

**Queensland Family and
Child Commission**

ANNUAL REPORT

2024-2025

**DELIVERING
FOR QUEENSLAND**



**Queensland
Government**

About this report

The Queensland Family and Child Commission (the Commission) is a statutory body of the Queensland Government. Its purpose is to influence change that improves the safety and wellbeing of Queensland's children and their families. This annual report describes the progress made in 2024–25 toward achieving the strategic objectives. These objectives are published in the Queensland Family and Child Commission Strategic Plan 2022–26. It sets out our financial position and compliance with legislative requirements. Production costs of this report have been minimised. An electronic copy is available at www.qfcc.qld.gov.au/annual-report.

Accessibility



The Commission is committed to providing accessible information and services to Queenslanders from all cultural and linguistic backgrounds. To talk to someone about this *Annual Report* in your preferred language call Smart Services Queensland (SSQ) on 1800 512 451.

For enquiries or information about this report, or to request a hard copy, please contact us at:

Queensland Family and Child Commission
Level 8, 63 George Street, Brisbane
PO Box 15217, Brisbane City East Qld 4002
Telephone: (07) 3900 6000
E-mail: principal.commissioner@qfcc.qld.gov.au Website: www.qfcc.qld.gov.au

Acknowledgement

The Commission acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians across the lands, seas and skies on which we walk, live and work. We recognise Aboriginal and Torres Strait Islander peoples as two unique peoples, with their own rich and distinct cultures, strengths and knowledge. We celebrate the diversity of Aboriginal and Torres Strait Islander cultures across Queensland and pay our respects to their Elders past, present and emerging.

Copyright

Annual Report 2024–25 Queensland Family and Child Commission.
Copyright © (Queensland Family and Child Commission) 2025.
ISSN 2205-6947 (Online) / ISSN 2205-6939 (Print)

Licence

This annual report is licensed by the State of Queensland (Queensland Family and Child Commission) under a Creative Commons Attribution (CC BY) 4.0 International licence. You are free to copy, communicate and adapt this annual report, as long as you attribute the work to the State of Queensland (Queensland Family and Child Commission). To view a copy of this licence, visit <http://creativecommons.org/licenses/by/4.0/>. Content from this annual report should be attributed as: The State of Queensland (Queensland Family and Child Commission) Annual Report 2024–25



Telephone: 07 3900 6000

Reference: TF25/1063 – D25/10368

The Honourable Deb Frecklington MP
Attorney-General and Minister for Justice and
Minister for Integrity
Department of Justice
GPO Box 149
BRISBANE QLD 4001

Dear Attorney-General

I am pleased to submit for presentation to the Parliament the Annual Report 2024–25 and financial statements for the Queensland Family and Child Commission.

This report covers a period of significant work for the Commission.

I certify that this Annual Report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*; and
- section 40 of the *Family and Child Commission Act 2014*; and
- the detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining compliance with the annual report requirements is provided at page 252 of this report.

Yours sincerely



Luke Twyford
Principal Commissioner
Queensland Family and Child Commission

27 August 2025



Contents

Commissioners' introduction	5
A snapshot of 2024–25	7
About us	10
1. We shape system performance in the best interests of children and their families by producing rigorous analysis and evidence-based advice	15
2. We advance the rights, safety and wellbeing of children by collaborating with organisations, entities and individuals	45
3. We increase opportunities for children and families to influence decisions that affect their lives	61
4. We support Aboriginal and Torres Strait Islander children to grow up strong in their identity, culture, and community, free from systemic racism and discrimination	72
5. We ensure Queensland organisations meet their obligations to safeguard children and prevent abuse through the strategic use of our regulatory powers	81
6. We exhibit excellence in governance, performance and organisational culture	102
Performance of the Queensland child protection system	127
1. Changing social drivers	130
2. Prevention and early supports	145
3. Intervention and diversion needs of children, young people and families at risk of entering statutory systems	152
4. Statutory system intervention	158
5. Experiences of children and young people in the care of statutory systems	181
6. Outcomes after involvement with statutory systems	203
Financial performance	209
Appendix A – Glossary of acronyms and initialisms	250
Appendix B – Annual report compliance checklist	252
Appendix C – Recommendations currently being monitoring by the Commission	254
References	266

Commissioners' introduction

Commissioner Luke Twyford

The Queensland Family and Child Commission (the Commission) plays a vital role in improving outcomes for children and families across Queensland. Every report, review and piece of advice we provide contributes to creating safer, more supportive systems for young Queenslanders and their families. In 2025, the Commission celebrated 10 years of operation. This milestone marked a decade of building influence and shaping policy through evidence, lived experience, and collaboration.

Our reputation for rigorous, evidence-based review continues to grow. This year, we made 43 policy submissions to international, federal, and state parliamentary inquiries, and departmental consultations, appeared at 11 parliamentary hearings and released key reviews on issues such as residential care reform, seatbelt and child restraint use, corporate parenting, corporal punishment, home education regulation, and the crossover cohort in youth justice and child protection. Our work has directly informed major reforms, including post-detention supports, dual-care models in residential care, foster care pilots, home visiting programs, re-engagement schools, and transparency around young people in watch houses.

In 2024–25, we analysed the deaths of 427 Queensland children, providing insights that inform prevention and policy. We also continued to lead the Child Death Review Board (the Board), which commenced one of its most significant inquiries to date: a Ministerially requested System Responses to Child Sexual Abuse Review. This landmark review aims to identify and recommend improvements across early childhood education, police and the Blue Card system.

The year also marked a transformative moment for the Commission. With the passage of the Child Safe Organisations Act 2024 (*CSO Act*), our mandate has expanded significantly. We are now responsible for overseeing the implementation of Child Safe Standards and a Reportable Conduct Scheme. This has been matched by major investment—our annual budget has nearly doubled to \$23 million, and our Commission has grown from 50 to 80 staff, with further recruitment underway. We launched a \$3 million child safeguarding grant program and began procurement of a case management system. This expansion reflects a deep commitment to leadership in child safeguarding.

Looking ahead, our focus is clear: too many Queensland children remain in residential care, too many young people are in detention, and too many families are facing trauma from suicide, violence, and addiction. These urgent issues demand sustained and focused action. Our vision remains: that all Queensland children are loved, respected, and have their rights upheld.

Through analysis, advice, advocacy and action, we will continue to drive meaningful change and strengthen the systems that children and families rely on.



Luke Twyford
Principal Commissioner and Chief Executive Officer



Commissioner Natalie Lewis

My vision for Aboriginal and Torres Strait Islander children in Queensland is clear: that they grow up strong in their identity, culture and community—free from systemic racism and discrimination. They are safe and nurtured within their families, supported by systems that empower rather than separate. They know and exercise their rights, shape decisions that affect their lives, and lead solutions that reflect their aspirations.

This vision underpins the work of the Office of the Aboriginal and Torres Strait Islander Children’s Commissioner (OATSICC, The Office), established in 2025. The Office responds to longstanding calls for a dedicated, independent and empowered commissioner, aligning with national and state commitments under *Safe and Supported: The National Framework for Protecting Australia’s Children* and the *Closing the Gap* agreement.

While small in size, the impact of the team is significant. With a focus on First Nations children—who comprise 48 per cent of those in out-of-home care (OOHC) and over 50 per cent of those involved in youth justice—the Office unapologetically centres its work on children experiencing vulnerability and systemic inequity. Its purpose is to raise awareness of children’s rights, highlight the most pressing threats to their wellbeing, and hold systems accountable for delivering culturally safe, rights-affirming support. OATSICC brings a unique value proposition: a distinct voice grounded in lived experience, cultural knowledge and systems insight. The Office acts as a bridge—between civil society and government, between children and decision-makers. Its strength lies in always beginning and ending with those most affected by policy and service decisions: children and young people themselves.

The Office’s advocacy is grounded in truth-telling, community engagement and systemic reform. It is committed to driving meaningful change, not only through policy influence but also by modelling a culture of accountability for children’s rights. It seeks to evolve a child rights-based approach into everyday public service practice, and to embed dignity, respect, and humanity into the design of services and systems. Now is the time for a collective reset—a shared commitment by all Queenslanders to a future where every child is healthy, safe, educated and heard. Real safety, real justice and real community wellbeing will only be achieved when all children are seen, valued, and have their rights upheld. OATSICC will continue to show up, speak out and act with intention to ensure this future is realised.

I hope that at this point in time we can embrace an opportunity to reset and to start from a point of agreement that we as human beings, as Queenslanders, are connected in our commitment to all children that they be healthy; that they be heard; that they live in safe homes; that they have access to a quality education and the types of supports that enable them a future that is not characterised by discrimination and dysfunction; that we realise that accountability can be achieved without disregarding the humanity and the dignity of children; and that achieving community safety is only possible by cultivating communities in which all children are seen and have their rights valued and respected.



Natalie Lewis
Commissioner

A snapshot of 2024–25

Eight oversight reviews were completed and provided significant insight into statutory child protection systems and opportunities to influence systemic change, including:

- Too little, too late: The progress made against the Queensland Residential Care Roadmap
- Seatbelt and child restraint use in children 0–12 years: Road crash child passenger deaths Queensland 2004–2023
- Corporal punishment
- “Treat us like humans”: Workshops with young people living in residential care
- Monitoring of the implementation of recommendations made by the Queensland Family and Child Commission and the Child Death Review Board.

Thirteen formal recommendations to government were made to improve systems for children and their families.

Forty-three formal submissions were made to state and federal and international reviews and inquiries, including:


- Making Queensland Safer Bill 2024 (Qld)
- Education (General Provisions) Amendment Bill 2025 (Qld)
- Queensland Police Service (QPS) Watch-house Review (Qld)
- Inquiry into Australia’s youth justice and incarceration system 2024 (Aus)
- Select Committee on Cost of Living Inquiry 2024 (Aus)
- Online Safety Amendment (Social Media Minimum Age) Bill 2024 (Aus)
- National Out of Home Care Standards Review (Aus).

Appeared at 11 public hearings including:

- Making Queensland Safer Bill 2024 (Qld)
- Inquiry into Australia’s youth justice and incarceration system (Aus)
- Education (General Provisions) Amendment Bill 2025 (Qld)
- Domestic and Family Violence Protection and Other Legislation Amendment Bill 2025 (Qld)
- Inquiry into Penalties and Sentences (Sexual Offences) and Other Legislation Amendment Bill 2025 (Qld)

Our work featured in 2862 media reports, a 20 per cent increase from the previous year.

The details of 427 child deaths were recorded in the Child Death Register. This register is an important resource as the data held informs policies, practices and interventions aimed at preventing future child deaths.



The voices of over 8000 Queenslanders were collected through a range of engagement and advocacy activities, including:

- **7282** Queenslanders participated in our community survey of parents and community members.
- **205** government and non-government staff working in the child protection and family support, youth justice and residential care sectors across Queensland through our workforce survey
- **35 young people** spoke on a range of topics at the second annual Youth Summit.
- **120 young people** shared their experiences as part of six residential care expert advisory council meetings.
- **300 young Queenslanders** across 13 public and private schools registered to attend the Young Leaders Summits facilitated in partnership with the Australian School of Entrepreneurship.
- **25 First Nations leaders and young people** participated in the Bandarran Marra'Gu Gathering Strength Summit
- **20 young Queenslanders** announced as semi-finalists of the Commission-sponsored 2025 Young Achiever Awards.
- **15 children and young people** had their views about child rights captured to inform ongoing child rights monitoring.

The Board reviewed **70** deaths of children known to the child protection system.


More than **200 professionals** participated in the Australian and New Zealand Child Death Review and Prevention conference we hosted.

Commissioners and staff **travelled thousands of kilometres** to present at conferences, appear at hearings and Inquiries, meet with stakeholders and ensure the voices of children and families across Queensland were heard. We visited:

- Far North Queensland, including Tully, Palm Island and Cairns
- North Queensland, including Mackay, Townsville, and Mount Isa
- Central Queensland, including Longreach and Rockhampton
- Darling Downs South West, including Toowoomba and Kingaroy
- North Coast, including Sunshine Coast and Caboolture
- Metropolitan, including Brisbane, Gold Coast, Ipswich and Logan
- interstate, including Sydney, Parramatta, Adelaide, Alice Springs, Melbourne and Canberra.

45 requests for information were made under sections 35 and 29A of our legislation.

The Child Safe Organisations (CSO) team has engaged with hundreds of stakeholders through several mechanisms including facilitating 47 meetings, attending four conference events and four network collaboration meetings, and delivering 11 presentations.



We partnered with government agencies, non-government organisations and community stakeholders, **providing more than \$950,000 to support, connect and collaborate with organisations** to advance the rights, safety and wellbeing of children, including:

- \$200,000 to the Aboriginal and Torres Strait Islander Community Health Service (ATSICHS) Brisbane to sponsor the Young, Black and Proud scholarships.
- \$200,000 to Deadly Inspiring Youth Doing Good (DIYDG) to deliver the Grounded Together initiative and the annual DIYDG Wellbeing Camp.
- \$166,000 to Children's Rights Queensland (CRQ) to support initiatives that promote awareness and understanding of children's rights, including delivering a series of community events during Children's Week, and funding the printing and distribution of the I am Me¹ and Big Book of Rights educational books for advocates and educators.²

We funded \$3,585,703 to 46 partners to build the capacity and capability of Queensland organisations ahead of the commencement of the *CSO Act*.



About us

The Commission is a statutory body charged with responsibility to review and improve the systems that protect and safeguard our children.

The Family and Child Commission Act 2014 (*FCC Act*) requires us to:

- promote the safety, wellbeing and best interests of children and young people (s9)
- promote and advocate for the responsibility of families and communities to protect and care for children and young people (s9)
- improve the child protection system by providing oversight (s9)
- maintain a register of child deaths in Queensland and report on them annually to identify trends and inform prevention strategies (s25) and,
- host the Board and support systemic reviews following the death of a child connected to the child protection system (s29F).

The *CSO Act* (Qld) requires us to:

- promote the safety of children (s13)
- promote the prevention of child abuse (s13)
- promote the proper response to allegations of child abuse (s13)
- monitor the implementation and enforce compliance with the Child Safe Standards and Universal Principle (s13)
- administer, monitor and enforce compliance with the reportable conduct scheme (s40).

To fulfill these functions the Commission:

- collects, monitors, analyses and reports on the performance of government systems
- conducts system reviews and evaluations
- publishes findings and recommendations
- monitors progress against government strategies and past recommendations
- publicly reports on issues and presents facts to the community, the media and the Parliament
- reports to the responsible Minister on our work and findings
- makes submissions to decision-making bodies promoting evidence and amplifying lived experiences
- promotes awareness and accountability by raising understanding of obligations for harm prevention
- supports sector capability to empower organisations to implement child safe practices and cultural safety

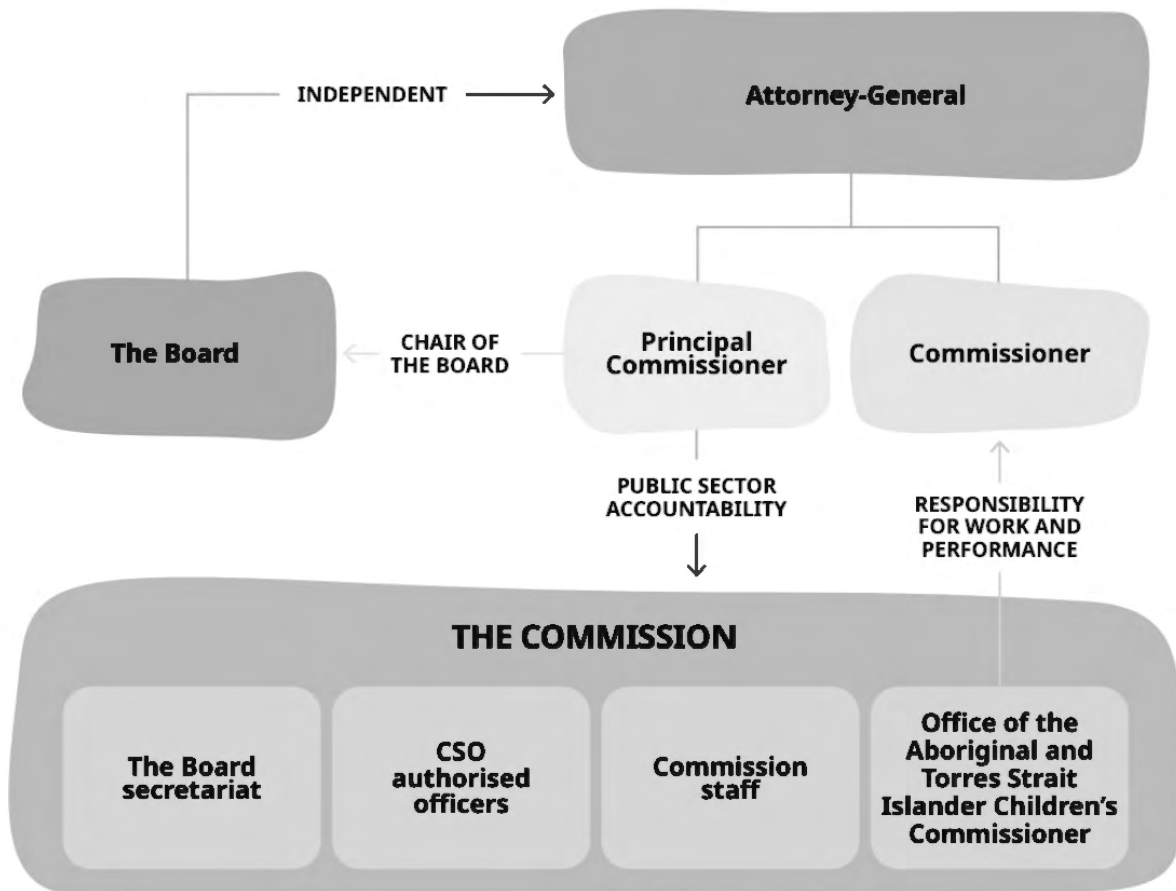
- provides clear guidance to help organisations meet the obligations of our regulatory approach

Our strategies and activities support the government’s objectives for the community, including:

- Safety where you live (strategic priorities one through six)
- Health services when you need them (strategic priorities one through five)
- A better lifestyle through a stronger economy (strategic priority one)
- A plan for Queensland’s future (strategic priorities one through six).

The *FCC Act* establishes two Commissioners and the Commission as three separate entities. The Board is established as a fourth separate entity.

Figure 1: Commission establishment





Our context

We are a Commission focused on Queensland's most precious resources – its children and families. Currently, there are more than 5.6 million people living in Queensland³ and the state recorded a population growth rate of 1.9 per cent in the 12 months to 31 December 2024.⁴

In the latest Census, there were approximately 1.36 million families living in Queensland, including 468,727 families that are two-parent families⁵ and 153,159 that are single parent families. In the past 12 months, the number of Queensland children and young people aged 0–24 years has increased approximately 1.2 per cent to an estimated 1.7 million.⁶

Approximately 31 per cent of Queenslanders are under the age of 25,⁷ and of these 5.0 per cent identify as Aboriginal and/or Torres Strait Islander.

We know that of the 1.7 million young Queenslanders, approximately:

- 20 per cent speak a language other than English⁸
- Eight per cent have a disability and 97,067 are active National Disability Insurance Scheme (NDIS) participants⁹
- 14 per cent identify as a person with a mental health condition¹⁰
- 39 per cent of children are developmentally vulnerable on one or more Australian Early Development Census domains¹¹
- 10,048 are educated via home education¹²
- 42,355 were suspended or excluded from school¹³
- 20,762 aged 0–24 years received specialist homelessness services¹⁴
- 8208 households with children made up 32.5 per cent of all Queensland social housing register applications¹⁵
- 99,870 are subject to a report to the child safety system¹⁶
- 7448 are found to have been neglected, harmed or in need of protection¹⁷
- 13,382 are in OOHC¹⁸
- 10,967 young offenders aged 10 to 17 years proceeded against by police¹⁹
- 317 young people were in detention²⁰ and 33 were held in a police watch house on an average day²¹
- 6720 young people appeared in a youth justice court hearing.²²

Priority populations

Whilst we bring a broad lens to our work, we know we will have the greatest impact and influence by focusing on those families and children who are most in need, and most greatly impacted by government service delivery. The Commission defines a family as any household containing two or more generations connected by biological, legal, emotional, or social bonds, who provide mutual support, care and a sense of belonging to each other.

The Commission prioritises the experiences of five groups in our work. These are:

1. Families exposed to the child protection system
2. Children in OOHC and their carers
3. Families involved in the youth justice system
4. First Nations families
5. Families and children experiencing specific vulnerabilities or who have high contact with government systems including:
 - parents or children living with a disability
 - parents or children experiencing poor mental health
 - parents or children experiencing domestic, sexual or family violence
 - parents or children experiencing housing instability or homelessness
 - parents and children experiencing poverty
 - parents or children with reduced access to services (including those living in rural and remote areas)
 - parents or children with problematic substance use.

Our strategic framework

Family and Child Commission Act 2014

The Commission is a statutory body established by the FCC Act to:

- promote the safety, wellbeing and best interests of children and young people
- promote and advocate for the responsibility of families and communities to protect and care for children and young people
- improve the child protection system.

Child Safe Organisations Act 2024

The CSO Act outlines that the Commission's key functions are to:

- take a responsive, risk-based approach to regulation with an emphasis on capacity building
- take a responsive, risk-based approach to regulation with an emphasis on capacity building
- administer, oversee, and monitor the operation and reporting of allegations of reportable conduct under the Reportable Conduct Scheme.

Vision: Every Queensland child is loved, respected and has their rights upheld.

Purpose

To influence change that improves the safety and wellbeing of Queensland's children and their families.

Commitments

We are committed to:

- being a child safe organisation
- ensuring the interests of Aboriginal and Torres Strait Islanders are adequately and appropriately represented
- advancing the rights of children and their families.

Priorities

- We shape system performance in the best interests of children and their families by producing rigorous analysis and evidence-based advice.
- We advance the rights, safety and wellbeing of children by collaborating with organisations, entities and individuals.
- We increase opportunities for children and families to influence decisions that affect their lives.
- We support Aboriginal and Torres Strait Islander children to grow up strong in their identity, culture, and community, free from systemic racism and discrimination.
- We ensure Queensland organisations meet their obligations to safeguard children and prevent abuse through the strategic use of our regulatory powers.
- We exhibit excellence in governance, performance and organisational culture.

Values

Collaborative and engaged

- We listen to and act on the unique insights of children, young people, and their families to create change.
- We share expertise, knowledge and advice and build a common understanding recognising that those in the system often have the strongest insights on system performance.
- We work with others for holistic solutions.
- We recognise successful change will be achieved by others and that our role is to provide evidence, innovative solutions and momentum for change.

Respectful and inclusive

- We embrace diversity and advanced equity.
- We embed cultural safety in our workplace, decisions, interactions and practices.
- We invest time to build respectful relationships.
- We respect the dignity of children and families in our work.

Objective and courageous

- We use our position and our voice responsibly and in the best interests of children and families.
- We recognise First Nations knowledge as critical to truth-telling, decision-making, and creating systems that are inclusive, and grounded in Country, culture, and community.
- We apply rigour and integrity to our work and proactively seek critique and feedback.
- We use facts to form our recommendations, positions and advocate based on the evidence we collect.

Excellence

- We are driven to achieve meaningful and measurable improvement.
- We embrace change and new ideas and are agile in response to emerging issues.
- We take an evidence-based approach, grounded in best practice.
- We have a clear focus on what matters and how we create value.
- We invest in our workforce and encourage innovation.

PRIORITY ONE

1. We shape system performance in the best interests of children and their families by producing rigorous analysis and evidence-based advice

The Commission plays a key role in overseeing Queensland's child protection system including the support and prevention services that help keep families safe. Our goal is to identify improvements to laws, policies, programs and services that lead to better outcomes, and to monitor reforms and recommendations to ensure continuous improvement.


Through our oversight and engagement work, we provide assurance to the community that government agencies and funded services are meeting their responsibilities. We present facts clearly and transparently to the Parliament, the sector and the community and we contribute to decision-making processes by making submissions that promote evidence and elevate the voices of those with lived experience.

Our oversight and advocacy work plays a vital role in informing government decisions and driving long-term, systemic improvements, supported by strong, collaborative relationships with our stakeholders.

We envision a future where government and the sector actively seek our advice, engage us early, and act on our recommendations to deliver measurable change for Queensland's children and families. Our oversight will be focused, transparent and inclusive. Reform progress will be openly monitored, with strong feedback loops that build public confidence and improve access to support and services.

We work towards this future by:

- conducting evidence-based reviews, integrating data, lived experience, research findings and stakeholder insights to track trends, assessing system performance, identifying areas for improvement, and strengthening system accountability
- proactively contributing to government reforms by presenting outcome-focused policy options, producing detailed submissions, and making impactful recommendations
- operating strong monitoring frameworks and deploying our analytical capabilities to produce high-quality intelligence for decision-makers, system leaders and the community
- bringing a holistic consideration of the socio-ecological factors impacting families in Queensland and transparently targeting our oversight, advocacy and advice to areas where we can have the greatest impact

- 
- enhancing public understanding of system performance through clear communication, parliamentary submissions and media engagement, and ensuring information is accessible to children and families.

Key achievements

Throughout 2024–25, we undertook reviews and published reports on the effect systems were having on children, young people and families. We routinely gathered information and insights from young people, parents, carers, strategic partners, advisory groups, research bodies, and the public to identify and report on trends and emerging issues. Using this data and our Child Death Register data, we improved the sector’s understanding of risk factors and supported the development of new policies and practices to reduce harm to children and young people.

The transparency with which we undertook our oversight responsibilities led to significant system responsiveness, and ultimately, system change. The Queensland Government announced significant positive change influenced by work conducted by the Commission. This included:

- passing of the Working with Children (Risk Management and Screening) and Other Legislation Amendment Bill 2024 which included the removal of the requirement for kinship carers and adult household members to hold a Blue Card to care for family. This change affirms the primacy of safety for each child in every decision and acknowledges the critical role that cultural continuity plays in achieving safety for First Nations children (in response to various Blue Card recommendations dating back to 2017)
- a public website launched by the QPS to report on the number and circumstances of young people held in watch houses. The data is refreshed twice daily and aims to enhance transparency of the watch house system (this was recommended in our report *Who’s responsible: Understanding why young people are being held longer* in Queensland watch houses. Our recommendation was for a single point of accountability for producing regular public reports on the number and circumstances of young people held in watch houses)
- the ongoing design and development of Queensland’s first secure care facility (influenced by recommendation three of the *Child Death Review Board Annual Report 2021–22* to develop a fit-for-purpose model that provides a continuum of care for children with high-risk behaviours)
- a commitment to introduce professionalised foster care into the OOHC placement system, following our recommendations and commentary in the Board’s 2023–24 annual report, and in the report *A System that Cares*
- a commitment to deliver a 12-month rehabilitation program for young people leaving detention (influenced by our recommendations in the *Exiting Detention* report)
- Queensland Paediatric Sepsis Program (Children’s Health Queensland) continue to work on initiatives to improve identification of sepsis and the responsible pathogen on cause of death certificates and autopsy reports (influenced by the five key areas outlined in the Queensland paediatric sepsis mortality study, published in February 2024)


- a Commission of Inquiry into the Queensland Child Safety system which includes a dedicated focus on the residential care system, partly informed by our work including the reports *A System that Cares* and the failings listed in *Too Little Too Late*.

System Responses to Child Sexual Abuse Review

On 4 December 2024, the Attorney-General referred a matter to the Board and requested a System Responses to Child Sexual Abuse Review under section 29I of the *FCC Act*. The Board was asked to use the Ashley Paul Griffith matter as a case study to review system responses to child sexual abuse and make recommendations for any necessary improvements to the laws, policies, procedures and practices across the early childhood education and care, police and the Blue Card systems.

In January 2025, the Board released the terms of reference for the review of System Responses to Child Sexual Abuse. The terms are as follows:

- Establish the timeline of conduct by Ashley Paul Griffith to understand what laws, policies, procedures and practices could or should have enabled earlier identification, investigation and prosecution. This should include documenting his history of employment, residential movements, and complaints or reports about him or his conduct.
- Examine how the legislative framework, policies and practices of the early childhood education and care, police (state and federal) and Blue Card systems operated during the time of Griffith's offending, to identify necessary system improvements to better protect children from sexual abuse and other harm.
- Identify the context of child sexual offending in Queensland, including changes in the legislative and policy framework, historical and current rates of extra-familial offending and changes in our understanding of the nature of extra-familial offending.
- Identify best practice across Australia and internationally for: protecting children from sexual abuse; identifying perpetrators and children at risk; and responding to allegations.
- Seek and consider the views of impacted parties to identify the lessons arising from their experience.
- Analyse the legislative and policy framework in place today to protect children from child sexual abuse in Queensland and identify any gaps and areas for improvement. This will include assessing how the timeline of offending and action taken may have changed if the protections in place today had existed earlier.
- Examine how the early childhood education and care, police and Blue Card systems have responded to the Ashley Paul Griffith case to review and implement improved protections and responses.
- Since the commencement of System Responses to Child Sexual Abuse Review, the Commission and the Board have made significant progress and the final report is on track to be delivered in 2025.



Key progress to 30 June 2025 included:

- **Establishing a dedicated team:** A specialised team was established within the Commission to support the operational delivery of the System Responses to Child Sexual Abuse Review, including stakeholder engagement, research coordination and analysis of systemic issues.
- **Information gathering:** To inform the System Responses to Child Sexual Abuse Review, the Chair exercised the Board's powers (s29P of the *FCC Act*) 15 times to request information from government and non-government agencies. To expand and clarify the information provided in response to these requests, further information requests are likely to be issued. To date, information requests have returned over 17,000 pages of documents and 36 hours of audio-visual material, now under detailed review.
- **Victim and stakeholder engagement:** The Board has placed the voices of victim-survivors and their families at the centre of the System Responses to Child Sexual Abuse Review. Submissions have been received through the Australian Federal Police Victims' portal and the commission website, and interviews have been conducted with six impacted individuals. Early themes emerging from this engagement are informing the review's direction and underscore the importance of lived experience in systems analysis.
- **Expert engagement:** The Board hosted an expert roundtable bringing together 28 specialists in child safeguarding, law, policing and trauma-informed practice. This forum supported examination of the offender's timeline and tested preliminary insights to ensure rigour and relevance.
- **Academic research:** The Board commissioned four leading Australian research institutions to conduct in-depth studies of international best practice in preventing child sexual abuse, identifying perpetrators and children at risk, and effective responses to allegations. Final reports have been delivered and will guide the development of evidence-based recommendations.
- **Legislative analysis:** A detailed review of relevant legislative frameworks has been completed. This analysis maps reforms to laws relating to child sexual offending, early childhood education and care regulation, and the Blue Card system—both during and following the offender's period of abuse—highlighting areas of progress and gaps.
- **National and cross-jurisdictional engagement:** The Board has consulted with regulators, ombudsmen, and children's commissioners across Australia to gain insight into oversight models, particularly those that support the prevention, identification, and response to institutional child sexual abuse.
- **Chronology development:** A comprehensive timeline of the offender's actions is in development. Drawing from court and public records, and information gathered under the Board's information access powers, this chronology maps employment, residential history, and institutional contact to identify missed intervention points, and enablers of abuse.
- **Call for public submissions:** The Board has invited public submissions from organisations and individuals, particularly those with expertise in child safeguarding, to contribute further insights. Feedback is sought on the themes raised in our progress reports and ideas for improving safeguarding practices across the sectors under review.

The work completed to date represents a critical foundation for identifying systemic weaknesses and designing reforms that ensure Queensland's institutions are safe for children. The Board remains committed to a trauma-aware, rigorous, and evidence-based review that places the safety, rights and voices of children, and their parents, at its core.

Oversight reviews

We deliver impactful reviews, audits and evaluations that influence positive change by scanning and analysing what is known about an issue and the broader system policy, program, practice and reform environment. We gather, review and analyse legislation, policies, procedures, practices, literature, quantitative data and interjurisdictional models to understand the operating environment (including improvements underway) and intended outcomes for children and families. Engaging with young people, responsible agencies, sectors and other stakeholders enables us to identify the causes of the issue, the impact it is having on children and families and opportunities for improvement.

The systems we provide oversight of are complex and multifaceted and there are many experts across Queensland working to reduce risks to children. The Commission values the expertise of others and proactively seeks to work with stakeholders undertaking related initiatives. This ensures that oversight decisions are informed, evidence-based, objective, and in the best interests of children and families.

We advise agencies, sectors and stakeholders about issues scheduled for review and invite and facilitate contributions and insights. We publicly report on issues scheduled for review through our annual *Oversight Forward Workplan*. We communicate our findings to key stakeholders by embedding key messages and data into issue papers, reports, submissions, and social media content. We also share information through direct correspondence and the public release of reports and papers across a range of external channels.


Too little, too late

The Commission's assessment of the Queensland Government's implementation of the Residential Care Roadmap (the Roadmap)²³ was informed by extensive engagement across Queensland with child safety and frontline workers and with children living in residential care. The findings were presented in our report, *Too little, too late: The progress made against the Queensland Residential Care Roadmap*.²⁴

The assessment concluded that the Roadmap has not achieved its intended objectives to reform the residential care system, reduce the number of children living in residential care, and improve the standard of care provided to children.

In the report, Commissioner Twyford made one key recommendation that:

- “the new Minister for Child Safety revisit the Residential Care Roadmap and publish a new, integrated strategy for improving the life outcomes for Queensland children in the out-of-home care system. This new strategy should be produced by incorporating the relevant election commitments, Child Death Review Board recommendations, and the actions from



the Residential Care Roadmap including my advice contained in this report. In making this recommendation I further suggest:

- 1) the introduction of improved public transparency on the performance of the system that is raising vulnerable Queensland children, noting that the internal culture of the Department must become more courageous;
- 2) on at least a six-monthly basis the Minister for Child Safety should meet with a group of young people living in residential care with intent of hearing about the quality of care they are receiving, and the Minister should routinely visit residential care homes;
- 3) the use of generic residential care contracts and service standards must cease immediately – with any new houses required by the Department to be created only as part of a strategic pilot program exploring new models of care with bespoke service standards fit for the children in the house;
- 4) the creation of a specific and detailed plan for the maintenance and improvement of the mental health of young people who enter and exit Queensland’s residential care system;
- 5) production of an initial residential care outcomes framework by 28 February 2025 (with the view that it can evolve as the reform matures); and
- 6) the rapid implementation of the new government’s commitment to a trial of 100 professional carers within the next 12 months, and subject to any major impediments its exponential expansion in place of the residential care system over the next three years.”

The Commission will continue engaging with young people in care throughout 2025–2026.

Seatbelt and child restraint use in children 0–12 years

As part of the Commission’s child death prevention work, the use of seatbelts and child restraints for children aged 0–12 who died while passengers in motor vehicle crashes in Queensland between 2004–23 was analysed. According to the Queensland Child Death Register, 123 children have died in road crashes over the last 20 years.

The data revealed concerning trends around the use of child seats and seatbelts in Queensland, including that:

- one in four children who died were not using any type of restraint, including a capsule, car seat, booster or adult seatbelt
- one-third of children who died in car crashes since Queensland’s child restraint legislation was strengthened in 2010 were not secured in a restraint compliant with Queensland’s road rules
- around 75 per cent of children were not restrained in accordance with best practice for their age
- children living in remote and very remote parts of Queensland were over-represented in the data, with fatality rates around 2.5 times higher in these parts of Queensland.

This analysis indicates a need for education campaigns designed to increase child seat and seatbelt use in Queensland, including improving access to affordable child restraints and better education within remote parts of Queensland and in First Nations communities.

The report received extensive national media coverage with the story appearing in 126 news items and reaching almost 2.3 million consumers.

As a result of this research, the Commission was invited to sit as a member of the Child Restraint Review Expert Advisory Group, National Transport Commission. This group continues to meet and will make recommendations to Ministers on how the current model Australian Road Rules can be improved so the child restraint rules are up to date with the latest safety research and best practice guidelines and offer the best level of protection for all children.

Queensland's family support system service context and drivers into statutory systems

The Commission engaged the Parenting Research Centre to provide a summary review of the Queensland family support service system context to understand its efficacy in supporting families to prevent entry into child protection and youth justice systems. The *Queensland's Family Support System Service Context and Drivers into Statutory Systems: Summary evidence report*²⁵ and *Service systems designed to prevent involvement in child protection and youth justice: Literature review*²⁶ were released in September 2024. These summarise evidence regarding best practice programs and approaches to family support services that are preventing families from entering statutory systems to highlight examples of such practices and programs that are already underway in Queensland.

Corporal punishment

Corporal punishment remains lawful across Australia. We released a paper exploring corporal punishment against children, co-authored with Associate Professor Divna Haslam of the School of Public Health, University of Queensland, and Queensland Centre for Mental Health Research.

The paper revealed that more than half of Australian parents use corporal punishment, with one in four believing it is necessary for raising children. However, corporal punishment is associated with significant long-term harm, including emotional and psychological damage, increased risks of mental health issues, poor academic performance, and future violent behaviours. It is also linked to a higher likelihood of children developing major depressive disorders and generalised anxiety disorders, particularly among girls. Alongside legislative change, the paper included a recommendation for the Queensland Government to fund a comprehensive public health campaign to reduce corporal punishment, including:

- resources for parents on safe, evidence-based discipline strategies
- information for children and young people about their right to live free from violence and access support
- tailored resources for high-risk groups that can connect across diverse audiences
- increased visibility of existing parenting support programs.



“Treat us like humans”

The Commission partnered with Life Without Barriers to deliver on Child Safety’s Roadmap action to “Formalise the Queensland Family and Child Commission Expert Panel on Residential Care – comprising 12 young people with lived experience in the system as a governing body – to inform the Ministerial Youth Advisory Board, monitor the implementation of this Roadmap, and hold regional forums that give young people in residential care opportunities to voice their experiences”.

The Commission and Life Without Barriers hosted three workshops in Brisbane (20 August 2024), Mackay (17 September 2024) and Toowoomba (29 October 2024) with 73 young people aged 14–24 years who are currently living in or recently transitioned from residential care. The intention of these workshops was to provide a space for young people to share their ideas about the improvements needed for the residential care system. Key themes identified across the three workshops were “choice and voice”, “connection”, and “safety” and feature in the summary report, *“Treat us like humans”: Workshops with young people living in residential care.*²⁷

Roundtable with Aboriginal and Torres Strait Islander children in residential care

On 4 December 2024, we sponsored the CREATE Foundation to co-facilitate a roundtable, alongside Mullah Mara Together, with young people who identified as Aboriginal or Torres Strait Islander and also had a lived experience of residential care in North Queensland. The roundtable aimed to learn more about the young people’s views on how their residential care placements could feel more like ‘home.’ The report²⁸ provides a summary of the insights, key learnings and themes gathered from the roundtable. This report sheds light on the experiences and needs of young people who have a strong connection to their community, particularly those who are from discrete communities in Far North Queensland. It presents the young people’s views of ‘home’, including design features that support young people to feel safe and secure, the importance of relationships and connection, the desire for cultural activities and connection, and prioritising activities and hobbies. Participants called for opportunities to actively participate in their placements, to be able to provide regular feedback and be involved in the codesign of their living spaces. They also called for the adoption of individual approaches to support younger people living in residential care, including through cultural support planning and cultural celebration.

Statutory systems workforce and community survey: Trend Report (2019–2024)

This year we took the opportunity to view the longitudinal changes in the views of the Queensland frontline workforce and the community. This trend report identified overarching trends observed in our annual Workforce and Community Perceptions surveys, since 2019.²⁹ It shows positive trends over time in the workforce’s responses around First Nations practices, including increasing understanding and application of the Aboriginal and Torres Strait Islander Child Placement Principle, positive attitudes towards Delegated Authority, and improved cultural appropriateness within youth mental health services. Positive changes were observed

over time in the workforce's agreement that children and young people are listened to and valued, with many workers agreeing they work in a child safe organisation.

Frontline workers' views of the child protection and/or youth justice sector have become less positive over time across a range of factors, including commitment to the sector and their likelihood to recommend the sector as a place to work. Community trends show indicators of broader stress and negative influence that are subsequently impacting children and young people, including the ability of children, young people and the wider community to access the services they need to stay healthy (e.g. general practitioners, hospitals).

Seventy per cent of workforce respondents agree Aboriginal and Torres Strait Islander children and young people attending their organisation are supported to preserve their cultural and linguistic identity and stay connected with their communities.

Annual monitoring of recommendations report

In December 2024, the Commission completed a review³⁰ into the implementation status of recommendations made to government by the Commission and the Board. The status of 209 recommendations originating from 17 system reviews released by the Commission and the Board from 2016 to 2024 were analysed. Of these 209 recommendations, 37 recommendations remained relating to eight separate system reviews dating from 2017 to 2024 and directed to various agencies of the Queensland Government.

The review identified key reasons for inaction were identified including delays in implementation and lack of accountability, discrepancies between recommended actions and shifting political priorities, impacts of departmental restructuring, and the need for updates to existing policies and legislation to align with current requirements and goals.

Where recommendations are flagged for closure, a thorough adequacy assessment is undertaken to ensure that all actions have been appropriately addressed and resolved. The Commission continues to track all current and ongoing actions in the recommendations register. As at 30 June 2025, the Commission is monitoring 39 recommendations (see Appendix C for details). The latest report is due for release in early 2025–26.

Improving safety when young people ride e-scooters and e-bikes

*Improving safety when young people ride e-scooters and e-bikes*³¹ compiles the evidence around injuries and fatalities for children and young people resulting from e-scooters and e-bikes, risk factors, and how Queensland's road rules and laws surrounding their use compares to other jurisdictions. Published under *Safer Pathways Through Childhood 2022–2027*, the paper makes recommendations to improve safety outcomes, including the introduction of a minimum age of 16 years to lawfully ride these devices in Queensland.

This insights paper is the first in a series on the causes and factors that contribute to child fatalities in Queensland. This is part of our role in managing Queensland's Child Death Register, which now holds 20 years of data.



Regulation of home education

This insights paper, *Regulation of home education*,³² looked at the experiences of children who are educated at home and included a data matching exercise to identify home environments that have experienced domestic and family violence or suspected or substantiated child harm. The review findings do not imply that home schooling presents a greater risk to children, but it does confirm that negative safety events are occurring in some households registered for home education. Our paper makes recommendations to government to strengthen oversight of the home-schooling system.

The Commission completed this review in response to concerns raised by the Board about the regulatory oversight and support for children registered for home education in Queensland.

The associated Australian Broadcasting Corporation cross-platform exclusive reached more than one million consumers across Queensland, with Commissioner Twyford featuring in multiple media interviews.

Crossover cohort

*Crossover Cohort: Young people under youth justice supervision and their interaction with the child protection system*³³ provides an in-depth analysis of Australian Institute of Health and Welfare (AIHW) data. The analysis looked at young people under youth justice supervision in 2022–23 and young people who have also had an interaction with the child protection system in the 10 years prior.

The analysis revealed that: 2557 young people were under youth justice supervision in Queensland in 2022–2023 (highest in the nation); 1863 of the 2557 young people had prior interaction with the child protection system (highest in the nation); and, 686 of the 1863 young people who were in this crossover cohort were aged 10–13 years (highest in the nation).

Having a care experience does not mean a child will come into contact with the youth justice system, but what this information does show is that these systems are driven by instability and harm. The findings of the report underpin the need for stability and security to prevent children from entering the youth justice system.

Child Death Review Board Annual Report

The Board's Annual Report 2023–24, tabled in Parliament on 10 February 2025, included nine recommendations for government consideration. They related to mental health support for children in care, improved risk assessments of children with disability and chronic medical conditions, maintaining action on reducing family and domestic violence, and enhanced awareness of, and improved response to, the additional vulnerabilities of young and non-verbal children.

The responsibility for the implementation of these recommendations sits across multiple government portfolios including Department of the Premier and Cabinet (DPC), DFSDSCS, Queensland Health, Department of Education, Department of Youth Justice and Victim Support (DYJVS), and QPS.

