5%	10% ↑	5% ↓	6%	5%
SUB-TOTAL AGREE	41%	42%	45%	34%	42%	45%	41%	38%	43%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

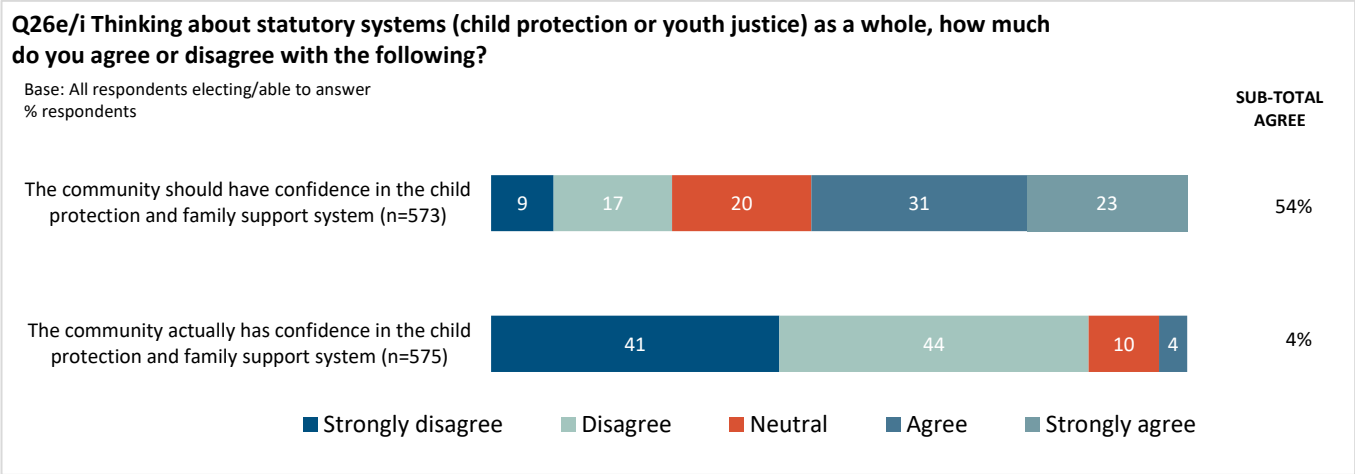
*Q26e/i Thinking about **statutory systems (child protection or youth justice) as a whole**, how much do you agree or disagree with the following?*
e) The community actually has confidence in the child protection and family support system
New in 2023
i) The community should have confidence in the child protection and family support system

3.2.7 2023 result

Respondents were asked whether they perceive that the community has confidence in the child protection and family support system. 4% of respondents agreed that the community has confidence in the system with 85% disagreeing (44% disagreed, 41% strongly disagreed).

Additionally in the 2023 survey, a new question was asked as to whether respondents thought the community should have confidence in the child protection and family support systems. A total of 54% of respondents agreed (31% agreed, 23% strongly agreed) that the community should have confidence in these systems. 26% disagreed while the remaining 20% were neutral regarding this statement.

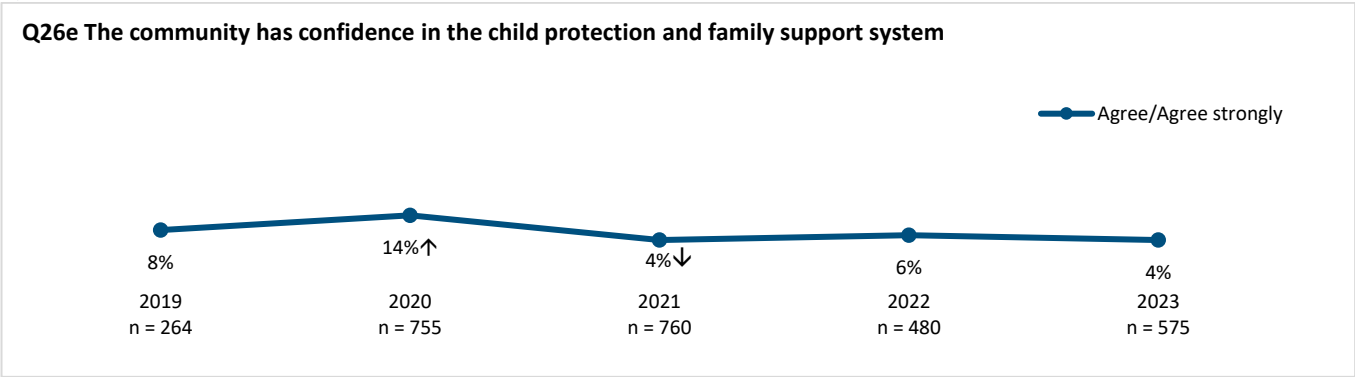
Figure 3.2.5: Agreement with statement on community confidence in the child protection and family support system (2023)



3.2.8 Comparison to previous survey data (2019–2022)

Total agreement that 'the community has confidence in the system' (4%) was stable against the last two years' results in contrast to higher levels of total agreement noted in 2019 (8%) and 2020 (14%). However, compared with 2022, fewer respondents were neutral (10% in 2023, 22% in 2022) and more respondents disagreed (85% in 2023, 71% in 2022) with this statement.

Figure 3.2.6: Agreement with statement on community confidence in the child protection and family support system 2019–2023 trends+



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.2.9 Sub-group differences (2023)

Those employed by a non-government agency (88%) were more likely than their government counterparts to agree or strongly agree that the community has confidence in the child protection and family support system.

Government based respondents were more likely to agree or strongly agree that the community should have confidence in the child protection and family support system (61%) compared to respondents working for non-government entities (47%).

Table 3.2.5: Agreement with statement on community confidence in the child protection and family support system by organisation type, region and years in sector (2023)

Q26e/i Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
The community actually has confidence in the child protection and family support system											
	Total 2023 n = 575	Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Strongly disagree	41%	38%	44%	35%	43%	41%	49%	50%	46%	42%	41%
Disagree	44%	44%	44%	48%	46%	39%	40%	36%	43%	43%	45%
SUB-TOTAL DISAGREE	85%	82% ↓	88% ↑	83%	89%	80%	89%	86%	89%	85%	85%
Neutral	10%	12%	8%	11%	7%	16%	11%	11%	7%	11%	10%
Agree	4%	5%	3%	7%	4%	4%		4%	4%	4%	5%
Strongly agree											
SUB-TOTAL AGREE	4%	5%	3%	7%	4%	4%		4%	4%	4%	5%
The community should have confidence in the child protection and family support system											
	Total 2023 n = 573	Govt n = 292	Non-govt n = 281	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 78	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 195
Strongly disagree	9%	8%	11%	8%	11%	12%	6%	18%	8%	8%	12%
Disagree	17%	15%	19%	21%	21%	12%	14%	11%	12%	17%	17%
SUB-TOTAL DISAGREE	26%	23%	30%	29%	33%	23%	20%	29%	20%	25%	29%
Neutral	20%	16%	24%	14%	22%	26%	27%	11%	24%	23%	14%
Agree	31%	35%	26%	35%	21%	29%	29%	29%	34%	29%	34%
Strongly agree	23%	26%	21%	22%	24%	22%	24%	32%	22%	23%	24%
SUB-TOTAL AGREE	54%	61% ↑	47% ↓	57%	45%	51%	53%	61%	55%	52%	57%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.6: Agreement with statement on community confidence in the child protection and family support system by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q26e/i Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
The community actually has confidence in the child protection and family support system									
	Total 2023 n = 575	Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Strongly disagree	41%	42%	34%	46%	40%	37%	42%	42%	41%
Disagree	44%	45%	46%	40%	45%	44%	44%	45%	43%
SUB-TOTAL DISAGREE	85%	87%	80%	85%	85%	80%	86%	88%	84%
Neutral	10%	9% ↓	18% ↑	11%	10%	14%	10%	7%	12%
Agree	4%	5%	2%	4%	4%	6%	4%	5%	4%
Strongly agree									
SUB-TOTAL AGREE	4%	5%	2%	4%	4%	6%	4%	5%	4%
The community should have confidence in the child protection and family support system									
	Total 2023 n = 573	Child Protection n = 450	Youth Justice n = 50	Yes n = 81	No n = 490	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	9%	9%	8%	12%	9%	7%	10%	12%	8%
Disagree	17%	18%	20%	20%	17%	15%	17%	17%	17%
SUB-TOTAL DISAGREE	26%	27%	28%	32%	25%	22%	27%	29%	24%
Neutral	20%	20%	22%	20%	20%	20%	20%	19%	20%
Agree	31%	30%	34%	26%	31%	36%	29%	30%	31%
Strongly agree	23%	23%	16%	22%	23%	23%	23%	22%	24%
SUB-TOTAL AGREE	54%	54%	50%	48%	55%	59%	53%	52%	55%

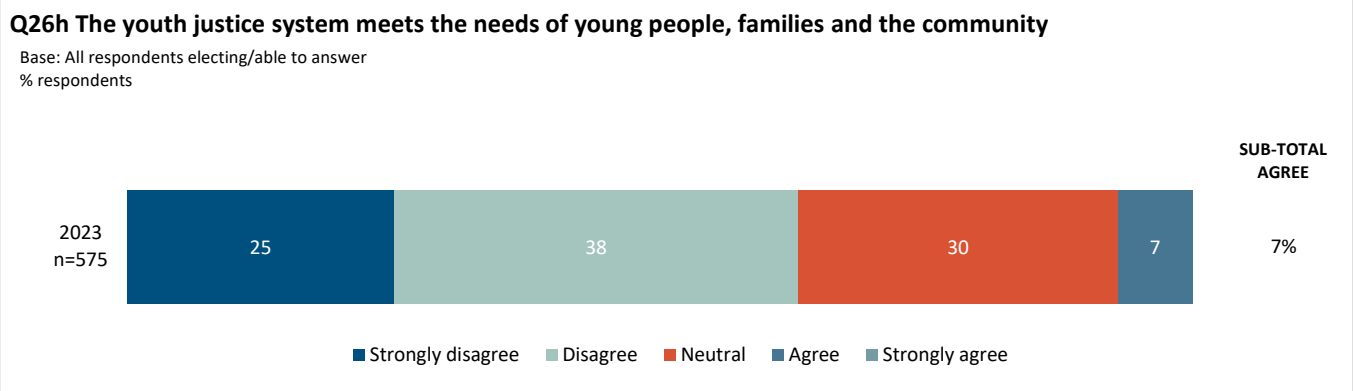
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

New question in 2023
*Q26h Thinking about **statutory systems (child protection or youth justice) as a whole**, how much do you agree or disagree the youth justice system meets the needs of young people, families and the community?*

3.2.10 2023 result

Respondents were asked their opinion as to whether the youth justice system meets the needs of children, young people and families. A total of 7% of respondents working in either the child protection or youth justice sectors agreed or strongly agreed with this statement. 63% of respondents disagreed with this statement (25% strongly disagreed, 38% disagreed). The remainder (30%) were neutral.

Figure 3.2.7: Agreement with the youth justice system meeting the needs of children, young people and families (2023)



3.2.11 Sub-group differences (2023)

Those working in the youth justice sector (16%) were more likely than those working in the child protection sector (6%) to agree or strongly agree that the youth justice system is meeting the needs of children, young people and families. Non-government workers (68%) were more likely than their government counterparts (58%) to disagree or disagree strongly with this statement.

Table 3.2.7: Agreement with the youth justice system meeting the needs of children, young people and families by organisation type, region and years in sector (2023)

Q26h Column %	Total 2023 n = 575	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Strongly disagree	25%	21% ↓	29% ↑	24%	26%	27%	22%	39%	23%	23%	30%
Disagree	38%	36%	39%	37%	36%	39%	41%	29%	39%	39%	35%
SUB-TOTAL DISAGREE	63%	58% ↓	68% ↑	61%	62%	66%	63%	68%	62%	62%	64%
Neutral	30%	34%	27%	30%	33%	28%	28%	29%	34%	31%	30%
Agree	7%	8%	5%	9%	6%	6%	9%	4%	1%	8%	6%
Strongly agree	<1%	<1%	<1%						3% ↑	<1%	
SUB-TOTAL AGREE	7%	9%	6%	9%	6%	6%	9%	4%	4%	8%	6%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.8: Agreement with the youth justice system meeting the needs of children, young people and families by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q26h Column %	Total 2023 n = 575	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Strongly disagree	25%	24%	20%	32%	24%	24%	25%	29%	23%
Disagree	38%	37%	44%	23% ↓	40%	29%	39%	37%	38%
SUB-TOTAL DISAGREE	63%	61%	64%	56%	64%	53% ↑	64%↓	65%	61%
Neutral	30%	33%	20%	35%	30%	33%	30%	26%	33%
Agree	7%	6% ↓	16% ↑	10%	6%	13% ↑	6%↓	8%	6%
Strongly agree	<1%	<1%			<1%	1%	<1%		1%
SUB-TOTAL AGREE	7%	6% ↓	16% ↑	10%	7%	14% ↑	6% ↓	8%	6%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

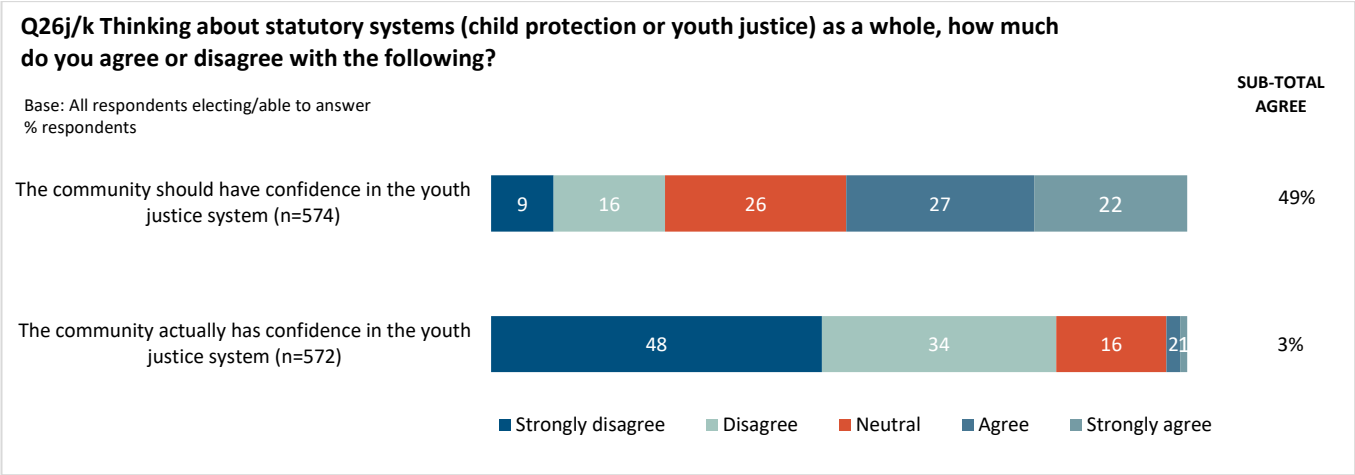
New questions in 2023
Q26j/k Thinking about ***statutory systems (child protection or youth justice) as a whole****, how much do you agree or disagree with the following?*
j) The community actually has confidence in the youth justice system
k) The community should have confidence in the youth justice system

3.2.12 2023 result

New in 2023, respondents were asked whether they perceive that the community has confidence in the youth justice system. 3% of respondents agreed that the community has confidence in the system while 81% disagreed (34% disagreed, 48% strongly disagreed).

Respondents were also asked as to whether they thought the community should have confidence in the youth justice system. A total of 49% of respondents agreed (27% agreed, 22% strongly agreed) that the community should have confidence in this system. Around one quarter (26%) of respondents disagreed that the community should have confidence in the youth justice system with 9% strongly disagreeing and 16% disagreeing. 26% were neutral regarding this statement.

Figure 3.2.8: Agreement with statement on community confidence in the child protection and family support system (2023)



3.2.13 Sub-group differences (2023)

Respondents working in the youth justice system (46%) or those who had worked in the industry for 10 or more years (32%) were more likely than their counterparts (child protection sector workers 24% agreed, <10 years services 24%) to agree that the community should have confidence in the youth justice system.

Table 3.2.9: Agreement with statement on community confidence in the youth justice system by organisation type, region and years in sector (2023)

Q26j/k Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
The community actually has confidence in the youth justice system											
	Total 2023 n = 572	Govt n = 291	Non-govt n = 281	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 27^	Far North Queensland n = 74	<10 n = 370	10+ n = 197
Strongly disagree	48%	49%	46%	41%	44%	48%	54%	56%	61%	46%	52%
Disagree	34%	31%	36%	36%	35%	39%	32%	22%	27%	35%	31%
SUB-TOTAL DISAGREE	81%	81%	82%	76%	80%	87%	87%	78%	88%	80%	84%
Neutral	16%	17%	15%	21%	17%	10%	12%	11%	11%	17%	13%
Agree	2%	1%	2%	1%	2%	3%		7%	1%	2%	2%
Strongly agree	1%	1%	1%	1%	1%		1%	4%		1%	2%
SUB-TOTAL AGREE	3%	2%	3%	2%	3%	3%	1%	11%	1%	2%	3%
The community should have confidence in the youth justice system											
	Total 2023 n = 574	Govt n = 292	Non-govt n = 282	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 196
Strongly disagree	9%	9%	10%	7%	8%	15%	10%	4%	14%	9%	11%
Disagree	16%	15%	18%	16%	19%	15%	15%	21%	16%	17%	16%
SUB-TOTAL DISAGREE	26%	24%	28%	23%	27%	30%	25%	25%	30%	25%	27%
Neutral	26%	26%	26%	30%	29%	18%	25%	11%	24%	28% ↑	20% ↓
Agree	27%	29%	25%	28%	24%	29%	26%	29%	24%	24% ↓	32% ↑
Strongly agree	22%	22%	22%	19%	20%	23%	25%	36%	22%	22%	21%
SUB-TOTAL AGREE	49%	51%	46%	47%	44%	52%	51%	64%	46%	46%	53%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.10: Agreement with statement on community confidence in the youth justice system by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q26j/k Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
The community actually has confidence in the youth justice system									
	Total 2023 n = 572	Child Protection n = 449	Youth Justice n = 50	Yes n = 81	No n = 489	Yes n = 87	No n = 481	Senior/ Middle Mgr n = 227	Not supervisory n = 345
Strongly disagree	48%	49%	40%	47%	48%	45%	49%	52%	45%
Disagree	34%	31%	42%	35%	34%	31%	34%	30%	36%
SUB-TOTAL DISAGREE	81%	81%	82%	81%	82%	76%	83%	81%	81%
Neutral	16%	17%	16%	15%	16%	18%	16%	16%	16%
Agree	2%	2%	2%	4%	1%	5% ↑	1% ↓	2%	1%
Strongly agree	1%	1%			1%	1%	<1%	<1%	1%
SUB-TOTAL AGREE	3%	3%	2%	4%	2%	6% ↑	2% ↓	3%	3%
The community should have confidence in the youth justice system									
	Total n = 574	Child Protection n = 451	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Strongly disagree	9%	9%	6%	11%	9%	5%	10%	10%	9%
Disagree	16%	18%	16%	16%	16%	9% ↓	18% ↑	13%	18%
SUB-TOTAL DISAGREE	26%	27%	22%	27%	26%	14% ↓	28% ↑	23%	28%
Neutral	26%	27%	18%	28%	25%	34% ↑	24% ↓	26%	25%
Agree	27%	24% ↓	46% ↑	25%	27%	30%	26%	31%	24%
Strongly agree	22%	21%	14%	20%	22%	22%	22%	20%	23%
SUB-TOTAL AGREE	49%	45%	60%	44%	49%	52%	48%	51%	47%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

*Q26 Thinking about **the statutory systems (child protection or youth justice) as a whole**, how much do you agree or disagree with the following?*

f) There is sufficient capacity within the secondary support service system I work in (child protection or youth justice) to meet demand

g) There is sufficient capacity within the tertiary support system I work in (child protection or youth justice) to meet demand

Q57 Family support referrals and child protection reports are likely to increase in the next 12 months.

New question in 2023:

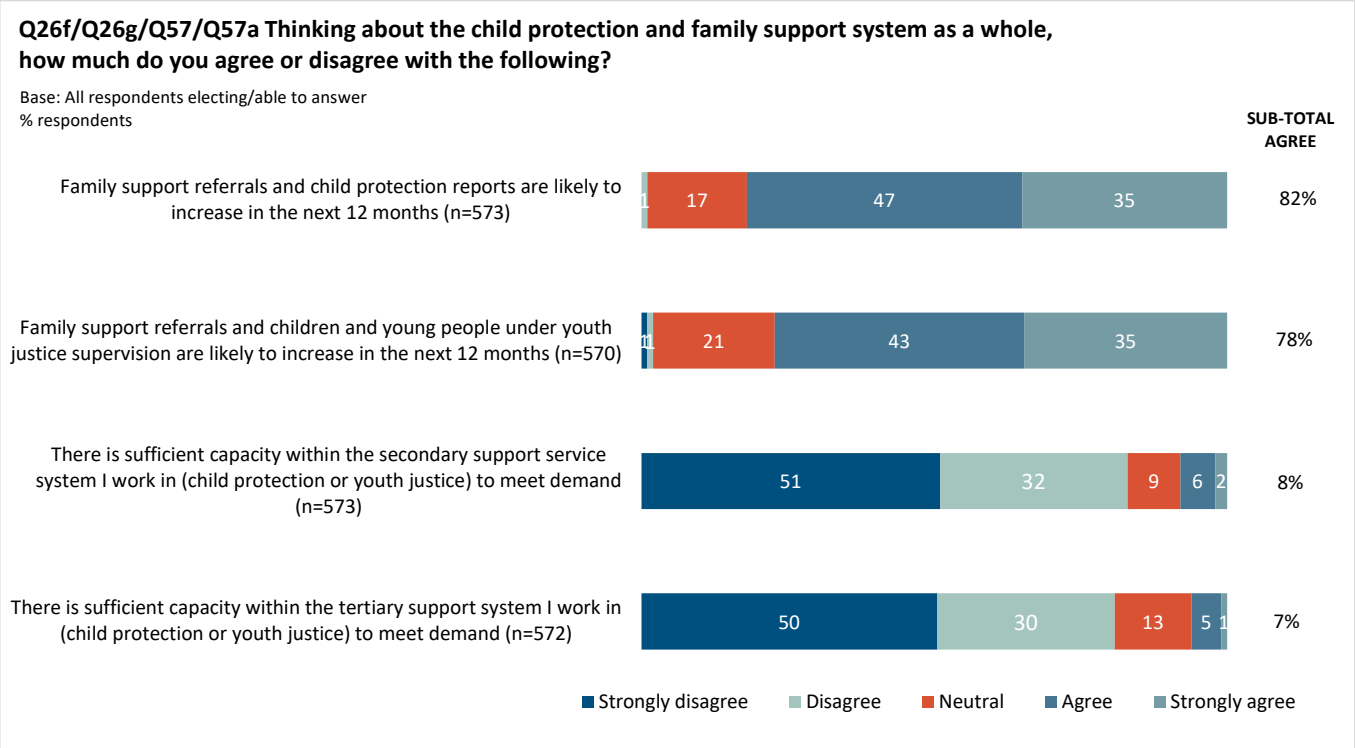
Q57a Family support referrals and children and young people under youth justice supervision are likely to increase in the next 12 months

3.2.14 2023 result

The majority of respondents (82%) agreed or strongly agreed that family support referrals and child protection reports are likely to increase in the next 12 months. 35% strongly agreed with this statement, only 1% disagreed or strongly disagreed, while 17% were neutral. Similarly, the majority of respondents (78%) agreed that family support referrals and children and young people under youth justice supervision are likely to increase in the next 12 months. Only 1% disagreed or strongly disagreed with this statement.

When asked about the current capacity within the sector, the majority of respondents disagreed or strongly disagreed there is sufficient capacity either within the secondary support service system (83%) or within the tertiary system (80% disagreed or strongly disagreed) to meet demand.

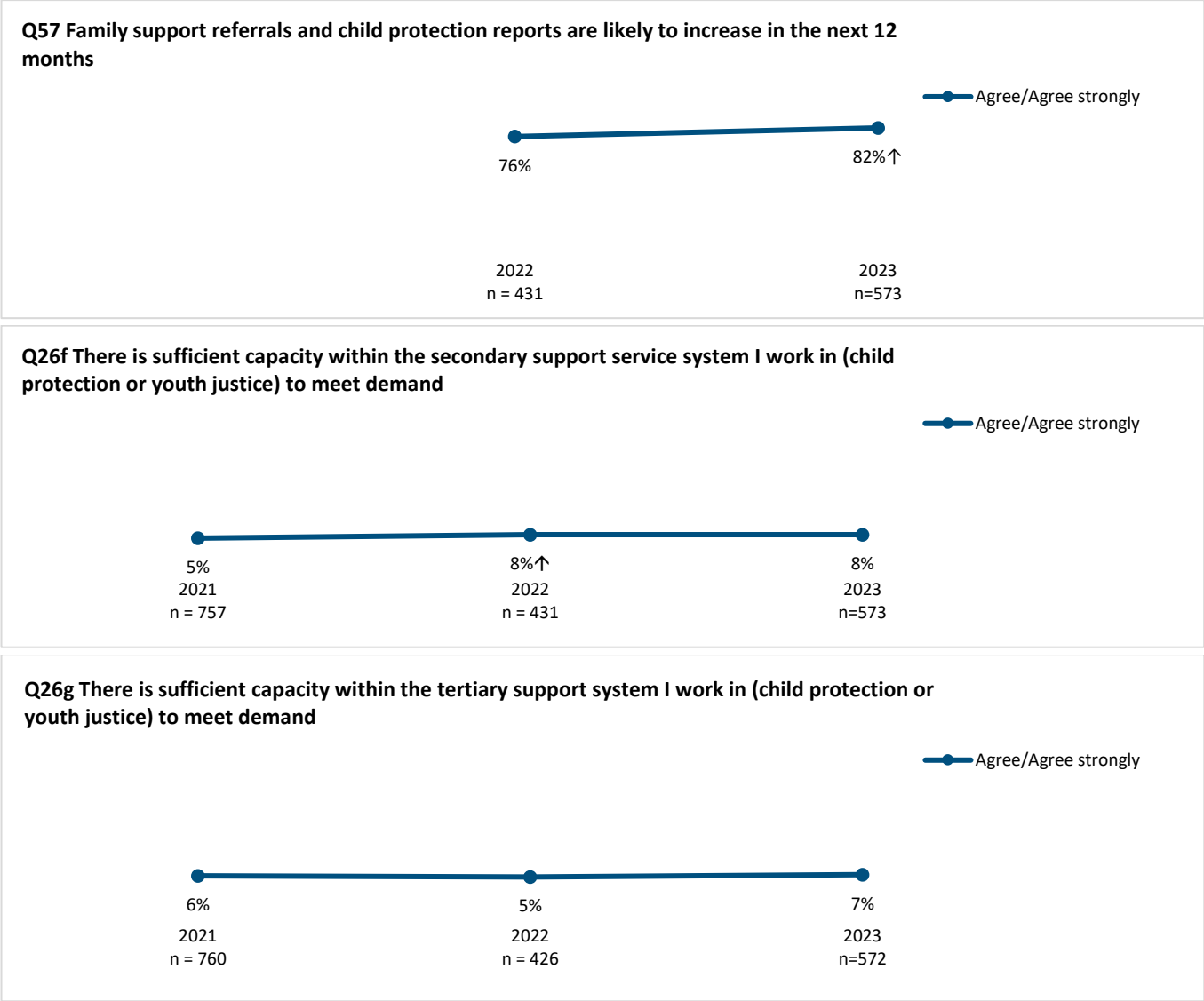
Figure 3.2.9: Agreement with statements on expected demand and current capacity of the statutory systems (child protection or youth justice) (2023)



3.2.15 Comparison to previous survey data (2021–2023)

Opinions among respondents regarding capacity within the secondary and tertiary support systems were consistent from 2022 to 2023. However, an increase in agreement was noted regarding the view that family support referrals and child protection reports are likely to increase in the next 12 months (76% in 2022, 82% in 2023).

Figure 3.2.10: Agreement with statements on capacity of the statutory systems (child protection or youth justice) 2022-2023+



+ Data for 2021 and 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.2.16 Sub-group differences (2023)

Views regarding capacity in the secondary and tertiary support systems showed some differences by sub-groups of respondents. Respondents working in a senior or middle management role or those who have worked in the industry for 10 or more years were more likely than their counterparts to disagree or strongly disagree that the secondary (90% senior/middle manager, 88% 10+ years) or the tertiary (86% senior/middle manager, 85% 10+ years) support systems have sufficient capacity to meet demand.

Youth justice sector employees were more likely to agree there is sufficient capacity within the tertiary support system to meet demand (16% agreed or strongly agreed) than child protection employees (6%).

Those working in the child protection sector (83%) were more likely than youth justice workers (70%) to agree or strongly agree that family support referrals and child protection reports are likely to increase in the next 12 months. Higher agreement was also registered by those who have worked in the industry for 10 or more years (88%, 79% among <10 years).

Respondents who identify as Aboriginal and/or Torres Strait Islander or those who identify as culturally and linguistically diverse were more likely than other sub-groups to be neutral in many instances.

The reader is referred to Tables 3.2.11 and 3.2.12 for other sub-group differences.

Table 3.2.11: Agreement with statements on expected demand and capacity of the statutory systems (child protection or youth justice) by organisation type, region and years in sector (2023)

Q57/Q57a/Q26f/Q26g Column %	Total 2023 n = 428	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Family support referrals and child protection reports are likely to increase in the next 12 months											
	Total 2023 n = 573	Govt n = 292	Non-govt n = 281	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 372	10+ n = 197
Strongly disagree	<1%	<1%	<1%	1%						1%	
Disagree	1%	1%	<1%	1%					1%	1%	1%
SUB-TOTAL DISAGREE	1%	1%	1%	2%					1%	1%	1%
Neutral	17%	17%	17%	23%	13%	13%	8%	11%	23%	20% ↑	12% ↓
Agree	47%	47%	47%	43%	54%	39%	53%	46%	55%	46%	49%
Strongly agree	35%	35%	35%	32%	33%	48%	39%	43%	21%	33%	39%
SUB-TOTAL AGREE	82%	82%	82%	75% ↓	87%	87%	92%	89%	75%	79% ↓	88% ↑
Family support referrals and children and young people under youth justice supervision are likely to increase in the next 12 months											
	Total 2023 n = 570	Govt n = 288	Non-govt n = 282	Brisbane & Moreton Bay n = 213	South East n = 87	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 369	10+ n = 197
Strongly disagree	1%	<1%	1%	1%	1%					1%	1%
Disagree	1%	1%	<1%	1%			1%		3%	1%	1%
SUB-TOTAL DISAGREE	1%	2%	1%	2%	1%		1%		3%	1%	2%
Neutral	21%	21%	21%	26%	22%	14%	14%	18%	19%	23%	17%
Agree	43%	43%	42%	38%	51%	37%	46%	46%	49%	42%	45%
Strongly agree	35%	34%	36%	34%	26%	49%	39%	36%	29%	34%	37%
SUB-TOTAL AGREE	78%	77%	78%	72%	77%	86%	84%	82%	78%	76%	82%
There is sufficient capacity within the secondary support service system I work in (child protection or youth justice) to meet demand											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 196
Strongly disagree	51%	54%	47%	51%	52%	48%	57%	50%	42%	48%	55%
Disagree	32%	32%	33%	32%	35%	32%	32%	29%	34%	32%	33%
SUB-TOTAL DISAGREE	83%	86% ↑	80% ↓	83%	88%	80%	89%	79%	76%	81% ↓	88% ↑
Neutral	9%	5% ↓	12% ↑	9%	9%	11%	4%	14%	7%	10%	7%
Agree	6%	5%	6%	5%	1%	6%	4%	7%	14%	7%	4%
Strongly agree	2%	3%	2%	2%	2%	3%	2%		4%	3%	2%
SUB-TOTAL AGREE	8%	8%	8%	7%	3%	9%	7%	7%	18%	9%	6%
There is sufficient capacity within the tertiary support system I work in (child protection or youth justice) to meet demand											
	Total 2023 n = 572	Govt n = 292	Non-govt n = 280	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 78	South West n = 90	North QLD n = 28^	Far North Queensland n = 72	<10 n = 373	10+ n = 196
Strongly disagree	50%	53%	47%	49%	53%	50%	56%	50%	43%	47% ↓	56% ↑
Disagree	30%	29%	30%	29%	29%	29%	30%	29%	35%	30%	29%
SUB-TOTAL DISAGREE	80%	83%	77%	78%	82%	79%	86%	79%	78%	77% ↓	85% ↑
Neutral	13%	10% ↓	17% ↑	14%	15%	15%	8%	18%	13%	15% ↑	9% ↓
Agree	5%	5%	6%	7%	1%	5%	6%	4%	7%	6%	4%
Strongly agree	1%	2%	<1%	1%	2%		1%		3%	1%	2%
SUB-TOTAL AGREE	7%	7%	6%	8%	3%	5%	7%	4%	10%	7%	6%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.12: Agreement with statements on expected demand and capacity of the statutory systems (child protection or youth justice) by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q57/Q57a/Q26f/Q26g Column %	Total 2023 n = 428	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Family support referrals and child protection reports are likely to increase in the next 12 months									
	Total 2023 n = 573	Child Protection n = 451	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 85	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 346
Strongly disagree	<1%	<1%			<1%	1%	<1%		1%
Disagree	1%	1%			1%	1%	<1%	<1%	1%
SUB-TOTAL DISAGREE	1%	1%			1%	2%	1%	<1%	1%
Neutral	17%	16% ↓	30% ↑	19%	17%	27%↑	15% ↓	15%	19%
Agree	47%	47%	52%	49%	47%	44%	48%	46%	48%
Strongly agree	35%	36% ↑	18% ↓	32%	35%	27%	36%	39%	32%
SUB-TOTAL AGREE	82%	83%↑	70% ↓	81%	82%	71% ↓	84%↑	85%	80%
Family support referrals and children and young people under youth justice supervision are likely to increase in the next 12 months									
	Total 2023 n = 570	Child Protection n = 449	Youth Justice n = 49	Yes n = 80	No n = 488	Yes n = 86	No n = 480	Senior/ Middle Mgr n = 226	Not supervisory n = 344
Strongly disagree	1%	<1%		1%	<1%	1%	<1%	<1%	1%
Disagree	1%	1%	2%		1%	2%	1%	1%	1%
SUB-TOTAL DISAGREE	1%	1%	2%	1%	1%	3%	1%	2%	1%
Neutral	21%	20%	29%	24%	20%	30% ↑	19% ↓	16% ↓	24% ↑
Agree	43%	43%	45%	39%	44%	38%	44%	44%	42%
Strongly agree	35%	36%	24%	36%	35%	28%	36%	38%	33%
SUB-TOTAL AGREE	78%	79%	69%	75%	78%	66% ↓	80%↑	82% ↑	75%↓
There is sufficient capacity within the secondary support service system I work in (child protection or youth justice) to meet demand									
	Total 2023 n = 573	Child Protection n = 450	Youth Justice n = 50	Yes n = 81	No n = 490	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	51%	53% ↑	30% ↓	40%	53%	34% ↓	54% ↑	59% ↑	45% ↓
Disagree	32%	32%	40%	27%	33%	41%	30%	31%	33%
SUB-TOTAL DISAGREE	83%	85% ↑	70% ↓	67% ↓	86% ↑	76%	84%	90% ↑	78% ↓
Neutral	9%	8%	16%	22% ↑	7% ↓	17% ↑	7% ↓	4% ↓	12% ↑
Agree	6%	5%	12%	10%	5%	5%	6%	3% ↓	8% ↑
Strongly agree	2%	2%	2%	1%	2%	2%	2%	3%	2%
SUB-TOTAL AGREE	8%	8%	14%	11%	8%	7%	8%	6%	10%
There is sufficient capacity within the tertiary support system I work in (child protection or youth justice) to meet demand									
	Total 2023 n = 572	Child Protection n = 450	Youth Justice n = 50	Yes n = 81	No n = 489	Yes n = 86	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 346
Strongly disagree	50%	54% ↑	20% ↓	40%	52%	35% ↓	53% ↑	56%	47%
Disagree	30%	28% ↓	46% ↑	26%	31%	35%	29%	30%	30%
SUB-TOTAL DISAGREE	80%	82% ↑	66% ↓	65% ↓	83% ↑	70% ↓	82% ↑	86% ↑	76% ↓
Neutral	13%	12%	18%	25% ↑	11% ↓	21%↑	12% ↓	9% ↓	16% ↑
Agree	5%	5%	14% ↑	9%	5%	6%	5%	4%	7%
Strongly agree	1%	1%	2%	1%	1%	3%	1%	1%	1%
SUB-TOTAL AGREE	7%	6% ↓	16% ↑	10%	6%	9%	6%	5%	8%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

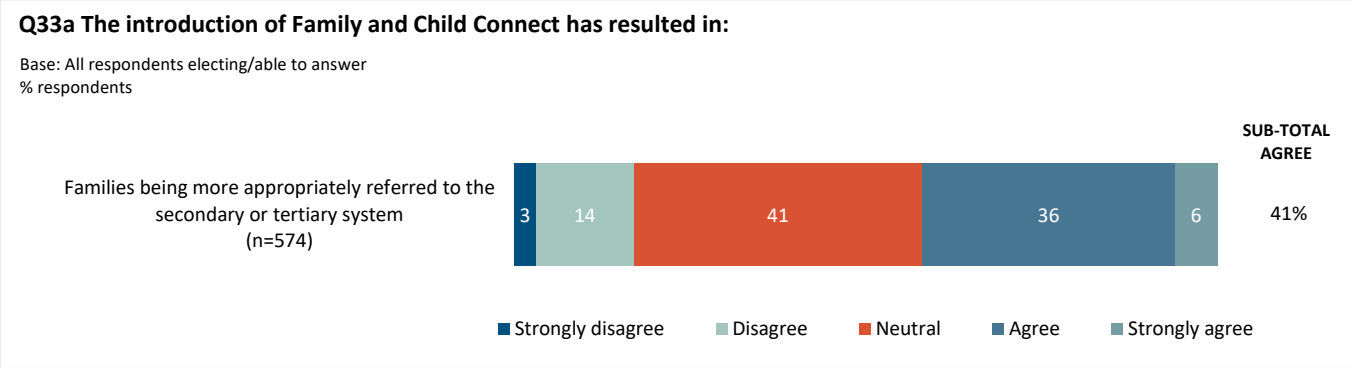
Q33 How much do you agree or disagree with the following?

a) The introduction of Family and Child Connect has resulted in families being more appropriately referred to the secondary or tertiary system

3.2.17 2023 result

41% of respondents agreed or strongly agreed that Family and Child Connect has resulted in families being more appropriately referred to the secondary or tertiary system. A similar proportion (41%) provided a neutral response while 17% disagreed or strongly disagreed.

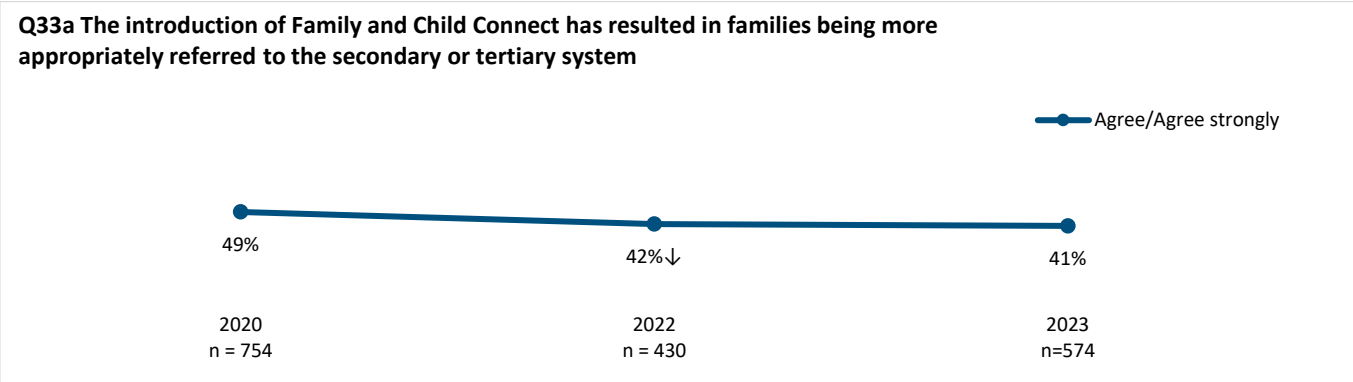
Figure 3.2.11: Introduction of Family and Child Connect (2023)



3.2.18 Comparison to previous survey data (2020 -2023)

Agreement (agreed or strongly agreed) that Family and Child Connect has resulted in families being more appropriately referred to the secondary and tertiary systems was stable in 2023 (41%) against agreement levels reported in 2022 (42%).

Figure 3.2.12: Introduction of Family and Child Connect 2020-2023 trends+



+ Data for 2020 and 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.2.19 Sub-group differences (2023)

Respondents who have worked in either the child protection or youth justice sectors for 10 or more years (23%) or those in senior or middle management (22%) were more likely than their counterparts to disagree or disagree strongly that the introduction of Family and Child Connect has resulted in families being more appropriately referred to the secondary or tertiary system (<10 years of experience 14%, non-supervisory role 15%).

Table 3.2.13: Introduction of Family and Child Connect by organisation type, region and years in sector (2023)

Q33a Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Families being more appropriately referred to the secondary or tertiary system											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	3%	4%	3%	3%	3%	1%	4%	11%	3%	3%	4%
Disagree	14%	13%	14%	14%	9%	14%	16%	25%	12%	11% ↓	19% ↑
SUB-TOTAL DISAGREE	17%	18%	17%	18%	12%	15%	20%	36%	15%	14% ↓	23% ↑
Neutral	41%	46% ↑	36%↓	43%	51%	34%	30%	25%	50%	46% ↑	32% ↓
Agree	36%	32%	39%	33%	29%	43%	48%	32%	31%	34%	39%
Strongly agree	6%	4% ↓	8% ↑	6%	8%	8%	2%	7%	4%	6%	6%
SUB-TOTAL AGREE	41%	36% ↓	47% ↑	39%	37%	51%	50%	39%	35%	40%	45%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.14: Introduction of Family and Child Connect by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q33a Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Families being more appropriately referred to the secondary or tertiary system									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	3%	3%	4%	5%	3%	2%	4%	4%	3%
Disagree	14%	14%	10%	16%	13%	18%	13%	18% ↑	11% ↓
SUB-TOTAL DISAGREE	17%	17%	14%	21%	16%	21%	16%	22% ↑	15% ↓
Neutral	41%	42%	53%	45%	41%	41%	41%	31% ↓	47% ↑
Agree	36%	35%	31%	28%	37%	30%	37%	39%	34%
Strongly agree	6%	6%	2%	6%	6%	8%	5%	8%	4%
SUB-TOTAL AGREE	41%	41%	33%	34%	43%	38%	42%	47% ↑	38% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

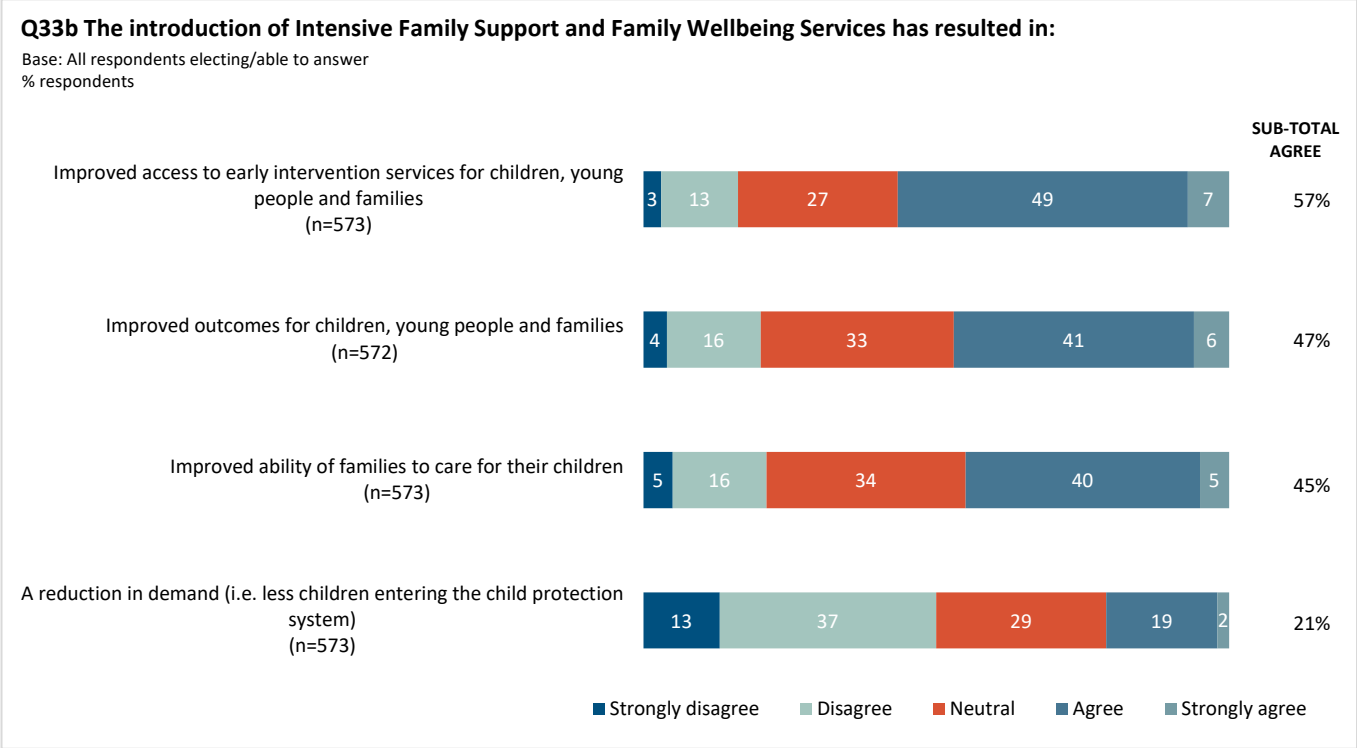
Q33 How much do you agree or disagree with the following?
b) The introduction of Intensive Family Support and Family Wellbeing Services has resulted in:
i. Improved access to early intervention services for children, young people and families
ii. A reduction in demand (i.e., less children entering the child protection system)
iii. Improved outcomes for children, young people and families
iv. Improved ability of families to care for their children

3.2.20 2023 result

Respondents were asked to rate their agreement regarding outcomes of the introduction of Intensive Family Support and Family Wellbeing Services.

57% of respondents agreed or strongly agreed that the introduction of Intensive Family Support and Family Wellbeing Services has improved access to early intervention services. 47% agreed or strongly agreed that introduction of services improved outcomes for children, young people and families, while 45% of respondents agreed or strongly agreed the introduction of services improved the ability of families to care for their children. There was lower agreement about the introduction of services providing a reduction in demand (19% agreed, 2% strongly agreed) with 50% of respondents disagreeing or strongly disagreeing.

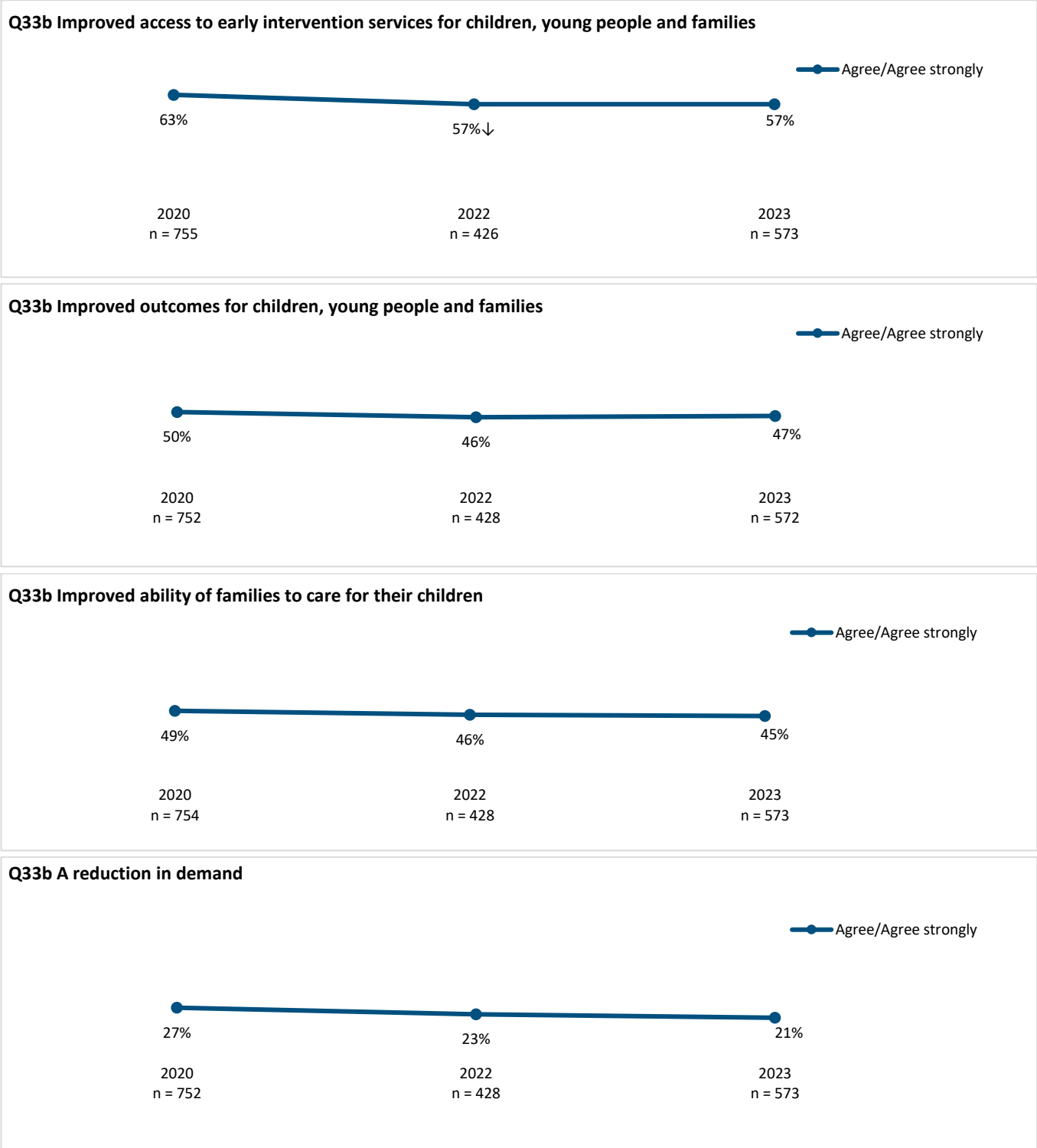
Figure 3.2.13: Introduction of Intensive Family Support and Family Wellbeing Services (2023)



3.2.21 Comparison to previous survey data (2020 - 2023)

Opinions regarding the impact of Intensive Family Support and Family Wellbeing Services were consistent from 2022 to 2023.

Figure 3.2.14: Introduction of Intensive Family Support and Family Wellbeing services 2020-2023 trends+



+ Data for 2020 and 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.2.22 Sub-group differences (2023)

Respondents with 10 or more years of experience in either the child protection or youth justice sectors were generally more likely to disagree or strongly disagree that the introduction of Intensive Family Support and Family Wellbeing had improved access, outcomes, or family ability or that it had decreased demand.

The reader is referred to Tables 3.2.15 and 3.2.16 for other sub-group differences.

