



## **CORPORATE PLAN 2004-2007**

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# **1. Department of Juvenile Justice Vision and Statement of Purpose**

## **Vision Statement**

Striving To Break The Juvenile Crime Cycle

## **Statement of Purpose**

Working together to provide services and opportunities for juvenile offenders to meet their responsibilities and lead a life free of further offending

# **2. Department of Juvenile Justice Values**

## **Collaboration**

- We build relationships within the Department, between agencies and between individuals to meet client needs

## **Learning**

- We value knowledge, ideas and skills
- We respect and encourage innovation
- We learn from experience

## **Pride in achievement**

- We acknowledge achievement and celebrate success

## **Leadership**

- We all make a positive difference through appropriate modelling of attitudes, values and philosophies
- We identify and develop potential

## **Ethical Conduct**

- We build trust by acting ethically, transparently and consistently

### **3. Philosophy of Intervention with Young People**

In working with children and young people, Juvenile Justice will collaborate with communities and other agencies whenever this is in the best interests of young people. Interventions will be made in a way which is consistent with Departmental philosophy:

- Safety of the community and safety of staff will always be a priority for Juvenile Justice in carrying out its work and decisions about offenders will be based on informed risk assessment and sound risk management.
- Young people who come into contact with the Department will always be treated with dignity, respect, honesty and fairness.
- Every young person will be treated as an individual and interventions will be developed in conjunction with them and in accordance with their individual needs.
- The Department is committed to the appropriate diversion of offenders and works within the principles of the Young Offenders Act 1997 and the Children's (Criminal Proceedings) Act 1987.
- The majority of offenders can be effectively supported in the community by means of non-custodial programs and community interventions.
- For those who cannot be effectively diverted, quality custodial services are provided as part of the continuum of management of offending behaviour.
- Departmental interventions focus on the offending behaviour that brings a young person before a court and on the factors that contribute to that behaviour.

#### **4. Key Result Areas and Strategies for 2004 – 2007**

**Departmental strategies are summarised under three Key Result Areas**

**Key Result Area 1: Effective Interventions**

**Key Result Area 2: Social Justice**

**Key Result Area 3: Organisational Health**

Key Result Area	Outcomes	Strategies
<b>Key Result Area 1 Effective Interventions</b>	<b>1.1 Targeted interventions result in a reduction in re-offending</b>	1.1.1 Develop and implement a service delivery framework that is evidence based and offence focused  1.1.2 Provide comprehensive and integrated assessments as a basis for all interventions  1.1.3 Integrate case management principles and practices into departmental service delivery  1.1.4 Review and enhance community supervision and intervention practices  1.1.5 Enhance the range of community-based options as an alternative to custody
	<b>1.2 Interventions will be improved through research, planning and evaluation</b>	1.2.1 Evaluate the effectiveness of departmental interventions and programs  1.2.2 Develop service responses based on the findings of the Young People in Custody Health Survey  1.2.3 Implement the Young People on Community Orders Health Survey  1.2.4 Research and develop interventions for managing young offenders with disabilities and/or mental health issues

Key Result Area	Outcomes	Strategies
<b>Key Result Area 2 Social Justice</b>	<b>2.1 The department is responsive to the needs of the diverse communities of NSW</b>	2.1.1 Develop and implement strategic plans to address the over-representation of specified groups in the juvenile justice system  2.1.2 Review, adapt and monitor the Aboriginal Over-Representation Strategic Plan  2.1.3 Develop initiatives to attract, train, and retain staff in specified rural and remote communities
	<b>2.2 Juvenile offenders understand, acknowledge and respect the needs and rights of victims</b>	2.2.1 Develop and implement initiatives to raise awareness and understanding of victims' needs and rights  2.2.2 Optimise opportunities for reparation that create awareness of the victim's rights and community impact
	<b>2.3 Juvenile offenders' rights are promoted, respected and maintained</b>	2.3.1 Implement the Girls and Young Women's Action Plan including commissioning of the new Girls and Young Women's Centre at Lidcombe  2.3.2 Monitor and progressively improve compliance with Australasian Standards for Juvenile Custodial Facilities  2.3.3 Develop standards for service provision to clients based in the community

Key Result Area	Outcomes	Strategies
<b>Key Result Area 3 Organisational Health</b>	<b>3.1 A safe, supportive and equitable working environment that promotes, recognises and celebrates diversity and achievement</b>	3.1.1 Monitor and continuously improve OH&S policy and practice  3.1.2 Implement performance management and development that is fair and progressive  3.1.3 Develop a plan that manages and supports organisational change  3.1.4 Develop a framework to encourage and acknowledge success in the workplace
	<b>3.2 A professional organisation that efficiently and effectively uses its resources</b>	3.2.1 Adopt strategic management best practice in linking strategic, operational and financial planning  3.2.2 Continue to improve service delivery structures and systems on the basis of internal and external reviews  3.2.3 Review and improve integrated information management and technology facilities and processes  3.2.4 Develop a corporate reporting framework to inform decision-making