Deaths of children and young people Annual Report

On 31 October each year, the Commission provides a report on trends in child deaths to the Minister for tabling in Parliament. Our reports on trends in child deaths receive public and media attention and raise awareness of the preventative actions needed by government and communities to foster safer environments and provide support to children and young people. This report is intended to identify risk factors in deaths that are preventable so that action can be taken by relevant stakeholders.

The *Annual Report: Deaths of children and young people, Queensland, 2023–24* was tabled on 11 February 2025. The deaths of 422 children were registered in Queensland from 1 July 2023 to 30 June 2024, with natural causes accounting for 74 per cent of these deaths. Transport deaths was the leading cause of non-natural causes of death (20 deaths), closely followed by suicide (19 deaths) and other non-intentional injuries (19 deaths).

The report highlighted that some children are more vulnerable to experiencing adversity, including experiences that increase risk of death, than others. Aboriginal and Torres Strait Islander children are consistently over-represented in child mortality statistics (2.6 times the rate than for non-Indigenous children). Children known to Child Safety accounted for 13 per cent of all child deaths in the reporting period.

Monthly insights papers

Since September 2024, the Commission has published monthly insights papers,³⁴ each featuring a summary of contemporary Australian research, analysis and updates about child and family wellbeing. The insights from these papers prompt important reflections on how we prioritise our efforts and influence. The data presented provides a valuable evidence base for our review work, and we embed these findings across the Commission's activities.

The insights papers not only inform our internal review and advocacy priorities but also guide our stakeholders by highlighting where their attention and resources can have the greatest impact. By curating and presenting research, we provide a current and robust evidence base that supports more informed decision-making across the child and family sector. These papers have become a valuable resource for government and non-government partners, enabling them to align their work with emerging trends and challenges. Since the series began, we have recorded almost 200 downloads, indicating strong and growing interest across the sector. This engagement reflects the papers' relevance in supporting policy development, service design and system transformation, particularly as organisations respond proactively to the complex issues affecting children, young people and families.

These insights papers provided in-depth analysis of a range of reports, studies and data sets. They highlighted a broad range of issues impacting child and family wellbeing across Australia. Key themes included mental health and wellbeing, barriers to care, and the relationship between childhood maltreatment and mental health outcomes. In the area of child protection and OOHC, topics included foster and kinship carer experiences, residential care and self-placement, reunification, restoration, and the pressures within the system to place children. The papers also highlighted the over-representation of First Nations children in both the child

protection and youth justice systems, as well as Aboriginal family experiences, cultural safety, and the role of community-led organisations.

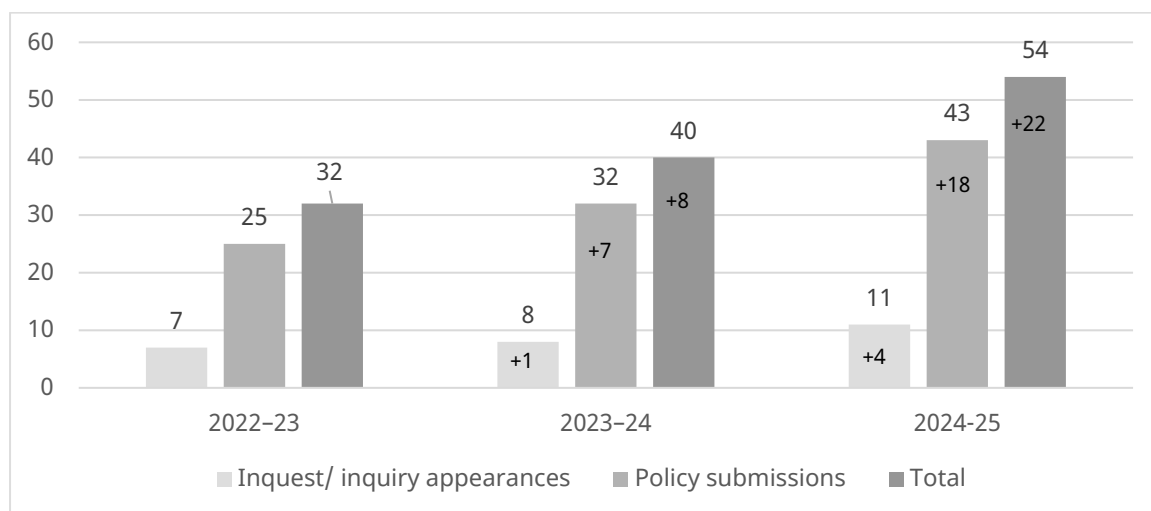
Advocacy and advice on contemporary social policy issues

The Commission has significantly expanded our role in providing expert, evidence-informed advice to shape laws, policies, and inquiries that affect children, young people, and families. In the last year the Commission has made 43 formal policy submissions to international, federal, and state inquiries, parliamentary matters, and departmental consultations—representing a 72 per cent increase compared to the previous two-year period (2022–23). This growth demonstrates both the Commission’s proactive engagement with key reform agendas and the increasing reliance placed on expertise across government and non-government forums.

The Commission’s growing presence in parliamentary and public accountability processes reflects a strengthened reputation as a trusted authority in child protection, youth justice and family support. In 2024–25, the Commission was called to provide expert evidence at 11 parliamentary committee hearings, reflecting an increase from eight and seven appearances in the two preceding years. This 57 per cent rise demonstrates the sector’s increasing reliance on the Commission’s insights to inform legislative scrutiny and decision-making. Our participation in these forums reinforces the Commission’s leadership role and commitment to driving reform through evidence-informed advocacy and system oversight.

These achievements reflect deliberate investment in the Commission’s strategic policy and advocacy capacity. Through these mechanisms, the Commission ensures that the perspectives of children, young people, families, and communities are meaningfully represented in Queensland’s policy and legislative landscape. The Commission’s commitment to strong, consistent advocacy ensures child safety, wellbeing, and rights remain core considerations in all relevant public policy decisions.

Figure 2: Increase in contributions to public policy and Inquiries since 2022–23



Written submissions

Throughout 2024–25 we contributed evidence-based advice and solutions to government on a broad range of policy and legislative issues impacting the safety, wellbeing and best interests of children and families. We advocated for children, young people and their families at public hearings and inquiries to champion the safety and wellbeing of children and young people and influence positive changes in legislation, policies and practices.

We produced 43 written submissions providing advice to state, national and international reviews and inquiries. Our submissions were referenced in public reports or cited in Parliamentary speeches and contributed to the development or revision of legislation and policies. We responded to requests for information and advice from government stakeholders on a range of issues, including youth justice, residential care, use of gendered language and use of certain police powers.

Table 1: State submissions

No.	Inquiry / Bill	Committee / Body	Commissioner
1	Criminal Code (defence of dwellings – Castle Law)	Community Safety and Legal Affairs Committee	Twyford
2	CSO Bill 2024	Community Support and Services Committee	Lewis
3	Independent Review of Queensland’s Human Rights Act 2019	Queensland Human Rights Commission	Lewis
4	CSO Bill 2024	Community Support and Services Committee	Twyford
5	Working with Children (Risk Management and Screening) and Other Legislation Amendment Bill 2024	Education, Employment Training and Skills Committee	Joint
6	Respect at Work and Other Matters Amendment Bill 2024	Community Safety and Legal Affairs Committee	Lewis
7	Making Queensland Safer Bill 2024	JICS Committee	Twyford
8	Making Queensland Safer Bill 2024	JICS Committee	Lewis
9	QPS Watch house review	QPS	Twyford
10	QPS Watch house review	QPS	Lewis
11	Making Queensland Safer Initiatives	DYJVS	Lewis
12	Regional Reset Program, Staying on Track, and Gold Standard Early Intervention	DYJVS	Twyford
13	Inquiry into the Youth Justice (Monitoring Devices) Amendment Bill 2025	JICS Committee	Twyford
14	Education (General Provisions) Amendment Bill 2025	Education, Arts and Communities Committee	Twyford
15	Education (General Provisions) Amendment Bill 2025	Education, Arts and Communities Committee	Lewis
16	Police Powers and Responsibilities (Making Jack’s Law Permanent) and Other Legislation Amendment Bill 2025	JICS Committee	Twyford



No.	Inquiry / Bill	Committee / Body	Commissioner
17	Making Queensland Safer (Adult Crime, Adult Time) Amendment Bill 2025	JICS Committee	Twyford
18	Making Queensland Safer (Adult Crime, Adult Time) Amendment Bill 2025	JICS Committee	Lewis
19	Domestic and Family Violence Protection and Other Legislation Amendment Bill 2025	Education, Arts and Communities Committee	Twyford
20	Inquiry into E-Mobility Safety and use in Queensland	State Development, Infrastructure and Works Committee	Twyford
21	Penalties and Sentences (Sexual Offences) and Other Legislation Amendment Bill 2025	JICS Committee	Twyford
22	Independent Review of Queensland's Human Rights Act 2019	Queensland Human Rights Commission	Lewis

Table 2: National submissions

No.	Inquiry / Bill	Committee / Body	Commissioner
1	Criminal Code Amendment (Deepfake Sexual Material) Bill 2024	Senate Legal and Constitutional Affairs Committee	Twyford
2	National Housing and Homelessness Plan Bill 2024	Senate Standing Committees on Economics	Twyford
3	Truth and Justice Commission Bill 2024	Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs	Twyford
4	Truth and Justice Commission Bill 2024	Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs	Lewis
5	National Roadmap to Improve the Health and Mental Health of Autistic People	Department of Health and Aged Care	Twyford
6	Family Law Amendment Bill 2024	Senate Legal and Constitutional Affairs Committee	Twyford
7	Inquiry into Australia's youth justice and incarceration system	Legal and Constitutional Affairs References Committee	Twyford
8	Inquiry into Australia's youth justice and incarceration system	Legal and Constitutional Affairs References Committee	Lewis
9	Advice on the National Suicide Prevention Strategy Consultation Draft	National Suicide Prevention Office (Mental Health Commission)	Twyford
10	Select Committee on Cost of Living	Select Committee on Cost of Living	Twyford
11	Phase 2 Industry Codes	Online safety industry associations	Twyford
12	Online Safety Amendment (Social Media Minimum Age) Bill 2024	Senate Standing Committees on Environment and Communications	Twyford
13	Rescheduling of highly caustic hydroxide agents in the Poisons Standard	National Drugs and Poisons Scheduling Committee	Twyford

No.	Inquiry / Bill	Committee / Body	Commissioner
14	Disability Standards for Education Consultation	Department of Education	Twyford
15	Transition to Independent Living Allowance	Australian Institute of Family Studies	Twyford
16	National OOHC Standards Review	Australian Institute of Family Studies	Twyford
17	National OOHC Standards refresh	Australian Institute of Family Studies	Lewis
18	Foster, Kinship and Permanent Carers Payment Review	Australian Institute of Family Studies	Twyford
19	Informing the Agenda of the Aboriginal and Torres Strait Islander Social Justice Commissioner	Australian Human Rights Commission	Lewis


Table 3: International submissions

No.	Inquiry / Bill	Committee / Body	Commissioner
1	Draft general comment No. 27 on children's rights to access to justice and effective remedies	United Nations Human Rights Office of the High Commissioner	Lewis
2	Revised draft general comment No. 27 on children's rights to access to justice and effective remedies	United Nations Human Rights Office of the High Commissioner	Lewis

Hearings and inquiries

In 2024–25, we provided evidence at 11 parliamentary hearings:

- 1. Inquiry into the Working with Children (Risk Management and Screening) and Other Legislation Amendment Bill 2024 – Public hearing:** On 17 July 2024, Commissioner Twyford and Commissioner Lewis appeared before the committee to voice their overall support for the proposed Bill. Commissioner Lewis raised two concerns relating to the Bill – the retention of the requirement for adult household members to obtain a Blue Card for the purposes of a kinship care placement, and the delay likely to be caused by the proposal to turn off the auto commencement provisions.
- 2. Inquiry into the CSO Act – Public hearing:** On 19 July 2024, Commissioner Twyford presented to the committee, alongside Commission Executive Directors Anne Edwards and Christopher Smith, and provided his support for the Bill. Commissioner Twyford's address spoke to the need to implement a model for Child Safe Standards and a Reportable Conduct Scheme.
- 3. Estimates – Department of Justice and Attorney-General (DJAG) Associated Statutory Bodies – Public hearing:** On 26 July 2024, Commissioner Twyford spoke to the committee about the support young Queenslanders need when they encounter the youth justice system and when leaving detention. This was an opportunity to advocate for better, more effective youth justice responses in Queensland.
- 4. Making Queensland Safer Bill – Justice, Integrity and Community Safety (JICS) Committee – Public hearing:** On 2 December 2024, Commissioner Twyford and



Commissioner Lewis appeared before the JICS Committee to present opportunities that exist through the education, health, mental health, housing, and child safety portfolios in the youth justice space. Commissioner Twyford emphasised that the single biggest source of successful crime prevention for children is parents and families.

5. **Inquiry into Australia’s youth justice and incarceration system – Senate Legal and Constitutional Affairs Committee – Public hearing:** On 3 February 2025, Commissioner Lewis joined fellow Children’s Commissioners, Guardians and Advocates for the Australian and New Zealand Children’s Commissioners, Guardians and Advocates (ANZCCGA) appearance at the Inquiry into Australia’s youth justice and incarceration system. Commissioner Lewis focused on the noticeable absence of the direct participation of Aboriginal and Torres Strait Islander young people as part of the hearing and reiterated the importance of providing the opportunity for young people to share their insights and perspectives that are often hidden in the blind spots of decision makers and “subject matter experts”. Commissioner Lewis shared a video demonstrating the power of youth participation and leadership from the 2024 Eric Deeral Indigenous Youth Parliament.
6. **Oversight of the Queensland Family and Child Commission – JICS Committee – Public hearing:** On 13 March 2025, Commissioner Twyford and Commissioner Lewis appeared before the JICS Committee and responded to questions relating to the work of the Commission, including Blue Card recommendations, the System Responses to Child Sexual Abuse Review, use of watch houses and the *Pocket Guide to Sexual Abuse: How to help a friend*.
7. **Inquiry into the Youth Justice (Monitoring Devices) Amendment Bill 2025 – JICS Committee – Public hearing:** On 17 March 2025, Commissioner Twyford called for an independently run and holistic evaluation during his appearance before the JICS Committee to discuss the proposed extension of the electronic monitoring trial. Commissioner Twyford reiterated his support for the extension of the trial period providing it was undertaken with consideration to broader factors influencing young people’s interactions with the justice system.
8. **Education (General Provisions) Amendment Bill 2025 – Education, Arts and Communities Committee – Public hearing:** On 11 April 2025, Commissioner Twyford and Commissioner Lewis appeared before the Education, Arts and Communities Committee. Commissioner Lewis highlighted the systemic overuse of school disciplinary absences, particularly affecting Aboriginal and Torres Strait Islander children, children with disability, and those living in OOHC. Commissioner Lewis emphasised that the over-representation of First Nations children in exclusionary discipline practices reflects structural inequality and undermines their right to education. These practices disproportionately impact the most marginalised children, disrupting their learning, sense of belonging, and long-term educational outcomes. Commissioner Twyford spoke to the importance of records and transfer notes when children change schools to help teachers and education staff to be properly aware of a child's life and their home circumstances and therefore be more responsive to their needs.


9. **Inquiry into the Making Queensland Safer (Adult Crime, Adult Time) Amendment Bill 2025 – JICS Committee – Public hearing:** On 8 May 2025, Commissioner Twyford and Commissioner Lewis appeared before the JICS Committee. Commissioner Twyford focused on the need for a holistic transformation of the youth justice system as opposed to a piece-by-piece approach. Commissioner Lewis spoke of the ineffectiveness of deterrent sentencing in relation to children’s brain development, and the importance of objective oversight over any reform.
10. **Domestic and Family Violence Protection and Other Legislation Amendment Bill 2025 – Education, Arts and Communities Committee – Public hearing:** On 9 June 2025, Commissioner Twyford appeared before the Education, Arts and Communities Committee and stressed that reforms must not only enhance practice and improve safety but must also centre the voices of children and young people. Commissioner Twyford welcomed the Committee’s focus on improving protective measures like Police Protection Directions and Electronic Monitoring Devices while also highlighting the need for clear communication of their limitations, and the importance of ensuring they are not seen as standalone tools, but form part of a broader, integrated safety response.
11. **Inquiry into Penalties and Sentences (Sexual Offences) and Other Legislation Amendment Bill 2025 – JICS Committee – Public hearing:** On 18 June 2025, Commissioner Twyford appeared before the JICS Committee and spoke about the manner in which the Bill implements recommendations from the Commission’s 2017 review into the Blue Card scheme. Further, Commissioner Twyford expressed full support for any legal amendment that recognises the harm that occurs when vulnerable children are preyed upon.

We also provided evidence and advice to the following:

1. **Inspector of Detention Services - annual inspection of Cleveland Youth Detention Centre and Brisbane Youth Detention Centre:** In May 2025, the Commission provided a written submission about: 1) the impacts on children of each centre’s daily regime and processes relating to admission and orientation; 2) the provision of religious, spiritual and cultural support at the centre; and, 3) management and service delivery to First Nations children at the centre.
2. **Coroners Court of Queensland:** The Board received, and responded to, six Coroner information requests (Form 25 – Requests for information) in the 2024–25 financial year. These requests related to the deaths of five children and included requests for the Board’s review reports and supporting documentation, such as chronologies and timelines.
3. **The Board and secretariat:** The Commission provided confidential child death information that is needed for the Board to perform its functions. In addition, two tailored datasets were provided for thematic reviews on child protection cases in relation to: school engagement and behaviour issues; housing instability and family and domestic violence.

Raising expectations position paper

The *Raising expectations: Reforming how we raise children and young people in care* position paper³⁵ presents a synthesis report of the Commission’s submissions to three key Commonwealth reviews: the National Out-of-Home Standards Review,³⁶ the Foster, Kinship, and



Permanent Carers Payment Review,³⁷ and the Transition to Independent Living Allowance Review Committee.³⁸ The submissions highlight the critical responsibility of the State in assuming the role of a parent when a child enters the care system, and for a carer to provide a safe, nurturing environment.

A successful child protection system not only safeguards children's immediate needs but also ensures long-term stability, development, and opportunity. Our work, driven by the active participation of young people and parents, seeks a system that better supports children in care, and the carers who open their hearts and homes.

Growing Up in Queensland discussion paper

In 2024, we released a landmark publication that brought together data from over 30 data custodians and 270 indicators to tell a powerful story of child and family wellbeing across Queensland. In preparation for the 2026 report, we want to ensure our monitoring framework continues to reflect what matters most to children, young people, families, and the systems that support them. We released a discussion paper: *Growing Up in Queensland: How are Queensland's children and families?*³⁹ This paper builds on the foundations of last year's work and seeks input on how we monitor wellbeing using the Australian Research Alliance for Children and Youth (ARACY) Nest Wellbeing Framework. In particular the discussion paper mapped the Nest Framework to the UNCR statement of children's rights to confirm the association of the models. We wanted to hear from those who rely on this data, including researchers, policymakers, service providers and advocates to inform their work and influence.

Recommendations made in 2024–25

In 2024–25, the Commission made four recommendations to improve systems that impact the wellbeing of Queensland children, young people and families, with the Board making a further nine recommendations. This small number of recommended reforms represents a strategic approach to ensure departments and government service systems can be focused and agile in responding to our advice. This follows the *2022 Review of the Impact of the QFCC*.

Too little, too late

In the review of the government's progress made against the Queensland Residential Care Roadmap, the Commission made **one** recommendation, that:

1. the new Minister for Child Safety revisit the Residential Care Roadmap and publish a new, integrated strategy for improving the life outcomes for Queensland children in out-of-home care system. This new strategy should be produced by incorporating the relevant election commitments, Child Death Review Board recommendations, and the actions from the Residential Care Roadmap including my advice contained in this report.

Regulation of home education

The Commission made **two** recommendations:

1. The Department of Education take immediate action to implement Recommendation 1 of the *Child Death Review Board Annual Report 2022–23* report to:

- Initiate a regular process of data sharing with QPS and Department of Child Safety, Seniors and Disability Services (DCSSDS, Child Safety, the Department) to identify home-schooling students who may benefit from in-school support services.
 - Pursues legislative changes to strengthen oversight of children registered for home education in Queensland, with a focus on upholding the child's rights, best interests, safety and wellbeing at all stages of a child's home education.
2. The Home Education Unit explores ways for children registered for home education to participate in decisions about their learning needs and have their views and wishes documented. The Home Education Unit could consider options such as those proposed by young people at the Commission's Youth Summit 2024 including online forums to hear from all students and meet their needs.

Corporal punishment

The Commission made **one** recommendation:

1. The Commission recommends that the Queensland Government fund a public health campaign aimed at reducing the incidence of corporal punishment in Queensland families. At a minimum, this should include development and deployment of:
 - resources for parents to raise awareness about the harmful impacts of physical discipline on children and promoting practical, non-violent, evidence-based disciplinary approaches, to be provided at key developmental milestones (such as vaccination appointments);
 - resources for children and young people, to improve understanding of their rights to live free from violence, and awareness of how to access support services;
 - specific and tailored resources and approaches for cohorts at higher risk of using physical discipline including First Nations families, families from culturally and linguistically diverse backgrounds, and parents and children that live with disability; and
 - a multichannel communication strategy to increase the visibility of existing funded parenting supports.

Release of proactive policy map

The Commission released a Proactive Policy Map, a strategic tool designed to visualise the alignment between current Queensland Government reforms and key intervention points across the child protection and youth justice systems. By mapping existing initiatives, the tool provides a clear picture of where public investment is concentrated and where gaps or overlaps may exist. This enables the Commission and our partners to better prioritise oversight and advocacy efforts, ensuring focus is directed towards areas of greatest potential impact for children, young people, and families. The map also supports a whole-of-system view, encouraging coordinated, upstream investment and early intervention. Hundreds of stakeholders engaged with the map, with many organisations providing positive feedback on its clarity, presentation and utility. These reflections affirmed the tool's relevance and highlighted opportunities to guide reform, supporting more transparent decision-making across the sector.

Information gathering

A key tool in the Commission’s regulatory function is the ability to compel transparency and accountability through formal information requests. Under section 35 of the *FCC Act*, the Commission can require government departments and agencies to provide information relevant to the performance and safety of systems impacting children. This power is critical to ensuring that oversight is not dependent on voluntary disclosure but backed by a legislative mandate to obtain accurate and timely data and evidence. In recent years, the Commission has significantly increased the number of section 35 information requests issued, reflecting the Commission’s commitment to evidence-informed regulation. In 2024–25, the Commission issued 26 s35 requests which doubles the number from the year before.

Pursuant to section 29P of the *FCC Act*, the Board Chair is able to request information to support the Board to carry out its reviews. The Chair used s29P information request powers, to inform its usual review work on three occasions in 2024–25 and 16 times to request information related to the System Responses to Child Sexual Abuse Review.

Figure 3: Requests for information under the *FCC Act*

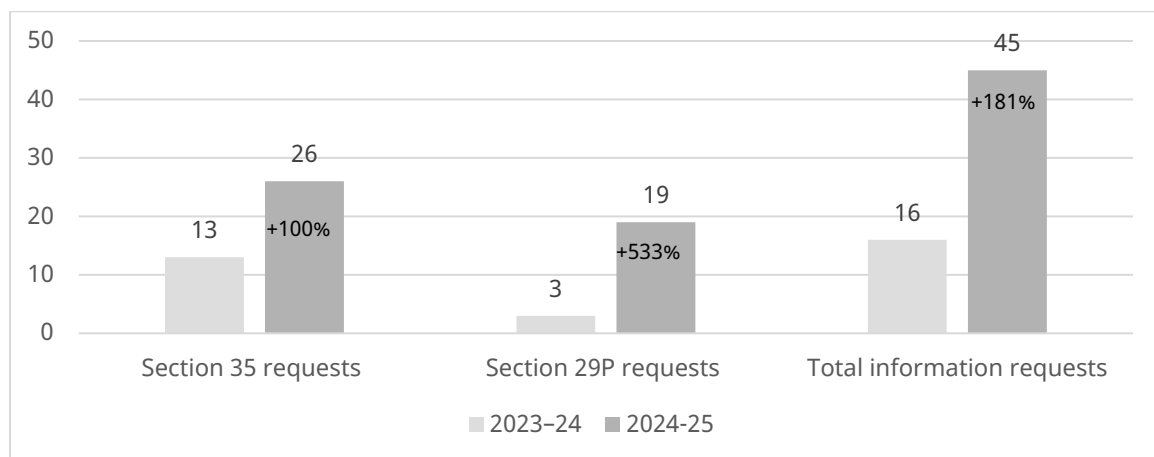



Table 4: List of Section 35 requests in 2024–25

To	Purpose	Received
DCSSDS	To inform the Negative Incidents in Residential Care project.	Partially received August 2024
DCSSDS	To collate the evidence on capacity and capability trends in the Child Safety workforce and the structural approaches that present opportunities for capability and capacity improvement.	August 2024
DYJ	To collate the evidence on capacity and capability trends in the Queensland Youth Justice workforce and the structural approaches that present opportunities for capability and capacity improvement.	September 2024
DCSSDS	To inform the ongoing independent oversight of the implementation of actions identified in the Roadmap for Residential Care in Queensland (regarding the numbers of children living in residential care).	October 2024
DYJVS	To inform the Commission's ongoing oversight of the youth justice system, to advocate for the rights, safety and wellbeing of children in detention, and to provide evidence-based advice to inform effective youth justice strategies (re: average number of days children and young people have spent in Queensland youth detention centres).	November 2024
DCSSDS	To obtain statistics included in the Residential Care Advisory Group meeting presentation	December 2024
DFSDSCS	To monitor the extent to which young children are experiencing long-term OOHC and identify trends in system demand.	January 2025
DFSDSCS	To understand the anticipated benefits of the Unify Program and the specific detail about the system's reporting capabilities and implementation progress.	February 2025
DFSDSCS	To understand the prevalence of sibling groups in care over time across Queensland, and the prevailing factors that influence decisions to not place siblings together in OOHC.	Partially received March 2025
DFSDSCS	To explore and understand the drivers that result in the over-representation of First Nations children and young people within the child protection system.	Not received
DFSDSCS	To explore and understand the drivers that result in the over-representation of First Nations children and young people within the child protection system.	March 2025
QPS	To understand trends in the prevalence and severity of youth crime to analyse the efficacy of strategies aimed at preventing and reducing offending by children and young people.	March 2025
DFSDSCS	To understand the number of children in OOHC who require additional supports due to disability, the type of living arrangements they are placed in, and how many are accessing supports through the NDIS.	April 2025



To	Purpose	Received
Queensland Health	To understand the quantity of service provision for mental health treatment and alcohol and other drug treatment among children, young people, parents and children and young people held in youth detention facilities.	April 2025
Rental Tenancies Authority	To monitor rising cost-of-living issues and the extent to which rent increase are impacting families across child safety regions.	April 2025
QPS	To obtain trend data on the prevalence of domestic and family violence prevalence across Queensland's regions and the associated demand on police resourcing.	April 2025
QPS	To obtain statistics relating to sexual offences against children and adult offences for failure to report and failure to protect children from sexual offences.	April 2025
Department of Housing and Public Works	To monitoring issues related to rising cost-of-living and declining housing affordability, and the extent to which housing instability is being experienced by Queensland's children and families.	April 2025
DFSDSCS	To analyse the extent to which cost-of-living and housing affordability may be impacting family wellbeing and driving entry into statutory systems.	Not received
QPS	To analyse trends in police responses to youth crime and investigate whether correlations exist between types of police actions taken and youth crime rates over the past five years.	May 2025
Department of Education	To monitor school attendance rates and student disciplinary absences for vulnerable cohorts	April 2025
DYJVS	To request the 2024 Youth Justice Census data to provide insight into the types of support that young people may require to prevent or reduce interactions with the youth justice system.	May 2025
DYJVS	To monitor the number of young people being held in Wacol Youth Remand Centre (WYRC) length of stays, conditions and services accessed.	Not received within financial year
DFSDSCS	To understand engagement with the mechanisms in place for the Department to directly receive and respond to complaints.	Not received within financial year
DYJVS	To understand engagement with the mechanisms in place for the Department to directly receive and respond to complaints.	Not received within financial year
DYJVS	To understand children's experiences in the youth justice system and the impacts of recent reforms on child rights	Not received within financial year

Monitoring and reporting on child deaths

We are responsible for maintaining and reporting on the Queensland Child Death Register, which records the deaths of all children and young people under the age of 18 in Queensland. We are responsible for several functions relating to child deaths in Queensland, including:

1. maintaining a register of all child deaths in Queensland based on notifications from the Registrar of Births, Deaths and Marriages and details of all child deaths reported to the Coroners Court of Queensland
2. researching the risk factors associated with child deaths and making recommendations to prevent such deaths occurring
3. preparing an Annual Report on child deaths.

Preliminary data for the 2024–25 report (outlined in Table 5) indicates a 1.1 per cent increase in child deaths (427 recorded deaths compared with 422 recorded in 2023–24). The number of child deaths from natural causes was 319, while the number from external causes (such as transport incidents or non-intentional injury-related deaths) was 68.

According to preliminary data, 87 Aboriginal and Torres Strait Islander child deaths have been recorded, compared to 91 deaths in total in 2023–24.

Fifty-six children who died in 2024–25 were known to the child protection system in the 12-months prior to their death. This compares to 53 deaths in 2023–24. Of these 10 were in care and two more had open cases. Twenty-four had open investigations or intake events while the remaining 20 had no ongoing involvement.

Table 5: Preliminary data from Child Death Register 2024–25

Deaths of children and young people	2020–21	2021–22	2022–23	2023–24	2024–25 (preliminary as at June 2025) ¹
By cause of death ²					
Natural causes (e.g. disease)	280	272	335	324	319
Transport	31	33	28	20	23
Drowning	10	10	10	10	10
Other non-intentional injury	14	20	7	19	7
Suicide	30	22	20	19	24
Fatal assault and neglect	3	10	5	2	4
Unexplained cause - Sudden Infant Death Syndrome and Undetermined	30	32	33	21	9
Cause pending autopsy or coronial	0	2	1	2	25
Total	398	410	447	422	427
By Aboriginal and Torres Strait Islander status					
Aboriginal and/or Torres Strait Islander	73	71	94	91	87
Non-Indigenous	325	339	353	331	340
Known to the child protection system					
No involvement or ongoing intervention	32	26	35	22	20
Open intake event	2	1	5	2	4
Investigation and Assessment	8	25	16	22	20
Child Protection Order	4	12	9	4	10
Open Intervention with Parental Agreement	5	4	5	2	1
Support Service Case	2	1	1	0	1
Other child protection status	0	0	1	1	0
Total	53	69	72	53	56
Natural causes (e.g. disease)	280	272	335	324	319

¹ By 31 October each year, the Principal Commissioner must prepare and give to the Minister a report about information contained in the register and child death prevention activities. Data reported in this report may differ from data reported in the child death annual report where further information about the classification of death becomes available.

² Deaths by cause of death are subject to change as new information is received

³ 29 infant deaths were recorded in the research category sudden unexpected deaths in infancy (SUDI) in 2024–25

We provide access to the Child Death Register to facilitate learnings from child death statistics and exploration of child death preventative measures, and in 2024–25 the Board received six Form 25 – Requests for information from the Coroners Court of Queensland. As custodian of the Child Death Register, we share our data and expertise to learn from children’s deaths and improve the safety and wellbeing of all Queensland children. Using data and insights from our register, we work with stakeholders and advisory groups to improve reporting systems and advocate for child death prevention activities.

In 2024–25, we worked with:

- Australian and New Zealand Child Death Review and Prevention Group (ANZCDR&PG)
- Australian National Child Death Data Collection Working Group
- Consumer Product Injury Research Advisory Group
- Child Restraint Expert Advisory Group, National Transport Commission
- Queensland Government Births and Deaths Working Group
- Queensland Suicide Prevention Network
- Queensland Paediatric Quality Council Steering Committee
- Queensland Paediatric Quality Council Infant Mortality Sub-committee
- Road Safety Research Network
- Genetic Testing in SUDI and Sudden Unexplained Deaths in Childhood Working Group
- Queensland Trauma Strategy Expert Advisory Committee
- Shifting Minds Strategic Leadership Group.

We used data from the register to inform the development and strengthening of Australian product standards and regulations, including:

- potential hazards in the design, use and inappropriate use of cots, portacots and other infant sleep devices – for consideration of a review of the Australian cot and portacot standard
- clothing-related hazards for infants and young children including concerns regarding swaddle suits
- caustic ingestion fatalities from household cleaning products.

In 2024–25, we responded to 29 requests from researchers and government agencies for detailed data from the register, representing a 16 per cent increase in requests compared to 2023–24. This service is at no cost to researchers. Table 6 provides an overview of the key projects and agencies.

Table 6: Child death data requests by agency and purpose, 2024–25

Type of data	Requesting agency	Purpose	Type of data
SUDI	Institute for Urban Indigenous Health	Institute for Urban Indigenous Health represents a network of Aboriginal and Torres Strait Islander Community Controlled Health Organisations operating across South East Queensland. The data requested is to better understand trends in SUDI in Aboriginal and Torres Strait Islander babies, to help inform service responses	Non-confidential aggregate
	Queensland Paediatric Quality Council	Queensland Paediatric Quality Council are developing a coronial nurses' questionnaire for infection, or genetic related deaths or SUDI. Details of individual cases were provided for trialling the questionnaire.	Confidential unit records
	Queensland Paediatric Quality Council	Proactive advice identifying a possible SUDI hotspot in the Ipswich region, to allow for consideration of emerging issues and possible actions.	Non-confidential aggregate
	River's Gift	River's Gift, a community organisation, is planning to launch an infant safe sleep education program within childcare centres and organisations in regional Queensland. Regional SUDI data is requested to ascertain areas of higher prevalence of SUDI.	Non-confidential aggregate
	First 2000 Days, Reform Office, Queensland Health	Regular provision of data is sought for ongoing monitoring of SUDI for the Pepi-Pod® program, an initiative within the Putting Queensland Kids First plan. The program has been identified as a priority initiative to address the higher rates of Queensland SUDI compared with other states in Australia.	Confidential unit records
	Coroners Court of Queensland	A Queensland Coroner requests the data to support the State Coroner raising concerns about co-sleeping/unsafe sleeping of infants to Queensland Health, including variations in incidents between Hospital and Health Service regions.	Confidential unit records
Drowning	Royal Life Saving Society of Australia	Royal Life Saving Society of Australia is focused on reducing drowning in Australia through research, advocacy, education and leadership. Commission data is crucial to triangulate data received from other sources in the National Fatal Drowning Database. The database is used to produce the annual National Drowning Report and other research. This evidence is used to design and develop targeted, drowning prevention programs, such as the Australian Water Safety Strategy, as well as inform policy and practice. <i>Related release: National Drowning Report 2024</i>	Confidential unit records
Transport	Department of Transport and Main Roads	Rail crossing fatality data for Department of Transport and Main Roads is to inform content of an online road safety education program.	Non-confidential aggregate

Type of data	Requesting agency	Purpose	Type of data
	Department of Transport and Main Roads	E-scooter safety messages and Queensland Ambulance Service callout data is to inform content of an online road safety education program. Related release: "Journi" online road safety education program https://www.qld.gov.au/transport/safety/road-safety/education/journi	Non-confidential aggregate
Non-intentional injury	Department of Primary Industries	The primary goal of the <i>Animal Management (Cats and Dogs) Act 2008</i> is to ensure the safety of the community. By collecting data on dog incidents, DPI can identify patterns and high-risk areas, allowing them to implement targeted measures to prevent future incidents.	Confidential unit records
	Department of Housing, Local Government, Planning and Public Works	Fatality data related to toppling furniture, blind cords and windows will inform a framework to support renters and rental property owners regarding installation of safety modifications, where a category of modification to cover certain changes that do not require property owner approval, including wall anchoring devices, blind cord anchors and window safety devices. <i>Related release: Rental law changes to the process to request to make fixtures and structural changes commenced on 1 May 2025.</i>	De-identified unit records
	Kidsafe Queensland	Kidsafe is an organisation which raises awareness of injury trends and provides practical, evidence-based injury prevention awareness. Data on child deaths from vehicular heat stress is for an interview with Australian Broadcasting Corporation on safety measures to prevent child deaths from heat stress.	Non-confidential aggregate
	Queensland Injury Surveillance Unit	Queensland Injury Surveillance Unit sought playground related fatality data to inform review of standards. The current AS 4422 playground surface standard is an interim standard and needs revision and formal adoption.	Confidential unit records
	Queensland Injury Surveillance Unit	Dr Ruth Barker, Director Queensland Injury Surveillance Unit, is a member of the CS-005 playground standards committee representing the Queensland Injury Surveillance Unit. Her role is to review the existing standard and contribute to improvements in the standards. A Northern Territory Coroner is investigating a case where a child became snagged on a fence at a childcare centre. Fatality data is required to inform advice to the Coroner on risks and prevention in fence design. The committee on the Australian Standard for playgrounds will shortly consider the matter.	Non-confidential aggregate
	Queensland Injury Surveillance Unit	Information on a child death was proactively provided to Dr Ruth Barker, a member of the national standards for child car restraints committee. The circumstances may inform understanding of risks for children with disabilities in design and use of car restraints.	Confidential unit records

Type of data	Requesting agency	Purpose	Type of data
Children known to Child Safety	The Board	Characteristics of school engagement and behaviour issues data to inform the Board's thematic Information paper 'School engagement levels in cases to date' (25 th meeting of the Board)	De-identified unit records
	The Board	Data on homeless and housing instability, and domestic violence to inform Summary Report titled 'Housing instability and family and domestic violence' for the 27 th meeting of the Board.	De-identified unit records
Fatal assault and neglect	Lumenia consultancy	The Commission has commissioned Lumenia to undertake research to review the Queensland Child Death Register definitions and screening criteria of child fatal assault and neglect, to ensure robust and reliable identification of cases. The data informs practice review and development of recommendations.	De-identified unit records
	The Daily Mail	Data on deaths of children on known to the child protection system, particularly external causes (assault and neglect) for a media story focussing on system changes in the ten years since the death of Tiahleigh Palmer.	Non-confidential aggregate
Diseases and morbid conditions	Queensland Paediatric Sepsis Program	Sepsis mortality study data by region is to support development of a public awareness campaign effective for Indigenous communities as part of the action plan from the Sepsis Mortality Study recommendations.	De-identified unit records
Interstate residents	Australian Capital Territory Government	Deaths of interstate residents were provided to the Australian Capital Territory Government for inclusion in the Australian Capital Territory Children & Young People Death Review Committee Biennial Report.	Non-confidential aggregate
All deaths	AIHW	Detailed data requested for a feasibility study to develop a national child death data collection based on data from the state and territory child death registries. The project was initiated at the request of the ANZCDR&PG and approved by the AIHW Ethics Committee on 17 September 2024.	De-identified unit records
	Child Death Review Team, New South Wales Ombudsman	Deaths of children where there is parental history of methamphetamine or other stimulant use, for an issues paper in development as part of the New South Wales Biennial Report of the deaths of children in New South Wales in 2022-2023.	De-identified unit records

Note: Not all requests are shown.

We will continue working with researchers and government agencies to raise community awareness and develop prevention programs and policies by identifying risk factors, trends and emerging safety hazards.

Raising awareness through media and digital platforms

Our digital presence and online communication have improved significantly over the period. This improvement is attributed largely to our targeted strategy to promote the new CSO legislation and a more strategic approach to content development across all of our strategic objectives.

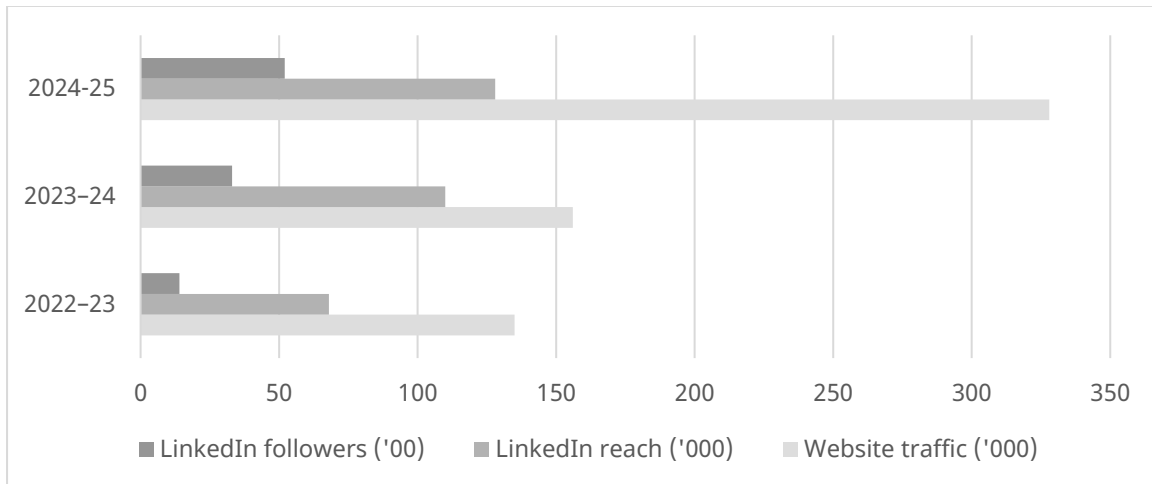
Our website attracted more than 328,000 views over the period, representing a significant increase from 156,000 in the previous period, with CSO content recorded as the most frequently consumed content.

We achieved a 55.5 per cent growth in our LinkedIn following, which means we are strengthening our connections with professionals across the child and family support sector.

Our Meta channels (Facebook and Instagram) have shown the greatest performance, recording a combined reach of more than 4.8 million over the period. This is approximately an 80 per cent increase in reach compared with last year.

Between May 2024 and April 2025, we featured in 2862 media reports, a 20 per cent increase from the previous year. Our coverage over the period was overwhelmingly positive, with 98 per cent of all analysed mentions being positive or very positive, an increase from 93 per cent in the previous year. In this period, 75 per cent of our coverage was driven by proactive media engagement, an increase of 51 per cent from the previous year.

Figure 4: Digital channel engagement from 2022-25





Priorities

Oversight priorities for 2025–26 will reflect the Commission’s strategic priority to shape system performance in the best interests of children and families by producing rigorous analysis and delivering expert, evidence-informed advice. Our focus will be on collaboration with researchers, system leaders, and subject matter experts to strengthen the quality of information and insights guiding reform.

By integrating expert knowledge with lived experience, data, and research, we will provide government and sector partners with high-value advice to influence decisions on laws, policies, and service improvements. Our work will help identify what is working, where change is needed, and how best to deliver better outcomes for children and families across Queensland. Through this approach, we continue to position the Commission as a trusted source of insight and expertise, supporting long-term, strategic improvements across the child protection and family support system.

Key activities include:

- Maintaining the Queensland Child Death Register and supporting child death prevention efforts by supporting research that improves safety outcomes and informs system responses.
- Finalising the System Responses to Child Sexual Abuse Review, delivering findings that integrate lived experience, research and data to guide evidence-informed reforms.
- Delivering high-impact oversight and monitoring activities aligned with the 2023–2027 Oversight Forward Workplan, including thematic reviews and targeted system assessments that track trends, measure reform progress, and inform policy decisions.
- Supporting the Board to undertake rigorous systems reviews following child deaths connected to the child protection system and deliver actionable recommendations to drive systemic change.

PRIORITY TWO

2. We advance the rights, safety and wellbeing of children by collaborating with organisations, entities and individuals

Creating better outcomes for Queensland's children and families takes shared effort across all systems and sectors. The Commission is uniquely positioned to bring together diverse voices to address key issues—but meaningful change depends on the attention, input and action of our partners. Collaboration in our work is therefore central to our success.

All stakeholders must work together to align legislation, policy, funding and service delivery in ways that truly benefit children and families. The systems we oversee are complex, and many experts across Queensland are already working to reduce risks to children. We value this expertise and actively partner with those closest to the issues, recognising they are often best placed to drive change. Ultimately, the Commission will be most effective when the evidence we collect and generate reaches the right people—those who can translate insights into action, implement meaningful change, and enhance the safety and wellbeing of children and families.

The Commission helps organisations strengthen their policies and practices to better protect children and support them to thrive. We also work with statutory agencies, peak bodies and our counterparts in other jurisdictions to pursue shared objectives and deliver greater impact through collaboration.