Table 3.2.15: Introduction of Intensive Family Support and Family Wellbeing Services by organisation type, region and years in sector (2023)

Q33b Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Improved access to early intervention services for children, young people and families											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 371	10+ n = 197
Strongly disagree	3%	4%	2%	1%	6%	4%	2%	4%	4%	2%	4%
Disagree	13%	14%	12%	13%	10%	10%	13%	25%	15%	11%	16%
SUB-TOTAL DISAGREE	16%	18%	14%	14%	16%	14%	16%	29%	19%	14% ↓	20% ↑
Neutral	27%	28%	27%	30%	28%	23%	23%	32%	26%	29%	24%
Agree	49%	50%	49%	49%	50%	53%	48%	36%	53%	50%	49%
Strongly agree	7%	4% ↓	11% ↑	7%	6%	10%	13%	4%	3%	8%	7%
SUB-TOTAL AGREE	57%	54%	59%	55%	56%	63%	61%	39%	55%	57%	56%
Improved outcomes for children, young people and families											
	Total 2023 n = 572	Govt n = 291	Non-govt n = 281	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 27^	Far North Queensland n = 74	<10 n = 371	10+ n = 196
Strongly disagree	4%	4%	4%	3%	6%	4%	3%	15%	4%	4%	5%
Disagree	16%	17%	15%	16%	11%	15%	19%	30%	14%	13% ↓	22% ↑
SUB-TOTAL DISAGREE	20%	21%	19%	19%	17%	19%	22%	44%	18%	17% ↓	27% ↑
Neutral	33%	36%	30%	37%	28%	30%	29%	30%	36%	34%	31%
Agree	41%	41%	41%	40%	43%	43%	43%	22%	42%	41%	40%
Strongly agree	6%	2% ↓	10% ↑	4%	11%	8%	6%	4%	4%	8% ↑	2% ↓
SUB-TOTAL AGREE	47%	43%	51%	44%	55%	51%	49%	26%	46%	49%	42%
Improved ability of families to care for their children											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 196
Strongly disagree	5%	5%	4%	4%	5%	4%	3%	11%	7%	5%	5%
Disagree	16%	16%	15%	15%	9%	16%	18%	36%	14%	13% ↓	20% ↑
SUB-TOTAL DISAGREE	20%	21%	19%	19%	14%	20%	21%	46%	20%	18%	24%
Neutral	34%	39% ↑	30% ↓	34%	38%	34%	30%	32%	39%	34%	35%
Agree	40%	37%	43%	43%	40%	43%	42%	18%	36%	42%	38%
Strongly agree	5%	2%	8% ↑	4%	9%	3%	7%	4%	4%	6%	3%
SUB-TOTAL AGREE	45%	40% ↓	51% ↑	47%	49%	46%	49%	21%	41%	48%	40%
A reduction in demand (i.e. less children entering the child protection system)											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 196
Strongly disagree	13%	16% ↑	10% ↓	11%	15%	13%	17%	18%	9%	11%	16%
Disagree	37%	36%	38%	35%	32%	30%	44%	46%	45%	35%	42%
SUB-TOTAL DISAGREE	50%	53%	47%	46%	47%	43%	61%	64%	54%	46% ↓	58% ↑
Neutral	29%	29%	28%	34%	30%	25%	21%	25%	28%	31% ↑	23% ↓
Agree	19%	18%	20%	18%	18%	29%	17%	11%	16%	19%	19%
Strongly agree	2%	1% ↓	4% ↑	2%	6%	3%	1%		1%	4%↑	
SUB-TOTAL AGREE	21%	18%	24%	21%	24%	32%	18%	11%	18%	23%	19%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.16: Introduction of Intensive Family Support and Family Wellbeing Services by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q33b Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Improved access to early intervention services for children, young people and families									
	Total 2023 n = 573	Child Protection n = 451	Youth Justice n = 49	Yes n = 79	No n = 492	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 225	Not supervisory n = 348
Strongly disagree	3%	2%	2%	5%	3%	6%	2%	4%	2%
Disagree	13%	13%	10%	11%	13%	14%	13%	16%	11%
SUB-TOTAL DISAGREE	16%	15%	12%	16%	16%	20%	15%	20% ↑	14% ↓
Neutral	27%	25% ↓	41% ↑	29%	27%	28%	27%	26%	28%
Agree	49%	53%	43%	47%	50%	45%	50%	44%	52%
Strongly agree	7%	7%	4%	8%	7%	8%	7%	9%	6%
SUB-TOTAL AGREE	57%	59%	47%	54%	57%	53%	57%	54%	58%
Improved outcomes for children, young people and families									
	Total 2023 n = 572	Child Protection n = 451	Youth Justice n = 49	Yes n = 78	No n = 492	Yes n = 86	No n = 482	Senior/ Middle Mgr n = 225	Not supervisory n = 347
Strongly disagree	4%	4%	4%	6%	4%	6%	4%	4%	4%
Disagree	16%	16%	16%	10%	17%	17%	16%	21% ↑	13% ↓
SUB-TOTAL DISAGREE	20%	20%	20%	17%	21%	23%	20%	25% ↑	17% ↓
Neutral	33%	31%	43%	38%	32%	35%	33%	32%	34%
Agree	41%	44%	31%	36%	42%	34%	43%	37%	43%
Strongly agree	6%	6%	6%	9%	5%	8%	5%	5%	6%
SUB-TOTAL AGREE	47%	50%	37%	45%	47%	42%	48%	43%	49%
Improved ability of families to care for their children									
	Total 2023 n = 573	Child Protection n = 451	Youth Justice n = 49	Yes n = 79	No n = 492	Yes n = 86	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	5%	4%	4%	8%	4%	5%	5%	4%	5%
Disagree	16%	14%	16%	10%	16%	16%	15%	19%	14%
SUB-TOTAL DISAGREE	20%	18%	20%	18%	21%	21%	20%	23%	18%
Neutral	34%	33%	45%	34%	35%	38%	34%	34%	35%
Agree	40%	43%	35%	41%	40%	33%	42%	39%	41%
Strongly agree	5%	5%		8%	5%	8%	5%	4%	6%
SUB-TOTAL AGREE	45%	48%	35%	48%	45%	41%	46%	43%	47%
A reduction in demand (i.e. less children entering the child protection system)									
	Total 2023 n = 573	Child Protection n = 451	Youth Justice n = 49	Yes n = 79	No n = 492	Yes n = 86	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	13%	14%	4%	14%	13%	17%	12%	16% ↑	11% ↓
Disagree	37%	38%	37%	33%	38%	33%	38%	38%	36%
SUB-TOTAL DISAGREE	50%	52%	41%	47%	50%	50%	50%	54%	47%
Neutral	29%	27% ↓	45% ↑	32%	28%	27%	29%	28%	29%
Agree	19%	19%	14%	18%	19%	20%	19%	17%	20%
Strongly agree	2%	2%		4%	2%	3%	2%	1%	3%
SUB-TOTAL AGREE	21%	21%	14%	22%	21%	23%	21%	18%	24%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q39 In your opinion, what could be done to improve the child protection and family support system?

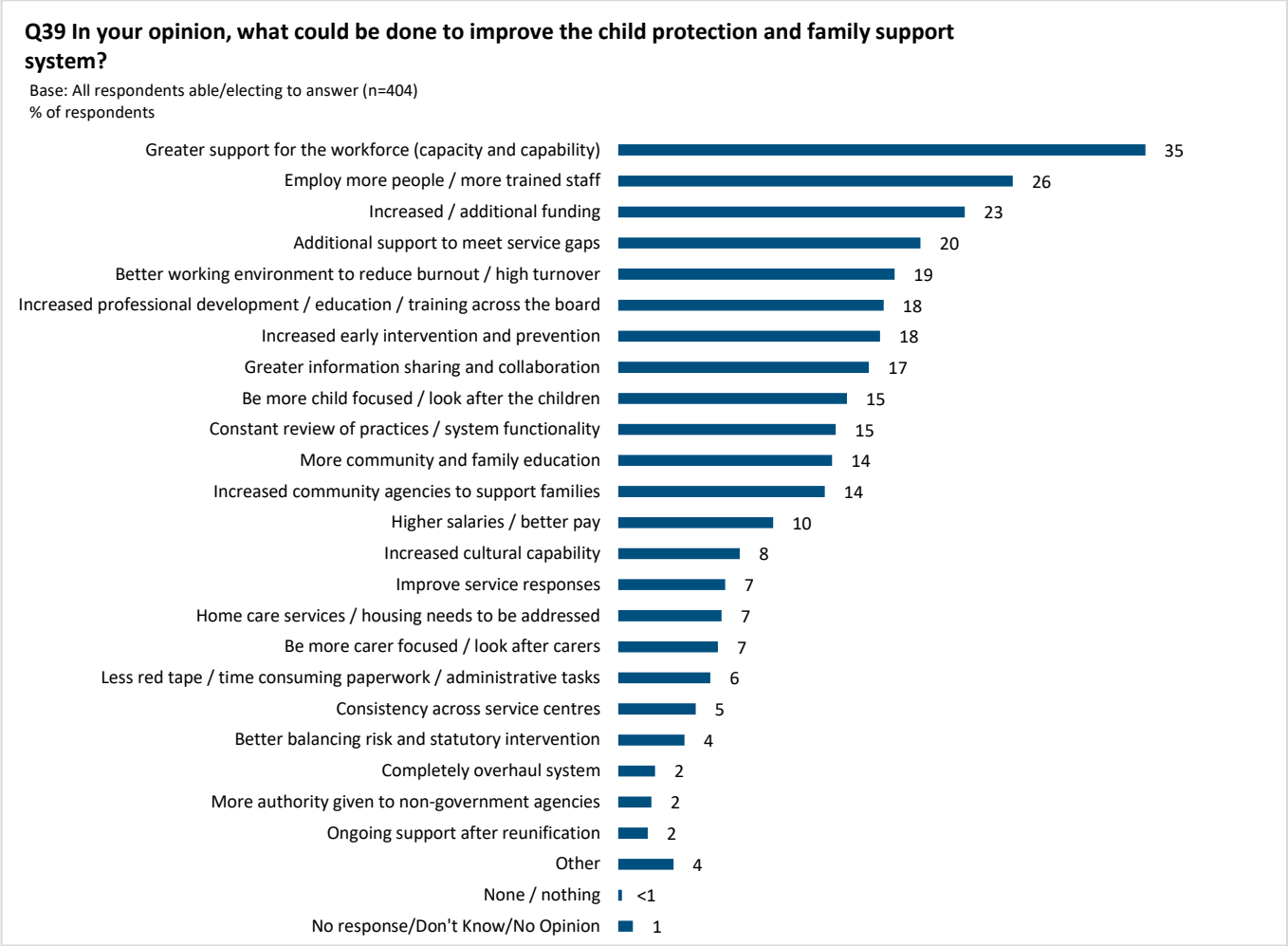
3.2.23 2023 result

When given the opportunity to express, in their own words, what could be done to improve the child protection and family support system, the most common suggestion was to provide greater support for the workforce (capacity and capability) (35%) or employ more trained staff (26%). The next most common suggestions were to increase funding (23%) and provide additional support to meet service gaps (20%).

Other aspects suggested to improve the system included providing a better working environment in order to reduce burnout and turnover (19%), increasing professional development, education and training (18%), increasing early intervention and prevention measures (18%) and more information sharing and collaboration (17%).

Other suggestions are included in Figure 3.2.15 below.

Figure 3.2.15: Improving the child protection and family support system (2023)



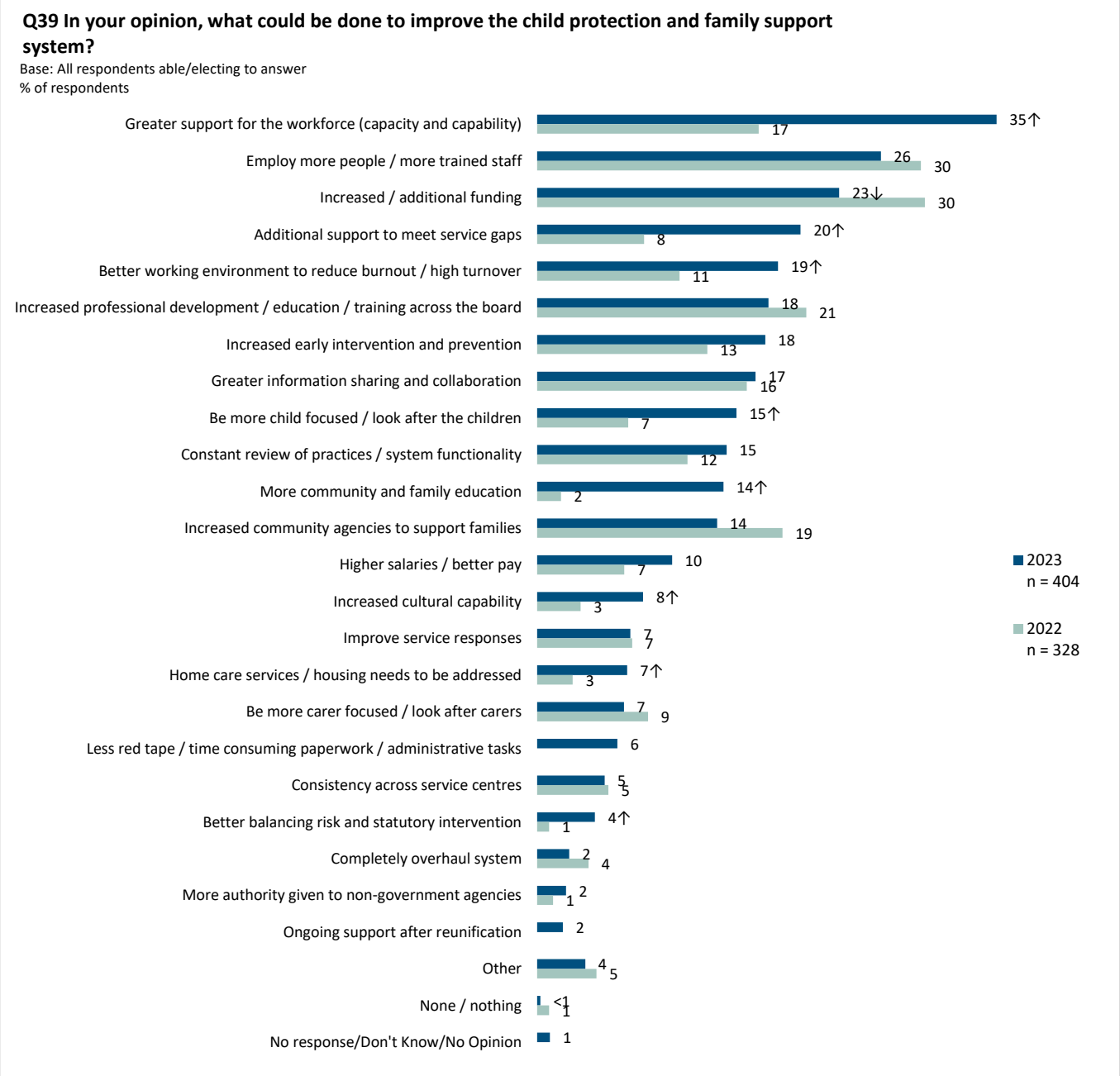
3.2.24 Comparison to previous survey data (2022–2023)

Compared with 2022, an increase in the following suggestions about what could be done to improve the child protection and family support system were found in 2023 (refer to Figure 3.2.16):

- greater support for the workforce (capacity and capability) (17% in 2022, 35% in 2023)
- additional support to meet service gaps (8% in 2022, 20% in 2023)
- better working environment to reduce burnout / high turnover (11% in 2022, 19% in 2023)
- be more child focused / look after the children (7% in 2022, 15% in 2023)
- more community and family education (2% in 2022, 14% in 2023).

Calls for increased / additional funding decreased between 2022 and 2023 (30% in 2022, 23% in 2023).

Figure 3.2.16: Improving the child protection and family support system 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.2.25 Sub-group differences (2023)

Government employees (23%) were more likely than non-government staff (14%) to suggest a better working environment to reduce burnout and turnover. Non-government workers (22%) were more likely than their government counterparts (12%) to suggest greater information sharing and collaboration. Respondents who identify as an Aboriginal and/or Torres Strait Islander person were significantly more likely to recommend that increased cultural capability (36%) would improve the child protection and family support system compared to other respondents (4%).

The reader is referred to Tables 3.2.17 and 3.2.18 below.

Table 3.2.17: Improving the child protection and family support system by organisation type, region and years in sector (2023)

Q39 Column %	Total 2023 n = 404	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 204	Non-govt n = 200	Brisbane & Moreton Bay n = 152	South East n = 60	Sunshine Coast & Central n = 55	South West n = 65	North QLD n = 24^	Far North Queensland n = 48	<10 n = 248	10+ n = 152
Greater support for the workforce (capacity and capability)	35%	38%	33%	38%	35%	29%	46%	21%	29%	35%	37%
Employ more people / more trained staff	26%	25%	28%	33%	25%	22%	28%	21%	15%	25%	29%
Increased / additional funding	23%	20%	27%	23%	32%	27%	23%	17%	13%	23%	23%
Additional support to meet service gaps	20%	18%	23%	22%	22%	27%	20%	8%	13%	19%	22%
Better working environment to reduce burnout / high turnover	19%	23% ↑	14% ↓	22%	10%	15%	29%	8%	15%	20%	16%
Increased professional development / education / training across the board	18%	19%	17%	18%	20%	15%	22%	17%	15%	19%	15%
Increased early intervention and prevention	18%	16%	19%	14%	25%	31%	9%	13%	19%	17%	18%
Greater information sharing and collaboration	17%	12% ↓	22% ↑	13%	25%	20%	17%	21%	13%	17%	16%
Be more child focused / look after the children	15%	14%	17%	15%	18%	20%	14%	13%	10%	17%	14%
Constant review of practices / system functionality	15%	18%	12%	16%	12%	11%	17%	17%	15%	18% ↑	10% ↓
More community and family education	14%	13%	16%	13%	15%	22%	11%	8%	19%	15%	13%
Increased community agencies to support families	14%	15%	13%	13%	20%	13%	9%	17%	15%	13%	14%
Higher salaries / better pay	10%	12%	9%	11%	8%	9%	14%	8%	8%	13% ↑	6% ↓
Increased cultural capability	8%	7%	10%	9%	8%	4%	5%	29%	6%	7%	10%
Improve service responses	7%	7%	7%	5%	7%	7%	14%	4%	6%	8%	5%
Home care services / housing needs to be addressed	7%	6%	8%	5%	5%	11%	11%	8%	6%	6%	9%
Be more carer focused / look after carers	7%	7%	6%	9%	7%	5%	3%	4%	6%	6%	7%
Less red tape / time consuming paperwork / administrative tasks	6%	9% ↑	4%↓	4%	5%	5%	12%		10%	5%	8%
Consistency across service centres	5%	3%	7%	5%	5%	7%	6%		4%	6%	3%
Better balancing risk and statutory intervention	4%	5%	4%	7%	2%	9%	2%			3% ↓	7% ↑
Completely overhaul system	2%	1%	4%	2%		2%	3%	17%		3%	2%
More authority given to non-government agencies	2%	<1%	4%↑	3%	2%	5%		4%		2%	2%
Ongoing support after reunification	2%	1%	3%	1%	2%	5%	3%		2%	2%	2%
Other	4%	4%	4%	3%	3%	2%	5%	8%	4%	2%	6%
None / nothing	<1%	<1%				2%					1%
No response/Don't Know/No Opinion	1%	1%	1%		2%		2%	4%	2%	1%	1%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.18: Improving the child protection and family support system by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q39 Column %	Total 2023 n = 404	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 319	Youth Justice n = 28^	Yes n = 53	No n = 350	Yes n = 56	No n = 346	Senior/ Middle Mgr n = 173	Not supervisory n = 231
Greater support for the workforce (capacity and capability)	35%	38%	32%	26%	37%	32%	36%	35%	36%
Employ more people / more trained staff	26%	28%	18%	23%	27%	25%	27%	28%	25%
Increased / additional funding	23%	23%	21%	21%	24%	25%	23%	25%	22%
Additional support to meet service gaps	20%	21%	14%	15%	21%	18%	21%	19%	21%
Better working environment to reduce burnout / high turnover	19%	21%	7%	11%	20%	23%	18%	17%	20%
Increased professional development / education / training across the board	18%	19%	7%	13%	19%	25%	17%	15%	20%
Increased early intervention and prevention	18%	18%	18%	13%	18%	9%	19%	18%	17%
Greater information sharing and collaboration	17%	15%	18%	17%	17%	25%	16%	21%	14%
Be more child focused / look after the children	15%	17%	14%	15%	15%	14%	16%	16%	15%
Constant review of practices / system functionality	15%	15%	14%	9%	15%	20%	14%	14%	15%
More community and family education	14%	15%	11%	11%	15%	11%	15%	14%	15%
Increased community agencies to support families	14%	13%	14%	17%	13%	9%	14%	16%	13%
Higher salaries / better pay	10%	12%	7%	6%	11%	11%	10%	8%	12%
Increased cultural capability	8%	7%	21%	36% ↑	4% ↓	13%	8%	12% ↑	6% ↓
Improve service responses	7%	8%	11%	2%	8%	11%	7%	5%	9%
Home care services / housing needs to be addressed	7%	7%	11%	4%	7%	5%	7%	8%	6%
Be more carer focused / look after carers	7%	8%	7%	4%	7%	7%	7%	6%	7%
Less red tape / time consuming paperwork / administrative tasks	6%	8%	4%		7% ↑	11%	5%	5%	7%
Consistency across service centres	5%	5%	4%	4%	5%	7%	5%	5%	5%
Better balancing risk and statutory intervention	4%	3%	11%		5%		5%	4%	5%
Completely overhaul system	2%	2%		2%	3%		3%	3%	2%
More authority given to non-government agencies	2%	3%		2%	2%	2%	2%	3%	2%
Ongoing support after reunification	2%	3%		2%	2%	4%	2%	2%	2%
Other	4%	3%	4%	4%	4%	9%	3%	3%	4%
None / nothing	<1%	<1%			<1%		<1%		<1%
No response/Don't Know/No Opinion	1%	1%	4%	2%	1%		1%	1%	1%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

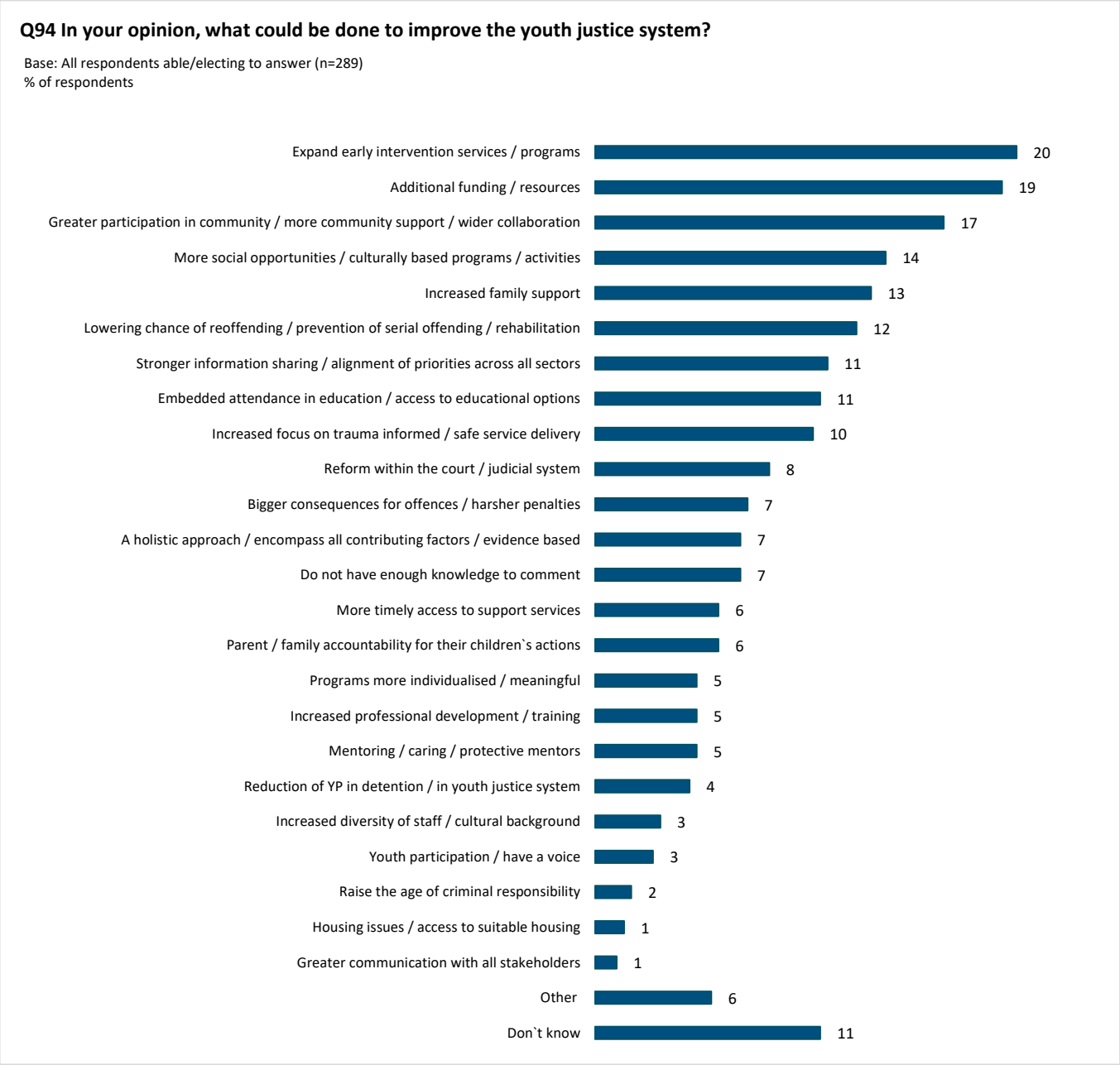
New question in 2023
Q94 In your opinion, what could be done to improve the youth justice system?

3.2.26 2023 result

When given the opportunity to express, in their own words, what could be done to improve the youth justice system, the most common suggestions were to expand early intervention services / programs (20%) and to provide additional funding / resources (19%). The next most common suggestions were to have greater participation in the community / more community support / wider collaboration (17%), more social opportunities/ culturally based programs / activities (14%) and increased family support (13%).

Other suggestions are included in Figure 3.2.17 below.

Figure 3.2.17: Improving the youth justice system (2023)



3.2.27 Sub-group differences (2023)

Those working in the youth justice sector were more likely than those in the child protection area to suggest more community support (35% youth justice, 14% child protection), stronger information sharing on practices / better alignment of priorities across sectors (26%, 9% child protection) and increased diversity of staff (13%, 2% child protection).

Other differences are highlighted in Tables 3.2.19 and 3.2.20 below.

Table 3.2.19: Improving the youth justice system by organisation type, region and years in sector (2023)

Q94 Column %	Total 2023 n = 289	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 139	Non-govt n = 150	Brisbane & Moreton Bay n = 107	South East n = 42	Sunshine Coast & Central n = 44	South West n = 44	North QLD n = 17^	Far North Queensland n = 35	<10 n = 175	10+ n = 113
Expand early intervention services / programs	20%	18%	22%	24%	29%	18%	9%	18%	14%	18%	22%
Additional funding / resources	19%	22%	17%	21%	26%	20%	11%	12%	17%	19%	19%
Greater participation in the community / more community support / wider collaboration	17%	17%	16%	19%	24%	9%	16%	24%	9%	19%	13%
More social opportunities / culturally based programs / activities	14%	11%	17%	14%	19%	14%	7%	18%	14%	16%	11%
Increased family support	13%	10%	16%	17%	5%	14%	14%	12%	11%	13%	14%
Lowering chance of reoffending / prevention of serial offending / rehabilitation	12%	8% ↓	17% ↑	12%	14%	14%	16%	12%	6%	11%	15%
Stronger information sharing protocols / practices / alignment of priorities across all sectors	11%	9%	13%	11%	7%	23%	9%	12%	3%	11%	12%
Embedded attendance in education / access to educational options	11%	9%	13%	9%	19%	16%	5%	12%	6%	10%	11%
Increased focus on trauma informed / safe service delivery	10%	9%	11%	16%	7%	9%	2%	6%	11%	9%	12%
Reform within the court / judicial system	8%	9%	7%	7%	5%	9%	9%	12%	11%	6%	12%
Bigger consequences for offences / harsher penalties	7%	6%	9%	7%	2%	7%	14%	6%	9%	7%	8%
A holistic approach / encompass all contributing factors / evidence based	7%	9%	5%	8%	10%	2%	11%		3%	5% ↓	11% ↑
Do not have enough knowledge to comment	7%	8%	6%	7%	2%	2%	9%	6%	14%	7%	6%
More timely access to support services	6%	6%	6%	9%	7%	7%	2%			5%	7%
Parent / family accountability for their children`s actions	6%	6%	5%	5%	2%		11%	12%	11%	5%	7%
Programs more individualised / meaningful	5%	4%	5%	1%	5%	14%	2%		11%	4%	6%
Increased professional development / training	5%	4%	6%	6%	7%	5%	5%	6%		5%	5%
Mentoring / caring / protective mentors	5%	6%	4%	5%	5%	5%	5%		9%	3%	7%
Reduction of YP in detention / in youth justice system	4%	4%	5%	5%	7%	11%				5%	4%
Increased diversity of staff / cultural background	3%	5%	1%	3%		7%		12%	3%	2%	4%
Youth participation / have a voice	3%	1%	4%	3%	10%		2%			3%	3%
Raise the age of criminal responsibility	2%	1%	3%	3%		2%			3%	2%	1%
Housing issues / access to suitable housing	1%	2%	1%	1%		5%			3%	1%	2%
Greater communication with all stakeholders	1%	1%	1%	1%			5%			2%	
Other	6%	5%	6%	2%	2%	9%	9%	6%	11%	7%	4%
Don`t know	11%	15% ↑	7% ↓	7%	12%	9%	18%	6%	17%	11%	10%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.2.20: Improving the youth justice system by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q94 Column %	Total 2023 n = 289	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 214	Youth Justice n = 31	Yes n = 42	No n = 246	Yes n = 38	No n = 248	Senior/ Middle Mgr n = 129	Not supervisory n = 160
Expand early intervention services / programs	20%	19%	23%	19%	20%	11%	21%	19%	21%
Additional funding / resources	19%	17%	26%	31% ↑	17% ↓	29%	18%	19%	20%
Greater participation in the community / more community support / wider collaboration	17%	14% ↓	35% ↑	21%	16%	16%	17%	18%	16%
More social opportunities / culturally based programs / activities	14%	12%	23%	24% ↑	12% ↓	13%	14%	13%	14%
Increased family support	13%	13%	16%	12%	13%	11%	13%	13%	13%
Lowering chance of reoffending / prevention of serial offending / rehabilitation	12%	10%	16%	7%	13%	11%	13%	16%	9%
Stronger information sharing protocols / practices / alignment of priorities across all sectors	11%	9% ↓	26% ↑	19%	10%	16%	10%	10%	12%
Embedded attendance in education / access to educational options	11%	9%	16%	10%	11%	11%	10%	16% ↑	7% ↓
Increased focus on trauma informed / safe service delivery	10%	13% ↑		2%	12%	13%	10%	11%	10%
Reform within the court / judicial system	8%	8%	10%	7%	9%	5%	9%	10%	7%
Bigger consequences for offences / harsher penalties	7%	7%	6%		9%	8%	7%	6%	8%
A holistic approach / encompass all contributing factors / evidence based	7%	7%	6%	5%	7%	3%	8%	9%	5%
Do not have enough knowledge to comment	7%	8%		2%	8%	8%	7%	5%	9%
More timely access to support services	6%	4%	16%	7%	6%	8%	6%	9%	4%
Parent / family accountability for their children`s actions	6%	6%	6%	2%	7%	8%	5%	7%	5%
Programs more individualised / meaningful	5%	5%	3%	7%	4%	5%	5%	9% ↑	2% ↓
Increased professional development / training	5%	4%	6%	12%	4%	13% ↑	4%	4%	6%
Mentoring / caring / protective mentors	5%	6%		2%	5%	8%	4%	7%	3%
Reduction of YP in detention / in youth justice system	4%	5%	6%	5%	4%	3%	5%	4%	5%
Increased diversity of staff / cultural background	3%	2% ↓	13% ↑	14% ↑	1% ↓	13% ↑	2% ↓	5%	2%
Youth participation / have a voice	3%	2%	3%	2%	3%		3%	3%	3%
Raise the age of criminal responsibility	2%	1%	3%	5%	1%	3%	2%	2%	2%
Housing issues / access to suitable housing	1%	1%	6%	2%	1%	3%	1%		3%
Greater communication with all stakeholders	1%	1%	3%	2%	1%		1%		2%
Other	6%	4%	6%	5%	6%	3%	6%	4%	7%
Don`t know	11%	14% ↑		7%	11%	8%	11%	9%	12%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

3.3 About my role

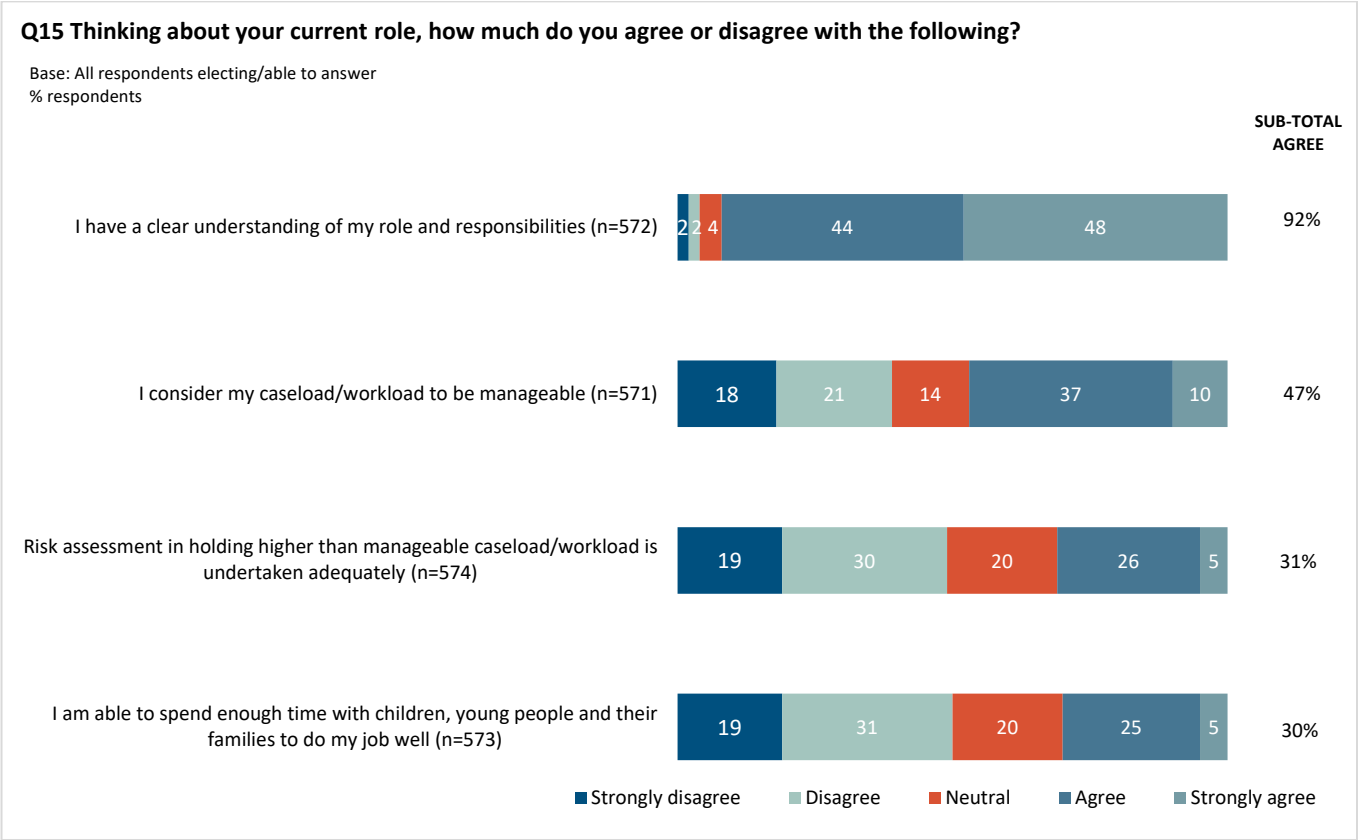
Q15a I have a clear understanding of my role and responsibilities
Q15b I consider my caseload/workload to be manageable
Q15c I am able to spend enough time with children, young people and their families to do my job well
New question in 2023:
Q15g Risk assessment in holding higher than manageable caseload/workload is undertaken adequately

3.3.1 2023 result

The vast majority of respondents agreed or strongly agreed (92%) they have a clear understanding of their role and responsibilities with 48% strongly agreeing with this statement. Only 4% disagreed or strongly disagreed, while 4% were neutral.

47% considered their caseload or workload to be manageable; however, a similar proportion (50%) disagreed or strongly disagreed that they are able to spend enough time with children, young people and their families to do their job well. 31% indicated that a risk assessment in holding higher than manageable caseload / workload is undertaken adequately, however 49% disagreed or strongly disagreed with this.

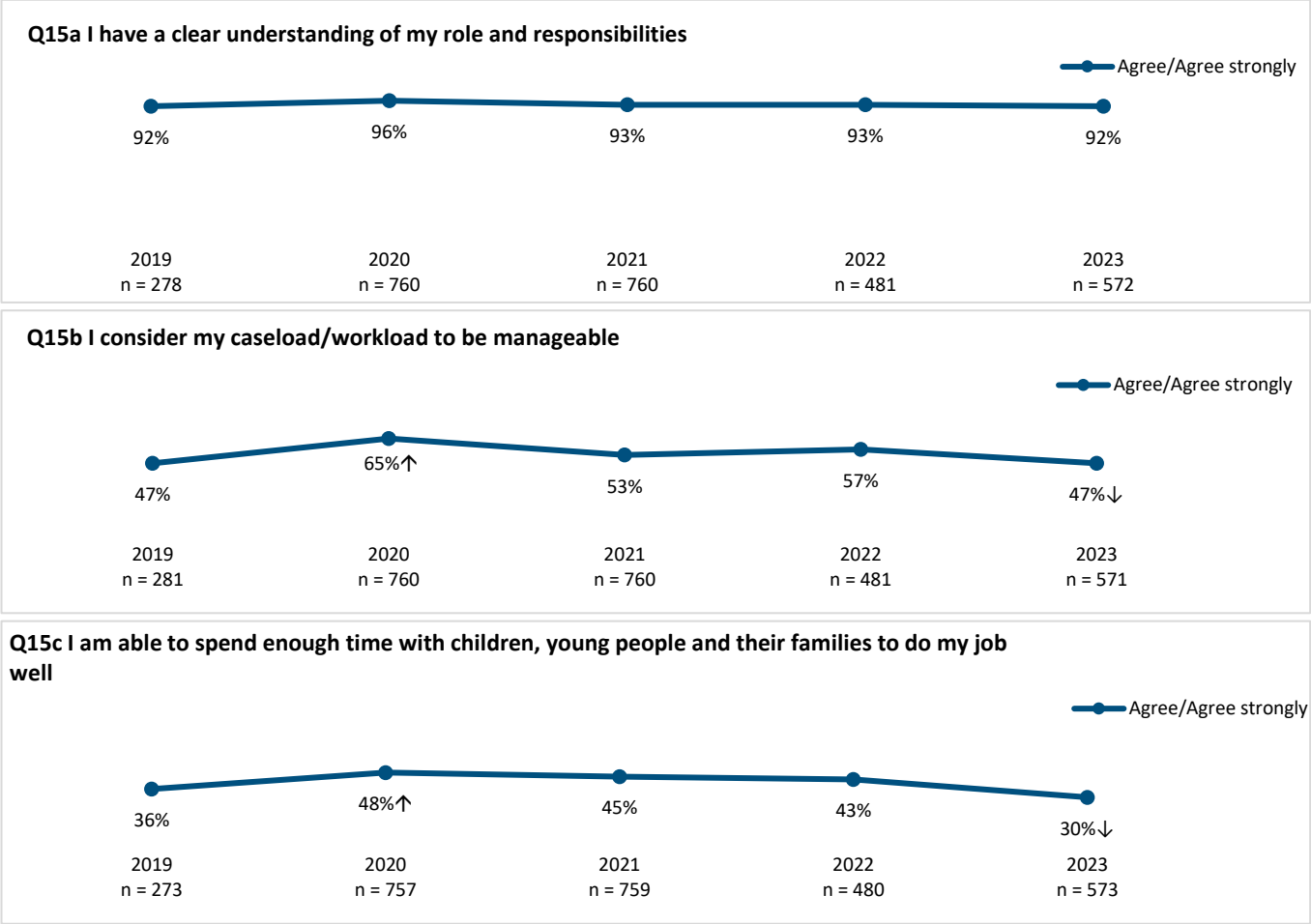
Figure 3.3.1: Current role understanding and capacity (2023)



3.3.2 Comparison to previous survey data (2019–2023)

Compared to 2022, significantly fewer respondents agreed or strongly agreed that they consider their caseload or workload to be manageable (57% in 2022, 47% in 2023) or that they are able to spend enough time with children, young people and their families to do their job well (43% in 2022, 30% in 2023).

Figure 3.3.2: Current role understanding and capacity 2019–2023 trends+



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.3.3 Sub-group differences (2023)

Respondents working in non-government organisations were more likely than government respondents to agree or strongly agree that their caseload or workload is manageable (60% non-government, 34% government), that risk assessment in holding higher than manageable caseload / workload is undertaken adequately (45% non-government, 18% government) or that they are able to spend enough time with children, young people and their families to do their job well (44% non-government, 16% government).

Respondents working in the Sunshine Coast and Central DCSSDS region were significantly more likely than respondents from other DCSSDS regions to agree or strongly agree that risk assessment in holding higher than manageable caseload / workload is undertaken adequately (47%, 31% average).

Those working in the child protection sector (42%) were more likely than those in youth justice (24%) to disagree or strongly that their caseload or workload is manageable.

Other sub-group differences are detailed in Tables 3.3.1 and 3.3.2 overleaf.

Table 3.3.1: Current role understanding and capacity by organisation type, region and years in sector (2023)

Q15a/b/c/g Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
I have a clear understanding of my role and responsibilities											
	Total 2023 n = 572	Govt n = 290	Non-govt n = 282	Brisbane & Moreton Bay n = 213	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 27^	Far North Queensland n = 74	<10 n = 370	10+ n = 197
Strongly disagree	2%	2%	2%	2%	4%	1%		4%	1%	2%	3%
Disagree	2%	3%	1%	1%	3%	3%	3%		3%	3%	1%
SUB-TOTAL DISAGREE	4%	5%	3%	3%	8%	4%	3%	4%	4%	5%	4%
Neutral	4%	4%	3%	3%	2%	3%	6%	4%	5%	5%	2%
Agree	44%	48% ↑	40% ↓	45%	51%	30% ↓	46%	37%	50%	49% ↑	37% ↓
Strongly agree	48%	42% ↓	54% ↑	48%	39%	63% ↑	46%	56%	41%	42% ↓	58% ↑
SUB-TOTAL AGREE	92%	90%	94%	93%	90%	94%	91%	93%	91%	91%	95%
I consider my caseload/workload to be manageable											
	Total 2023 n = 571	Govt n = 290	Non-govt n = 281	Brisbane & Moreton Bay n = 212	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 369	10+ n = 197
Strongly disagree	18%	28% ↑	8% ↓	18%	16%	22%	21%	21%	14%	18%	20%
Disagree	21%	25%	17%	20%	27%	11%	26%	18%	22%	20%	22%
SUB-TOTAL DISAGREE	39%	53% ↑	25% ↓	38%	43%	33%	47%	39%	36%	38%	42%
Neutral	14%	13%	15%	16%	9%	10%	12%	18%	21%	14%	15%
Agree	37%	28% ↓	46% ↑	37%	39%	41%	33%	32%	34%	40% ↑	31% ↓
Strongly agree	10%	7% ↓	14% ↑	9%	9%	16%	8%	11%	10%	9%	12%
SUB-TOTAL AGREE	47%	34% ↓	60% ↑	47%	48%	57%	41%	43%	44%	49%	43%
Risk assessment in holding higher than manageable caseload/workload is undertaken adequately											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	19%	27% ↑	10% ↓	14% ↓	19%	23%	32% ↑	14%	16%	17%	22%
Disagree	30%	34%	27%	35%	30%	15% ↓	32%	43%	26%	30%	31%
SUB-TOTAL DISAGREE	49%	62% ↑	37% ↓	49%	49%	38%	64% ↑	57%	42%	47%	54%
Neutral	20%	20%	19%	22%	19%	15%	10%	21%	27%	20%	19%
Agree	26%	16% ↓	36% ↑	26%	29%	34%	21%	18%	23%	29%	21%
Strongly agree	5%	2% ↓	9% ↑	3%	2%	13% ↑	4%	4%	8%	4%	6%
SUB-TOTAL AGREE	31%	18% ↓	45% ↑	29%	31%	47% ↑	26%	21%	31%	33%	27%
I am able to spend enough time with children, young people and their families to do my job well											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 74	<10 n = 371	10+ n = 197
Strongly disagree	19%	28% ↑	10% ↓	18%	18%	22%	24%	18%	15%	18%	21%
Disagree	31%	36% ↑	26% ↓	29%	39%	22%	34%	32%	30%	29%	34%
SUB-TOTAL DISAGREE	50%	64% ↑	35% ↓	48%	57%	43%	57%	50%	45%	47%	55%
Neutral	20%	20%	21%	25%	15%	15%	15%	18%	27%	20%	21%
Agree	25%	15% ↓	35% ↑	25%	24%	29%	25%	25%	22%	28% ↑	18% ↓
Strongly agree	5%	2% ↓	9% ↑	3%	4%	13% ↑	3%	7%	7%	4%	6%
SUB-TOTAL AGREE	30%	16% ↓	44% ↑	28%	28%	42%	28%	32%	28%	33% ↑	24% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.3.2: Current role understanding and capacity by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q15a/b/c/g Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
I have a clear understanding of my role and responsibilities									
	Total 2023 n = 572	Child Protection n = 450	Youth Justice n = 49	Yes n = 80	No n = 490	Yes n = 87	No n = 481	Senior/ Middle Mgr n = 226	Not supervisory n = 346
Strongly disagree	2%	3%		4%	2%	2%	2%	2%	2%
Disagree	2%	2%			2%	1%	2%	1%	3%
SUB-TOTAL DISAGREE	4%	5%		4%	4%	3%	4%	3%	5%
Neutral	4%	4%	4%	6%	3%	3%	4%	2%	5%
Agree	44%	45%	57%	45%	44%	54% ↑	42% ↓	37%	49%
Strongly agree	48%	46%	39%	45%	48%	39%	49%	58% ↑	41% ↓
SUB-TOTAL AGREE	92%	91%	96%	90%	92%	93%	92%	95% ↑	90% ↓
I consider my caseload/workload to be manageable									
	Total 2023 n = 571	Child Protection n = 449	Youth Justice n = 49	Yes n = 80	No n = 489	Yes n = 87	No n = 480	Senior/ Middle Mgr n = 226	Not supervisory n = 345
Strongly disagree	18%	21% ↑	2% ↓	11%	19%	20%	18%	18%	18%
Disagree	21%	21%	22%	21%	21%	24%	20%	23%	19%
SUB-TOTAL DISAGREE	39%	42% ↑	24% ↓	33%	40%	44%	38%	41%	38%
Neutral	14%	14%	18%	9%	15%	15%	14%	15%	14%
Agree	37%	35%	47%	49% ↑	35% ↓	33%	37%	35%	38%
Strongly agree	10%	10%	10%	10%	10%	8%	11%	10%	10%
SUB-TOTAL AGREE	47%	44%	57%	59%	45%	41%	48%	44%	49%
Risk assessment in holding higher than manageable caseload/workload is undertaken adequately									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	19%	22% ↑	6%	9%	21%	20%	19%	18%	20%
Disagree	30%	30%	33%	24%	32%	25%	31%	34%	28%
SUB-TOTAL DISAGREE	49%	52%	39%	33% ↓	52% ↑	45%	51%	52%	48%
Neutral	20%	17%	31%	33% ↑	17% ↓	18%	20%	17%	21%
Agree	26%	26%	31%	30%	25%	28%	25%	24%	27%
Strongly agree	5%	5%		5%	5%	9%	4%	7%	4%
SUB-TOTAL AGREE	31%	31%	31%	35%	30%	37%	30%	31%	31%
I am able to spend enough time with children, young people and their families to do my job well									
	Total 2023 n = 573	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 491	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	19%	21%	10%	15%	20%	23%	18%	20%	18%
Disagree	31%	31%	35%	30%	31%	24%	31%	33%	29%
SUB-TOTAL DISAGREE	50%	52%	45%	45%	51%	47%	50%	53%	48%
Neutral	20%	18%	24%	25%	20%	21%	20%	19%	21%
Agree	25%	25%	29%	25%	25%	25%	25%	24%	25%
Strongly agree	5%	5%	2%	5%	5%	7%	5%	4%	6%
SUB-TOTAL AGREE	30%	30%	31%	30%	30%	32%	30%	28%	31%

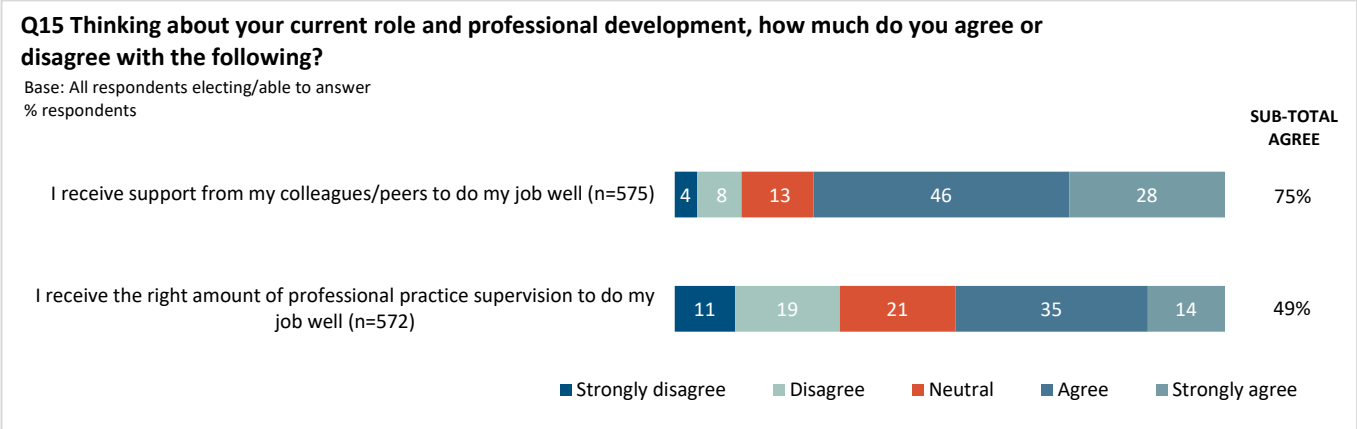
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q15e I receive support from my colleagues/peers to do my job well
Q15d I receive the right amount of professional practice supervision to do my job well

3.3.4 2023 result

Most respondents agreed or strongly agreed (75%) they receive support from colleagues and peers to do their job well (28% strongly agreed, 46% agreed). 49% agreed or strongly agreed that they receive the right amount of professional practice supervision to do their job well, while 30% disagreed or strongly disagreed. The remaining 13% were neutral.

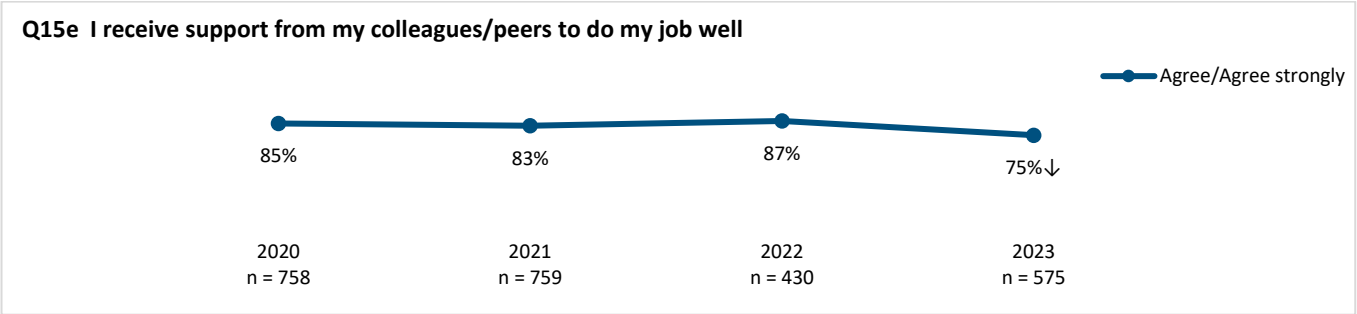
Figure 3.3.3: Support from colleagues/peers and supervision to do their job well (2023)

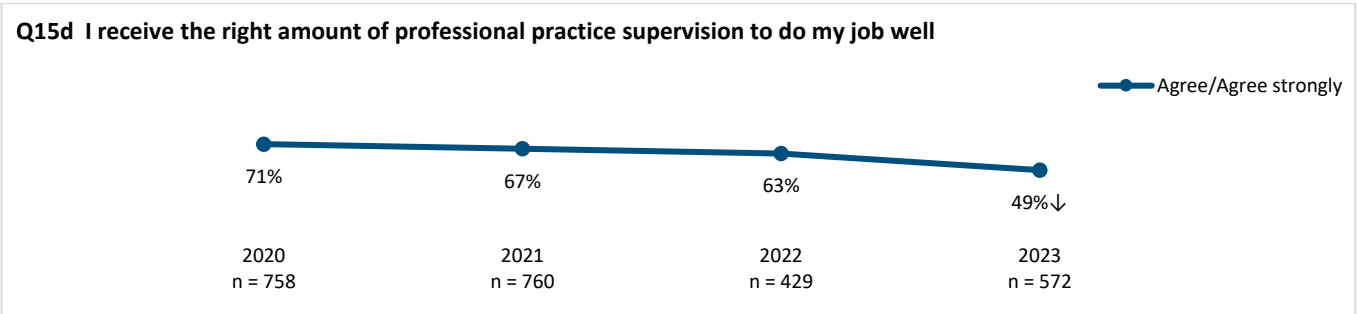


3.3.5 Comparison to previous survey data (2020–2023)

Perceptions of the adequacy of both the level of support received from colleagues and peers (75% in 2023, 87% in 2022), as well as the level of professional practice supervision (49% in 2023, 63% in 2022), were lower in 2023 compared to reported levels of agreement in 2022.

Figure 3.3.4: Your current role and professional development 2020–2023 trends+





+ Data for 2020 to 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers

3.3.6 Sub-group differences (2023)

Non-government respondents were more likely to agree or strongly agree they receive support from their colleagues and peers to do their job well (81%) or that they receive the right amount of professional practice supervision to do their job well (60%). This is compared to 68% of government respondents agreeing or strongly agreeing they receive support from their colleagues or peers, and 38% agreeing or strongly agreeing they receive the right amount of professional practice supervision to do their job well.

Respondents working in the Brisbane and Moreton Bay DCSSDS region were significantly more likely than respondents from other DCSSDS regions to agree or strongly agree they receive support from their colleagues and peers to do their job well (82%, 75% average).

Refer to details in Tables 3.3.3 and 3.3.4.