We aim for a future where agencies committed to children's safety and wellbeing work together to improve outcomes. Agencies will proactively engage with us to shape practical, impactful advice. Our partners will share in our success as we publish and share information that invites participation, fosters influence, and amplifies our collective impact for Queensland's children and families.

We work towards this future by:

1. fostering and investing in long-term, trusted partnerships with community organisations, research institutions and statutory agencies to drive systemic change through regular formal and informal communication, resource sharing, and joint initiatives
2. inviting broad participation in our work, and its promotion, by working with partners that will leverage and communicate our findings and contribute to the public discourse to shape societal attitudes and inform best practice
3. using our unique position to convene multi-sector participation and coordinating expertise through advisory councils, research partnerships and cross-sector working groups to develop evidence-based policy and service reforms

4. equipping and empowering institutions and sectors to embed child safeguarding practices and supporting sector regulators and leaders to produce education resources and tailored support that uplifts the culture of child safeguarding
5. drawing on our relationships to stay at the forefront of best practice, identifying innovation, implementing performance frameworks, tracking progress, and sharing insights.

Key achievements

In 2024–25, we invested significant financial and human resources in building a coalition of like-minded government and non-government organisations and agencies to improve the system for Queensland children, young people and families. Our then First Nations and Child Rights Advocacy team (now OATSICC) was recognised at the then DJAG’s Staff Excellence Awards 2024 for their commitment to partnerships. The recognition reflected the team’s outstanding work in collaboration with Queensland and national organisations, ensuring the voices of First Nations children are heard and respected. Partnering with communities allows the Commission to build a collective vision that keeps our efforts relevant, focused, and geared toward creating lasting change for children across Queensland.

Funding and sponsorship agreements

The Commission recognises the great value associated with building relationships with key stakeholders. Establishing partnerships with external stakeholders that work toward goals that align to the Commission's strategic priorities affords the opportunity to create greater impact for positive change. Collaborating with partners and stakeholders on designing and delivering initiatives elevates the quality of outcomes, broadens the reach of key messages and drives greater positive change for children, young people, families and communities.

The Commission acknowledges that some organisations are better placed to undertake engagement activities that we can benefit from. We contribute to initiatives facilitated by reputable organisations that undertake the work that supports our vision by providing financial backing. There are several strategic advantages to sponsoring well-established organisations to facilitate initiatives that support our goals. These organisations have implemented best-practice programs, hold strong and trusted positions within the communities we aim to engage, and maintain strong networks.

We also actively identify, evaluate and where suitable, consider financial support to emerging initiatives to enhance their visibility and attract sustainable funding from more appropriate financial sources.

Funding, sponsorships and scholarships accounted for four per cent of the Commission’s 2024–25 budget. \$959,299 excluding GST was invested to support the work of key partners and community groups. These included:

1. **Young, Black and Proud Scholarships** – ATSICHS Brisbane – \$200,000. These scholarships supported and celebrated the talents and strengths of young First Nations people to pursue their academic, artistic and sporting potential.
- 2.

3. **Grounded Together initiative and DIYDG Wellbeing Camp** – DIYDG – \$200,000. DIYDG is a youth-led organisation aiming to inspire, equip, and empower the next generation to take action that changes their world. The Commission’s funding supported a wellbeing and leadership program.
4. **Children’s Week campaign** – CRQ – \$166,000. Funding supported Children’s Week, promoting children’s rights across the wider community. The campaign included hosting community events, award presentation, resource development and distribution, and activities that celebrated children’s contributions and raised awareness of their needs, safety, and wellbeing.
5. **Sibling Carers Campaign** – PeakCare Queensland (PeakCare) – \$65,000. Supported wellbeing and improving the experience and futures of sibling carers in the child protection system, an initiative founded by Youth Advocate Caroline Fletcher.
6. **Capable Communities initiative** – Project Paradigm (Integrated Family and Youth Service Limited) – \$43,200. Aimed to improve outcomes for children and young people in rural and remote Queensland by enhancing child sexual exploitation literacy through free training workshops for practitioners and easy-to-understand pocket guides.
7. **Queensland Child Protection Week (QCPW) regional award sponsorship, activities, banner project and three-year art project** – Child Protection Week Committee – \$78,000. Funding supported Child Protection Week awards and activities, including 40-year celebrations and a three-year art competition agreement promoting child protection awareness and community engagement.
8. **Mental Health Strategy for Maltreatment Healing research initiative** – Australian Catholic University – \$40,653. Supported the first phase of a three-year research initiative, in partnership with PeakCare, to develop a mental health strategy for maltreatment healing, focusing on children in OOHC through a whole-of-system approach.
9. **Contribution to Community or Family Safety Award and First Nations Youth Advocacy Award (Young Achiever Awards)** – Awards Australia – \$28,000. Sponsored two awards as part of the 2025 Young Achiever Awards to celebrate individuals working to protect the rights, safety, and wellbeing of children and young people in their communities.
10. **Young Leaders Summits** – Australian School of Entrepreneurship – \$23,000. Supported two regional interactive summits, in Longreach and Rockhampton, designed and led by young leaders for emerging young leaders, to inspire and empower a generation of bold, creative, and entrepreneurial individuals.
11. **Secretariat of National Aboriginal and Islander Child Care (SNAICC) National Conference** – SNAICC – \$20,000. Supported the national conference, bringing together sector leaders and community members from across Australia to focus on early childhood education and child protection for Aboriginal and Torres Strait Islander children and families.
12. **Dedicated to Supporting Young Queenslanders awards (Community Achievement Awards)** – Awards Australia – \$19,196. Sponsored the Dedicated to Supporting Young Queenslander awards as part of the 2025 Community Achievement Awards, encouraging

and recognising individuals, communities, and businesses making valuable contributions across Queensland.

13. **Unanswered Calls screening** – Safe Steps Family Violence Response Centre – \$15,000. To support the promotion of the film, which powerfully conveys the lived experiences of young people impacted by family and domestic violence across Australia.
14. **Child rights art competition** – Children’s Rights Queensland – \$10,000. Sponsored a competition yielding 300 artworks to build upon the Commission’s growing library of children’s perspectives shared through the mixed mediums and providing ongoing opportunities for the amplification of their voices.
15. **National Aborigines and Islanders Day Observance Committee (NAIDOC) week community events** – Various community groups – \$9,409. Sponsored various community groups across Queensland to hold NAIDOC Week events in their local communities.
16. **Residential Care Expert Advisory Council workshops** – CREATE Foundation – \$20,966. Facilitated three Residential Care Expert Advisory Council workshops to provide opportunities for the views of young people with lived experience of the residential care system to be amplified.
17. **SEEN Film screening** – Parent TV – \$6,292. Sponsored the premiere of the film which has the potential for profound societal impact by filling the gap in current narratives surrounding parenting.
18. **Kids of Purple** – Ruby Allen, \$7,129. Supported *Kids of Purple*, a not-for-profit initiative founded by Ruby, 2024 and 2025 Youth Summit speaker. The Commission funded website hosting and the development of animations to promote awareness of the initiative aimed to support children and young people seeking information about domestic and family violence. The initiative continues to gain momentum.
19. **Dance for Daniel 2025** – Daniel Morcombe Foundation – \$5,454.55. Supported Dance for Daniel 2025, an event symbolising unity and determination across the sector and broader community to continue efforts in keeping children safe.
20. **National Indigenous Youth Education Coalition Dream Design Summit** – Seleena Blackley – \$2000. To support advocacy through the ‘My Identity Connection’ school-based program for First Nations students.

Children’s Rights Queensland

CRQ delivers a range of initiatives, education campaigns, award programs and projects which embed a child rights agenda across grassroots organisations, families and frontline delivery services across Queensland. The delivery of child rights outcomes directly supports the Commission’s delivery of priority to *advance the rights, safety and wellbeing of children by collaborating with organisations, entities and individuals.*

In 2024–25, the Commission supported CRQ to deliver a range of outcomes, including:

- **‘I Am Me’ book:** Following the success of last year’s song, ‘I Am Me’, which has received over 116,000 views on YouTube, CRQ, in partnership with First Nations songwriter, Aunty Sharron Mirii Bell, launched a singalong book by the same name. The book explores the

themes of individualism and helps children understand and appreciate their rights and the beauty of their unique stories and is designed to spark conversations and inspire confidence in every child.

- **Children’s Week 2024:** Children’s Week is a national celebration of childhood and children’s rights. It creates opportunities to advocate and build awareness of children’s rights throughout Queensland and celebrates the talents and abilities of all children. Our funding supports the delivery of several Children’s Week initiatives including educational campaigns and projects aimed at embedding a child rights agenda across grassroots organisations, families and frontline delivery services in Queensland.

As CRQ’s Lead Ambassador, Commissioner Twyford presented awards to celebrate and honour the outstanding contributions, initiatives, and advocacy undertaken by young people and organisations. Commissioner Twyford presented the Commissioners Award for Community Engagement to Majella Ritchie, a young person who works with First Nations children in detention and advocates for their right to meaningfully connect to culture. Youth Advocate Caroline was awarded the PeakCare Young Change Maker Award for her advocacy work to improve Queensland’s child protection system.

- **Big Book of Rights:** The ‘Big Book of Rights’ is a picture book designed to raise awareness about children’s rights. Written by Dannika Patterson and illustrated by Amanda Letcher, the book features beautiful illustrations and child-friendly language to bring the 54 rights of a child to life. It serves as an educational tool and a source of inspiration, empowering children to recognise their rights.
- **Children’s Week Family Fun Day:** The Commission joined more than 20 child-focused organisations and over 1000 people at the 2024 Children’s Week Family Fun Day. It was a wonderful day of child and family engagement and connecting with community organisations.

Daniel Morcombe Foundation

The Commission is a proud long-term supporter of the Daniel Morcombe Foundation which is dedicated to educating children and communities about personal safety and supporting young victims of abuse. The foundation’s tireless efforts have made a significant impact on child safety awareness nationwide, empowering children and families with vital knowledge to stay safe. This year, the Commission was proud to support three of the foundation’s initiatives:

- e-kidna – A combined initiative of the Daniel Morcombe Foundation, Act for Kids and Bravehearts commencing in October 2023 and launching during Children’s Week. Through the development of educational content and advocacy activities, the e-kidna group works to fight against child sexual abuse. The group works towards the goal of empowering Australia to recognise, react and report child abuse.
- Walk for Daniel 2024 – Commissioner Twyford and 16 staff attended the Daniel Morcombe Foundation’s 20th Walk for Daniel on the Sunshine Coast. Staff assisted at the event and joined the community for the four-kilometre walk. The event was an opportunity for families, educators, and carers to begin essential conversations with children and young

people about personal safety and engage in Australia's biggest child safety lesson while honouring Daniel's memory.

- Dance for Daniel 2025 – Commissioner Twyford and staff proudly donned red to support Dance for Daniel 2025, an event symbolising unity and determination across the sector and broader community to continue efforts in keeping children safe. Commissioner Twyford was recognised at the event with a Morky Award for his commitment to child safety and sexual abuse prevention.

Play Matters

In 2024–25, with Commission support, Play Matters held five Messy Play Matters events across Queensland, including in Mount Isa, Brisbane, Sunshine Coast, Cairns and Ipswich. Commission staff were in attendance and engaged with families, children and community stakeholders. The ethos of Play Matters' Messy Play Matters initiative supports the foundations of the Commission's strategy of using diverse methods to effectively communicate the issues impacting children to government, other agencies and the community, including Child Safe Standards. It also provides leadership, information and resources to guide and support organisations and the community. This initiative supports our commitment to engage with partners, including associated early childhood organisations, to deliver on our shared advocacy goals.


These events provided accessible engagement opportunities with families and communities while linking them to valuable local programs and services. They provided a critical role in raising awareness of the Commission's work and provide a platform to promote key messages through media coverage and community participation. At these events, members of the CSO team engaged directly with stakeholders to discuss the Child Safe Standards and the forthcoming rollout of CSO in Queensland. As part of National Science Week, Commissioner Lewis joined the Science Play Matters event, participating alongside children, parents, carers, volunteers, and community partners in activities that encouraged curiosity, discovery, and learning.

CREATE Foundation

The Commission supports the CREATE Foundation to facilitate art competitions and showcases for children in OOHC. These events aim to support children's creativity, celebrate their personal expression and support their wellbeing and mental health.

These events are an opportunity for the Commission to connect with children with a living care experience, CREATE Foundation staff, and representatives from other organisations. It also provides an opportunity for children with similar interests to connect with each other.

We acknowledge the contributions and celebrate the achievements by featuring some of the artwork in our reports and on our digital channels. This initiative aligns with our strategic priorities – to advance the rights, safety and wellbeing of children by collaborating with organisations, entities and individuals, and to increase opportunities for children and families to influence decisions that affect their lives.



In 2024–25, more than 200 artworks were showcased across four public art showcases, providing a forum for young people to express themselves and share their experiences of the care system in a way that was impactful for them.

Act for Kids

QCPW is held in September each year and focuses on highlighting that protecting children is everyone’s responsibility. The Commission provides in-kind and financial support to QCPW initiatives. We hold membership on the QCPW Committee, alongside representatives of organisations from the government and non-government sectors within Queensland who work throughout the year to prepare and coordinate the week’s activities.

We contributed \$78,000 to the work of the QCPW Committee in 2024–25. Our contribution supported the statewide art project and creative workshops for children and their families. The Commission-sponsored Regional Program Award was awarded to Jayur House which provides placement, encouragement, and support for some of the most vulnerable young people aged 15 to 18 years with complex support needs in Far North Queensland.

Held from 1–7 September 2024, the QCPW was celebrated with several events across the state amplifying the importance of keeping children safe and celebrating those who contribute to this vision. A highlight was Commission Youth Advocate Caroline’s exceptional speech at the National Child Protection Forum, where she called for child protection systems to recognise and respond to the unique needs of sibling carers.

Government Reference Panel

The Commission’s Government Reference Panel was comprised of senior-level representatives from key Queensland government agencies, with membership covering relevant portfolios including child safety, youth justice, health and education. The panel provided a forum for supporting, connecting and collaborating across agencies to inform and review projects aligned with the Commission’s workplan. Its members contributed advice on shared priorities. The panel met on 23 October and 11 December 2024.

Thriving Queensland Kids Partnership

Through our partnership with the Thriving Queensland Kids Partnership (TQKP), the Commission is helping shift mindsets, strengthen capabilities, and drive system change so every child and young person in Queensland has the opportunity to thrive. Since 2022, the Commission has supported TQKP’s Strategic Framing Initiative, embedding a Senior Partnerships Officer within the Commission to integrate evidence-based framing approaches into our work and by encouraging our government and non-government partners to adopt similar practices. This collaboration aims to catalyse change by influencing how stakeholders understand and communicate about child and adolescent health and wellbeing, ensuring these perspectives guide decision-making and reform.

In 2024–25, the Strategic Framing Initiative partnered with Micah Projects and Common Ground Queensland to deliver a two-day event bringing together participants from across the sector. Attendees applied framing recommendations to real-world contexts, identified key challenges

and opportunities, and developed strategies to improve outcomes for young people and early childhood in Queensland. The event's outcomes will empower caregivers, communities, and workforces to use tested, evidence-based language and methods from child development and communication experts to support healthy development.

The Strategic Framing Initiative engages trusted and influential community members, fosters cross-sector partnerships, and delivers strategic communication products grounded in research. By combining intentional storytelling with evidence-based framing, the initiative is building early engagement, influencing public understanding, and creating the conditions for sustainable system change.

Film premieres

Film launches provide a compelling and immersive platform to convey key messages to stakeholders and the community, resulting in deeper engagement and longer-lasting resonance. In 2024–25 the Commission supported two premiere screenings.

1. **“SEEN” film screening:** On 20 February 2025, the Commission hosted the premiere of “EEN, a feature-length documentary that explores the transformative power of personal healing for parents, delving into the scientifically supported effects of healing on parenting, and its impact on child brain development. SEEN is poised to fill a significant gap in current narratives and has the potential for profound societal impact. This powerful film aligns with the Commission's strategic priority to *increase opportunities for children and families to influence decisions that affect their lives.*
2. **“Unanswered Calls” film screening:** On 4 June 2025, the Commission partnered with Safe Steps Victoria to host the state premiere of Unanswered Calls, attracting attendance from over 60 key stakeholders. Safe Steps, Victoria's only statewide, 24/7 specialist crisis support service for anyone experiencing or at risk of family and domestic violence, launched this film previously in Melbourne, Sydney and Adelaide. The movie shines a light on the silent victims of family and domestic violence – children and young people. Bringing together voices of young people with lived experience with experts from the family and domestic violence and children, youth and family sectors, the film asks viewers to consider a dedicated, relevant and appropriate response for children and young people experiencing family violence in Australia. The film raised awareness of this critical topic and amplified the young voices captured in the film, aligning to the Commission's strategic priority to *increase opportunities for children and families to influence decisions that affect their lives.*

2025 International Congress on Parenting Support

With the Commission's support, from 4 to 7 June 2025, the 2025 International Congress on Parenting Support brought together experts to inspire global collective action to enhance the lives of parents and their children worldwide. The Commission was proud to sponsor three speakers to present at the global event:

- Dr Annette Bauer – London School of Economics and Political Science – The economic case for parenting interventions

- Professor David Kavanagh – Queensland University of Technology – Digital support for parents: reflections on its rationale, research support, challenges and future directions
- Professor Jay Belsky – University of California –The Nature(s) of Nurture: Rethinking why, how and for whom early life shapes later life.

Cross-sector conferences and panels

Both Commissioners have been highly active and visible in their public appearances, attending conferences, giving keynote speeches, participating in webinar presentations, and using social and media channels to raise community awareness of key policy, program and practice issues impacting Queensland children and families. In 2024–25, we shared evidence and insights by speaking at over 30 conferences and panels to raise awareness and drive reform across child protection, youth justice, and family wellbeing in Queensland and nationally. The Commissioners’ involvement spanned conferences, summits, webinars, and community forums, with contributions focused on elevating First Nations voices, promoting child rights, improving systems of care, and driving national conversations on justice, safety, and inclusion. These appearances underscored the Commission’s commitment to collaboration, learning, and advocacy.

Key highlights included:

- Commissioner Lewis sharing platforms with national and international leaders on Indigenous rights, domestic and family violence, and youth justice reform.
- Commissioner Twyford’s active advocacy on sibling carers, youth justice collaboration, and digital child safety.
- Engagements with lived-experience advocates, such as youth speakers Alice, Grace, Caroline, and Nel, who played pivotal roles in shaping discussions and advancing systemic insight.
- Participation in forums hosted by diverse stakeholders—ranging from PeakCare, TQKP and QATSICPP to national organisations like the Justice Reform Initiative and the National Children’s Commissioner.
- Presentations spanned topics from neuroscience in clinical care to ending the use of watch houses for children, and from OOHC to Indigenous self-determination.

Across these 30 appearances, the Commissioners’ contributions consistently highlighted the value of young people’s lived experience, the importance of culturally safe responses, and the need to reorient systems to better serve children and families. The Commissioners used these platforms not just to inform, but to listen, influence, and advocate for a more child-centred and rights-based approach to system reform.

Advice and leadership

The Commissioners provide leadership and expert advice on issues impacting Queensland children, young people and families through their membership on state and national committees and advisory groups. Our active engagement and contribution to these groups extends our visibility and influence to shape child-related laws, policies, programs, practices and systems.

The Commission participates in several high-level forums led by the Department, including the Residential Care Advisory Group, the Safer Children, Safer Communities Taskforce, and the Queensland First Children and Families Board. These bodies focus on improving child protection and family services across Queensland.

In the youth justice and crime portfolios, the Commission contributes to the Youth Justice Oversight Stakeholder meeting, as well as several QPS-led groups: the Watch House Stakeholder Group, the Domestic and Family Violence Advisory Group, and the Community Crime Reference Committee chaired by the Crime and Corruption Commission. Health and wellbeing are supported through cross-agency engagement, including meetings hosted by the Queensland Mental Health Commission and the Mount Isa-led Health Management Committee (Queensland Health).

National and cross-jurisdictional coordination efforts under the Safe and Supported Framework include participation in the Aboriginal and Torres Strait Islander Leadership Group, the Implementation Coordination Committee, the Senior Oversight Committee, the Shared Decision Making Committee, and the Accountability and Data Working Group. These groups are led by SNAICC, the Department of Social Services, and the Queensland Children and Families Secretariat.

The Commission also engages with justice and legal oversight forums such as the Blue Card Services Review Implementation Reference Group, the Justice Policy Partnership Executive Governance Group, and the Implementation Oversight Group for Safe Children and Strong Communities. It contributes to the National Strategic Partnership on Child Sexual Exploitation, co-led by the University of New South Wales and Integrated Family and Youth Services.

Supporting First Nations leadership and advocacy, the Commission participates in the First Nations Ambassadors for Change (Public Sector Commission), the First Nations Children's Commissioners, Guardians and Advocates Caucus, the Indigenous Human Rights Network, and the Safe and Supported Aboriginal and Torres Strait Islander Leadership Group. Commissioner Lewis plays a leading role in child rights advocacy nationally.

To maintain strong connections with sector stakeholders, the Commission engages with organisations like Goodstart Social Inclusion, the Women in Government Network, and attends consultation sessions such as the PeakCare Sector Voices Roadshow. Finally, the Commission is active on national and international platforms, including the Australia and New Zealand Children's Commissioners and Guardians Association (ANZCCGA) and the Community Services Ministers Meeting, led by SNAICC.

Australian and New Zealand Children's Commissioners, Guardians and Advocates

The ANZCCGA presents an opportunity for members to raise their collective voices to promote the safety, wellbeing and rights of children and young people in Australia and New Zealand and advocate for systemic improvements. It also provides an opportunity for Children's Commissioners, Guardians and Advocates from across Australia to connect and discuss emerging issues and share learnings from recent reforms and projects. There were four meetings held in 2024–25 which included discussion on key issues affecting children and young people. This included youth justice, Child Safe Standards, the Aboriginal and Torres Strait Islander Child Placement Principle, and intimate partner violence. Meetings featured community engagement activities and strategic planning, culminating in the May 2025 gathering on Gadigal land, which included site visits and discussions on revising the group's priorities.

To support the work of the ANZCCGA, quarterly policy officer meetings are held to discuss action items arising from the ANZCCGA meetings. This group also connects on a regular basis to provide interjurisdictional insights, share resources and provide data to support the work of each jurisdiction.

First Nations Children's Commissioners, Guardians and Advocates

In 2024–25, the Australian First Nations Children's Commissioners, Guardians and Advocates Caucus met quarterly to progress the priority areas identified in 2023. During the year, there was a focus on the implementation of a nationally consistent approach to monitoring over-representation of Aboriginal and Torres Strait Islander children in child protection and youth justice systems using Indigenous Data Sovereignty Principles. This work strengthens the collective capacity to advocate for systemic reforms that uphold the rights of Aboriginal and Torres Strait Islander children and ensure culturally safe, community-led solutions.

Partnership with Human Rights Commission to deliver Gathering Strength Conference

Held in Brisbane in March 2025, the summit provided a safe space for Queensland First Nations human rights advocates of all ages to reflect, gather strength, and consider a way forward. It facilitated intergenerational dialogue, enabling the sharing of lived experience, cultural knowledge, and strategies for advocacy. The event also strengthened networks between community leaders, young advocates, and organisations working to advance the rights and wellbeing of Aboriginal and Torres Strait Islander peoples across the state.

2025 Australia and New Zealand Child Death Review and Prevention Group Conference

Now in its third year, the Commission hosted the 2025 Australia and New Zealand Child Death Review and Prevention Group Conference, providing a key professional development opportunity for those working in child death prevention, registration, review, policy and research. More than 200 people were in virtual attendance across most sessions.

This program featured three themed sessions, each delivered by experts and lived experience advocates. This included key presentations from:

1. Grace Sholl – Suicidologist and lived experience advocate – discussed approaches to understanding and addressing youth suicidality.
2. Professor Silke Meyer and María Atiénzar Prieto – Griffith University – presented research on childhood experiences of domestic and family violence among young people who died by suicide.
3. Dr Holly Blackmore and Anna Butler – Australia’s National Research Organisation for Women’s Safety – shared findings on filicide in the context of domestic and family violence.
4. Judith Lovegrove and Sonia Waters – Oversight and Advocacy Authority for Aboriginal Infants, Children and Young People – presented a model for Aboriginal Child Death Review.
5. National Children’s Commissioner Anne Hollonds – Australian Human Rights Commission – shared insights from a report into improving the safety and wellbeing of vulnerable children.
6. Stacey Pidgeon (Willcox) – Royal Life Saving Society Australia – presented on the use of coronial data to inform the Australian Water Safety Strategy 2030.
7. Professor Julie Brown – The George Institute – discussed child restraint practices.
8. Dr Julie McEniery (Jamieson) – Queensland Paediatric Quality Council – presented findings from a review of Queensland SUDI cases between 2013 and 2016.


The conference provided a valuable platform to strengthen knowledge across the sector and foster collaboration on strategies to prevent child deaths across Australia and New Zealand.

Leading the Australian and New Zealand Child Death Review and Prevention Group

The ANZCDR&PG is made up of specialist teams responsible for child death reviews in each jurisdiction. Hosting the group is on a rotational basis amongst Australian jurisdictions. In 2024–25, the Commission continued to play a national leadership role convening the ANZCDR&PG, hosting for our third and final year. This group is a collaboration of all state and territory child death review teams across Australia and New Zealand. It was established to develop nationally and internationally comparable child death statistics, to better understand and prevent child deaths.

Reflecting our national leadership, each year, we publish child death statistics recorded from every state and territory across Australia. This invaluable information helps each jurisdiction learn from each other and look at trends across the country. In February 2025, we published the *Australian Child Death Statistics 2022* report,⁴⁰ with information on child mortality across all eight Australian jurisdictions. This report provides the only national compilation of data of infant deaths from Sudden Infant Death Syndrome and undetermined causes, a key area of focus for all jurisdictions.

This report includes a total of 1605 Australian children sadly lost their lives. Overall, 93 transport deaths were recorded across Australia, and transport was the leading preventable cause of death in four jurisdictions: New South Wales, Queensland, Western Australia and Tasmania. The National Transport Commission is reviewing Australian road rules, and we will be highlighting this data through this review, as we call for reform around car restraint use.



In 2024, 39 Australian children died as a result of fatal assault and neglect — a significant increase from 24 deaths in 2021 and 20 in 2020. Every child has the right to grow up free from harm, and this disturbing trend requires urgent attention and action.

Creating Connections: Improving Relational Practice for the Child Protection System roundtable

On 13 June 2025, the Commission hosted the Creating Connections: Improving Relational Practice for the Child Protection System roundtable with keynote speaker Jarrod Wheatley OAM. Mr Wheatley shared powerful insights on shifting from a system of protection to one of connection, inspiring discussion on how trust, compassion and relationships can transform practice.

The roundtable brought together a select group of government and non-government leaders to explore how relational practice can be more deeply embedded in Queensland's child protection system. The session included discussion on moving from procedural compliance toward a practice culture grounded in trust, dignity and human connection, reflecting on the opportunities to lead with connection, rather than control, as a foundation for improving outcomes for children and families.

Community engagement

As part of our strategic commitment to listening, learning, and building trust with communities, the Commission participated in a range of initiatives across Queensland. Our presence at the LUMINOUS Lantern Parade demonstrated support for cultural diversity and inclusion, while our involvement in the Eagleby South State School project celebrated the power of child-led design and innovation. Engagements such as the visit to Jabiru Community College and participation in CREATE Foundation's Transition to Adulthood Month reinforced our focus on young people's voices and transitions to independence. Similarly, Commissioner Lewis's involvement in the 'Connections for Change' Networking Event aligned with our goal to elevate Aboriginal and Torres Strait Islander youth leadership and ensure culturally informed policy influence. Finally, participation in the Queensland Community Impact Awards affirmed our commitment to recognising and learning from those delivering frontline impact, strengthening our connection to the communities we serve and the systems we seek to influence.

Research strategy

Our approach to research is central to the Commission's role in keeping children safe, supporting families, and driving systems change. Guided by our legislative mandate under the *FCC Act*, we conduct, commission, and coordinate research that informs policy, strengthens service systems, and engages communities in protecting children's rights and wellbeing. The Commission's research strategy provides a clear framework for how we prioritise, invest in, and deliver research. It ensures that every project we support creates public value, advances our knowledge base, and ultimately contributes to better outcomes for children, young people, and families in Queensland.

We adopt a flexible investment model that allows us to support research in different ways including granting access to our data for external studies, partnering with researchers on co-led projects, commissioning work on targeted priorities, and when necessary, conducting research internally. This ensures we can respond to emerging needs while maintaining strategic focus.

Our research is underpinned by four key principles:

Collaboration – We partner with researchers, agencies, service providers, communities, and young people to co-design projects and share expertise.

Public value – We invest in research that delivers measurable benefits, builds sector capability, and informs system reform.

Child- and youth-centric focus – Children's rights and voices are central to our work, and we engage them in shaping research questions and priorities.

Values-led practice – We commit to diversity, equity, and inclusion, uphold First Nations self-determination and Indigenous data sovereignty, and support Queensland's economy and workforce.

During the reporting period, we advanced a number of significant research partnerships, with an investment of \$438,706, representing 1.7 per cent of the total budget. This is a 489 per cent increase on 2023–24 and reflects our continued advancement as a sector leader in commissioning high-impact research to inform evidence-based policy and practice. It also highlights the breadth of specialist expertise engaged to support the System Responses to Child Sexual Abuse Review.

Research we have invested in during 2024–25 includes:

1. **Associate Professor Divna Haslam** (School of Public Health, University of Queensland) and the Queensland Centre for Mental Health Research – the Commission released a paper on corporal punishment⁴¹ which outlines why legislative change is necessary to better protect children from violence in the home. The paper also calls for broader public education and parenting support to promote safe and effective discipline strategies.
2. **Australian Catholic University** – In partnership with PeakCare, the Commission is supporting a three-year research initiative to inform a Mental Health Strategy for Maltreatment Healing aimed at addressing the disparity between the mental health care needs and service provision for children and young people who have experienced childhood maltreatment using a whole-of-system approach.

3. **Australian Institute for Suicide Research and Prevention** – The Commission entered into a partnership to support a research project entitled, Promoting connection to culture to reduce suicide for Aboriginal and Torres Strait Islander young people: Exploring young people’s perspectives, potential protective mechanisms, buffering effects and help-seeking pathways. The Commission will be providing data and in-kind support to the project.
4. **Australian Institute of Family Studies** – We commissioned research to identify policies, protocols and legislative systems internationally, as well as best practices for collaboration across government and society to determine which were the most effective at safeguarding children.
5. **Griffith University** – As part of the System Responses to Child Sexual Abuse Review, the Board has commissioned research to identify what practices work most effectively to protect children from sexual abuse, and how best to prevent sexual exploitation and abuse. This includes examining best-practice approaches for protecting children, identifying perpetrators and those at risk, and responding to allegations of abuse.
6. **Marawah Law and Advisory** – As part of the System Responses to Child Sexual Abuse Review, the Board has commissioned research to examine how the legislative framework, policies and practices of the early childhood education and care, police (state and federal) and Blue Card systems operated during the time of Ashley Paul Griffith’s offending, to identify necessary system improvements to better protect children from sexual abuse and other harm.
7. **Medical Research Future Fund** – The Commission provided in-kind support for the Healing Waters: Walking alongside women in their transition to parenthood to support thriving families.
8. **Parenting Research Centre** – Queensland’s Family Support System Service Context and Drivers into Statutory Systems summary evidence report⁴² supports the Commission and wider sector to better understand the efficacy of the Queensland family services sector in preventing entry into child protection and youth justice systems. The accompanying Service systems designed to prevent involvement in child protection and youth justice: Literature review⁴³ provides a brief summary of programs designed to prevent involvement in statutory child protection and youth justice systems, a review of select systems reforms, and a summary of principles of successful service systems.
9. **Queensland Paediatric Sepsis Program (Children’s Health Queensland)** – To undertake the second phase of the Queensland Paediatric Sepsis Mortality study and support translational research to move the findings quickly and efficiently into practice. The support provided by the Commission contributed to the development of localised workflow, education packages and implementation plans within the 16 Queensland Hospital and Health Services to upskill clinicians on death certification processes if sepsis is a known cause or contributor to death.
10. **University of New South Wales** – We commissioned research on the best mechanisms to identify children at risk of child sexual abuse and the identification of risk indicators and patterns of child sexual abuse offending among men who work with children.

11. **University of the Sunshine Coast** – We commissioned research on best-practice child sexual abuse prevention programs and strategies from Australia and other jurisdictions.
12. **University of the Sunshine Coast** – We commissioned research on best-practice responses to child sexual abuse including protocols, victim supports and perpetrator accountability.

Our research strategy reflects a deliberate and balanced approach that makes the best use of our internal expertise while leveraging the skills, reach and networks of external partners. By embedding collaboration, equity, and the voices of children and young people into each stage of the research process, we ensure our work has impact where it matters most.

Priorities

In 2025–26, our priorities will build on our role as a sector leader in advancing the rights, safety and wellbeing of children by adopting purposeful collaboration, driving high-impact research, and strengthening child safeguarding across Queensland. We will focus on harnessing the expertise of government, non-government, academic and community partners to deliver evidence-informed reforms that achieve lasting improvements for children and families.

By integrating research, expert knowledge, and the lived experience of children, young people and families, we will provide government and sector partners with practical, high-value advice to shape policies, legislation and service delivery. Our approach will ensure that the evidence we collect and generate is translated into meaningful action, helping to create systems that are safer, more responsive, and better equipped to meet the needs of Queensland’s children.

Priorities for 2025–26 include:

1. advancing child safeguarding across systems and sectors by empowering organisations and regulators to embed best practice, by supporting the development of education resources, building leadership capability, and cultivating a culture of continuous improvement
2. continuing to foster and invest in long-term, trusted relationships with community organisations, research institutions, and statutory agencies through regular communication, shared resources, and joint initiatives that deliver tangible reform
3. inviting broader participation in our research work by partnering with organisations that have key research strengths
4. harnessing our convening power to bring together cross-sector expertise through advisory groups and working groups that develop and promote evidence-informed policies and services.

PRIORITY THREE

3. We increase opportunities for children and families to influence decisions that affect their lives

All children and families have the right to be involved in decisions that affect their lives. Children and young people play an important role in shaping Queensland's future, and better outcomes are achieved when they and the people close to them—parents, carers, siblings and extended family—are part of the decision-making process. Every family deserves to be heard, and we place strong emphasis on understanding the experience of parenting.

Empowering children and families to share their stories is central to our work. It ensures our insights are accurate and meaningful, and it helps others feel seen and supported. We are committed to amplifying these voices across everything we do. We also encourage all decision-makers to actively include the perspectives of those with lived experience—because the challenges faced by children, families, carers and frontline workers cannot be fully understood or addressed without their input.

We envision a future where children, young people and families are empowered to shape decisions that affect them. Their voices will be respected, visible in policies and services, and supported through safe, inclusive, and compensated engagement. Participation will be embedded across systems, enabling leadership, building capacity, and ensuring children and families are recognised as valued partners in Queensland's future.

We work towards this future by:

1. celebrating and promoting the achievements of young people and families, reinforcing their role in shaping their communities and amplifying their positive contributions to Queensland
2. creating opportunities for children, young people and their families to have direct engagement with policy and decision makers and to contribute to evaluations, reforms and program design
3. investing in work that increases community understanding of children's rights, including how young people can advocate for themselves through accessible, youth-friendly communication
4. strengthening the capacity of government and community organisations to listen to, act on and be accountable to the views of children and families and monitoring and tracking how government is embedding the voices of children, young people and families in their reforms
5. drawing on feedback from children, young people and families to improve our engagement effectiveness to improve how children and families influence decisions.

Key achievements

One of the greatest opportunities that the Commission has is to hear directly from young Queenslanders, and to use what we hear to advocate for change. When we take time to listen—really listen—to what young people have to say, the potential is boundless. This year we centred the voices of children and young people in much of our work, and invested in opportunities that gave them the floor, where the adults in the room were the ones listening to the collective power that exists when adults prioritise what truly matters.

Some of the children and young people we heard from included:

- **35 young people** on a range of critical issues for young people at the second annual Youth Summit.
- **120 young people** on their lived and living experiences as part of six residential care expert advisory council meetings
- **300 young Queenslanders** who registered to attend the Young Leaders Summits facilitated in partnership with the Australian School of Entrepreneurship
- **135 First Nations leaders and young people** who participated in the Bandarran Marra'Gu Gathering Strength Summit
- **20 young Queenslanders** who were announced as semi-finalists of the Commission-sponsored 2025 Young Achiever Awards
- **15 children and young people** who had their views about children's rights captured to inform ongoing child rights monitoring.

2025 Youth Summit

On 10 April 2025, the Commission held its second annual Youth Summit and was attended by more than 300 people. The summit provided a platform for Queensland young people to share their lived experiences and ideas for positive change to improve the safety and wellbeing of Queensland children and their families, whilst also celebrating their contributions and value in communities. The summit featured speeches from 35 young Queenslanders categorised into sessions aligned with the ARACY Nest Wellbeing Framework. The summit provided the opportunity for sector leads across government and non-government organisations to hear the lived experience stories of young people and how their lives have been impacted, directly from young people. At the end of each session, a sector leader presented a reflection speech, responding to the issues and ideas raised by the young speakers.

The young speakers presented a vast range of topics including water infrastructure and the impacts on community health, the effect of climate change on communities, being a young carer, living with disability, lived experiences of the OOHC system, substance use and addiction, and living with mental ill health. The 2025 Youth Summit Report⁴⁴ provides a visual summary of the speeches presented for each domain, a biography for each speaker and links to the speech presentations.

2024 Youth Summit Impact Report

In August 2024, the Commission released the *2024 Youth Summit Impact Report*⁴⁵, highlighting some of the collective impact made by 38 young advocates over the past four months since the inaugural Youth Summit was held in Brisbane. These young advocates have made significant contributions to improving the safety and wellbeing of children, young people, families and communities including establishing a sibling carer movement, developing a domestic violence prevention support initiative, consulting with a leading academic on a school lunch program, and contributing to several national children's reports.

Residential Care Expert Advisory Council workshops

A priority for the Commission in 2024–25 was ensuring that the experiences of young people living in Queensland's residential care system were heard and used to inform decision-making. This commitment was made by Commissioner Twyford in his role overseeing the residential care system review.

During the reporting period, the Commission engaged directly with 120 young people through six sessions. Insights from these engagements were consolidated into five reports, each capturing the perspectives of children and young people with lived experience of residential care. These reports provide an evidence base to inform government, guide sector practice and strengthen accountability for improving outcomes in the residential care system.

1. **Brisbane – Life Without Barriers:** On 20 August 2024, Commissioner Twyford met with 22 participants. The positives from residential care related to having their basic needs met; having food to eat, a place to sleep, and clothing. Access and transport to school and community was also raised as valuable, as were celebrations for birthdays and Christmas. Two comments from the Brisbane workshop spoke loudly of the overall experience for young people living in residential care in Queensland: "Self-placing is a better alternative" and "The negative overrides the positive".
2. **Mackay – Life Without Barriers:** On 17 September 2024, Commissioner Twyford travelled to Mackay to meet with 33 young people currently living in residential care. Young people spoke about their lives and hopes for the future. While in Mackay, the Commissioner spoke to Australian Broadcasting Corporation Radio about the positive youth infrastructure in the town and shared the key messages he heard from the young people.
3. **Toowoomba – Life Without Barriers:** On 29 October 2024, Commissioner Twyford met with 18 participants who again shared their experiences of the residential care system. Topics discussed included staff training, youth participation, family, and cultural connections.

Three key themes were identified across the three workshops; choice and voice; connection; and safety. Solutions proposed by young people included improved placement matching, safety planning to build trust and choice, and improved staff capability and capacity in areas of mental health, trauma, and alcohol and other drugs. These three workshops are reported in the *"Treat us like humans": Workshops with young people living in residential care report*.⁴⁶

The Commission partnered with Life Without Barriers and the CREATE Foundation to coordinate a further three Residential Care Expert Advisory Council forums later in the reporting period.

- 1. Cairns – CREATE Foundation:** On 4 December 2024, the CREATE Foundation, on behalf of the Commission, facilitated a roundtable with young people aged eight to 12 years. The roundtable aimed to shed light on the experiences and needs of young people who have a strong connection to their community, particularly those who are from discrete communities in Far North Queensland. In total, 20 young people attended the roundtable, with 16 participating in activities. All young people identified as Aboriginal and/or Torres Strait Islander. The summary report⁴⁷ highlighted the need for young people to feel they were living in a place which feels ‘like home’ where they could enjoy normal activities, hobbies and routines; the importance of involvement in decision making and sharing information with them about their life; and the importance of positive relationships with carers while maintaining close connection with family and loved ones. Participants also spoke about the importance of cultural heritage and community connection and for this to be integrated and prioritised in their residential care homes.
- 2. Caboolture – Life Without Barriers:** On 22 May 2025, Commissioner Twyford met with 16 young people with living and lived experience of Queensland’s residential care system. They expressed hope that conversations like these will continue, driving reform grounded in their lived experiences. The members were invited to explore a range of topics, including residential care and other support staff; being heard; living skills; education and employment; housing; mental and physical health support inadequacy; and community and culture. They described a system that too often disempowers, excludes, and fails to prepare young people for life beyond care. A roundtable report of key findings was produced titled *I became my own carer*⁴⁸ and identified four key areas for improvement which included improving staff resources; staff training, and consistency; stronger company and staff regulations; and providing safe, anonymous reporting options.
- 3. Kingaroy – Life Without Barriers:** On 26 June 2025, Commissioner Twyford met with 11 young people from the South Burnett area. Participants shared honest and deep reflections on a range of topics including relationships, residential care, other support staff and the child safety system, and connection to culture and community. The report mirrored several issues that were raised at the Caboolture forum. Ideas for improvement centred around ensuring staff receive regular and practical training, strengthening staff suitability checks, improved participation in the recruitment of child safety officers, improved participation, collaboration and relationship building; and strengthening cultural connections. A roundtable report of key findings will be published in 2025–26.

An overarching theme emerged across these workshops—young people want to feel safe in their environments, to be treated with genuine respect, to experience meaningful connection with those around them, and above all, to have a genuine say in the decisions that directly affect their lives.

Statutory systems workforce survey 2024

Since 2018 the Commission has surveyed the child protection, youth justice and family support workforces to understand how the system's services are being delivered and received. Findings from these surveys produce evidence to inform system reviews, strategic policy, advocacy and system monitoring and performance reporting. The evidence is promoted externally and provides important information for decision-makers about whether systems are meeting set objectives.

In 2024, 452 respondents completed the survey including 176 government employees (39%) and a further 276 from non-government organisations (61%). Of these, 67 respondents identified as an Aboriginal and/or Torres Strait Islander person (15%) and 72 were from a culturally and linguistically diverse background (16%). Most respondents (65%) primarily worked in child protection, nine per cent in youth justice while eight per cent in the residential care sector. The remaining 78 respondents reported working across a range of sectors.

Eighty-three per cent agreed that their organisation is child safe—a statistically significant increase compared to 2023—and 69 per cent agreed that children and families have the opportunity to participate in decisions affecting their lives.⁴⁹

Respondents indicated they feel supported by their colleagues and peers to do their job well (75%), their workplace culture supports collaboration (83%) and 60 per cent feel they have been provided enough training and other learning opportunities to undertake their role well. Less than half (45%) of respondents agreed that their caseload or workload to be manageable.

Almost three in four respondents agreed their organisation partners with Aboriginal and Torres Strait Islander organisations to support the delivery of services to First Nations children, young people, their families and communities, and 58 per cent agreed that Delegated Authority will result in better outcomes for Aboriginal and Torres Strait Islander children and young people.

Statutory systems workforce survey 2025

In 2025, 205 frontline child protection, youth justice and family support workers completed the survey. Of these, 102 were from government agencies (50%) and 103 from non-government organisations (50%), representing a higher proportion of government employees compared to previous year (39% in 2024). Nineteen respondents identified as Aboriginal and Torres Strait Islander (9%) and 25 were from a culturally and linguistically diverse background (12%). Most respondents primarily worked in the child protection sector (71%), with the remaining respondents working in youth justice (10%), residential care (11%) and across multiple sectors (9%).