Table 3.3.3: Support from colleagues/peers and supervision to do their job well by organisation type, region and years in sector (2023)

Q15d/e Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
I receive support from my colleagues/peers to do my job well											
	Total 2023 n = 575	Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Strongly disagree	4%	5%	2%	2%	4%	5%	6%	14%	3%	3%	5%
Disagree	8%	11%	6%	5%	9%	10%	12%	18%	8%	8%	10%
SUB-TOTAL DISAGREE	12%	16% ↑	8% ↓	7% ↓	13%	15%	18%	32%	11%	11%	15%
Neutral	13%	15%	11%	12%	13%	13%	11%	7%	22%	12%	15%
Agree	46%	48%	45%	53%	46%	38%	44%	46%	39%	47%	46%
Strongly agree	28%	20% ↓	36% ↑	29%	27%	34%	27%	14%	28%	30%	24%
SUB-TOTAL AGREE	75%	68% ↓	81% ↑	82% ↑	73%	72%	71%	61%	68%	77%	70%
I receive the right amount of professional practice supervision to do my job well											
	Total 2023 n = 572	Govt n = 290	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 73	<10 n = 372	10+ n = 195
Strongly disagree	11%	16% ↑	7% ↓	9%	10%	9%	13%	36%	10%	11%	13%
Disagree	19%	22% ↑	15% ↓	17%	18%	18%	22%	25%	18%	17%	22%
SUB-TOTAL DISAGREE	30%	38% ↑	22% ↓	27%	28%	27%	36%	61%	27%	28%	35%
Neutral	21%	24%	18%	21%	16%	23%	20%	14%	32%	22%	19%
Agree	35%	30% ↓	40% ↑	37%	43%	32%	30%	25%	30%	37%	31%
Strongly agree	14%	9% ↓	20% ↑	15%	13%	19%	13%		11%	13%	14%
SUB-TOTAL AGREE	49%	38% ↓	60% ↑	53%	56%	51%	44%	25%	41%	50%	46%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.3.4: Support from colleagues/peers and supervision to do their job well by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q15d/e Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
I receive support from my colleagues/peers to do my job well									
	Total 2023 n = 575	Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Strongly disagree	4%	5%		6%	4%	3%	4%	2%	5%
Disagree	8%	9%	6%	10%	8%	14% ↑	7% ↓	8%	8%
SUB-TOTAL DISAGREE	12%	13%	6%	16%	12%	17%	12%	11%	14%
Neutral	13%	13%	20%	11%	13%	15%	12%	11%	14%
Agree	46%	45%	54%	43%	47%	40%	48%	52% ↑	43% ↓
Strongly agree	28%	29%	20%	30%	28%	28%	28%	27%	29%
SUB-TOTAL AGREE	75%	74%	74%	73%	75%	68%	76%	78%	72%
I receive the right amount of professional practice supervision to do my job well									
	Total 2023 n = 572	Child Protection n = 450	Youth Justice n = 49	Yes n = 80	No n = 490	Yes n = 86	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 346
Strongly disagree	11%	12%	10%	13%	11%	12%	11%	9%	13%
Disagree	19%	19%	16%	10% ↓	20% ↑	15%	20%	20%	18%
SUB-TOTAL DISAGREE	30%	31%	27%	23%	31%	27%	31%	30%	30%
Neutral	21%	21%	20%	24%	21%	28%	20%	19%	23%
Agree	35%	34%	39%	41%	34%	31%	36%	35%	34%
Strongly agree	14%	14%	14%	13%	14%	14%	14%	16%	13%
SUB-TOTAL AGREE	49%	48%	53%	54%	48%	45%	49%	51%	47%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

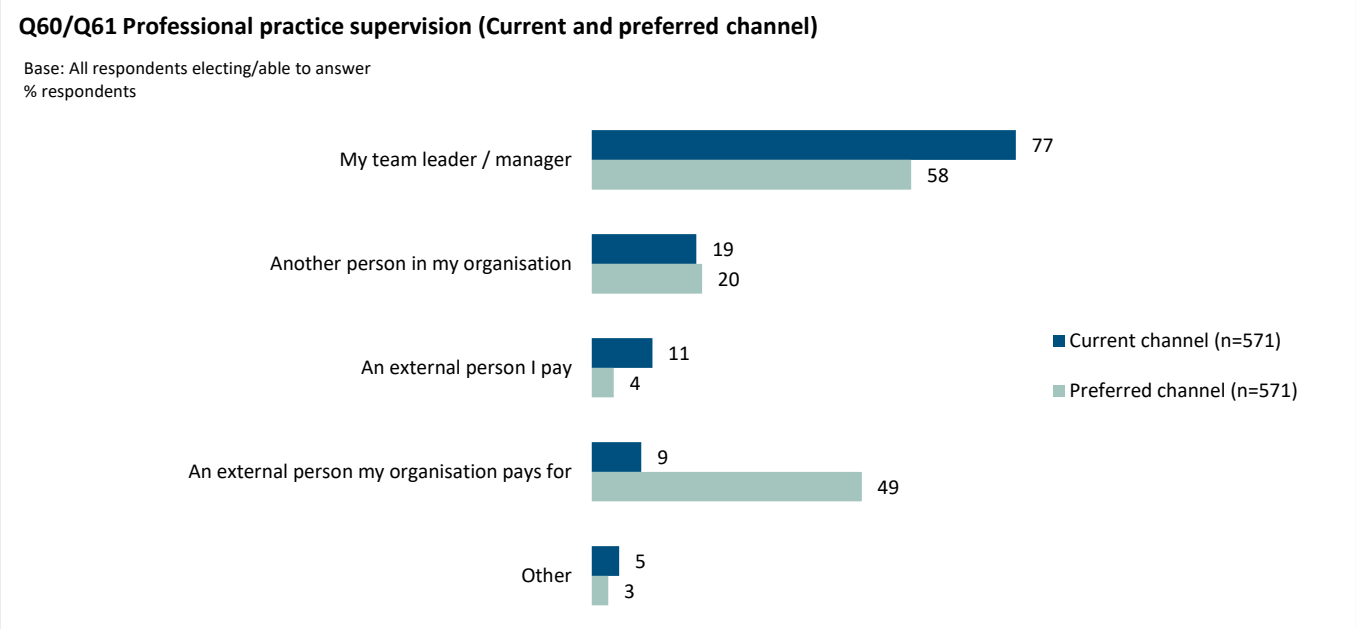
Q60 Where do you receive your professional practice supervision?
Q61 How would you prefer to receive your professional practice supervision?

3.3.7 2023 result

Over three quarters of respondents reported that they currently receive professional practice supervision from their team leader or manager (77%). At a lower incidence, 19% indicated they receive professional practice supervision from another person within their organisation, 11% reported supervision via an external person they personally pay for, while 9% had supervision via an external person their organisation pays for.

When asked whom the respondent would prefer to receive professional practice from, respondent views were split, with 58% nominating their team leader or manager and 49% preferring a person external to their organisation that their organisation pays for.

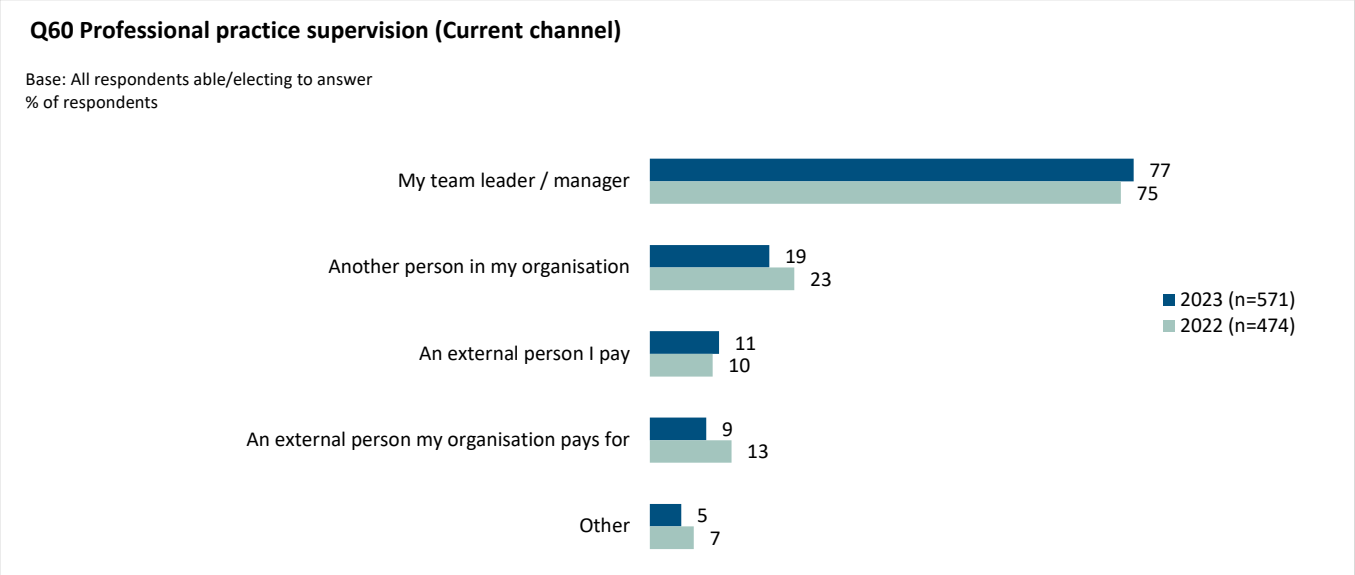
Figure 3.3.5: Professional practice supervision (2023)



3.3.8 Comparison to previous survey data (2022–2023)

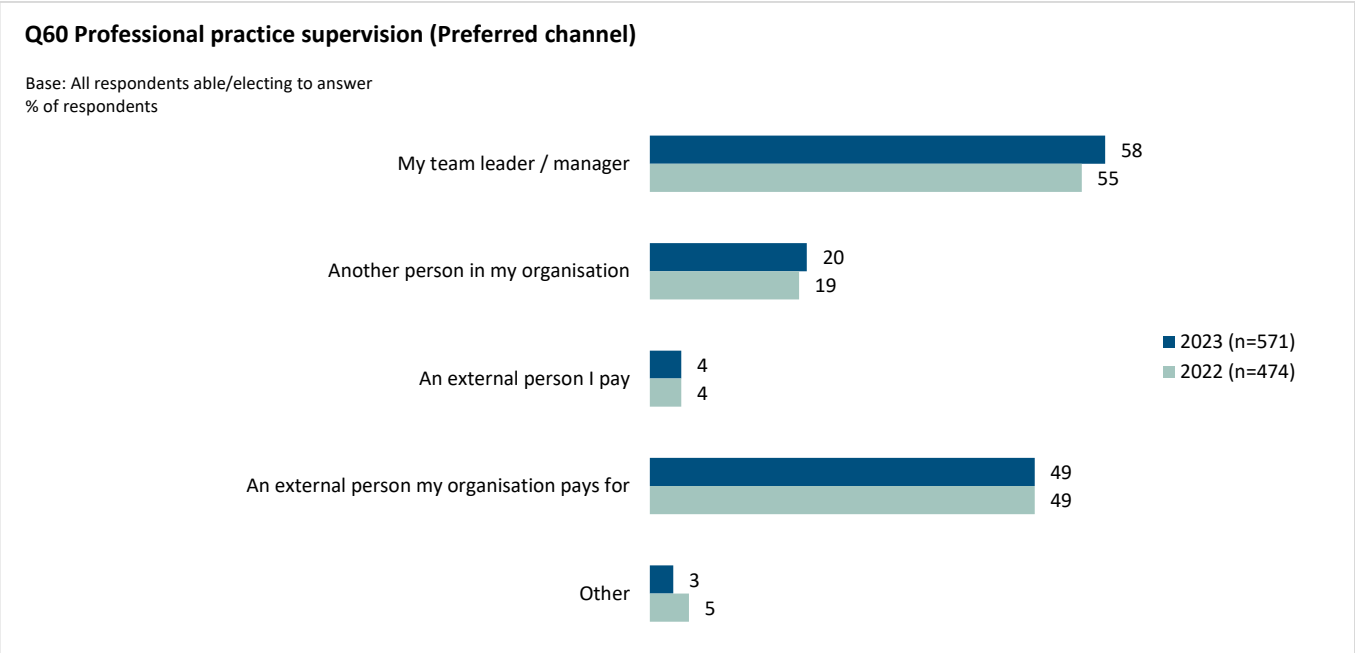
There were no statistically significant differences observed between 2022 and 2023 with respect to current and preferred methods of receiving professional practice supervision.

Figure 3.3.6: Professional practice supervision received 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

Figure 3.3.7: Preferred professional practice supervision 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.3.9 Sub-group differences (2023)

Non-government respondents were significantly more likely to report that professional practice supervision was undertaken by an external person their organisation pays for (18%) in contrast to government respondents (1%). Additionally, non-government respondents were more likely to prefer to have their professional practice supervision undertaken by an external person that their organisation pays for (56%) in contrast to preferences reported by government respondents for this type of supervision (42%). Government respondents were most likely to prefer having their team leader or manager provide professional practice supervision (63%).

Respondents working in the child protection sector were more likely than those working in the youth justice sector to currently receive their professional practice supervision from their team leader or manager (81% child protection, 60% youth justice) and to prefer receiving supervision in this manner (61% child protection, 52% youth justice).

Respondents performing a middle or senior management role were significantly more likely to report they would prefer their professional practice supervision to be undertaken by an external person their organisation pays for (60%) compared to respondents not in a supervisory role (41%) who reported preferring their supervision to be undertaken by their team leader or manager (65%).

Refer to detail in Tables 3.3.5 and 3.3.6.

Table 3.3.5: Professional practice supervision by organisation type, region and years in sector (2023)

Q60/Q61 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Where do you receive your professional practice supervision?											
	Total 2023 n = 571	Govt n = 291	Non-govt n = 280	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 77	South West n = 89	North QLD n = 28^	Far North Queensland n = 73	<10 n = 373	10+ n = 193
My team leader/manager	77%	78%	76%	78%	79%	68%	81%	54%	86%	78%	75%
Another person in my organisation	19%	22% ↑	15% ↓	20%	17%	25%	19%	18%	12%	17%	21%
An external person I pay	11%	11%	10%	13%	12%	6%	11%	7%	4%	10%	12%
An external person my organisation pays for	9%	1% ↓	18% ↑	12%	8%	14%	3%	4%	8%	11%	6%
Other	5%	6%	5%	3%	3%	6%	7%	21%	5%	5%	6%
How would you prefer to receive your professional practice supervision?											
	Total 2023 n = 571	Govt n = 291	Non-govt n = 280	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 76	South West n = 89	North QLD n = 28^	Far North Queensland n = 74	<10 n = 371	10+ n = 195
From my team leader/manager	58%	63% ↑	54% ↓	61%	65%	51%	56%	18%	68%	61%	54%
From another person in my organisation	20%	23%	18%	23%	18%	24%	15%	29%	16%	21%	20%
From an external person my organisation pays for	49%	42% ↓	56% ↑	50%	56%	45%	51%	57%	35%	49%	49%
From an external person I pay	4%	2%	5%	3%	6%		7%	7%	1%	3%	6%
Other	3%	3%	3%	3%	1%	3%	3%		3%	2%	4%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.3.6: Professional practice supervision by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q60/Q61 Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Where do you receive your professional practice supervision?									
	Total 2023 n = 571	Child Protection n = 448	Youth Justice n = 50	Yes n = 80	No n = 489	Yes n = 87	No n = 481	Senior/ Middle Mgr n = 224	Not supervisory n = 347
My team leader/manager	77%	81% ↑	60% ↓	66%	79%	71%	78%	72% ↓	80% ↑
Another person in my organisation	19%	18%	28%	15%	19%	20%	19%	19%	18%
An external person I pay	11%	10%	16%	11%	10%	9%	11%	13%	9%
An external person my organisation pays for	9%	8%	14%	18% ↑	8% ↓	15%	8%	12%	8%
Other	5%	4%	6%	8%	5%	7%	5%	5%	5%
How would you prefer to receive your professional practice supervision?									
	Total 2023 n = 571	Child Protection n = 449	Youth Justice n = 50	Yes n = 81	No n = 488	Yes n = 86	No n = 481	Senior/ Middle Mgr n = 225	Not supervisory n = 346
From my team leader/manager	58%	61% ↑	52%	51%	60%	60%	58%	48% ↓	65% ↑
From another person in my organisation	20%	19%	24%	16%	21%	26%	20%	18%	22%
From an external person my organisation pays for	49%	48%	50%	52%	48%	49%	49%	60% ↑	41% ↓
From an external person I pay	4%	3%	2%	5%	3%	2%	4%	6%	2%
Other	3%	2%	4%	5%	2%	1%	3%	4%	1%

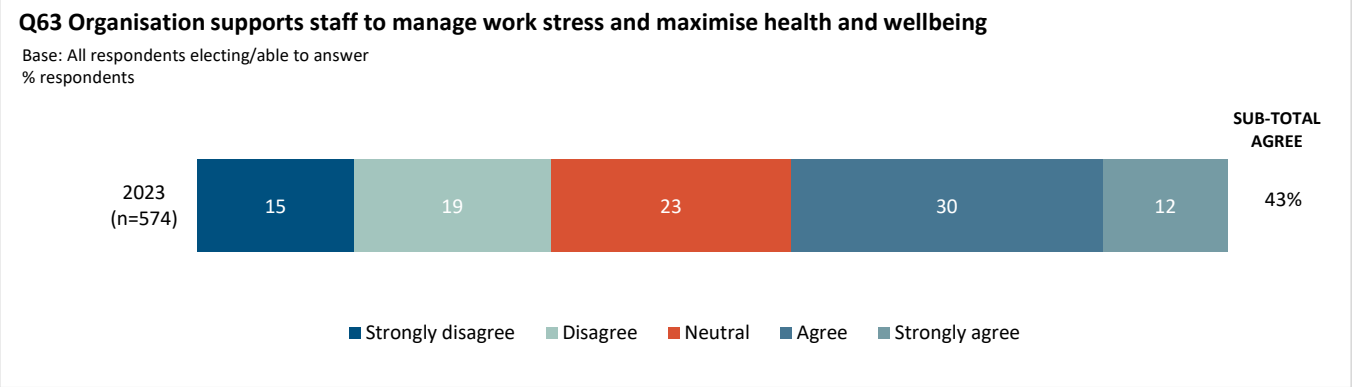
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q63 My organisation supports staff to manage work stress and maximise our health and wellbeing.

3.3.10 2023 result

43% of respondents agreed or strongly agreed that their organisation supports staff to manage work stress, health and wellbeing, with 12% strongly agreeing and 30% agreeing. The remainder either disagreed (34%) or were neutral (23%).

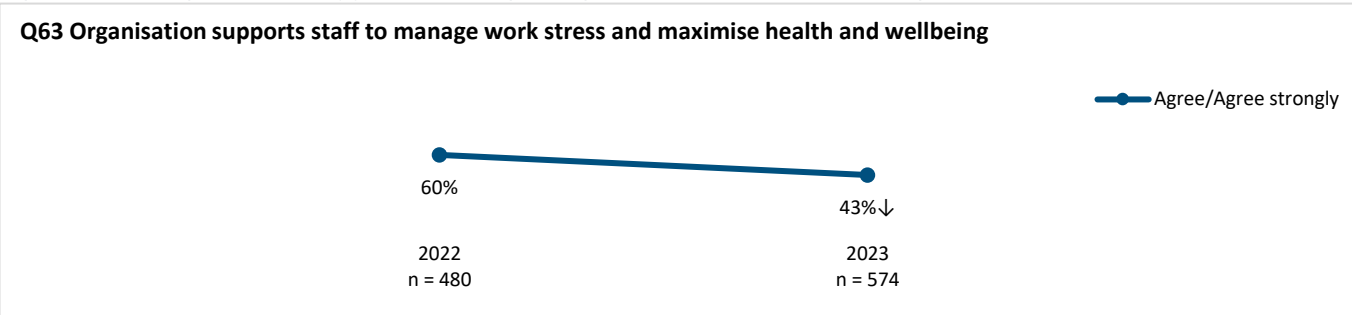
Figure 3.3.8: Organisation supports staff regarding stress, health and wellbeing (2023)



3.3.11 Comparison to previous survey data (2022–2023)

In 2023, there were significantly lower levels agreement from respondents that their organisation supports staff to manage work stress and maximise health and wellbeing (60% in 2022, 43% in 2023).

Figure 3.3.9: Organisation supports staff regarding stress, health and wellbeing 2022–2023 trends



3.3.12 Sub-group differences (2023)

Respondents working in non-government organisations were more likely to agree or strongly agree that their organisation supports staff regarding stress, health and wellbeing (59%) compared to respondents working in government agencies (26%).

Those who have worked in their sector for longer (i.e. 10+ years) were more likely to disagree or strongly disagree that their organisation supports staff regarding stress, health and wellbeing (42% disagreed or strongly disagreed) compared to respondents who have worked in the sector for less than 10 years (30% disagreed or strongly disagreed). Child protection staff (37%) were also more likely to disagree with this statement (22% youth justice staff).

Other sub-group differences are detailed in Tables 3.3.7 and 3.3.8.

Table 3.3.7: Organisation supports staff regarding stress, health and wellbeing by organisation type, region and years in sector (2023)

Q63 Column %	Total 2023 n = 574	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	15%	21% ↑	10% ↓	9% ↓	18%	16%	22%	36%	12%	13% ↓	20% ↑
Disagree	19%	29% ↑	9% ↓	22%	17%	19%	19%	4%	18%	18%	22%
SUB-TOTAL DISAGREE	34%	49% ↑	19% ↓	31%	35%	35%	41%	39%	30%	30% ↓	42% ↑
Neutral	23%	24%	22%	22%	20%	16%	27%	18%	35% ↑	26% ↑	18% ↓
Agree	30%	23% ↓	38% ↑	36%	34%	25%	21%	36%	26%	31%	29%
Strongly agree	12%	3% ↓	21% ↑	11%	11%	23% ↑	11%	7%	9%	13%	11%
SUB-TOTAL AGREE	43%	26% ↓	59% ↑	46%	45%	48%	32%	43%	35%	44%	40%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.3.8: Organisation supports staff regarding stress, health and wellbeing by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q63 Column %	Total 2023 n = 574	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	15%	16%	10%	15%	15%	17%	15%	12% ↓	18% ↑
Disagree	19%	21%	12%	10% ↓	21% ↑	13%	20%	17%	20%
SUB-TOTAL DISAGREE	34%	37% ↑	22% ↓	25%	36%	30%	35%	29% ↓	38% ↑
Neutral	23%	21%	24%	21%	24%	31%	22%	23%	23%
Agree	30%	30%	37%	41% ↑	29% ↓	30%	30%	35%	27%
Strongly agree	12%	11%	16%	13%	12%	9%	13%	13%	12%
SUB-TOTAL AGREE	43%	41%	53%	54% ↑	40% ↓	39%	43%	48% ↑	39%↓

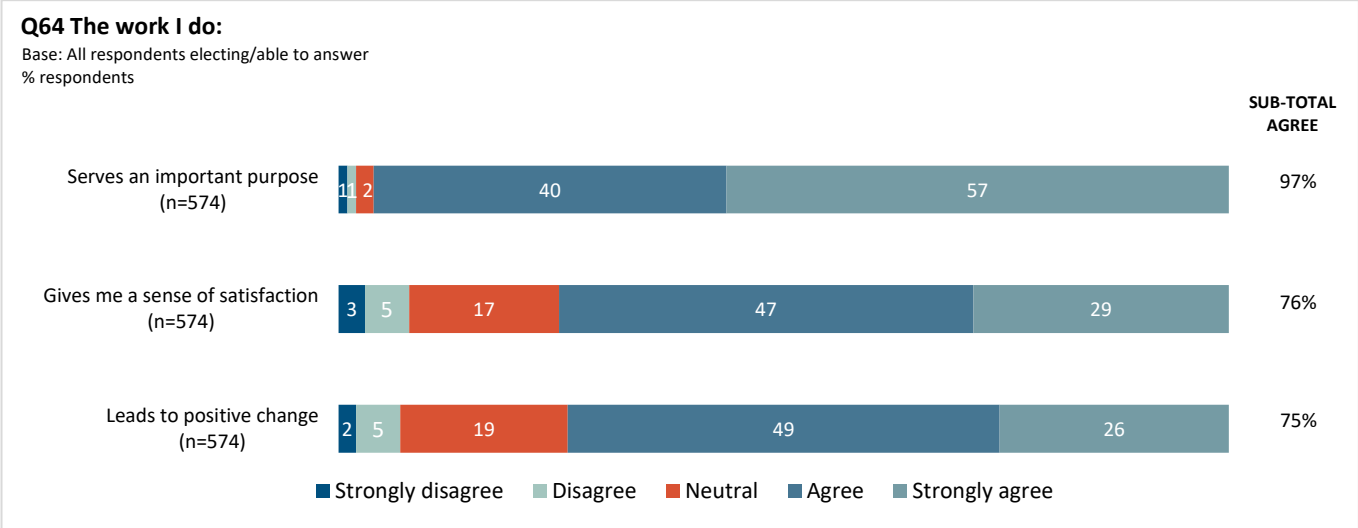
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q64 The work I do:
a) serves an important purpose
b) leads to positive change
c) gives me a sense of satisfaction

3.3.13 2023 result

Almost all respondents agreed or strongly agreed their work serves an important purpose (97%). Most agreed their work gives them a sense of satisfaction (76%) or leads to positive change (75%). There were minimal levels of disagreement, although 17% of respondents were neutral in terms of the work they do providing them with a sense of satisfaction and 19% of respondents provided a neutral response as to whether the work that they do 'leads to positive change'.

Figure 3.3.10: Agreement with statements about the outcomes of the respondent's role (2023)

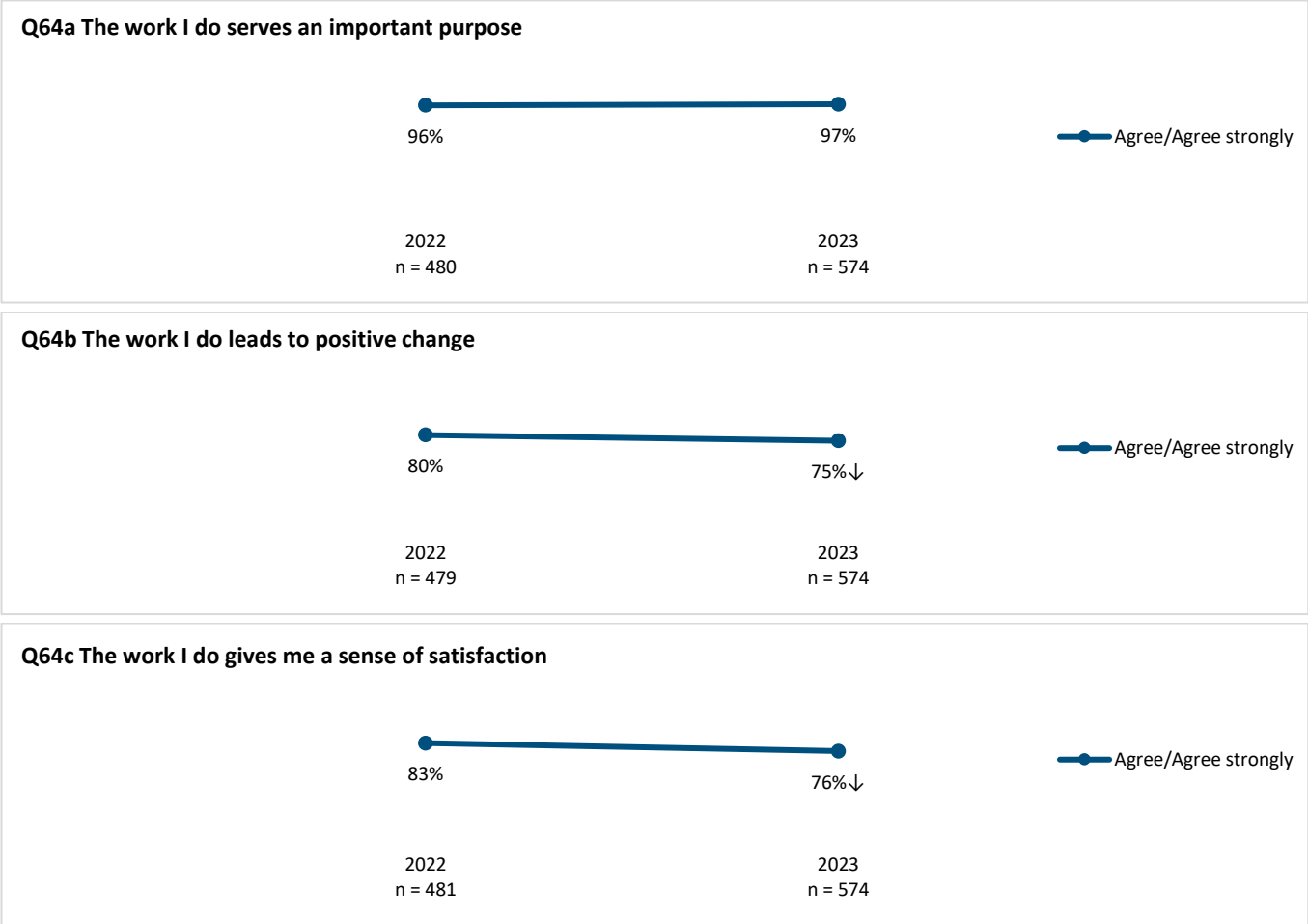


3.3.14 Comparison to previous survey data (2022–2023)

There was a significant decrease in total levels of agreement that the work of the respondent leads to a positive change (80% in 2022, 75% in 2023) or that it gives a sense of satisfaction (83% in 2022, 76% in 2023).

Meanwhile, the level of total agreement from respondents that the work they do serves an important purpose was reported at a high level across both years (96% in 2022, 97% in 2023).

Figure 3.3.11: Agreement with statements about the outcomes of the respondent's role 2022–2023 trends



3.3.15 Sub-group differences (2023)

Respondents working in non-government organisations were more likely than government based respondents to agree or strongly agree that the work they do gives them a sense of satisfaction (82% non-government, 70% government) or that their work leads to positive change (85% non-government, 65% government). Those who identify as an Aboriginal and/or Torres Strait Islander person (84%) were more likely than those who do not identify as such (73%) to disagree that their work leads to positive change.

Other sub-group differences are detailed in Tables 3.3.9 and 3.3.10 overleaf.

Table 3.3.9: Agreement with statements about the outcomes of the respondent's role by organisation type, region and years in sector (2023)

Q64a/b/c Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
The work I do serves an important purpose											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	1%	1%	1%	<1%					4% ↑	1%	1%
Disagree	1%	<1%	1%					7%	1%	1%	1%
SUB-TOTAL DISAGREE	1%	1%	1%	<1%				7%	5% ↑	1%	2%
Neutral	2%	1%	3%	1%	3%	3%	3%		3%	3%	2%
Agree	40%	43%	36%	36%	43%	42%	42%	32%	43%	41%	37%
Strongly agree	57%	54%	59%	62%	54%	56%	54%	61%	49%	55%	60%
SUB-TOTAL AGREE	97%	98%	95%	98%	97%	97%	97%	93%	92%	96%	97%
The work I do leads to positive change											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	2%	2%	1%	1%	2%	1%	1%	4%	1%	2%	1%
Disagree	5%	7% ↑	2% ↓	3%	1%	4%	10%	11%	5%	4%	5%
SUB-TOTAL DISAGREE	6%	9% ↑	3% ↓	5%	3%	5%	11%	14%	7%	6%	6%
Neutral	19%	25% ↑	12% ↓	20%	17%	19%	14%	14%	24%	17%	22%
Agree	49%	47%	51%	45%	49%	51%	53%	57%	49%	49%	48%
Strongly agree	26%	18% ↓	34% ↑	30%	30%	25%	21%	14%	20%	27%	24%
SUB-TOTAL AGREE	75%	65% ↓	85% ↑	75%	80%	76%	74%	71%	69%	77%	72%
The work I do gives me a sense of satisfaction											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	3%	4%	1%	1%	4%	3%	3%	4%	5%	3%	3%
Disagree	5%	5%	4%	5%	2%	3%	7%	11%	4%	4%	6%
SUB-TOTAL DISAGREE	7%	10%↑	5% ↓	6%	7%	5%	10%	14%	9%	7%	9%
Neutral	17%	20% ↑	13% ↓	16%	15%	16%	18%	18%	18%	16%	19%
Agree	47%	50%	45%	45%	49%	52%	44%	43%	51%	46%	49%
Strongly agree	29%	21% ↓	37% ↑	33%	29%	27%	28%	25%	22%	32% ↑	24% ↓
SUB-TOTAL AGREE	76%	70% ↓	82% ↑	78%	79%	78%	72%	68%	73%	78%	73%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer ^ Caution small cell size

Table 3.3.10: Agreement with statements about the outcomes of the respondent's role by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q64a/b/c Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
The work I do serves an important purpose									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	1%	1%			1%		1%	1%	1%
Disagree	1%	1%			1%		1%	<1%	1%
SUB-TOTAL DISAGREE	1%	1%			1%		1%	1%	1%
Neutral	2%	2%	4%	3%	2%	5%	2%	2%	2%
Agree	40%	41%	33%	31%	41%	38%	40%	31% ↓	46% ↑
Strongly agree	57%	56%	63%	66%	55%	57%	57%	66% ↑	51% ↓
SUB-TOTAL AGREE	97%	97%	96%	98%	96%	95%	97%	96%	97%
The work I do leads to positive change									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	2%	2%	4%	3%	1%		2%	1%	2%
Disagree	5%	5%	2%	3%	5%	5%	5%	3%	6%
SUB-TOTAL DISAGREE	6%	6%	6%	5%	7%	5%	7%	4% ↓	8% ↑
Neutral	19%	20%	18%	11%	20%	20%	19%	18%	20%
Agree	49%	49%	43%	45%	49%	45%	49%	50%	48%
Strongly agree	26%	24%	33%	39% ↑	24% ↓	31%	25%	29%	24%
SUB-TOTAL AGREE	75%	73%	76%	84% ↑	73% ↓	76%	75%	79%	72%
The work I do gives me a sense of satisfaction									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	3%	3%	2%	5%	2%	1%	3%	1%	4%
Disagree	5%	5%	2%	1%	5%	2%	5%	4%	5%
SUB-TOTAL DISAGREE	7%	9%	4%	6%	8%	3%	8%	6%	8%
Neutral	17%	16%	14%	10%	18%	15%	17%	16%	17%
Agree	47%	47%	51%	49%	47%	53%	46%	46%	48%
Strongly agree	29%	28%	31%	35%	28%	29%	29%	31%	27%
SUB-TOTAL AGREE	76%	75%	82%	84%	75%	82%	75%	78%	75%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

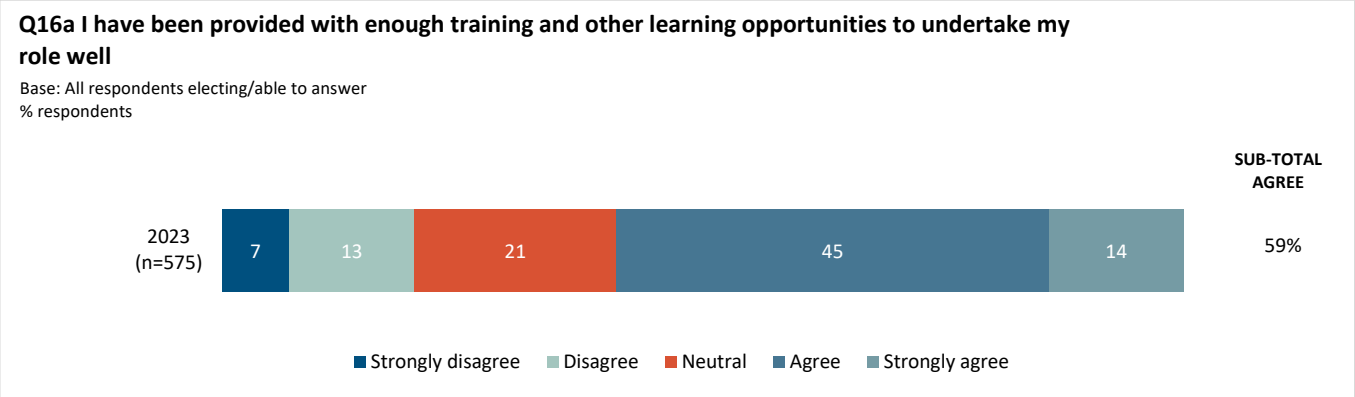
3.4 Professional development

Q16a I have been provided with enough training and other learning opportunities to undertake my role well.

3.4.1 2023 result

59% of respondents agreed or strongly agreed they have been provided with enough training and other learning opportunities to undertake their role well, with 14% strongly agreeing and 45% agreeing. 21% disagreed or strongly disagreed while 21% were neutral.

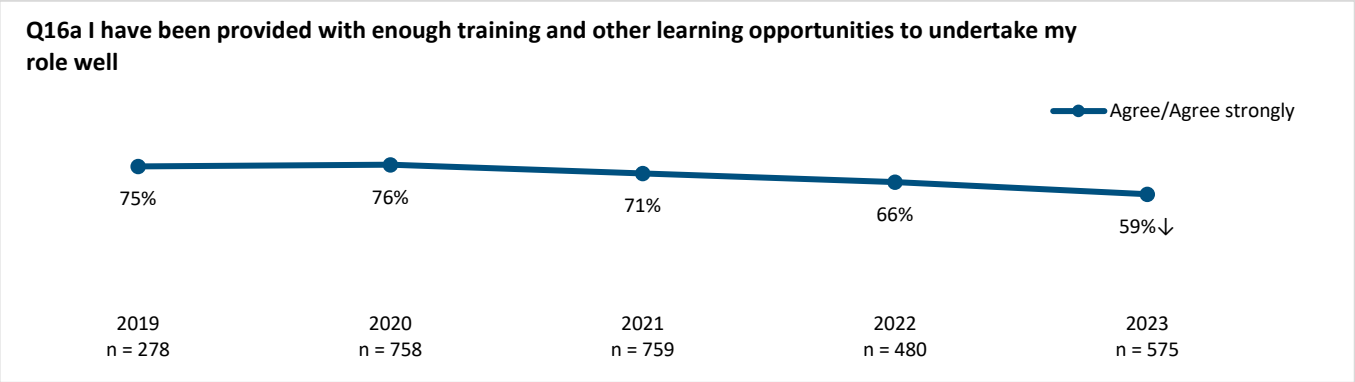
Figure 3.4.1: Provided with enough training and other learning opportunities to undertake role well (2023)



3.4.2 Comparison to previous survey data (2019–2023)

Total agreement (agreed or strongly agreed) with the statement 'I have been provided with enough training and other learning opportunities to undertake my role well' was reported at a significantly lower level in 2023 (59%) compared to 2022 (66%). This continued a gradual declining trend observed since 2020.

Figure 3.4.2: Provided with enough training and other learning opportunities to undertake role well 2019–2023 trends+



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers

3.4.3 Sub-group differences (2023)

Non-government respondents were more likely than government respondents to agree or strongly agree they have been provided with sufficient training and learning opportunities to undertake their job well (65% non-government, 52% government). Those who have worked in the sector for 10 or more years (66%) were also more likely to agree than those who are newer to the sector (54% <10 years tenure).

Other sub-group differences are detailed in Tables 3.4.1 and 3.4.2.

Table 3.4.1: Provided with enough training and other learning opportunities to undertake role by organisation type, region and years in sector (2023)

Q16a Column %	Total 2023 n = 575	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Strongly disagree	7%	9%	5%	7%	10%	6%	7%	14%	3%	9%	5%
Disagree	13%	16%	10%	14%	11%	13%	16%	11%	14%	14%	12%
SUB-TOTAL DISAGREE	21%	25%↑	16% ↓	21%	21%	19%	22%	25%	16%	23%	16%
Neutral	21%	22%	19%	23%	22%	14%	16%	29%	24%	23%	17%
Agree	45%	44%	46%	44%	49%	42%	48%	36%	46%	42%	50%
Strongly agree	14%	9% ↓	19% ↑	13%	7%	25% ↑	14%	11%	14%	12%	16%
SUB-TOTAL AGREE	59%	52% ↓	65% ↑	56%	56%	67%	62%	46%	59%	54%↓	66%↑

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.4.2: Provided with enough training and other learning opportunities to undertake role by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q16a Column %	Total 2023 n = 575	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Strongly disagree	7%	8%	6%	5%	8%	8%	7%	6%	8%
Disagree	13%	14%	10%	12%	14%	11%	14%	12%	14%
SUB-TOTAL DISAGREE	21%	22%	16%	17%	21%	20%	21%	18%	22%
Neutral	21%	20%	26%	19%	21%	31% ↑	19% ↓	19%	22%
Agree	45%	45%	44%	56% ↑	43% ↓	33% ↓	47% ↑	48%	43%
Strongly agree	14%	13%	14%	9%	14%	16%	13%	15%	13%
SUB-TOTAL AGREE	59%	58%	58%	64%	58%	49%	60%	63%	56%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q16f In your opinion, what are the highest learning and development priorities for the child protection and family support workforce?

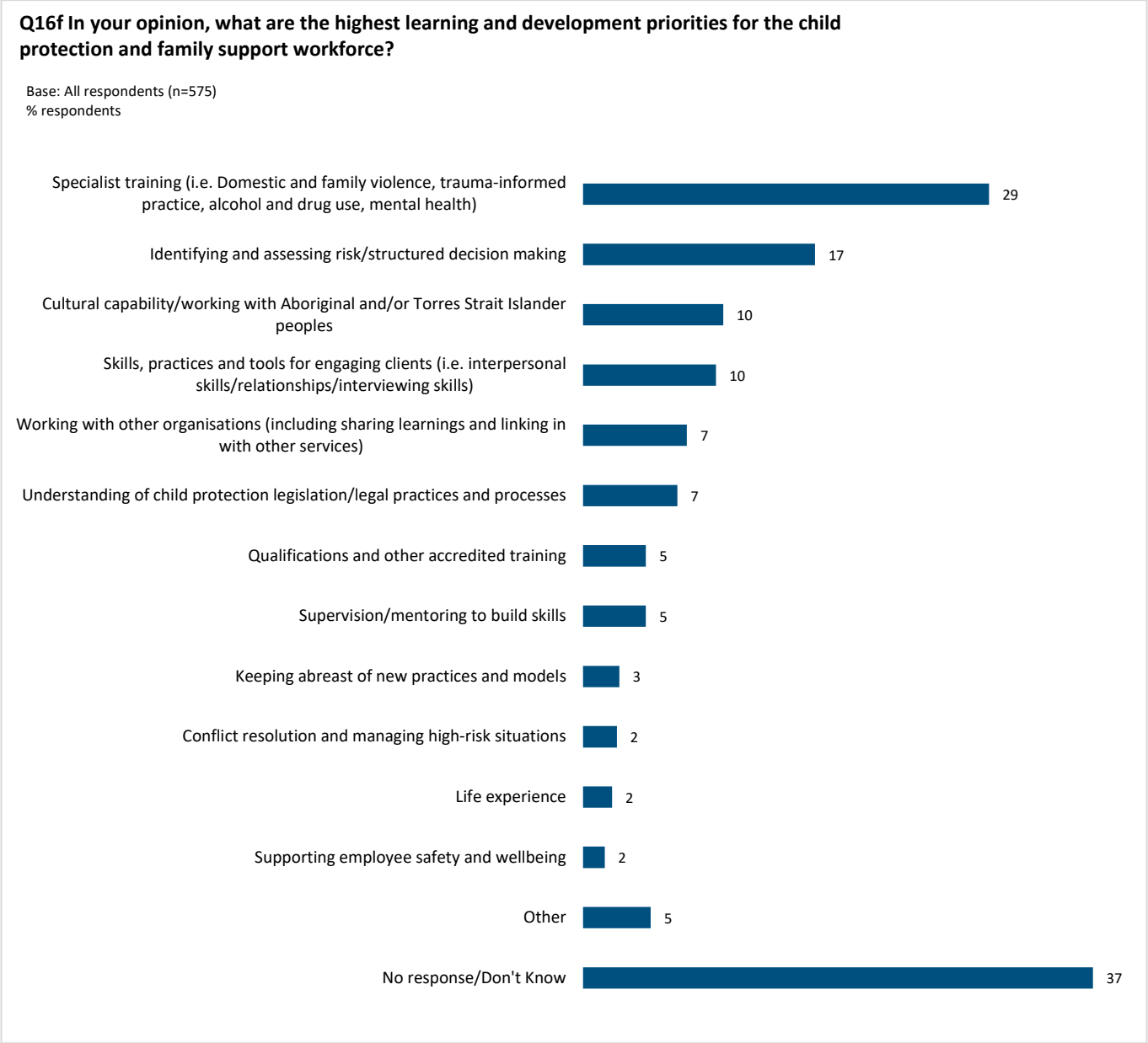
3.4.4 2023 result

Respondents were asked the open-ended question 'In your opinion, what are the highest learning and development priorities for the child protection and family support workforce?'. The most prevalent responses were related to the need for:

- specialist training, such as domestic and family violence training (29%)
- identifying and assessing risk, and structured decision making (17%)
- cultural capability / working with Aboriginal and/or Torres Strait Islander peoples (10%)
- skills, practices and tools for engaging clients (i.e. interpersonal skills / relationships / interviewing skills) (10%).

Other priorities included working with other organisations (7%), improved understanding of child protection legislation (7%), obtaining qualification or other accredited training (5%), and obtaining supervision / mentoring to build skills (5%). Other suggestions are included in Figure 3.4.3 below.

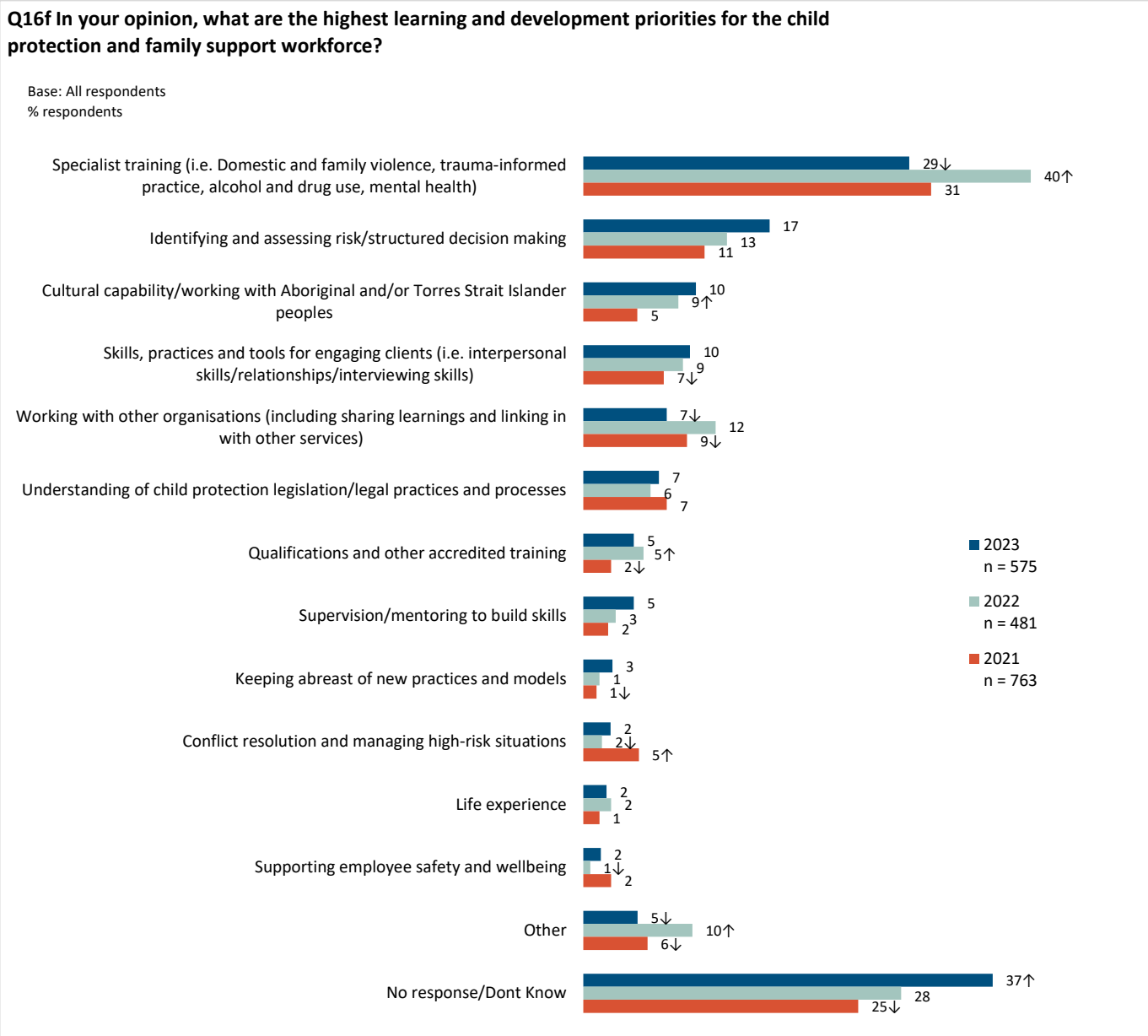
Figure 3.4.3: Learning and development priorities for the child protection and family support workforce (2023)



3.4.5 Comparison to previous survey data (2021–2023)

In 2023, more respondents indicated they were unsure or unable to provide an indication of the highest learning and development priorities for the child protection and family support workforce (28% in 2022, 37% in 2023). Likely associated with this, a decrease was noted in reported mentions of specialist training being a key need (40% in 2022, 29% in 2023); however it remained the most commonly mentioned priority among respondents.

Figure 3.4.4: Learning and development priorities for the child protection and family support workforce 2021–2023 trends+



+ Data for 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.4.6 Sub-group differences (2023)

More non-government respondents (36%) than government respondents (23%) considered specialist training a priority. Far North Queensland DCSSDS region respondents were the least likely across all regions to indicate that specialist training was a priority (9%).

Respondents with 10 or more years' experience were significantly more likely to prioritise learning and development regarding identifying and assessing risk / structured decision making (25%) than respondents who had less experience (13%). Higher mentions of this aspect was also noted among government workers (20%) or respondents in middle and senior management roles (23%).

Respondents who identify as an Aboriginal and/or Torres Strait Islander person were significantly more likely than other respondents to prioritise learning and development related to cultural capabilities and working with Aboriginal and/or Torres Strait Islander peoples (22% compared to 8% other respondents).

Other sub-group differences are detailed in Tables 3.4.3 and 3.4.4.

Table 3.4.3: Learning and development priorities for the child protection and family support workforce by organisation type, region and years in sector (2023)

Q16f Column %	Total 2023 n = 575	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Specialist training (i.e. Domestic and family violence, trauma-informed practice, alcohol and drug use, mental health)	29%	23% ↓	36% ↑	34%	35%	25%	32%	29%	9% ↓	29%	28%
Identifying and assessing risk/structured decision making	17%	20% ↑	13% ↓	21%	12%	20%	16%	4%	12%	13% ↓	25% ↑
Cultural capability/ working with Aboriginal and/or Torres Strait Islander peoples	10%	12%	8%	7%	8%	9%	12%	18%	18%	10%	10%
Skills, practices and tools for engaging clients (i.e. interpersonal skills/relationships/interviewing skills)	10%	8%	12%	9%	8%	9%	9%	25%	9%	9%	11%
Working with other organisations (including sharing learnings and linking in with other services)	7%	7%	8%	6%	12%	5%	8%	7%	8%	7%	9%
Understanding of child protection legislation/legal practices and processes	7%	6%	7%	7%	2%	15% ↑	4%		9%	5%	10%
Qualifications and other accredited training	5%	4%	5%	2%	7%		7%	18%	5%	5%	3%
Supervision/mentoring to build skills	5%	7% ↑	2% ↓	7%	2%	4%	1%	4%	5%	3%	7%
Keeping abreast of new practices and models	3%	2%	4%	1%	2%	3%	2%	18%	1%	3%	2%
Conflict resolution and managing high-risk situations	2%	2%	3%	2%	2%	6%	1%		1%	3%	2%
Life experience	2%	1%	3%	2%	2%	1%	2%	4%	1%	2%	3%
Supporting employee safety and wellbeing	2%	2%	1%	1%	1%	1%	1%	4%	3%	1%	3%
Other	5%	4%	6%	5%	3%	6%	2%	18%	4%	5%	4%
No response/Don't Know	37%	40%	33%	32%	40%	42%	41%	18%	42%	40% ↑	29% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.4.4: Learning and development priorities for the child protection and family support workforce by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q16f Column %	Total 2023 n = 575	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Specialist training (i.e. Domestic and family violence, trauma-informed practice, alcohol and drug use, mental health)	29%	29%	26%	15% ↓	32% ↑	20% ↓	31% ↑	30%	28%
Identifying and assessing risk/structured decision making	17%	19% ↑	4% ↓	9% ↓	18% ↑	15%	17%	23% ↑	13% ↓
Cultural capability/ working with Aboriginal and/or Torres Strait Islander peoples	10%	9%	18%	22% ↑	8% ↓	13%	10%	11%	9%
Skills, practices and tools for engaging clients (i.e. interpersonal skills/relationships/interviewing skills)	10%	11% ↑		6%	10%	8%	10%	12%	8%
Working with other organisations (including sharing learnings and linking in with other services)	7%	8%	2%	7%	7%	6%	8%	9%	7%
Understanding of child protection legislation/legal practices and processes	7%	7%	6%	7%	7%	8%	7%	8%	6%
Qualifications and other accredited training	5%	5%	4%	4%	5%	9%	4%	4%	5%
Supervision/mentoring to build skills	5%	4%	10%	1%	5%	1%	5%	6%	4%
Keeping abreast of new practices and models	3%	3%		1%	3%	5%	2%	4%	2%
Conflict resolution and managing high-risk situations	2%	3%		1%	3%	1%	3%	2%	3%
Life experience	2%	2%	2%	1%	2%	2%	2%	2%	2%
Supporting employee safety and wellbeing	2%	2%			2%	3%	1%	3%	1%
Other	5%	5%	10%	7%	4%	7%	5%	7%	4%
No response/Don't Know	37%	35%	42%	51% ↑	34% ↓	45%	36%	26% ↓	44% ↑

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

New question in 2023
Q98 your opinion, what are the highest learning and development priorities for the youth justice workforce?

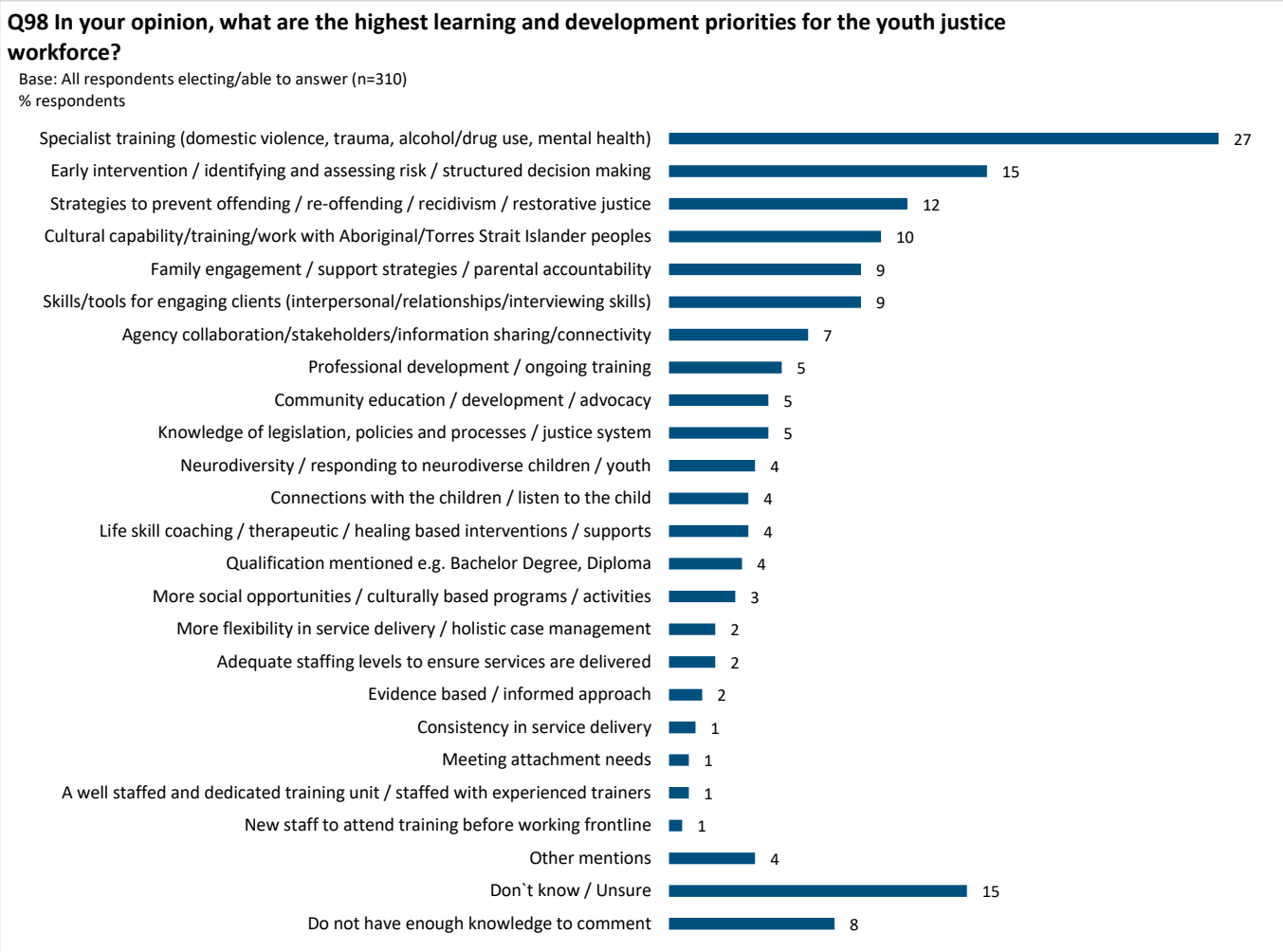
3.4.7 2023 result

Respondents were asked the open-ended question 'In your opinion, what are the highest learning and development priorities for the youth justice workforce?'. The most prevalent responses were related to the need for:

- specialist training, such as domestic and family violence training, trauma, alcohol / drug use and mental health (27%)
- early intervention / identifying and assessing risk / structured decision making (15%)
- strategies to prevent offending / re-offending / recidivism / restorative justice (12%)
- cultural capability / training / work with Aboriginal and/or Torres Strait Islander peoples (10%).

Other priorities included family engagement and family support strategies (9%), skills to engage with clients (9%) and collaboration with other stakeholders and organisations (7%). Other suggestions are included in Figure 3.4.5 below.

Figure 3.4.5: Learning and development priorities for the youth justice workforce (2023)



3.4.8 Sub-group differences (2023)

Non-government respondents were significantly more likely to prioritise specialist training requirements for the youth justice workforce (36%) compared to government respondents (17%). As with the child protection and family support workforce, respondents who identify as Aboriginal and/or Torres Strait Islander recommended focusing on cultural capability / training (29%) to a significantly higher extent than other respondents (7%).

Other sub-group differences are detailed in Tables 3.4.5 and 3.4.6 overleaf.

Table 3.4.5: Learning and development priorities for the youth justice workforce by organisation type, region and years in sector (2023)

Q98 Column %	Total 2023 n = 310	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 147	Non-govt n = 163	Brisbane & Moreton Bay n = 114	South East n = 47	Sunshine Coast & Central n = 47	South West n = 46	North QLD n = 19^	Far North Queensland n = 37	<10 n = 185	10+ n = 179
Specialist training (i.e. domestic and family violence, trauma-informed practice, alcohol and drug use, mental health)	27%	17% ↓	36% ↑	32%	28%	17%	28%	26%	19%	30%	22%
Early intervention / identifying and assessing risk / structured decision making	15%	15%	16%	18%	13%	26%	9%	16%	5%	12%	20%
Strategies to prevent offending / re-offending / recidivism / restorative justice	12%	13%	10%	10%	19%	17%	9%		11%	10%	14%
Cultural capability / training / working with Aboriginal and / or Torres Strait Islander peoples	10%	11%	10%	9%	19%	13%	4%	21%	3%	10%	10%
Family engagement / support strategies / parental accountability	9%	7%	11%	11%	4%	6%	13%	21%	5%	7%	13%
Skills, practices and tools for engaging clients (i.e. interpersonal skills / relationships / interviewing skills)	9%	10%	9%	6%	11%	15%	11%	16%	5%	8%	12%
Collaborative practice amongst agencies / stakeholders / information sharing / communication / connectivity	7%	5%	9%	4%	9%	2%	15%	11%	8%	6%	7%
Professional development / ongoing training	5%	7%	4%	5%	4%	4%	9%	5%	5%	5%	6%
Community education / development / advocacy	5%	5%	5%	6%		2%	4%	16%	5%	5%	4%
Knowledge of legislation, policies and processes / justice system	5%	4%	6%	4%	9%	4%	4%	5%	5%	3%	7%
Neurodiversity / responding to neurodiverse children / youth	4%	5%	4%	4%			7%	5%	11%	5%	3%
Connections with the children / listen to the child	4%	2%	6%	4%	4%	9%		5%		4%	3%
Life skill coaching / therapeutic / healing based interventions / supports	4%	2%	6%	4%	2%	13% ↑			3%	3%	6%
Qualification mentioned e.g. Bachelor Degree, Diploma	4%	3%	4%	4%	4%	4%	2%		5%	4%	2%
More social opportunities / culturally based programs / activities	3%	2%	4%	4%	2%	4%	4%	5%		4%	2%
More flexibility in service delivery / holistic case management	2%	1%	3%	3%		2%	4%		3%	3%	2%
Adequate staffing levels to ensure services are delivered	2%	3%	2%	1%	2%	2%	7%	5%		3%	2%
Evidence based / informed approach	2%	1%	2%		4%		4%		3%	2%	1%
Consistency in service delivery	1%	1%	2%		2%			5%	5%	2%	1%
Meeting attachment needs	1%	1%	1%		2%	2%			3%	1%	2%
A well staffed and dedicated training unit / staffed with experienced trainers / with expertise	1%	1%	1%	3%						2%	
New staff to attend training before working frontline	1%	1%	1%	1%				5%		1%	1%
Other mentions	4%	4%	4%	5%	2%	6%	2%		5%	5%	3%
Don`t know / Unsure	15%	22% ↑	7% ↓	12%	21%	6%	22%	11%	16%	15%	14%
Do not have enough knowledge to comment	8%	10%	7%	8%	4%	6%	9%	5%	16%	6%	10%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.4.6: Learning and development priorities for the youth justice workforce by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q98 Column %	Total 2023 n = 310	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 237	Youth Justice n = 28^	Yes n = 41	No n = 269	Yes n = 40	No n = 269	Senior/ Middle Mgr n = 141	Not supervisory n = 169
Specialist training (i.e. domestic and family violence, trauma-informed practice, alcohol and drug use, mental health)	27%	27%	25%	20%	28%	23%	27%	28%	26%
Early intervention / identifying and assessing risk / structured decision making	15%	16%	4%	10%	16%	18%	15%	19%	12%
Strategies to prevent offending / re-offending / recidivism / restorative justice	12%	11%	11%	7%	12%	18%	11%	15%	9%
Cultural capability / training / working with Aboriginal and / or Torres Strait Islander peoples	10%	9%	29%	29% ↑	7% ↓	13%	10%	13%	8%
Family engagement / support strategies / parental accountability	9%	9%	7%	15%	9%	8%	9%	11%	8%
Skills, practices and tools for engaging clients (i.e. interpersonal skills / relationships / interviewing skills)	9%	9%	7%	7%	10%	20%	7%	8%	11%
Collaborative practice amongst agencies / stakeholders / information sharing / communication / connectivity	7%	5%	18%	7%	7%	5%	7%	9%	5%
Professional development / ongoing training	5%	4%	21%	5%	6%	13%	4%	6%	5%
Community education / development / advocacy	5%	5%	7%	10%	4%		6%	5%	5%
Knowledge of legislation, policies and processes / justice system	5%	5%	4%	7%	4%	8%	4%	6%	4%
Neurodiversity / responding to neurodiverse children / youth	4%	5%			5%	3%	4%	4%	4%
Connections with the children / listen to the child	4%	4%	7%		4%	3%	4%	3%	5%
Life skill coaching / therapeutic / healing based interventions / supports	4%	3%	11%	7%	3%	3%	4%	6%	2%
Qualification mentioned e.g. Bachelor Degree, Diploma	4%	3%	7%	7%	3%	10%	3%	3%	4%
More social opportunities / culturally based programs / activities	3%	3%	4%		4%	3%	3%	2%	4%
More flexibility in service delivery / holistic case management	2%	3%		2%	2%	5%	2%	2%	2%
Adequate staffing levels to ensure services are delivered	2%	2%			3%	3%	2%	1%	3%
Evidence based / informed approach	2%	1%		2%	1%		2%	1%	2%
Consistency in service delivery	1%	<1%	7%	5% ↑	1% ↓	10% ↑		1%	1%
Meeting attachment needs	1%	1%		2%	1%	3%	1%	1%	1%
A well staffed and dedicated training unit / staffed with experienced trainers / with expertise	1%	1%	4%		1%	3%	1%	1%	1%
New staff to attend training before working frontline	1%		4%		1%	3%	<1%	1%	
Other mentions	4%	2% ↓	25%	5%	4%		5%	7%	2%
Don`t know / Unsure	15%	17%		12%	15%	15%	14%	10%	18%
Do not have enough knowledge to comment	8%	10%↑			9% ↑	5%	9%	12% ↑	5% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

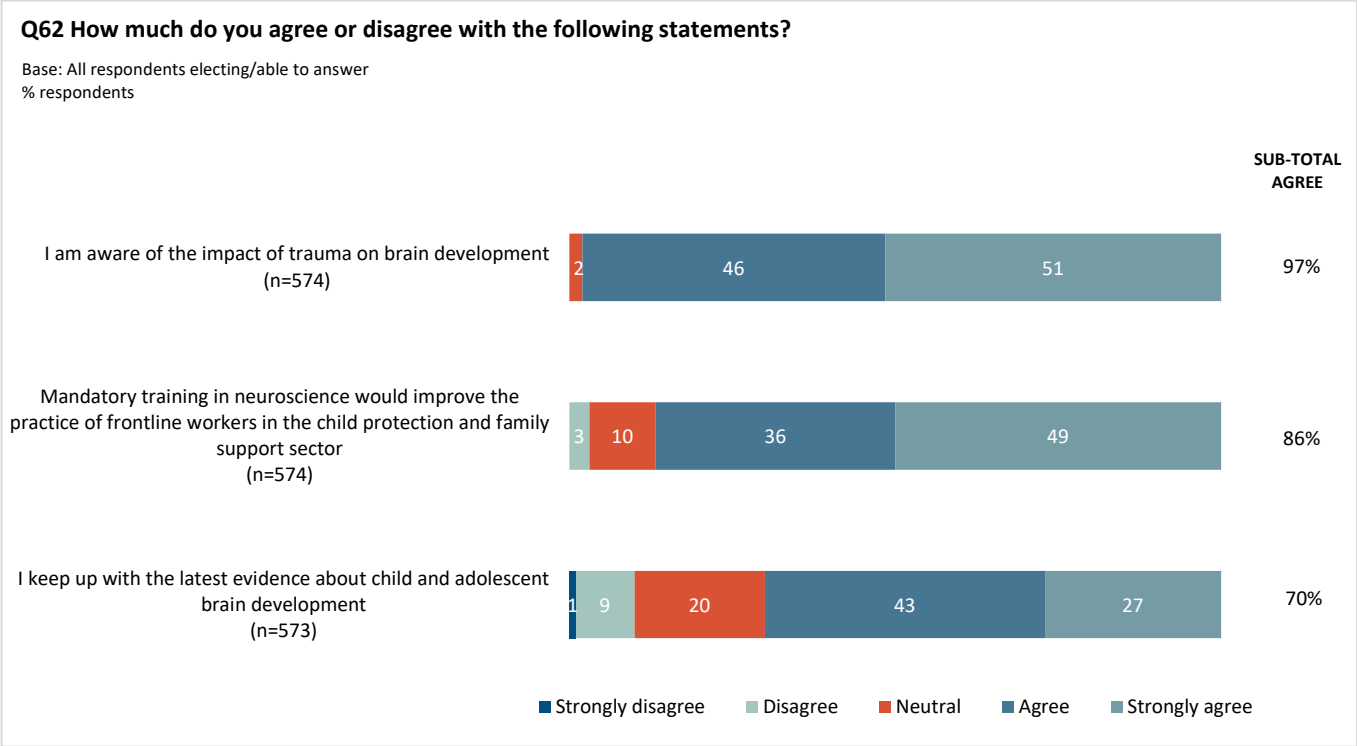
Q62 How much do you agree or disagree with the following statements?
a) I am aware of the impact of trauma on brain development
b) I keep up with the latest evidence about child and adolescent brain development
c) Mandatory training in neuroscience would improve the practice of frontline workers in the child protection and family support sector

3.4.9 2023 result

Almost all respondents agreed or strongly agreed that they are aware of the impact of trauma on brain development (97%). The majority of respondents agreed or strongly agreed that mandatory training in neuroscience would improve the practice of frontline workers in the child protection and family support sector (86%).

70% of respondents agreed or strongly agreed that they keep up with the latest evidence about child and adolescent brain development (27% strongly agreed, 43% agreed), while 20% gave a neutral rating and 10% disagreed or strongly disagreed that they do this.

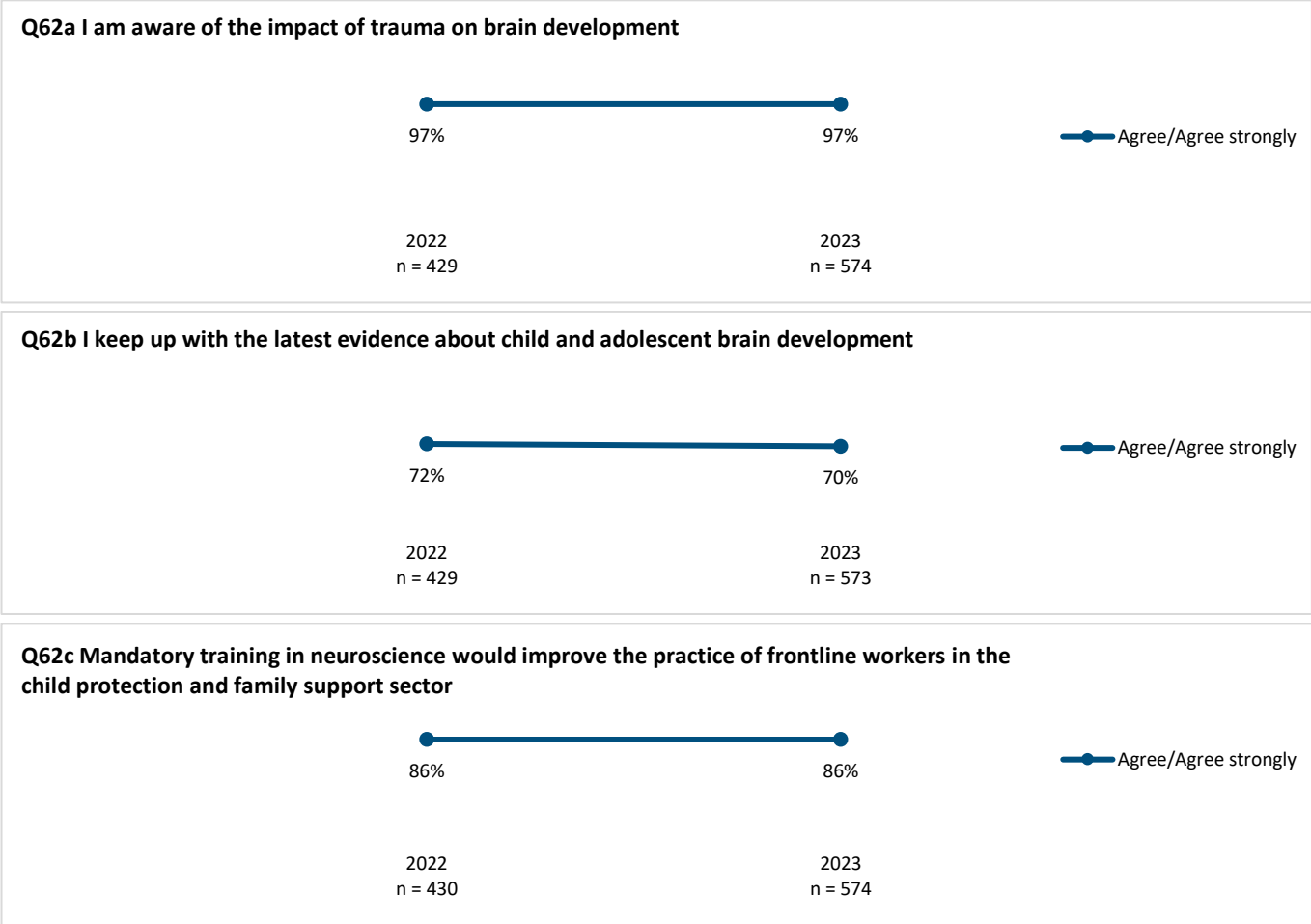
Figure 3.4.6: Impact of trauma on brain development, evidence and training in neuroscience and brain development (2023)



3.4.10 Comparison to previous survey data (2022–2023)

Respondents' level of awareness and knowledge regarding matters of brain development and neuroscience was consistent between 2022 and 2023.

Figure 3.4.7: Impact of trauma on brain development, evidence and training in neuroscience and brain development 2022–2023 trends+



+ Data for 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers

3.4.11 Sub-group differences (2023)

All respondent sub-groups were in high agreement that they are aware of the impact of trauma on brain development; however non-government respondents (59%) or those with 10 or more years of experience (58%) were significantly more likely than others to strongly agree. Significantly fewer respondents identifying as an Aboriginal and/or Torres Strait Islander person agreed or strongly agreed that they were aware of the impact of trauma on brain development (89%) compared to other respondents (98%).

Non-government respondents were significantly more likely to agree or strongly agree that they keep up with the latest evidence about child and adolescent brain development (80% agreed or strongly agreed) compared to government respondents (60% agreed or strongly agreed).

The reader is referred to Tables 3.4.7 and 3.4.8 for sub-group differences.

Table 3.4.7: Impact of trauma on brain development, evidence and training in neuroscience and brain development by organisation type, region and years in sector (2023)

Q62a/b/c Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
I am aware of the impact of trauma on brain development											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	<1%	<1%	<1%	1%						<1%	1%
Disagree	<1%	<1%	<1%	<1%	1%					1%	
SUB-TOTAL DISAGREE	1%	1%	1%	1%	1%					1%	1%
Neutral	2%	3%	2%	2%	2%	1%			7% ↑	3%	2%
Agree	46%	53% ↑	38% ↓	47%	55%	34%	39%	43%	51%	49% ↑	40% ↓
Strongly agree	51%	44% ↓	59% ↑	49%	42%	65%	61%	57%	42%	47% ↓	58% ↑
SUB-TOTAL AGREE	97%	97%	98%	96%	97%	99%	100%	100%	93%	97%	98%
Mandatory training in neuroscience would improve the practice of frontline workers in the child protection and family support sector											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	<1%	1%		<1%		1%				<1%	1%
Disagree	3%	5%	2%	2%	4%	3%	4%	4%	5%	3%	4%
SUB-TOTAL DISAGREE	4%	6%	2%	3%	4%	4%	4%	4%	5%	4%	4%
Neutral	10%	12%	9%	11%	8%	13%	9%	14%	9%	11%	10%
Agree	36%	39%	34%	34%	37%	33%	40%	32%	45%	40% ↑	30% ↓
Strongly agree	49%	43% ↓	56% ↑	52%	51%	51%	47%	50%	41%	46% ↓	56% ↑
SUB-TOTAL AGREE	86%	82%	89%	86%	88%	84%	87%	82%	85%	85%	86%
I keep up with the latest evidence about child and adolescent brain development											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 74	<10 n = 371	10+ n = 197
Strongly disagree	1%	1%		1%	1%					1%	1%
Disagree	9%	13% ↑	6% ↓	9%	10%	5%	11%	7%	11%	11%	7%
SUB-TOTAL DISAGREE	10%	14% ↑	6% ↓	10%	11%	5%	11%	7%	11%	11%	8%
Neutral	20%	26% ↑	14% ↓	20%	19%	16%	19%	14%	30%	22%	17%
Agree	43%	39%	48%	41%	51%	41%	46%	39%	43%	44%	43%
Strongly agree	27%	22% ↓	32% ↑	29%	19%	38%	24%	39%	16%	23% ↓	33% ↑
SUB-TOTAL AGREE	70%	60% ↓	80% ↑	70%	70%	78%	70%	79%	59%	67% ↓	76% ↑

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.4.8: Impact of trauma on brain development, evidence and training in neuroscience and brain development by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q62a/b/c Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
I am aware of the impact of trauma on brain development									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	<1%	<1%			<1%		<1%	<1%	<1%
Disagree	<1%	<1%			<1%		<1%		1%
SUB-TOTAL DISAGREE	1%	1%			1%		1%	<1%	1%
Neutral	2%	2%	4%	11% ↑	1% ↓	6%	2%	1%	3%
Agree	46%	45%	57%	54%	44%	56%↑	44% ↓	41%	49%
Strongly agree	51%	52%	39%	35% ↓	54% ↑	38% ↓	54% ↑	57% ↑	48%↓
SUB-TOTAL AGREE	97%	97%	96%	89% ↓	98% ↑	94%	98%	98%	96%
Mandatory training in neuroscience would improve the practice of frontline workers in the child protection and family support sector									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	<1%	<1%	2%		<1%		<1%		1%
Disagree	3%	4%	2%	3%	4%	1%	4%	4%	3%
SUB-TOTAL DISAGREE	4%	4%	4%	3%	4%	1%	4%	4%	4%
Neutral	10%	11%	6%	14%	10%	11%	10%	9%	11%
Agree	36%	36%	41%	35%	37%	37%	36%	32%	39%
Strongly agree	49%	49%	49%	49%	49%	51%	49%	55% ↑	45% ↓
SUB-TOTAL AGREE	86%	85%	90%	84%	86%	87%	86%	87%	85%
I keep up with the latest evidence about child and adolescent brain development									
	Total 2023 n = 573	Child Protection n = 451	Youth Justice n = 49	Yes n = 79	No n = 492	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	1%	<1%			1%		1%		1%
Disagree	9%	10%	6%	8%	10%	10%	9%	7%	11%
SUB-TOTAL DISAGREE	10%	11%	6%	8%	10%	10%	10%	7%	12%
Neutral	20%	20%	31%	35% ↑	18% ↓	24%	20%	17%	22%
Agree	43%	43%	43%	35%	45%	43%	44%	44%	43%
Strongly agree	27%	26%	20%	22%	27%	23%	27%	32% ↑	23% ↓
SUB-TOTAL AGREE	70%	70%	63%	57% ↓	72% ↑	66%	71%	76% ↑	66%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

3.5 Working with clients

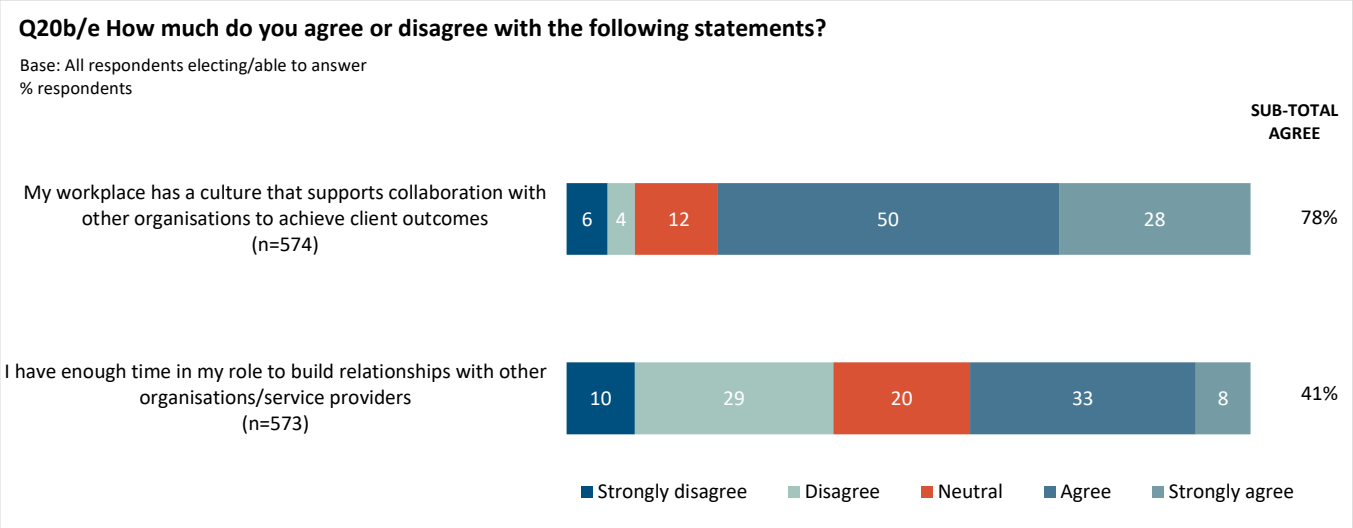
Q20b My workplace has a culture that supports collaboration with other organisations to achieve client outcomes
Q20e I have enough time in my role to build relationships with other organisations / service providers

3.5.1 2023 result

78% of respondents agreed or strongly agreed their workplace has a culture that supports collaboration with other organisations, while 10% disagreed or strongly disagreed that this culture exists in their organisation. The remaining 12% were neutral.

Respondents were mixed in their perceptions of whether they had time to build relationships with other organisations and service providers with 41% who agreed or strongly agreed that they have enough time in their role to do this and 39% who disagreed or strongly disagreed. 20% were neutral.

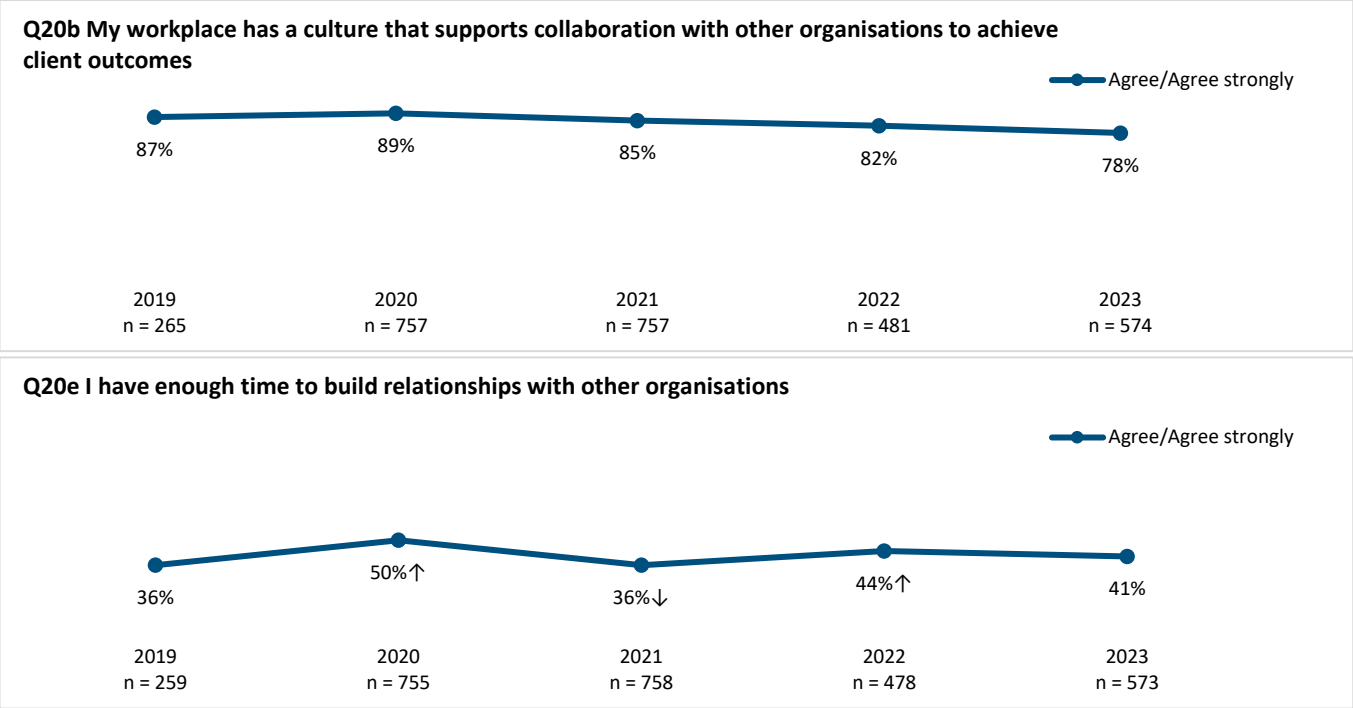
Figure 3.5.1: Collaboration and relationship building across the child protection and family support sector (2023)



3.5.2 Comparison to previous survey data (2019–2023)

Overall agreement regarding collaboration and building relationships with other organisations in 2023 was consistent with 2022 results.

Figure 3.5.2: Collaboration and relationship building across the child protection and family support sector 2019–2023 trends



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.5.3 Sub-group differences (2023)

Non-government respondents were more likely than government respondents to agree overall that their workplace has a culture that supports collaboration with other organisations (85% non-government, 71% government) or that they have time in their role to build relationships with other organisations (51% non-government, 30% government).

Respondents working in the South West DCSSDS region were more likely than respondents from other areas to disagree overall that they have enough time in their role to build relationships with other organisations (53% disagreed or strongly disagreed compared to 39% average).

Respondents in senior or middle management roles were more likely than non-supervisory staff to agree their workplace has a culture that supports collaboration with other organisations (85% agreed or strongly agreed, 74% agreement among respondents with no supervisory responsibilities). Senior or middle management staff (46%) were also more likely than non-supervisory staff (37%) to agree or strongly agree that they have enough time to build relationships with other organisations.

The reader is referred to Tables 3.5.1 and 3.5.2 for sub-group differences.

Table 3.5.1: Collaboration and relationship building across the child protection and family support sector by organisation type, region and years in sector (2023)

Q20b/e Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
My workplace has a culture that supports collaboration with other organisations to achieve client outcomes											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	6%	6%	6%	5%	8%	8%	4%	18%	4%	6%	7%
Disagree	4%	4%	3%	4%	4%	1%	6%	4%	3%	3%	5%
SUB-TOTAL DISAGREE	10%	11%	9%	9%	12%	9%	10%	21%	7%	9%	12%
Neutral	12%	18% ↑	6% ↓	10%	12%	9%	10%	14%	22%	12%	12%
Agree	50%	52%	48%	51%	49%	46%	57%	39%	46%	52%	46%
Strongly agree	28%	20% ↓	37% ↑	29%	26%	37%	23%	25%	26%	26%	31%
SUB-TOTAL AGREE	78%	71% ↓	85% ↑	81%	75%	82%	80%	64%	72%	78%	77%
I have enough time in my role to build relationships with other organisations / service providers											
	Total 2023 n = 573	Govt n = 290	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 371	10+ n = 197
Strongly disagree	10%	13% ↑	6% ↓	9%	12%	9%	11%	14%	4%	8%	13%
Disagree	29%	36% ↑	23% ↓	28%	25%	24%	42% ↑	29%	30%	31%	27%
SUB-TOTAL DISAGREE	39%	49% ↑	28% ↓	37%	37%	33%	53% ↑	43%	34%	39%	40%
Neutral	20%	20%	20%	21%	24%	16%	19%	21%	19%	22%	17%
Agree	33%	26% ↓	40% ↑	36%	33%	35%	21% ↓	32%	36%	31%	36%
Strongly agree	8%	5% ↓	11% ↑	6%	7%	15% ↑	7%	4%	11%	8%	8%
SUB-TOTAL AGREE	41%	30% ↓	51% ↑	42%	39%	51%	28% ↓	36%	47%	39%	44%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.5.2: Collaboration and relationship building across the child protection and family support sector by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q20b/e Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
My workplace has a culture that supports collaboration with other organisations to achieve client outcomes									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	6%	6%	6%	6%	6%	8%	6%	5%	7%
Disagree	4%	3%	8%	4%	4%	3%	4%	4%	4%
SUB-TOTAL DISAGREE	10%	9%	14%	10%	10%	11%	10%	9%	11%
Neutral	12%	12%	12%	9%	12%	17%	11%	6% ↓	16% ↑
Agree	50%	51%	45%	55%	49%	51%	50%	49%	50%
Strongly agree	28%	27%	29%	26%	28%	21%	30%	36% ↑	23% ↓
SUB-TOTAL AGREE	78%	79%	73%	81%	78%	71%	79%	85% ↑	74% ↓
I have enough time in my role to build relationships with other organisations / service providers									
	Total 2023 n = 573	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 491	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 225	Not supervisory n = 348
Strongly disagree	10%	11%	6%	10%	10%	10%	10%	11%	9%
Disagree	29%	30%	22%	20% ↓	31% ↑	26%	30%	28%	30%
SUB-TOTAL DISAGREE	39%	41%	29%	30%	41%	37%	40%	38%	39%
Neutral	20%	19%	31%	25%	20%	28%	19%	16%	23%
Agree	33%	33%	33%	39%	32%	28%	33%	38% ↑	29% ↓
Strongly agree	8%	7%	8%	6%	8%	8%	8%	8%	8%
SUB-TOTAL AGREE	41%	40%	41%	45%	40%	36%	41%	46% ↑	37% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q66 How do you collaborate with services that are also working with the children, young people or their families you are working with?

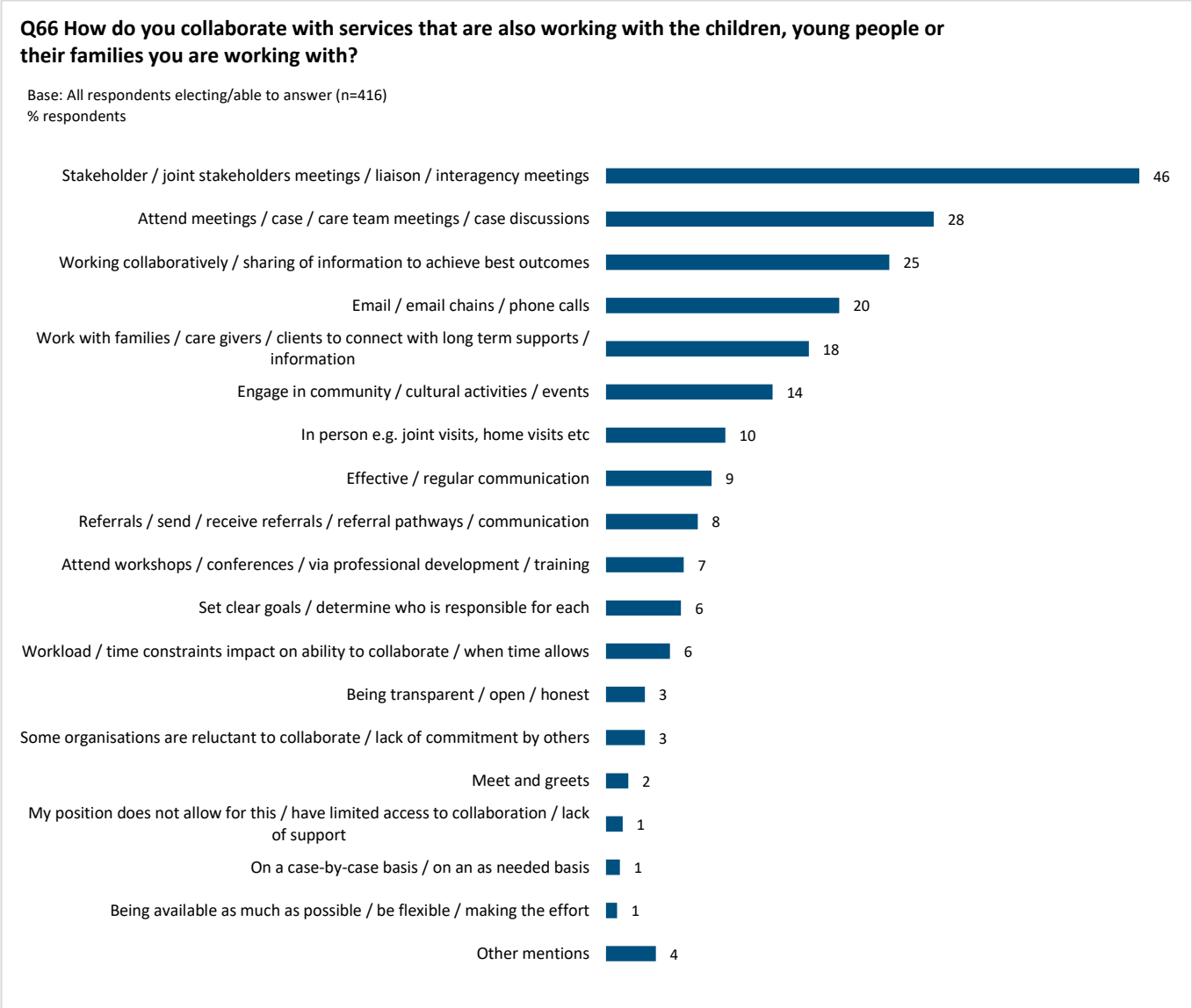
3.5.4 2023 result

Respondents were asked how they collaborate with other services working with the children, young people or families they are working with. 46% of respondents reported attending stakeholder or interagency meetings or liaising with these stakeholders. Additionally, 28% indicated they attend case or care team meetings and 25% work collaboratively and share information to achieve the best outcomes.

Beyond meetings, discussions and sharing information, 20% reported having collaborated via email and phone and 18% work with families, care givers and clients to connect with long term supports.

The full range of responses to this question are shown in Figure 3.5.3.

Figure 3.5.3: Collaboration with services that are also working with the children, young people or their families you are working with (2023)

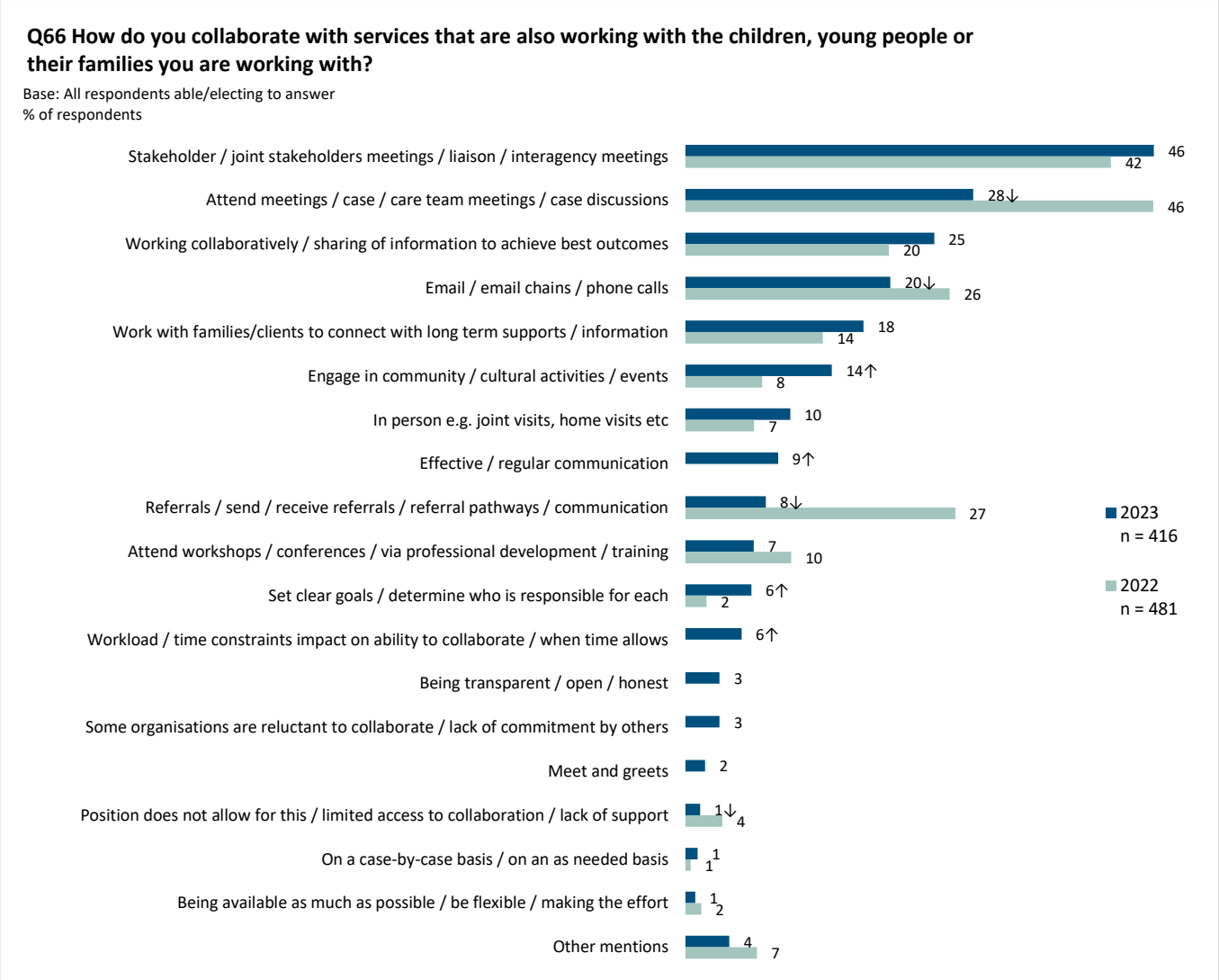


3.5.5 Comparison to previous survey data (2022–2023)

Key changes since 2022 in reported activities for collaborating with other services included:

- an increase in mentions of engage in community / cultural activities / events (8% in 2022, 14% in 2023)
- an increase in mentions of effective / regular communication (0% in 2022, 9% in 2023)
- a decrease in mentions of attending meetings / case / care team meetings / case discussions (46% in 2022, 28% in 2023)
- a decrease in mentions of referrals / referral pathways / communication (27% in 2022, 8% in 2023).

Figure 3.3.4: Collaboration with services that are also working with the children, young people or their families you are working with 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.5.6 Sub-group differences (2023)

Compared with non-government employees, those working for government were more likely to report that they attend case or care team meetings (34% government, 23% non-government), collaborate via email or phone calls (26% government, 14% non-government) or conduct in person visits (14% government, 7% non-government). Respondents working in a non-government organisation were significantly more likely to report engaging in community / cultural activities / events as a method of collaboration with other services (22%) in comparison to government respondents (7%).

Youth justice sector workers (24%), Aboriginal and/or Torres Strait Islander people (26%) or those in senior or middle manager roles (19%) were also more likely than others to report engaging in community / cultural activities / events as a method of collaboration with other services (average 14%).

Those working in the Far North Queensland DCSSDS region were more likely than those working in other regions to have reported attending meetings / case / care team meetings / case discussions (48% compared to 28% average).

Respondents working in a non-supervisory role were more likely to report collaborating via email / email chains / phone calls (27%, 12% middle and senior management). Other sub-group differences are outlined in Tables 3.5.3 and 3.5.4.

Table 3.5.3: Collaboration with services that are also working with the children, young people or their families you are working with by organisation type, region and years in sector (2023)

Q66 Column %	Total 2023 n = 416	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 205	Non-govt n = 211	Brisbane & Moreton Bay n = 158	South East n = 59	Sunshine Coast & Central n = 57	South West n = 66	North QLD n = 24^	Far North Queensland n = 52	<10 n = 250	10+ n = 161
Stakeholder / joint stakeholders meetings / liaison / interagency meetings	46%	40%	53%	49%	58%	39%	55%	25%	31%	48%	43%
Attend meetings / case / care team meetings / case discussions	28%	34% ↑	23% ↓	27%	22%	30%	23%	25%	48% ↑	27%	31%
Working collaboratively / sharing of information to achieve best outcomes	25%	20%	29%	26%	29%	21%	23%	25%	21%	25%	24%
Email / email chains / phone calls	20%	26% ↑	14% ↓	16%	19%	23%	29%	21%	19%	23%	17%
Work with families / care givers / clients to connect with long term supports / information	18%	14%	21%	18%	17%	18%	15%	17%	21%	17%	17%
Engage in community / cultural activities / events	14%	7% ↓	22% ↑	13%	20%	18%	14%	21%	8%	16%	13%
In person e.g. joint visits, home visits etc	10%	14% ↑	7% ↓	10%	8%	5%	15%	4%	15%	12%	8%
Effective / regular communication	9%	7%	11%	7%	12%	14%	8%	17%	6%	10%	7%
Referrals / send / receive referrals / referral pathways / communication	8%	6%	10%	5%	8%	5%	11%	8%	15%	10%	5%
Attend workshops / conferences / via professional development / training	7%	5%	9%	8%	8%	7%	3%	8%	6%	7%	7%
Set clear goals / determine who is responsible for each	6%	6%	7%	6%	5%	7%	6%		12%	4% ↓	9% ↑
Workload / time constraints impact on ability to collaborate / when time allows	6%	6%	5%	4%	5%	7%	9%		6%	5%	7%
Being transparent / open / honest	3%	4%	2%	3%	2%	11%			6%	2%	5%
Some organisations are reluctant to collaborate / lack of commitment by others	3%	2%	4%	1%	2%	9%	5%	4%	4%	4%	2%
Meet and greets	2%	2%	2%	1%	5%	4%			2%	2%	2%
My position does not allow for this / have limited access to collaboration / lack of support	1%	<1%	2%	1%	2%	4%		4%		2%	1%
On a case-by-case basis / on an as needed basis	1%	1%	1%	1%		2%	2%	4%	2%	2%	1%
Being available as much as possible / be flexible / making the effort	1%	1%	1%	1%	2%		2%		2%	1%	1%
Other mentions	4%	3%	6%	4%	8%	2%	6%	8%		4%	5%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.5.4: Collaboration with services that are also working with the children, young people or their families you are working with by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q66 Column %	Total 2023 n = 416	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 326	Youth Justice n = 33	Yes n = 57	No n = 357	Yes n = 63	No n = 350	Senior/ Middle Mgr n = 180	Not supervisory n = 236
Stakeholder / joint stakeholders meetings / liaison / interagency meetings	46%	46%	42%	44%	47%	38%	48%	53%	41%
Attend meetings / case / care team meetings / case discussions	28%	30%	24%	25%	29%	27%	29%	28%	29%
Working collaboratively / sharing of information to achieve best outcomes	25%	24%	24%	19%	25%	19%	25%	26%	24%
Email / email chains / phone calls	20%	23%	15%	18%	21%	19%	21%	12% ↓	27% ↑
Work with families / care givers / clients to connect with long term supports / information	18%	17%	24%	11%	18%	22%	16%	17%	18%
Engage in community / cultural activities / events	14%	11% ↓	24% ↑	26% ↑	13% ↓	10%	15%	19% ↑	11% ↓
In person e.g. joint visits, home visits etc	10%	11%	9%	12%	10%	6%	11%	6% ↓	14% ↑
Effective / regular communication	9%	9%	9%	11%	8%	11%	9%	7%	11%
Referrals / send / receive referrals / referral pathways / communication	8%	7%	12%	4%	9%	10%	7%	6%	9%
Attend workshops / conferences / via professional development / training	7%	7%	3%	12%	6%	5%	7%	8%	6%
Set clear goals / determine who is responsible for each	6%	8%		4%	7%	6%	6%	7%	6%
Workload / time constraints impact on ability to collaborate / when time allows	6%	6%		2%	6%	6%	5%	6%	5%
Being transparent / open / honest	3%	3%	3%	2%	4%	5%	3%	3%	3%
Some organisations are reluctant to collaborate / lack of commitment by others	3%	4%		5%	3%	10% ↑	2% ↓	3%	4%
Meet and greets	2%	2%		2%	2%		2%	2%	2%
My position does not allow for this / have limited access to collaboration / lack of support	1%	1%			2%	2%	1%	2%	1%
On a case-by-case basis / on an as needed basis	1%	1%		2%	1%	2%	1%	1%	1%
Being available as much as possible / be flexible / making the effort	1%	1%			1%		1%	1%	1%
Other mentions	4%	4%	6%	5%	4%	3%	5%	5%	4%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

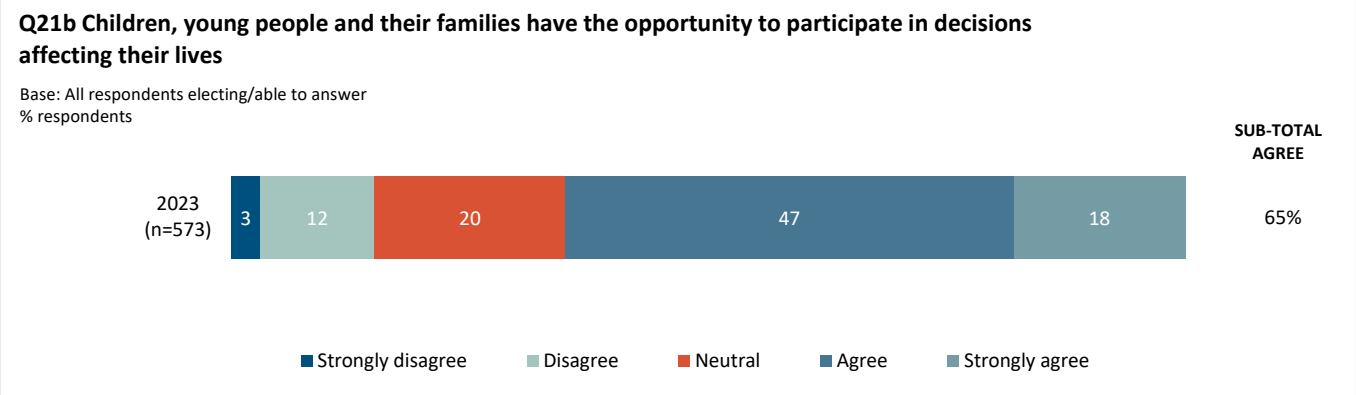
3.6 My organisation

Q21b In my organisation, children, young people and their families have the opportunity to participate in decisions affecting their lives.

3.6.1 2023 result

65% of respondents agreed or strongly agreed that children, young people and families have the opportunity to participate in decisions affecting their lives (18% strongly agreed, 47% agreed). 15% disagreed or strongly disagreed with this statement and 20% were neutral.

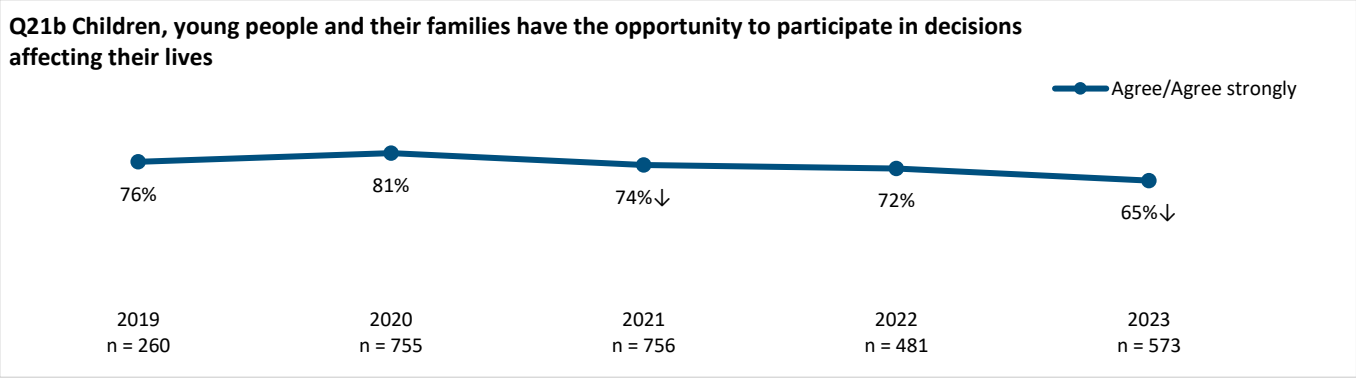
Figure 3.6.1: Children, young people and their families have the opportunity to participate in decisions affecting their lives (2023)



3.6.2 Comparison to previous survey data (2019–2022)

Compared with 2022 findings (72%), fewer respondents in 2023 agreed or strongly agreed that children, young people and their families have the opportunity to participate in decisions affecting them (65%).