Most respondents agreed or strongly agreed that they had a clear understanding of their role (90%) and felt supported by colleagues (64%). However, 56 per cent disagreed or strongly disagreed that their workload was manageable, and 64 per cent disagreed overall that they are able to spend enough time with children, young people and their families to do their job well.

Aligning with the upcoming roll-out of the Child Safe Standards and Universal Principle, the survey asked respondents for the first time to indicate their awareness of the Queensland Child Safe Standards. A total of 81 per cent of respondents were aware of the Queensland Child Safe Standards and 12 per cent indicated they were not. The remaining six per cent were not sure. Respondents working in a non-government organisation were more aware than those working in a government organisation of the Queensland Child Safe Standards. Among those aware of the Queensland Child Safe Standards, 44 per cent considered themselves very familiar with the standards and 54 per cent considered themselves somewhat familiar.

Three-quarters (75%) agreed their organisation is a child safe organisation, and approximately half believed children and families attending their organisation felt welcome (54%) and safe (51%). The majority (93%) reported understanding how the Aboriginal and Torres Strait Islander Placement Principle applies to their role, and 72 per cent indicated their organisation partners with Aboriginal and Torres Strait Islander organisations to support service delivery.

Community perceptions survey 2024

More than 3600 Queensland adults responded to the survey, providing their perspectives on the systems that support children and young people and how that system upholds their rights.⁵⁰ Community confidence and trust in the Queensland child protection system was comparable to 2023 (58% compared to 56%), with respondents suggesting system confidence could be increased by hearing or seeing fewer negative outcomes for children, having a better understanding of the child protection system, seeing improvements in resources and capability, and improvements in the speed and manner in which early concerns are dealt with were all raised as potential areas to improve upon.


Concerns were raised about the timely and culturally appropriate accessibility of youth mental health services, housing stability, crime and cost of living pressures. Statistically significant increases were reported in relation to respondents' agreement that children and young people are supported to live safely at home with their families and are protected from abuse and neglect.

First Nations respondents were more likely to consider becoming a foster or kinship carer, more satisfied with the time they spend with their children, more likely to disagree that the community prioritises the safety and wellbeing of children and young people, and more concerned about housing affordability and homelessness.

Community perceptions survey 2025

In addition to longstanding areas of interest, the 2025 survey explored a range of new topics related to family life and Queensland Child Safe Standards. These included parent engagement with their child's academic, sporting and social life; parent support for their child learning about their culture, spiritual beliefs and identity; parent perceptions of their children's ability to cope with school pressures; perceptions about children, young people and their families leading a healthy lifestyle; and awareness and support of Queensland Child Safe Standards.

Concerns were raised regarding cost of living, poverty, inflation and finances. Close to one in five respondents considered housing affordability and homelessness (23%), crime and youth



crime (17%), and education concerns such as poor education and affordability (17%) as key issues for parents and children in Queensland.

Twenty-seven per cent of respondents were aware of the Queensland Child Safe Standards while 54 per cent were not. Nineteen per cent of respondents were unsure whether they knew of the Queensland Child Safe Standards.

Young Leaders Summit Longreach

In partnership with the Australian School of Entrepreneurship, the Commission hosted the Young Leaders Summit in Longreach, which brought together young rural Queenslanders for a day of personal and professional leadership development. With over 100 young attendees representing five schools from Longreach and surrounding communities, the summit focused on interactive team-building activities, discussions on leadership and problem-solving, and keynote speeches from local leaders and business owners, and Commissioner Twyford. The event inspired and empowered entrepreneurial young leaders, providing them with the tools and connections to positively impact their communities.

Young Leaders Summit Rockhampton

The second Young Leaders Summit for the reporting period was held in Rockhampton and brought together 200 young people from across Rockhampton and the surrounding area from schools, homeschools and youth groups. Statistics from the day demonstrated outstanding engagement—94.9 per cent of participants felt motivated to use the skills they learned on the day to help solve problems in their community, 98 per cent said they would recommend the Young Leaders Summit to their friends, and 97 per cent of participants said they would attend again.

Youth Advocates

Youth Advocates are young people casually employed to share their views and experiences to shape the work of the Commission and its stakeholders. Youth Advocates amplify the lived experiences, diversity, challenges and proposed solutions of young people. Their involvement in influencing government policies and initiatives ensures relevance, effectiveness and sustainability for all young people. During the past year, the Youth Advocates were empowered and supported to participate in many opportunities to influence policies, projects and initiatives that directly impact their lives, their families and communities.

In 2024–25 we funded over 577 hours of youth participation across many programs of work including:

- **Normalisation of excessive alcohol consumption** – Youth Advocate and Youth Summit speaker, Siobhan, was interviewed on Australian Broadcasting Corporation to talk further about her Youth Summit topic – Australia’s culture and normalisation of excessive alcohol consumption.

- **No More: National rally against violence** – Youth Advocate and Youth Summit speaker, Priya, was a keynote speaker at the rally hosted on the Gold Coast by *What Were You Wearing?* Priya spoke about her reflections on gendered violence and sexual assault.
- **Harnessing neuroscience and operationalising resilience in clinical practice** – 2024 Youth Summit speaker Alice participated in a panel discussion at the Harnessing Neuroscience and Operationalising Resilience in Clinical Practice workshop. Alice shared her valuable insights and lived experience with health care services in Queensland, emphasising the importance of consultation, collaboration, and being seen beyond her illness. With over 100 attendees in person and online, the event highlighted the critical role of listening to young people's experiences and implementing evidence-based practices. Engagement Support Officer Jessie, Youth Advocate Charles and TQKP Senior Partnerships Officer, Naomi, supported the event.
- **Domestic Discipline consultation** – At the request of the Queensland Law Reform Commission to support youth participation in their Review of particular criminal defences – Domestic Discipline, eight youth advocates aged 14–17 years were supported to share their insights into domestic discipline at a 90-minute hybrid consultation co-designed with a Youth Advocate and delivered in September 2025.
- **Key Assets staff forum** – Youth Advocate Caroline discussed the challenges faced by sibling carers who provide essential support and care for their brothers and sisters. Caroline highlighted the emotional and physical toll these carers endure, including the significant trauma they experience without adequate recognition or support. This meeting marked a significant step forward in collective efforts to reform the system and better support sibling carers, with Key Assets staff voicing their commitment to better support and recognition of this unique care cohort.
- **Exploring multifactorial approaches to youth suicidality** – Grace's presentation during session one of the 2025 Australia and New Zealand Child Death Review and Prevention Group Conference, focused on suicide and domestic and family violence risk factors and prevention. This presentation provided an evidence-based lived experience perspective on youth suicide, and addressed what can be done by clinical and non-clinical services and academia to support young people beyond short-term band-aid solutions.

Youth Advocates contributed their thoughts and experiences on a range of topics in the way of Amplify Blogs which are hosted on our website. These include:

- ***Stacking your shoes***⁵¹ written by Youth Advocate Judas about the pivotal moment that they realised their mental health differed from others.
- ***I wonder...***⁵² written by Youth Advocate Seleena who shared how questioning her 'I don't know' responses led to new discoveries.
- ***Living with Chronic Illness: The Isolation You Don't See***⁵³ outlining Youth Advocate Caroline's experience with Stage 4 Endometriosis and Polycystic Ovary Syndrome.
- ***The need for better Family Support Services for sibling carers***⁵⁴ presents Youth Advocate Caroline's experience as a sibling carer.

- **Connection to Identity**⁵⁵ written by Youth Advocate Seleena who reflected on her identity as a Kalkutungu woman.

The voices of young people, including Youth Advocates, were featured in a range of Commission submissions and reports, including:

- Next Steps forward in Supported Consultation and NDIS Supports Rules
- Foster, Kinship and Permanent Carers Review
- National Out of Home Care Standards Review
- Transition to Independent Living Allowance Review
- Raising expectations: Reforming how we raise children and young people in care position paper
- Making Queensland Safer Bill 2024
- QPS Watch-house Review
- Online Safety Amendment (Social Media Minimum Age) Bill 2024
- Phase 2 Industry Codes
- National Suicide Prevention Strategy
- National Roadmap to Improve the Health and Mental Health of Autistic People.

Sibling Carer initiative

Youth Advocate Caroline's public campaign about Sibling Carers gained traction through the reporting year with key sector partners and providers. On 16 September 2024, Caroline presented to the Child and Family Wellbeing Association of Australia, the national peak body for child, adolescent and family wellbeing in Australia. Child and Family Wellbeing Association of Australia members voiced their support for Caroline and the Sibling Carers campaign and reflected the specific needs of young people providing care to their family members.

Supporting sibling carers marks a pivotal reform in Australia's child safety system, addressing a vital aspect that has long been overlooked. Sibling carers are often the eldest or most capable of the siblings, typically facing limited social, financial, and physical support. Despite their own experiences within the care system, these carers are expected to navigate the complexities of raising their siblings without tailored assistance. Commission Youth Advocate and sibling carer, Caroline, was instrumental in inspiring the Sibling Carers reform, aimed at empowering young sibling carers to ensure the wellbeing and success of themselves and their families.

Mapping Youth Advisory Councils across Queensland

As part of our ongoing commitment to amplifying the voices of children and young people, the Commission compiled a comprehensive directory of 137 advisory councils, leadership teams, and support services across Queensland. This resource, published on our Youth Space website, is designed to strengthen connections between the sector and young people, ensuring their perspectives are embedded in decision-making processes. By making it easier

for agencies, community organisations and policymakers to engage directly with young voices, the directory supports a more inclusive approach to policy and service design. It also reflects our strategic intent to build enduring pathways for young people to shape the systems that impact their lives, driving positive and lasting change for them, their families, and communities.

Young Achiever Awards

Our sponsorship of the Young Achiever Awards is an opportunity to support young people's advocacy agendas and leadership journeys. We sponsored two awards to the value of \$28,000 in the following categories:

Contribution to Community or Family Safety Award – acknowledges a young person who is working towards protecting the rights, safety and wellbeing of children and young people, whilst demonstrating leadership in this space.

This award was presented to Jess Stone. Jess is a passionate advocate for child safety and youth rights. Drawing from her own lived experience, Jess has contributed to policy reform at both state and international levels. Her work includes advocacy on the Youth Bill for First Nations repatriation and consultation on vaping reforms in Queensland. Jess is a valued voice on several youth advisory councils, and her leadership extends globally through her work with United Nations Youth Australia, Sustainable Development Solutions Network—a Youth, and the World Economic Forum. Despite facing personal challenges, including navigating autism and her LGBTQIA+ identity, she continues to influence change. Jess also presented at the Commission's 2025 Youth Summit on moving beyond tokenism in community engagement.

First Nations Youth Advocacy Award – celebrates young Aboriginal and Torres Strait Islander Queenslanders advocating for First Nations children and young people, their families and communities, in the areas of health and emotional wellbeing; safety and home environment; learning, skills and economic empowerment; and culture and connection.

This award was presented to Jarib Branfield-Bradshaw. A proud Aboriginal leader and Youth Support Officer from Cunnamulla, Jarib is the founder of the Neighbourhood Centre, a grassroots initiative providing food, crisis response, and cultural reconnection for over 200 young people. His advocacy is grounded in walking alongside those experiencing homelessness, family violence and disengagement. As chair of the local Youth Council and a 2024 Queensland Youth Ambassador, Jarib is building community strength from within and creating real, lasting impact.



Priorities

In 2025–26, our priorities will strengthen the Commission’s leadership in championing the rights and voices of children and young people across Queensland. We will continue to embed and support genuine participation by creating more opportunities for children, young people and families to influence policy, legislation and system reform, including through the Commission of Inquiry. By celebrating youth leadership, investing in rights-based initiatives, and embedding accountability in our engagement practices, we will ensure that young people’s perspectives are not only heard but drive meaningful change. Our approach will emphasise collaboration with government, community and sector partners to deliver reforms that are informed by lived experience and responsive to the real needs of children, young people and their families.

We will achieve this by focusing on:

- recognising and celebrating youth leadership by continuing to support young people through sponsorships, community awards, and the Growing Up in Queensland report, showcasing their achievements and contributions
- strengthening pathways for engagement by creating and expanding opportunities for children, young people and families to engage directly with policy and decision-makers, including through the Commission of Inquiry
- building public understanding and youth advocacy by investing in initiatives that promote awareness of children’s rights and equipping young people to advocate for themselves through accessible and youth-friendly communication channels
- embedding accountability in engagement by using feedback from children, young people and families to evaluate and improve our approaches, ensuring their voices have visible, meaningful and lasting influence over decisions that affect them.

PRIORITY FOUR

4. We support Aboriginal and Torres Strait Islander children to grow up strong in their identity, culture, and community, free from systemic racism and discrimination

The Commission recognises the rich and resilient cultures that continue to sustain and strengthen Aboriginal and Torres Strait Islander peoples. We respect the right to self-determination and demonstrate leadership in recognising the critical importance of continuing connection to kin, Country and culture in the lives of Aboriginal and Torres Strait Islander peoples. We recognise that healing, dignity and respect are all fundamental elements needed to improve outcomes and relationships.

We recognise the significant disparities and challenges experienced by Aboriginal and Torres Strait Islander peoples. First Nations children and young people continue to be disproportionately represented in statutory child protection and youth justice systems in Queensland and across Australia.

We aim for a future where the drivers of over-representation in statutory systems no longer exist, and harmful influences on First Nations children are dismantled. Self-determination, healing, dignity and respect for Aboriginal and Torres Strait Islander peoples will underpin government and society. Our culture will reflect the values of the communities we serve. We work towards this future by:

- proactively identifying and highlighting the dynamics and drivers of over-representation, and help others understand and addressing the causes and situational influences impacting First Nations children
- supporting First Nations children and families to know and exercise their rights, participate in decision making, and contribute to solutions that are aligned to their identities and aspirations
- prioritising and investing in First Nations-led solutions through respectful engagement with Elders, cultural authorities and community-controlled organisations that ensures culturally appropriate and self-determined solutions
- promoting the strengths of Aboriginal and Torres Strait Islander families, communities and community-controlled organisations, and advocating for their full participation and control in decisions—to ensure the best interests of every child are met
- strengthening our organisational culture by actively increasing our Aboriginal and Torres Strait Islander workforce across all functional areas and embedding approaches that help staff partner with, and respond to the views and voices of First Nations peoples.

Young, Black and Proud Scholarships

The 2024 Young, Black & Proud Scholarships, delivered in partnership with ATSICHS Brisbane, supported and celebrated the talents and strengths of young First Nations people to pursue their artistic, sporting and academic potential. It aligns with Commission's priority to *support Aboriginal and Torres Strait Islander children to grow up strong in their identity, culture, and community, free from systemic racism and discrimination*

To be eligible, applicants must be Aboriginal and Torres Strait Islander, 25 years or younger, live in Queensland, require support with school, university, arts, or sporting. This year was the first time that the scholarship was open Queensland-wide, with an incredible 228 applications received from across the state.

On 19 October 2024, Commissioner Lewis and staff attended the awards presentation where 125 scholarships were awarded, 88 of which were awarded to recipients from regional Queensland. This year there was a record 225 applications received from right across Queensland.

In 2024, there were:

- 38 academic scholarship recipients, including:
 - Amelia, 15 years who hopes to use her scholarship funds towards school fees, books and uniforms
 - Casey, a Bachelor of Education student, who plans to use her scholarship funds to purchase a laptop and iPad, and cover accommodation costs during her education placements
- 32 art scholarship recipients, including:
 - Aylvia who wishes to pursue a graphic design degree and plans to use the funds to support her studies, purchase art supplies and invest in new tools and graphic design apps
 - Ash, a guitarist who plans to use his scholarship to cover travel and equipment costs
 - Tracey who hopes to purchase a bass guitar, amp and keyboard with her scholarship funds.
- 55 sport scholarship recipients, including:
 - Brothers Kaileb, Tyson and Lynton who plan to use their scholarship funds to compete in more rodeos and buy new gear
 - Ellie, a champion highland dancer who looks forward to using her scholarship to cover travel and competition costs, alleviating the financial burden on her supportive family.



Bandarran Marra'Gu Gathering Strength Youth Summit

In May 2025, the Bandarran Marra'Gu Gathering Strength Youth Summit and Full Summit brought together Aboriginal and Torres Strait Islander children, young people, Elders, and community leaders to centre a conversation about truth, healing, and self-determination in Queensland. Held on Yuggera and Turrbal Country in Magan-djin (Brisbane), the summits created culturally grounded and community-led spaces for truth-telling about the ongoing harms of colonisation, racism, and systemic exclusion, particularly within child protection, education, and youth justice systems.

The Commission partnered with Yoorra Maltha to deliver the Bandarran Marra'Gu Gathering Strength Youth Summit. Based on a peer-to-peer model the Youth Summit elevated the leadership of Aboriginal and Torres Strait Islander young people. Through storytelling, cultural practice, and peer-led dialogue, young people asserted their right to be heard and to drive the solutions affecting their lives, reaffirming the centrality of cultural identity, belonging, and intergenerational care to their wellbeing and future.

The Full Summit built on this foundation and was co-hosted by the Commission, the Queensland Human Rights Commission and the Australian Human Rights Commission. It brought together over 100 community members from across Queensland. The outcome was a strong, unified Gathering Strength Statement, developed and endorsed by Aboriginal and Torres Strait Islander delegates. The Statement called for urgent and meaningful reform across the child protection and youth justice systems, and demanded that government uphold its commitments under the United Nations Declaration on the Rights of Indigenous Peoples. It called for governments to move beyond consultation towards power-sharing, to recognise cultural authority in decision-making, and to prioritise community-controlled, healing-informed, and rights-based responses.

Together, the summits affirmed that Aboriginal and Torres Strait Islander peoples hold the solutions to the challenges they face. They called on governments and institutions to listen deeply, and act in partnership grounded in truth, driven by justice, and committed to healing and sovereignty.

DIYDG partnership

The Commission is committed to supporting, connecting with, and collaborating alongside organisations that advance the rights, safety and well-being of First Nations children, and that translate child rights principles into practical guidance. We particularly acknowledge those initiatives that set benchmarks for others to follow, such as DIYDG's Growing Our Way initiative, which demonstrates leadership and innovation in embedding child rights into practice.

Funding DIYDG's Growing Our Way initiative supports the achievement of the Commission's strategic objectives. This initiative includes 'Grounded Together' a two-day open referral service delivery program and the annual 'Wellbeing Camp'.

The DIYDG Wellbeing Camp aims to:

- enhance the mental, emotional, and physical wellbeing of young people
- strengthen cultural identity and pride

- develop leadership and facilitation skills among participants
- foster positive peer relationships and a supportive community network
- provide a safe space for sharing stories, experiences, and knowledge.

In September 2024, Commissioner Twyford travelled to Tully in Far North Queensland to participate in DIYDG's Wellbeing Camp. Although young participants did not quite get the full camp experience planned due to the wet weather, it was a powerful and positive experience for the young attendees who participated in collaboration and cultural connection building activities. The event was renamed 'camp resilience' as a nod to the unplanned turn of events that all participants took in their stride to ensure the experience remained fruitful and positive.

Hymba Yumba Year 13 pilot

In 2024, Hymba Yumba Independent School launched the Year 13 (Y13) program to strengthen educational outcomes and improve transitions for First Nations students moving from school into higher education, training, or employment. The program provided tailored guidance, coaching, and mentoring for past students who found the transition beyond Year 12 overwhelming or challenging. Y13 served as a supportive gateway into the community, offering expert assistance in work readiness, resilience building, and positive adaptation to change.

Recognising that not all pathways proceed as planned, the program also assisted students to identify and prepare for alternative options where required. Central to Y13 is an in-depth, co-designed plan that tracks each jarjum's goals, current status, and achievements through a live database. Of the 64 jarjum in Years 10–12 who completed the preliminary survey, 60 developed personalised transition plans, 55 prepared resumes, and all participating students received weekly check-ins with the Y13 Coordinator.

As a result of Y13, the following outcomes were achieved in 2024:

- More than 23 per cent of jarjum that were engaged in 2024 secured school-based traineeships and 15 completed work experience placements.
- Over 15 per cent of jarjum are employed in an after-school job.
- Nearly 74 per cent of jarjum who graduated in 2023 are currently employed.
- More than 23 per cent of jarjum who graduated in 2023 are currently studying.



Principle Focus

In 2024–25, a key priority was consolidating and extending our critical oversight role as it pertains to Aboriginal and Torres Strait Islander children, young people and their families who are in contact with either the youth justice or child protection systems. Identifying systemic issues, advocating for improvements and monitoring the impact of those changes is a critical function of a contemporary children’s Commission.

The disproportionate representation of Aboriginal and Torres Strait Islander children and young people in the statutory child protection system continued to be one of the most significant social policy issues in Queensland during this reporting period. There were significant reforms and investment, but as highlighted in the *Productivity Commission Report on Closing the Gap*, there was no clear mechanism of accountability or capacity to examine the impact of those reforms, particularly at a regional and local level.

In response, we continued to deliver Principle Focus, a program that monitors and analyses the underlying dynamics and drivers of over-representation in Queensland’s child protection system. The program extended beyond simply identifying challenges, instead highlighting opportunities to strengthen practice and system responses. It also provided a platform to showcase and promote examples of excellence, with the aim of embedding these approaches as standard practice across the sector.

The Commission has long supported the need to increase transparency and the accessibility of data relating to over-representation. Improving access to localised data and incorporating the insights and perspectives of those working on the ground with families in each region aims to create visibility, greater accountability and a more nuanced understanding about what is working well and what requires action.

We also focused on clarifying the improvements required to redress the drivers of over-representation that exist in other areas of social policy, beyond the control of the child protection system, including the experience of poverty, housing instability and homelessness, domestic and family violence, mental health and substance misuse.

In 2023–24 we publicly launched the new Principle Focus dashboard monitoring child protection over-representation statewide and regionally. Each region had a ‘story behind the data’ that identified the key barriers to reducing over-representation, highlighted promising practices, and gave localised context to the data. The intention is to update data quarterly where departmental data is available. Without such data, gaps remain in the accountability mechanisms designed to keep First Nations children safe. Dashboard updates will take place with continued support of DFS DSCS, and Aboriginal and Torres Strait Islander community-controlled organisations, and will enable communities and partners to track progress towards eliminating over-representation and advocate for the continued implementation of the Aboriginal and Torres Strait Islander Child Placement Principle and Council of Australian Governments Priority Reforms, in the interests of Aboriginal and Torres Strait Islander children and families.

The findings and ongoing monitoring will assist in meeting the state’s performance reporting obligations under *Closing the Gap* and the *National Framework for Protecting Australia’s Children* but importantly provide clear advice to government as to what additional efforts and potential

reforms are required to achieve the intended outcome of the *Our Way Strategy*. It also aligns with the Productivity Commission's recommendations in its review of the *National Agreement on Closing the Gap*, specifically around strengthening accountability.

Reframing the Relationship Plan 2024–2027


The Reframing the Relationship Plan represents an important opportunity to further strengthen the Commission's commitment to improving the safety and wellbeing of Aboriginal and Torres Strait Islander children, families and communities. Through the plan, the Commission is working in partnership with First Nations leaders, organisations and communities to ensure that Aboriginal and Torres Strait Islander voices are central to decision-making processes. This approach acknowledges that lasting reform can only be achieved when the perspectives and lived experiences of First Nations peoples guide the policies, programs and services that affect them.

The plan also reflects the Commission's strategic priority to eliminate systemic racism within Queensland's child protection and youth justice systems. By addressing the structural inequalities that drive over-representation and poor outcomes, the Commission seeks to create environments where First Nations children can thrive in their culture, feel safe in their homes and communities, and have the same opportunities as their peers to succeed.

In practice, this means embedding cultural knowledge and perspectives into all areas of the Commission's work, fostering genuine partnerships with community-controlled organisations, and holding systems accountable for delivering culturally safe, equitable outcomes. The plan provides a clear pathway for translating this vision into tangible action, setting the foundation for systemic change that is responsive, just and inclusive.

This plan provided a point of accountability, and we welcomed the opportunity for change. It outlined our six key commitments to Aboriginal and Torres Strait Islander children, families, communities and staff:

1. **Respect the right to self-determination:** The Commission will advocate for an independent and adequately resourced Aboriginal and Torres Strait Islander Children's Commissioner in accordance with commitments under *Safe and Supported – the National Framework for Protecting Australia's Children*.
2. **Facilitate and promote truth telling:** The Commission will facilitate truth telling as part of Treaty readiness and contribute to building an accurate understanding of history and the continuing impacts of colonisation on children and families.
3. **Systems performance:** In line with our mandate, the Commission will continue to monitor the over-representation of Aboriginal and Torres Strait Islander children and young people in statutory child protection and youth justice systems in Queensland and advocate for the best interests of children.
4. **Equal partnerships, participation and shared decision making:** The Commission will ensure that our policies, programs and positions are deeply informed by those who are most affected by inequality and that we respect cultural authority, leadership and eldership.

- 
5. **Data sovereignty:** The Commission will reflect Aboriginal and Torres Strait Islander interests, values and priorities in our research. All data will be collected with free, prior and informed consent, and it will be used to advance self-determination and the best interests of children.
 6. **Strengthening our cultural capability:** The Commission will improve rates of Aboriginal and Torres Strait Islander representation across our workforce and commit to building a strong culture of effective allyship.

This plan is designed to be a living document and will support the Commission to strengthen our cultural capability as a necessary foundation for a reframed relationship.

Working with Children (Risk Management and Screening) and Other Legislation Amendment Bill 2024

In September 2024, the Commission welcomed the passage of Blue Card amendments, including the removal of the requirement for kinship carers and adult household members to hold a Blue Card in order to care for family. This reform affirms the principle that every decision must prioritise the safety and wellbeing of each child, while also recognising the critical role cultural continuity plays in achieving safety for First Nations children.

The amendments reflect long-standing calls from Aboriginal and Torres Strait Islander families, communities and organisations, who have consistently highlighted how previous requirements created unnecessary barriers to children remaining safely within kinship care. By strengthening opportunities for children to stay connected to family, culture and Country, the reform helps to address the over-representation of First Nations children in the child protection system.

This change also represented a significant policy milestone for the Commission, responding directly to recommendations we have made about the Blue Card system since 2017. It reinforces the importance of designing systems that are both child-safe and culturally safe, and that embed flexibility and fairness without compromising protection. The Commission will continue to monitor the implementation of these reforms to ensure that the intended benefits are realised in practice and that children, families and carers experience the full impact of these improvements.

Truth-telling and Healing Inquiry

On 16 September 2024, Commission staff attended the Ceremonial Hearing formally marking the commencement of the Truth-telling and Healing Inquiry. Staff participated in the Community Consultations held in Brisbane, ensuring the Commission maintained a presence in this important process. The Inquiry was established to create a platform for Aboriginal and Torres Strait Islander peoples to share their histories, promote healing, and inform future reforms.

The Inquiry was cancelled following the repeal of the *Path to Treaty Act* by the Queensland Government on 28 November 2024, which marked a significant policy shift. The Commission remains committed to advocating for initiatives that support truth-telling, healing and reconciliation for First Nations peoples across Queensland.

NAIDOC Week

In July 2024, the Commission celebrated Aboriginal and Torres Strait Islander history, culture and achievements as part of NAIDOC Week. The year's theme was 'Keep the Fire Burning: Blak, Loud and Proud', honouring the strength of First Nations leadership and the importance of keeping the fire burning in the pursuit of justice, truth and hope.

The Commission provided \$9409 to sponsor various community groups across the state to hold NAIDOC week events in their communities. Commission staff supported the events to setting up and participating in community engagement activities in locations including Logan, Brisbane and the Gold Coast.

The Commission welcomed Uncle Billy Oui and Gavin Power to the office NAIDOC luncheon who spoke on the meaning of this year's NAIDOC theme. Commissioner Twyford, executive members and Board members attended the inaugural Kambu NAIDOC Ball in Ipswich, hosted by Kambu CEO and Deputy Chair of the Board at the time, Simone Jackson. The event celebrated Aboriginal and Torres Strait Islander culture and the achievements of individuals dedicated to improving the health and wellbeing of First Nations people.


Commission executive members and staff joined Commissioner Lewis at the NAIDOC Ball in Mount Isa, where Commissioner Lewis presented the 2024 Commission Youth Award to Cooper Munns for exceptional leadership in his school and community. The event brought together members of local community groups and organisations to celebrate the achievements and commitments of First Nations people.

Priorities

In 2025–26, the Commission will continue to strengthen its leadership in advancing the rights, safety and wellbeing of Aboriginal and Torres Strait Islander children, families and communities. Building on our long-standing commitment to eliminating systemic racism and promoting culturally safe practice, we will work in partnership with First Nations families, communities, organisations and leaders to drive reforms that are inclusive, evidence-informed and grounded in cultural knowledge.

Our focus will extend beyond addressing over-representation in child protection, to amplifying the strengths, resilience and achievements of First Nations communities, ensuring their voices and leadership are embedded at every level of decision-making. Through these priorities, we aim to create more responsive, culturally respectful systems that deliver better outcomes for Aboriginal and Torres Strait Islander children and young people across Queensland. Our focus will be on:

- publishing the First Nations Children's Report, showcasing practices, programs and ways of working that uphold the rights of First Nations children, young people and their families.
- finalising and releasing the Queensland Blueprint for Children and Young People, providing a coordinated, whole-of-government framework to improve outcomes across health, education, safety, culture and wellbeing

- 
- maintaining the Principle Focus dashboard to monitor systemic drivers of over-representation and supporting the Commission of Inquiry by providing data and insights on policy, practice and social factors influencing First Nations children in child protection and related systems
 - amplifying the strengths and leadership of First Nations communities by using our platforms to highlight the achievements of Aboriginal and Torres Strait Islander children, families, communities and organisations, and by advocating for their voices and leadership roles to be centred in decision-making forums across the child and family support systems.

PRIORITY FIVE

5. We ensure Queensland organisations meet their obligations to safeguard children and prevent abuse through the strategic use of our regulatory powers

Keeping children safe is at the heart of what we do. We oversee the *CSO Act*, making sure organisations embed the Child Safe Standards and the Universal Principle, and have systems in place to respond to reports of child harm and abuse by their employees.

The Commission has enforcement powers to ensure organisations meet their responsibilities. We can share critical information to reduce risk, and take action when standards are not met. By monitoring compliance and addressing failures, we strengthen Queensland's capacity to prevent harm and protect children. While our focus is on prevention, education and collaboration, we will act decisively when children's safety is at risk. We are committed to using every tool available to ensure children in Queensland are safe, protected and supported.

We aim to build a future where Queensland's organisations embed child and cultural safety as core practice, not just compliance, and this is reflected in our Regulatory Approach. The Commission will lead with clear guidance and trusted enforcement. Through collaboration, accountability and transparency, we'll drive a shift to prevention, ensuring risks are addressed early and children's safety, wellbeing and best interests are consistently prioritised.

We work towards this future by:

- providing clear guidance to support organisations to proactively meet their legal obligations and understand our regulatory approach for the CSO and the Reportable Conduct schemes
- applying a data-driven and risk-based approach to focus proactive regulation where it will have the greatest impact in preventing harm
- operating a risk-based methodology to respond to concerns and investigate matters appropriately, proportionately and professionally
- operating a framework of collaborative regulation and proactively sharing information with other organisations and regulators to ensure Queensland's safeguarding system is optimised
- demonstrating transparent public accountability in the use of our regulatory powers and applying assurance mechanisms that ensure alignment between the law and our regulatory policy, practices and enforcement actions.

Legislative reform in 2024–25

On 11 September 2024, the *CSO Act* and the *Working with Children (Risk Management and Screening) and Other Legislation Amendment Bill* both passed in Parliament. The passage of these two pieces of legislation represents a significant milestone for Queensland, marking a crucial step towards ensuring that every child is safe and supported in environments that prioritise their wellbeing. Together, they strengthen the framework for safeguarding children by embedding accountability, oversight, and consistent standards across systems of care. Protecting children requires multiple tools and processes to prevent, detect, and respond to child sexual exploitation and abuse, and these reforms provide a stronger foundation for that protection. Child Safe Standards and a Reportable Conduct Scheme are vital to strengthening Queensland’s existing child safety regulations and practices to better protect children.

Since the Royal Commission into Institutional Responses to Child Sexual Abuse handed down its expert findings, Australian governments have worked to develop solutions to keep our children safer. For several years, the Commission has been part of effective advocacy for the implementation of the child safe standard and the reportable conduct schemes.

The passage of this legislation is a significant milestone in the journey to better protect children, and the Commission is eager to lead the implementation of these important protections. We have been entrusted with the important responsibility of leading the implementation of this scheme, a role that highlights the significant trust the government has placed in us.

The high-level key timeframes and milestones are as follows:

Table 7: Key timeframes and milestones for Child Safe Standard and Reportable Conduct Scheme implementation

Timeframe	Milestone
October 2024	Establishment activities for the Commission as the oversight body
January 2025	Preparation for commencement
April 2025	Education and capacity building commences
October 2025	Phased roll-out of the Child Safe Standards and Universal Principle commences
July 2026	Phased introduction of the Reportable Conduct Scheme commences
July 2027	Full implementation of the CSO system achieved

Leading the Implementation of the Child Safe Organisation Scheme

Community and sector engagement

Throughout the development and implementation of the *CSO Act* the Commission has led sustained community and sector engagement. This included:

- extensive consultation with child and family sector leaders and advocacy groups over several years
- publication of resources and timelines on the Commission's website: www.qfcc.qld.gov.au/childsafe
- internal readiness activities, including developing a draft Child Safety, Wellbeing and Cultural Safety Policy for Commission staff.

The Commission will maintain a sharp focus on engaging with the community and sector as implementation progresses. This will involve listening to feedback, sharing updates, and continuing to promote tools and resources that help organisations meet their obligations under the new legislation.

Importantly, the reform package also included amendments to the Blue Card scheme, addressing longstanding concerns raised by First Nations families and communities. These amendments remove the requirement for kinship carers and adult household members to hold a Blue Card when caring for family, affirming the importance of cultural continuity while prioritising child safety. The Commission acknowledges that these reforms reflect the collective advocacy of many leaders and communities across Queensland and stands alongside them in celebrating this significant progress.

To support the effective implementation of the *CSO Act*, we established a dedicated Steering Committee comprising representatives from key Queensland Government departments and interstate regulatory counterparts. This committee provides strategic oversight and expert guidance to ensure a coordinated and informed approach. In parallel, we are progressing the development of a Queensland CSO Collaborative Regulators Network, which will formalise cross-jurisdictional collaboration and promote shared learning, consistency, and continuous improvement in the operationalisation of the Act.

Between 1 March 2025 and 30 June 2025, the CSO team received 93 public contacts, 80 per cent of which were general enquiries regarding the CSO scheme. An additional six contacts related to child safety concerns, and another six were requested for presentations or guidance from the CSO team. As the *CSO Act* has not yet commenced, individuals who raised complaints related to child safety concerns were referred to Child Safety Services and/or the QPS, consistent with current reporting pathways.

CSO-related social media posts (to 30 June 2025) have had a reach of 2,628,092 across LinkedIn, Facebook and Instagram.



Our regulatory philosophy

Ahead of the commencement of the scheme, we published our intentions as the schemes oversight body. Our Regulatory Approach outlines Commission's approach to its regulatory functions and powers under the *CSO Act*. It sets out how the Commission will raise awareness, build capability, and where necessary, use its powers to ensure compliance in a proportionate, risk-based, and transparent manner.

Our regulatory approach confirms that we believe that the best outcomes for children occur when organisations:

1. understand their legal and ethical responsibilities
2. have the capability to meet child safe standards
3. are held accountable when risk or harm is not appropriately dealt with.

Our regulatory approach will be proactive, educative and escalatory. We will use our information-sharing powers proactively to protect children from risk of harm. Our regulatory approach aligns to the Queensland Government Regulator Performance Framework.

Guidance for Implementing the Child Safe Standards

The Commission launched comprehensive Guidelines for Implementing the Universal Principle and Child Safe Standards⁵⁶ and a shorter Quick Reference Guide to implementing the Child Safe Standards in Queensland⁵⁷ assist organisations to understand and implement Queensland's *CSO Act*. These guidelines provide detailed information about:

- the 10 Child Safe Standards and the Universal Principle
- how to embed these standards into policies and practice
- the documentation and actions required to demonstrate compliance under the new laws.

Making these resources publicly available represents a significant milestone in the Commission's work to support, enable, and empower organisations and sectors to become more child safe.

Published in June 2025, the Quick Reference Guide was downloaded 2878 times while the Guidelines have been downloaded 4826 times (as at 30 June 2025).

Self-assessment tool

The Queensland self-assessment tool was officially launched alongside the Guidelines for Implementing the Universal Principle and Child Safe Standards. This tool enables organisations to reflect on their current child safety policies and practices, identify strengths, and develop action plans to align with legislative obligations. Key features of the tool include:

- practical guidance on aligning policies and procedures with the Child Safe Standards
- customisable reflection and action planning sections
- a focus on supporting organisations of all sizes and types.

The self-assessment tool is designed to recognise that every organisation's path to being truly child safe will look different. It encourages a thoughtful, strengths-based approach to continuous improvement. The Commission's own self-assessment process using the tool is underway, ensuring the organisation leads by example in embedding the standards into its work and culture.

Published in April 2025, the self-assessment tool has been completed 3475 times, indicating significant public and sector interest in preparing for the commencement of CSO scheme.

'Raising the Standards' campaign

The Commission developed the 'Raising the standards' campaign to increase community and sector awareness of Queensland's new *CSO Act*. The campaign emphasises that safeguarding children requires multiple tools and processes to prevent, detect, and respond to child sexual exploitation and abuse. This campaign highlights the importance of Child Safe Standards and the Reportable Conduct Scheme as critical reforms in strengthening Queensland's child safety regulations and practices. Public messaging reinforces the principle that child safety is everyone's business — now enshrined in law through the *CSO Act*. The Commission will continue to promote these messages through various platforms, including social media, sector engagement forums, and partnerships with key organisations.

Capacity building grants round

The Commission established a Capacity Building Grants Round as part of the broader implementation strategy for the *CSO Act*. This is designed to support organisations across Queensland to build their capability to comply with the new Child Safe Standards and Reportable Conduct Scheme requirements.

Resources to support capacity-building activities will commence from July 2025, with 12 months of funded support activities scheduled to be delivered by the end of the 2025–26 financial year. This phased approach reflects a careful and considered implementation strategy, allowing organisations sufficient time to prepare and adapt their policies and practices. The Commission acknowledges the significant responsibility entrusted to it by government and is committed to ensuring organisations are well supported through funding, resources, and tailored engagement activities.

Grant category one: Enhancement funding for organisations that already deliver child safe organisation readiness and training

The objective of these grants is to extend the reach and impact of existing programs and services. Eligible organisations that already deliver child safeguarding readiness and training programs or services were able to apply for a grant to enhance their existing work and extend their reach and impact.

This funding will assist organisations to:

- expand the number of entities and individuals receiving child safe readiness training to build the internal culture and processes necessary to comply with the *CSO Act*


- undertake change management processes to centre child safeguarding within their structures, policies and operations
- provide extra assistance to sectors, for example, the development of resources, information on available training and support services

A total of \$1,313,573 was awarded to 18 recipients.

Table 8: Grant recipients – grant category one

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
CSO sector: Services or activities provided primarily for children			
Queensland Rugby League QRL Safe Community Clubs and Leagues	Statewide 375 clubs with 54,000 junior players and more than 20,000 volunteers	Upskill existing Support Squad Members to become Child Safeguarding Officers).	\$90,000
Queensland Police Citizens Youth Welfare Association PCYC Queensland - Safeguarding Training Suite Development	Statewide 56 clubs, two leadership centres and more than 100 OSHC services delivering services to over 25,000 children annually with 3000 staff and volunteers	Respond to audit findings of current child safeguarding training. Develop an engaging online training module in partnership with THINKA to be supported by in-person training and regular toolbox talks.	\$45,760
Surf Life Saving Queensland Safe Shores: Strengthening Child and Youth Safeguarding in Surf	Statewide 15,000 children and YP across 58 clubs. The project will reach 17,160 people including 160 key personnel and 2000 staff and volunteers	Embed the Child Safe Standards through the appointment of a dedicated Child Safety Implementation Coordinator, who will lead an on-the-ground regional road tour to engage clubs, deliver delivering Child Safety Awareness Seminars and support documentation updates.	\$85,000
Tennis Queensland Tennis in Queensland Safeguarding Children Awareness Campaign	Statewide 15,500 tournament players with 600 coaches at 236 venues	Develop a localised campaign, to raise more awareness on safeguarding practices in the state, across all stakeholders. The project will involve three components, the development of digital asset toolkit; rebranding and updating national assets; and a stakeholder education roadshow.	\$60,000
CSO sector: Education services			
Independent Schools Qld Child Safe Standards	Statewide 236 independent schools, including over 100 early	Partner with Aboriginal and Torres Strait Islander consultants to strengthen cultural capability, developing a school readiness survey to support targeted implementation, and delivering a	\$90,000


Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
for Independent Schools		professional development roadshow in eight locations. The project will also expand ISQ's Safeguarding Forum with an additional event focused on the Child Safe Standards and Universal Principle and create a dedicated eLearning module for school governing bodies to complement existing child safeguarding eLearning modules.	
The Roman Catholic Trust for the Diocese of Cairns – Catholic Education Services Transforming Child Safety	Far North Queensland 12,000 students (1300 of these are First Nations students) and 2000 staff, volunteers, parents, contractors and visiting service providers	Develop and deliver comprehensive Online Training: <ul style="list-style-type: none"> • Development of interactive and user-friendly training modules • Cultural Safety Integration • Continuous Improvement and Feedback 	\$90,000
CSO sector: Early childhood education and care			
C&K Association "Children Come First" Upskilling staff in Child Safety Organisation Standards	Statewide 342 centres across Qld with 1398 staff and 1040 casual employees. About 18,000 children attend C&K centres.	Design, develop and deliver training for C&K staff to build knowledge, capacity and application of the Queensland CSO Standards. The proposed training will be immersive, scenario-based, branching and delivered by an online module.	\$86,781
Early Learning Management (ELM) ELM Child Safeguarding Capacity Expansion Initiative	Statewide ELM delivers operational and financial management advice to over 90 early learning centres, including (inc 63 in Qld), This involves 1875 educators and more than 8,000 children	Expand content to reflect the Child Safe Standards and new obligations under the CSO Act. It will deliver enhanced microlearning modules via ELM's Learning Management System (LMS), host targeted webinars for service leaders, develop tailored multilingual resources for educators and families, and refine internal audit tools to embed safeguarding practices into day-to-day operations.	\$90,000
G8 Education Ltd. Continuing our Child Safe Journey: Strengthening our Queensland Leaders &	Statewide Training uplift for 1500 team members who care for 5500 children in 60 early education centres throughout Qld	<ul style="list-style-type: none"> • Strengthen Leadership: Provide tailored training on the 10 Child Safe Standards and the Universal Principle to our Centre Managers and Area Managers. • Empower Every Child: Equip centres with the tools to teach children their rights in an appropriate way, and integrate child-safe practices into everyday interactions, 	\$89,960



Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
Empowering every child		<p>promoting children’s participation in decisions that affect them, with an emphasis on deep listening.</p> <ul style="list-style-type: none"> • Cascade Knowledge: Support leaders in training all centre team members, fostering a consistent child-safe culture across the organisation, with clear messaging and expectations. • Ensure Compliance: Facilitate adherence to the <i>CSO Act (Qld)</i> through self-assessments, risk management, and a focus on continuous improvement 	
Playgroup Queensland Ltd Safe Play Matters	Statewide 500 playgroups throughout Qld, 150 of which are volunteer-led	<ul style="list-style-type: none"> • Child Safe Standards Webinar Series (Certificates for attendance)- monthly series of webinars delivered over 12 months for all employees and volunteers, each focused on a specific Child Safe Standard. Webinars will be facilitated by a safeguarding specialist alongside Aboriginal and Torres Strait Islander community leaders. • Volunteer Induction - An induction video will be developed to introduce and reinforce child safety principles within the Play Matters context. • Train the Trainer Program - A targeted program to build internal capability in safeguarding. It will equip five key leaders to train and champion best practice child safeguarding organisation-wide. 	\$86,050
CSO sector: Services for children with disability			
ChildSafe Australia ChildSafe QLD: Leading Organisational Transformation for Child Safety	Statewide	<p>Develop two purpose-built courses:</p> <ul style="list-style-type: none"> • the QLD Child Safety Officer Course, a multi-level training pathway designed to equip frontline staff, leaders, and coordinators with the knowledge and tools to identify, respond to, and prevent child safety risks • Change Management in CSO, a course tailored to support organisational leaders in embedding sustainable, child-centred practices and governance through structured transformation. Both courses will include reusable templates, interactive digital content, and scalable resources suited to a wide range of sectors. 	\$58,750

5. Ensuring organisations meet their obligations to safeguard children

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
CSO sector: Community services			
Kyabra Community Association Transition to Child Safe Services	Sunshine Coast / Central Queensland 131 staff and board members in Runcorn, Nambour, Moreton Bay and Sunshine Coast officers.	Engage a specialist consultant with expertise in child protection and strength-based services who will conduct an audit and assessment of Kyabra's current policies, procedures and practices relating to working with children and young people, to ensure that they are compliant with the Child Safe standards.	\$30,172
Pormpur Paanthu Aboriginal Corporation (PPAC) First Nations CCO Strengthening Child Safe Practice at PPAC	Far North Queensland Pormporraw 15 frontline staff with learnings to be shared across Far Nth Qld communities	Strengthen the child safeguarding capacity of Pormpur Paanthu Aboriginal Corporation (PPAC) by enhancing the skills, knowledge, and cultural capability of staff working with children and young people.	\$90,000
Kalyan Youth Service Inc Safeguarding the Vulnerable	Sunshine Coast/Central Queensland A youth service in Mackay that engages 10 staff and 15 volunteers with a client base of about 15,000 young people annually	Engage a consultant service to provide HR and Audit consulting services as part of the Child Safeguarding Legislation to Kalyan Youth Services and its associated external providers.	\$27,400
Edmund Rice Community Services (ERCS) Strengthening Child Safe Readiness at ERCS	Statewide 300 volunteers delivering services to approximately 1000 people	Expand Child Safe Readiness training to ensure compliance with the <i>CSO Act</i> , embedding safeguarding principles within our structures and operations.	\$85,000
CSO sector: Religious services			
The Baptist Union of Queensland (Queensland Baptists) Helping Queensland	Statewide 220 churches as well as Qld Conference and Camping Centres (QCCCs) that have 165 staff and deliver services	Review and update existing policies and procedures to align with the new Child Safe Standards and Universal Principle. This will include developing a new compliant policy, a set of procedures aligned with the new Safeguarding Standards and updated resources and training videos that can be utilised by all churches and	\$85,000



Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
Baptists implement new Safeguarding Principles	to 40,000 children annually	QCCC campsites. Translate the policy, procedure and resources into 4 other languages that are most commonly used within the Baptist movement.	
The Corporation of the Synod of the Diocese of Brisbane Enhancing Child safe readiness and training	Brisbane/Moreton Bay 15 chaplains who work with 15,000 children, 500 priests, 200 staff, 3000 volunteers, 8,000 churchgoers and 334,000 people who are of the Anglican faith	<ul style="list-style-type: none"> • Conduct assessments to understand current organisational cultures and processes related to child safeguarding. Which will develop strategies to build and reinforce a culture of child safety within the Anglican Church of Southern Queensland. • Engage leadership and staff in change management processes to ensure buy in and commitment. Providing ongoing support and resources to facilitate the transition to child-safe practices. • Build internal cultures and processes that prioritize child safeguarding for instance in the Sudanese Community where training materials in Dinka and Arabic need to be developed. • Expand training reach and increase the number of entities and individuals who receive child safe readiness training 	\$90,000
CSO sector: Child protection services			
Foundations Care Ltd. Child Safe Standards Information Videos	Statewide 764 children in OOHC, employing 192 staff	Work with Motion Studios to create short, engaging information videos introducing the new QLD Child Safe Standards and the Universal Principle to carers, children/young people, and staff.	\$36,400

Grant category two: Sector specific capability and capacity building packages

The objective of these grants is to build the capacity of a sector or sectors. Eligible applicants that can demonstrate initiatives that enhance child safeguarding across a range of sectors were able to apply for a grant in this category. This also includes sector-specific activities for entities best placed to uplift capability and capacity within a specific sector.