Figure 3.6.2: Children, young people and their families have the opportunity to participate in decisions affecting their lives 2019–2023 trends+



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.6.3 Sub-group differences (2023)

Non-government respondents (74%) were more likely than government respondents (57%) to agree or strongly agree that children, young people and families have the opportunity to participate in decisions affecting their lives. Higher agreement was also noted among senior or middle management (71%, non-supervisory staff 61%).

Other sub-group differences are outlined in Tables 3.6.1 and 3.6.2.

Table 3.6.1: Children, young people and their families have the opportunity to participate in decisions affecting their lives by organisation type, region and years in sector (2023)

Q21b Column %	Total 2023 n = 573	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 290	Non-govt n = 283	Brisbane & Moreton Bay n = 213	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 371	10+ n = 197
Strongly disagree	3%	3%	2%	2%	2%	8% ↑		11%		3%	3%
Disagree	12%	16% ↑	9% ↓	9%	12%	10%	21% ↑	21%	8%	12%	13%
SUB-TOTAL DISAGREE	15%	19% ↑	11% ↓	12%	15%	18%	21%	32%	8%	15%	16%
Neutral	20%	25% ↑	14% ↓	21%	12%	22%	26%	11%	20%	22%	16%
Agree	47%	49%	45%	51%	48%	39%	39%	50%	51%	45%	51%
Strongly agree	18%	8% ↓	29% ↑	16%	25%	22%	14%	7%	20%	19%	16%
SUB-TOTAL AGREE	65%	57% ↓	74% ↑	68%	73%	61%	53%	57%	72%	64%	68%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.6.2: Children, young people and their families have the opportunity to participate in decisions affecting their lives by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q21b Column %	Total 2023 n = 573	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 451	Youth Justice n = 49	Yes n = 80	No n = 491	Yes n = 86	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	3%	3%	4%	4%	3%		3%	1%	4%
Disagree	12%	12%	10%	9%	13%	9%	13%	9% ↓	14% ↑
SUB-TOTAL DISAGREE	15%	14%	14%	13%	15%	9%	16%	10% ↓	18% ↑
Neutral	20%	20%	22%	18%	20%	16%	20%	19%	20%
Agree	47%	49%	47%	44%	48%	56%	45%	52% ↑	44% ↓
Strongly agree	18%	17%	16%	26% ↑	17% ↓	19%	18%	19%	18%
SUB-TOTAL AGREE	65%	66%	63%	70%	65%	74%	64%	71% ↑	61% ↓

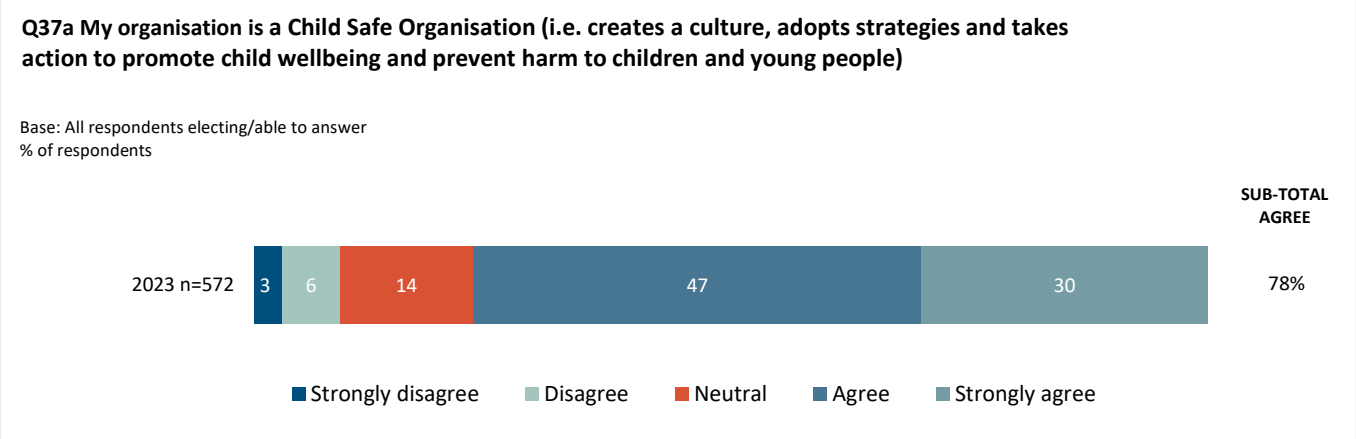
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q37a Thinking about your organisation, how much do you agree or disagree my organisation is a Child Safe Organisation (i.e., creates a culture, adopts strategies and takes action to promote child wellbeing and prevent harm to children and young people)

3.6.4 2023 result

The majority of respondents (78%) agreed or strongly agreed their organisation is a Child Safe Organisation (30% strongly agreed, 47% agreed). 9% of respondents disagreed or strongly disagreed their organisation was a Child Safe Organisation, while 14% were neutral.

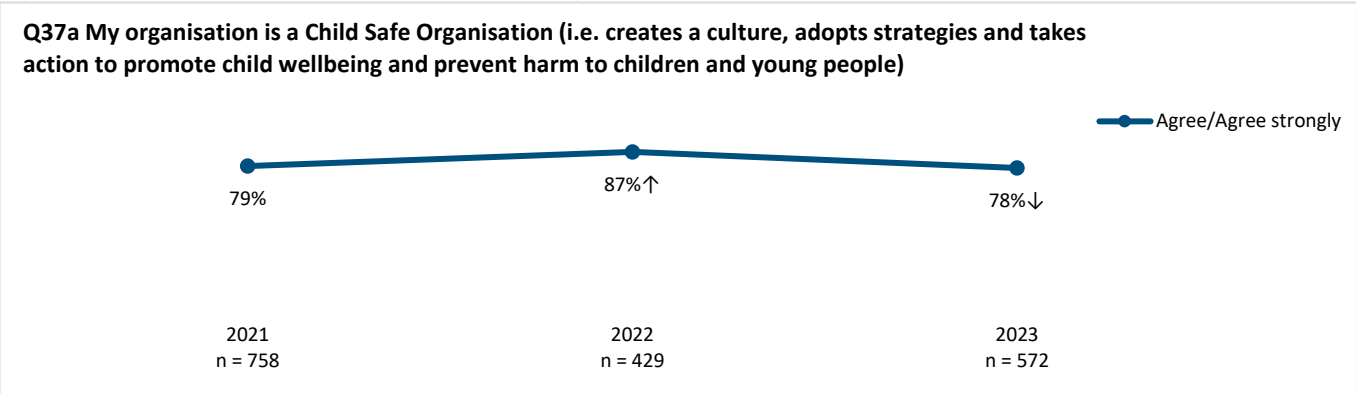
Figure 3.6.3: Their organisation is a Child Safe Organisation (2023)



3.6.5 Comparison to previous survey data (2021–2023)

In 2023, total agreement (those who agreed or strongly agreed) regarding whether respondents considered their organisation to be a Child Safe Organisation was significantly lower than reported in 2022 (87% in 2022, 78% in 2023).

Figure 3.6.4: Their organisation is a Child Safe Organisation 2021–2023 trends+



+ Data for 2021 and 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.6.6 Sub-group differences (2023)

Non-government respondents (88%) were more likely than government respondents (68%) to agree or strongly agree that their organisation is a Child Safe Organisation. Similarly, senior or middle managers (83%) were more likely than supervisory staff (74%) to agree.

Other sub-group differences are detailed in Tables 3.6.3 and 3.6.4.

Table 3.6.3: Their organisation is a Child Safe Organisation by organisation type, region and years in sector (2023)

Q37a Column %	Total 2023 n = 572	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 291	Non-govt n = 281	Brisbane & Moreton Bay n = 212	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 371	10+ n = 196
Strongly disagree	3%	4%	2%	3%	3%	4%	2%	11%		3%	4%
Disagree	6%	9% ↑	2% ↓	5%	4%	5%	7%	14%	4%	5%	8%
SUB-TOTAL DISAGREE	9%	12% ↑	5% ↓	8%	8%	9%	9%	25%	4%	7%	12%
Neutral	14%	20% ↑	7% ↓	13%	10%	14%	18%	11%	16%	15%	12%
Agree	47%	54% ↑	41% ↓	48%	47%	42%	51%	36%	51%	48%	46%
Strongly agree	30%	14% ↓	47% ↑	31%	35%	35%	22%	29%	28%	30%	30%
SUB-TOTAL AGREE	78%	68% ↓	88% ↑	79%	82%	77%	73%	64%	80%	78%	77%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.6.4: Their organisation is a Child Safe Organisation by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q37a Column %	Total 2023 n = 572	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 450	Youth Justice n = 49	Yes n = 80	No n = 490	Yes n = 87	No n = 481	Senior/ Middle Mgr n = 224	Not supervisory n = 348
Strongly disagree	3%	3%	4%	3%	3%	1%	4%	2%	4%
Disagree	6%	6%	4%	5%	6%	5%	6%	5%	6%
SUB-TOTAL DISAGREE	9%	9%	8%	8%	9%	6%	9%	7%	10%
Neutral	14%	14%	18%	14%	14%	17%	13%	11%	16%
Agree	47%	48%	61%	44%	48%	54%	46%	47%	48%
Strongly agree	30%	29% ↑	12% ↓	35%	29%	23%	31%	36% ↑	27% ↓
SUB-TOTAL AGREE	78%	77%	73%	79%	77%	77%	78%	83% ↑	74% ↓

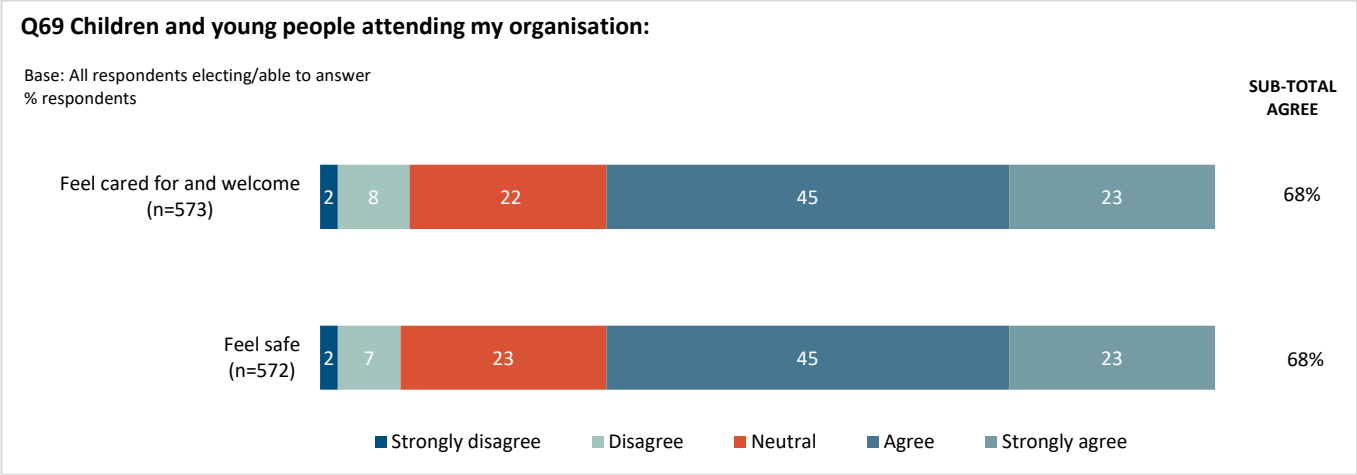
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q69 Children and young people attending my organisation:
a) feel cared for and welcome
b) feel safe

3.6.7 2023 result

Respondents were asked whether they believed the children and young people attending their organisation felt cared for, welcome and safe. 68% of respondents agreed or strongly agreed that children and young people feel cared for and welcome and 68% agreed they feel safe when attending their organisation. Around 10% disagreed or strongly disagreed with these statements, the remainder were neutral.

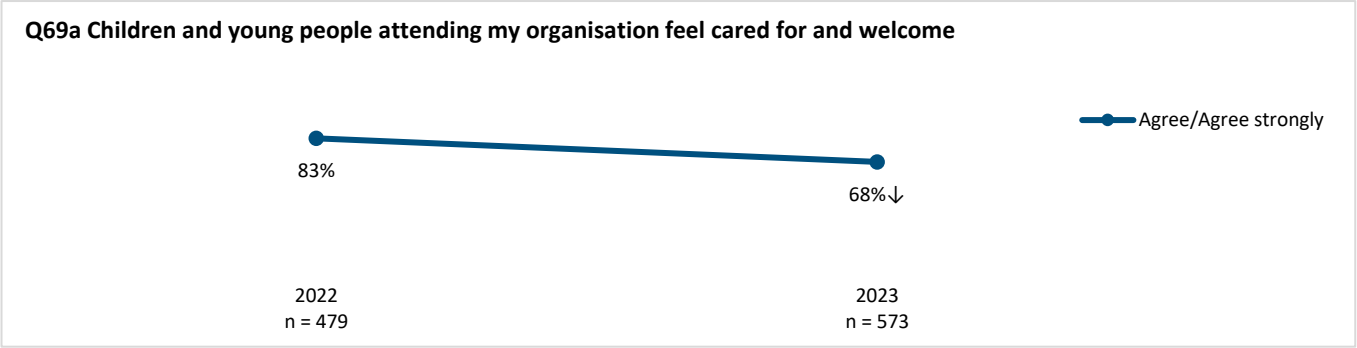
Figure 3.6.5: Children and young people attending their organisation feel cared for, welcome and safe (2023)

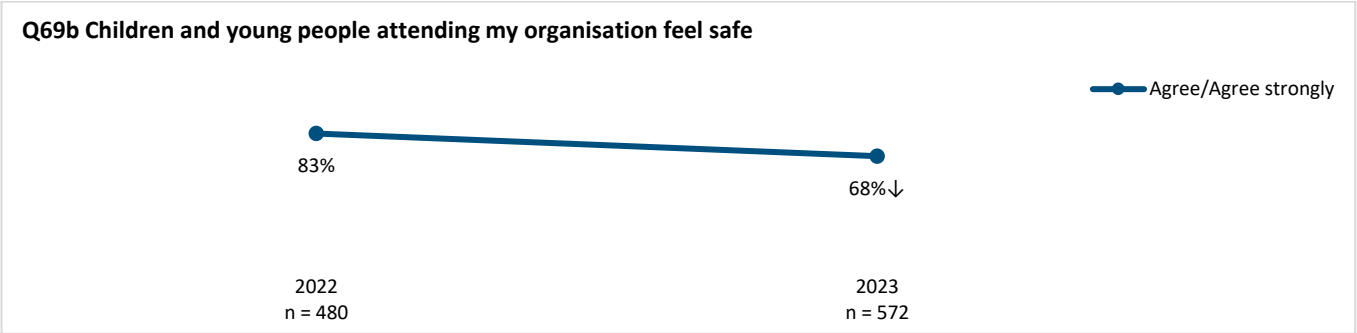


3.6.8 Comparison to previous survey data (2022–2023)

Agreement (agreed or strongly agreed) with both statements was significantly lower in 2023 compared to 2022. The consideration that children and young people attending the respondent's organisation feel cared for and welcome decreased from 83% overall agreement in 2022 to 68% in 2023. In the same way, agreement that children and young people feel safe when attending the respondent's organisation decreased from 83% in 2022 to 68% in 2023.

Figure 3.6.6: Children & young people attending their organisation feel cared for, welcome & safe 2022–2023 trends





↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.6.9 Sub-group differences (2023)

Respondents working in non-government organisations were more likely than their government-based counterparts to agree or strongly agree that children and young people attending their organisation feel safe (84% non-government, 52% government) or that they feel cared for and welcome (86% non-government, 50% government).

Those who identify as an Aboriginal and/or Torres Strait Islander person were more likely than those who do not identify as such to agree or strongly agree children and young people attending their organisation feel cared for and welcome (81%, 66% among those who do not identify as such) or feel safe (78%, 66% among those who do not identify as such).

Other sub-group differences are detailed in Tables 3.6.5 and 3.6.6.

Table 3.6.5: Children & young people attending their organisation feel cared for, welcome & safe by organisation type, region and years in sector (2023)

Q69a/b Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Children and young people attending my organisation feel cared for and welcome											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 78	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	2%	3%	2%	2%	2%	3%	1%	14%		2%	3%
Disagree	8%	14% ↑	1% ↓	5%	7%	3%	19% ↑	7%	9%	7%	10%
SUB-TOTAL DISAGREE	10%	17% ↑	3% ↓	7%	9%	5%	20% ↑	21%	9%	9%	13%
Neutral	22%	33% ↑	11% ↓	21%	19%	22%	22%	11%	32%	21%	25%
Agree	45%	41%	48%	50%	53%	38%	36%	46%	38%	48% ↑	39% ↓
Strongly agree	23%	9% ↓	38% ↑	22%	19%	35%	22%	21%	20%	22%	23%
SUB-TOTAL AGREE	68%	50% ↓	86% ↑	71%	72%	73%	58%	68%	58%	70%	62%
Children and young people attending my organisation feel safe											
	Total 2023 n = 572	Govt n = 291	Non-govt n = 281	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 78	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 196
Strongly disagree	2%	3%	2%	1%	3%	3%	1%	14%		2%	3%
Disagree	7%	12% ↑	1% ↓	4%	9%	3%	13% ↑	7%	7%	6%	8%
SUB-TOTAL DISAGREE	9%	15% ↑	3% ↓	6%	13%	5%	14%	21%	7%	8%	11%
Neutral	23%	33% ↑	13% ↓	25%	16%	18%	28%	7%	34%	22%	26%
Agree	45%	42%	48%	49%	52%	42%	38%	50%	35%	47%	41%
Strongly agree	23%	10% ↓	36% ↑	21%	19%	35% ↑	20%	21%	24%	23%	22%
SUB-TOTAL AGREE	68%	52% ↓	84% ↑	70%	72%	77%	58%	71%	59%	70%	63%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.6.6: Children & young people attending their organisation feel cared for, welcome & safe by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q69a/b Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Children and young people attending my organisation feel cared for and welcome									
	Total 2023 n = 573	Child Protection n = 451	Youth Justice n = 49	Yes n = 80	No n = 491	Yes n = 87	No n = 482	Senior/Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	2%	2%	2%	3%	2%		3%	1%	3%
Disagree	8%	9%	10%	3%	9%	5%	8%	8%	8%
SUB-TOTAL DISAGREE	10%	11%	12%	5%	11%	5%	11%	8%	11%
Neutral	22%	21%	24%	14% ↓	24% ↑	28%	21%	19%	24%
Agree	45%	45%	49%	54%	43%	45%	45%	46%	44%
Strongly agree	23%	22%	14%	28%	22%	23%	23%	27%	21%
SUB-TOTAL AGREE	68%	68%	63%	81% ↑	66% ↓	68%	68%	72%	65%
Children and young people attending my organisation feel safe									
	Total 2023 n = 572	Child Protection n = 450	Youth Justice n = 49	Yes n = 79	No n = 491	Yes n = 86	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 346
Strongly disagree	2%	2%	2%	3%	2%		3%	1%	3%
Disagree	7%	7%	10%	3%	7%	6%	7%	6%	7%
SUB-TOTAL DISAGREE	9%	10%	12%	5%	9%	6%	9%	7%	10%
Neutral	23%	22%	27%	16%	24%	27%	22%	19%	26%
Agree	45%	46%	47%	49%	45%	47%	45%	48%	43%
Strongly agree	23%	22%	14%	29%	22%	21%	23%	25%	21%
SUB-TOTAL AGREE	68%	68%	61%	78% ↑	66% ↓	67%	68%	73% ↑	64% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q70 Children and young people attending my organisation:

a) have access to the documents they need (such as identity documents) for accessing support and other services
b) can access health services when they need them
c) can access mental health services when they need them
d) receive sufficient support to access early childhood education and care
e) receive sufficient support to attend school

3.6.10 2023 result

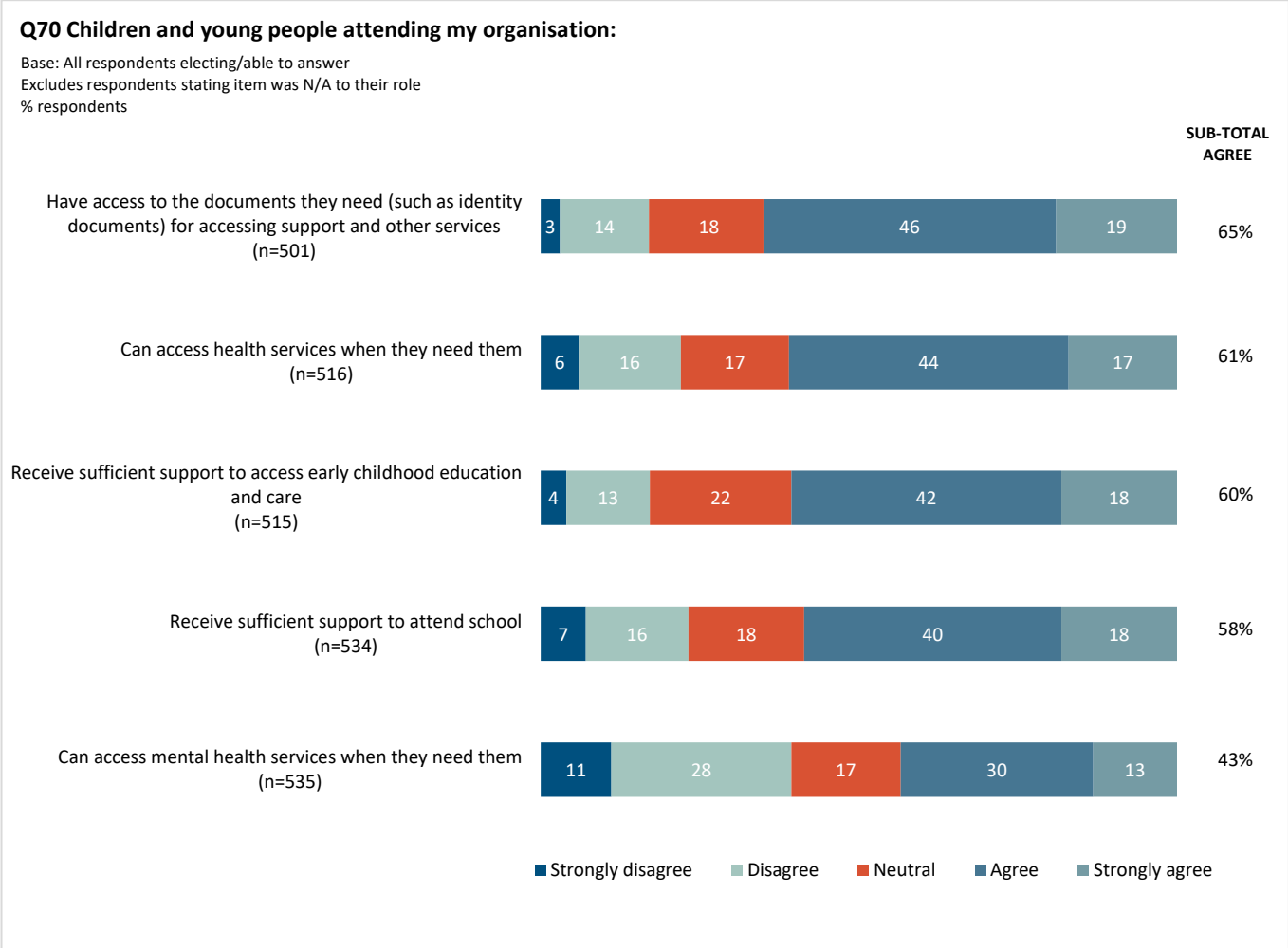
Respondents were asked about the degree of access and support children and young people have.

Highest agreement (those who agreed or strongly agreed) was found in relation to the belief that children and young people:

- have access to the documents they need for accessing services (65%)
- have access to health services when they need them (61%)
- receive sufficient support to access early childhood education and care (60%)
- receive sufficient support to attend school (58%).

At a slightly lower level of agreement, 43% of respondents agreed or strongly agreed that children and young people can access mental health services with a similar proportion (39%) disagreeing or strongly disagreeing. 17% were neutral.

Figure 3.6.7: Access and support received by children and young people (2023)



3.6.11 Comparison to previous survey data (2022–2023)

In 2023, there was lower reported agreement that children and young people can access mental health services when they need them (43%) compared to agreement in 2022 (50%).

Opinions regarding whether children and young people can access and receive other components of support and services were otherwise consistent in 2023 to those noted in 2022.

Figure 3.6.8: Access and support received by children and young people 2022–2023 trends

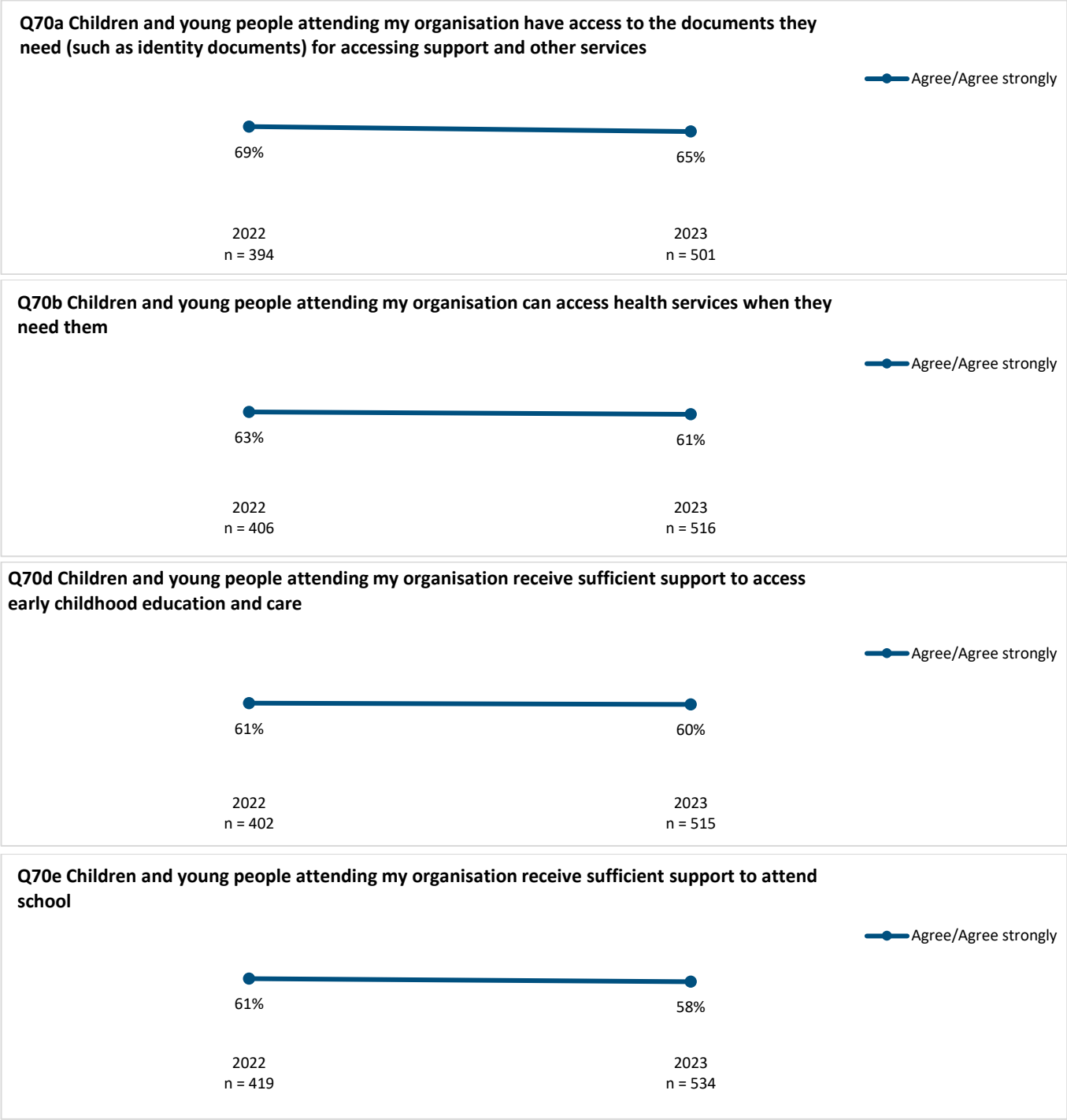
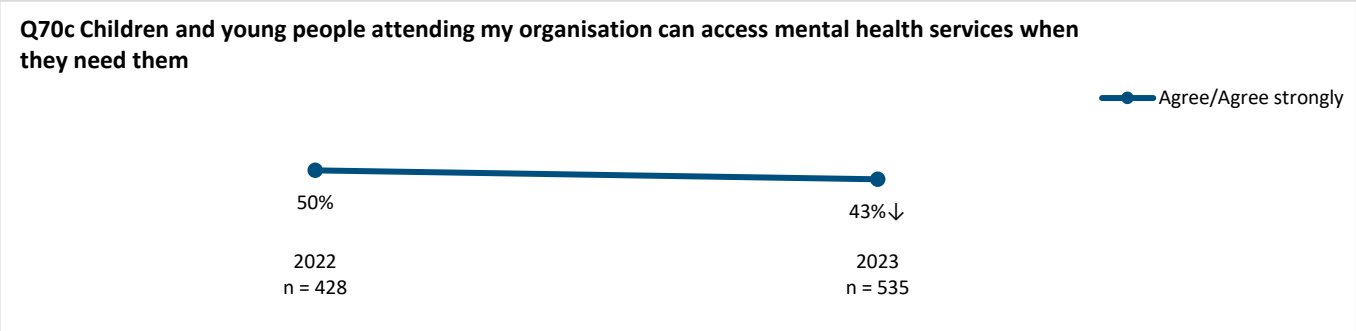


Figure 3.6.8: Access and support received by children and young people 2022–2023 trends (continued)



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.6.12 Sub-group differences (2023)

Respondents working in the child protection sector were more likely than those working in the youth justice sector to agree or strongly agree that children and young people attending their organisation can access health services when they need them (65% child protection sector, 49% youth justice sector) or that they receive sufficient support to access early childhood education and care (65% child protection sector, 34% youth justice sector).

Generally speaking, those with fewer than 10 years of experience tended to be more likely than their more experienced counterparts to agree with statements on access and support.

Other sub-group differences are outlined in Tables 3.6.7 and 3.6.8.

Table 3.6.7: Access and support received by children and young people by organisation type, region and years in sector (2023)

Q70 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Children and young people attending my organisation have access to the documents they need (such as identity documents) for accessing support and other services											
	Total 2023 n = 501	Govt n = 264	Non-govt n = 237	Brisbane & Moreton Bay n = 186	South East n = 83	Sunshine Coast & Central n = 61	South West n = 80	North QLD n = 25^	Far North Queensland n = 66	<10 n = 327	10+ n = 170
Strongly disagree	3%	3%	4%	2%	4%	5%	3%	16%	2%	3%	4%
Disagree	14%	16%	12%	13%	11%	10%	26% ↑	12%	9%	12%	17%
SUB-TOTAL DISAGREE	17%	19%	16%	15%	14%	15%	29%	28%	11%	15%	21%
Neutral	18%	17%	18%	18%	19%	16%	18%	8%	18%	18%	16%
Agree	46%	48%	44%	42%	48%	44%	44%	56%	56%	47%	44%
Strongly agree	19%	16%	22%	24%	18%	25%	10%	8%	15%	19%	19%
SUB-TOTAL AGREE	65%	64%	66%	67%	66%	69%	54%	64%	71%	66%	63%
Children and young people attending my organisation can access health services when they need them											
	Total 2023 n = 516	Govt n = 273	Non-govt n = 243	Brisbane & Moreton Bay n = 194	South East n = 84	Sunshine Coast & Central n = 66	South West n = 81	North QLD n = 26^	Far North Queensland n = 65	<10 n = 338	10+ n = 175
Strongly disagree	6%	5%	7%	4%	2%	12%	7%	19%	5%	6%	7%
Disagree	16%	16%	15%	14%	20%	15%	14%	23%	15%	14%	19%
SUB-TOTAL DISAGREE	22%	22%	23%	19%	23%	27%	21%	42%	20%	20%	26%
Neutral	17%	16%	19%	18%	15%	26%	20%	12%	9%	14% ↓	22% ↑
Agree	44%	49% ↑	37% ↓	43%	44%	32%	47%	42%	54%	47% ↑	38% ↓
Strongly agree	17%	14% ↓	21% ↑	21%	18%	15%	12%	4%	17%	19%	14%
SUB-TOTAL AGREE	61%	63%	58%	64%	62%	47%	59%	46%	71%	66% ↑	52% ↓

Table 3.6.7: Access and support received by children and young people by organisation type, region and years in sector (2023) (continued)

Q70 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Children and young people attending my organisation receive sufficient support to access early childhood education and care											
	Total 2023 n = 515	Govt n = 267	Non-govt n = 248	Brisbane & Moreton Bay n = 189	South East n = 84	Sunshine Coast & Central n = 69	South West n = 82	North QLD n = 26^	Far North Queensland n = 65	<10 n = 338	10+ n = 173
Strongly disagree	4%	3%	5%	4%	4%	6%	2%	15%	2%	4%	5%
Disagree	13%	13%	13%	14%	12%	12%	17%	19%	8%	12%	16%
SUB-TOTAL DISAGREE	17%	17%	18%	18%	15%	17%	20%	35%	9%	15%	21%
Neutral	22%	23%	21%	21%	15%	22%	23%	38%	28%	21%	24%
Agree	42%	44%	40%	41%	51%	42%	41%	19%	45%	44%	40%
Strongly agree	18%	16%	20%	20%	18%	19%	16%	8%	18%	20%	15%
SUB-TOTAL AGREE	60%	60%	60%	61%	69%	61%	57%	27%	63%	63%	55%
Children and young people attending my organisation receive sufficient support to attend school											
	Total 2023 n = 534	Govt n = 273	Non-govt n = 261	Brisbane & Moreton Bay n = 200	South East n = 84	Sunshine Coast & Central n = 73	South West n = 81	North QLD n = 27^	Far North Queensland n = 69	<10 n = 349	10+ n = 181
Strongly disagree	7%	9%	6%	8%	7%	11%	6%	15%	1%	5% ↓	11% ↑
Disagree	16%	17%	15%	15%	13%	15%	20%	22%	17%	13% ↓	22% ↑
SUB-TOTAL DISAGREE	23%	26%	21%	23%	20%	26%	26%	37%	19%	18% ↓	33% ↑
Neutral	18%	18%	18%	20%	14%	16%	21%	22%	16%	19%	17%
Agree	40%	42%	38%	37%	50%	37%	40%	30%	45%	44% ↑	34% ↓
Strongly agree	18%	14% ↓	23% ↑	21%	15%	21%	14%	11%	20%	19%	16%
SUB-TOTAL AGREE	58%	56%	61%	58%	65%	58%	53%	41%	65%	63% ↑	50% ↓
Children and young people attending my organisation can access mental health services when they need them											
	Total 2023 n = 535	Govt n = 277	Non-govt n = 258	Brisbane & Moreton Bay n = 199	South East n = 85	Sunshine Coast & Central n = 73	South West n = 82	North QLD n = 27^	Far North Queensland n = 69	<10 n = 345	10+ n = 186
Strongly disagree	11%	10%	12%	10%	9%	15%	13%	19%	9%	11%	12%
Disagree	28%	32% ↑	24% ↓	24%	39%	25%	34%	33%	23%	25% ↓	34% ↑
SUB-TOTAL DISAGREE	39%	43%	36%	33%	48%	40%	48%	52%	32%	36% ↓	47% ↑
Neutral	17%	19%	16%	18%	13%	23%	13%	19%	19%	17%	16%
Agree	30%	28%	32%	34%	27%	21%	30%	22%	35%	32%	26%
Strongly agree	13%	10% ↓	16% ↑	15%	12%	16%	9%	7%	14%	15%	11%
SUB-TOTAL AGREE	43%	39% ↓	48% ↑	49%	39%	37%	39%	30%	49%	47% ↑	37% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.6.8: Access and support received by children and young people by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q70a Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Children and young people attending my organisation have access to the documents they need (such as identity documents) for accessing support and other services									
	Total 2023 n = 501	Child Protection n = 400	Youth Justice n = 44	Yes n = 74	No n = 425	Yes n = 81	No n = 416	Senior/ Middle Mgr n = 199	Not supervisory n = 302
Strongly disagree	3%	3%	7%	5%	3%	1%	4%	1% ↓	5% ↑
Disagree	14%	13% ↓	25% ↑	11%	15%	16%	13%	17%	12%
SUB-TOTAL DISAGREE	17%	16% ↓	32% ↑	16%	17%	17%	17%	18%	17%
Neutral	18%	17%	14%	16%	18%	16%	18%	17%	18%
Agree	46%	49%	39%	50%	46%	46%	47%	45%	47%
Strongly agree	19%	19%	16%	18%	19%	21%	18%	20%	18%
SUB-TOTAL AGREE	65%	68%	55%	68%	65%	67%	65%	65%	65%
Children and young people attending my organisation can access health services when they need them									
	Total 2023 n = 516	Child Protection n = 412	Youth Justice n = 45	Yes n = 76	No n = 438	Yes n = 83	No n = 429	Senior/ Middle Mgr n = 202	Not supervisory n = 314
Strongly disagree	6%	5%	11%	7%	6%	5%	7%	5%	7%
Disagree	16%	14%	24%	13%	16%	18%	15%	21%	13%
SUB-TOTAL DISAGREE	22%	19% ↓	36%	20%	22%	23%	22%	26%	20%
Neutral	17%	16%	16%	18%	17%	10%	19%	16%	18%
Agree	44%	48% ↑	31%	34%	45%	52%	42%	39%	47%
Strongly agree	17%	17%	18%	28%	15%	16%	17%	19%	16%
SUB-TOTAL AGREE	61%	65% ↑	49%	62%	61%	67%	59%	58%	62%
Children and young people attending my organisation receive sufficient support to access early childhood education and care									
	Total 2023 n = 515	Child Protection n = 414	Youth Justice n = 41	Yes n = 73	No n = 440	Yes n = 78	No n = 433	Senior/ Middle Mgr n = 200	Not supervisory n = 315
Strongly disagree	4%	3%	10%	1%	5%		5%	6%	3%
Disagree	13%	12%	27%	12%	13%	17%	13%	15%	12%
SUB-TOTAL DISAGREE	17%	14% ↓	37% ↑	14%	18%	17%	18%	21%	16%
Neutral	22%	20%	29%	22%	23%	23%	22%	21%	23%
Agree	42%	47% ↑	29%	45%	42%	51%	41%	41%	43%
Strongly agree	18%	19%	5%	19%	18%	9% ↓	20% ↑	18%	18%
SUB-TOTAL AGREE	60%	65% ↑	34% ↓	64%	60%	60%	60%	59%	61%
Children and young people attending my organisation receive sufficient support to attend school									
	Total 2023 n = 534	Child Protection n = 423	Youth Justice n = 46	Yes n = 76	No n = 456	Yes n = 83	No n = 447	Senior/ Middle Mgr n = 213	Not supervisory n = 321
Strongly disagree	7%	7%	13%	5%	8%	8%	7%	9%	6%
Disagree	16%	15%	20%	12%	16%	14%	16%	21% ↑	12% ↓
SUB-TOTAL DISAGREE	23%	22%	33%	17%	24%	23%	23%	31% ↑	19% ↓
Neutral	18%	17%	17%	20%	18%	17%	19%	18%	18%
Agree	40%	42%	37%	41%	40%	46%	39%	33%	45% ↑
Strongly agree	18%	18%	13%	22%	18%	14%	19%	18% ↓	18%
SUB-TOTAL AGREE	58%	61%	50%	63%	57%	60%	58%	51% ↓	63% ↑

Table 3.6.8: Access and support received by children and young people by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023) (continued)

Q70a Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Children and young people attending my organisation can access mental health services when they need them									
	Total 2023 n = 535	Child Protection n = 423	Youth Justice n = 48	Yes n = 77	No n = 456	Yes n = 84	No n = 447	Senior/ Middle Mgr n = 212	Not supervisory n = 323
Strongly disagree	11%	11%	8%	9%	12%	8%	12%	14%	10%
Disagree	28%	28%	33%	17% ↓	30% ↑	30%	28%	30%	27%
SUB-TOTAL DISAGREE	39%	39%	42%	26% ↓	42% ↑	38%	40%	43%	37%
Neutral	17%	18%	8%	21%	17%	14%	18%	16%	19%
Agree	30%	31%	29%	34%	29% ↓	39% ↑	28% ↓	26%	33%
Strongly agree	13%	12%	21%	19%	12%	8%	14%	15%	12%
SUB-TOTAL AGREE	43%	43%	50%	53%	41%	48%	42%	41%	45%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

3.7 Meeting client needs

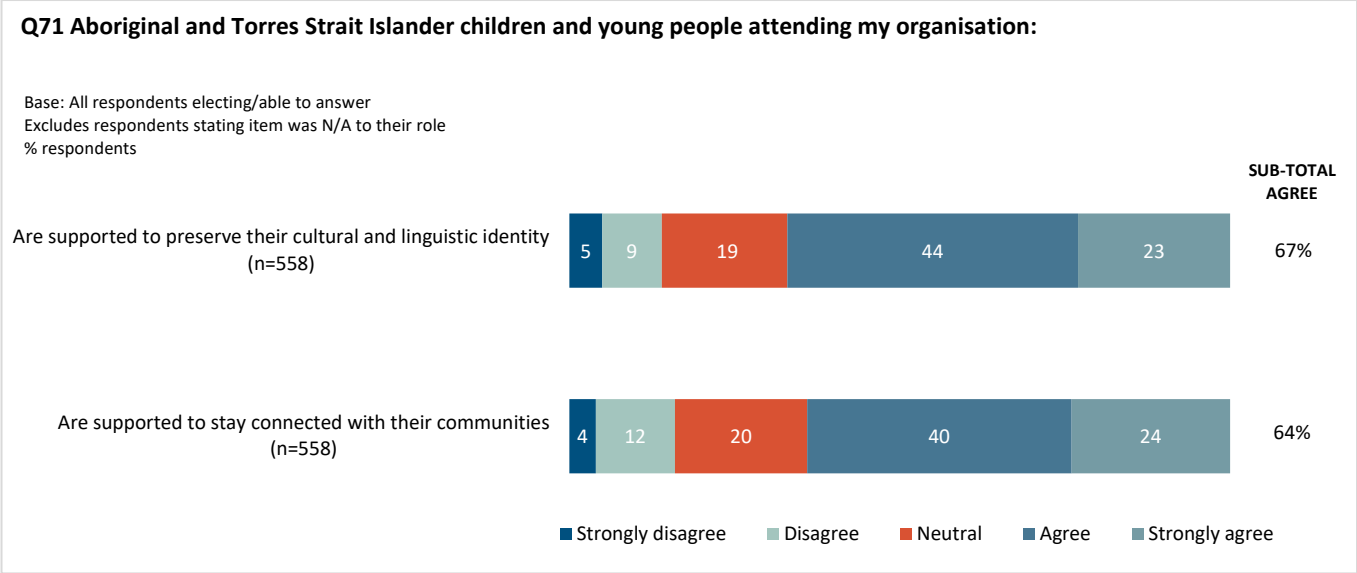
Q71 Aboriginal and Torres Strait Islander children and young people attending my organisation:
a) are supported to preserve their cultural and linguistic identity
b) are supported to stay connected with their communities

3.7.1 2023 result

Respondents were asked about cultural support provided to Aboriginal and Torres Strait Islander children and young people. 67% of respondents agreed that Aboriginal and Torres Strait Islander children and young people are supported to preserve their cultural and linguistic identity and 64% agreed they are supported to stay connected with their communities.

16% of respondents either disagreed or strongly disagreed that Aboriginal and Torres Strait Islander children and young people attending their organisation are supported to stay connected with their communities. A similar proportion (14%) disagreed that they are supported to preserve their cultural and linguistic identity. Around 20% of respondents were neutral with respect to these statements.

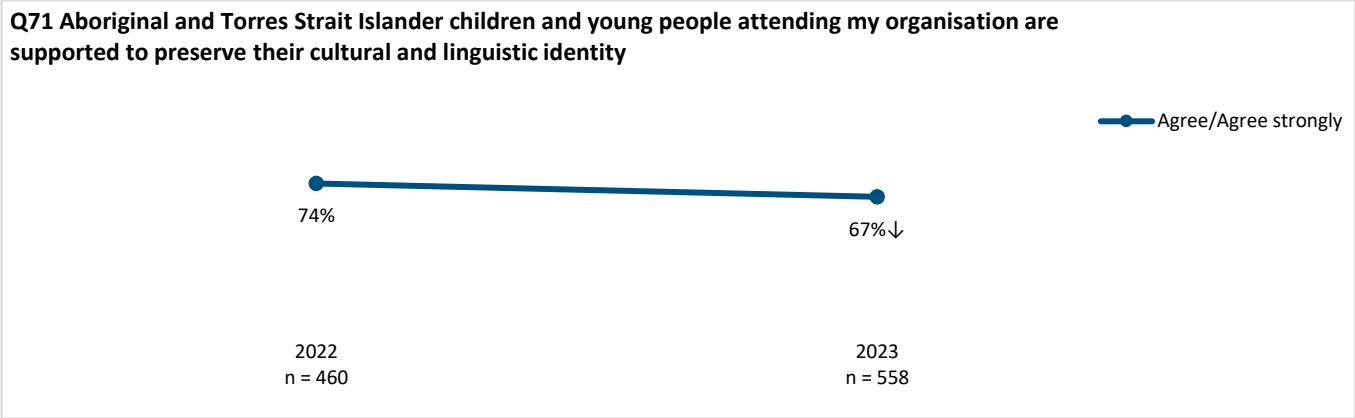
Figure 3.7.1: Supporting Aboriginal and Torres Strait Islander children and young people to preserve their cultural and linguistic identity and stay connected with their community (2023)

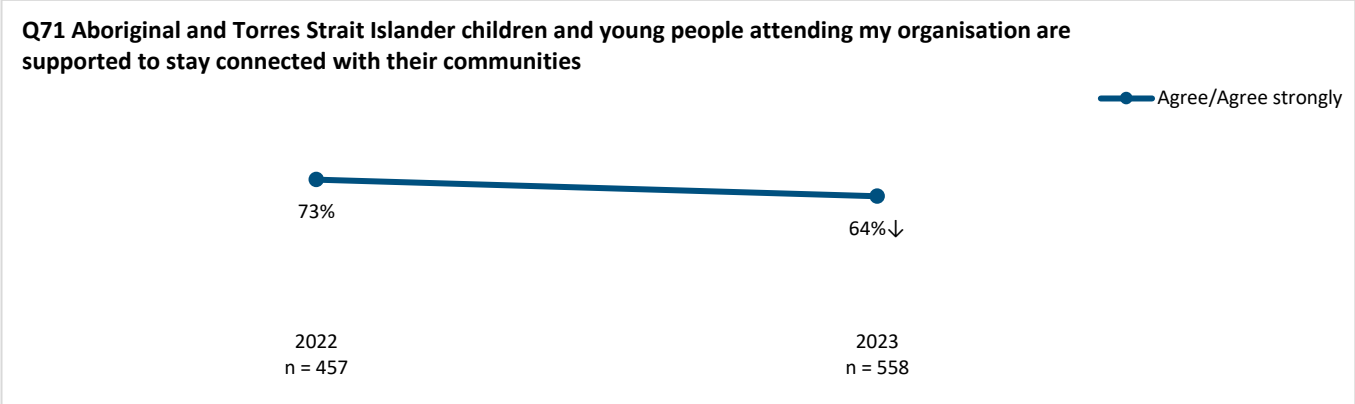


3.7.2 Comparison to previous survey data (2022–2023)

Agreement levels (agree/agree strongly) regarding the supports provided to Aboriginal and Torres Strait Islander children and young people to stay connected with their culture and community were significantly lower in 2023 compared to 2022 for both statements.

Figure 3.7.2: Supporting Aboriginal and Torres Strait Islander children and young people to preserve their cultural and linguistic identity and stay connected with their community 2022–2023 trends





↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.7.3 Sub-group differences (2023)

Respondents working for non-government organisations were more likely than government employees to agree or strongly agree that Aboriginal and Torres Strait Islander children and young people are supported to preserve their cultural and linguistic identify (75% non-government, 60% government) or are supported to stay connected to their community (70% non-government, 58% government).

Respondents working in the Far North Queensland DCSSDS region were significantly more likely than respondents from other DCSSDS regions to agree or strongly agree Aboriginal and Torres Strait Islander children and young people are supported to stay connected to their community (76%, 64% average).

Respondents who identify as Aboriginal and/or Torres Strait Islander were significantly more likely than other respondents to *strongly* agree that Aboriginal and Torres Strait Islander children and young people are supported to preserve their cultural and linguistic identity (39%) or are supported to stay connected with their communities (39%).

Other sub-group differences are outlined in Tables 3.7.1 and 3.7.2.

Table 3.7.1: Supporting Aboriginal and Torres Strait Islander children and young people to preserve their cultural and linguistic identity and stay connected with their community by organisation type, region and years in sector (2023)

Q71 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Aboriginal and Torres Strait Islander children and young people attending my organisation are supported to preserve their cultural and linguistic identity											
	Total 2023 n = 558	Govt n = 283	Non-govt n = 275	Brisbane & Moreton Bay n = 209	South East n = 89	Sunshine Coast & Central n = 74	South West n = 86	North QLD n = 28^	Far North Queensland n = 72	<10 n = 362	10+ n = 191
Strongly disagree	5%	6%	3%	4%	6%	5%	2%	18%	3%	3%	7%
Disagree	9%	13% ↑	5% ↓	11%	8%	5%	13%	4%	7%	8%	12%
SUB-TOTAL DISAGREE	14%	19% ↑	8% ↓	15%	13%	11%	15%	21%	10%	11% ↓	18% ↑
Neutral	19%	21%	16%	17%	21%	18%	26%	25%	11%	19%	18%
Agree	44%	45%	44%	46%	38%	45%	41%	39%	51%	48% ↑	38% ↓
Strongly agree	23%	15% ↓	32% ↑	22%	27%	27%	19%	14%	28%	22%	26%
SUB-TOTAL AGREE	67%	60% ↓	75% ↑	68%	65%	72%	59%	54%	79%	69%	64%
Aboriginal and Torres Strait Islander children and young people attending my organisation are supported to stay connected with their communities											
	Total 2023 n = 558	Govt n = 284	Non-govt n = 274	Brisbane & Moreton Bay n = 208	South East n = 88	Sunshine Coast & Central n = 75	South West n = 87	North QLD n = 28^	Far North Queensland n = 72	<10 n = 364	10+ n = 189
Strongly disagree	4%	6%	3%	4%	3%	5%	2%	14%	4%	4%	5%
Disagree	12%	17% ↑	7% ↓	13%	11%	5%	16%	7%	11%	10%	15%
SUB-TOTAL DISAGREE	16%	22% ↑	10% ↓	17%	15%	11%	18%	21%	15%	14%	20%
Neutral	20%	20%	20%	19%	20%	23%	30%	18%	8%	21%	17%
Agree	40%	42%	38%	41%	35%	39%	34%	46%	46%	41%	39%
Strongly agree	24%	16% ↓	32% ↑	22%	30%	28%	17%	14%	31%	24%	23%
SUB-TOTAL AGREE	64%	58% ↓	70% ↑	63%	65%	67%	52%	61%	76% ↑	65%	62%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.7.2: Supporting Aboriginal and Torres Strait Islander children and young people to preserve their cultural and linguistic identity and stay connected with their community by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q71 Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Aboriginal and Torres Strait Islander children and young people attending my organisation are supported to preserve their cultural and linguistic identity									
	Total 2023 n = 558	Child Protection n = 440	Youth Justice n = 49	Yes n = 80	No n = 476	Yes n = 85	No n = 469	Senior/ Middle Mgr n = 220	Not supervisory n = 338
Strongly disagree	5%	4%	6%	6%	4%	5%	5%	3%	6%
Disagree	9%	9%	14%	9%	9%	12%	9%	12%	7%
SUB-TOTAL DISAGREE	14%	13%	20%	15%	14%	16%	13%	15%	13%
Neutral	19%	19%	12%	16%	19%	12%	20%	19%	19%
Agree	44%	46%	43%	30%	47%	39%	45%	41%	46%
Strongly agree	23%	21%	24%	39% ↑	20% ↓	33%	21%	25%	22%
SUB-TOTAL AGREE	67%	68%	67%	69%	67%	72%	66%	66%	68%
Aboriginal and Torres Strait Islander children and young people attending my organisation are supported to stay connected with their communities									
	Total 2023 n = 558	Child Protection n = 440	Youth Justice n = 49	Yes n = 79	No n = 477	Yes n = 84	No n = 470	Senior/ Middle Mgr n = 219	Not supervisory n = 339
Strongly disagree	4%	4%	4%	8%	4%	6%	4%	3%	5%
Disagree	12%	12%	18%	9%	12%	11%	12%	16% ↑	9% ↓
SUB-TOTAL DISAGREE	16%	16%	22%	16%	16%	17%	16%	19%	14%
Neutral	20%	20%	16%	14%	21%	14%	21%	21%	19%
Agree	40%	41%	39%	30%	42%	38%	40%	35%	43%
Strongly agree	24%	22%	22%	39% ↑	21% ↓	31%	22%	25%	24%
SUB-TOTAL AGREE	64%	64%	61%	70%	63%	69%	63%	60%	66%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

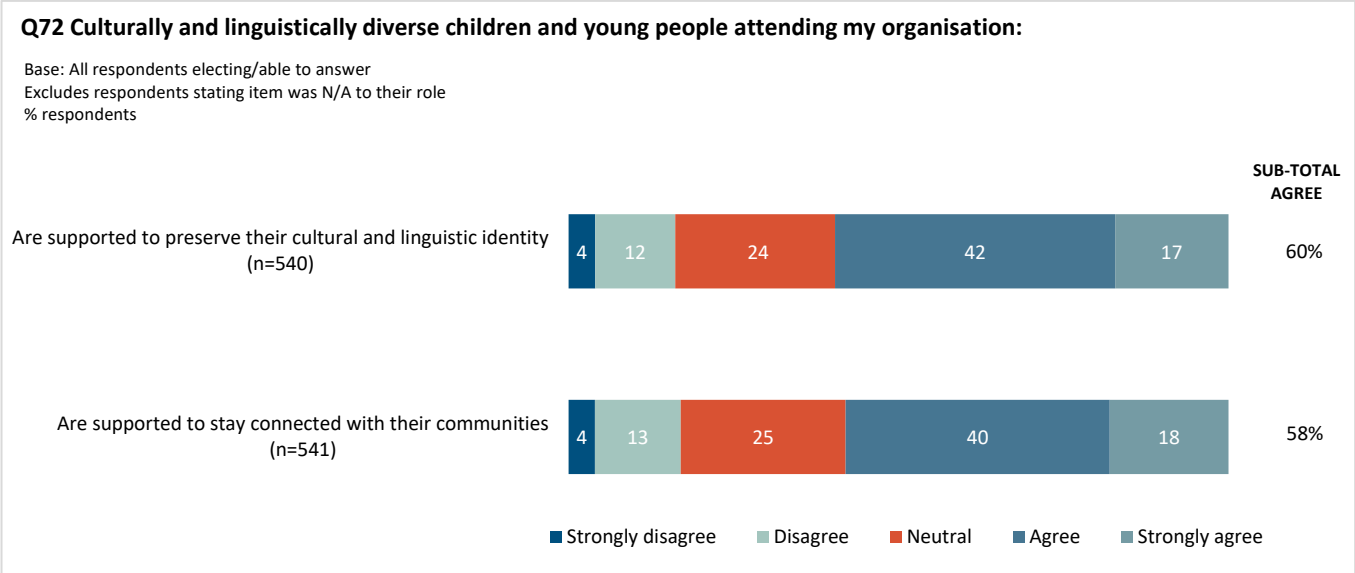
Q72 Culturally and linguistically diverse children and young people attending my organisation:
a) are supported to preserve their cultural and linguistic identity
b) are supported to stay connected with their communities

3.7.4 2023 result

Respondents were asked about cultural support provided to children and young people from cultural and linguistically diverse backgrounds. Approximately 60% of respondents agreed or strongly agreed that culturally and linguistically diverse children and young people are supported to preserve their cultural and linguistic identity (60%) or that they are supported to stay connected with their communities (58%).