This funding will assist organisations to:

- provide key capability building content to assist sectors to build their internal culture and processes in compliance with the *CSO Act*
- translate the Child Safe Standards and Universal Principle to the specific sector and to understand their obligations with regard to reportable conduct (if relevant)

- support entities to undertake change management processes to centre child safeguarding within their structures, policies and operations
- source extra assistance if needed, for example, professional services, or produce/identify sector-specific resources

A total of \$1,889,401 was awarded to 23 organisations.

Table 9: Grant recipients – grant category two

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
CSO sector: Services or activities provided primarily for children			
QSport 'The CLEAR Path to Child Safe Sport'	Statewide Boards and staff of the 70+ sports (SSOs/NSOs) that are members of QSport, plus leaders in industry stakeholders bodies (e.g. 77 local governments) and volunteers across a network of more than 6,000 community sport clubs	The project will leverage key sources of subject matter expertise and best practice safeguarding resources to underpin a suite of activities that improve Collaboration, strengthen safeguarding Leadership, provide tailored Education, raise Awareness and enable Recognition of exemplary child safeguarding.	\$90,000
Australian Dance Council Ausdance (QLD) Inc Child Safety in Dance Program	Statewide 1800 individual and organisational members. Targeting dance teachers and dance studio/organisation owners/operators.	Ausdance QLD will provide updated training, regular telephone/email advisory, resources, templates, change management and professional development initiatives to support the dance sector's transition to new regulatory requirements.	\$90,000
Netball QLD Netball Queensland's Member Association Child Safeguarding Capability and Capacity Audit Project	Statewide 82 Member Associations who manage, coordinate and lead the sport in community.	Key initiatives of the project will be to: <ul style="list-style-type: none"> • Measure and audit the current knowledge and capability of our 82 Member Associations regarding compliance with the CSO Act. • Develop an awareness training/capability program that supports the volunteers and members within the 82 Member Associations to better understand their compliance obligations and improve their internal culture around child safeguarding. • Develop resources that help communicate the Child Safe Standards and the obligations 	\$90,000

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
		of the Act to netball volunteers, parents and participants.	
Paddle QLD Inc. PQ: Leading Organisational Transformation for Child Safety	Statewide 1000+ coaches, instructors, volunteers, and club officials; and 1000+ parents, carers, and community members. It is estimated that over 5000 individuals will benefit.	Build upon existing knowledge of child safe practices by auditing policies, procedures, and codes of conduct and uplift them to be fully compliant with the <i>CSO Act</i> . <ul style="list-style-type: none"> Establishing a scalable, statewide child safe framework Building capacity at grass roots level Creating a sustainable 'train-the-trainer' model Supporting sector wide cultural change Digital tools for ongoing implementation Encouraging continuous improvement and adaptability 	\$90,000
Golf QLD Ltd (GQ) Ensuring Child Safety in golf - developing capability and capacity in golf organisations to ensure child safety in golf and that the sport of golf complies with Queensland's Child Safe Standards and Universal Principle	Statewide 219 affiliated clubs	Directed at paid staff and volunteers, the project will focus on the entire organisational structure—from leadership through to frontline personnel—to embed child safety in club governance, policies, culture, and daily practice. The project would employ a Child Safe Officer to coordinate the statewide rollout, provide tailored advice, or monitor progress across clubs. Clubs will be equipped with resources, templates, and compliance tools that are scalable and adaptable to their size, structure, and geographic context ensuring that even small, volunteer-run clubs can meet their obligations.	\$90,000
QLD Rugby Union Ltd Queensland Rugby Union Ltd Affiliate Members Child Safeguarding Program	Statewide Over 140 affiliated associations and clubs, which collectively deliver Rugby union to more than 25,000 children and young people across Queensland.	Build the capacity of all Queensland Rugby Union (QRU) affiliated associations and clubs to meet their obligations under the Act. Through planning, research, stakeholder engagement, and continuous evaluation, will develop tailored, rugby-specific child safeguarding resources and templates for club volunteers/coaches/staff (over 4,000 registered staff & volunteers), Regional Associations and community clubs (over 140 across the State). These tools will support QRU's leadership role in guiding over 140 affiliated associations and clubs. The project will	\$90,000

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
		support affiliates to embed the Child Safe Standards and Universal Principle into their structures, policies, and day-to-day operations.	
RedCityRoar Basketball Assoc. Safe Sport: Building Child Safety Capability Across Community Basketball	Southeast Queensland RedCity Roar and affiliated clubs will directly benefit. In addition, around 200 coaches, referees, volunteers, and administrators.	This project plans to deliver co-designed training, practical tools, and tailored resources to help clubs implement the Child Safe Standards and Universal Principle. Project activities include: <ul style="list-style-type: none"> practical, sport-specific training for coaches, volunteers, and administrators co-designed accessible resources with young people to promote rights awareness and safe participation digital tools to streamline compliance with blue card and incident management processes strengthened leadership and governance across clubs by embedding the Child Safe Standards and Universal Principle into everyday operations. 	\$59,400
CSO sector: Child Protection Services			
Inala Community House Groundswell: Enhancing Child Safety through Collaborative Practice in Queensland's OOHC Sector	Statewide Queensland OOHC agencies, including OOHC senior leadership, practitioners of residential or family- based care service from these agencies.	To establish collaborative problem-solving models/groups within the OOHC Sector. Following this, an applied good practice model to address Child Safe Standards 2 and 6, then finally develop a digital resource to apply the learnings.	\$90,000
PeakCare QLD Incorp. Safeguarding Capability Framework	Statewide 100 member organisations. The target audience is PeakCare's membership base.	The creation of a capability framework to allow for clarity of expectations for workers and ensure performance expectations are articulated and measurable. Creating a capability framework will support child, youth and family sector organisations in guiding their approach to implementing safeguarding practices that span the entirety of their workforce.	\$89,448
CSO sector: Health services			
QNADA	Statewide	The project will engage alcohol and other drug service managers and frontline workers to amplify	\$90,000

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
Supporting Child Safeguarding Capability in the Qld Alcohol and other Drugs Sector	60 member organisations, operating in more than 100 locations across Queensland.	awareness of the Child Safe Standards and develop a consensus on good practice in our sector through a series of forums around the State. This consensus will be translated into contextualised guidance and hard copy and web-based resources for the AOD Sector	
Gympie and District Women's Health Centre Child Safe. Sector Strong. WHSA Qld Capacity Building Project	Statewide Primary beneficiaries will be Women's Health Service Alliance (WHSA) Qld's 15 member organisations - approximately 500 staff	The project will equip member organisations and other community-based women's services with consistent, culturally safe, trauma-informed child safeguarding tools, policies, and practical supports supporting organisations to implement the requirements of the <i>CSO Act</i> . Develop a tailored package of tools and supports, including policies, onboarding resources, complaints processes, training materials and more.	\$86,898
CSO sector: Services for children with a disability			
Endeavour Foundation Client Safety Culture: Enhanced and Embedded Child Safeguarding	Statewide Across 15 regions of Australia, Endeavour Foundation currently supports a total of 2979 unique individuals	Co-design, develop and implement an organisation-wide framework to protect against violence, abuse, neglect, and exploitation (VANE) in partnership with BBSafe and KSC. This initiative will increase employee awareness and confidence, reduce risks of harm, and foster a stronger safety culture. The project will empower children and young people and enhance their engagement with the development, implementation and knowledge building process.	\$90,000
CSO sector: Education Services			
QCPCA T/A P&Cs QLD Child Safe P&Cs: A Capacity Building Initiative Embedding Child Safety in P&C Associations	Statewide 8000 P&C executive committee members, 6500 Staff employed by P&C associations and 58,000 P&C members and volunteers involved in state school activities.	To ensure P&Cs have the knowledge and resources to effectively implement their Student Protection Risk Management Strategy and comply with the Child Safe Standards. The project will incorporate e-learning modules, digital templates and development of a resource hub, a comprehensive review of current strategy and policies, and building e-learning modules.	\$89,250
CSO sector: Commercial services for children			
Social Care Solutions Safe Spaces: Empowering	Brisbane / Moreton Bay / Southeast Queensland Small, independent businesses who	The Safe Steps: Empowering businesses to keep kids safe is a hands-on support initiative designed to build safeguarding capability within the small business recreational sector. It offers each participating business a tailored support package	\$88,770

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
businesses to keep kids safe	provide recreational services to children and young people in the Brisbane and Moreton Bay regions. Direct beneficiaries: 50 business owners/managers Approx. 150 staff	which includes a three-hour safeguarding consultation, staff capacity survey, access to sector-specific tools and resources, and a follow-up consultation.	
CSO sector: Community services			
St Vincent de Paul Society QLD Protecting the vulnerable through best practice safeguarding	Statewide Benefit 5201 volunteers, 2570 members and 650 staff	This project will develop customised training materials to address the specific needs of the organisation and account for the varied interactions that staff, members and volunteers have when providing support to families and children. A train the trainer model will be used to deliver training to volunteers and members and a First Nation's Advisor will be engaged to ensure developed practices are culturally safe, respectful and meaningful to First Nation's children and families. The proposal includes development of an organisational review to evaluate the effectiveness of training programs into the future and regularly review policies and procedures for relevance. The project also plans to establish a Compliance Working Group to provide governance and leadership.	\$90,000
CSO sector: Early childhood education, childcare and child-minding services			
Family Day Care Assoc. Safeguarding children in family day care	Statewide 2700 qualified FDC educators who deliver home based early education in Queensland. 15,500	This project will build the capacity and capability of the Family Day Care (FDC) sector in Queensland to understand and meet their obligations under the <i>CSO Act</i> by developing and delivering free, tailored training that is contextualised to home-based care. Six modules will be developed to provide practical training for FDC educators.	\$90,000
Junior Adventures Group (JAG) JAG Child Safe Series	Statewide Over 1000 OSHC educators, assistants, service leaders, and regional managers, as well as support	The purpose of this project is to strengthen organisational safeguarding capability through the development of a high-quality, scalable learning program—ensuring every team member at JAG understands and can uphold their responsibility to keep children and young people safe.	\$80,000

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
	office professionals working in compliance, operations, people and culture, learning and development, and executive leadership.		
CSO sector: Accommodation and residential services			
Christian Venues Association (CVA) Delivering Qld Specific Child Safe Camps and Venue Policy and Training	Statewide Target audience is residential camp and venues operators that deliver services to children. CVA delivers services to 300,000 children annually across Qld.	The project aims to examine existing documentation and training and customise so it is uniquely Qld-focused. It will prioritise the development of procedures and communication tools that equip staff to recognise, respond to, and appropriately report disclosures of harm.	\$77,500
CSO sector: Accommodation and residential services <i>and</i> Community services			
AFL Cape York Ltd SafeTrack: Data-Driven Capacity Solutions for Child Safety Compliance	Far North Queensland 33 Community partners and affiliated organisations, such as local schools, Indigenous organisations, and support services 130 staff, volunteers, and community partners	AFL Cape York will implement integrated software that reflects organisational policies and procedures to enhance and ensure child safeguarding through customised compliance audits, incident tracking, and risk management. This project will embed sector-specific resources, training, and reporting systems into day-to-day operations. With multilingual accessibility and culturally safe processes, it will ensure staff, volunteers, and partners to uphold transparent, accountable, and child-focused practices.	\$38,000
CSO sector: Early childhood education <i>and</i> Services or activities provided primarily for children			
Australian Childcare Alliance QLD Inc Safe Spaces, Strong Voices: Empowering the	Statewide Early Childhood Education and Care Approved Providers, Nominated Staff,	<ul style="list-style-type: none"> Establish comprehensive child safety policy and procedure templates Develop supportive materials to support educators in reporting and investigating allegations of harm, safe recruitment screening etc. 	\$76,711

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
ECEC workforce to build safe, supportive environments for every child	Directors and all Educators in non-aligned early childhood education and care centres across Queensland. 15,000 educators and staff	<ul style="list-style-type: none"> Deliver training and professional development. 	
CSO sector: Child Protection Services <i>and</i> Justice and detention services			
Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) <i>Child Safe Aboriginal and Torres Strait Islander Organisations</i> - governance and policy	Statewide Training and resources to 58 member organisations	Supporting and building capacity from a policy and governance perspective. Ensure that member organisation's executive and management are aware of their responsibilities and accountabilities, are supported to develop organisation specific policies that address the ten standards, embedded in the Universal Principle, and have available to them an opportunity to seek peak body advice and support so they meet compliance requirements.	\$90,000
CSO sector: Services for children with a disability <i>and</i> Health services			
Royal QLD Bush Children's Health Scheme LTD Child Safety Awareness Training & Resources Development	Statewide 200 – employees, students, volunteers - including Board members	The project will develop and implement child safety awareness training and resource materials for all BUSHkids workers, employees, volunteers and students. The training will meet the requirements of the National Child Safety Principles, and in turn the Queensland Child Safe Standards, in continually promoting child wellbeing and preventing harm to children and in applying the Universal Principle in embedding cultural safety.	\$33,718
CSO sector: Services for children with a disability <i>and</i> Education Services			
Autism Qld Ltd What Makes Me Feel Safe? A Co-Designed Toolkit for Child Safeguarding and Autism Safety in Schools	Statewide Approximately 220 people (staff and students at the AQ School). Potential to benefit hundreds more as other schools across Queensland utilise the tool	This project will capture the voice of autistic Queensland school students about what it is that makes them feel safe and secure at school. Information gathered from interviews, surveys, drawings and other inclusive feedback options will inform the development of a co-designed Toolkit containing accessible resources to support Queensland schools to create safer, more inclusive communities for all their students. Conduct engagement, establish a student advisory group, inform development of strategies	\$89,706

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
		and resources into a toolkit that schools can use to increase their child safeguarding practices for autistic students.	

Grant category three: Readiness and awareness packages for Aboriginal and Torres Strait Islander organisations

The objective of these grants is to support the implementation of the Universal Principle and build the capacity of organisations/sectors to uphold cultural safety. Eligible organisations that are Aboriginal and Torres Strait Islander owned and led were able to apply for a grant in this category. This grant will assist sectors and organisations to understand how to implement the Universal Principle. This funding will assist organisations to:


- produce and provide capability building content for organisations to assist them build their internal culture and processes in compliance with the Universal Principle in the *CSO Act*
- translate the Universal Principle for their specific sector
- undertake change management processes to centre child safeguarding within their structures, policies and operations, with particular emphasis on the Universal Principle
- source extra assistance if needed, for example, professional services, training, resource development

A total of \$382,729 was awarded to five organisations.

Table 10: Grant recipients – grant category three

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
CSO sector: Community Services			
Murrup (Community Spirit Foundation) Child safety readiness in remote Queensland First Nations communities	North Queensland Palm Island and Woorabinda Employ 100 per cent local staff to deliver programming.	Develop a tailored, tiered child safeguarding training package that meets the needs of remote Aboriginal communities <ul style="list-style-type: none"> • Contextualise the package to meet the specific challenges and cultural protocols our communities and the environments in which we work. • Provide a robust induction process for all new staff, contractors and Board members. • Incorporate the package into our organisational learning and development calendar. 	\$71,271

Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST- excl)
		<ul style="list-style-type: none"> Use accessible platforms to accommodate different learning styles, schedules, and geographical locations. Package will be co-designed and delivered contextualised to First Nations communities and remote settings. 	
Northern Peninsula Area Family and Community Services Aboriginal and Torres Strait Islander Corp Building the child safe capacity of the Northern Peninsular Area, Cape York	Far North Queensland All stakeholders in this very remote region including Queensland Government and non-government agencies operating services in the region	Consortia application with Bamagu Kazil Torres Strait Islanders Corporation. Provide professional training and education for staff, other organisations and community. Objective is to embed the "no harm" and "child safe" narrative into the family dynamics and care service's modus operandi of the Northern Peninsular Area and the five communities (Bamaga, Siesia, Umagico, Injinoo and new Mapoon).	\$81,680
CSO sector: Justice and detention services			
Cherbourg Wellbeing Indigenous Corporation Cherbourg Wellbeing Child Safety in Practice	Southwest Queensland 14 directors and staff, 30 local youth (who are connected to the Young Offender Support Service)	<ul style="list-style-type: none"> Build leadership and staff capacity in child safety, ensure culturally safe responses to harm, and promote accountability through strong, community-informed governance. Improve the organisation's ability to identify, manage and reduce risks to children. Deliver targeted training for staff and directors, focusing on cultural safety, child rights, early identification of harm, and safe, responsive engagement. Develop a child-focused, culturally safe complaint handling procedure and a comprehensive risk management plan, tailored to local context. Design and publish accessible, child-friendly and culturally appropriate resources, such as posters and visual tools, to raise awareness and encourage safe reporting. Share resources and knowledge developed through this project with Youth Justice, Cherbourg Regional Aboriginal and Torres Strait Islander Community Controlled Health Services (CRAICCHS), QLD Health and Cherbourg Aboriginal Shire Council, as well 	\$52,000



Organisation Project title	Region Audience Reach	What will be delivered	Funding amount (GST-excl)
		as at interagency forums like the Multi Agency Collaboration Panel to coordinate services for young people.	
CSO sector: Health services			
IUIH IUIH Child Safeguarding Quality Review and Refresh	Statewide Member organisations, IUIH staff, including corporate staff and client facing staff.	Undertake a comprehensive review and update of all existing relevant policies and procedures to ensure best practice in compliance with new CSO Act, with emphasis on the Universal Principle and Child Safe Standards and undertake awareness raising and education for staff across the organisation, across member organisations and throughout sector networks.	\$87,777.63
CSO sector: Accommodation and residential services			
Kirrawe Indigenous Corporation Stronger Together: Building a Child-Safe Culture	Southeast Queensland Elders, community members, families, and carers will benefit from workshops that promote improved child safety resources, engagement, and support. Estimated: 50-100 people annually Kirrawe Directors, staff, volunteers, members, students on placement	As a Phase 2 organisation delivering programs that include overnight camps and excursions, Kirrawe is proactively strengthening its policies, procedures, and practices to ensure the safety and wellbeing of all children in our care. The Stronger Together: Building a Child Safe Culture project will deliver community-led training, workshops, and culturally appropriate resources to build the capacity of staff, volunteers, students, and Board members. Families, Elders, and young people will be central to the design and implementation of this work, ensuring the approach is grounded in cultural authority, lived experience, and local knowledge. The Commission will work with Kirrawe to ensure resources developed are shared with other service providers in this sector as there is a significant resource gap identified for providers of overnight camp and excursion experiences.	\$90,000

Priorities

The Commission will focus on consolidating its new regulatory responsibilities while continuing to strengthen the child protection system through guidance, collaboration and investment. Our work will centre on ensuring that organisations are well-supported to meet the Child Safe Standards and are equipped to respond to the requirements of the Reportable Conduct Scheme. We will invest in partnerships and awareness-building to deliver meaningful and sustainable improvements for children, young people and families. Priorities for 2025–26 include:

- commencing the regulation of Phase 1 and 2 sector organisations to ensure they meet the Child Safe Standards under the *CSO Act*, including by undertaking significant community awareness campaigns and working with sector partners
- equip and empower sectors to deliver guidance for organisations that will also be subject to the Reportable Conduct Scheme
- working closely with sector regulators and others who hold existing oversight responsibilities to ensure a collaborative approach to regulation is established
- delivering a second CSO investment strategy to ensure organisations have the support they need to meet their obligations.

PRIORITY SIX

6. We exhibit excellence in governance, performance and organisational culture

We are committed to embedding a culture of continuous improvement. Robust corporate governance and efficient systems form the foundation of the Commission's effectiveness, ensuring transparency, compliance and ethical decision-making. Robust governance structures clarify roles and responsibilities, mitigate risks, and protect the integrity of financial and operational processes. As a public sector agency, maintaining public trust and demonstrating responsible resource stewardship is paramount. Efficient systems, including streamlined workflows and integrated data management, enable the Commission to respond to changing demands while minimising inefficiencies. By aligning strong governance with operational excellence, the Commission can confidently pursue its purpose while adapting to challenges and driving continuous improvement.

As a small organisation undergoing significant transformation and growth, each individual's contributions significantly shape organisational culture and effectiveness. The scale of the Commission necessitates a balance between interpersonal collaboration and structured operational processes to maintain agility and sustainability. For the Commission to operate efficiently, strategic outsourcing and external partnerships are essential, requiring staff to shift from direct implementation to skilled facilitation of external expertise. Additionally, the Commission must prioritise workforce wellbeing, as exposure to distressing subject matter poses emotional and psychological challenges.

We strive for excellence in governance, performance, and culture. With ethical leadership and transparent decision-making, we'll deliver ambitious goals linked to community benefit. Inclusive systems will drive learning and accountability. Our people will be empowered to contribute boldly and authentically. Success means proud, diverse voices shape our work, and we thrive together in pursuit of our vision.

We do this by:

- operating robust governance, risk, assurance, and internal policy frameworks that actively enhance accountability and trust in our operations and our compliance with state and federal laws
- fostering and developing a high-performing, adaptive and culturally safe workforce through targeted recruitment, training and career development supported by strong people leadership, and by practicing and promoting staff wellbeing and workplace participation approaches
- embedding culturally safe and responsive design practices in our work ensuring representation and leadership opportunities for Aboriginal peoples, Torres Strait Islander

peoples, and people with a culturally and linguistically diverse background, and operate as a demonstrative leader in the implementation of the Universal Principle

- translating legal and compliance requirements into practical policies, training modules and tools that empower our staff to meet their obligations, while creating a high-performance culture where innovation, learning and wellbeing drive a positive workplace culture
- leveraging digital transformation, adaptive resources and facilities, and innovative practices to improve service delivery, information security and accessibility for our stakeholders
- investing in and combining data-driven internal performance monitoring, and proactive client and community feedback to transparently report on our performance.

In 2024–25, the Commission reached a pivotal point of growth and transformation in readiness for the implementation of the *CSO Act*. The new legislative framework required the Commission to expand its capability, strengthen relationships with stakeholders, and adopt new ways of working to meet its broadened mandate.

During the reporting year, the Commission created the capacity required to support the successful introduction and operation of the new CSO scheme. This was achieved while implementing significant transformations in corporate services, ensuring a well-planned transition from a micro-agency into a fully established organisation of more than 100 employees.

Importantly, these organisational changes were implemented without compromising the delivery of our core legislated functions—system impact monitoring, child death prevention, and systemic reviews. The transition has positioned the Commission to operate with greater scale, efficiency and accountability, ensuring that it remains fit-for-purpose in exercising its expanded oversight role and driving systemic improvements for Queensland’s children, young people and families.

Our corporate performance

In the Queensland State Budget 2024–25 Service Delivery Statements (SDS, see Table 11) it was stated that the Commission was required to report on two service area objectives:

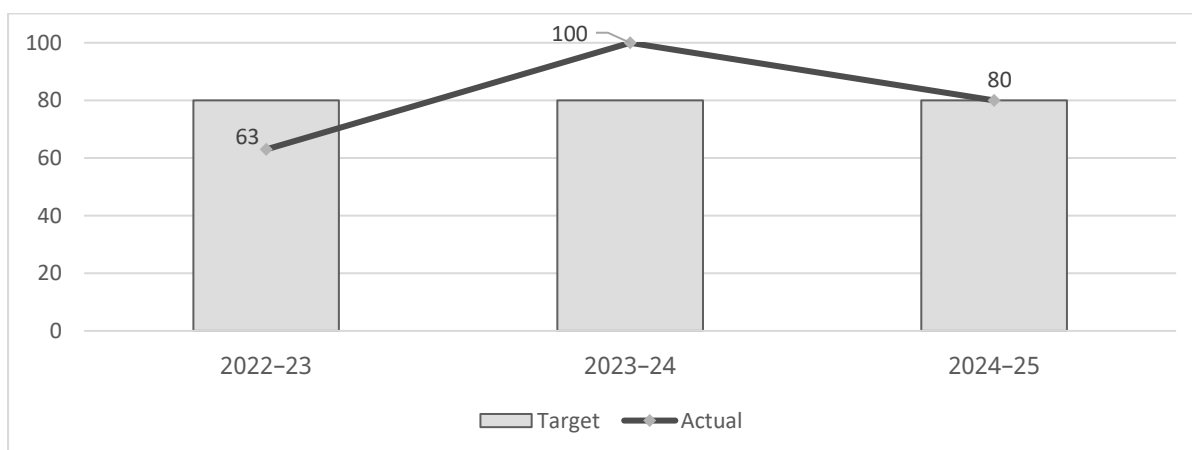
- To influence change that improves the safety and wellbeing of Queensland's children and their families.
- To identify opportunities to help protect children and prevent deaths that may be avoidable through recommendations for system improvements.

Table 11: Commission’s 2024–25 Service standard statements

Commission’s service standard	Notes	2024–25 target	2024–25 actual
<i>Effectiveness measure</i> Percentage of surveyed stakeholders that feel the Commission contributes to improving the child protection and youth justice systems		80%	80%
<i>Efficiency measure</i> Commission expenditure per young Queenslander	1	\$10.00	\$17.00
Child Death Review Board service standard		2024–25 target	2024–25 actual
<i>Effectiveness measure</i> Average time taken to review final internal agency review reports once received (months)		6	5.8
<i>Efficiency measure</i> Average cost per review of child death case received	2	\$20,000	\$29,422
Notes:			
1. The variance between the 2024–25 Target/Estimate and the 2024–25 Estimated Actual is due primarily to additional funding being provided to the Commission for the CSO scheme.			
2. The variance between the 2024–25 Target/Estimate and the 2024–25 Estimated Actual is due primarily to additional funding being provided and the additional resources to conduct the System Responses to Child Sexual Abuse Review which was referred to the Board in December 2024.			

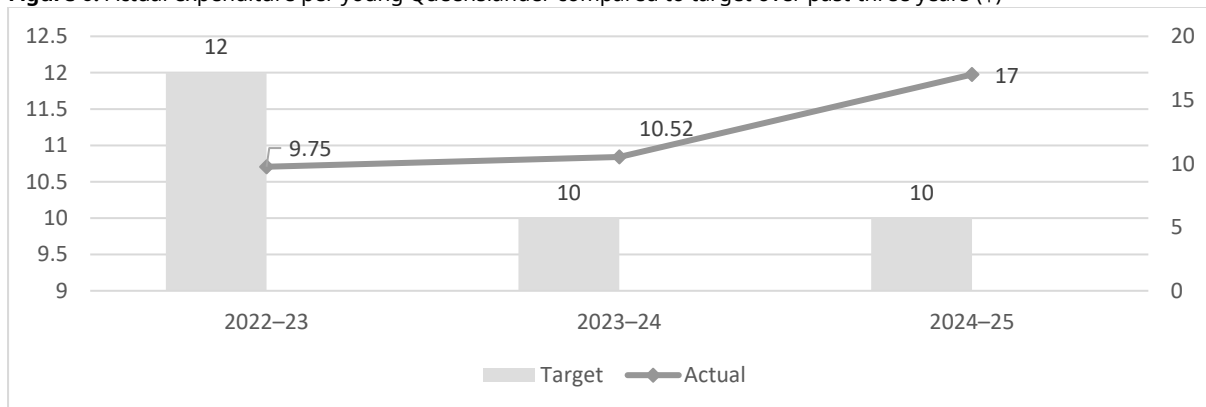
The percentage of surveyed stakeholders that feel the Commission contributes to improving the child protection and youth justice systems achieved 80 per cent satisfaction against a target of 80 per cent. This result demonstrates that the Commission continues to meet stakeholder expectations for system impact and accountability. Achieving this level of confidence affirms the value of our investment in research, engagement, and oversight activities, highlighting that our work is not only recognised but trusted to influence reform and deliver meaningful improvements for Queensland’s children, young people, and families.

Figure 5: Actual stakeholder confidence (%) in the Commission’s system impact compared to target over past three years



Expenditure per young Queenslander was calculated to be \$17.00 against a target of \$10.00. While this is above target, it represents a necessary uplift in investment to strengthen the Commission’s capacity as it transitions into its expanded role. By comparison, expenditure was well below target in 2022–23 (\$9.75 against \$12.00) and close to target in 2023–24 (\$10.52 against \$10.00). This demonstrates that the increase in 2024–25 reflects a deliberate scaling of investment in the Commission’s strategic engagement rather than inefficiency. The additional investment has directly supported reforms and expanded oversight responsibilities, ensuring Queensland’s children and families benefit from stronger advocacy and protections.

Figure 6: Actual expenditure per young Queenslander compared to target over past three years (\$)




For the Board, the average time taken to review final internal agency review reports once received was 5.8 months against a target of six months, compared to 4.1 months in 2023–24. While slightly longer than the previous year, performance remained within target.

The average cost per review of a child death case received was \$29,422 against a target of \$20,000, compared to \$19,493 in 2023–24. This increase reflects the depth of analysis required to address more complex cases. The higher cost per case highlights the Commission’s commitment to delivering thorough, high-quality reviews that provide meaningful insights and actionable recommendations to prevent future child deaths. While resource-intensive, this strategic investment ensures greater rigour and influence in driving systemic improvements.

External scrutiny

On 27 August 2024, the Community Safety and Legal Affairs Committee tabled its report on the *Oversight of the Queensland Family and Child Commission*. In its report, the Committee:

- commended the Commission for its efforts in raising awareness about, researching and advocating on, matters concerning Queensland children, young people and their families
- noted the Commission’s continuing work to understand and research the over-representation of First Nations children and young people in Queensland’s child safety and youth justice systems

- 
- acknowledged the Commission’s work in relation to its new strategic plan, governance model, internal policies and procedures.

In 2025, the JICS Committee has oversight responsibility for the Commission, with the Standing Rules and Orders of the Queensland Legislative Assembly requiring it to monitor and review the Commission’s performance.

On 13 March 2025, the JICS Committee held its public hearing on the 2023–24 oversight of the Commission. The Committee report, resulting from this appearance, will be released in 2025–26.

Our people

The Commission’s work is carried forward by a highly skilled and deeply committed team of professionals. Across policy, legal, data analysis, engagement, communications, governance, corporate services and leadership functions, our people bring expertise, integrity and purpose to everything they do. Each role contributes to our collective mission of promoting the safety, wellbeing and rights of Queensland’s children and families.

Commission staff lead rigorous reviews, produce evidence-informed recommendations and maintain a firm focus on outcomes for children. They must hold deep system knowledge while remaining alert to the lived experiences that shape the realities of children and families. This work demands both intellectual discipline and strategic agility to position the Commission for the greatest influence and impact. Our data professionals play a vital role in transforming complex information into meaningful insights that highlight risks and guide service reforms. By upholding rigorous standards of accuracy, integrity, and ethical data use, they maintain trust in the Commission’s stewardship of sensitive information.

Community and sector engagement staff build trust and partnerships with children, families, communities, service providers and government. These roles require cultural humility, emotional intelligence and the ability to listen while advocating boldly. The work of engaging First Nations communities, children with lived experience, and marginalised families demands sustained care and sensitivity.

Our legal, governance, corporate and administrative staff ensure the Commission meets its statutory obligations and remains a trusted, transparent and responsive institution. These staff carry out essential compliance, finance, human resources, risk and operational functions with professionalism and precision—often behind the scenes but never without impact.

Together, the staff of the Commission form an organisation that strives to be both courageous and compassionate. Their work is often challenging—dealing with issues of vulnerability, harm and social injustice—but it is deeply important.

As of 30 June 2025, our workforce comprised 68.92 FTE staff with a total staff headcount of 74. Several Youth Advocates were also employed casually during the year. Employee expenses for 2024–25 were \$10.909 million, representing 46 per cent of our total budget.

Workforce statistics as at 30 June 2025

Our workforce is employed under the *Public Sector Act 2022*, except for the Principal Commissioner and Commissioner, who are employed under the *FCC Act*.

Our workforce included 68.92 FTE with a total headcount of 74, and was comprised of:

- 70.31 per cent frontline and frontline support, and 29.69 per cent corporate (occupation type by FTE)
- 77.51 per cent permanent, 16.69 per cent temporary, 0.00 per cent casual and 5.80 per cent contract (appointment type by FTE)
- 78.38 per cent full-time, 21.62 per cent part-time and 0.00 per cent casual (employment by headcount).

Our staff demographics are outlined in Table 12, Table 13 and Table 14.

Table 12: Commission staff demographics as at 30 June 2025 – Gender

Gender	Number (Headcount)	Percentage of total workforce (calculated on headcount)
Woman	59	79.73%
Man	15	20.27%
Non-binary	0	0.00%

Table 13: Commission staff demographics as at 30 June 2025 – Diversity groups

Diversity groups	Number (Headcount)	Percentage of total workforce (calculated on headcount)
Woman	59	79.73%
Aboriginal peoples and Torres Strait Islander peoples	5	6.76%
People with disability	5	6.76%
Culturally and Linguistically Diverse – Speak a language at home other than English [^]	< 5 [*]	<5
<p>[*]To ensure privacy, in tables where there are less than 5 respondents in a category, specific numbers should be replaced by < 5</p> <p>[^] This includes Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages spoken at home.</p>		

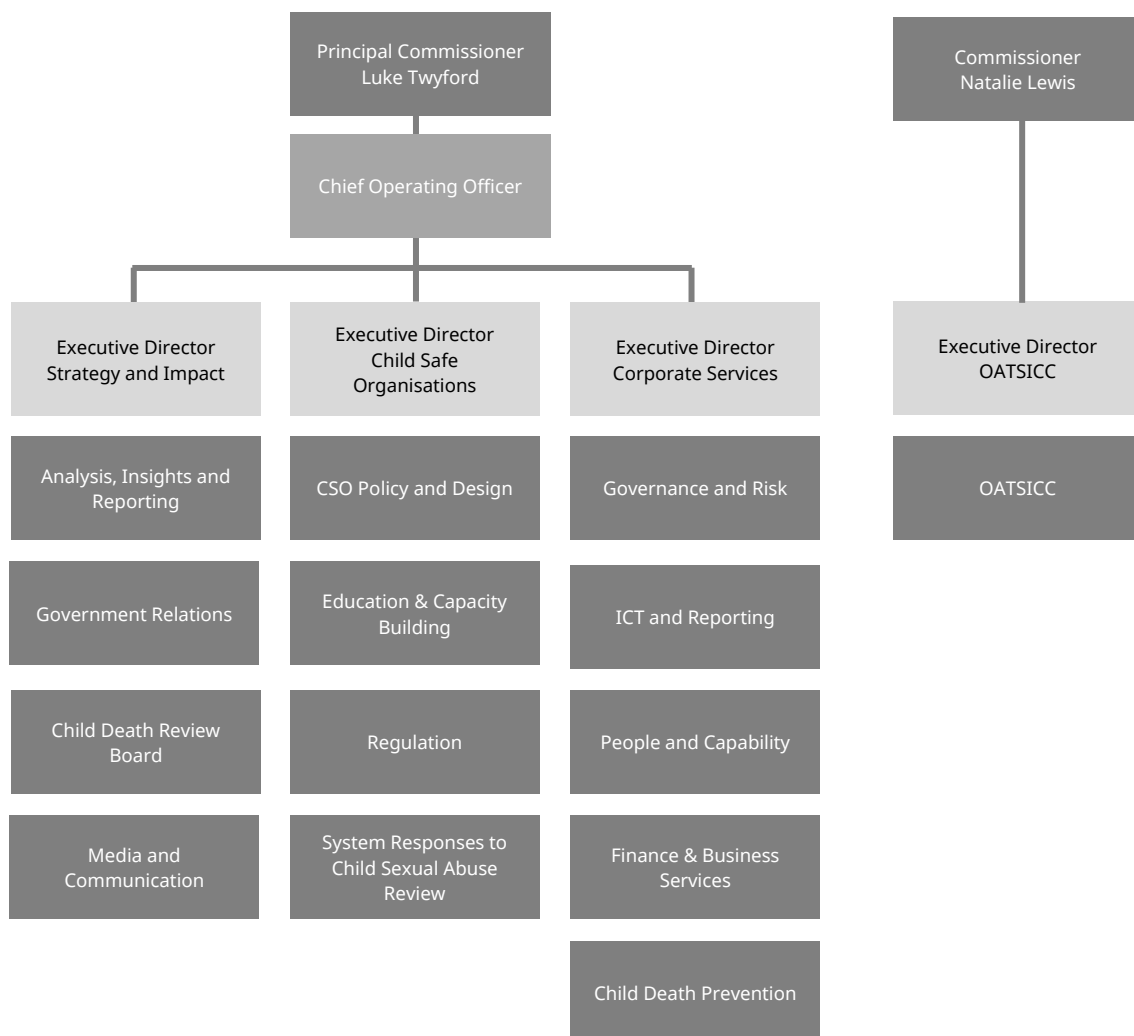
Table 14: Commission staff demographics as at 30 June 2025 – Target group data for Women in Leadership Roles

	Women (Headcount)	Women as percentage of total leadership cohort (calculated on headcount)
Senior Officers (Classified, s122 and s155 combined)	2	50.00%
Senior Executive Service and Chief Executives (Classified, s122 and s155 combined)	4	66.67%

Our structure

In 2024–25, the Commission experienced significant growth in preparation for the implementation of the *CSO Act*. In preparation for these new responsibilities, the Commission undertook a review of the organisational structure and functional alignment. This process ensured that the Commission remains a skilled, agile and future-focused organisation, capable of meeting the increased scope of its mandate. The review strengthened internal capacity and positioned the Commission to deliver on its expanded oversight functions with clarity, accountability and operational excellence.

Commission structure as at 30 June 2025:



Chief Operating Officer

The expansion of the Commission's roles, powers and functions reflects the confidence placed in our capacity to deliver independent oversight and trusted advice. With this growth comes significant responsibility. It requires strengthened governance arrangements, disciplined internal management, and the application of clear and robust decision-making and quality assurance frameworks. The increasing scope of our work brings greater operational complexity, requiring a more structured and strategic approach to organisational management.

To support this transformation and provide integrated operational leadership, the Commission established a new Chief Operating Officer position. As the most senior public servant within the Commission, the Chief Operating Officer plays a pivotal role in ensuring effective governance, maintaining organisational integrity, and driving strong performance across all functions. This role provides essential leadership to embed accountability, consistency, and operational excellence as the Commission continues to deliver on its expanded mandate.

Office of the Aboriginal and Torres Strait Islander Children's Commissioner

To strengthen the role of the Commissioner and formally support the individual statutory positions submitted to Parliament, the OATSICC was established in 2024–25. This included the development of a dedicated strategic plan and work plan for Commissioner Lewis, underpinned by distinct branding to ensure clarity of purpose and visibility in delivering on commitments to Aboriginal and Torres Strait Islander children, families, and communities.


This administrative arrangement provides a dedicated structure that supports the First Nations Commissioner to exercise their functions effectively while ensuring alignment with public sector laws, the Commission's legislative mandate and strategic objectives. This responds to several recommendations including the ACIL Allen report,⁵⁸ the *Legislative Review: Family and Child Commission Act 2014*,⁵⁹ Legal Affairs and Safety Committee recommendation,⁶⁰ *Safe and Supported National Framework for Protecting Australia's Children 2021-2031*,⁶¹ the Closing the Gap priority reforms,⁶² and Early Childhood Care and Development Policy Partnership.⁶³

Strategy and Impact division

The Strategy and Impact division positions the Commission as an authoritative source of advice and expertise on issues affecting children, young people and families. It plays a central role in ensuring that the Commission's workplan is strategically aligned, product delivery is timely and impactful, and the organisation's reputation is maintained through high-quality outputs and trusted relationships with government, stakeholders and the community.

Within the division, the Government Relations and Performance team leads parliamentary and cross-government engagement, ensuring the Commission's work is targeted, influential and responsive to emerging issues, including major government reforms and legislative changes. This team also monitored performance against the Commission's commitments during the reporting period, supporting accountability and reinforcing the credibility of our advice.