18% of respondents disagreed or strongly disagreed that children and young people from cultural and linguistically diverse backgrounds are supported to stay connected with their communities. 16% disagreed that these groups are supported to preserve their cultural and linguistic identity. 24% were neutral regarding preserving identity and 25% were neutral in terms of support to stay connected.

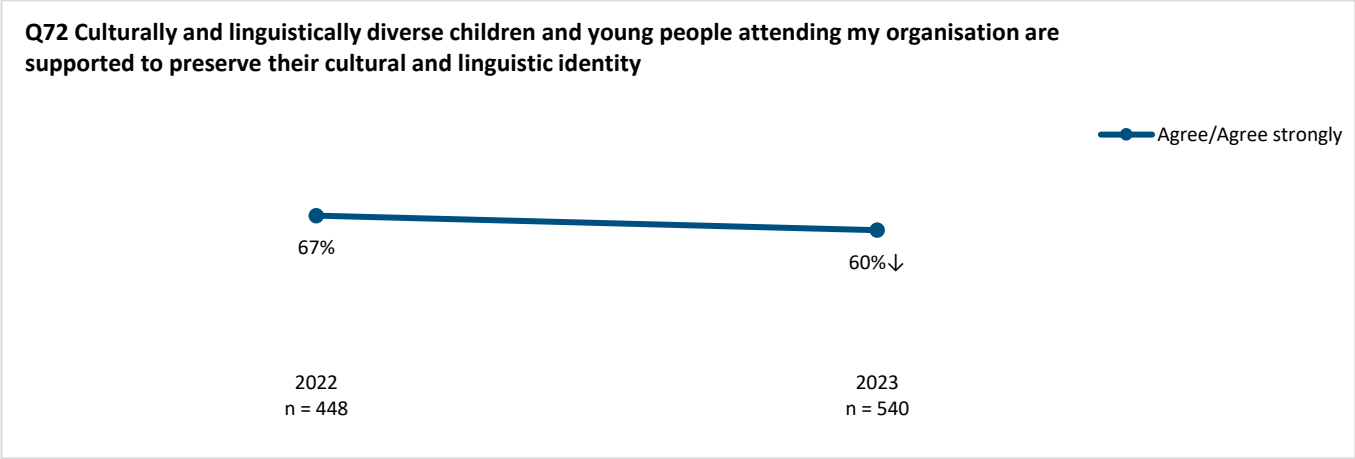
Figure 3.7.3: Supporting culturally and linguistically diverse children and young people to preserve their cultural and linguistic identity and stay connected with their community (2023)

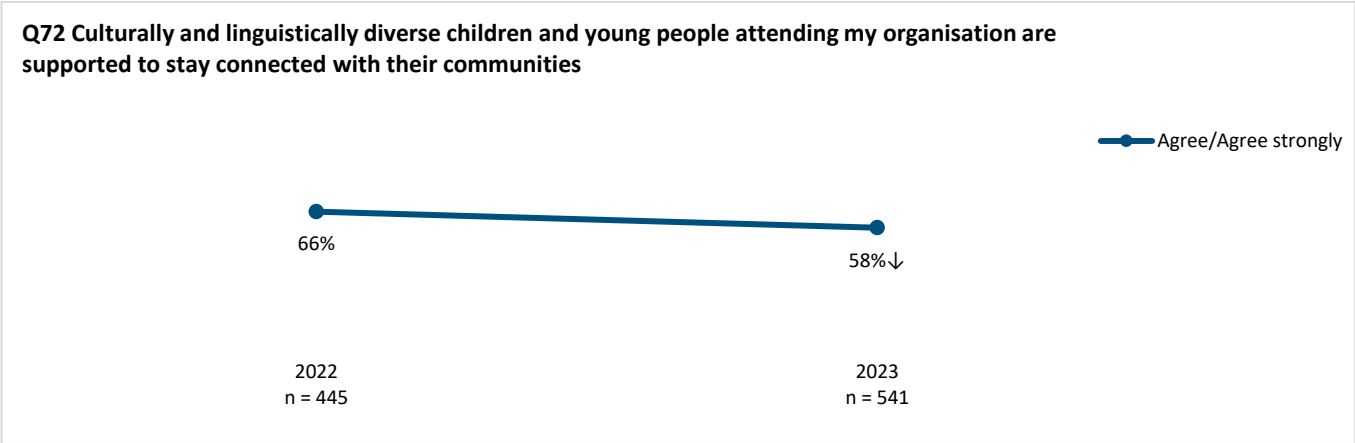


3.7.5 Comparison to previous survey data (2022–2023)

Agreement levels regarding the supports provided to children and young people from culturally and linguistically diverse backgrounds to stay connected with their culture and community were significantly lower in 2023 compared to 2022 for both statements.

Figure 3.7.4: Supporting culturally and linguistically diverse children and young people to preserve their cultural and linguistic identity and stay connected with their community 2022–2023 trends





↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.7.6 Sub-group differences (2023)

Respondents working for non-government organisations were more likely than government-based respondents to agree or strongly agree that culturally and linguistically diverse children and young people are supported to preserve their cultural and linguistic identity (70% non-government, 49% government) or are supported to stay connected to their community (67% non-government, 49% government).

Respondents working in the Far North Queensland DCSSDS region were significantly more likely than respondents from other DCSSDS regions to agree or strongly agree culturally and linguistically diverse children and young people are supported to preserve their cultural and linguistic identity (73%, 60% average) or are supported to stay connected to their community (70%, 58% average).

Other sub-group differences are outlined in Tables 3.7.3 and 3.7.4.

Table 3.7.3: Supporting culturally and linguistically diverse children and young people to preserve their cultural and linguistic identity and stay connected with their community by organisation type, region and years in sector (2023)

Q72 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Culturally and linguistically diverse children and young people attending my organisation are supported to preserve their cultural and linguistic identity											
	Total 2023 n = 540	Govt n = 277	Non-govt n = 263	Brisbane & Moreton Bay n = 201	South East n = 84	Sunshine Coast & Central n = 72	South West n = 84	North QLD n = 28^	Far North Queensland n = 71	<10 n = 353	10+ n = 183
Strongly disagree	4%	6%	2%	3%	8%	4%	4%	11%	3%	3%	7%
Disagree	12%	16% ↑	8% ↓	12%	8%	14%	17%	11%	7%	10%	15%
SUB-TOTAL DISAGREE	16%	22% ↑	10% ↓	15%	17%	18%	20%	21%	10%	13% ↓	22% ↑
Neutral	24%	29%	20%	25%	21%	24%	30%	32%	17%	25%	23%
Agree	42%	39%	46%	45%	43%	38%	38%	29%	48%	46% ↑	37% ↓
Strongly agree	17%	10% ↓	25% ↑	15%	19%	21%	12%	18%	25%	17%	18%
SUB-TOTAL AGREE	60%	49% ↓	70% ↑	60%	62%	58%	50%	46%	73% ↑	62%	55%
Culturally and linguistically diverse children and young people attending my organisation are supported to stay connected with their communities											
	Total 2023 n = 541	Govt n = 277	Non-govt n = 264	Brisbane & Moreton Bay n = 201	South East n = 84	Sunshine Coast & Central n = 73	South West n = 84	North QLD n = 28^	Far North Queensland n = 71	<10 n = 354	10+ n = 183
Strongly disagree	4%	6%	3%	3%	7%	4%	2%	11%	4%	4%	5%
Disagree	13%	18% ↑	8% ↓	13%	14%	15%	15%	11%	8%	12%	16%
SUB-TOTAL DISAGREE	18%	24% ↑	11% ↓	16%	21%	19%	18%	21%	13%	15%	22%
Neutral	25%	27%	22%	25%	19%	26%	35%	29%	17%	25%	23%
Agree	40%	39%	41%	44%	39%	36%	36%	32%	44%	42%	38%
Strongly agree	18%	10% ↓	25% ↑	15%	20%	19%	12%	18%	27%	18%	17%
SUB-TOTAL AGREE	58%	49% ↓	67% ↑	59%	60%	55%	48%	50%	70% ↑	59%	55%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.7.4: Supporting culturally and linguistically diverse children and young people to preserve their cultural and linguistic identity and stay connected with their community by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q72 Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Culturally and linguistically diverse children and young people attending my organisation are supported to preserve their cultural and linguistic identity									
	Total 2023 n = 540	Child Protection n = 423	Youth Justice n = 49	Yes n = 73	No n = 465	Yes n = 82	No n = 454	Senior/ Middle Mgr n = 210	Not supervisory n = 330
Strongly disagree	4%	4%	2%	3%	5%	5%	4%	3%	5%
Disagree	12%	11%	16%	7%	12%	15%	11%	17% ↑	8% ↓
SUB-TOTAL DISAGREE	16%	16%	18%	10%	17%	20%	16%	20%	14%
Neutral	24%	25%	22%	26%	24%	20%	25%	21%	26%
Agree	42%	44%	41%	36%	43%	35%	44%	39%	44%
Strongly agree	17%	16%	18%	29% ↑	15% ↓	26%	15%	20%	16%
SUB-TOTAL AGREE	60%	60%	59%	64%	59%	61%	59%	59%	60%
Culturally and linguistically diverse children and young people attending my organisation are supported to stay connected with their communities									
	Total 2023 n = 541	Child Protection n = 424	Youth Justice n = 49	Yes n = 73	No n = 466	Yes n = 82	No n = 455	Senior/ Middle Mgr n = 210	Not supervisory n = 331
Strongly disagree	4%	4%	2%	5%	4%	6%	4%	3%	5%
Disagree	13%	13%	16%	5% ↓	14% ↑	16%	13%	19% ↑	10% ↓
SUB-TOTAL DISAGREE	18%	17%	18%	11%	19%	22%	17%	22%	15%
Neutral	25%	25%	18%	23%	25%	17%	26%	23%	26%
Agree	40%	42%	47%	36%	41%	34%	41%	36%	43%
Strongly agree	18%	16%	16%	30% ↑	15% ↓	27% ↑	15% ↓	20%	16%
SUB-TOTAL AGREE	58%	58%	63%	66%	56%	61%	57%	55%	59%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q73 Children and young people attending my organisation who have a disability can access appropriate support
Q74 Children, young people and their families attending my organisation are provided with sufficient support and opportunities to keep their children at home where appropriate
Q75 Young people attending my organisation who are making the transition from out-of-home care to independent living can access appropriate transition services when they need them
New questions in 2023:
Q74A The children and young people attending my organisation are provided with sufficient support and linked to services to reduce recidivism
Q75A Young people on statutory community orders have a plan in place for when they transition out of the youth justice system

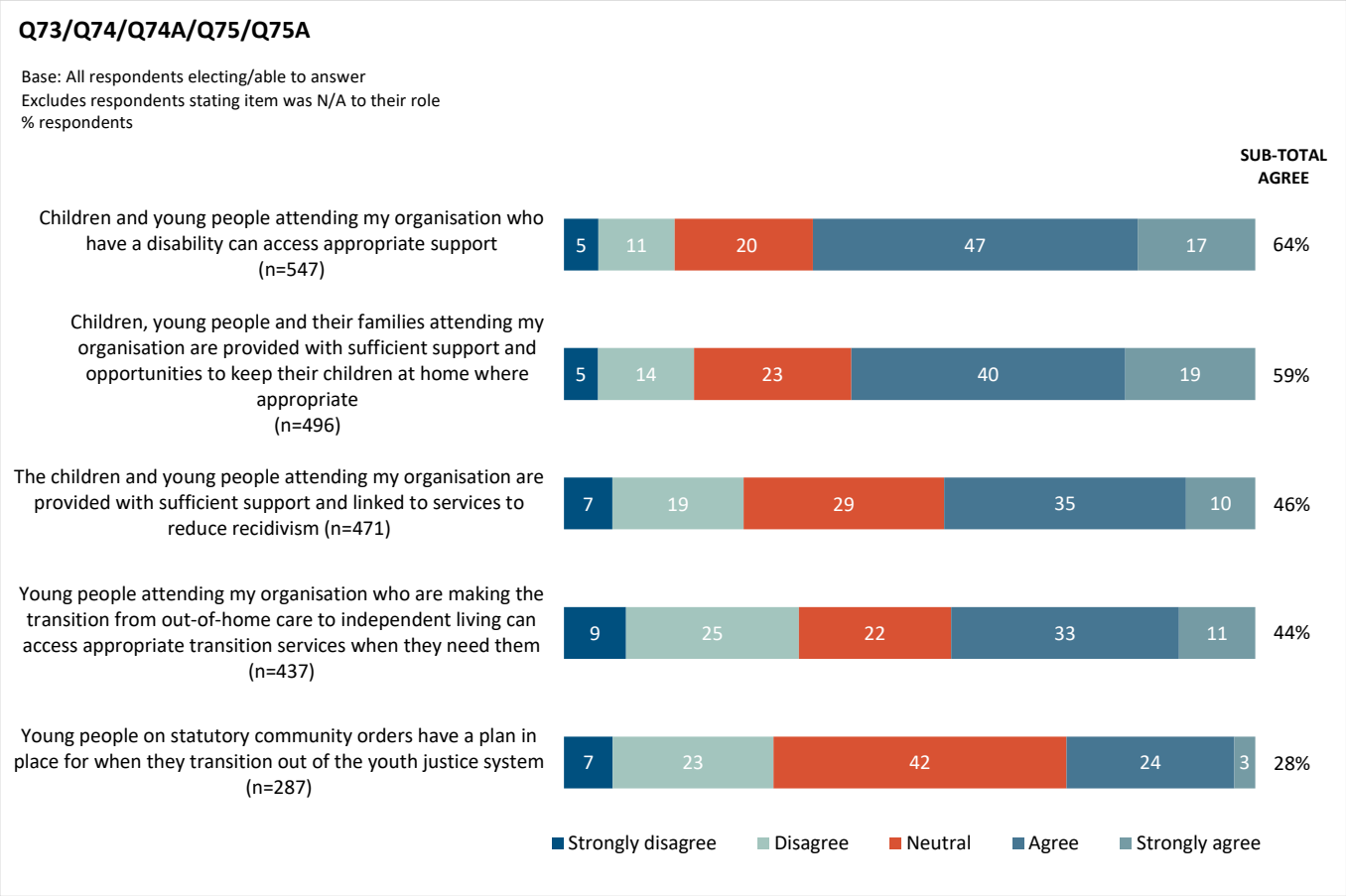
3.7.7 2023 result

64% of respondents agreed or strongly agreed that children and young people with a disability can access appropriate support. There was also majority agreement (59% agreed or strongly agreed) that children, young people and their families are provided with sufficient support and opportunities to keep their children at home where appropriate.

Opinions were more varied on the following statements regarding children, young people and families:

- they are provided with sufficient support and linked to services to reduce recidivism (46% agreed or strongly agreed, 26% disagreed or strongly disagreed)
- those who are making the transition from out-of-home care to independent living can access appropriate transition services when they need them (44% agreed or strongly agreed, 34% disagreed or strongly disagreed)
- young people on statutory community orders have a plan in place for when they transition out of the youth justice system (28% agreed or strongly agreed, 30% disagreed or strongly disagreed, 42% neutral).

Figure 3.7.5: Supports for children, young people and families (2023)

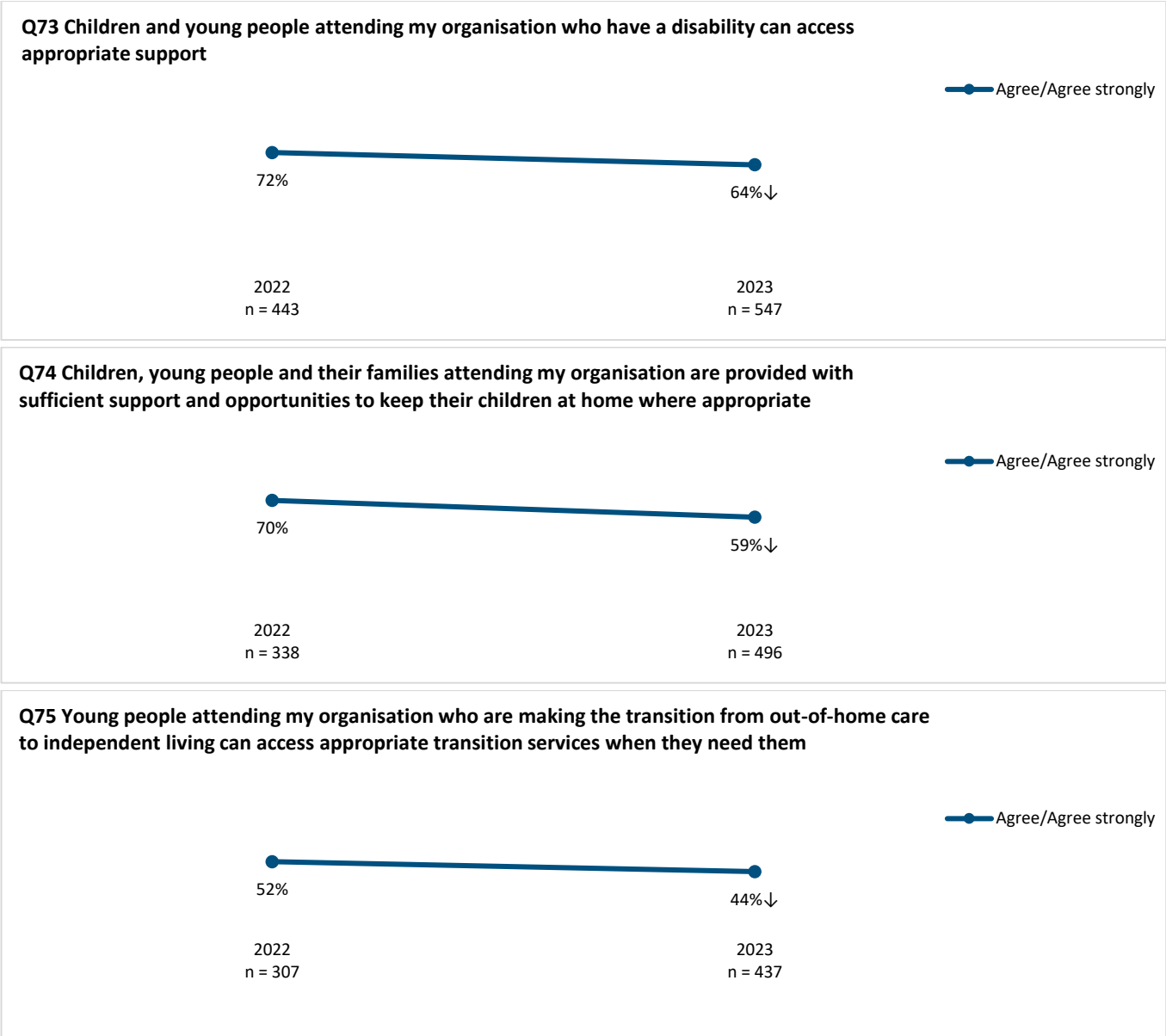


3.7.8 Comparison to previous survey data (2022–2023)

In 2023, overall agreement that children and young people who have a disability can access appropriate support decreased significantly from 72% in 2022 to 64% in 2023.

There were also decreases in agreement noted with respect to whether children, young people and their families attending the respondent's organisation are provided with sufficient support and opportunities to keep their children at home where appropriate (70% in 2022, 59% in 2023) or that those who are transitioning from out-of-home care to independent living can access appropriate transition services when they need them (52% in 2022, 44% in 2023).

Figure 3.7.6: Supports for children, young people and families 2022–2023 trends+



+ Data for 2022 "Q74 Young people attending my organisation who are making the transition from out-of-home care to independent living can access appropriate transition services when they need them" and "Q75 Young people attending my organisation who are making the transition from out-of-home care to independent living can access appropriate transition services when they need them" only includes Child Protection (CP) workers. Data for Q73 for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.7.9 Sub-group differences (2023)

Respondents who work in non-government organisations were more likely than government-based respondents to agree or strongly agree with the following statements:

- Children and young people attending my organisation who have a disability can access appropriate support (72% non-government, 56% government)
- Children, young people and their families attending my organisation are provided with sufficient support and opportunities to keep their children at home where appropriate (67% non-government, 52% government)
- The children and young people attending my organisation are provided with sufficient support and linked to services to reduce recidivism (59% non-government, 34% government).

Agreement (agreed or strongly agreed) was higher among child protection workers compared to those in youth justice regarding whether children and young people attending the respondent's organisation who have a disability can access appropriate support (66% child protection, 43% youth justice).

Disagreement (disagreed or strongly disagreed) was higher among respondents with 10 or more years' experience that children and young attending their organisation are provided with sufficient support and linked to services to reduce recidivism (35% compared to 21% among those with less than 10 years' experience) or that those with a disability can access appropriate support (22%, 13% respectively).

Other sub-group differences are outlined in Tables 3.7.5 and 3.7.6.

Table 3.7.5: Supports for children, young people and families by organisation type, region and years in sector (2023)

Q73/Q74/Q74a/Q75/ Q75a Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Children and young people attending my organisation who have a disability can access appropriate support											
	Total 2023 n = 547	Govt n = 282	Non-govt n = 265	Brisbane & Moreton Bay n = 208	South East n = 85	Sunshine Coast & Central n = 72	South West n = 85	North QLD n = 27^	Far North Queensland n = 70	<10 n = 356	10+ n = 186
Strongly disagree	5%	5%	4%	4%	5%	7%	2%	7%	6%	4%	5%
Disagree	11%	15% ↑	8% ↓	11%	15%	11%	11%	11%	7%	8% ↓	17% ↑
SUB-TOTAL DISAGREE	16%	20% ↑	12% ↓	15%	20%	18%	13%	19%	13%	13% ↓	22% ↑
Neutral	20%	24% ↑	17% ↓	21%	21%	19%	16%	33%	20%	22%	17%
Agree	47%	46%	48%	47%	49%	40%	54%	33%	47%	49%	45%
Strongly agree	17%	10% ↓	23% ↑	17%	9%	22%	16%	15%	20%	17%	16%
SUB-TOTAL AGREE	64%	56% ↓	72% ↑	64%	59%	63%	71%	48%	67%	65%	61%
Children young people and their families attending my organisation are provided with sufficient support and opportunities to keep their children at home where appropriate											
	Total 2023 n = 496	Govt n = 266	Non-govt n = 230	Brisbane & Moreton Bay n = 179	South East n = 81	Sunshine Coast & Central n = 68	South West n = 78	North QLD n = 25^	Far North Queensland n = 65	<10 n = 318	10+ n = 174
Strongly disagree	5%	7% ↑	3% ↓	3%	9%	7%	1%	12%	5%	3% ↓	8% ↑
Disagree	14%	17% ↑	10% ↓	13%	17%	7%	14%	20%	12%	14%	13%
SUB-TOTAL DISAGREE	18%	24% ↑	12% ↓	16%	26%	15%	15%	32%	17%	17%	21%
Neutral	23%	24%	21%	23%	17%	25%	24%	24%	25%	24%	21%
Agree	40%	42%	37%	46%	35%	31%	41%	16%	46%	39%	41%
Strongly agree	19%	10% ↓	30% ↑	15%	22%	29%	19%	28%	12%	20%	17%
SUB-TOTAL AGREE	59%	52% ↓	67% ↑	61%	57%	60%	60%	44%	58%	60%	58%

Table 3.7.5: Supports for children, young people and families by organisation type, region and years in sector (2023) (continued)

Q73/Q74/Q74a/Q75/Q75a Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
The children and young people attending my organisation are provided with sufficient support and linked to services to reduce recidivism											
	Total 2023 n = 471	Govt n = 248	Non-govt n = 223	Brisbane & Moreton Bay n = 171	South East n = 80	Sunshine Coast & Central n = 60	South West n = 73	North QLD n = 24^	Far North Queensland n = 63	<10 n = 302	10+ n = 165
Strongly disagree	7%	8%	5%	6%	8%	12%	4%	13%	5%	4% ↓	12% ↑
Disagree	19%	26% ↑	11% ↓	22%	18%	17%	19%	21%	14%	16%	24%
SUB-TOTAL DISAGREE	26%	34% ↑	16% ↓	27%	25%	28%	23%	33%	19%	21% ↓	35% ↑
Neutral	29%	32%	25%	29%	20%	20%	36%	25%	41%	29%	28%
Agree	35%	30% ↓	42% ↑	37%	39%	32%	36%	29%	33%	40% ↑	27% ↓
Strongly agree	10%	4% ↓	17% ↑	7%	16%	20% ↑	5%	13%	6%	11%	9%
SUB-TOTAL AGREE	46%	34% ↓	59% ↑	44%	55%	52%	41%	42%	40%	51% ↑	36% ↓
Young people attending my organisation who are making the transition from out-of-home care to independent living can access appropriate transition services when they need them											
	Total 2023 n = 437	Govt n = 252	Non-govt n = 185	Brisbane & Moreton Bay n = 175	South East n = 66	Sunshine Coast & Central n = 52	South West n = 68	North QLD n = 18^	Far North Queensland n = 58	<10 n = 279	10+ n = 156
Strongly disagree	9%	11%	7%	6%	17%	8%	6%	33%	7%	8%	10%
Disagree	25%	24%	25%	29%	12%	23%	31%	11%	24%	23%	29%
SUB-TOTAL DISAGREE	34%	35%	32%	35%	29%	31%	37%	44%	31%	31%	39%
Neutral	22%	22%	22%	21%	27%	27%	19%	11%	24%	22%	22%
Agree	33%	37%	29%	34%	32%	27%	35%	39%	33%	36%	29%
Strongly agree	11%	6% ↓	17% ↑	10%	12%	15%	9%	6%	12%	11%	10%
SUB-TOTAL AGREE	44%	43%	45%	44%	44%	42%	44%	44%	45%	47%	38%
Young people on statutory community orders have a plan in place for when they transition out of the youth justice system											
	Total 2023 n = 287	Govt n = 162	Non-govt n = 125	Brisbane & Moreton Bay n = 105	South East n = 42	Sunshine Coast & Central n = 40	South West n = 45	North QLD n = 16^	Far North Queensland n = 39	<10 n = 179	10+ n = 107
Strongly disagree	7%	6%	8%	6%	7%	8%	7%	19%	5%	4% ↓	11% ↑
Disagree	23%	25%	22%	23%	12%	28%	33%	31%	18%	23%	23%
SUB-TOTAL DISAGREE	30%	31%	30%	29%	19%	35%	40%	50%	23%	28%	35%
Neutral	42%	43%	41%	44%	40%	40%	42%	31%	46%	41%	44%
Agree	24%	25%	24%	23%	38%	20%	16%	19%	31%	28%	19%
Strongly agree	3%	1% ↓	6% ↑	5%	2%	5%	2%			3%	3%
SUB-TOTAL AGREE	28%	26%	30%	28%	40%	25%	18%	19%	31%	31%	21%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.7.6: Supports for children, young people and families by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q73/Q74/Q74a/Q75/Q75a Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Children and young people attending my organisation who have a disability can access appropriate support									
	Total 2023 n = 547	Child Protection n = 431	Youth Justice n = 47	Yes n = 75	No n = 470	Yes n = 81	No n = 462	Senior/ Middle Mgr n = 215	Not supervisory n = 332
Strongly disagree	5%	4%	11%	7%	4%	9%	4%	5%	5%
Disagree	11%	9%	28% ↑	5%	12%	5%	12%	11%	11%
SUB-TOTAL DISAGREE	16%	13% ↓	38% ↑	12%	16%	14%	16%	16%	16%
Neutral	20%	20%	19%	25%	20%	23%	20%	20%	21%
Agree	47%	50%	36%	43%	48%	43%	48%	47%	47%
Strongly agree	17%	16%	6%	20%	16%	20%	16%	17%	16%
SUB-TOTAL AGREE	64%	66% ↑	43% ↓	63%	64%	63%	64%	65%	63%
Children young people and their families attending my organisation are provided with sufficient support and opportunities to keep their children at home where appropriate									
	Total 2023 n = 496	Child Protection n = 404	Youth Justice n = 34	Yes n = 75	No n = 420	Yes n = 76	No n = 418	Senior/ Middle Mgr n = 198	Not supervisory n = 298
Strongly disagree	5%	5%		5%	5%	3%	5%	3%	6%
Disagree	14%	13%	21%	13%	14%	22%	12%	11%	15%
SUB-TOTAL DISAGREE	18%	19%	21%	19%	18%	25%	17%	14% ↓	21% ↑
Neutral	23%	20% ↓	35% ↑	24%	23%	18%	23%	21%	24%
Agree	40%	42%	35%	31%	41%	36%	40%	45%	36%
Strongly agree	19%	19%	9%	27%	18%	21%	19%	20%	18%
SUB-TOTAL AGREE	59%	61%	44%	57%	59%	57%	59%	65% ↑	55% ↓
The children and young people attending my organisation are provided with sufficient support and linked to services to reduce recidivism									
	Total 2023 n = 471	Child Protection n = 367	Youth Justice n = 46	Yes n = 73	No n = 396	Yes n = 75	No n = 394	Senior/ Middle Mgr n = 193	Not supervisory n = 278
Strongly disagree	7%	7%	9%	4%	7%	3%	8%	7%	6%
Disagree	19%	18%	24%	12%	20%	19%	19%	18%	19%
SUB-TOTAL DISAGREE	26%	25%	33%	16% ↓	28% ↑	21%	27%	25%	26%
Neutral	29%	29%	20%	30%	29%	32%	28%	30%	28%
Agree	35%	37%	37%	37%	35%	37%	35%	35%	36%
Strongly agree	10%	9%	11%	16% ↑	9% ↓	9%	10%	10%	10%
SUB-TOTAL AGREE	46%	46%	48%	53%	44%	47%	45%	45%	46%
Young people attending my organisation who are making the transition from out-of-home care to independent living can access appropriate transition services when they need them									
	Total 2023 n = 437	Child Protection n = 353	Youth Justice n = 37	Yes n = 63	No n = 372	Yes n = 72	No n = 363	Senior/ Middle Mgr n = 174	Not supervisory n = 263
Strongly disagree	9%	10%	8%	6%	10%	7%	10%	9%	9%
Disagree	25%	23%	35%	19%	26%	17%	26%	29%	22%
SUB-TOTAL DISAGREE	34%	32%	43%	25%	35%	24% ↓	36% ↑	38%	31%
Neutral	22%	22%	27%	29%	21%	21%	23%	24%	21%
Agree	33%	36%	22%	35%	33%	40%	32%	26% ↓	38% ↑
Strongly agree	11%	10%	8%	11%	10%	15%	10%	12%	10%
SUB-TOTAL AGREE	44%	46%	30%	46%	43%	56%	41%	39%	48%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Table 3.7.6: Supports for children, young people and families by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023) (continued)

Q73/Q74/Q74a/Q75/Q75a Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Young people on statutory community orders have a plan in place for when they transition out of the youth justice system									
	Total 2023 n = 287	Child Protection n = 207	Youth Justice n = 44	Yes n = 54	No n = 232	Yes n = 53	No n = 233	Senior/ Middle Mgr n = 123	Not supervisory n = 164
Strongly disagree	7%	8%	5%	4%	8%	4%	8%	11% ↑	4% ↓
Disagree	23%	21%	30%	13% ↓	26% ↑	19%	24%	22%	24%
SUB-TOTAL DISAGREE	30%	29%	34%	17% ↓	34% ↑	23%	32%	33%	29%
Neutral	42%	44%	32%	46%	41%	45%	42%	44%	41%
Agree	24%	24%	32%	33%	22%	30%	23%	21%	27%
Strongly agree	3%	3%	2%	4%	3%	2%	3%	2%	4%
SUB-TOTAL AGREE	28%	27%	34%	37%	25%	32%	26%	24%	30%

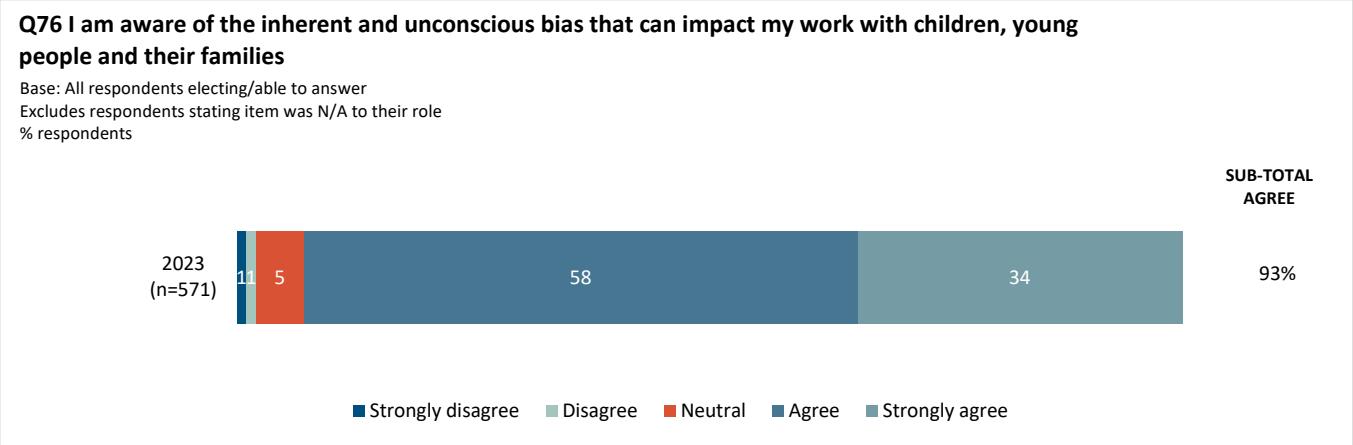
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q76 I am aware of the inherent and unconscious bias that can impact my work with children, young people and their families

3.7.10 2023 result

The vast majority of respondents (93%) agreed or strongly agreed they are aware of the inherent and unconscious bias that can impact their work (34% strongly agreed, 58% agreed). 5% responded neutrally, while 2% disagreed or strongly disagreed.

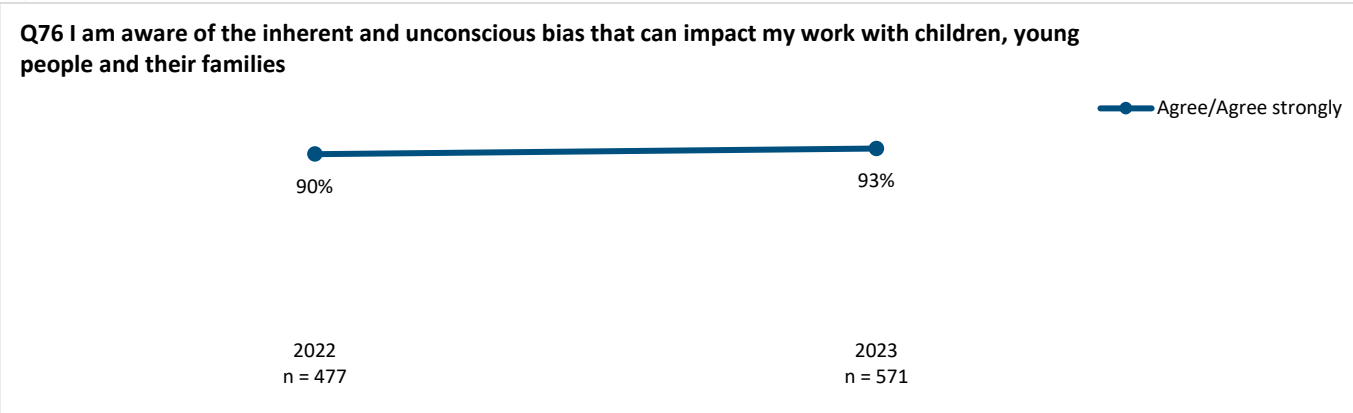
Figure 3.7.7: Awareness of inherent and unconscious bias that can impact their work (2023)



3.7.11 Comparison to previous survey data (2022–2023)

Levels of recognition of inherent and unconscious bias were consistent between 2022 (90%) and 2023 (93%).

Figure 3.7.8: Awareness of inherent and unconscious bias that can impact their work 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.7.12 Sub-group differences (2023)

The majority of all sub-groups were in high agreement that they are aware of the inherent and unconscious bias that can impact their work with children, young people and families. Minor sub-group differences are highlighted in tables below.

Table 3.7.7: Awareness of inherent and unconscious bias that can impact their work by organisation type, region and years in sector (2023)

Q76 Column %	Total 2023 n = 571	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 290	Non-govt n = 281	Brisbane & Moreton Bay n = 213	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 27^	Far North Queensland n = 74	<10 n = 370	10+ n = 196
Strongly disagree	1%	1%	1%	1%	2%				1%	1%	1%
Disagree	1%	2%	1%	1%	3%		1%			1%	1%
SUB-TOTAL DISAGREE	2%	3%	1%	2%	6%		1%		1%	2%	2%
Neutral	5%	7%	4%	5%	8%	3%	3%	7%	5%	5%	6%
Agree	58%	60%	57%	58%	56%	53%	63%	70%	59%	59%	57%
Strongly agree	34%	30% ↓	38% ↑	35%	31%	44%	32%	22%	34%	34%	35%
SUB-TOTAL AGREE	93%	91% ↓	95% ↑	92%	86%	97%	96%	93%	93%	93%	92%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.7.8: Awareness of inherent and unconscious bias that can impact their work by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q76 Column %	Total 2023 n = 571	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 450	Youth Justice n = 49	Yes n = 79	No n = 490	Yes n = 86	No n = 481	Senior/ Middle Mgr n = 226	Not supervisory n = 345
Strongly disagree	1%	1%		1%	1%	1%	1%	<1%	1%
Disagree	1%	1%		1%	1%	1%	1%	1%	1%
SUB-TOTAL DISAGREE	2%	2%		3%	2%	2%	2%	1%	3%
Neutral	5%	5%	6%	10% ↑	4% ↓	8%	5%	4%	6%
Agree	58%	57%	71%	54%	59%	60%	58%	59%	58%
Strongly agree	34%	36%	22%	33%	34%	29%	35%	36%	33%
SUB-TOTAL AGREE	93%	93%	94%	87% ↓	94% ↑	90%	93%	95%	91%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

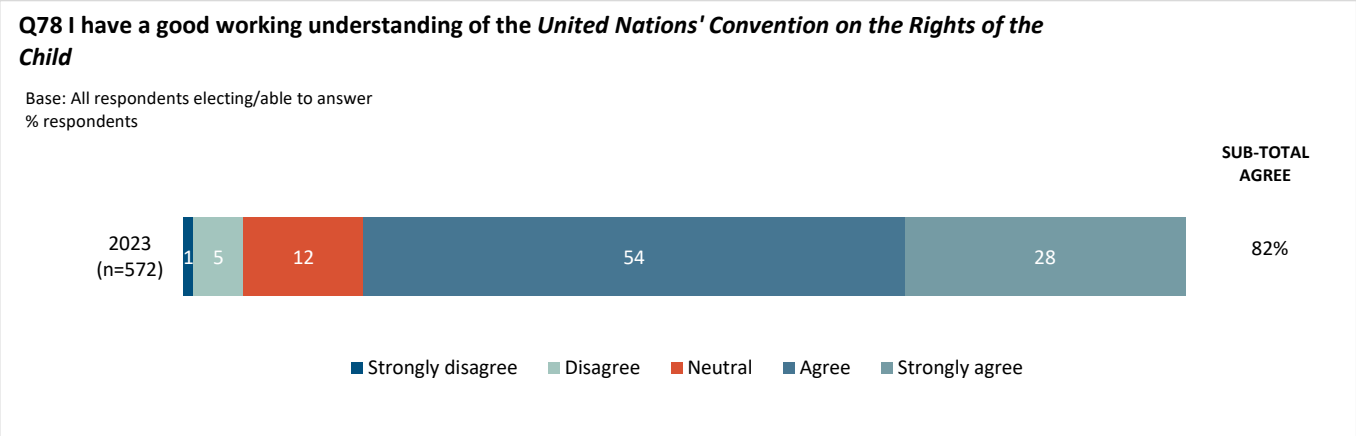
3.8 Children's rights

Q78 I have a good working understanding of the United Nations' Convention on the Rights of the Child

3.8.1 2023 result

82% of respondents agreed or strongly agreed they have a good working understanding of the *United Nations' Convention on the Rights of the Child* with 28% strongly agreeing and 54% agreeing. A further 12% were neutral while 6% reported a lack of understanding.

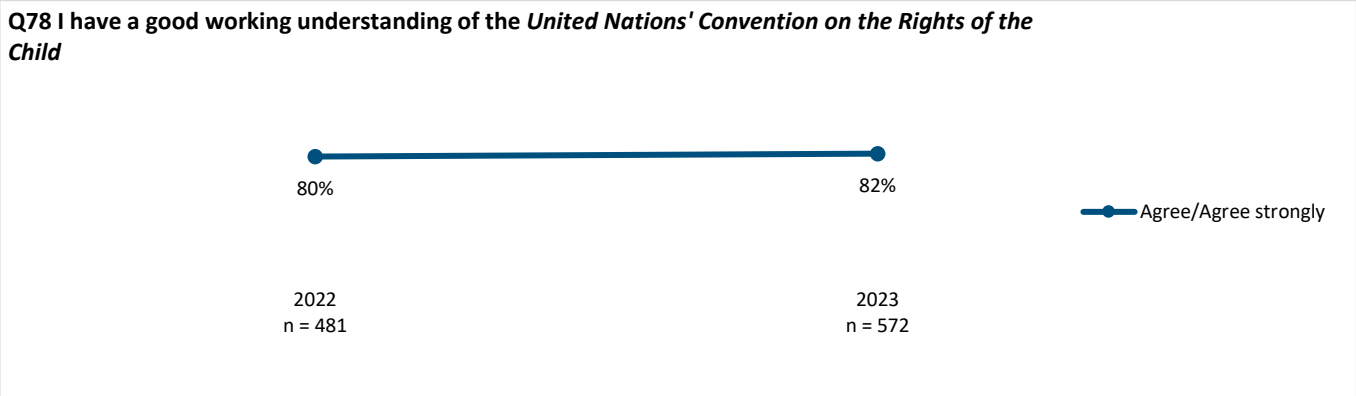
Figure 3.8.1: Level of understanding of the United Nations Convention on the Rights of the Child (2023)



3.8.2 Comparison to previous survey data (2022–2023)

The level of understanding of the *United Nations' Convention on the Rights of the Child* was consistent between 2022 (80%) and 2023 (82%).

Figure 3.8.2: Level of understanding of the United Nations Convention on the Rights of the Child 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.8.3 Sub-group differences (2023)

Respondents working in the child protection sector were significantly more likely than those in the youth justice sector to agree or strongly agree (84% child protection, 65% youth justice) that they have a good working understanding of the *United Nations' Convention on the Rights of the Child*. Similarly, non-government workers (87%, government 77%) or those with 10 or more years of services (87%, <10 years 79%) were more likely than their counterparts to agree with this statement.

Those in middle and senior management roles were more likely than those in non-supervisory positions to report having a good understanding of the *United Nations' Convention on the Rights of the Child* (93% senior and middle management, 75% non-supervisory).

Other sub-group differences are outlined in Tables 3.8.1 and 3.8.2.

Table 3.8.1: Level of understanding of the United Nations' Convention on the Rights of the Child by organisation type, region and years in sector (2023)

Q78 Column %	Total 2023 n = 572	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 290	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 73	<10 n = 372	10+ n = 195
Strongly disagree	1%	1%	1%	2%	1%		1%			2%	1%
Disagree	5%	7% ↑	2% ↓	2%	4%	4%	8%	7%	8%	6%	3%
SUB-TOTAL DISAGREE	6%	8% ↑	4% ↓	4%	6%	4%	9%	7%	8%	7%	3%
Neutral	12%	15%	10%	15%	11%	15%	10%	4%	8%	14%	10%
Agree	54%	56%	52%	52%	64%	41%	56%	57%	60%	53%	55%
Strongly agree	28%	21% ↓	34% ↑	29%	19%	41%	25%	32%	23%	26%	32%
SUB-TOTAL AGREE	82%	77% ↓	87% ↑	80%	83%	81%	81%	89%	84%	79% ↓	87% ↑

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.8.2: Level of understanding of the United Nations' Convention on the Rights of the Child by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q78 Column %	Total 2023 n = 572	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 450	Youth Justice n = 49	Yes n = 79	No n = 491	Yes n = 87	No n = 481	Senior/ Middle Mgr n = 225	Not supervisory n = 347
Strongly disagree	1%	1%	2%	3%	1%	2%	1%		2%
Disagree	5%	5%	6%	4%	5%	2%	5%	1% ↓	7% ↑
SUB-TOTAL DISAGREE	6%	6%	8%	6%	6%	5%	6%	1% ↓	9% ↑
Neutral	12%	10% ↓	27% ↑	16%	12%	16%	12%	6% ↓	16% ↑
Agree	54%	57% ↑	43%	53%	54%	55%	54%	57%	52%
Strongly agree	28%	27%	22%	24%	28%	24%	28%	36% ↑	22% ↓
SUB-TOTAL AGREE	82%	84% ↑	65% ↓	77%	82%	79%	82%	93% ↑	75% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q79 Within my organisation:

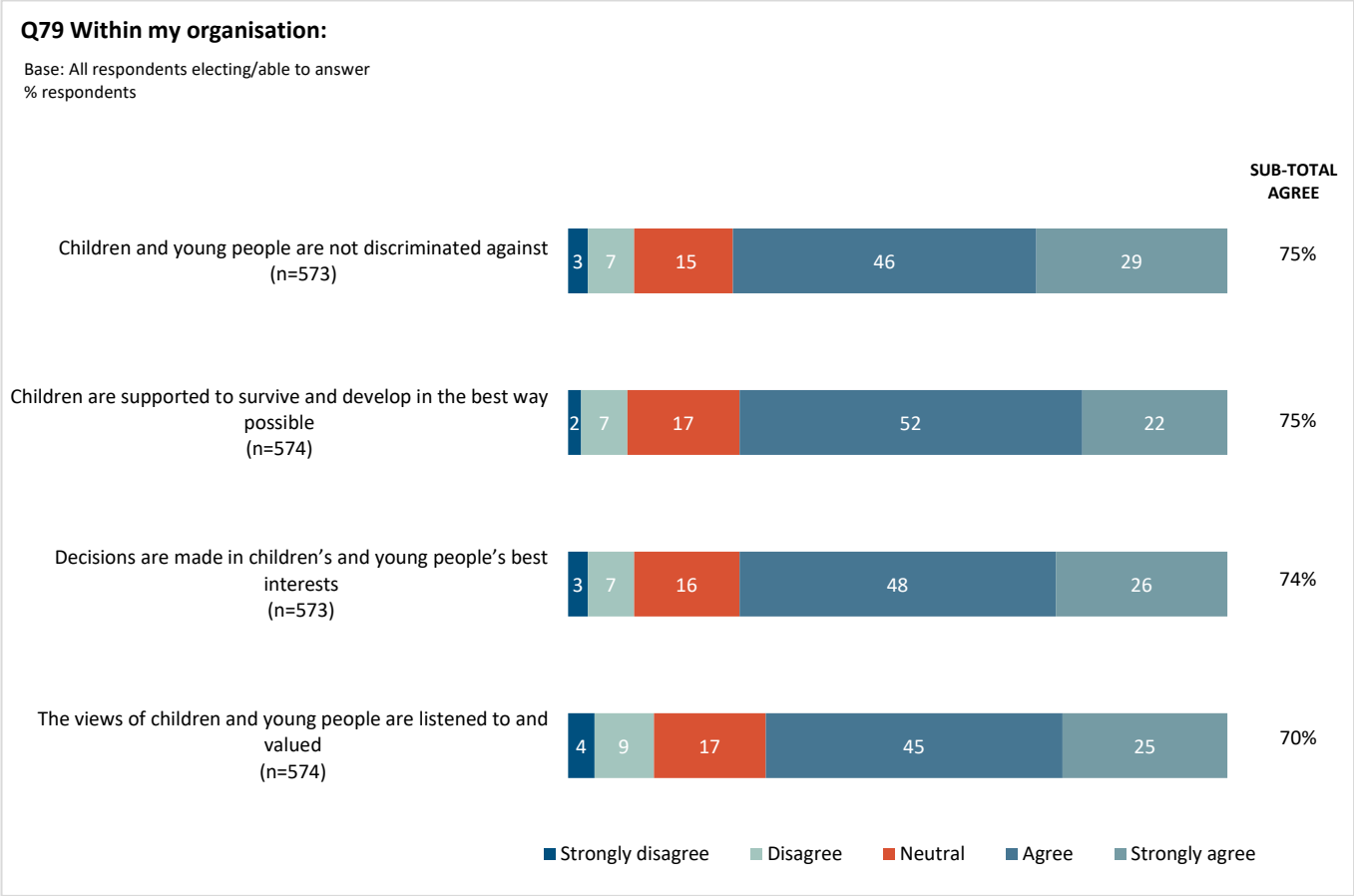
a) children are supported to survive and develop in the best way possible
b) decisions are made in children's and young people's best interests
c) the views of children and young people are listened to and valued
d) children and young people are not discriminated against

3.8.4 2023 result

Respondents mostly agreed or strongly agreed that within their organisation:

- children and young people are not discriminated against (75%)
- children are supported to survive and develop in the best way possible (75%)
- decisions are made in the children's and young people's best interests (74%)
- the views of children and young people are listened to and valued (70%).