The Analysis, Insights and Reporting team delivers clear, accessible, data-driven communication of system performance outcomes through visual storytelling. It leads the collection, collation



and analysis of evidence that strengthens public understanding and supports evidence-informed decision-making across government and community sectors. The team has developed comprehensive data dashboard, providing a central visual communication tool that allows stakeholders to easily monitor trends, track progress and identify areas of change and risk across the child protection and youth justice systems.

The Media and Communication team develops and executes messaging that promotes the Commission's role, programs and advocacy positions. It provides an agile response to emerging issues, ensuring the Commission has a strong and influential voice in public discourse. The team also creates engaging digital content that connects children, families, stakeholders and the wider community to our work.

The Board Secretariat ensures the integrity of Board operations and supports the systemic review of government service delivery to children known to the child protection system who have died. This work provides a strong evidence base for impactful recommendations that drive system improvements.

CSO division

The CSO division is leading the implementation of Queensland's *CSO Act* and is responsible for leading the operational delivery of key regulatory functions, including intake and assessment, capacity building, monitoring, and investigation. Over the next three years, the unit will drive the evolution of this newly established regulatory function—from its current start-up phase to a fully developed, multi-stream program overseeing compliance across more than 40,000 organisations in 13 sectors.

With a strong focus on collaboration, the unit works closely with regulators, peak bodies, and interstate partners to embed reform and support sector readiness and will soon play a critical role in ensuring organisations meet their obligations and uphold the highest standards of child safety.

Within the CSO division the Policy and Design team is responsible for creating the systems, workflows, procedures and legal instruments required to operate the CSO scheme. The Education and Capacity Building team is responsible for external engagement and advice to support Queensland organisations.

Child Sexual Abuse Taskforce

The Taskforce was stood up in response to the Queensland Government's request for the Board to undertake the System Responses to Child Sexual Abuse Review in Queensland, using the case of convicted perpetrator Ashley Paul Griffith as a case study. The System Responses to Child Sexual Abuse Review will make recommendations for improvements needed to laws, policies, procedures and practices across the early childhood education and care, police and Blue Card systems. The Review will assess how existing laws, policies, procedures and practices in the early childhood education and care, police, and Blue Card systems operated during the case, and identify where gaps or weaknesses may have contributed to risks for children. It will also provide recommendations to strengthen safeguards, accountability and system responses to better protect children in the future.

Corporate Services division

Corporate Services plays a critical role in enabling the Commission to deliver on its strategic objectives by embedding robust governance, leveraging technology, and ensuring organisational integrity. The division oversees core functions including governance, risk management, finance, procurement, compliance, and internal audit, providing a strong foundation for accountability and transparency.

In addition, Corporate Services leads the development of contemporary systems and workforce strategies to ensure the Commission remains agile and future focused. This includes human resource management, policy and systems development, and the implementation of a new case management system to strengthen the Commission's regulatory work. By coordinating corporate functions and embedding innovation, the division supports effective performance management and evidence-based decision-making across the organisation.

Within Corporate Services, the Child Death Prevention team maintains Queensland's comprehensive Child Death Register. Through this register, the Commission facilitates research and provides critical insights to inform legislation, policy, and service delivery reforms aimed at preventing future child deaths. This work underpins the Commission's role as a system leader, ensuring data is translated into meaningful action to improve the safety and wellbeing of all children.

Our Executive team


Luke Twyford, Principal Commissioner

Luke was appointed as Chief Executive and Principal Commissioner of the Commission in December 2021, with his reappointment for an additional three years confirmed in January 2025. Luke's parents fostered a number of children throughout his childhood, and this experience profoundly shaped the perspectives and passion he brings to his work. Luke's career spans more than 20 years across Commonwealth, New South Wales and Northern Territory governments in the areas of reform, research, integrity, audit and governance. He has led critical reform of child protection and youth justice systems and their legal frameworks and has extensive experience monitoring the performance of the systems designed to keep children safe.

Natalie Lewis, Commissioner

Natalie is a Gamilaraay woman and the Commissioner. Natalie is committed to progressing a transformational reform agenda to strengthen Queensland's focus on children's rights. Her passion for children's rights is inspired by the experiences of children and young people disadvantaged by the systems designed to protect them, especially those in statutory child and youth justice systems.

Natalie has dedicated her career to improving life outcomes for First Nations peoples across Australia and is deeply committed to addressing the systemic and structural issues that disproportionately affect Aboriginal and Torres Strait Islander children and families. She has led



significant national reform across Aboriginal and Torres Strait Islander child protection and family services sectors, playing an instrumental role in the implementation of the Aboriginal and Torres Strait Islander Child Placement Principle in Australian child protection legislation. She is a strong advocate for protecting the right of First Nations people to exercise self-determination and to remain meaningfully connected to kin, culture and Country.

Natalie has held senior executive roles in the Queensland Government, the advocacy sector and has been appointed to numerous national boards and councils.

Emma White, Chief Operating Officer

Emma White joined the Commission in June 2025 as Chief Operating Officer. Emma is a highly respected and collaborative senior leader with an unwavering commitment to improving outcomes for children and families. Emma has a distinguished career in human services, starting as a frontline social worker in remote and rural areas and progressing to become Chief Executive Officer and Director-General for the child protection portfolios in Western Australia and the Northern Territory. Emma has vast experience leading programs, managing significant budgets and portfolios, and spearheading important legislative reforms, including the implementation of the Working with Children Scheme in Western Australia.

Amy Lamoin, Executive Director (OATSICC)

Amy was appointed to the role of Executive Director in July 2024. Amy is an expert in social and human rights policy and is respected for her work in international aid and humanitarian response. She has expertise in child rights, child protection, refugee protection, and sexual and gender-based violence prevention. Amy also contributed significantly to our 2023 Child Rights Report, as a valued member of our Expert Review Panel. She has advocated for children here in Australia and abroad, leading strategic policy development for organisations including the United Nations High Commissioner for Refugees, the Queensland Human Rights Commission, ChildFund Australia and United Nations International Children's Emergency Fund.

Erin Glapiak, Executive Director (Strategy and Impact)

Erin is an experienced public sector leader with a strong commitment to advancing the safety, health and wellbeing of children and young people in Queensland. She has served in senior leadership roles at the Commission for over four years, leading strategic planning, innovative solutions, youth engagement and communication functions. She has played a role in shaping and delivering reform initiatives that centre the voices of children and families. Her public sector career spans 15 years across state and local government.

Anne Edwards, Executive Director (CSO)

Anne has extensive public sector experience in human services research and policy, leading review and reform. This has included establishing and leading the Queensland Sentencing Advisory Council Secretariat, providing leadership to Queensland's Justice Reform Office and establishing the First Nations Justice Office within Queensland's DJAG. Anne performed a central role in the 2013 Queensland Child Protection Commission of Inquiry and has experience in a number of criminal justice agencies both in Queensland and interstate.

Christopher Smith, Executive Director (Government Relations and Corporate Services)

Chris has extensive senior leadership and management experience, having worked over nine years in Director roles across a range of areas. Chris has previously worked at the Department of Environment and Science, and the University of Southern Queensland. Chris key specialist skillset extends to leading teams involving finance, human resources, administration, procurement, travel, strategic and operational planning, corporate and performance reporting, facilities, business continuity, internal audit, risk management, and is an experienced member of taskforces.

Our workplace culture

2024 Working for Queensland survey

The 2024 Working for Queensland Survey delivered strong results for the Commission, reflecting the tangible progress made over the year in responding to staff feedback and strengthening organisational systems and culture. The survey outcomes demonstrate improved confidence in leadership, governance, and workplace practices, highlighting the impact of initiatives designed to build a more mature, resilient organisation. The Commission's most favourable results are presented in Table 15, showcasing areas of particular achievement.

Table 15: Most favourable 2024 Working for Queensland survey results

Question	Result
Q23b. Senior leaders model the values/principles of my organisation	86% positive
Q23e. Senior leaders demonstrate honesty and integrity	82% positive
Q35d. I proactively seek new and better ways of doing my job	79% favourable
Q24a. The executive group communicates a clear direction for the future of the organisation	76% positive
Q23a. Senior leaders provide clear direction for the future of the organisation	77% positive
Q23d. Senior leaders create an environment where employees feel heard	76% positive
Q35e. I help co-workers learn new skills or share job knowledge	77% favourable
Q35b. My job inspires me to do my best	72% favourable
Q35c. I am proud of the work that I do	72% favourable
Q35g. I work with colleagues to identify better practice	72% favourable

The results demonstrate that significant improvement has been made in key areas including leadership, communication, teamwork, and organisational support with many staff indicating that they feel their specific role contributions have been increasingly valued over time and that the Commission's ongoing commitment to collaboration and continuous improvement is having a positive impact. Importantly the Commission is trending above the public sector average on many key areas, as captured in Table 16.

Table 16: Questions with the highest above Queensland public sector average: 2024 Working for Queensland survey results

Question	Difference vs Qld Public Sector
Q23b. Senior leaders model the values/principles of my organisation	+25
Q23b. Senior leaders model the values/principles of my organisation	+25
Q35b. My job inspires me to do my best	+23
Q23d. Senior leaders create an environment where employees feel heard	+23
Q23a. Senior leaders provide clear direction for the future	+21
Q24a. The executive group communicates a clear direction for the future	+21
Q23e. Senior leaders demonstrate honesty and integrity	+20
Q24b. The executive group models the values/principles of my organisation	+17
Q35a. I feel energised by my work	+17

Recruitment, student placements and professional development

In 2024–25, we worked to attract, develop and retain a diverse and inclusive workforce that is reflective of the community we serve, by:

- partnering with the public sector’s Careers Pathways Service to improve career pathways for Aboriginal and Torres Strait Islander employees, by providing culturally safe development opportunities, networking events, formal training and mentor support
- partnering with other agencies to facilitate the Leading Women Network to promote the representation of women in all levels, including through professional development opportunities and networking events
- amending our recruitment processes and implemented new directives brought about by changes to the *Public Sector Act 2022*
- carrying out recruitment activities to support the initial implementation phase of the *CSO Act*.

As part of the 2024–2026 Policy Futures Graduate Program, the Commission hosted three graduates over the course of 2024–25. Facilitated by the DPC, the program is designed to build policy capability across the Queensland public sector by providing graduates diverse, hands-on experience in policy development and strategic engagement.

Each graduate completed a minimum six-month rotation with the Government Relations and Performance team, contributing to a broad range of policy priorities. Their work included conducting interjurisdictional policy scans, supporting the development of formal submissions on legislative and policy reform, preparing Ministerial and agency correspondence, and participating in sector events. The graduates' enthusiasm and contributions were greatly valued and their time at the Commission played an important role in developing their understanding of child and family policy in Queensland.

Over the year, we invested over \$144,000 in the development and upskilling of our staff, including the delivery of:

- **Vicarious trauma training** – The training formed part of the Commission’s broader approach to supporting employee psychosocial health and wellbeing. A leadership-focused workshop was delivered, along with a separate session tailored for members of the Board Secretariat and Child Death Prevention team.
- **Management coaching** – As part of an ongoing investment in leadership development and organisational resilience, the Commission focused on strengthening key leadership capabilities across the organisation. Executive directors, directors and managers were given the opportunity to build leadership capacity through targeted coaching, participate in a management development workshop, one-on-one mentoring and support in developing tailored plans for continued growth.
- **Performance conversations program (Institute of Managers and Leaders)** – Seventeen Commission team leaders and executives attended a one-day training session designed to provide practical tools and build individual confidence relating to having challenging conversations with staff (including performance conversations), setting collaborative goals and understanding the performance improvement process.
- **Youth Aboriginal and Torres Strait Islander mental health first aid** – Several Commission staff completed a two-day training course to become accredited Youth Aboriginal and Torres Strait Islander Mental Health First Aiders. Participants learnt how to provide initial support to an Aboriginal or Torres Strait Islander young person (aged 12–29) who may be experiencing a mental health problem or crisis.
- **Media training** – Senior leaders from across the Commission took part in a one-day communication and media training workshop led by journalist and storyteller Kim Skubris. The session provided valuable insights that were applicable to a range of professional situations, including public speaking and stakeholder engagement, and served as a meaningful investment in the team’s learning and development. Participants explored the characteristics of effective communicators, learned how to craft and deliver compelling key messages, and developed skills for communicating with influence to both the media and other stakeholders.
- **Persuasive writing for government** – Two workshop sessions were offered to staff, focusing on improving written communication within government settings. Participants explored strategies for planning, structuring, and drafting documents that were clear, persuasive, and audience specific. The course emphasised the use of plain English principles to create concise yet comprehensive content—such as briefs, submissions, reports, and emails.
- **Leadership Masterclass** – The training was delivered as part of the Commission’s commitment to building organisational capacity, capability, and culture. Three staff, manager level and above, undertook the training course, engaging in educational activities about innovation and strategic thinking, developing critical skills in areas such as project management, stakeholder engagement, and presentation. The program ended with a final group presentation, which proposed a framework to embed innovation and collaboration into day-to-day work, with clear accountability for aligning projects to the Commission’s strategic objectives.



Safeguarding vulnerable people training

To strengthen the Commission's work in promoting the safety, wellbeing and rights of children and young people, staff have been invited to enrol in the Bond University's Safeguarding vulnerable people micro-credential, which closely aligns with the Commission's expanding safeguarding responsibilities in oversight, influence and system leadership. The training explores the principles and practical application of safeguarding across a range of contexts. It offers foundational insights into preventing harm, understanding risk, and creating safe environments, particularly for children, young people and adults experiencing vulnerability.

This training is compulsory for all CSO staff.

Online professional development plan forms

The Commission has introduced online professional development leveraging the ELMO (Enterprise Learning Management Online) platform, a cloud-based human resources and learning management system that supports staff training, performance, and development. This initiative streamlines the annual review and planning process, replacing manual paperwork with a more efficient, transparent, and accessible digital platform.

Staff can now record and update their development goals, track progress, and reflect on achievements directly within ELMO, while managers can provide timely feedback and align individual growth with organisational priorities. By embedding professional development planning into a centralised online system, the Commission is strengthening accountability, supporting workforce capability, and ensuring that staff are equipped to contribute to the Commission's mission of improving outcomes for children, young people, and families.

Increasing staff wellbeing

Psychosocial risk and employee wellbeing

A *Code of Practice for Managing Psychosocial Hazards at Work* (the Code) with amendments to the Work Health and Safety Regulation came into effect on 1 April 2023. In response, and to ensure the Commission is equipped with the tools and resources to manage psychosocial risks and hazards in the workplace, a suite of policy and strategy documents have been drafted to address the risks and hazards identified while also providing staff with the resources to identify, manage, and reduce/eliminate risks where practicable. The suite includes:

- an updated *Work, Health and Safety Policy*, which provides the foundation for developing interventions and modifying work organisation, work practices and procedures, and the work environment to support the health, safety and wellbeing of all employees
- a *Workplace Psychosocial Health and Safety Strategy 2025–2027* built upon the vision of building a workplace where psychological health and safety is prioritised and supported through person-centred, proactive, and meaningful efforts, to ensure employees feel safe, valued, and empowered to perform effectively
- *Psychosocial Risk and Hazard Prevention Plan 2025–2027* which clearly identifies psychosocial factors along with their risk profiles, intervention and prevention action and relevant control measures

- Specialist vicarious trauma prevention services were procured for staff involved in the System Responses to Child Sexual Abuse Review. The professional service to regularly debrief staff in the team. The service is also available to staff members outside the team who deal with this project, including members of the Board.
- Specialist vicarious trauma prevention services were procured to support staff engaged in the System Responses to Child Sexual Abuse Review. This professional service provides regular debriefing sessions for the review team and is also accessible to other staff and Board members involved in the project.

Union meetings

The Commission's Together Union members met 11 times this year. Members also met with the Executive team on four occasions to ask questions and discuss concerns. In early 2025, the Union and Executive reviewed the Terms of Reference for the Commission's Agency Consultative Committee to support enhanced communication around workload management, work-life balance and other organisational matters.

In 2024–25, the Union worked closely with the Executive Director, Corporate Services and Director, People and Capability to explore members' concerns about the organisational restructure that occurred and brainstormed ways to improve efficiency across the Commission, a goal shared by both the Union and Commission leaders.

The Commission's Agency Consultative Committee complements the Commission's Staff Consultation Committee, which supports all staff. The Union is an active participant of the Staff Consultation Committee.

Early retirement, redundancy and retrenchment

No redundancy, early retirement or retrenchment packages were paid in 2024–25.

Public Sector Ethics and Public Sector Values

Commission staff are covered by the *Code of Conduct* established for the Queensland Public Service. Code of Conduct principles and their associated set of values form part of induction training for new staff, and staff are required to complete mandatory online Code of Conduct training annually. Our performance and development framework and processes also address Code of Conduct expectations. No code of conduct investigations or complaints were initiated or finalised in 2024–25.

In 2024–25, we continued to embrace the Queensland public service values of *Customers first, Ideas into action, Unleash potential, Be courageous* and *Empower people*. These values help guide our staff's behaviour and the way we conduct business.

Human Rights Act 2019

The Commission's project and governance processes embed human rights impact assessments.

No human rights complaints were received by the Commission in 2024–25.



Victims' Commissioner and Sexual Violence Review Board Act 2024

No complaints were received by the Commission in relation to a Charter right. This data will be published on the Open Data Portal – <https://data.qld.gov.au/>

Complaints

The Commission received one formal complaint about the Commission or its staff in 2024–25. This matter was responded to and resolved.

Work health and safety incidents and claims

There were two notified incidents in 2024–25, down from three in the previous financial year. There are no active WorkCover claims.

Our organisational governance

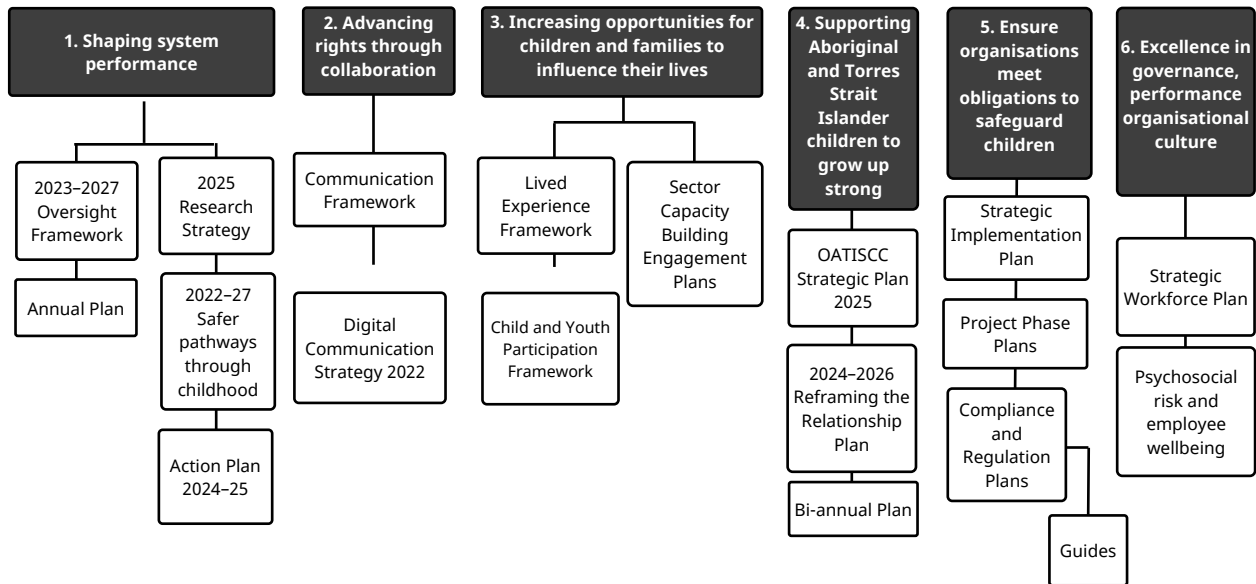
We are committed to continuously improving our organisational governance, systems, structures and processes. We operate a number of external and internal Governance bodies to provide direction and structured decision-making channels for our performance.

Strategic architecture framework

Over the past three years, the Commission has built a strong strategic foundation to guide how we influence meaningful systemic change that prioritises the safety, rights and wellbeing of Queensland's children and families.

The Commission's strategic plan, and the resulting strategic framework, has evolved as we have matured and guided us, as we continue to pursue our unwavering vision—ensuring every child in Queensland is loved, respected, and has their rights upheld. In 2025 we embraced the opportunity to reassess our strategic approach, refine our framework, and identify areas for realignment.

In June 2025, the Commission released its updated Strategic Plan, deliberately ambitious in nature and reflective of the unique role and functions of the Commission. This framework provides a cohesive and structured approach to achieving our vision, goals, and priorities. All plans and frameworks in our Commission work together to drive coordinated action, enhance decision-making, and support long-term success. Defining our strategic framework strengthens our foundations, provides an opportunity to identify and address gaps, and allows us to position ourselves for long-term success—all while remaining firmly grounded in the *FCC Act* and the *CSO Act*.



Oversight framework

In June 2025, we released our *2025-26 Oversight Forward Workplan* (the 2025-26 Workplan), in alignment with our broader *2023-2027 Oversight Framework*. The 2025-26 Workplan set our systemic oversight priorities to ensure transparency and is deliberately agile in nature.

The Commission uses a four-staged approach to scope and design its oversight work, applying an escalating approach based on the evidence and facts obtained in the earlier stages. The most intensive reviews, discovery and examination reviews, include dedicated resources and delivery against a formal project methodology. Our monitoring activities are deliberately agile and inform the need for deeper reviews.

The Commission becomes aware of review opportunities in several ways, mostly by means of working closely with our advisory councils, strategic partners, agencies, youth advocates, young people and families, and the public. Issues may also be identified through data monitoring and review activities. Consultation with a range of stakeholders including government and non-government agencies, peak bodies, the community, and young people, guide the design and conduct of our review work.

The systems we provide oversight of are complex and multifaceted and there are many experts across Queensland working to reduce risks to children. The Commission values the expertise of others and proactively seeks to work with stakeholders undertaking related initiatives. This ensures that oversight decisions are informed, evidence-based, objective, and in the best interests of children and families.

While we list the topics we intend to examine, they are subject to review and revision to ensure the Commission’s investment is focused on the areas most likely to have the greatest positive

impact on Queensland children and families at the time. The Workplan undergoes regular priority review through a consultative approach and is published on the website annually.

In 2024–25, two emerging priorities significantly influenced our oversight work: the lack of government action on the Residential Care Roadmap and the referral of the Systems Response to Child Sexual Abuse Review. As a result, some reviews from the 2024–25 Workplan were adjusted or re-scoped. This demonstrates the strength of our flexible, evidence-driven approach: we adapt quickly to urgent challenges, redirect resources to where they are needed most, and remain committed to ensuring our oversight produces tangible improvements in safety, wellbeing, and outcomes for Queensland’s children and families.

Advisory Council

Under Part 4 of the *FCC Act*, the Principal Commissioner convenes an Advisory Council to provide strategic guidance on the Commission’s work. The Council plays a vital role in promoting the shared responsibility all Queenslanders hold in keeping children safe, offering insight into the issues affecting children, families, and the child and family support sector, and providing guidance to strengthen the Commission’s priorities and initiatives.

The Advisory Council brings together more than 30 leaders in child and family policy and practice from across Queensland, including both individual members and representatives from government and non-government agencies (outlined in Table 17). In 2024–25, the Council met twice—on 24 September 2024 and 24 February 2025—providing an important platform for collaboration, shared learning, and advancing opportunities to improve the rights, safety, and wellbeing of Queensland’s children and families.

Table 17: Advisory Council Membership

<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander Legal Service • Australian Catholic University • Bravehearts • Brisbane Youth Service • CRQ • Daniel Morcombe Foundation • Kummara • Micah Projects • TQKP • National Association for Prevention of Child Abuse and Neglect • PeakCare Queensland Inc. • Q Shelter • QATSICPP 	<ul style="list-style-type: none"> • Australian Centre to Counter Child Exploitation • Children’s Health Queensland Hospital and Health Service • Health and Wellbeing Queensland • Office of the Public Guardian (OPG) • Queensland Human Rights Commission • Queensland Mental Health Commission • Queensland Council of Social Service • QFKC • Queensland University of Technology • Yourtown
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Residential Care Expert Advisory Council

In 2024–25 Commissioner Twyford established a lived experience expert panel to assist with the residential care review. This panel included 12 young Queenslanders from across the State who had spent time in Queensland residential care homes. This group met five times, including an all-day workshop in Brisbane, and four online meetings to review the government's *Residential Care Roadmap*.

Internal management committees

Executive Leadership Board (ELB): Our primary governance body provides strategic leadership and oversight for the Commission. Comprising Commissioners, senior executive, executives, and directors, ELB ensures the organisation remains focused on its vision and delivers accountable outcomes. It provides direction on performance against strategic objectives, oversees financial stewardship, and monitors organisational risks to safeguard integrity and transparency. ELB also drives collaboration and innovation, ensuring our governance, compliance, and operational systems remain strong and adaptive to change. ELB meetings are held monthly.

Senior Executive Meeting: Commissioners, senior executive, and executives meet weekly to oversee organisational performance. These meetings address operational risks, explore emerging opportunities, and consider external perspectives. Members collaborate, share knowledge, and ensure the Commission can respond effectively to current challenges while maintaining accountability and alignment with strategic objectives.

Agency Consultative Committee: Chaired by the Executive Director, Corporate Services, this Committee provides a formal mechanism for staff to share their views on workplace matters and organisational performance, raise concerns and share information with leadership. It also provides formal input into our policies, procedures and templates.

People, Finance and Governance Committee: Oversees the effectiveness of the Commission's workforce, culture, governance, and financial management, ensuring systems operate with integrity and accountability. It also briefs Commissioners on changes to government policies, emerging governance requirements, and strategic sector developments, enabling informed decision-making and proactive responses to risks, opportunities, and external challenges.

Audit and Risk Management Committee

The Audit and Risk Management Committee meets quarterly, with the Chair and two other positions held by members external to government. The Committee oversees risk management, financial management, compliance and internal controls, and internal and external audit. Its purpose is to provide independent advice to the Principal Commissioner that the Commission has sufficient internal controls to appropriately manage the agency's risk, control and compliance framework. The Committee met four times in 2024–25.

Table 18: Audit and Risk Committee membership

Position	Description
Laura Gilchrist	External independent member (Chair)
Anne Edwards	Executive Director (CSO), QFCC
Kim Hughes	External member

Regular observers

Luke Twyford	Principal Commissioner, QFCC
Amy Lamoin	Executive Director (OATSICC), QFCC
Christopher Smith	Executive Director (Government Relations and Corporate Services), QFCC
Lyle Gerbich	Director, Corporate Services, QFCC
Andrew Valentine	a/Director, Corporate Services, QFCC
Claudine Lombard	External
Lisa Fraser	Director, Queensland Audit Office (QAO)
Linda Holm	Manager, Audit Services, Corporate Administration Agency (CAA)

Updated policies and procedures

Several corporate policies have been updated to ensure effective and efficient use of financial resources, streamline delegations, manage risks, and ensure appropriate support for staff. These updates ensure the Commission remains agile, compliant, and positioned to meet new statutory responsibilities while supporting organisational growth and resilience.

The Commission's core delegation instruments (Delegations of *FCC Act 2014* functions, Financial and Procurement delegations, and Human Resource delegations) were reviewed and updated in 2024–25, assigning greater responsibility to management levels below the two statutory Commissioner positions, particularly the newly created Chief Operating Officer. Delegation thresholds, commensurate to levels and responsibilities, recognised our growing maturity, increased management expectations and trust. These devolved responsibilities will reduce senior management administrative tasks, enabling greater focus on statutory responsibilities. This ensures decisions can be made closer to the point of delivery, increasing efficiency and accountability while strengthening governance at every level.

The Commission is committed to ensuring we promote best practice human resource management, by applying the positive performance management principles set out in section 85 of the *Public Sector Act 2022*. The Commission implemented a stand-alone Positive Performance Management Policy to help managers understand how to apply the principles by:

- proactively managing the work performance and personal conduct of employees
- constructive engaging with employees to identify development and training opportunities, improve work performance and build expertise
- taking prompt and appropriate action to address any unacceptable work performance or personal conduct that arises
- identifying whether a performance improvement plan needs to be initiated.

To support managers in understanding their legislative responsibilities, 17 staff attended a one-day Performance Conversations training facilitated by the Institute of Manager and Leaders in partnership with the Public Sector Commission. This investment helps leaders build capability, confidence, and consistency in applying performance principles—supporting a stronger workplace culture.


In mid-2024, the Office of Industrial Relations reviewed and updated eight Directives relating to various leave types. Additionally, a new Reproductive Health Directive came into effect on 30 September 2024, introducing a new entitlement of 10 days of paid reproductive health leave for public sector employees. The Commission's leave policy and intranet were updated to reflect changes to the directives and this was communicated to staff to enable them to be aware of their leave entitlements. These changes reflect our commitment to supporting staff wellbeing, equity and inclusion, ensuring staff can balance personal health with professional responsibilities.

In 2024, the Procurement Policy was updated with revised financial thresholds to reduce administrative burden. Other minor updates to align with broader Queensland Government documents were also made. This ensures value-for-money, compliance, and efficiency, while maintaining a focus on transparency and accountability in the use of public resources.

Supporting the Child Death Review Board

Since July 2020, the Commission has hosted the Board, which undertakes a system review following the death of a child in the child protection system. The Board works to keep systems accountable by making recommendations to government and non-government agencies about legislative, policy and practice improvements. In 2024–25, the Board met five times to discuss child death reviews and invited researchers and experts to share contemporary advice and best practice on issues affecting Queensland children and families. The Board also held two extraordinary meetings in December 2024 to discuss the proposed approach to the System Responses to Child Sexual Abuse Review.

This year the Board continued to refine its collective review approach to its review work, in which cases that demonstrate a particular system issue/s are considered together. This approach gives added weight to demonstrating the existence and impact of a system issue, as well as allowing for more cases to be considered within one collective review.



ICT infrastructure and recordkeeping

The Commission operates under the requirements of the *Public Records Act 2023* and the *Financial and Performance Management Standard 2019*. It maintains full and accurate records of its activities in accordance with the Queensland Government Records Governance Policy. We use the OpenText Content Management application to meet our record-keeping governance obligations.

We manage our information and communication technologies on a predominantly outsourced model, with most operating systems, computing support and application support provided by third party vendors. Our information technology systems infrastructure is primarily managed by Citec, with service management contracted to the CAA.

Our Queensland Child Death Register System, Coda, has undergone several enhancements to support our child death prevention work. These enhancements include:

- improved data collection through modifying field limitations
- increased business user functionality to reduce ongoing costs associated with support requests
- improved useability of search and task allocation functions
- improved efficiency for document management
- improved data security
- improved functionality and visibility for the Board secretariat case management.

Internal Fast facts dashboard

In 2024 we improved staff access to accurate data regarding the systems we monitor. The internal Fast facts dashboard provides staff with access to the latest key data to ascertain the demand on the child protection and youth justice systems over time, allowing early identification of policy impact to the system and support informed decision-making on issues for closer examination. This interactive dashboard brings together a suite of key indicators related to the performance of Queensland's statutory child protection and youth justice systems, and includes child safety intakes, investigation and assessment measures, and ongoing intervention measures; OOHC placement types and carer family information; watch house utilisation for children and young people; youth detention centre utilisation; and child death data.

Work is underway to further develop the dashboard to include First Nations filters, quarterly youth detention updates, and new metrics related to child sexual offences, supporting the Commission to garner deeper insights into the experiences of vulnerable Queensland children and young people.

Risk management

We maintain risk management systems and processes as a key component of our governance framework. Our *Risk Management Framework* outlines the approach taken to risk management. Risk management is reflected in all business activities, enabling risk identification and management at the appropriate management level. Both the Commission's Executive Leadership Board and Audit and Risk Management Committee oversight the Commission's risk management framework, registers and processes.

In 2025–26, we will review our risk management approach in detail, including an assessment of observations, recommendations, our risk appetite, and alignment with organisational governance. This review will ensure our strategy remains robust, transparent, and responsive to emerging risks while supporting effective decision-making and long-term resilience.

Audits

Internal audit

In 2024–25, an internal audit was conducted through a clean desk review in June 2025. This involved a physical inspection of workstations, filing cabinets, drawers, storage units and shared. The review identified information security issues that needed to be addressed, and steps were immediately taken to mitigate risk and encourage safe information handling practices. The implementation of this policy will support the Commission's continued compliance with the *Information Privacy Act 2009*.

External audit

Each year the QAO performs an audit assessment of the design and implementation of our internal controls, which includes an interim and final audit. The QAO's final 2024-25 audit focussed on financial statements and transaction testing. At the exit meeting, the QAO provided positive comments on our working papers and reconciliations. The audit undertook testing of expenditure, payroll and journals. In August 2025, the QAO provided their 2025 audit report. No unresolved internal control deficiencies or financial reporting issues were identified.



Priorities

In 2025–26, the Commission will strengthen its internal capability and governance by embedding robust systems, enhancing workforce planning, and leveraging digital transformation to support effective, inclusive, and future-focused service delivery. Priorities include:

- reviewing and updating internal governance, risk and policy frameworks to align with current state and federal legislation, based on our growth and new legal responsibilities
- reviewing and updating the strategic workforce plan to align with the amended Strategic Plan with a strong focus on inclusive recruitment, leadership development, cultural capability, and staff wellbeing. We will strengthen internal career pathways and performance planning and embed a culture of psychological safety and participation
- reviewing orientation, onboarding and induction processes for the people and capability team and managers and develop and implement an onboarding and induction framework
- implementing a workforce strategy focused on inclusive recruitment, leadership development, cultural capability, and staff wellbeing. We will strengthen internal career pathways and performance planning and embed a culture of psychological safety and participation across all teams
- implementing a new case management system, including by executing digital transformation initiatives that enhance service delivery, streamline operations, and improve data security and accessibility
- improving performance monitoring through a Commission-wide formal performance framework that integrates internal data systems with active stakeholder feedback loops.

Performance of the Queensland child protection system

The Commission plays a key role in overseeing Queensland's child protection system including the support and prevention services that help keep families strong. Our goal is to identify improvements to laws, policies, programs and services that lead to better outcomes, and to monitor reforms and recommendations to ensure continuous improvement. Through our oversight and engagement work, we provide assurance to the community that government agencies and funded services are meeting their responsibilities.

The Commission is required under section 40 of the *FCC Act*, to report annually on:

- Queensland's performance in relation to achieving state and national goals relating to the child protection system (including the system of services provided by relevant agencies to children and young people in need of protection or at risk of harm)
- Queensland's performance over time in comparison to other jurisdictions
- Queensland's progress in reducing the number of, and improving the outcomes for, Aboriginal and Torres Strait Islander children and young people in the child protection system.

We assessed Queensland's performance in 2024–25 against national goals outlined in *Safe and Supported: The national framework for protecting Australia's children 2021–31* (Department of Social Services), Child Safety Services performance indicators within the *Department of Families, Disability Services and Child Safety's Strategic Plan 2025–29*, and *Breaking Cycles - An action plan: co-designing, developing and implementing services with and for Aboriginal and Torres Strait Islander children and families 2023–25*. This year's report tells a story of statutory system involvement along a continuum. The six sections are:

- Changing social drivers
- Prevention and early supports
- Intervention and diversion for children and families at risk of entering the statutory systems
- Statutory systems
- Experience of children and young people in the care of statutory systems
- Outcomes after involvement with statutory systems.

Table 19: Summary of 2024–25 report on the Performance of the Queensland Child Protection System

<p>Changing social drivers</p>	<ul style="list-style-type: none"> • Rising rates of housing instability, homelessness, and unaffordability are putting families under strain, with long waitlists for social housing • Domestic and family violence, mental health, substance use, and disability remain significant contributors to child and family vulnerability. • Education barriers, including low enrolment, poor attendance, and high exclusion rates, are impacting outcomes for key cohorts. • There is increasing understanding of the prevalence of child sexual abuse. • There is a growing number of victim-survivors of domestic and family violence aged under 25 years.
<p>Prevention and early supports</p>	<ul style="list-style-type: none"> • Investment in domestic and family violence, youth mental health, homelessness and housing responses is improving outcomes for some at-risk groups. • Early intervention in education and youth justice, like case management and home education regulation, is showing promise. • Many youth offenders have prior child protection involvement and are themselves victims of crime, highlighting the need for trauma-informed prevention. • Rates of suicide, child removal, adult incarceration and youth detention are still worsening for First Nations people since the National Agreement on Closing the Gap baseline year of 2018–19.
<p>Intervention and diversion</p>	<ul style="list-style-type: none"> • Early supports are underfunded, fragmented and short-term relative to need, limiting their ability to prevent statutory involvement. • Community-controlled organisations need stronger and sustained investment to provide culturally safe services. • Police diversion efforts are uneven; youth co-responder teams are emerging as a more effective, collaborative model. • Children entering care and custody have significant unmet needs.
<p>Statutory system intervention</p>	<ul style="list-style-type: none"> • System involvement continues to grow, especially for Aboriginal and Torres Strait Islander children, without a corresponding increase in substantiations. • System capacity and workforce shortages are delaying investigations and compromising outcomes. • There is an overuse of detention for unsentenced children, without evidence of effectiveness in changing behaviour. • The residential care market is growing beyond its purpose, with increasing complexity of children’s needs not correlating with changes in care models.
<p>Experiences in statutory systems</p>	<ul style="list-style-type: none"> • There is a shortage of foster and kinship carers, increasing reliance on residential care and limiting placement stability. • Children face safety risks, limited disability and mental health support, and poor educational engagement. • Young people in detention experience harm, including self-injury, and have limited access to therapeutic supports.
<p>Outcomes after statutory involvement</p>	<ul style="list-style-type: none"> • Without sustained supports, young people exiting care or custody face higher risks of homelessness, poor mental health and early death. • Programs such as Transition to Adulthood and Transition2Success aim to assist young people in statutory systems but require better reach and evaluation. • Long-term outcomes reflect missed opportunities to intervene earlier and more effectively.

Table 20: Mapping of state and national goals to the section 40 report format

	1. <i>Changing social drivers</i>	2. <i>Prevention and early supports</i>	3. <i>Intervention and diversion needs</i>	4. <i>Statutory system intervention</i>	5. <i>Experiences in statutory systems</i>	6. <i>Outcomes after statutory involvement</i>
Queensland Government’s objectives for the community						
Safety where you live: Making Queensland safer with stronger laws, better-equipped courts and more police with better tools, while restoring consequences for actions, fixing our Child Safety system, ensuring early intervention and a bigger focus on rehabilitation, giving victims more rights and better support, and taking critical action to arrest skyrocketing rates of domestic and family violence.	•	•	•	•	•	•
Safe and Supported: The national framework for protecting Australia’s children 2021–31						
1. National approach to early intervention and targeted support for children and families experiencing vulnerability or disadvantage.	•	•	•			
2. Addressing the over-representation of Aboriginal and Torres Strait Islander children in child protection systems.		•	•	•	•	•
3. Improved information sharing, data development and analysis.				•	•	•
4. Strengthening the child and family sector and workforce.		•	•	•	•	•
Breaking Cycles - An action plan: co-designing, developing and implementing services with and for Aboriginal and Torres Strait Islander children and families						
All families enjoy access to quality, culturally safe universal and targeted services necessary for Aboriginal and Torres Strait Islander children to thrive.		•	•			
Aboriginal and Torres Strait Islander peoples and organisations participate in and have control over decisions that affect their children.	•	•	•	•	•	•
Law, policy and practice in child and family welfare are culturally safe and responsive.		•	•	•	•	•
Governments and community services are accountable to Aboriginal and Torres Strait Islander peoples.	•	•	•	•	•	•
Department of Families, Seniors, Disability Services and Child Safety Strategic Plan 2025–2029						
To prevent and respond to domestic, family and sexual violence.	•	•	•	•		
To deliver high quality services and safeguards and promote the safety, inclusion, engagement, rights and social and economic participation of seniors, carers and people with disability.		•	•	•		
To enable families to safely care for their children and young people, and provide services to support the safety, belonging and wellbeing and best interests of children and young people not able to be cared for by their families.		•	•	•	•	•

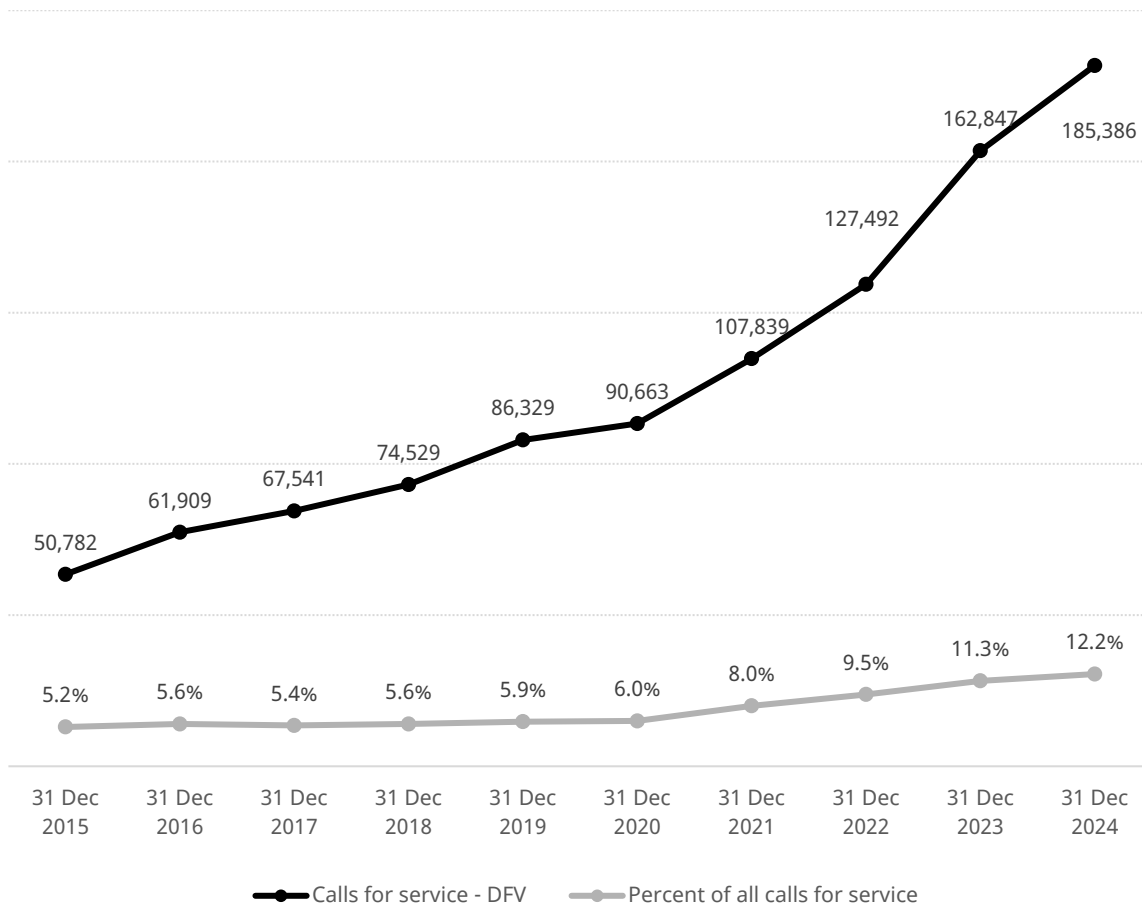
1. Changing social drivers

Increasing rates of domestic and family violence

Rates of reported domestic and family violence continue to increase in Queensland. Charges for domestic and family violence related offences, or ‘flagged offences’, more than doubled in the last five years across the state.⁶⁴ Charges lodged for contravening Domestic Violence Orders (DVOs) increased by 2.6 per cent statewide annually in the year to date to 31 May 2025. The largest increases were in Cleveland (31.3%), Toowoomba (28.7%), Gladstone (27.8%), Townsville (24.1%), Rockhampton (23.5%) and Caboolture (19.4%).⁶⁵

Over the past 10 years, statewide police service calls related to domestic and family violence have increased by 265 per cent. Some police districts have had substantially higher increases, including Wide Bay Burnett (8218% increase), Mount Isa (6353% increase) and Ipswich (2876%).⁶⁶

Figure 7: Number of calls for police service relating to domestic and family violence and percentage of all calls for police service, by year



Source: Queensland Police Service. (2025). Unpublished data request.