Figure 3.8.3: Children's rights upheld within their organisations (2023)

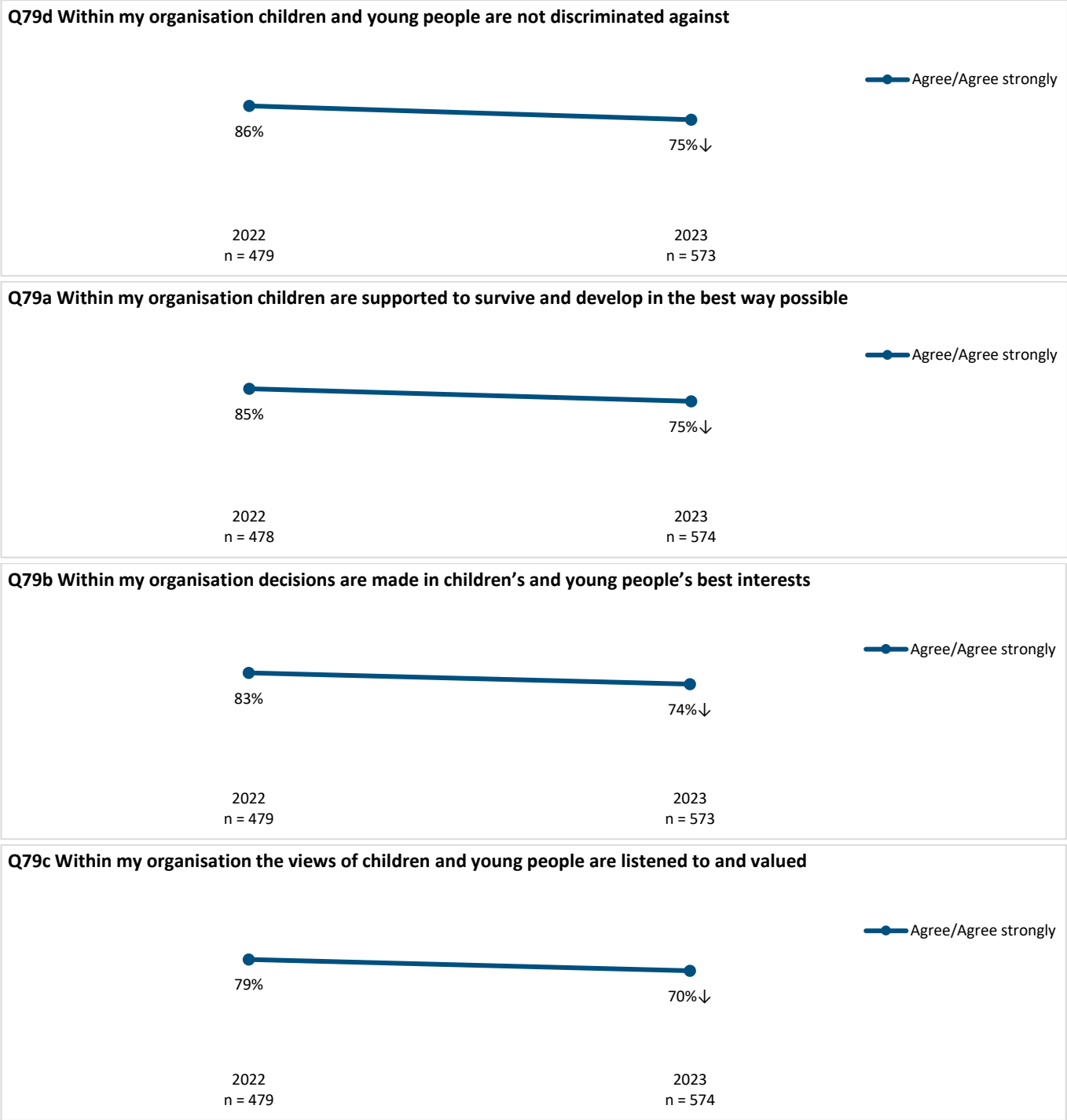


3.8.5 Comparison to previous survey data (2022–2023)

Overall agreement with statements reflecting whether children's and young people's rights were upheld was significantly lower across all aspects measured in 2023 compared to results in 2022.

See Figure 3.8.4 for changes in levels of agree/strongly agree proportions.

Figure 3.8.4: Level of understanding of the United Nations Convention on the Rights of the Child 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.8.6 Sub-group differences (2023)

Across all statements regarding children's rights being upheld within their organisations, non-government workers were more likely than government-based respondents to agree. Similarly, those in senior or middle management roles tend to be more likely than those in non-supervisory roles to agree on selected statements.

Detailed figures to support this finding and other sub-group differences are outlined in Tables 3.8.3 and 3.8.4.

Table 3.8.3: Children's rights upheld within their organisations by organisation type, region and years in sector (2023)

Q79 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
Within my organisation children and young people are not discriminated against											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 371	10+ n = 197
Strongly disagree	3%	4%	2%	2%	8% ↑	1%	1%	18%		3%	4%
Disagree	7%	11% ↑	3% ↓	5%	7%	10%	11%	4%	7%	6%	9%
SUB-TOTAL DISAGREE	10%	14% ↑	6% ↓	7%	15%	11%	12%	21%	7%	9%	12%
Neutral	15%	22% ↑	9% ↓	14%	16%	14%	18%		22%	16%	15%
Agree	46%	47%	44%	49%	40%	39%	50%	50%	42%	46%	46%
Strongly agree	29%	16% ↓	42% ↑	30%	29%	35%	20%	29%	29%	29%	27%
SUB-TOTAL AGREE	75%	64% ↓	85% ↑	79%	70%	75%	70%	79%	71%	75%	73%
Within my organisation children are supported to survive and develop in the best way possible											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	2%	2%	2%	1%	3%	3%		14%		2%	3%
Disagree	7%	11% ↑	2% ↓	7%	9%	8%	9%	4%	1%	5% ↓	10% ↑
SUB-TOTAL DISAGREE	9%	13% ↑	4% ↓	8%	12%	10%	9%	18%	1%	7% ↓	13% ↑
Neutral	17%	24% ↑	9% ↓	16%	11%	15%	21%	7%	24%	16%	18%
Agree	52%	52%	52%	53%	54%	48%	52%	54%	53%	54%	49%
Strongly agree	22%	11% ↓	34% ↑	23%	22%	27%	18%	21%	22%	23%	20%
SUB-TOTAL AGREE	75%	63% ↓	87% ↑	76%	76%	75%	70%	75%	74%	77% ↑	69% ↓
Within my organisation decisions are made in children's and young people's best interests											
	Total 2023 n = 573	Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 78	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 196
Strongly disagree	3%	4%	3%	4%	4%	3%	1%	14%		3%	3%
Disagree	7%	10%	4%	6%	11%	5%	7%	11%	7%	6%	9%
SUB-TOTAL DISAGREE	10%	13%	7%	9%	16%	8%	8%	25%	7%	10%	12%
Neutral	16%	21% ↑	10% ↓	14%	10%	17%	24%		19%	16%	15%
Agree	48%	52%	44%	49%	51%	40%	49%	46%	49%	48%	47%
Strongly agree	26%	14% ↓	39% ↑	27%	24%	36%	19%	29%	26%	27%	26%
SUB-TOTAL AGREE	74%	66% ↓	83% ↑	76%	74%	76%	68%	75%	74%	74%	73%
Within my organisation the views of children and young people are listened to and valued											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	4%	3%	4%	2%	7%	6%	2%	18%		4%	3%
Disagree	9%	15% ↑	4% ↓	6%	8%	11%	18% ↑	11%	9%	8%	13%
SUB-TOTAL DISAGREE	13%	18% ↑	8% ↓	7% ↓	15%	18%	20%	29%	9%	12%	16%
Neutral	17%	23% ↑	10% ↓	18%	11%	13%	19%	4%	27%	17%	17%
Agree	45%	48%	42%	49%	48%	37%	42%	43%	42%	45%	45%
Strongly agree	25%	11% ↓	40% ↑	26%	26%	33%	19%	25%	22%	26%	22%
SUB-TOTAL AGREE	70%	59% ↓	82% ↑	75%	74%	70%	61%	68%	64%	71%	67%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.8.4: Children's rights upheld within their organisations by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q79 Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
Within my organisation children and young people are not discriminated against									
	Total 2023 n = 573	Child Protection n = 452	Youth Justice n = 48	Yes n = 79	No n = 492	Yes n = 86	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	3%	3%	2%	6%	3%	2%	3%	2%	4%
Disagree	7%	7%	10%	5%	7%	7%	7%	7%	7%
SUB-TOTAL DISAGREE	10%	10%	13%	11%	10%	9%	10%	9%	11%
Neutral	15%	16%	8%	14%	16%	16%	15%	15%	16%
Agree	46%	47%	48%	39%	47%	44%	45%	43%	47%
Strongly agree	29%	27%	31%	35%	28%	30%	29%	34%	26%
SUB-TOTAL AGREE	75%	74%	79%	75%	74%	74%	74%	77%	73%
Within my organisation children are supported to survive and develop in the best way possible									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	2%	2%	2%	4%	2%		2%	1%	3%
Disagree	7%	7%	10%	1%	8%	7%	7%	7%	7%
SUB-TOTAL DISAGREE	9%	9%	12%	5%	9%	7%	9%	8%	9%
Neutral	17%	16%	16%	24%	16%	18%	17%	15%	18%
Agree	52%	54%	53%	43%	54%	52%	52%	51%	53%
Strongly agree	22%	21%	18%	29%	21%	23%	22%	27% ↑	20% ↓
SUB-TOTAL AGREE	75%	75%	71%	71%	75%	75%	74%	77%	73%
Within my organisation decisions are made in children's and young people's best interests									
	Total 2023 n = 573	Child Protection n = 451	Youth Justice n = 49	Yes n = 80	No n = 491	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	3%	3%	4%	6%	3%		4%	3%	4%
Disagree	7%	6%	12%	3%	8%	8%	7%	6%	8%
SUB-TOTAL DISAGREE	10%	10%	16%	9%	10%	8%	11%	8%	12%
Neutral	16%	16%	12%	20%	15%	21%	15%	10% ↓	19% ↑
Agree	48%	48%	53%	41%	49%	46%	48%	52%	45%
Strongly agree	26%	27%	18%	30%	26%	25%	27%	30%	24%
SUB-TOTAL AGREE	74%	75%	71%	71%	75%	71%	75%	81% ↑	69% ↓
Within my organisation the views of children and young people are listened to and valued									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 49	Yes n = 80	No n = 492	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	4%	4%		6%	3%	1%	4%	2%	5%
Disagree	9%	9%	16%	5%	10%	7%	10%	9%	9%
SUB-TOTAL DISAGREE	13%	13%	16%	11%	13%	8%	14%	12%	14%
Neutral	17%	17%	14%	16%	17%	20%	16%	14%	19%
Agree	45%	47%	47%	40%	46%	47%	44%	46%	44%
Strongly agree	25%	23%	22%	33%	24%	25%	25%	29%	23%
SUB-TOTAL AGREE	70%	70%	69%	73%	70%	72%	70%	75% ↑	67% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q84 Within my community, children and young people:

a) are protected from abuse and neglect
b) are supported to live safely at home with their families
c) live in safe communities
d) can access the services they need to stay healthy, such as GPs and hospitals
e) can access the services they need for healthy teeth, such as dentists (New in 2023)
f) can access mental health services if needed
g) can access disability services if needed
h) can access NDIS supports if needed (New in 2023)
i) can access early childhood education and care, such as kindergarten
j) have support to stay engaged in learning at school or TAFE
k) can access sporting, recreational or community activities
l) are supported to connect with their culture (for Aboriginal and Torres Strait Islander children and young people)

3.8.7 2023 result

Respondents were asked their opinion on their broader community and the degree of access, support, and safety that children and young people have.

Respondents were most likely to agree (agreed or strongly agreed) with the following statements with respect to children and young people in their communities:

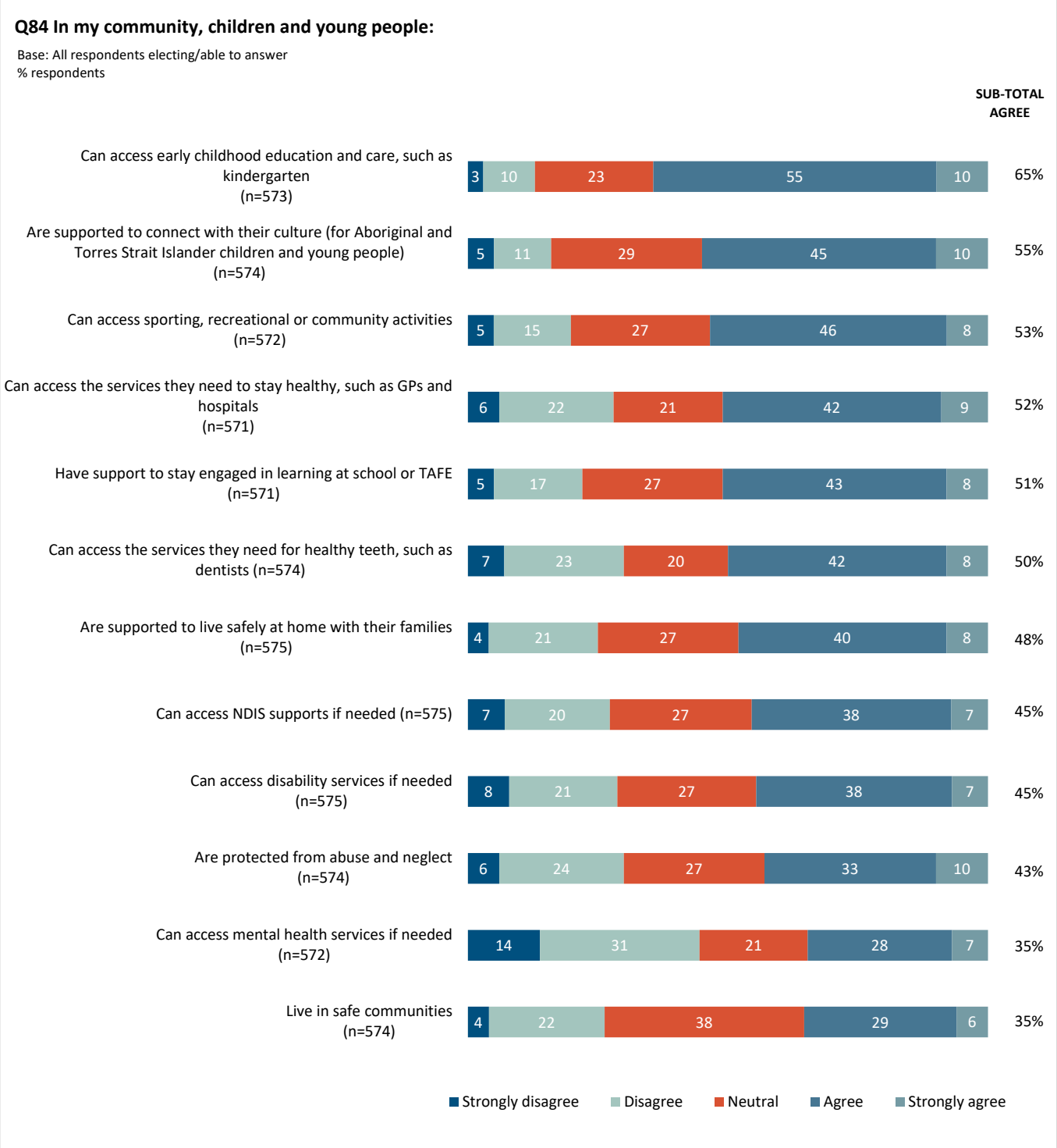
- having access to early childhood education and care (65%)
- being supported to connect with their culture (for Aboriginal and Torres Strait Islander children and young people) (55%)
- having access to sporting, recreation or community activities (53%).

Lower agreement was noted regarding children and young people in their communities:

- having access to mental health services if needed (35% agreed or strongly agreed, 45% disagreed or strongly disagreed)
- living in safe communities (35% agreed or strongly agreed, 26% disagreed or strongly disagreed)
- being protected from abuse and neglect (43% agreed or strongly agreed, 30% disagreed or strongly disagreed)
- having access to disability services if needed (45% agreed or strongly agreed, 28% disagreed or strongly disagreed)
- having access to NDIS supports if needed (45% agreed or strongly agreed, 27% disagreed or strongly disagreed).

The reader is referred to Figure 3.8.5 for full results.

Figure 3.8.5: Agreement regarding the degree to which children's rights are upheld within local communities (2023)



3.8.8 Comparison to previous survey data (2022–2023)

Respondents' perceptions as to the degree of access, support and safety that children and young people have in their communities was consistent from 2022 to 2023.

Figure 3.8.6: Agreement regarding the degree to which children's rights are upheld within local communities 2022–2023 trends

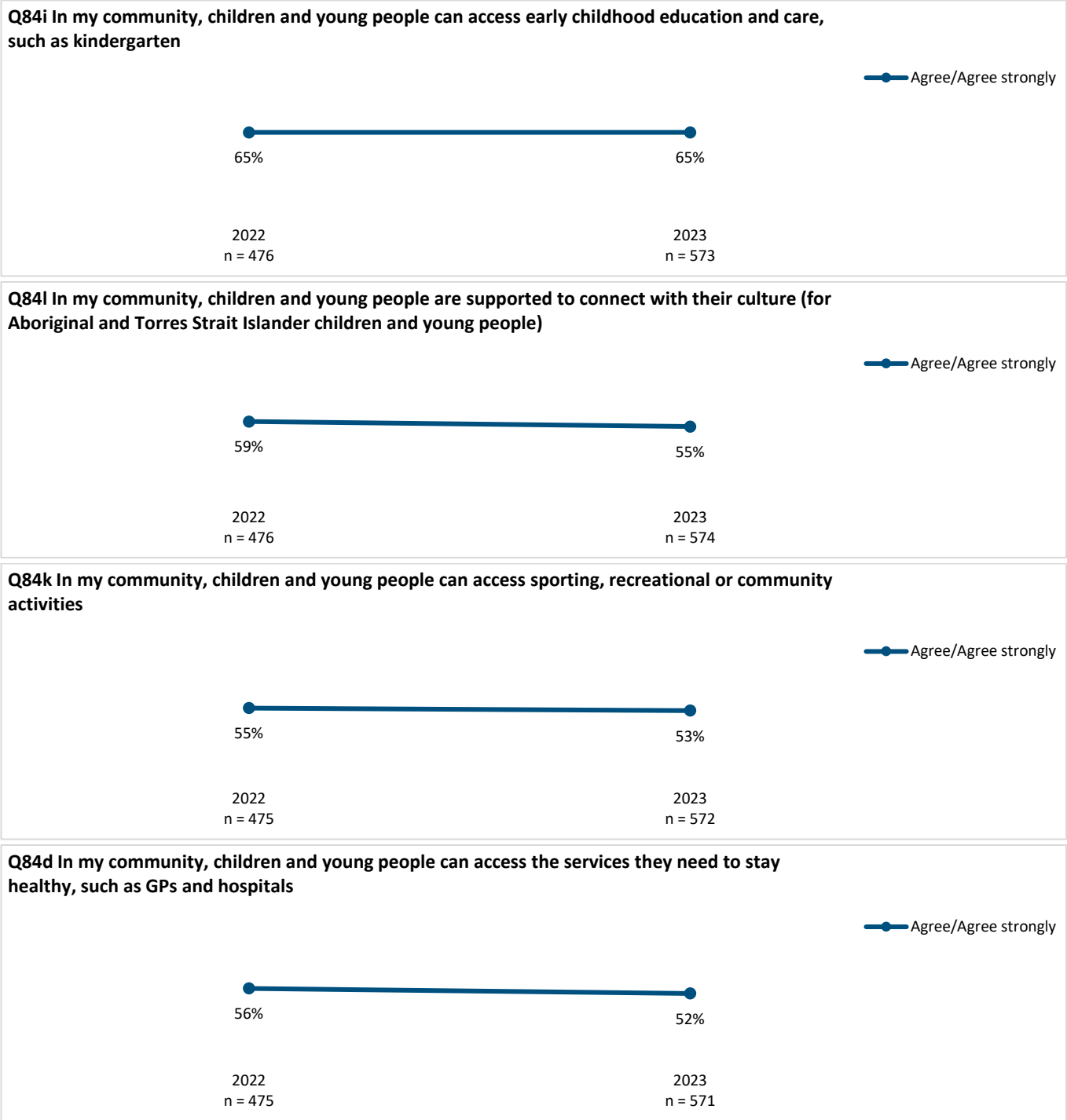


Figure 3.8.6: Agreement regarding the degree to which children's rights are upheld within local communities 2022–2023 trends (continued)

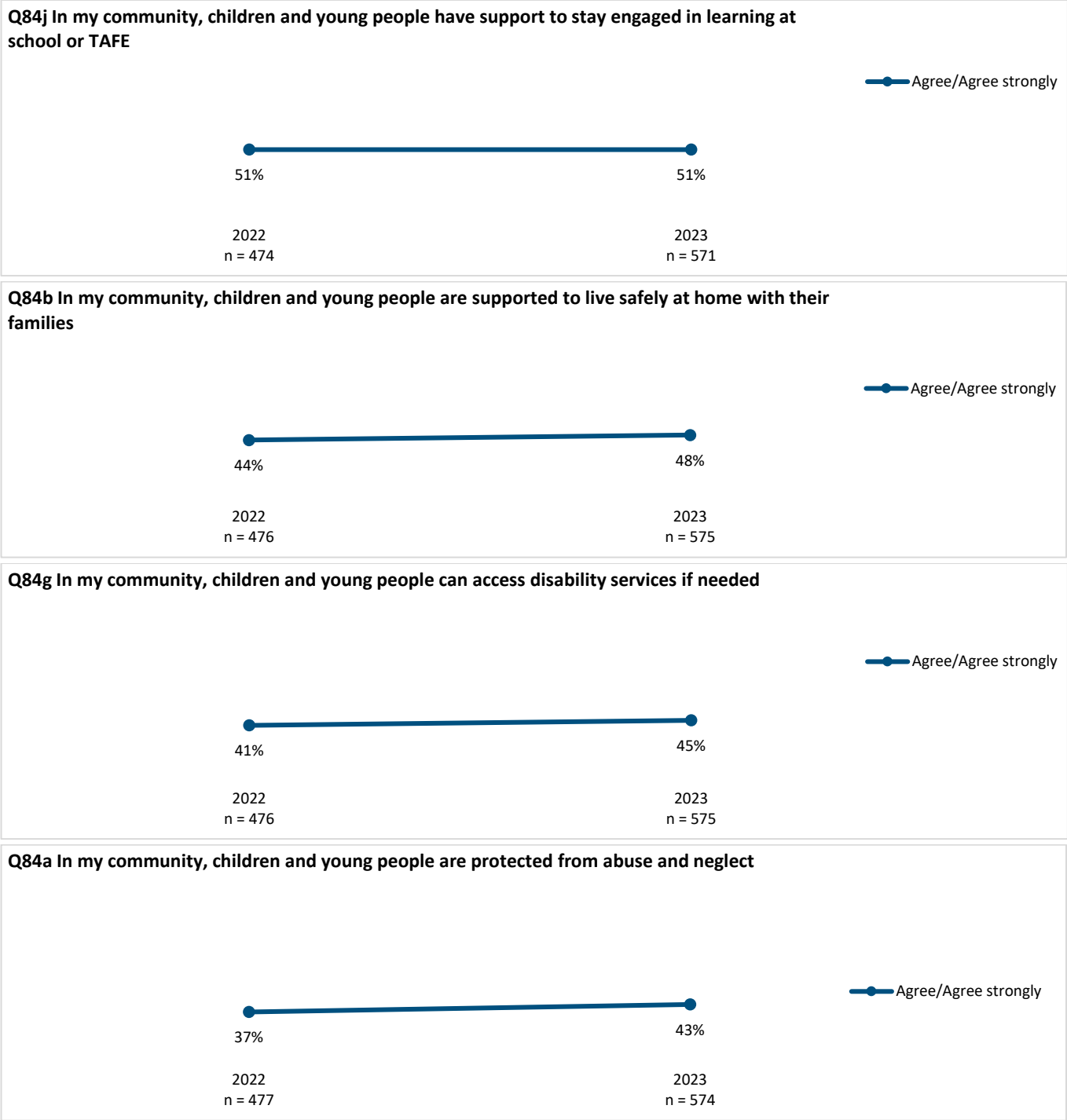
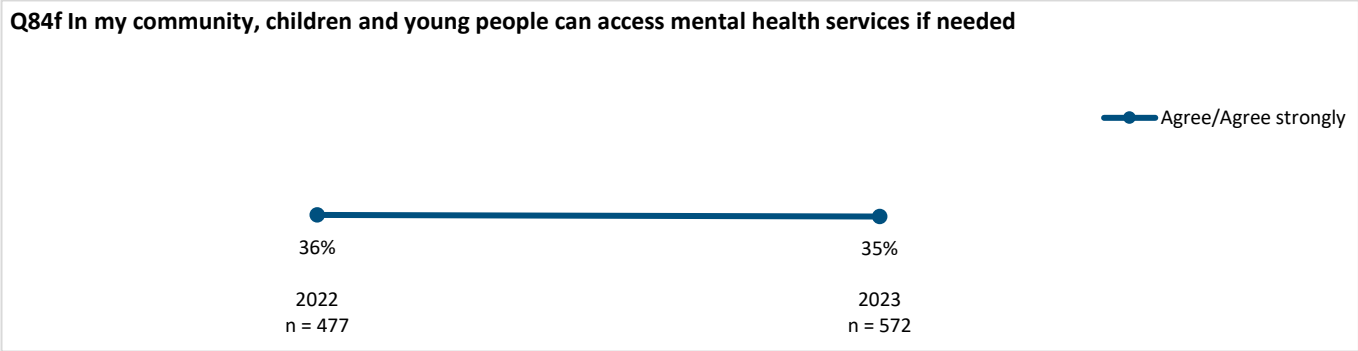
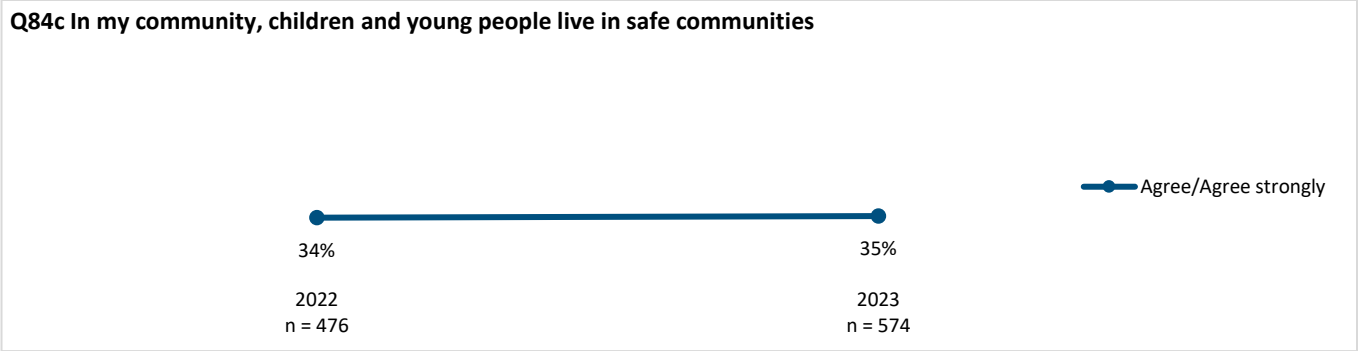


Figure 3.8.6: Agreement regarding the degree to which children's rights are upheld within local communities 2022–2023 trends (continued)





↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.8.9 Sub-group differences (2023)

Generally, respondents working in the child protection sector were more likely than respondents working in youth justice to agree overall (agree or strongly agree) with most of the statements.

Views of government and non-government workers were generally in alignment, one exception being that government workers (59%) were more likely than non-government staff (50%) to agree or strongly agree that children and young people are supported to connect with their culture (for Aboriginal and Torres Strait Islander children and young people).

Often, those who have worked in the sector for a longer period of time (10 or more years) were more likely than those who have worked in the sector for less than 10 years to disagree or strongly disagree with these statements.

Respondents working in the Far North Queensland DCSSDS region were significantly more likely than respondents from other DCSSDS regions to agree or strongly agree that in their community, children and young people are supported to connect with their culture (for Aboriginal and Torres Strait Islander children and young people) (72% Far North QLD, 55% average overall).

Other sub-group differences are outlined in Tables 3.8.5 and 3.8.6.

Table 3.8.5: Degree to which children's rights are upheld within local communities by organisation type, region and years in sector (2023)

Q84 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
In my community, children and young people can access early childhood education and care, such as kindergarten											
	Total 2023 n = 573	Govt n = 292	Non-govt n = 281	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 27^	Far North Queensland n = 74	<10 n = 371	10+ n = 197
Strongly disagree	3%	2%	4%	<1%	2%	6%	4%	7%	1%	3%	2%
Disagree	10%	8%	12%	9%	12%	8%	8%	30%	5%	9%	11%
SUB-TOTAL DISAGREE	12%	9% ↓	16% ↑	10%	15%	14%	12%	37%	7%	13%	12%
Neutral	23%	23%	23%	27%	9% ↓	27%	23%	30%	20%	20%	26%
Agree	55%	58%	52%	53%	65%	49%	57%	33%	61%	57%	51%
Strongly agree	10%	10%	10%	11%	11%	10%	8%		12%	9%	11%
SUB-TOTAL AGREE	65%	68%	62%	64%	76%	59%	64%	33%	73%	67%	62%
In my community, children and young people are supported to connect with their culture (for Aboriginal and Torres Strait Islander children and young people)											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	5%	6%	3%	3%	8%	5%	3%	11%	5%	3%	7%
Disagree	11%	12%	10%	14%	8%	9%	9%	14%	11%	10%	14%
SUB-TOTAL DISAGREE	16%	19%	13%	17%	16%	14%	12%	25%	16%	13% ↓	21% ↑
Neutral	29%	22% ↓	36% ↑	28%	26%	38%	39%	36%	12% ↓	31%	26%
Agree	45%	51% ↑	40% ↓	46%	47%	37%	43%	39%	53%	47%	43%
Strongly agree	10%	9%	11%	8%	11%	11%	6%		19%	9%	10%
SUB-TOTAL AGREE	55%	59% ↑	50% ↓	55%	58%	48%	49%	39%	72% ↑	56%	53%
In my community, children and young people can access sporting, recreational or community activities											
	Total 2023 n = 572	Govt n = 290	Non-govt n = 282	Brisbane & Moreton Bay n = 213	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 195
Strongly disagree	5%	5%	5%	5%	8%	3%	4%	7%	3%	5%	5%
Disagree	15%	14%	16%	17%	12%	19%	10%	25%	12%	12% ↓	21% ↑
SUB-TOTAL DISAGREE	20%	19%	21%	22%	20%	22%	15%	32%	15%	17% ↓	26% ↑
Neutral	27%	24%	29%	28%	20%	33%	27%	25%	24%	27%	27%
Agree	46%	51% ↑	40% ↓	41%	49%	39%	52%	43%	54%	48%	41%
Strongly agree	8%	6%	10%	9%	10%	6%	7%		7%	8%	7%
SUB-TOTAL AGREE	53%	57%	50%	50%	60%	46%	58%	43%	61%	56%	47%
In my community, children and young people can access the services they need to stay healthy, such as GPs and hospitals											
	Total 2023 n = 571	Govt n = 289	Non-govt n = 282	Brisbane & Moreton Bay n = 213	South East n = 88	Sunshine Coast & Central n = 78	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 371	10+ n = 195
Strongly disagree	6%	4%	7%	3%	8%	8%	6%	18%	5%	6%	5%
Disagree	22%	23%	21%	22%	23%	24%	17%	29%	20%	17% ↓	31% ↑
SUB-TOTAL DISAGREE	27%	27%	28%	25%	31%	32%	22%	46%	26%	23% ↓	36% ↑
Neutral	21%	18%	23%	21%	10%	29%	22%	21%	22%	22%	18%
Agree	42%	48% ↑	36% ↓	43%	47%	31%	49%	29%	46%	46% ↑	36% ↓
Strongly agree	9%	6% ↓	13% ↑	11%	13%	8%	7%	4%	7%	9%	10%
SUB-TOTAL AGREE	52%	54%	49%	54%	59%	38%	56%	32%	53%	55%	46%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.8.5: Degree to which children's rights are upheld within local communities by organisation type, region and years in sector (2023) (continued)

Q84 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
In my community, children and young people have support to stay engaged in learning at school or TAFE											
	Total 2023 n = 571	Govt n = 292	Non-govt n = 279	Brisbane & Moreton Bay n = 212	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 370	10+ n = 196
Strongly disagree	5%	5%	5%	6%	7%	5%	4%	11%	3%	5%	7%
Disagree	17%	15%	19%	21%	15%	13%	18%	18%	11%	15%	19%
SUB-TOTAL DISAGREE	22%	21%	24%	26%	22%	18%	22%	29%	14%	20%	27%
Neutral	27%	25%	29%	25%	23%	30%	29%	32%	27%	28%	25%
Agree	43%	47% ↑	39% ↓	39%	47%	43%	42%	39%	53%	45%	40%
Strongly agree	8%	7%	9%	9%	9%	9%	7%		7%	8%	9%
SUB-TOTAL AGREE	51%	54%	47%	48%	56%	52%	49%	39%	59%	52%	48%
Can access the services they need for healthy teeth, such as dentists											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	7%	6%	8%	6%	7%	9%	7%	18%	4%	6%	8%
Disagree	23%	21%	25%	26%	24%	22%	17%	36%	18%	20% ↓	29% ↑
SUB-TOTAL DISAGREE	30%	27%	33%	32%	31%	30%	23%	54%	22%	26% ↓	38% ↑
Neutral	20%	20%	20%	20%	9%	27%	26%	14%	22%	22%	18%
Agree	42%	47% ↑	36% ↓	38%	50%	35%	46%	32%	49%	44%	37%
Strongly agree	8%	6%	10%	9%	10%	8%	6%		8%	8%	8%
SUB-TOTAL AGREE	50%	53%	47%	47%	60%	43%	51%	32%	57%	53%	45%
In my community, children and young people are supported to live safely at home with their families											
	Total 2023 n = 575	Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Strongly disagree	4%	3%	5%	3%	8%	4%	3%	11%	1%	4%	5%
Disagree	21%	19%	22%	19%	24%	23%	21%	32%	16%	20%	21%
SUB-TOTAL DISAGREE	25%	23%	27%	21%	31%	27%	24%	43%	18%	24%	26%
Neutral	27%	27%	27%	28%	17%	30%	29%	29%	30%	28%	24%
Agree	40%	45% ↑	35% ↓	44%	39%	30%	43%	29%	42%	41%	40%
Strongly agree	8%	5% ↓	11% ↑	7%	12%	13%	3%		11%	7%	10%
SUB-TOTAL AGREE	48%	51%	46%	51%	52%	43%	47%	29%	53%	47%	50%
Can access NDIS supports if needed											
	Total 2023 n = 575	Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Strongly disagree	7%	7%	8%	6%	9%	9%	8%	14%	7%	7%	8%
Disagree	20%	23%	17%	21%	19%	24%	21%	14%	14%	17% ↓	25% ↑
SUB-TOTAL DISAGREE	27%	29%	25%	27%	28%	33%	29%	29%	20%	24% ↓	34% ↑
Neutral	27%	26%	29%	29%	24%	27%	27%	36%	27%	28%	26%
Agree	38%	39%	37%	36%	40%	35%	39%	36%	43%	41%	33%
Strongly agree	7%	6%	8%	8%	8%	5%	6%		9%	7%	7%
SUB-TOTAL AGREE	45%	45%	46%	44%	48%	41%	44%	36%	53%	48%	40%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.8.5: Degree to which children's rights are upheld within local communities by organisation type, region and years in sector (2023) (continued)

Q84 Column %	TOTAL	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
In my community, children and young people can access disability services if needed											
	Total 2023 n = 575	Govt n = 292	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 373	10+ n = 197
Strongly disagree	8%	8%	7%	6%	10%	9%	7%	18%	7%	6%	10%
Disagree	21%	22%	19%	23%	21%	18%	18%	25%	16%	18% ↓	26% ↑
SUB-TOTAL DISAGREE	28%	30%	27%	29%	31%	27%	24%	43%	23%	24% ↓	36% ↑
Neutral	27%	26%	29%	28%	19%	34%	30%	25%	26%	27%	27%
Agree	38%	39%	36%	34%	42%	33%	42%	32%	45%	41% ↑	31% ↓
Strongly agree	7%	5%	8%	9%	8%	6%	3%		7%	7%	6%
SUB-TOTAL AGREE	45%	44%	45%	43%	49%	39%	46%	32%	51%	49% ↑	37% ↓
In my community, children and young people are protected from abuse and neglect											
	Total 2023 n = 574	Govt n = 292	Non-govt n = 282	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 372	10+ n = 197
Strongly disagree	6%	5%	6%	4%	9%	9%	4%	11%	4%	6%	5%
Disagree	24%	22%	26%	23%	21%	24%	23%	43%	23%	22%	27%
SUB-TOTAL DISAGREE	30%	28%	32%	27%	30%	33%	28%	54%	27%	29%	31%
Neutral	27%	26%	28%	27%	22%	29%	37%	11%	27%	28%	26%
Agree	33%	39% ↑	28% ↓	35%	37%	27%	29%	36%	36%	34%	33%
Strongly agree	10%	7% ↓	12% ↑	11%	10%	11%	7%		10%	9%	10%
SUB-TOTAL AGREE	43%	46%	40%	47%	47%	38%	36%	36%	45%	43%	43%
In my community, children and young people can access mental health services if needed											
	Total 2023 n = 572	Govt n = 291	Non-govt n = 281	Brisbane & Moreton Bay n = 214	South East n = 88	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 370	10+ n = 197
Strongly disagree	14%	12%	16%	10%	19%	14%	19%	21%	10%	13%	15%
Disagree	31%	33%	28%	35%	30%	30%	28%	32%	23%	25% ↓	42% ↑
SUB-TOTAL DISAGREE	45%	45%	44%	45%	49%	44%	47%	54%	33%	38% ↓	57% ↑
Neutral	21%	20%	22%	21%	13%	28%	19%	18%	25%	24% ↑	15% ↓
Agree	28%	31%	25%	26%	32%	20%	29%	29%	36%	31% ↑	21% ↓
Strongly agree	7%	4% ↓	9% ↑	7%	7%	8%	6%		7%	7%	7%
SUB-TOTAL AGREE	35%	35%	34%	34%	39%	28%	34%	29%	42%	38% ↑	28% ↓
In my community, children and young people live in safe communities											
	Total 2023 n = 574	Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 78	South West n = 90	North QLD n = 28^	Far North Queensland n = 74	<10 n = 372	10+ n = 197
Strongly disagree	4%	4%	5%	1%	8%	4%	6%	7%	5%	5%	4%
Disagree	22%	23%	21%	19%	20%	22%	21%	36%	31%	20%	25%
SUB-TOTAL DISAGREE	26%	27%	26%	20%	28%	26%	27%	43%	36%	25%	29%
Neutral	38%	38%	39%	37%	36%	40%	41%	36%	41%	42% ↑	32% ↓
Agree	29%	32%	27%	35%	29%	28%	28%	21%	19%	28%	32%
Strongly agree	6%	3% ↓	8% ↑	7%	7%	6%	4%		4%	5%	6%
SUB-TOTAL AGREE	35%	35%	35%	42%	36%	35%	32%	21%	23%	33%	39%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.8.6: Degree to which children's rights are upheld within local communities by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q84 Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
In my community, children and young people can access early childhood education and care, such as kindergarten									
	Total 2023 n = 573	Child Protection n = 450	Youth Justice n = 50	Yes n = 81	No n = 490	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	3%	2%	2%	1%	3%	2%	3%	3%	2%
Disagree	10%	7% ↓	18%	6%	10%	6%	10%	10%	10%
SUB-TOTAL DISAGREE	12%	10% ↓	20%	7%	13%	8%	13%	13%	12%
Neutral	23%	20% ↓	40% ↑	23%	23%	24%	22%	23%	22%
Agree	55%	59% ↑	38%	54%	55%	56%	55%	56%	54%
Strongly agree	10%	11%	2%	15%	9%	11%	10%	8%	11%
SUB-TOTAL AGREE	65%	70% ↑	40% ↓	69%	64%	68%	65%	64%	66%
In my community, children and young people are supported to connect with their culture (for Aboriginal and Torres Strait Islander children and young people)									
	Total 2023 n = 574	Child Protection n = 451	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Strongly disagree	5%	5%	6%	10%	4%	7%	4%	5%	5%
Disagree	11%	11% ↓	22% ↑	11%	11%	13%	11%	14%	10%
SUB-TOTAL DISAGREE	16%	16% ↓	28% ↑	21%	15%	20%	15%	19%	14%
Neutral	29%	27%	30%	28%	29%	14% ↓	32% ↑	29%	29%
Agree	45%	47%	40%	33% ↓	47% ↑	51%	44%	45%	45%
Strongly agree	10%	10%	2%	17% ↑	8% ↓	16%	9%	7% ↓	12% ↑
SUB-TOTAL AGREE	55%	57% ↑	42% ↓	51%	55%	67% ↑	53% ↓	52%	57%
In my community, children and young people can access sporting, recreational or community activities									
	Total 2023 n = 572	Child Protection n = 450	Youth Justice n = 49	Yes n = 81	No n = 489	Yes n = 86	No n = 482	Senior/ Middle Mgr n = 225	Not supervisory n = 347
Strongly disagree	5%	4%	12%	6%	5%	5%	5%	5%	5%
Disagree	15%	14%	14%	9%	16%	8%	16%	16%	14%
SUB-TOTAL DISAGREE	20%	18%	27%	15%	21%	13%	21%	21%	19%
Neutral	27%	25%	33%	31%	26%	21%	28%	29%	25%
Agree	46%	48%	37%	41%	47%	56% ↑	44% ↓	43%	48%
Strongly agree	8%	8%	4%	14% ↑	7% ↓	10%	7%	7%	8%
SUB-TOTAL AGREE	53%	56% ↑	41% ↓	54%	53%	66%	51%	50%	56%
In my community, children and young people can access the services they need to stay healthy, such as GPs and hospitals									
	Total 2023 n = 571	Child Protection n = 450	Youth Justice n = 50	Yes n = 81	No n = 488	Yes n = 87	No n = 480	Senior/ Middle Mgr n = 225	Not supervisory n = 346
Strongly disagree	6%	6%	4%	5%	6%	3%	6%	6%	6%
Disagree	22%	18% ↓	34%	17%	22%	14%	23%	25%	19%
SUB-TOTAL DISAGREE	27%	24% ↓	38%	22%	28%	17% ↓	29% ↑	31%	25%
Neutral	21%	20%	24%	25%	20%	21%	21%	20%	21%
Agree	42%	46% ↑	34%	36%	44%	49%	41%	40%	44%
Strongly agree	9%	10%	4%	17% ↑	8% ↓	13%	9%	9%	9%
SUB-TOTAL AGREE	52%	56% ↑	38%	53%	51%	62% ↑	50% ↓	49%	53%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Table 3.8.6: Degree to which children's rights are upheld within local communities by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023) (continued)

Q84 Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
In my community, children and young people have support to stay engaged in learning at school or TAFE									
	Total 2023 n = 571	Child Protection n = 449	Youth Justice n = 50	Yes n = 81	No n = 488	Yes n = 86	No n = 481	Senior/ Middle Mgr n = 225	Not supervisory n = 346
Strongly disagree	5%	5% ↓	14% ↑	6%	5%	6%	5%	7%	5%
Disagree	17%	15%	24%	14%	17%	8% ↓	18% ↑	21% ↑	14% ↓
SUB-TOTAL DISAGREE	22%	20% ↓	38% ↑	20%	23%	14% ↓	23% ↑	28% ↑	19% ↓
Neutral	27%	26%	30%	35%	26%	27%	27%	25%	28%
Agree	43%	46% ↑	30% ↓	33%	45%	48%	42%	40%	45%
Strongly agree	8%	8%	2%	12%	7%	12%	7%	8%	8%
SUB-TOTAL AGREE	51%	54% ↑	32% ↓	46%	52%	59%	50%	47%	53%
Can access the services they need for healthy teeth, such as dentists									
	Total 2023 n = 574	Child Protection n = 451	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Strongly disagree	7%	6%	6%	6%	7%	7%	7%	8%	6%
Disagree	23%	20% ↓	36%	20%	23%	18%	23%	26%	21%
SUB-TOTAL DISAGREE	30%	26% ↓	42%	26%	31%	25%	30%	34%	27%
Neutral	20%	20%	26%	23%	20%	15%	21%	19%	21%
Agree	42%	46% ↑	26%	35%	43%	48%	41%	39%	44%
Strongly agree	8%	8%	6%	16% ↑	7% ↓	11%	7%	7%	8%
SUB-TOTAL AGREE	50%	54% ↑	32%	51%	50%	60%	48%	47%	52%
In my community, children and young people are supported to live safely at home with their families									
	Total 2023 n = 575	Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Strongly disagree	4%	3%	6%	4%	4%	5%	4%	5%	3%
Disagree	21%	20%	26%	21%	21%	16%	21%	18%	22%
SUB-TOTAL DISAGREE	25%	23%	32%	25%	25%	21%	25%	23%	26%
Neutral	27%	26%	32%	31%	26%	31%	26%	26%	28%
Agree	40%	43%	32%	30% ↓	42% ↑	38%	41%	44%	38%
Strongly agree	8%	8%	4%	15% ↑	7% ↓	10%	8%	7%	9%
SUB-TOTAL AGREE	48%	51% ↑	36% ↓	44%	49%	48%	48%	51%	47%
Can access NDIS supports if needed									
	Total 2023 n = 575	Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Strongly disagree	7%	7%	12%	7%	8%	8%	7%	9%	6%
Disagree	20%	19%	20%	14%	21%	14%	21%	23%	18%
SUB-TOTAL DISAGREE	27%	26%	32%	21%	28%	22%	28%	33% ↑	24% ↓
Neutral	27%	27%	38%	30%	27%	26%	28%	27%	28%
Agree	38%	40%	28%	38%	38%	39%	38%	35%	40%
Strongly agree	7%	7%	2%	11%	6%	13% ↑	6% ↓	5%	8%
SUB-TOTAL AGREE	45%	48% ↑	30% ↓	49%	44%	52%	44%	40%	48%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Table 3.8.6: Degree to which children's rights are upheld within local communities by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023) (continued)

Q84 Column %	TOTAL	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
In my community, children and young people can access disability services if needed									
	Total 2023 n = 575	Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 492	Yes n = 87	No n = 484	Senior/ Middle Mgr n = 227	Not supervisory n = 348
Strongly disagree	8%	7%	10%	9%	8%	7%	8%	8%	7%
Disagree	21%	18% ↓	30% ↑	12%	22%	21%	20%	23%	19%
SUB-TOTAL DISAGREE	28%	25% ↓	40% ↑	21%	29%	28%	28%	32%	26%
Neutral	27%	27%	30%	27%	27%	24%	28%	28%	27%
Agree	38%	40%	26%	40%	38%	38%	38%	35%	40%
Strongly agree	7%	7%	4%	12% ↑	6% ↓	10%	6%	6%	7%
SUB-TOTAL AGREE	45%	48% ↑	30% ↓	52%	43%	48%	44%	41%	47%
In my community, children and young people are protected from abuse and neglect									
	Total 2023 n = 574	Child Protection n = 452	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 226	Not supervisory n = 348
Strongly disagree	6%	5%	8%	5%	6%	2%	6%	5%	6%
Disagree	24%	23%	30%	21%	24%	24%	24%	23%	24%
SUB-TOTAL DISAGREE	30%	29%	38%	26%	30%	26%	30%	28%	31%
Neutral	27%	27%	20%	27%	27%	29%	27%	30%	26%
Agree	33%	35%	30%	35%	33%	32%	34%	31%	35%
Strongly agree	10%	9%	12%	12%	9%	13%	9%	12%	8%
SUB-TOTAL AGREE	43%	44%	42%	47%	42%	45%	43%	42%	43%
In my community, children and young people can access mental health services if needed									
	Total 2023 n = 572	Child Protection n = 449	Youth Justice n = 50	Yes n = 80	No n = 490	Yes n = 87	No n = 481	Senior/ Middle Mgr n = 227	Not supervisory n = 345
Strongly disagree	14%	14%	8%	9%	15%	11%	15%	16%	12%
Disagree	31%	29%	40%	20%	32%	34%	30%	33%	29%
SUB-TOTAL DISAGREE	45%	43%	48%	29%	47%	46%	44%	49%	42%
Neutral	21%	20%	22%	28%	20%	16%	22%	19%	22%
Agree	28%	29%	26%	30%	28%	28%	28%	25%	30%
Strongly agree	7%	7%	4%	14% ↑	5% ↓	10%	6%	7%	7%
SUB-TOTAL AGREE	35%	36%	30%	44%	33%	38%	34%	32%	37%
In my community, children and young people live in safe communities									
	Total 2023 n = 574	Child Protection n = 451	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Strongly disagree	4%	4%	2%	2%	4%	3%	4%	4%	4%
Disagree	22%	20% ↓	38% ↑	22%	22%	24%	22%	20%	24%
SUB-TOTAL DISAGREE	26%	24% ↓	40% ↑	25%	27%	28%	26%	24%	28%
Neutral	38%	38%	34%	38%	38%	36%	39%	38%	38%
Agree	29%	31%	24%	26%	30%	29%	30%	32%	28%
Strongly agree	6%	6%	2%	11% ↑	5% ↓	8%	5%	5%	6%
SUB-TOTAL AGREE	35%	37%	26%	37%	35%	37%	35%	37%	34%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

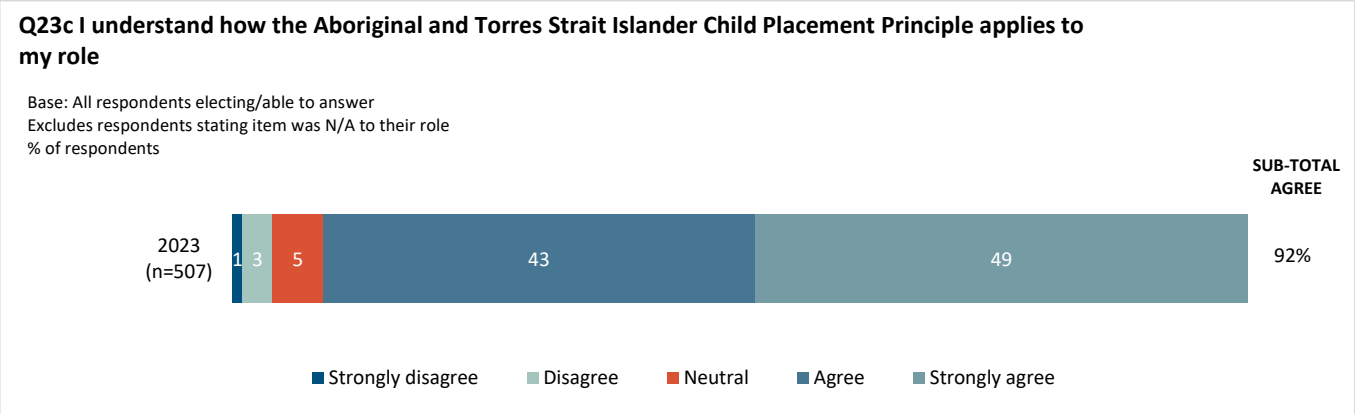
3.9 Cultural capability

Q23c I understand how the Aboriginal and Torres Strait Islander Child Placement Principle applies to my role

3.9.1 2023 result

The majority (92%) of respondents agreed or strongly agreed that they understand how the Aboriginal and Torres Strait Islander Placement Principle applies to their role (49% strongly agreed, 43% agreed). In total, 4% of respondents disagreed or strongly disagreed that they understand how this applies to their role, while 5% were neutral.

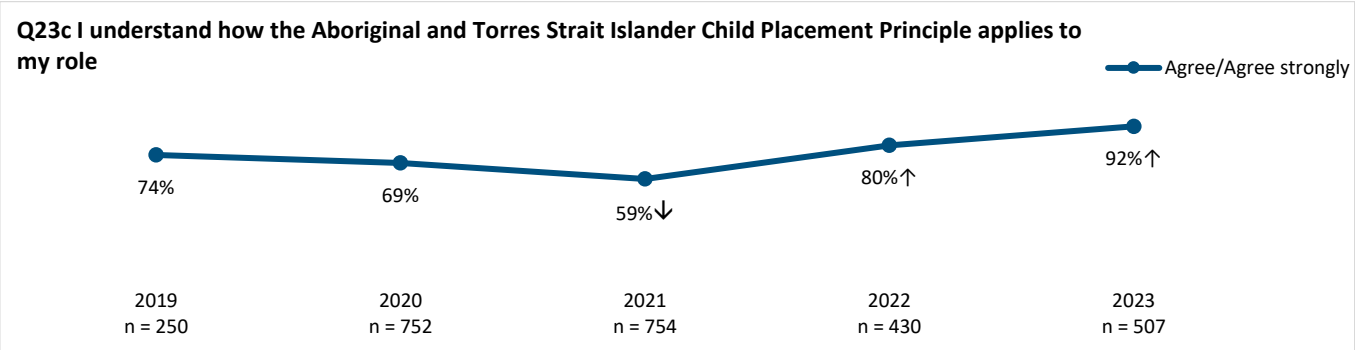
Figure 3.9.1: Understanding of how the Aboriginal and Torres Strait Islander Child Placement Principle applies to their role (2023)



3.9.2 Comparison to previous survey data (2019–2023)

Compared to 2022, there was an increase in agreement regarding respondent understanding of how the Aboriginal and Torres Strait Islander Child Placement Principle applies to their role. Total agreement increased from 80% in 2022 to 92% in 2023, the highest level of agreement noted to date. It should however be noted that in 2023 a 'not applicable' option that was not available in previous years was included. 66 respondents selected N/A in 2023 and have been excluded from the base.

Figure 3.9.2: Understanding of how the Aboriginal and Torres Strait Islander Child Placement Principle applies to their role 2019–2023 trends+



+ Data for 2019 to 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
2023 included a 'Not applicable to my role' option that was not available in previous years. 66 respondents selected N/A in 2023 and have been excluded from the base
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.
The change Most likely due to: 2023 included a 'Not applicable to my role' option that was not available in previous years. 66 respondents selected N/A in 2023 and have been excluded from the base

3.9.3 Sub-group differences (2023)

Respondents working in the child protection sector were significantly more likely to agree they understand how the Aboriginal and Torres Strait Islander Child Placement Principle applies to their role in contrast to those working in youth justice (94% child protection, 78% youth justice).

Other sub-group differences are outlined in Tables 3.9.1 and 3.9.2.

Table 3.9.1: Understanding of how the Aboriginal and Torres Strait Islander Child Placement Principle applies to their role by organisation type, region and years in sector (2023)

Q23c Column %	Total 2023 n = 507	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 263	Non-govt n = 244	Brisbane & Moreton Bay n = 189	South East n = 84	Sunshine Coast & Central n = 67	South West n = 80	North QLD n = 21^	Far North Queensland n = 66	<10 n = 329	10+ n = 176
Strongly disagree	1%	1%	1%	2%	1%					1%	1%
Disagree	3%	2%	3%	2%	4%	4%	1%	10%	2%	2%	3%
SUB-TOTAL DISAGREE	4%	3%	4%	4%	5%	4%	1%	10%	2%	4%	3%
Neutral	5%	4%	6%	6%	2%	7%	3%	5%	5%	6%	2%
Agree	43%	45%	40%	42%	40%	42%	43%	48%	47%	46% ↑	36% ↓
Strongly agree	49%	48%	50%	49%	52%	46%	54%	38%	47%	45% ↓	58% ↑
SUB-TOTAL AGREE	92%	93%	90%	90%	93%	88%	96%	86%	94%	90%	94%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.9.2: Understanding of how the Aboriginal and Torres Strait Islander Child Placement Principle applies to their role by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q23c Column %	Total 2023 n = 507	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 416	Youth Justice n = 37	Yes n = 75	No n = 430	Yes n = 80	No n = 423	Senior/ Middle Mgr n = 202	Not supervisory n = 305
Strongly disagree	1%	1%			1%	3%	1%		2%
Disagree	3%	2% ↓	14% ↑	4%	2%	4%	2%	2%	3%
SUB-TOTAL DISAGREE	4%	3%	14% ↑	4%	3%	6%	3%	2%	5%
Neutral	5%	4%	8%	4%	5%	4%	5%	3%	6%
Agree	43%	41%	49%	29% ↓	45% ↑	46%	42%	36%	47%
Strongly agree	49%	52% ↑	30%	63% ↑	47% ↓	44%	50%	58% ↑	43% ↓
SUB-TOTAL AGREE	92%	94% ↑	78% ↓	92%	92%	90%	92%	95%	90%

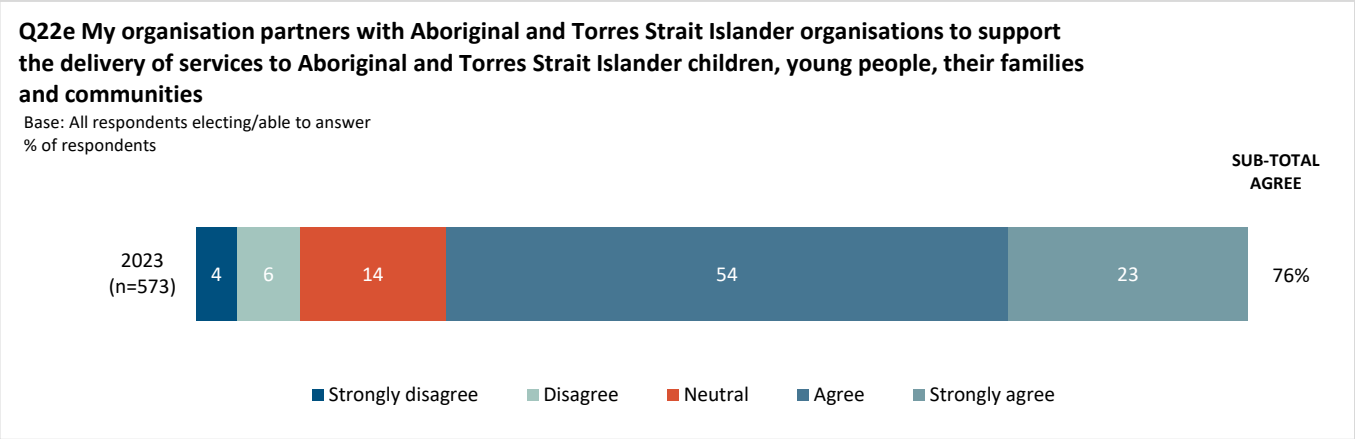
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q22e My organisation partners with Aboriginal and Torres Strait Islander organisations to support the delivery of services to Aboriginal and Torres Strait Islander children, young people, their families and communities.

3.9.4 2023 result

76% of respondents agreed or strongly agreed that their organisation partners with Aboriginal and Torres Strait Islander organisations to support the delivery of services, with 23% strongly agreeing. 10% of respondents indicated that their organisation does not partner in this way. The remaining 14% were neutral on this issue.

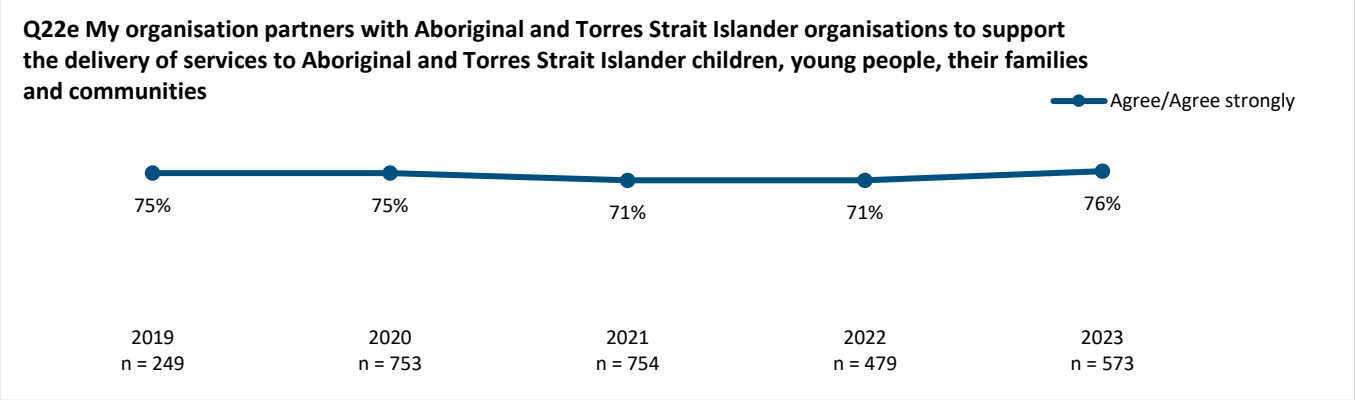
Figure 3.9.3: Their organisation partners with Aboriginal and Torres Strait Islander organisations (2023)



3.9.5 Comparison to previous survey data (2019–2023)

There was no statistically significant difference in the incidence of partnerships with Aboriginal and Torres Strait Islander organisations among respondents between the 2022 and 2023 surveys.

Figure 3.9.4: Their organisation partners with Aboriginal and Torres Strait Islander organisations 2019 – 2023 trends+



+ Data for 2019 to 2021 only includes Child Protection (CP) workers. Data for 2022 and 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.9.6 Sub-group differences (2023)

Results were relatively consistent across sub-groups regarding the degree of partnering with Aboriginal and Torres Strait Islander organisations. There were no statistically significant differences at the total agree or disagree level. Minor differences are indicated in Tables 3.9.3 and 3.9.4 below.

Table 3.9.3: Their organisation partners with Aboriginal and Torres Strait Islander organisations by organisation type, region and years in sector (2023)

Q22e Column %	Total 2023 n = 573	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 290	Non-govt n = 283	Brisbane & Moreton Bay n = 214	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 371	10+ n = 197
Strongly disagree	4%	3%	5%	4%	7%	1%	2%	7%	1%	4%	4%
Disagree	6%	5%	7%	6%	8%	4%	10%	4%	4%	7%	5%
SUB-TOTAL DISAGREE	10%	8%	12%	10%	15%	5%	12%	11%	5%	11%	9%
Neutral	14%	14%	14%	16%	13%	10%	14%	11%	14%	14%	15%
Agree	54%	59% ↑	48% ↓	50%	46%	58%	60%	54%	60%	56%	48%
Strongly agree	23%	19% ↓	26% ↑	24%	26%	27%	13%	25%	21%	19% ↓	28% ↑
SUB-TOTAL AGREE	76%	78%	74%	74%	72%	85%	73%	79%	81%	76%	77%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.9.4: Their organisation partners with Aboriginal and Torres Strait Islander organisations by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q22e Column %	Total 2023 n = 573	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 451	Youth Justice n = 49	Yes n = 80	No n = 491	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 225	Not supervisory n = 348
Strongly disagree	4%	4%		6%	3%	6%	3%	2%	5%
Disagree	6%	6%	6%	6%	6%	2%	7%	6%	6%
SUB-TOTAL DISAGREE	10%	10%	6%	13%	9%	8%	10%	8%	11%
Neutral	14%	12%	14%	14%	14%	10%	15%	13%	14%
Agree	54%	56%	55%	46%	55%	53%	54%	52%	55%
Strongly agree	23%	21%	24%	28%	21%	29%	21%	26%	20%
SUB-TOTAL AGREE	76%	77%	80%	74%	77%	82%	75%	78%	75%

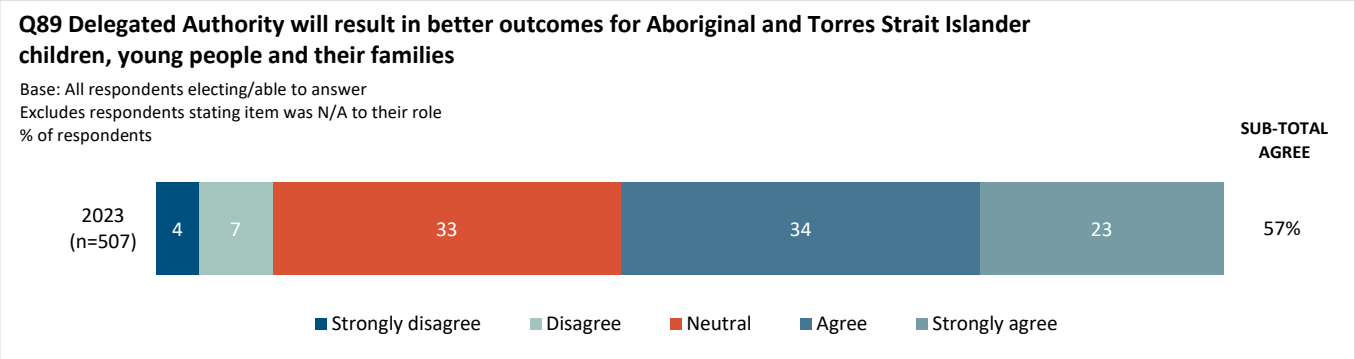
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q89 Thinking about cultural capability, how much do you agree or disagree that delegated authority will result in better outcomes for Aboriginal and Torres Strait Islander children, young people and their families?

3.9.7 2023 result

A total of 57% of respondents agreed (34%) or strongly agreed (23%) that Delegated Authority will result in better outcomes for Aboriginal and Torres Strait Islander children and young people. 33% were neutral, while 11% disagreed or strongly disagreed.

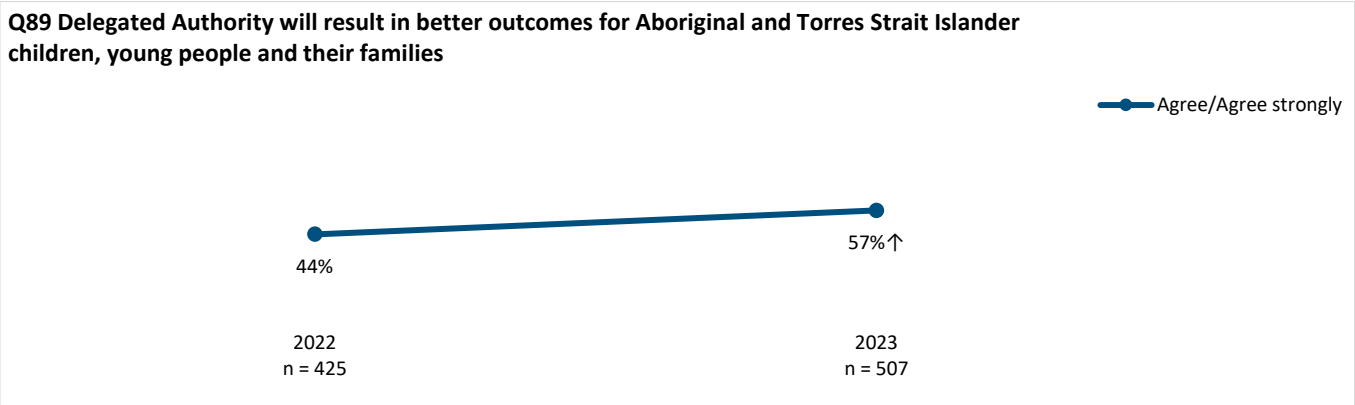
Figure 3.9.5: Delegated Authority will result in better outcomes for Aboriginal and Torres Strait Islander children, young people and their families (2023)



3.9.8 Comparison to previous survey data (2022–2023)

Compared with 2022, in 2023 there were significantly more respondents who agreed or strongly agreed that Delegated Authority will result in better outcomes for Aboriginal and Torres Strait Islander children, young people and their families than noted in 2022 (44% in 2022, 57% in 2023). It should however be noted that in 2023 a 'not applicable' option that was not available in previous years was included. 66 respondents selected N/A in 2023 and have been excluded from the base.

Figure 3.9.6: Delegated Authority will result in better outcomes for Aboriginal and Torres Strait Islander children, young people and their families 2022–2023 trends+



+ Data for 2022 only includes Child Protection (CP) workers. Data for 2023 includes Youth Justice (YJ) along with Child Protection (CP) workers
2023 included a 'Not applicable to my role' option that was not available in previous years. 66 respondents selected N/A in 2023 and have been excluded from the base
↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.9.9 Sub-group differences (2023)

Results were relatively consistent across sub-groups regarding opinions as to whether Delegated Authority will result in better outcomes. Minor differences are detailed in Tables 3.9.5 and 3.9.6.

Table 3.9.5: Delegated Authority will result in better outcomes for Aboriginal and Torres Strait Islander children, young people and their families by organisation type, region and years in sector (2023)

Q89 Column %	Total 2023 n = 507	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 269	Non-govt n = 238	Brisbane & Moreton Bay n = 194	South East n = 79	Sunshine Coast & Central n = 69	South West n = 82	North QLD n = 20^	Far North Queensland n = 63	<10 n = 323	10+ n = 182
Strongly disagree	4%	4%	3%	3%	3%	3%	4%	15%	3%	3%	4%
Disagree	7%	8%	6%	8%	5%	6%	7%	5%	10%	6%	9%
SUB-TOTAL DISAGREE	11%	13%	8%	11%	8%	9%	11%	20%	13%	9%	14%
Neutral	33%	29%	37%	27%	28%	39%	37%	50%	37%	33%	30%
Agree	34%	34%	33%	40%	33%	26%	30%	20%	32%	35%	31%
Strongly agree	23%	24%	22%	22%	32%	26%	22%	10%	19%	22%	25%
SUB-TOTAL AGREE	57%	58%	55%	62%	65%	52%	52%	30%	51%	58%	56%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.9.6: Delegated Authority will result in better outcomes for Aboriginal and Torres Strait Islander children, young people and their families by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q89 Column %	Total 2023 n = 507	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 409	Youth Justice n = 39	Yes n = 74	No n = 431	Yes n = 81	No n = 422	Senior/ Middle Mgr n = 209	Not supervisory n = 298
Strongly disagree	4%	4%		8%	3%	4%	4%	3%	4%
Disagree	7%	7%	8%	5%	7%	7%	7%	6%	8%
SUB-TOTAL DISAGREE	11%	11%	8%	14%	10%	11%	11%	10%	11%
Neutral	33%	32%	28%	26%	34%	38%	31%	34%	31%
Agree	34%	34%	38%	27%	35%	23% ↓	36% ↑	34%	33%
Strongly agree	23%	22%	26%	34% ↑	21% ↓	27%	23%	22%	24%
SUB-TOTAL AGREE	57%	57%	64%	61%	56%	51%	58%	56%	57%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

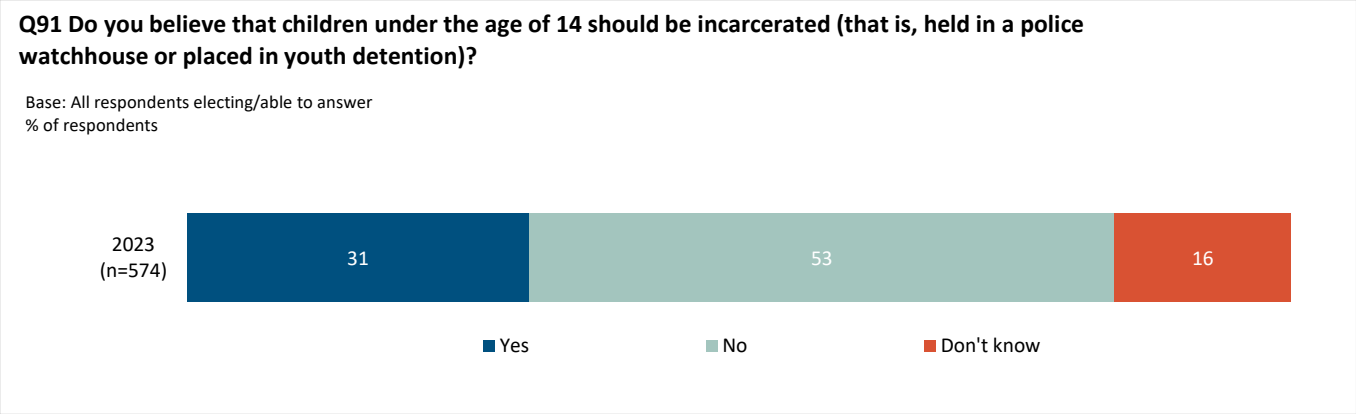
3.10 Policy issues

Q91 Do you believe that children under the age of 14 should be incarcerated (that is, held in a police watchhouse or placed in youth detention)?

3.10.1 2023 result

31% of respondents indicated that they believe that children under the age of 14 years should be able to be incarcerated, 53% disagreed and 16% were unsure.

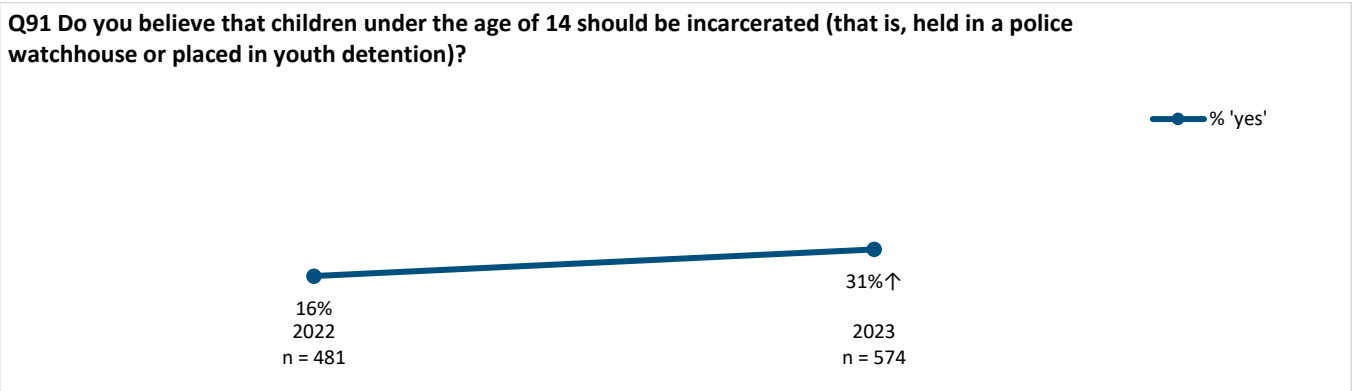
Figure 3.10.1: Opinion on whether children under 14 years should be able to be incarcerated (2023)



3.10.2 Comparison to previous survey data (2022–2023)

The proportion of sector workers who believe that children under the age of 14 should be able to be incarcerated has increased since 2022 (16% in 2022, 31% in 2023).

Figure 3.10.2: Opinion on whether children under 14 years should be able to be incarcerated 2022–2023 trends



↑↓ indicates a significant increase or decrease from the previous wave at at least the 95% confidence level.

3.10.3 Sub-group differences (2023)

Respondents working in government were more likely than those from non-government organisations to consider that children aged under 14 years should be able to be incarcerated (37% government, 24% non-government).

Respondents working in the South West and Far North Queensland DCSSDS regions were more likely than respondents from other regions to agree that children aged under 14 years should be able to be incarcerated (43% South West, 44% Far North QLD) especially in comparison to the South East region (20%).

Respondents with 10 or more years' experience working in their sector were more likely than those who have been in the sector less than 10 years to believe that children aged under 14 years should be able to be incarcerated (37% 10+yrs, 28% <10yrs).

Those working in the child protection sector (32%) were more likely than those in the youth justice sector (18%) to consider that children aged under 14 years should be able to be incarcerated.

Those who identify as an Aboriginal and/or Torres Strait Islander person (19%) were less likely than those who do not identify as such (33%) to believe that children aged under 14 years should be able to be incarcerated.

Other sub-group differences are outlined in Tables 3.10.1 and 3.10.2.

Table 3.10.1: Opinion on whether children under 14 years should be able to be incarcerated by organisation type, region and years in sector (2023)

Q91 Column %	Total 2023 n = 574	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 291	Non-govt n = 283	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 90	North QLD n = 28^	Far North Queensland n = 73	<10 n = 373	10+ n = 196
Yes	31%	37% ↑	24% ↓	26%	20% ↓	30%	43% ↑	29%	44% ↑	28% ↓	37% ↑
No	53%	45% ↓	61% ↑	60% ↑	67% ↑	51%	44%	50%	32% ↓	57% ↑	47% ↓
Don't know	16%	17%	15%	14%	12%	19%	12%	21%	25%	16%	16%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.10.2: Opinion on whether children under 14 years should be able to be incarcerated by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q91 Column %	Total 2023 n = 574	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 451	Youth Justice n = 50	Yes n = 81	No n = 491	Yes n = 87	No n = 483	Senior/ Middle Mgr n = 227	Not supervisory n = 347
Yes	31%	32% ↑	18% ↓	19% ↓	33% ↑	32%	30%	32%	30%
No	53%	52% ↓	74% ↑	65% ↑	51% ↓	47%	54%	53%	53%
Don't know	16%	16%	8%	16%	16%	21%	15%	15%	17%

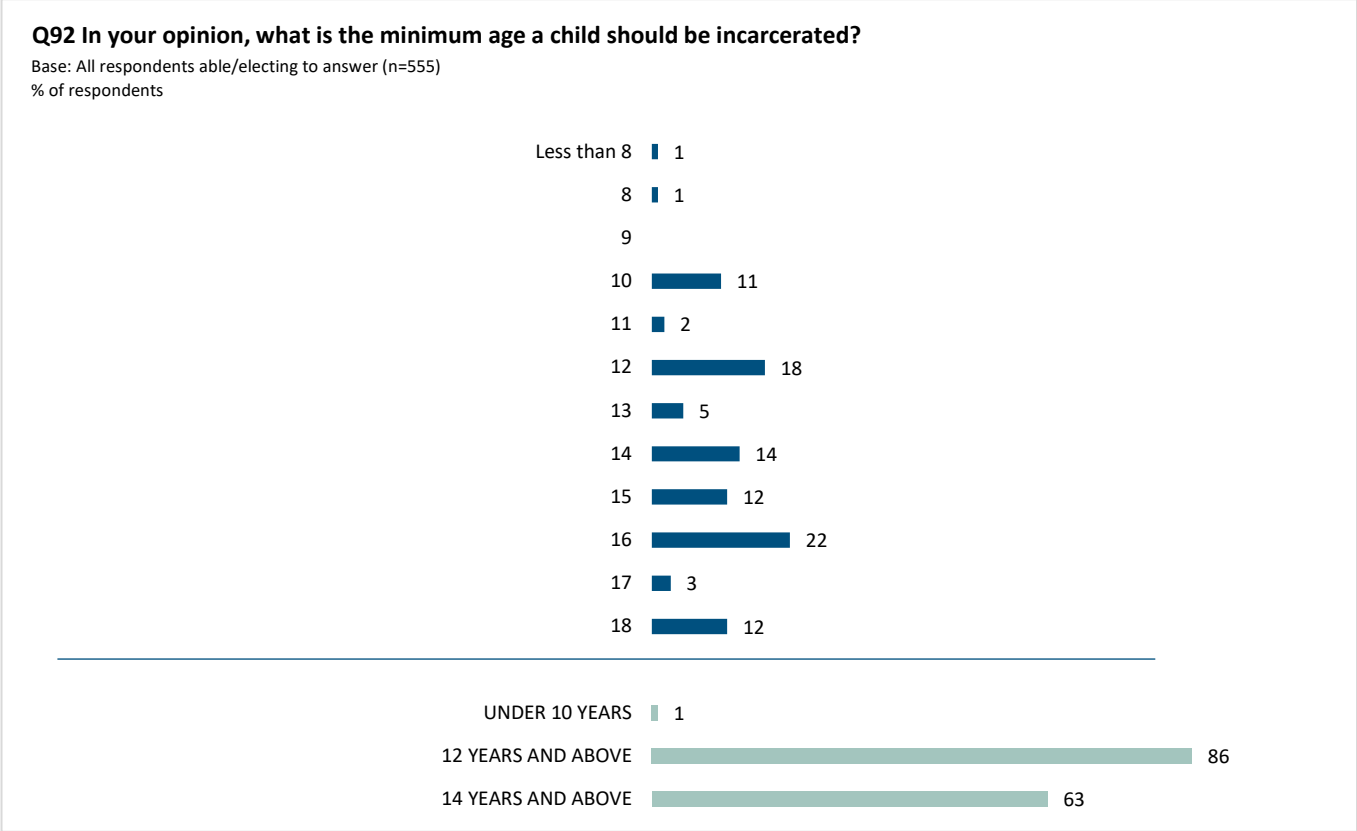
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

Q92 In your opinion, what is the minimum age a child should be incarcerated?

3.10.4 2023 result

63% of respondents considered that the minimum incarceration age should be 14 years or older. An additional, 23% of respondents considered that the minimum incarceration age could be either 12 years (18%) or 13 years (5%). Only 1% of respondents supported incarceration for a child under the age of 10.

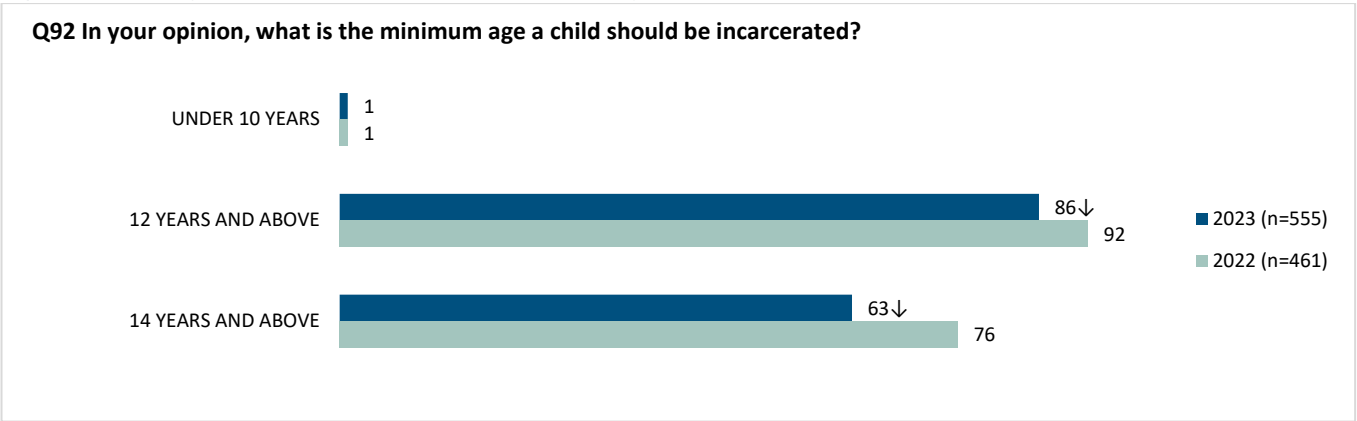
Figure 3.10.3: Opinion on minimum incarceration age (2023)



3.10.5 Comparison to previous survey data (2022–2023)

In 2023, consideration as to the minimum age that children could be incarcerated was lower than reported in 2022. In 2023, 63% reported that 14 years or more would be an appropriate minimum age while this threshold was relevant to 76% of respondents in 2022.

Figure 3.10.4: Opinion on whether children under 14 years should be able to be incarcerated 2022–2023 trends



3.10.6 Sub-group differences (2023)

Respondents working in non-government organisations were more likely to state that the minimum age of incarceration should be 12 years or older (90% non-government, 82% government) including 19% non-government respondents who indicated the minimum age should be 18 years old.

Those who have worked in the sector for less than 10 years were more likely than those with more experience to suggest that the minimum age of incarceration should be 12 years or older (90% <10yrs experience, 79% 10+yrs experience); with respondents who have worked in the sector longer having a greater propensity to considering those aged 10 years could also be incarcerated if needed (16% 10+yrs experience, 8% <10yrs experience).

Far North Queensland DCSSDS respondents were more likely than respondents working in other regions to be open to considering younger minimum ages for incarceration (24% considered that the minimum age could be 10 years, 11% average).

Other sub-group differences are outlined in Tables 3.10.3 and 3.10.4.

Table 3.10.3: Opinion on minimum incarceration age by organisation type, region and years in sector (2023)

Q92 Column %	Total 2023 n = 555	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 284	Non-govt n = 271	Brisbane & Moreton Bay n = 211	South East n = 85	Sunshine Coast & Central n = 78	South West n = 87	North QLD n = 27^	Far North Queensland n = 67	<10 n = 362	10+ n = 189
Less than 8	1%	<1%	1%			1%	1%		1%	1%	1%
8	1%	1%		1%	1%				1%	1%	1%
9											
10	11%	13%	8%	7%	2%	9%	15%	22%	24% ↑	8% ↓	16% ↑
11	2%	3%	1%	2%	1%	1%	2%	4%	1%	1%	3%
12	18%	21% ↑	15% ↓	18%	15%	19%	24%	11%	18%	19%	17%
13	5%	5%	4%	3%	2%	8%	8%	7%	3%	4%	6%
14	14%	17% ↑	11% ↓	18%	14%	10%	7%	7%	15%	13%	14%
15	12%	13%	12%	13%	12%	15%	11%	7%	12%	11%	15%
16	22%	18% ↓	27% ↑	20%	32%	24%	22%	26%	15%	25%	17%
17	3%	2%	3%	3%	1%	1%	1%	4%	4%	3%	2%
18	12%	6% ↓	19% ↑	15%	19%	10%	8%	11%	4%	15% ↑	7% ↓
SUB-TOTAL UNDER 10 YEARS	1%	2%	1%	1%	1%	1%	1%		3%	1%	2%
SUB-TOTAL 12+	86%	82% ↓	90% ↑	90%	95%	88%	82%	74%	72% ↓	90% ↑	79% ↓
SUB-TOTAL 14+	63%	56% ↓	71% ↑	69%	78%	62%	49%	56%	51%	67% ↑	56% ↓

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.10.4: Opinion on minimum incarceration age by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q92 Column %	Total 2023 n = 555	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 433	Youth Justice n = 50	Yes n = 77	No n = 476	Yes n = 84	No n = 468	Senior/ Middle Mgr n = 218	Not supervisory n = 337
Less than 8	1%	1%		1%	<1%		1%		1%
8	1%	1%		1%	1%	1%	1%		1%
9									
10	11%	11%	10%	4% ↓	12% ↑	10%	11%	13%	9%
11	2%	2%	4%	3%	2%	6%	1%	2%	2%
12	18%	17%	12%	16%	19%	17%	18%	18%	18%
13	5%	5%	4%	3%	5%	1%	5%	4%	5%
14	14%	13% ↓	28% ↑	8%	15%	14%	14%	16%	12%
15	12%	13%	14%	14%	12%	13%	12%	12%	13%
16	22%	24%	12%	25%	22%	17%	23%	21%	23%
17	3%	2% ↓	8% ↑	8% ↑	2% ↓	5%	2%	1%	4%
18	12%	12%	8%	18%	11%	17%	11%	13%	12%
SUB-TOTAL UNDER 10 YEARS	1%	2%		3%	1%	1%	1%		2%
SUB-TOTAL 12+	86%	86%	86%	91%	85%	83%	87%	85%	87%
SUB-TOTAL 14+	63%	64%	70%	73%	62%	65%	63%	63%	64%

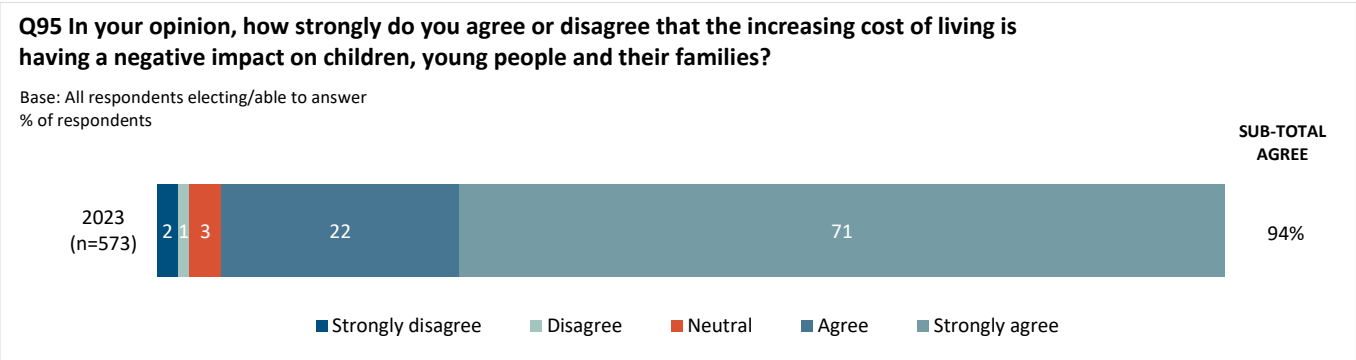
Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

New question in 2023
Q95 In your opinion, how strongly do you agree or disagree that the increasing cost of living is having a negative impact on children, young people and their families?

3.10.7 2023 result

A total of 94% of respondents agreed (22%) or strongly agreed (71%) that the increased cost of living is having a negative impact on children, young people and their families. Small proportions of respondents were neutral (3%) or disagreed (3%) with this statement.

Figure 3.10.5: Impact of cost of living on children, young people and their families (2023)



3.10.8 Sub-group differences (2023)

Respondents working in the Far North Queensland DCSSDS region were less likely than those from other regions to agree or strongly agree that the increasing cost of living is having a negative impact on children, young people and their families (84% Far North QLD, 94% average). However, the majority still considered this to be the case.

Other sub-group differences are outlined in Tables 3.10.5 and 3.10.6.

Table 3.10.5: Impact of cost of living on children, young people and their families by organisation type, region and years in sector (2023)

Q95 Column %	Total 2023 n = 573	ORGANISATION TYPE		DCSSDS REGION						YEARS IN SECTOR	
		Govt n = 291	Non-govt n = 282	Brisbane & Moreton Bay n = 215	South East n = 89	Sunshine Coast & Central n = 79	South West n = 89	North QLD n = 28^	Far North Queensland n = 73	<10 n = 372	10+ n = 196
Strongly disagree	2%	2%	2%	1%	1%	4%	1%	4%	3%	1%	4%
Disagree	1%	1%	1%	<1%	1%	1%	1%	4%	3%	1%	2%
SUB-TOTAL DISAGREE	3%	3%	3%	1%	2%	5%	2%	7%	5%	2% ↓	6% ↑
Neutral	3%	3%	4%	2%	1%	3%	2%	4%	11% ↑	3%	3%
Agree	22%	23%	22%	20%	21%	18%	33%	25%	22%	22%	23%
Strongly agree	71%	71%	72%	76%	75%	75%	63%	64%	62%	73%	68%
SUB-TOTAL AGREE	94%	94%	93%	96%	97%	92%	96%	89%	84% ↓	95%	91%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer
^ Caution small cell size

Table 3.10.6: Impact of cost of living on children, young people and their families by sector, Aboriginal or Torres Strait Islander status, culturally and linguistically diverse respondents and role (2023)

Q95 Column %	Total 2023 n = 573	SECTOR		ABORIGINAL AND/OR TORRES STRAIT ISLANDER		CULTURALLY AND LINGUISTCIALLY DIVERSE		ROLE	
		Child Protection n = 450	Youth Justice n = 50	Yes n = 81	No n = 490	Yes n = 87	No n = 482	Senior/ Middle Mgr n = 226	Not supervisory n = 347
Strongly disagree	2%	2%	2%		2%	2%	2%	1%	2%
Disagree	1%	1%	2%	1%	1%		1%	1%	1%
SUB-TOTAL DISAGREE	3%	3%	4%	1%	3%	2%	3%	2%	4%
Neutral	3%	3%	6%	6%	3%	8%	2%	4%	3%
Agree	22%	22%	24%	21%	22%	25%	22%	25%	21%
Strongly agree	71%	72%	66%	72%	72%	64%	73%	69%	73%
SUB-TOTAL AGREE	94%	94%	90%	93%	94%	90%	94%	94%	94%

Blue↑/Red↓ figures and arrows indicate the result is significantly higher/lower compared with others within that sub-group (e.g. region) at at least the 95% confidence level
Base: All respondents electing/able to answer

4. Appendices

Appendix A – 2023 Statutory systems workforce survey

The Queensland Family and Child Commission (QFCC) has a legislative responsibility to evaluate, at a systemic level, monitor and report on the performance of, Queensland statutory systems (child protection and youth justice). One of the ways we meet this responsibility is by conducting an annual workforce survey, which also supports ongoing monitoring of the statutory systems.

This survey will collect information about the experiences of frontline staff and service providers who work within the Queensland statutory systems (child protection and youth justice). This information will contribute to reporting products and performance of the QFCC's functions, with results shared so the sector can also benefit from information about key issues.

Participation will involve completing an online survey that will take approximately 20-30 minutes of your time. The survey includes questions with fixed and free text response options. The survey covers a variety of topics, including (but not limited to) system performance, how you are supported to perform and develop in your role, cultural capability, how you work with clients and children's rights. You are free to skip any questions you do not wish to answer.

Your responses will be collated with those of other respondents so you will not be identifiable in our reporting. Completion of this online survey will be taken to indicate informed consent to participate.

The following questions are being asked so we can describe the sample of people who responded to our survey

No.	Item	Response scale
Q12.	What is your workplace postcode? *Exit message if not a Queensland postcode:* Thank you for your interest in completing this survey. We are interested in the views of staff who work in Queensland.	Free text (4 numerical spaces)
Q96.	Do you work mainly with:	☐ a) Children and young people and their families in contact with the child protection and family support system ☐ b) Children and young people in contact with the youth justice system ☐ c) other – please specify (Free text)
Q13.	Is your workplace a government or non-government organisation?	☐ Government ☐ Non-government
Q51.	*Only ask if 'yes' to a or c above and 'Government' at Q13:* Do you work in a Child Safety Service Centre or Regional Intake Service?	☐ Yes ☐ No
Q97.	*Only ask if 'yes' b and Government at Q13:* *Do you work in a Youth Justice Service Centre or Youth Detention Centre?*	☐ Yes ☐ No
Q52.	*Only ask if 'yes to a or c and Non-government' at Q13:* a) Do you work for an Aboriginal and Torres Strait Islander community-controlled organisation? b) Do you work for a Family and Child Connect Service? c) Do you work for an Intensive Family Support service? d) Do you work for a Family Wellbeing Service?	☐ Yes ☐ No
Q52a.	*Only ask if 'yes to b and Non-Government at Q13:* a) Do you work for an Aboriginal and Torres Strait Islander community-controlled organisation?	☐ Yes ☐ No
Q53.	Do you work with children and young people living in out-of-home care?	☐ Yes ☐ No
Q7.	At which level do you work in your organisation?	☐ No supervisory responsibilities ☐ Mid-level manager ☐ Senior manager/executive
Q10.	In your role, which of the following best describes the **main** service/s you provide to children, young people and their families?	☐ Child protection – tertiary services ☐ Child protection – secondary services ☐ Youth justice services – detention centre or service centre ☐ Youth justice services – community based ☐ Counselling and other mental health services ☐ Drug and alcohol services ☐ Domestic and family violence services ☐ Disability services ☐ Educational/schools/early education ☐ Health and hospitals ☐ Other_____ Free text

No.	Item	Response scale
Q1.	How long have you worked in one of the statutory systems (child protection or youth justice)?	☐ Less than 1 year ☐ 1–2 years ☐ 3–5 years ☐ 6–9 years ☐ 10–14 years ☐ 15–19 years ☐ 20+ years
Q31.	How would you describe your experience in relevant statutory system (child protection or youth justice)?	☐ I have only worked in government agencies ☐ I have mostly worked in government agencies ☐ I have fairly equal experience in government agencies and non-government organisations ☐ I have mostly worked in non-government organisations ☐ I have only worked in non-government organisations
Q8.	What is your highest level of tertiary qualification relevant to your role?	☐ No tertiary qualification ☐ Cert II ☐ Cert III ☐ Cert IV ☐ Diploma ☐ Advanced Diploma ☐ Bachelor ☐ Graduate Certificate/Diploma ☐ Masters ☐ PhD/Professional Doctorate
Q9.	Do you identify as an Aboriginal and/or Torres Strait Islander person?	☐ Aboriginal person ☐ Torres Strait Islander person ☐ Both ☐ No
Q54.	Are you from a culturally and linguistically diverse background?	☐ Yes ☐ No
Q5.	I would recommend working in the relevant statutory system (child protection or youth justice) to others	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q32.	I intend to leave sector within the next 12 months	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

The following questions ask your views about the statutory systems (child protection or youth justice) as a whole.

No.	Item	Response scale
Q26b.	The child protection and family support system meets the needs of children, young people and families	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26h.	The youth justice system meets the needs of young people, families and the community	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26c.	The statutory system I work in (child protection or youth justice) is built on shared connections and commitment	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26e.	The community actually has confidence in the child protection and family support system	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26i.	The community should have confidence in the child protection and family support system	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26j.	The community actually has confidence in the youth justice system	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26k.	The community should have confidence in the youth justice system	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26f.	There is sufficient capacity within the secondary support service system I work in (child protection or youth justice) to meet demand	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q26g.	There is sufficient capacity within the tertiary support system I work in (child protection or youth justice) system to meet demand	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q57.	Family support referrals and child protection reports are likely to increase in the next 12 months	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

No.	Item	Response scale
Q57a.	Family support referrals and children and young people under youth justice supervision are likely to increase in the next 12 months	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q33.	How much do you agree or disagree with the following? a) The introduction of Family and Child Connect has resulted in families being more appropriately referred to the secondary or tertiary system b) The introduction of Intensive Family Support and Family Wellbeing Services has resulted in: i. improved access to early intervention services for children, young people and families ii. a reduction in demand (i.e. less children entering the child protection system) iii. improved outcomes for children, young people and families iv. improved ability of families to care for their children	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

The following questions ask about your role and professional development

No.	Item	Response scale
Q15a.	I have a clear understanding of my role and responsibilities	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q15b.	I consider my caseload/workload to be manageable	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q15g.	Risk assessment in holding higher than manageable caseload/workload is undertaken adequately	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q15c.	I am able to spend enough time with children, young people and their families to do my job well	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q15e.	I receive support from my colleagues/peers to do my job well	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q15d.	I receive the right amount of professional practice supervision to do my job well	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

No.	Item	Response scale
Q60.	Where do you receive your professional practice supervision?	☐ My team leader/manager ☐ Another person in my organisation ☐ An external person my organisation pays for ☐ An external person I pay ☐ Other (please specify)
Q61.	How would you prefer to receive your professional practice supervision?	☐ From my team leader/manager ☐ From another person in my organisation ☐ From an external person my organisation pays for ☐ From an external person I pay
Q16a.	I have been provided with enough training and other learning opportunities to undertake my role well	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q16f.	In your opinion, what are the highest learning and development priorities for the child protection and family support workforce?	Free text
Q98.	In your opinion, what are the highest learning and development priorities for the youth justice workforce?	Free text
Q62.	How much do you agree or disagree with the following statements? a) I am aware of the impact of trauma on brain development b) I keep up with the latest evidence about child and adolescent brain development c) Mandatory training in neuroscience would improve the practice of frontline workers in the child protection and family support sector	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q63.	My organisation supports staff to manage work stress and maximise our health and wellbeing	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q64.	The work I do: a) serves an important purpose b) leads to positive change c) gives me a sense of satisfaction	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

The following questions ask about how you work with clients

No.	Item	Response scale
Q20b.	My workplace has a culture that supports collaboration with other organisations to achieve client outcomes	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q20e.	I have enough time in my role to build relationships with other organisations/service providers	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q66.	How do you collaborate with services that are also working with the children, young people or their families you are working with?	Free text
Q21b.	In my organisation, children, young people and their families have the opportunity to participate in decisions affecting their lives	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q37a.	My organisation is a Child Safe Organisation (I.e. creates a culture, adopts strategies and takes action to promote child wellbeing and prevent harm to children and young people)	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q69.	Children and young people attending my organisation: a) feel cared for and welcome b) feel safe	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q70.	Children and young people attending my organisation: a) have access to the documents they need (such as identity documents) for accessing support and other services b) can access health services when they need them c) can access mental health services when they need them d) receive sufficient support to access early childhood education and care e) receive sufficient support to attend school	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q71.	Aboriginal and Torres Strait Islander children and young people attending my organisation: a) are supported to preserve their cultural and linguistic identity b) are supported to stay connected with their communities	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q72.	Culturally and linguistically diverse children and young people attending my organisation: a) are supported to preserve their cultural and linguistic identity b) are supported to stay connected with their communities	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q73.	Children and young people attending my organisation who have a disability can access appropriate support	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work

No.	Item	Response scale
Q74.	Children, young people and their families attending my organisation are provided with sufficient support and opportunities to keep their children at home where appropriate	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q74A.	The children and young people attending my organisation are provided with sufficient support and linked to services to reduce recidivism	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q75.	Young people attending my organisation who are making the transition from out-of-home care to independent living can access appropriate transition services when they need them	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q75A.	Young people on statutory community orders have a plan in place for when they transition out of the youth justice system	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q76.	I am aware of the inherent and unconscious bias that can impact my work with children, young people and their families	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

The following questions ask about children's rights

No.	Item	Response scale
Q78.	I have a good working understanding of the United Nations *Convention on the Rights of the Child*	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q79.	Within my organisation: a) children are supported to survive and develop in the best way possible b) decisions are made in children's and young people's best interests c) the views of children and young people are listened to and valued d) children and young people are not discriminated against	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q84.	In my community, children and young people: a) are protected from abuse and neglect b) are supported to live safely at home with their families c) live in safe communities d) can access the services they need to stay healthy, such as GPs and hospitals e) can access the services they need for healthy teeth, such as dentists f) can access mental health services if needed g) can access disability services if needed h) can access NDIS supports if needed i) can access early childhood education and care, such as kindergarten j) have support to stay engaged in learning at school or TAFE k) can access sporting, recreational or community activities l) are supported to connect with their culture (for Aboriginal and Torres Strait Islander children and young people)	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

The following questions ask about cultural capability

No.	Item	Response scale
Q23c.	I understand how the Aboriginal and Torres Strait Islander Child Placement Principle applies to my role	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work
Q22e.	My organisation partners with Aboriginal and Torres Strait Islander organisations to support the delivery of services to Aboriginal and Torres Strait Islander children, young people, their families and communities	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree
Q89.	Delegated authority will result in better outcomes for Aboriginal and Torres Strait Islander children, young people and their families	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree ☐ Not applicable to my work

The following questions ask about policy issues

No.	Item	Response scale
Q39.	In your opinion, what could be done to improve the child protection and family support system?	Free text
Q94.	In your opinion, what could be done to improve the youth justice system?	Free text
Q91.	Do you believe that children under the age of 14 should be incarcerated (that is, held in a police watchhouse or placed in youth detention)?	☐ Yes ☐ No ☐ Don't know
Q92.	In your opinion, what is the minimum age a child should be incarcerated?	☐ Less than 8 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐ 13 ☐ 14 ☐ 15 ☐ 16 ☐ 17 ☐ 18
Q95.	In your opinion, how strongly do you agree or disagree that the increasing cost of living is having a negative impact on children, young people and their families	☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

No.	Item	Response scale
Q29a.	How did you hear about this survey?	☐ Email from QFCC ☐ Employer ☐ Colleague ☐ Peak body ☐ Newsletter ☐ Other (please specify)

Jump to separate survey (so responses cannot be linked)

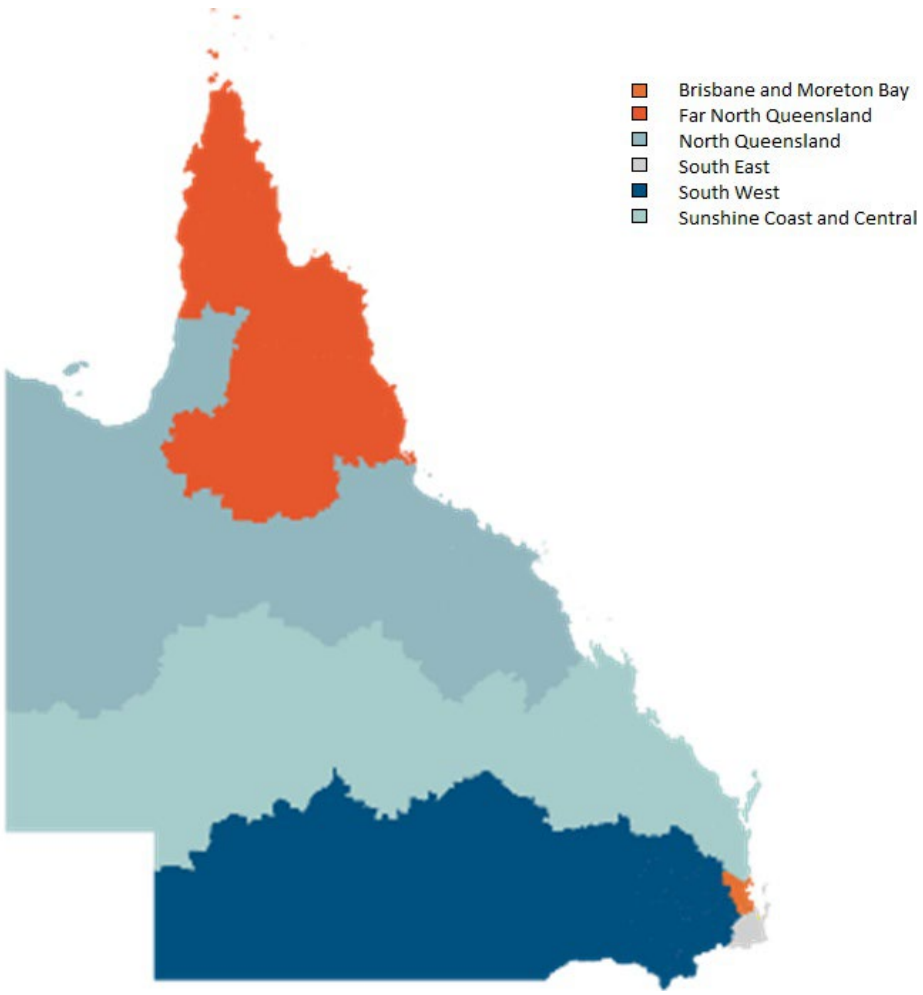
Item	Response scale
Thank you for taking the time to complete our survey. If you would like to receive information about the survey results, or future surveys, please enter your email address. Email addresses cannot be linked to survey responses.	Free text
From time to time, the Queensland Family and Child Commission conducts interviews and focus groups with service providers and stakeholders across the sector to understand how the Queensland statutory systems (child protection and youth justice) are performing and identify opportunities for continuous improvement. If you would like to receive information about participating in these studies, please enter your email address. Email addresses cannot be linked to survey responses.	Free text

Closing message:
We understand your time is limited and appreciate that you have prioritised completing this survey. We expect survey results to be published on the QFCC website by the end of 2023. To get in touch with us, please email evaluation@qfcc.qld.gov.au
Redirect traffic to: www.qfcc.qld.gov.au

Appendix B – Regional Boundaries

Throughout the tables in this report, the data has been reported on a regional basis, with these six regions being:

1. Brisbane and Moreton Bay
2. Far North Queensland
3. North Queensland
4. South East
5. South West
6. Sunshine Coast and Central



Appendix C – Sampling error chart

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with non-response, error associated with question wording and response options and post survey weighting and adjustments. Therefore, MCR avoids the words 'margin of error' as they are not able to be verified. All that can be calculated are different possible sampling errors with different probabilities of pure, unweighted, random samples with 100% response rates. These are only theoretical because no published surveys come close to this ideal. At the absolute minimum, sampling error based on various cell sizes for this survey could fall within the following ranges (at the 95% confidence level).

Sample size	10/90	20/80	30/70	40/60	50/50
100	±6.0	±8.0	±9.2	±9.8	±10.0
200	±4.2	±5.6	±6.5	±6.9	±7.0
300	±3.5	±4.6	±5.3	±5.7	±5.8
400	±3.0	±4.0	±4.6	±4.9	±5.0
500	±2.7	±3.6	±4.1	±4.4	±4.5
600	±2.4	±3.3	±3.7	±4.0	±4.1
700	±2.3	±3.0	±3.5	±3.7	±3.8
800	±2.1	±2.8	±3.2	±3.5	±3.5
900	±2.0	±2.4	±3.1	±3.3	±3.3
1000	±1.9	±2.5	±2.9	±3.1	±3.2
1100	±1.8	±2.4	±2.7	±2.9	±3.0
1200	±1.7	±2.3	±2.6	±2.8	±2.8
1300	±1.6	±2.2	±2.5	±2.7	±2.7
1400	±1.6	±2.1	±2.4	±2.6	±2.6
1500	±1.5	±2.0	±2.3	±2.5	±2.5
1600	±1.5	±2.0	±2.3	±2.4	±2.5
1700	±1.4	±1.9	±2.2	±2.3	±2.4
1800	±1.4	±1.9	±2.1	±2.3	±2.3
1900	±1.4	±1.8	±2.1	±2.2	±2.3
2000	±1.3	±1.8	±2.0	±2.2	±2.2
2100	±1.3	±1.7	±2.0	±2.1	±2.1
2200	±1.3	±1.7	±1.9	±2.1	±2.1
2300	±1.2	±1.6	±1.9	±2.0	±2.0
2400	±1.2	±1.6	±1.8	±2.0	±2.0
2500	±1.2	±1.6	±1.8	±1.9	±2.0