A government media statement released in April 2025 reports that due to the evolving and complex nature of domestic and family violence, it takes on average 4.6 hours for police to respond to each incident. The Queensland Police Union estimates that domestic and family violence now accounts for 90 per cent of frontline policing.⁶⁷

As at 31 May 2025, there were 46,874 DVOs made in Queensland Courts in the 2024–25 period. Police lodged 83.6 per cent of applications. In 82.8 per cent of DVOs the aggrieved was female, and in 82.1 per cent of DVOs the respondent was male. In 72.1 per cent of applications, the nature of relationship was 'intimate personal' and in 27.5 per cent the relationship was 'family'.⁶⁸

Aboriginal and Torres Strait Islander people continue to be over-represented as both victim-survivors and perpetrators of domestic and family violence; 14.4 per cent of all DVOs made in Queensland Courts listing an Aboriginal or Torres Strait Islander person as the aggrieved party, and 15.6 per cent of all orders listing an Aboriginal or Torres Strait Islander person as the respondent. However, this data is limited and unlikely to be a true representation of the disproportionate extent to which domestic and family violence is experienced by First Nations families. Estimates suggest that approximately 90 per cent of cases of violence go unreported.⁶⁹ In a national study, about two-thirds of First Nations respondents (n=440) disagreed that violence against First Nations women was taken seriously by the government. Approximately half of respondents agreed that fair treatment would be provided by the courts and police when First Nations women report violence, and just under half agreed that decisions about the custody of children would be fair.⁷⁰

Domestic and family violence contributes to both family support system involvement and homelessness. In the year ending 31 December 2024, 37 per cent of families commencing a Family and Child Connect (FaCC) service or referred to Family Wellbeing Service (FWS) or an Intensive Family Support (IFS) service presented with domestic and family violence as a primary concern. Since June 2020, referrals of Aboriginal and Torres Strait Islander families for domestic and family violence have increased by 5.2 per cent, while referrals for non-Indigenous families have decreased by 17.3 per cent.⁷¹

Brisbane Youth Service reported that in 2023–24, 75 per cent of the young people they supported had experienced family violence and 46 per cent reported experiencing past relationship violence.⁷² During the same period, domestic and family violence was the primary reason 8229 (17.0%) Queensland clients sought assistance from specialist homelessness services.⁷³

Of the 70 deaths of children reviewed by the Board in 2023–24, 56 per cent of cases showed domestic and family violence was present in the child's life.⁷⁴ Seven cases were examined in detail, which revealed that in all seven cases, DVOs were in place, and five cases showed that siblings were present in the home. Various forms of additional abuse were documented, such as coercive control, physical violence, emotional and verbal abuse, and sexual abuse.

Despite these significant impacts, children and young people remain largely overlooked as victim-survivors of domestic and family violence. Between 2016 and 2022, 31.7 per cent of all domestic and family violence occurrences reported to QPS involved children. This is likely under-reported, as most children were not identified as witnesses or victims. Furthermore, the

QPS's risk screening tool does not collect information specific to the experiences of children, such as if they have been hurt and feel unsafe or scared.⁷⁵ The Australian Child Maltreatment Study found that 43.8 per cent of young people aged 16 to 24 years had experienced exposure to domestic violence.⁷⁶

More recent data in Queensland is unavailable due to reporting limitations. For example, Queensland Courts do not report on the age of aggrieved parties for whom DVO applications are made.⁷⁷ This gap in reported data reflects a lack of recognition of the unique needs and risks of children and young people affected by domestic and family violence.

Increasing housing instability and homelessness

Significant increases in homelessness for children and young people

Of all people seeking support from Specialist Homelessness Services in 2023–24, 27 per cent were under 18. This includes children presenting as part of a family and young people presenting alone. Housing crisis (i.e. eviction) was the most common reason for young people presenting alone. Other reasons include sought assistance (19%), followed by family and domestic violence (16%) and relationship/family breakdown (12%).

Brisbane Youth Service has reported an increase from 58,664 support occasions in 2022–23, to 68,310 support occasions in 2023–24. Approximately half of the young people supported by Brisbane Youth Service were homeless, with 77 per cent in unsafe, overcrowded or unaffordable housing.⁷⁸

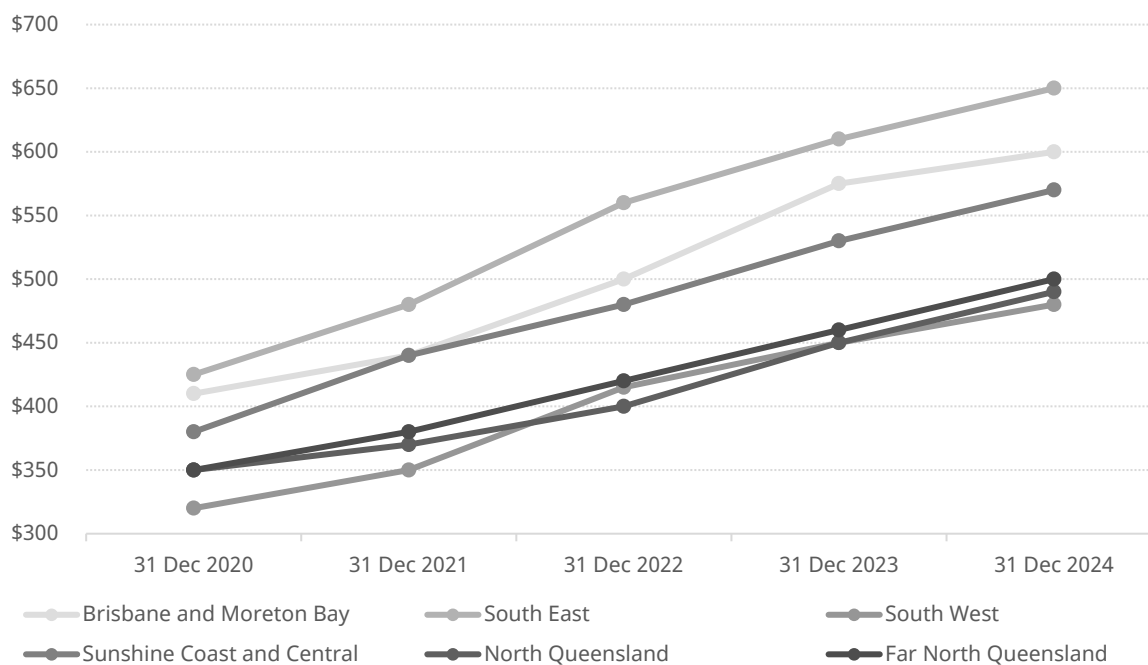
The number of rough sleeping clients presenting to specialist homelessness services with children increased by 62.9 per cent between 2017–18 and 2022–23.⁷⁹ In comparison, there was a 15.8 per cent average national increase during the same period. Between December 2017 and December 2024, the monthly number of 0–17-year-old clients supported by a specialist homelessness service grew by 56.7 per cent (from 2768 to 4337) compared to a national average increase of 10.0 per cent.⁸⁰ The national proportion of 0–17-year-olds supported by specialist homelessness services in Queensland increased from 15.6 per cent to 22.2 per cent over the same period.

A 2024 study has documented that there are high levels of unmet need for homelessness services for unaccompanied young people under the age of 18 nationwide.⁸¹ This cohort is too young to access adult crisis and community accommodation, and some youth crisis accommodation providers do not provide support to young people under the age of 16. This includes Mackay's only youth shelter, Kalyan Youth Service, where an estimated 80 per cent of clients were turned away in March 2025.⁸²

Decreasing housing affordability is placing further strain on social housing and homelessness support services

Median rents in Queensland have increased 52.6 per cent, from \$395 to \$580 in the five years ending 31 December 2024. Between March 2024 and March 2025, the median rent for all new tenancies in Queensland increased by 5.4 per cent, from \$550 to \$580.⁸³

Figure 8: Median rent from 31 December 2020 to 31 December 2024, by Child Safety region



Source: Residential Tenancies Authority. (2025). Unpublished data request.

The National Rental Affordability Scheme ended in Queensland on 30 June 2025.⁸⁴ The scheme increased the number of affordable rental homes by reducing rental costs for low to medium income households by at least 20 per cent below market rent.⁸⁵ Of the approximately 10,000 dwellings originally in the scheme in Queensland, more than half had exited by October 2023,⁸⁶ with a further 2810 exiting by June 2024. Of the remaining occupied properties due to exit the scheme by June 2025, approximately a third were tenants with children.⁸⁷ There is no direct replacement for the scheme.

The threshold for housing stress (defined as when housing costs are more than 30 per cent of the household budget⁸⁸), is surpassed for many Queenslanders renting in the private market, particularly for families receiving income support.⁸⁹ In 2025, zero per cent of private rental properties in Queensland were affordable and appropriate for single parents receiving income support. For couples with two children, affordability ranged from zero to one per cent of available properties. No properties were affordable and appropriate for single young people living in shared housing.

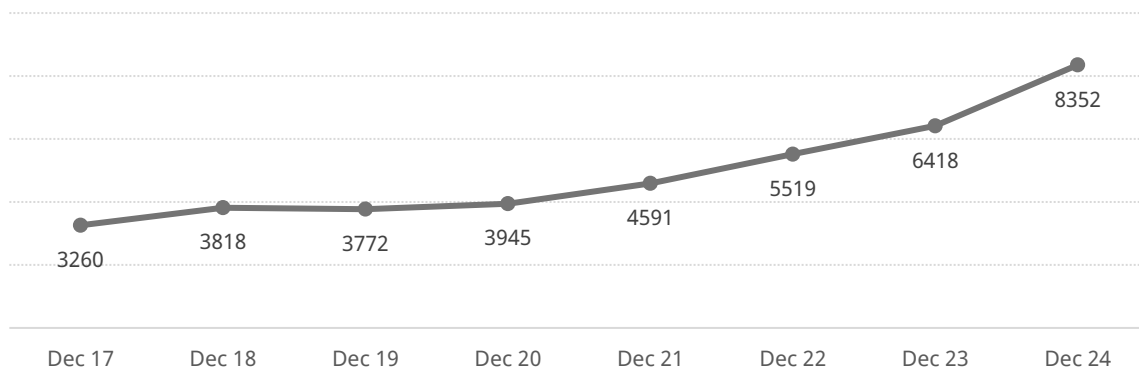
Table 21: Number (and %) of rentals affordable for Queenslanders on various forms of income support, by household type and region, 2025

	Affordable and appropriate rentals (number)	Affordable and appropriate rentals (%)
Couple with two children (one <5years, one <10 years) receiving Jobseeker Payment		
Central Queensland	8	1%
North Queensland	6	1%
Southern Queensland	6	0%
Single parent with two children (one <5years, one <10 years) receiving Parenting Payment Single		
Central Queensland	1	0%
North Queensland	0	0%
Southern Queensland	2	0%
Single young person in a share house receiving Youth Allowance or Austudy		
Central Queensland	0	0%
North Queensland	0	0%
Southern Queensland	0	0%

Source: Anglicare Australia. (2025). Rental Affordability Snapshot Regional Reports 2025.

Increasing housing affordability stress has coincided with an increase in the number of Queenslanders seeking assistance from specialist homelessness services and family support services. There was a 156 per cent increase in the monthly number of Queensland clients citing housing affordability stress as a reason for seeking assistance from homelessness services between December 2017 and December 2024. This was the greatest increase in the country and is more than double the average national increase of 63 per cent.⁹⁰

Figure 9: Specialist homelessness services clients seeking assistance for housing affordability stress, from December 2017 to December 2024



Source: Australian Institute of Health and Welfare Specialist Homelessness Services. (2025). Monthly data.

Aboriginal and Torres Strait Islander clients were more than 10 times more likely to present to specialist homelessness services. In 2023–24, Aboriginal and Torres Strait Islander clients in Queensland presented at a rate of 647.7 per 10,000 Estimated Resident Population (ERP) compared to 62.9 per 10,000 ERP for non-Indigenous clients.⁹¹

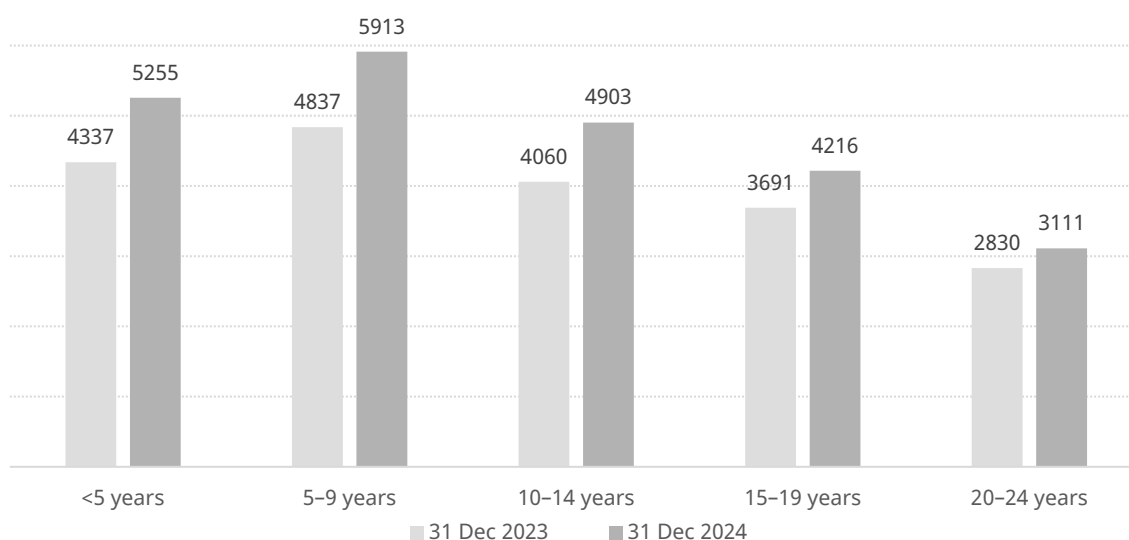
Referrals to family support services with ‘housing, food, clothing, budgeting or basic household resources’ listed as a presenting concern remain common and increased from 29.5 per cent in June 2020 to 34.6 per cent of all referrals in December 2024. The growth was driven by a 25.6 per cent increase in the number of referrals for Aboriginal and Torres Strait Islander families. Referrals for non-Indigenous families decreased slightly by 0.7 per cent over the same time period.

The DFSDSCS has not recorded data specific to homelessness or the risk of homelessness in child protection interventions since the cessation of the Structured Decision Making family risk evaluation tool in August 2022. Data on housing assistance delivered through family support services is not currently collected or available at a corporate level.⁹²

Increasing numbers of families on the social housing register

The number of children and young people on the social housing register increased in 2024. The greatest year-on-year increases were in the number of children under 10 years of age. There was a 21.1 per cent increase in children under five years, and a 22.2 per cent increase in children aged five to nine years.

Figure 10: Number of social housing register applications containing a child or young person in 2023 and 2024 by age group

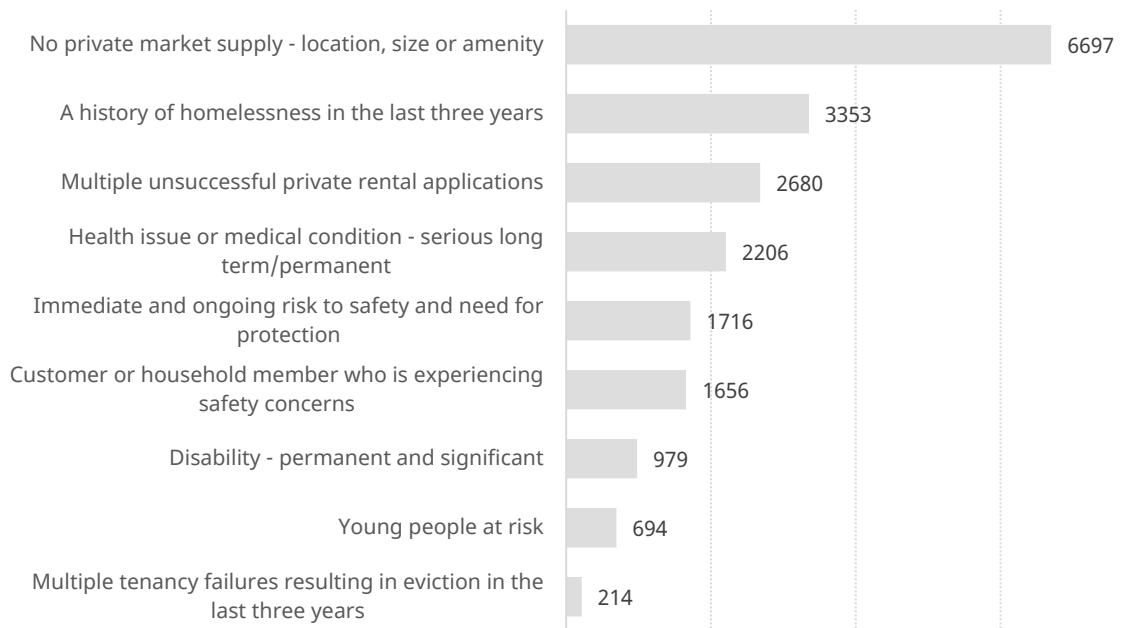


Source: Department of Housing and Public Works. (2025). Unpublished data request.

Limited private market supply is a leading cause for social housing applications among Queensland families with at least one child. In 2024, 74.3 per cent of applications listed ‘no private market supply- location, size or amenity’ as a complex non-financial indicator of need. Other frequently identified indicators include ‘a history of homelessness within the last three years’, ‘multiple unsuccessful private rental applications’ and ‘health issue or medical condition – serious long term/permanent’.

Nearly 20 per cent of applications cited one or more domestic and family violence related indicators, including ‘immediate and ongoing risk to safety and need for protection’ and ‘customer or household member who is experiencing safety concerns related to risk of violence, stalking, sexual assault, sexual violence, abuse or harassment other than domestic or family violence’.

Figure 11: Number of social housing register applications including at least one child by complex non-financial indicators listed



Source: Department of Housing and Public Works. (2025). Unpublished data request.

As at 31 December 2024 there were 9016 applications on the social housing register from households including at least one child. Of those, approximately 5118 (around 57%)^a were in the Brisbane and Moreton Bay, South East and South West Child Safety regions.⁹³ This aligns approximately with the Southern Queensland region analysed in Anglicare’s *Rental Affordability Snapshot* (with the exception of Wide Bay and Sunshine Coast), where zero per cent of private rental properties were appropriate and affordable for families on income support.

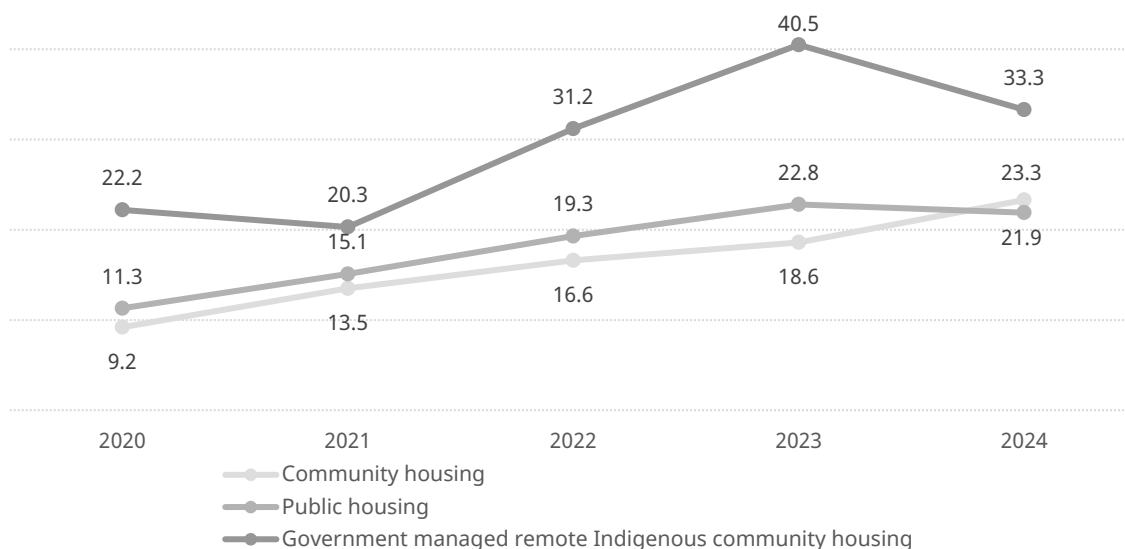
^a Numbers are based on applicant household’s first locational preference and are approximately mapped to corresponding regional boundaries according to SA2

Long waitlists for social housing

In 2023–24, 99.7 per cent of new public and community housing was allocated to households assessed as having the greatest need. Despite this, only 15.3 per cent of households classified as having the greatest need were allocated housing within three months. Another 34.7 per cent of households assessed as having the greatest need waited over two years.⁹⁴

Between 2020 and 2024, for families with at least one child under the age of 18 the average wait time between applying for and receiving a tenancy more than doubled for community housing (from approximately nine months to two years) and doubled for public housing (from 11 to 22 months). The average wait time for government-managed remote Aboriginal and Torres Strait Islander community housing grew from just under two years to almost three years. While the year-on-year reduction in wait time for government-managed remote Aboriginal and Torres Strait Islander community housing represents an improvement from 2023, when families waited an average of more than three years and four months, families seeking housing through this program were still waiting almost a year longer than those accessing other programs in 2024.

Figure 12: Queensland: average months between 'application received date' and expected tenancy start date for applications including at least one child aged under 18, by year and housing program



Source: Department of Housing and Public Works. (2025). Unpublished data request.

Parental mental health and other drugs use

Queensland families commencing family support services frequently present with concerns related to parental mental health and substance misuse.

In the year ending 31 December 2024, 42.5 per cent of families referred to, or commencing, a FaCC, FWS or IFS service presented with concerns of 'parent/carer mental or emotional health including anxiety, depression and self harm', an increase of 3.1 per cent in the overall proportion since 30 June 2020.⁹⁵ The number of non-Aboriginal and/or Torres Strait Islander families referred decreased by 6.6 per cent between 30 June 2020 and 31 December 2024, while

the number of Aboriginal and/or Torres Strait Islander families referred increased by 17.5 per cent in the same period.⁹⁶ This increase coincided with increased investment in funding allocated to ACCOs (particularly Indigenous health organisations) for delivery of family support services, which is likely to have improved the accuracy of assessments of mental health for First Nations parents.⁹⁷

Between 30 June 2020 and 31 December 2024, concerns of ‘parent/carer alcohol and/or drug misuse’ decreased by 6.6 percentage points as an overall proportion of referrals, comprising 17.4 per cent of all referrals in the year ending 31 December 2024.⁹⁸

An estimated 29.7 per cent of all Aboriginal and Torres Strait Islander Queenslanders over the age of 18 experience high or very levels of psychological distress according to the modified Kessler Psychological Distress Scale, almost double the proportion of non-Indigenous Queenslanders (16.3%).^{99,100} The proportion is higher for First Nations people living in non-remote areas (32.3%) than for those living in remote areas (19.2%).

In 2023–24, there were 4892 consumers with children aged 0–17 years who received mental health treatment services and 1944 who received alcohol and other drugs treatment services through Queensland Health.¹⁰¹ Consumers who identified as Aboriginal and/or Torres Strait Islander represented 17 per cent of both treatment types.

Table 22: Percentage of families commencing a family support service in the 12 months ending 31 December 2024 who present with concerns relating to mental health or alcohol and/or other drugs misuse, by presenting concern and family support service

Service type	Number of families commencing a service	Concerns relating to parent/carer alcohol and/or drug misuse (%)	Concerns relating to parent/carer mental or emotional health including anxiety, depression or self-harm (%)
FaCC	15,782	15%	39%
FWS	5715	23%	38%
IFS service	6478	17%	55%

Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance data*.

Twenty-nine per cent of the Commission’s Community Perceptions survey respondents in 2025 disagreed with the statement “parents in my community have good physical and mental health.” Agreement was lowest among respondents in the Far North Queensland, North Queensland, and Sunshine Coast and Central regions.¹⁰² Forty-one per cent of respondents agreed that rates of parental drug use are low in their communities, with lower levels of agreement in the Far North Queensland, North Queensland, and the Sunshine Coast and Central regions.¹⁰³

Disability and carer support services

As at 30 September 2024, 28.7 per cent (3493) of all children and young people living in foster care, kinship care and residential care in Queensland had a recorded disability.¹⁰⁴ By comparison, the estimated national proportion of disability among 0–14-year-olds is 11 per cent for non-Indigenous young people and 18.8 per cent for First Nations young people.^{105,106}

According to the 2024 Youth Justice Census, 71 per cent of young people in youth justice custody had been either diagnosed or suspected to have a disability. The most common disability was Attention Deficit Hyperactivity Disorder (ADHD) (53%), followed by cognitive/intellectual disability (38%) and Fetal Alcohol Spectrum Disorder (FASD) (25%).¹⁰⁷ As a baseline for comparison, the estimated national prevalence in the general population of children and adolescents with ADHD is between six and 10 per cent,¹⁰⁸ with an intellectual disability present in approximately four per cent,¹⁰⁹ and with FASD present in between two and five per cent.¹¹⁰

Table 23: Prevalence of disability in the national population of children and young people compared to the population of young people involved with the youth justice system in Queensland

Disability	Prevalence among general population of children and young people – Australia	Prevalence among young people under youth justice supervision – Queensland	Prevalence among young people in youth detention – Queensland
ADHD	6–10%	41%	53%
Cognitive/intellectual	4%	24%	38%
FASD	2–5%	13%	25%

Sources: Department of Youth Justice. (2025). *Youth Justice Census 2024*.; Australasian ADHD Professionals Association. (n.d.). *About ADHD*.; Australian Institute of Health and Welfare. (2024). *People with Disability in Australia*.; Queensland Health. (n.d.). *Queensland Child and Youth Clinical Network Fetal Alcohol Spectrum Disorders (FASD) Position Statement*.

The proportion of referrals to family support services with a presenting concern of ‘child physical health including health conditions, disability’ increased by 6.8 percentage points overall between 30 June 2020 and 31 December 2024. The number of referrals increased by 60.9 per cent for Aboriginal and/or Torres Strait Islander families and by 31.8 per cent for non-Indigenous families.

Nationally, 69.4 per cent of primary carers of children aged 0–14 years with disability provided an average of over 20 hours of care per week, and two-thirds were employed in addition to their caring duties. Over 70 per cent of primary carers of children aged 0–14 said that their income had decreased or that they had extra expenses due to their caring role. Approximately a third of those who had a partner or spouse said their caring role had strained their relationship.¹¹¹

In 2025 in Queensland, approximately two-thirds of primary carers of people with disability (aged 0–64 years) were unsatisfied with the range of organised and formal service options available to help them in their caring role.¹¹² Over half reported frequently feeling worried,

depressed, angry or resentful, weary or lacking energy, or had been diagnosed with a stress related illness due to their carer role, with female carers experiencing higher levels of negative impacts to their wellbeing than males.¹¹³ Compared to the general Queensland population in 2023–24, primary carers of people with disability were 3.5 times more likely to report being lonely and 2.3 times more likely to report being in fair or poor health.¹¹⁴

In 2024, 411,000 carers received an annual Child Disability Assistance Payment.¹¹⁵ In the second quarter of 2024–25, there were 80,226 active NDIS participants aged 0–18 years in Queensland. Of all active NDIS participants, 10.6 per cent identified as Aboriginal and/or Torres Strait Islander and 5.2 per cent identified as culturally and linguistically diverse.¹¹⁶

In 2024, less than half (49.7%) of Queensland NDIS participants were satisfied with the plan approval process, and 58.5 per cent were satisfied with the plan implementation process.¹¹⁷ This suggests further improvements may be required to connect parents of children with disability to appropriate supports, particularly for First Nations families who experience a higher burden of disability, are increasingly coming into contact with family support services due to concerns related to child physical health and disability, and who are not proportionately represented in the number of active NDIS participants.

Improving access to education

Early childhood education access and enrolment rates

In 2024, Queensland began offering free kindergarten to all children in the year prior to entering primary school. Eligibility is limited to children ages four and over and is delivered for 15 hours per week for 40 weeks per year in approved childcare centres and stand-alone services.¹¹⁸

Between 2021 and 2023, the number of children enrolled in a preschool program increased only slightly by 0.2 per cent. Following the free kindergarten policy came into effect in 2024, there were 64,507 four- and five-year-old children enrolled. This represented a 2.2 per cent increase from the prior year.^{119,120,121,122}

School attendance rates and disciplinary absences

Over the past four years, state school attendance rates have declined, particularly among secondary school students.¹²³ In 2024, the attendance rate was 88.9 per cent for primary students and 83.9 per cent for secondary students. In 2021, the attendance rate was 90.5 per cent for primary students and 86.5 per cent for secondary students. This reflects a decrease of 1.6 and 2.6 percentage points respectively.

Attendance rates among First Nations students have also declined across all year levels, from 80.3 per cent in 2021 to 77.6 per cent in 2024. This reflects a decrease of 2.7 percentage points.

In 2024, there were 73,188 school disciplinary absences in the cohort of 568,129 enrolled state school students.¹²⁴ Most disciplinary incidents (93.2%) resulted in a short suspension, with an average absence of four days per incident. In 3.4 per cent of incidents, students were subject to a long suspension and lost an average of 16 school days. In the remaining three per cent of incidents, students faced lengthy disciplinary absences, including 929 incidents resulting in a

cancellation of enrolment, 876 incidents resulting in students not re-engaging in the 2024 school year, and 433 incidents of overturned exclusions converted to long suspensions.

Students who were excluded and did not re-engage at a state school in 2024 lost an average of 87 days per incident. Students who were excluded and re-engaged in the state schooling sector lost an average of 41 days per incident.

Almost half (45%) of all statewide incidents involving exclusion or cancellation occurred in the South East and Metropolitan South education regions and Metropolitan South education regions, proportionate to these regions comprising of 42 per cent of all state school enrolled students.¹²⁵ Across the state, school disciplinary absences were most common among children in Years 7–10.

Aboriginal and Torres Strait Islander students and students with a disability were disproportionately likely to be subject to a school disciplinary absence.

Table 24: Students subject to a disciplinary absence as a proportion of enrolled students, 2025

School disciplinary absence type	All students	Students with disability	Aboriginal and Torres Strait Islander students
Short suspension	6.5%	13.2%	12.9%
Long suspension	0.4%	0.8%	1.1%
Exclusion	0.3%	0.4%	0.7%

Source: Queensland Department of Education. (2025). Unpublished data request.

There is increasing understanding of the prevalence of child sexual abuse

National data from the Australian Child Maltreatment Study provides insights into disclosure patterns of child sexual abuse based on a representative sample of 8503 individuals aged 16 and over. Of those surveyed, 28.5 per cent (n=2348) reported experiencing child sexual abuse and provided disclosure information.

Overall, 45.2 per cent of respondents who experienced child sexual abuse reported they had never disclosed, highlighting the significant number of cases that remain unaddressed. Men and older adults were less likely to disclose child sexual abuse, highlighting greater barriers for these groups, such as stigma and a lack of support.

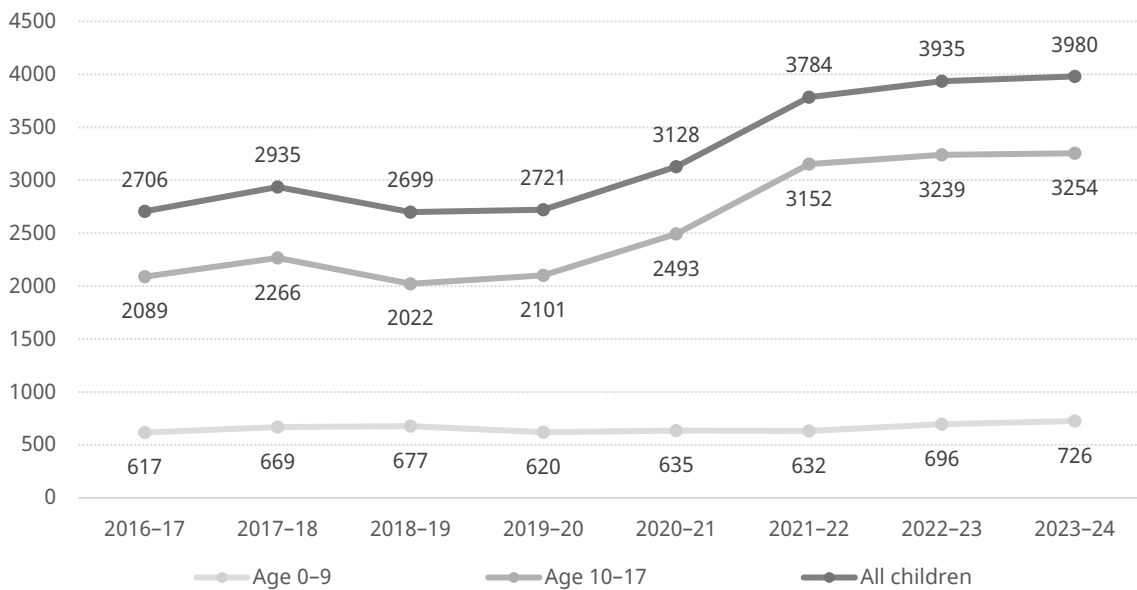
Young people were more likely than older adults to disclose child sexual abuse, with a disclosure rate of 70.5 per cent among those aged 16–24, compared to 46.2 per cent among those aged 45 years and over. Differences in disclosures by age group were greatest in instances where the perpetrator was an institutional caregiver. Almost 97 per cent of young people aged 16–24 reported child sexual abuse perpetrated by an institutional caregiver, compared to only 45.9 per cent of those aged 45 years and over. This finding may be attributed to increased public awareness about child sexual abuse and greater confidence that disclosure

will be believed, due to generational norms and the focus on this issue that was provided by the Royal Commission into Institutional Responses to Child Sexual Abuse.

Across all age groups, disclosure rates were highest in instances where the perpetrator was an unknown adult, at 66.2 per cent. Disclosure rates were lower in instances where the perpetrator was a known adult, including a parent or other family member (54.0%), and other known adults (51.8%). The lowest rate of disclosure was in instances where the perpetrator was a sibling, at 33.8 per cent. These findings highlight the complexity of disclosing child sexual abuse within family relationships.

In Queensland there has been a significant increase in the number of child sexual offences reported to police over the last five years.¹²⁶ This was largely driven by a 54.9 per cent increase in the number of reported child sexual offences against victims aged 10–17 years between 2019–20 and 2023–24. Offences against children aged under 10 years increased by 17.1 per cent in the same period.


Figure 13: Number of child sexual offences by age group of victim, 2016–17 to 2023–24



Source: Queensland Police Service. (2025). Unpublished data request.

The sharp increase in child sexual offences between 2019–20 and 2021–22 coincides with the introduction of laws on 5 July 2021 that make it an offence for any adult to fail to report sexual offending against a child by another adult to police, or to fail to protect a child from a sexual offence in an institutional setting.¹²⁷ Since the laws came into effect, there were a total of 18 reported offences for ‘failure to report sexual offences against children’ between 2021–22 and 2023–24, and no reported offences for ‘failure to protect a child from sexual abuse’.¹²⁸

Victims of child sexual offences were predominantly female, at a range of 80.9 to 85.9 per cent of all victims between 2016–17 and 2023–24. Aboriginal and Torres Strait Islander children and young people were also over-represented at a range of between 13.3 per cent and 15.7 per cent of victims.



In 2023–24, 46.0 per cent of victims of child sexual offences had been perpetrated by a known adult such as an acquaintance or relative other than a parent. In 30.2 per cent of offences, there was no relationship between the offender and victim, or the relationship was unknown or not stated. A friend or child was the offender in 13.2 per cent of offences, and a parent in 8.2 per cent. Professionals were offenders in 2.0 per cent of offences.

The number of children who were the subject of a substantiated child safety investigation where sexual abuse was the most serious abuse type increased by 32.1 per cent over five years, from 368 children in June 2020 to 486 children in June 2024. As a proportion, substantiations of sexual abuse increased from 5.6 per cent to 6.8 per cent of all substantiations.¹²⁹

The protection of children is increasingly being transferred from community to government

Queensland Working with Children Checks

The Blue Card system is Queensland’s screening process for working with children. It reviews applicants’ criminal history in Queensland and other relevant information to assess any potential risk to children.¹³⁰ The system provides ongoing monitoring to identify any changes in criminal history.

There were 1,006,791 Blue Card holders and 12,859 applicants in Queensland as at 31 March 2025. Between 1 July 2024 and 31 March 2025, 216,003 Blue Card applications were finalised, of which 2736, or 1.3 per cent, of applications were not approved. Since 1 July 2024, 92 per cent of applicants who identify as Aboriginal or Torres Strait Islander have been approved.

Blue Card compliance checks are regularly conducted with organisations and businesses. Between 1 July 2024 and 31 March 2025, enquires were made regarding 1794 potential compliance issues within 1572 organisations and businesses. There were 784 checks regarding individuals prohibited from working with children. Eighty-three matters involving 215 potential breaches were referred to the QPS for investigation.

Growth in early child care

Between 2020 and 2024, the total number of children aged 0–6 enrolled in early childhood education and care (excluding outside school hours care) increased by 7.5 per cent, from 208,123 to 223,816. Most of this increase was in long day care enrolments.

The growth in the number of children enrolled in early childhood education in Queensland aligns with longer-term national trends. Between March 2012 and March 2022, the total number of families using children’s education and care services increased from 689,790 to 948,340 nationally.¹³¹

Table 25: Early childhood education and care enrolments in Queensland by service type, 2020–24

Service type	2020	2021	2022	2023	2024	% 5 year change
Family day care	19,133	18,156	15,383	14,176	13,805	-27.8%
Kindergarten	20,592	20,115	20,079	20,452	20,194	-1.9%
Long day care	166,281	179,064	182,378	188,261	187,472	12.7%
State-delivered services	2117	2016	2214	2404	2345	10.8%
Total	208,123	219,351	220,054	225,293	223,816	7.5%

Source: Queensland Department of Education. (2025). *ECEC Services, 2020–24*.

An increase in enrolment numbers has necessitated a larger workforce, resulting in a greater proportion of less experienced staff. Across all service types, the national proportion of workers with less than a year of experience doubled from 3.5 per cent to 7.0 per cent between 2010 and 2021.¹³² Adequate training is needed to ensure that early childhood educators have the requisite skills and knowledge to identify and report suspected child sexual abuse.¹³³

Queensland children continue to experience harm

The number of children subject to a substantiation for all types of child harm have increased, as well as the overall total.¹³⁴ The greatest increase as at 31 December 2024 was in substantiations for sexual abuse, which increased by 11 per cent since 31 December 2023 and by 34.5 per cent since 30 June 2020.

Table 26: Number of distinct children subject to a substantiation, by abuse type, 2020–24

Most serious abuse type	30 Jun 2020	31 Dec 2023	31 Dec 2024	1 year change (%)	Change since Jun 2020 (%)
Physical	1087	937	1021	9.0%	-6.1%
Sexual	368	446	495	11.0%	34.5%
Emotional	3033	3533	3550	0.5%	17.0%
Neglect	2063	1884	1957	3.9%	-5.1%
TOTAL	6551	6800	7023	2.1%	7.2%

Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance*.

Between 30 June 2020 and 31 December 2024, trends in the number of children substantiated by harm types other than sexual abuse have varied.¹³⁵ There was a considerable increase (17.0%) in children substantiated for emotional abuse since 30 June 2020, though only a small increase (0.5%) over the recent 12 months. Children substantiated for physical abuse and neglect decreased since 30 June 2020 (by 6.1% and 5.1% respectively) but increased over the most recent 12 months 9.0 per cent for physical abuse and 3.9 per cent for neglect.

2. Prevention and early supports

To prevent harm to children and reduce their involvement with statutory systems, society must invest early in the services and supports that address the root causes of vulnerability. This includes ensuring timely, accessible responses to issues such as domestic and family violence, homelessness, poverty, disability, mental health challenges, substance use, and disengagement from education. These factors—particularly when they intersect with one another—significantly increase the risk of families having contact with the child protection and youth justice systems.

Early, targeted investment in support services can break this trajectory, supporting families to stay together and keep their children safe. The current disconnected system of service delivery is ineffective in ensuring positive outcomes, nor is it significantly reducing engagement with statutory systems. Services that provide child-focused, universal wrap-around services have shown success in reducing the demand on statutory systems, by providing coordinated, culturally safe support that meets the unique needs of children and families early.

For Aboriginal and Torres Strait Islander children, who are over-represented across all these risk indicators, early intervention must also address the ongoing impacts of systemic inequity and structural disadvantage. A society that prioritises early support and equity lays the foundation for safer, healthier futures for all children.

Community confidence in Queensland's support services

Most respondents to the Commission's Community Perceptions survey in 2025 agreed that they can access services to help with their parenting if they need it. When asked, "I feel confident that I would be able to access services if I need support with my parenting", a sub-total of 75 per cent of parents agreed. Similar confidence was expressed with the ability to access help from teachers or other school staff (82% agreement), and access to health services if their child should require this (84% agreement). However, only 64 per cent of respondents responsible for a child under 18 years agreed that children and young people are supported to live safely at home with their families, with lower levels of agreement that children and young people are protected from abuse and neglect (51%) and receive appropriate support for their mental and emotional health needs (54%). There were also lower levels of agreement that parents in their community had good physical and mental health (54%), that parental use of illicit drugs was low (45%), and that families have sufficient income to provide necessities for their children (43%).¹³⁶

Improved response to the risk of homelessness among priority cohorts

Between 2018–19 and 2023–24, the proportion of specialist homelessness services support periods that resulted in clients avoiding homelessness increased across several key demographic groups. These included:¹³⁷

- women and children affected by domestic and family violence (from 82.7% to 91.3%);
- children and young people (from 86.6% to 89.5%);
- Aboriginal and Torres Strait Islander Australians, from (88.7% to 91.9%).

Youth foyers help address youth homelessness by providing safe accommodation and integrated supports to young people at risk.¹³⁸ The Queensland Government's *Securing Our Housing Foundations Plan* promises to deliver eight new youth foyers across the state for young people aged 16–25 who are at risk of, or currently experiencing, homelessness. Three new foyers will be delivered in Cairns, Hervey Bay and Moreton Bay with five locations to be determined. The foyers will provide wrap-around support while young people complete their education or enter the workforce.¹³⁹

Investment in domestic and family violence services

DVConnect is a helpline and support service for individuals experiencing or perpetrating domestic and family violence in Queensland. The rate of calls for assistance to DVConnect have increased by one third in the past 12 months.¹⁴⁰ The Queensland Government has committed to investing \$31.25 million to expand DVConnect services under the Safer Families, Safer Communities policy, including the establishment of a new North Queensland hub in Townsville. The funding also provides for the first review of DVConnect since 2017, which will assess demand, future service models, and enhanced accountability and transparency. As at June 2025, the seven-member board of DVConnect included just one person who identified as Aboriginal and/or Torres Strait Islander.

In 2024, the Queensland Government committed to investing \$22.9 million into a co-response pilot program enabling specialist domestic and family violence workers to accompany QPS on domestic and family violence call-outs to provide immediate support to victim-survivors.¹⁴¹ The aim of the co-response pilot is to improve the safety of victim-survivors and their children by connecting them to services and supports sooner and assisting police to identify the person most in need of protection. The pilot began in Cairns in July 2024, with a second trial location in South Brisbane announced in September 2024. The pilot program will run until 30 September 2026.

There have been no major funding announcements or service delivery commitments made to specifically address the over-representation of Aboriginal and Torres Strait Islander individuals and families in domestic and family violence rates.

Brisbane Youth Service identified that in 2023–24, 75 per cent of young people accessing support through their service had experienced past family violence, and 46 per cent had experienced past relationship violence.¹⁴² While illustrating the intersectionality of domestic and family violence and youth homelessness, Brisbane Youth Service also identified that a lack of targeted interventions for young people experiencing domestic and family violence, specifically calling for additional investment in crisis response, early interventions and recovery and wrap-around, holistic support for young people.

Youth mental health support services

Over 17 per cent of Queensland young people who responded to the 2024 Mission Australia Youth Survey (n=3782) reported mental health as their biggest personal challenge. However, only 14.1 per cent of respondents identified as a person with a mental health condition, which was slightly lower than the national rate of 15.9 per cent.¹⁴³

A Health and Wellbeing Queensland survey identified that 53 per cent of young adults are feeling more stressed or anxious.^{144,145} The most recent Report of the Chief Health Officer identified that 15 to 24 year olds in Queensland were experiencing the highest prevalence of long-term mental and behavioural conditions compared to any other age group; particularly young women, with a 50.8 per cent prevalence of mental or behavioural conditions.¹⁴⁶

As at December 2024, 11,016 families had commenced or been referred to a family support service due to concerns of 'child mental or emotional health including anxiety, depression, or self-harm'. The proportion of referrals was higher for non-Indigenous families at 44.3 per cent compared to 30.7 per cent for Aboriginal and Torres Strait Islander families. Between June 2020 and December 2024, the proportion increased for both non-Indigenous families (9.4 percentage points) and Aboriginal and Torres Strait Islander families (7.1 percentage points).¹⁴⁷

In 2023–24, there were 9105 young people under the age of 18 who received mental health treatment services through Queensland Health.¹⁴⁸ This represents less than one per cent of the estimated Queensland population under the age of 18. Twenty-one per cent of young people who received mental health treatment identified as Aboriginal and/or Torres Strait Islander.^{149,150}

Intensive Education Case Management to support re-engagement with education

The Department of Education's Intensive Education Case Management Service commenced operating in July 2024. The service provides holistic case management to students facing school disciplinary absences through Intensive Education Case Managers (IECMs), who work collaboratively with students, families and school principals to support engagement with schooling and improve educational outcomes. The priority cohort for IECMs is students who face 20-day suspensions, pending exclusion. When there is case load capacity, IECMs also provide support for other types of school disciplinary absences. The first tranche of the program in 2024 consisted of 40 IECMs across Queensland. A total of 78 IECMs have been deployed, with the second tranche progressively rolled out over the course of 2025.¹⁵¹

Better regulation of home education

Children who are registered for home education and who are living in a high-risk home environment are less visible to secondary and tertiary systems than their school-based peers, in part because there are no legislative requirements for the regulatory authority—Queensland Home Education (QHE)—to conduct regular home visits or formal discussions with children or parents/educators.

Recommendations from the Board's 2022–23 annual report regarding data sharing and oversight have yet to be implemented. In response to Recommendation 1.1, the Department of Education advised of its intention to work with DFSDCS and QPS to examine options for ongoing data sharing. In its response to the Home Education Unit Review, the Queensland Government has acknowledged the need for further consideration and consultation regarding matters identified by the independent reviewer that were outside the scope of the original review. These matters include monitoring student transitions between state, non-state and home education settings, as well as engagement with families who are not registered but provide home education.

The Home Education Unit has been renamed QHE. A consultative group is being established to support regular communication between QHE and home education families, with the intention of informing current and future policy developments.¹⁵²

Between 2020 and 2024, home education registrations in Queensland increased by 122 per cent (from 2522 in 2020 to 5604 in 2024) in primary year levels and by 222 per cent (from 1775 in 2020 to 5710 in 2024) in secondary year levels between 2020 and 2024. The sharpest increases were in the Central Queensland and North Queensland education regions, where registrations roughly trebled.¹⁵³

A clearer understanding of the factors driving the increase in home education registration in Queensland, along with a clearer demographic profile of this cohort, would help agencies to undertake informed policy planning and more accurately model future trends to better safeguard children's safety and wellbeing. Additionally, removing legal barriers to data linkage would enable more proactive identification, outreach, and support to ensure the safety and wellbeing of children engaged in home education.

Preventing youth justice involvement

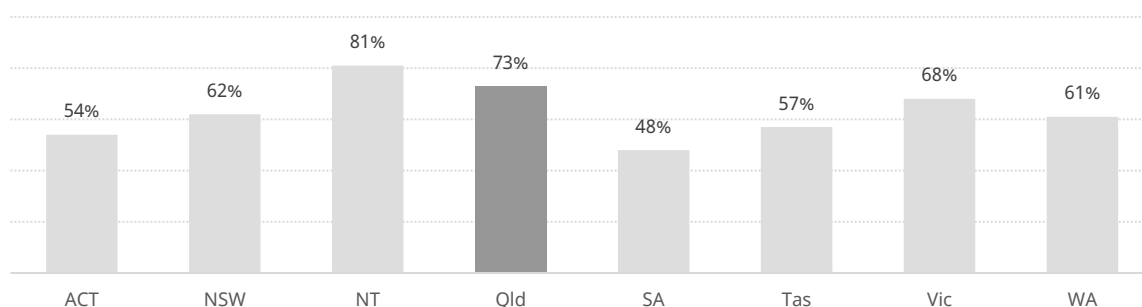
Impacts of family and domestic violence and instability

Exposure to domestic and family violence is a predictor of poor social, behavioural and academic outcomes for young people,¹⁵⁴ and is a strong predictor of youth offending.¹⁵⁵ The 2024 Youth Justice census revealed that many young people under youth justice supervision (59%) and the majority of those in custody (70%) had previously experienced or been impacted by DFV, and approximately one-third of young people had experienced parental incarceration. Children and young people who are exposed to domestic and family violence normalise violence as a coping or conflict resolution strategy, experience trauma-related behavioural issues,¹⁵⁶ and face housing instability, particularly when fleeing violent homes which may lead to survival-based offending.¹⁵⁷ These factors highlight the need for adequate support for children who experience domestic and family violence to prevent youth justice involvement.

A high proportion of young people involved with youth justice had prior contact with child protection

There is a high level of overlap between youth justice and child protection involvement among young people in Queensland. In Queensland, 73 per cent (1863) of young people involved with youth justice in 2022–23 also had child protection involvement in the prior 10 years. This reflects the second highest proportion of any Australian jurisdiction, and the highest number in the nation.¹⁵⁸

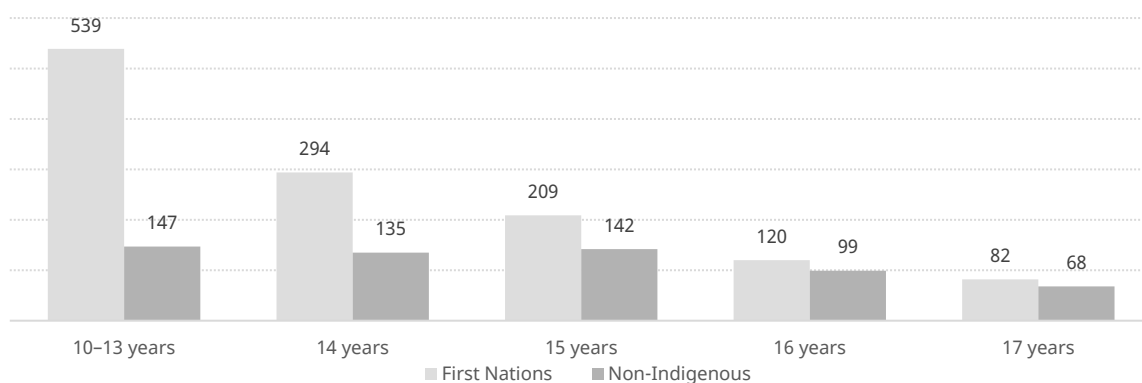
Figure 14: Percentage of children under youth justice supervision with child protection interaction between 1 July 2013 and 30 June 2023



Source: Australian Institute of Health and Welfare. (2024). *Young people under youth justice supervision and their interaction with the child protection system 2022-23 – Table S2.*

Females and First Nations young people were disproportionately represented. The majority of First Nations females (89.6%), First Nations males (78.1%), non-Indigenous females (75.3%) and non-Indigenous males (57.9%) under youth justice supervision in 2022–23 had contact with the child protection system in the prior 10 years.¹⁵⁹ Based on age, over-representation was highest among young people aged 10–13 years. In 2022–23, 686 Queensland children aged 10–13 under youth justice supervision had previous interactions with the child protection system.¹⁶⁰ Of those, 78.6 per cent (539) were Aboriginal and Torres Strait Islander children.

Figure 15: Number of children in Queensland aged 10–17 under youth justice supervision with child protection interaction between 1 July 2013 and 30 June 2023



Source: Australian Institute of Health and Welfare. (2024). *Young people under youth justice supervision and their interaction with the child protection system 2022–23 – Table S4b.*

Children and young people in OOHC are significantly more likely to have contact with the youth justice system. In 2022–23, 721 children and young people who had contact with the youth justice system experienced OOHC in the 10 years from 1 July 2013 – 30 June 2023, representing 28.2 per cent of all children and young people under youth justice supervision.¹⁶¹

Many young offenders are victims of crime themselves

Data from QPS shows that 34.8 per cent of young people aged 10–17 who had committed offences between 2020 and 2024 had been a victim of crime at some point in their life prior to offending.

The proportion was higher for females (44.2%) and First Nations young people (43.3%). The greatest level of over-representation was among First Nations females, of which 52.2 per cent had been a victim of crime prior to becoming an offender, almost double the proportion of non-Indigenous males (27.1%). The proportions were highest in the Mount Isa and Townsville police districts, with over half of young offenders in those districts having been a victim of crime prior to offending.¹⁶²

Although significant, the extent of crossover between youth offending and prior victimhood is likely under-represented in this data, as the proportions are calculated based on victims that are known to QPS.

Youth justice prevention and intervention programs

The Queensland Government's *Making Queensland Safer Plan* includes funding for initiatives aimed at reducing youth justice system involvement, including: \$225 million for Staying on Track, \$115 million for Gold Standard Early Intervention, \$80 million for Circuit Breaker sentencing, \$50 million for four Crime Prevention Schools, \$40 million for two new Youth Justice Schools, and \$50 million for nine Regional Reset Programs.¹⁶³

The Regional Reset programs, intended as a one-to-three-week program for young people who are at risk of entering the youth justice system, is currently subject to a tender process and has not yet commenced. It is designed to encourage young people to engage with education and training to prevent future engagement with statutory systems.

The *Men of Business* (MOB) Academy located on the Gold Coast, was announced as the first organisation to be funded using the \$50 million allocated for 'Crime Prevention Schools'. MOB will receive \$10 million in funding to expand its existing academy to operate for children in grades 7–12. It is unclear if the program will also be expanded to include young women. The remaining \$40 million will be used to develop new schools in Ipswich, Townsville and Rockhampton. While being identified as the location for one of the two Youth Justice schools, there are no Crime Prevention Schools planned for Far North Queensland.¹⁶⁴ This suggests a gap in the early intervention Crime Prevention School program for Far North Queensland.

Evidence of success in reducing youth crime through Brisbane-based early intervention and education program trial

Longitudinal research published by the Australian Institute of Criminology in October 2024 demonstrated effective strategies to prevent youth crime through early education programs and family supports.

The *Pathways Project* was delivered to children and families in a disadvantaged region of Brisbane between 2002 and 2011, through a partnership between Griffith University, Education Queensland and Mission Australia.

A key feature of this program was the delivery of an enriched preschool communication program, with the intention of improving children's oral language and communication skills so they would be more likely to engage in positive interpersonal relationships and be less likely to engage in disruptive behaviour in the classroom. The program also examined the effects of a family support program, open to all families, which incorporated a range of services such as counselling, education, crisis care, practical assistance, parent groups, advocacy and referrals to professional services.

Using 20 years of data on offending, the study found that participation in the enriched preschool communication program reduced the number of young people involved in later offending behaviour by 50 per cent. Participants in the communication program whose family were also supported through the complementary program did not commit any offences. While the family support program on its own did not reduce youth crime, the overall rate of offending in communities where it was offered was 20 per cent lower than comparable regions, suggesting that it may have contributed to a reduction in youth crime at the aggregate community level.¹⁶⁵

3. Intervention and diversion needs of children, young people and families at risk of entering statutory systems

Preventing children and families from entering the child protection and youth justice systems requires early, intensive, and targeted intervention. This includes ensuring the availability and adequacy of family support services that are integrated, child-focused, and adaptable to the unique needs of families at risk of entering these statutory systems. Current referral numbers and outcomes from Child Safety's family support services point to the need for expanded reach and effectiveness, particularly in communities facing entrenched disadvantage. While there have been positive investments in community intervention programs and targeted support for Aboriginal Community Controlled Organisations (ACCOs), overall funding for early intervention remains comparatively low. Promising initiatives, such as the Townsville early intervention program and youth co-responder teams show the value of collaborative, place-based approaches. However, police responses to young people remain inconsistent, with evidence suggesting that actions taken against young offenders can be inequitable and ineffective. A greater focus on diversionary practices, supported by strong partnerships between community, police, and service providers, is essential to keeping children safe and families together.

As early intervention needs intensify in both volume and complexity, services must adapt to collectively centre the needs of at-risk children and families if they are to effectively respond to issues before they escalate.

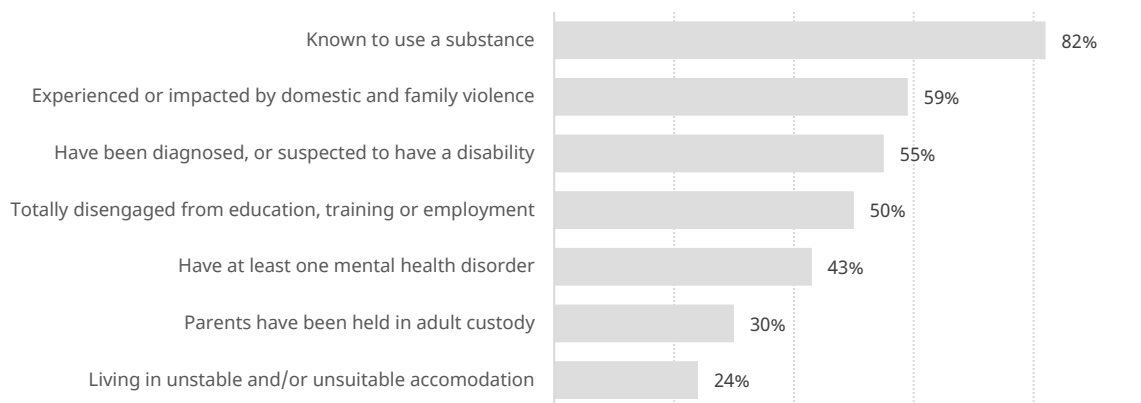
Children entering care and custody have significant unmet needs

Youth Justice Census

The *Youth Justice Census* collects point-in-time data pertaining to the life circumstances of young people currently under youth justice supervision or in custody.

In the 2024 census, 59 per cent of young people under youth justice supervision and 70 per cent who were in custody had experienced or been impacted by domestic and family violence. Unstable and/or unsuitable accommodation was an issue for 24 per cent of those under supervision in the month prior to the census, and for 33 per cent of those in custody in the month prior to entry. At least one diagnosed or suspected disability was present for 71 per cent of young people in custody, and for 55 per cent of those under supervision. At least one mental health disorder was present for 43 per cent of those under supervision and for 47 per cent of those in custody. Half of young people under supervision and 55 per cent in custody were totally disengaged from education, training or employment. Thirty per cent under supervision and 38 per cent in custody had a parent who had been held in adult custody.

Figure 16: Youth Justice Census results for all young people under youth justice supervision, 2024



Source: Department of Youth Justice. (2025). *Youth Justice Census Summary – Youth Justice Supervision*.

Children in Care Census

The 2024 Children in Care Census identified a high rate of complex life challenges among a representative sample of 2413 children and young people in OOHC.¹⁶⁶ Half of this group (49.0%) were identified as having limited relationships or significant relationship problems with family – a considerable increase from 40 per cent in 2023. Nearly a third (31.0%) were identified as having limited to severely limited intellectual functioning or developmental delay.

High rates of mental health concerns were identified, including 20 per cent of respondents with a diagnosed or suspected mental illness, and 28 per cent with extreme instability and/or extreme emotional responses that limit functioning. Among children and young people aged 10 and older, 28 per cent had self-harmed or were suspected to have self-harmed, and 12 per cent per cent had attempted suicide.

Children and young people in OOHC on youth justice orders were more likely to have experienced physical abuse, emotional abuse, and chronic neglect prior to entering OOHC. They also had an increased likelihood of attempted suicide, self-harm and developmental delay.

This cohort also had more negative experiences while in OOHC. This included an increased likelihood of school exclusions, being ‘absent from care’, and more than four placements.

High rates of unmet needs were identified among young people transitioning from OOHC within 12 months. Application forms for NDIS home and living supports has not yet been filed for 58 per cent of young people that require NDIS support and 29 per cent who will require public housing. Almost two-thirds were not yet registered with Centrelink, and 11 per cent did not have a leaving care plan.

Adequacy of Intensive Family Support services

Number of referrals

The overall number of enquiries or referrals to family support services including (FaCC, FWS and IFS services) decreased by 8.8 per cent between June 2020 and December 2024, from 43,681 to 39,856. This decrease is largely the result of a 22.9 per cent reduction in referrals made by Child Safety as referrals from all other sources decreased by only 1.6 per cent during this period. The Department attributes the decrease to the relinquishment of seven service outlets in 2023–24 and the window of time required to commission and establish new providers to support a full caseload of families. In addition, long wait lists for IFS services are drawing resourcing away from service provision due to the administrative burden of maintaining accurate list prioritisation and the commitment of families to engage with the service.

The number of referrals to Aboriginal and Torres Strait Islander FWS increased from 4465 to 5715 with a 46.5 per cent increase in referrals made by Child Safety.¹⁶⁷

Outcomes of Child Safety's family support services

Most families who engaged with an Aboriginal and Torres Strait Islander FWS had positive outcomes. As at December 2024, 66 per cent of families engaged with FWS were reported as having at least some of their needs met, with 51 per cent having the majority or all of their needs met.¹⁶⁸ Eighty-six per cent of families with the majority or all of their needs met did not have an investigation in the six months following the closure of their case, similar to the previous year.¹⁶⁹

As at December 2024, 73 per cent of families had all or the majority of case plan goals achieved through IFS services, a decrease from 79 per cent in December 2023.¹⁷⁰ During the same period, case closures due to service termination, disengagement and refusals increased from 22 to 27 per cent.

The proportion of families who did not have a Child Safety investigation within six months of their IFS service closure decreased from 91 per cent in 2019–2020 to 86 per cent in December 2024.¹⁷¹

Investments in community intervention programs

Comparatively low investment in early intervention

Queensland is investing an increasing amount into early intervention, however rates of entry into statutory systems are not dropping. Between the 2022–23 and 2023–24 financial years, the cost per child receiving an IFS service increased from \$8735 to \$9667. However, this rate is still below the national average expenditure per child of \$11,403 in 2023–24.¹⁷² Despite this growth in investment per child, there has not been a drop in the rates of children subject to substantiations, subject to care and protection orders, or in OOHC,¹⁷³ suggesting insufficient or ineffective investment in early intervention programs.

Overall funding for early intervention as a proportion of all child protection expenditure in Queensland has decreased over the past five years. Queensland had the second lowest rate in

the nation of investment in early intervention, as a proportion of child protection funding in 2023–24.¹⁷⁴ The Department of Child Safety has indicated that this is likely due to the increased use of, and expenditure on residential care due to the lack of available kinship and foster carer placements and increasing number of children requiring OOHC.¹⁷⁵

In the 2025–26 budget for the DYJVS, a total of \$215 million will be invested in early intervention programs over five years, with funding of \$25 million per annum ongoing. Funded programs intend to reduce crime, boost education, training and employment.¹⁷⁶ This funding forms part of the new DYJVS's controlled budget of \$770.9 million.¹⁷⁷ This represents a considerable increase in five years in overall departmental budget, with the former DYJ allocated a total budget of \$246 million in 2019–20,¹⁷⁸ and \$281.5 million in 2020–21.¹⁷⁹ Noting this there is no directly comparable publicly available data on the expenditure of the department on early intervention services to prevent young people becoming engaged in the youth justice system.

Investment in Aboriginal Community Controlled Organisations

ACCOS help address structural inequalities by providing holistic, culturally safe service delivery to Aboriginal and Torres Strait Islander families. Queensland is increasingly investing in ACCOs to improve outcomes for Aboriginal and Torres Strait Islander children.

Overall in 2022–23, 4.2 per cent of recurrent child protection expenditure in Queensland is directed to ACCOs.¹⁸⁰ Nationally, Queensland has the highest proportion of investment in family support services and IFS services through ACCOs, at 22.2 per cent of recurrent expenditure.

In 2022–23, 51 per cent of Aboriginal or Torres Strait Islander children in Queensland who accessed an FWS or IFS services were delivered by an ACCO. This was the second highest rate in Australia, behind Victoria at 57 per cent.¹⁸¹ However, although Queensland has a comparatively high rate of funding, research examining the delivery of wellbeing care for First Nations young people delivered by ACCOs in Far North Queensland identified mismatches between funding and community needs. The May 2025 study found that funding for service delivery through ACCOs was primarily directed towards crisis-driven responses relating to youth justice, child safety, homelessness, acute mental health and disengagement from education. Less than a third of services provided by ACCOs were directed toward prevention and early intervention through culturally appropriate psychosocial wellbeing support. Of all providers delivering wellbeing care to Aboriginal and Torres Strait Islander children and young people, ACCOs delivered less than a quarter of services, despite evidence demonstrating their efficacy and cultural appropriateness.¹⁸²

Support for Townsville early intervention program

The government has committed \$1.8 million to Community Gro to ensure its operations through to 2028. This provider offers after hours services to young people in the Townsville region at risk of offending, by providing access to education, mental health support and assistance with developing social and life skills.¹⁸³

Police actions and commitment to diversionary processes

Actions taken against young offenders may be inequitable and ineffective

In 2024, the most common type of police action taken against First Nations young people who had offended was arrest, representing 54 per cent of police actions taken against Aboriginal and Torres Strait Islander young people. The most common type of police action taken against non-Indigenous young people who had offended was a caution at 35 per cent.¹⁸⁴

The top three offence types for both First Nations and non-Indigenous young offenders were motor vehicle theft, burglary (with breaking) and shop stealing.

Of the young people who had offended in 2024 and had also previously committed an offence within the preceding 12 months of their 2024 offence, 29 per cent had received a caution, 28 per cent had been arrested and 24 per cent had received a notice to appear in relation to their previous offence (totalling 81% of all police actions taken in relation to prior offences).¹⁸⁵

Taskforce Guardian deploys specialist police and youth justice officers to work alongside local police in districts across Queensland to target youth offending. In over 100 deployments between May 2023 and 14 October 2024, over 2000 young people were charged. The overall proportion of young people charged through deployments was greater (68.1%) than the proportion of young people diverted from the youth justice system (31.9%). The highest proportion of young people charged was in the Far North District, where four in five young people were charged.¹⁸⁶

Table 27: Taskforce Guardian deployments by district between May 2023 and 14 October 2024

District	Number of deployments	Number of young people charged	Number of young people diverted	Proportion of young people charged	Proportion of young people diverted
Far North District	13	389	98	80%	20%
Townsville District	19	431	245	64%	36%
Mount Isa District	5	113	67	63%	37%
Mackay and Whitsundays District	2	37	31	54%	46%
Capricornia District	5	99	59	63%	37%
Wide Bay District	7	96	60	62%	39%
Sunshine Coast District	2	50	31	62%	38%
Moreton District	4	32	10	76%	24%
North Brisbane District	7	114	49	70%	30%
South Brisbane District	9	126	48	72%	28%
Logan District	9	168	76	69%	31%
Gold Coast District	4	59	34	63%	37%
Ipswich District	5	160	64	71%	29%
Darling Downs District	10	194	98	66%	34%
South West	1	25	10	71%	29%
TOTAL:	102	2093	980	68%	32%

Source: Queensland Police Service. (2024). *Taskforce Guardian marks 100th deployment.*

Youth co-responder teams

Youth Co-Responder Teams (YCRT) are a joint initiative between the DYJ and QPS, aimed at reducing crime by providing services to young people aged 10 to 18 who are in, or at risk of entering, the youth justice system.¹⁸⁷

According to an evaluation of YCRTs published in June 2024, as at 31 March 2024, YCRTs had engaged in approximately 3500 direct contacts with young people and 3700 interactions with family members and community organisations each month across 15 sites. Key strategies include transporting young people from risky places if they are engaging in anti-social behaviour, de-escalating conflict, liaising with support agencies, and providing support to better comply with court-ordered bail conditions and statutory orders.

The evaluation found that, on average, young people committed seven fewer offences in the six months following engagement with a YCRT. The greatest reduction in offending was among serious repeat offenders, reflecting a 73 per cent reduction in the number of offences committed six months post-engagement with YCRTs. In April 2024, the Queensland Government announced a \$13.55 million investment to extend YCRTs currently operating and expand the program to the Sunshine Coast and South West regions.¹⁸⁸

4. Statutory system intervention

Queensland's child safety and youth justice systems play a critical role in protecting and supporting children, young people and their families, yet continue to face significant challenges. High rates of statutory intervention persist, with Aboriginal and Torres Strait Islander children consistently over-represented. The systems must ensure safe, stable placements, strong educational outcomes, and access to essential services for children in OOHC. However, ongoing concerns remain about placement disruptions, safety risks and inconsistent service delivery. In the youth justice system, elevated rates of harm, complaints and human rights breaches—particularly in detention—highlight the need for urgent reform, stronger oversight, and a greater focus on the wellbeing and rights of children and young people in statutory care.

Rates of child protection involvement are increasing despite national declines

In the 12 months since the Commission's last annual report, the number of children who interacted with the child protection and youth justice systems has continued to increase. A significant growth in the number of intakes resulting in a notification is diverting departmental resources towards investigation and assessment of notifications, despite the outcomes of these investigations remaining similar.

The number of child concern reports and children subject to concerns continue to grow. In the 12 months ending 31 December 2024, there were 143,879 intakes made in relation to 88,945 children. This is an 11.4 per cent increase in the number of reports and a 16.7 per cent increase in the number of children since 2019–20.¹⁸⁹ This rate of increase is not proportionate to the rate of population growth, given the commensurate population of children in Queensland grew by 3.9 per cent (from 1,179,819 to 1,225,705) over the same period.¹⁹⁰

Increases in the number of children and young people entering the child protection system indicate that early intervention strategies are not impacting the demand on statutory systems.

Table 28: Change in child safety engagement 2020–2024

Child safety engagement	Number 31 Dec 2024	Change in 1 year 31 Dec 2023 to 2024	Change in 5 years 30 Jun 2020 to 2024	Change in proportion relative to intakes 30 Jun 2020 to 2024
<u>Intakes</u>				
Total number	143,879	1.0% ↑	9.7% ↑	-
Number of unique children	88,945	3.3% ↑	14.7% ↑	-
<u>Child concern reports</u>				
Total number	99,870	-6.2% ↓	-1.3% ↓	-8.0%
Number of unique children	65,633	-4.2% ↓	3.6% ↑	-8.2%
<u>Notifications</u>				
Total number	44,009	22.2% ↑	52.6% ↑	8.0%
Number of unique children	38,806	21.3% ↑	53.5% ↑	10.3%
<u>Substantiations</u>				
Total number	7448	3.4% ↑	7.2% ↑	-0.1%
Number of unique children	7023	3.3% ↑	8.6% ↑	-0.5%
<u>Ongoing support</u>				
Children admitted to an order	4550	4.0% ↑	0.3% ↑	-0.7%
<u>Entries to care</u>				
Children entering care	3394	20.3% ↑	-3.3% ↓	-0.6%
<u>Children living away from home</u>				
Children of unique children living in an OOHC placement	13,382	6.2% ↑	14.4% ↑	-

Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance*.

Table 29: Change in youth justice involvement 2020–2024

Youth justice involvement	Number 30 Jun 2024	Change in 1 year 30 Jun 2023 to 2024	Change in 5 years 30 Jun 2020 to 2024
<u>Court appearances</u>			
Unique child defendants	3814	0.2% ↑ (3805)	-5.5% ↓ (4036)
<u>Convictions</u>			
Unique children	3281	-0.6% ↓ (3302)	-3.8% ↓ (,412)
<u>Admissions to supervised orders</u>			
Unique children	1610	3.1% ↑ (1562)	2.7% ↑ (1568)
<u>Admissions to detention centres</u>			
Unique children	863	-2.6% ↓ (886)	-2.2% ↓ (882)
<u>Repeat admissions to detention</u>			
Unique children – first admission	362	-1.9% ↓ (369)	-18.3% ↓ (443)
Unique children – prior admission history	501	-3.1% ↓ (517)	14.1% ↑ (439)

Source: Queensland Government Statisticians Office. (2025). *Justice report, Queensland*.

Changing patterns in child concern intake reporting

Reporting patterns for child concern intakes are changing, with a substantial increase in the number of children subject to an intake by mandatory reporters between June 2020 and December 2024. Overall, there was a 30.6 per cent increase in the number of children subject to reports by mandatory reporters over this period. The largest percentage increase in the number of reports received was from early childhood personnel, which increased by 71.6 per cent, followed by school personnel at 30.8 per cent. While the number of reports received from police increased by 22.3 per cent over the same period, they were the only mandatory reporter to have an annual reduction (-13.1%) in the number of reports made between December 2023 and December 2024.¹⁹¹

The number of reports received from non-mandatory reporters reduced by 8.5 per cent for non-Indigenous children and increased by 4.9 per cent for Aboriginal and Torres Strait Islander children. There were differences in the reduction of reports from ‘child, family, friends and neighbours’, which reduced by 7.8 per cent for Aboriginal and Torres Strait Islander subject children and by 20.5 per cent for non-Indigenous subject children. Reports from non-government organisations increased by 27.1 per cent overall between June 2020 and December 2024.¹⁹²

Community trust and perceptions of the statutory system

Results from the Commission’s community perceptions survey indicate that overall, public trust in the child protection system is increasing. In 2025, 63 per cent of respondents agreed that they have ‘confidence and trust’ in the child protection system, compared to 58 per cent in 2024.¹⁹³ However, only one per cent of respondents to the Commission’s 2025 statutory workforce survey agreed that the community has confidence in the child protection system.¹⁹⁴

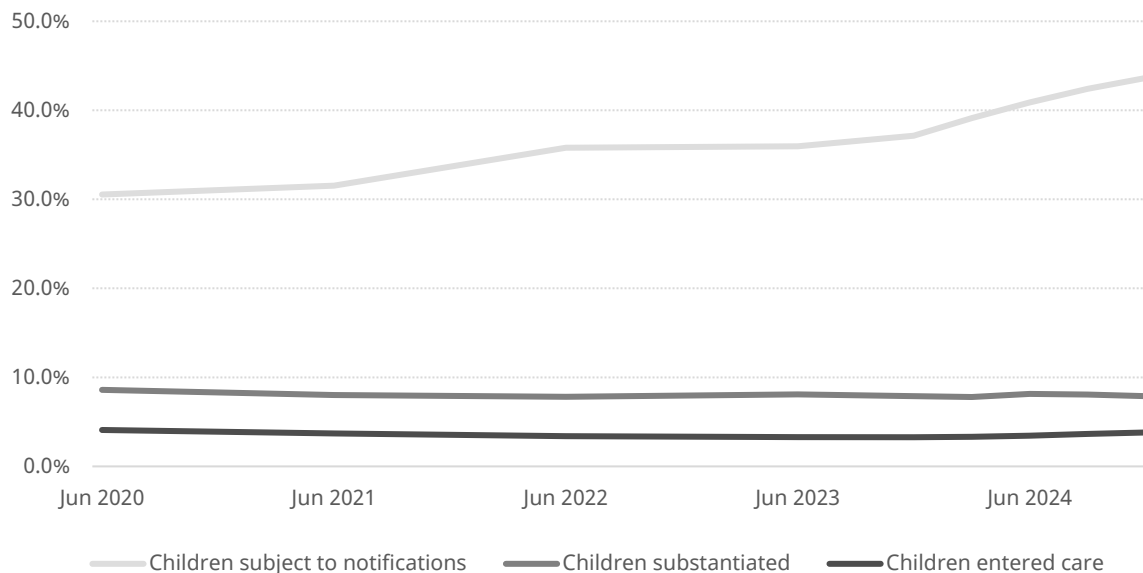
This disparity suggests that statutory workers underestimate public trust in the child protection system.

The demographics that reported the highest confidence in the child protection system were male, under 40 years old, in the Brisbane and Moreton Bay region, and identified as being culturally and linguistically diverse. Eighty per cent of culturally and linguistically diverse respondents reported trust in the child protection system, compared to 60 per cent of non-culturally and linguistically diverse respondents.¹⁹⁵

Rates of substantiations and children entering care are not increasing in line with intakes

Between June 2020 and December 2024, there was significantly greater growth in the number of children notified to Child Safety (66.7%)¹⁹⁶ than in the number of children whose notification was substantiated (7.2%)¹⁹⁷ and who entered OOHC (8.9%).¹⁹⁸ As a proportion of children subject to an intake, children subject to a notification increased from 30.5 per cent to 43.6 per cent, while the proportion of children substantiated decreased from 8.6 per cent to 7.9 per cent, and the proportion entering OOHC decreased from 4.1 per cent to 3.8 per cent.

Figure 17: Child Safety engagement proportion to the number of children subject to an intake, by year



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance*.

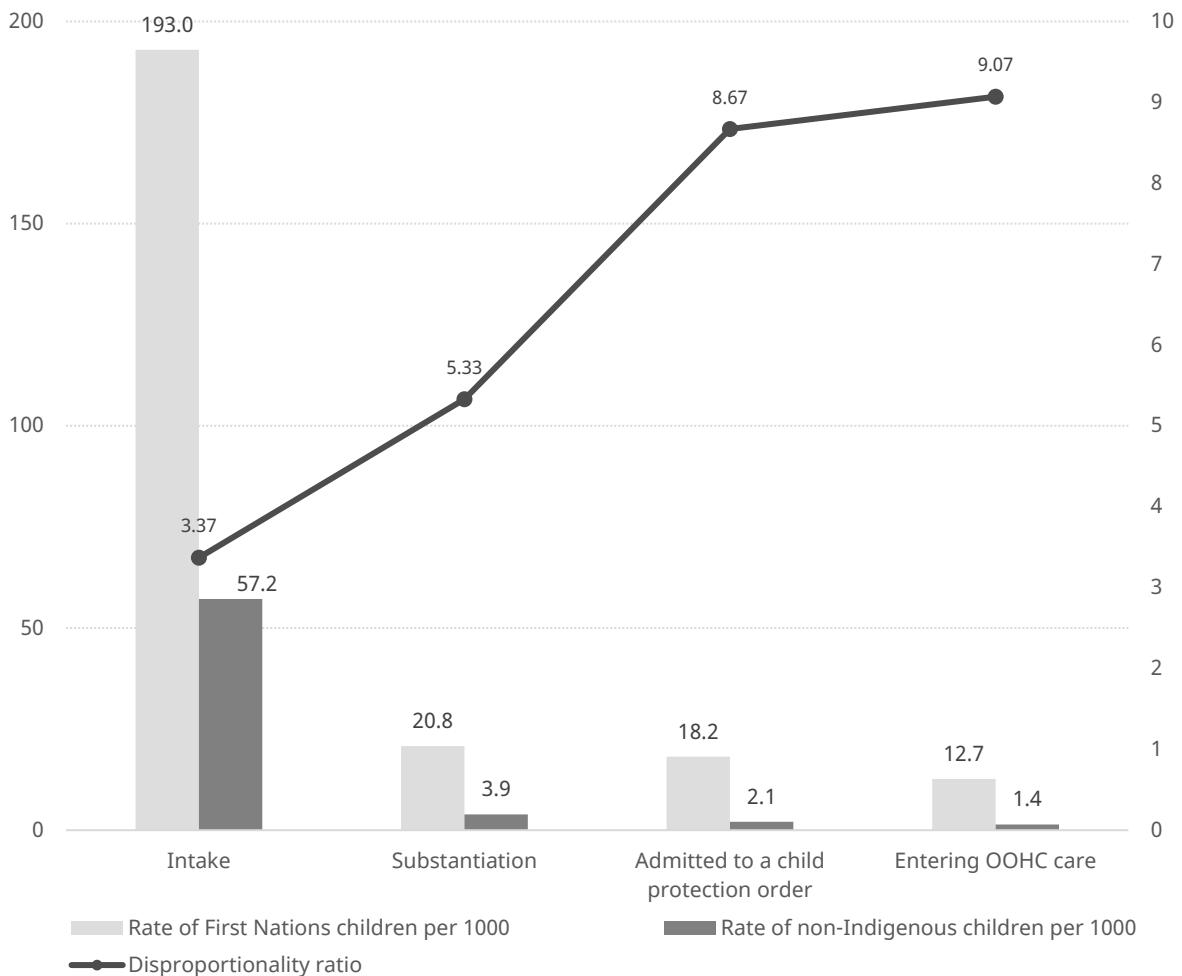
This trend indicates that a greater proportion of Child Safety's resources are invested in conducting and finalising investigations, while the outcomes of these investigations have remained at similar rates. The department advised this is a result of intake practices being corrected, which has resulted in an increase in matters being screen as notifications due to meeting the legislative threshold for reasonable suspicion.¹⁹⁹

Over-representation of Aboriginal and Torres Strait Islander children and young people in the child protection system

Over-representation of Aboriginal and Torres Strait Islander children and young people involved in the Queensland child protection system worsens with each level of engagement with the system. In 2023–24, Aboriginal and Torres Strait Islander children and young people were 3.37 times more likely to be the subject of an intake, 5.33 times more likely to have their notification substantiated, 8.67 times more likely to be admitted to a child protection order, and 9.07 times more likely to enter OOHC.

In 2023, Queensland had the second lowest rate of over-representation of Aboriginal and Torres Strait Islander children and young people in OOHC at 9.5 times increased likelihood, compared to a national rate of 10.8.²⁰⁰ However, the rate of over-representation in OOHC in Queensland has increased by 13 per cent over the past three years. Furthermore, the number of Aboriginal and Torres Strait Islander children and young people entering OOHC exceeds the number who have exited.

Figure 18: Rate per 1000 children and disproportionality ratio of children at different stages of the child protection system in 2023–24, by year and First Nations status

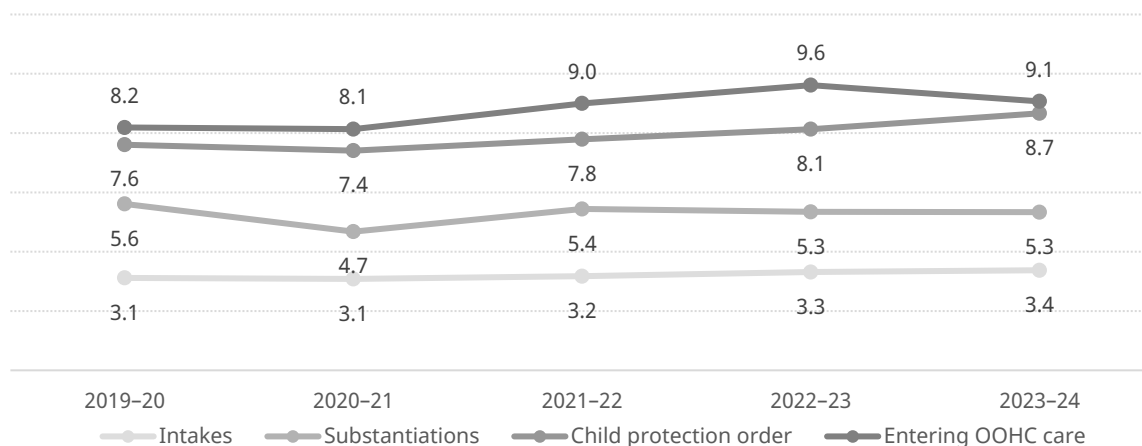


Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance*.

Over the last five years, over-representation of Aboriginal and Torres Strait Islander children and young people entering the child protection system has increased for every level of involvement except substantiations of harm.

Although a lower proportion of notifications involving First Nations children and young people were substantiated in 2023–24 than in 2019–20, a greater proportion were subject to care and protection orders and entered OOHC.

Figure 19: Disproportionality ratio of Aboriginal and Torres Strait Islander children and young people entering the child protection system, by level of involvement and year



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance*.

Target 12 of the National Agreement on Closing the Gap is to reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in OOHC by 45 per cent by 2031. Disproportionality ratios have increased in every jurisdiction in Australia since 2019–20, with none on track to meet this target.

Table 30: Disproportionality ratios for Aboriginal and Torres Strait Islander children and young people aged

	2019-20	2020-21	2021-22	2022-23	2023-24
NSW	5.43	5.60	5.67	5.77	5.80
Vic	12.66	12.99	13.05	13.46	14.36
Qld	4.80	4.90	5.02	5.13	5.21
WA	7.67	7.85	7.94	8.16	8.18
SA	6.69	6.78	6.95	6.96	6.94
TAS	3.08	3.30	3.36	3.56	3.69
ACT	8.59	8.41	9.06	7.83	8.98
NT	2.12	2.18	2.20	2.17	2.15

Source: Productivity Commission. (2025). *Report on Government Services Part F Section 16 - Child Protection Data Tables - Table 16A.9.*

Queensland First Nations children placed with kin less than the national average

As at 30 June 2024, 52.7 per cent of First Nations children and young people in OOHC in Queensland were placed in accordance with the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP), compared to 63.1 per cent nationwide.²⁰¹ However, a slightly higher proportion of First Nations children and young people in Queensland were placed with other Aboriginal and Torres Strait Islander carers.

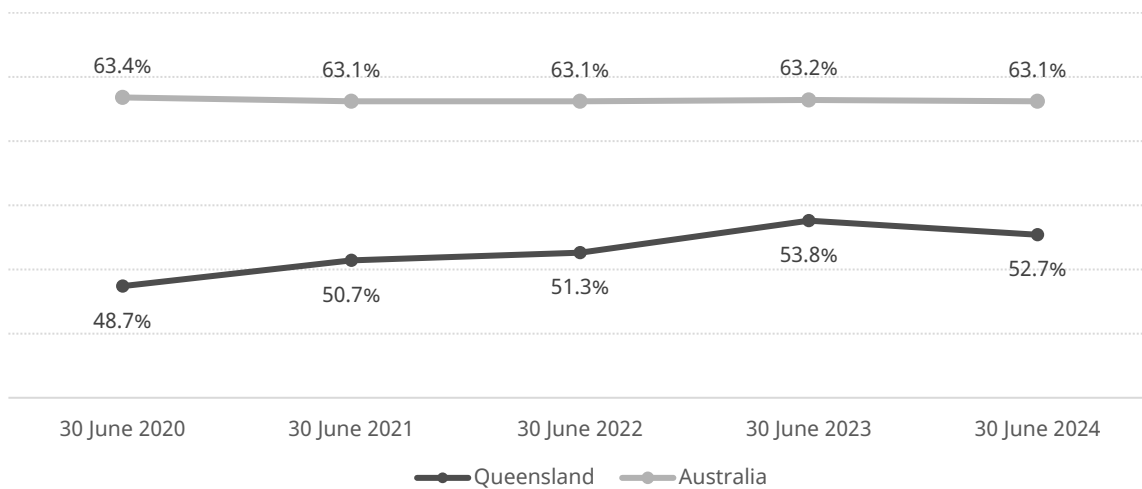
Table 31: Placement arrangements for Aboriginal and Torres Strait Islander children and young people, Queensland and Australia, 2024

	Queensland	Australia
Placed with Aboriginal and Torres Strait Islander relative/kin	24.5%	32.1%
Placed with non-Indigenous relative/kin	18.1%	22.4%
Placed with other Aboriginal and Torres Strait Islander carer	10.1%	8.6%
Total placed in accordance with the ATSICPP	52.7%	63.1%
Placed with other non-Indigenous carer	29.3%	25.7%
Placed in residential care or family group home	18.0%	10.5%
Placed in Independent living/living arrangements unknown	-	0.7%
Total not placed in accordance with the ATSICPP	47.3%	36.9%

Source: Productivity Commission (2025). *Report on Government Services Part F Section 16 - Child Protection Data Tables - Table 16A.23.*

The proportion of Aboriginal and Torres Strait Islander children and young people in Queensland placed in accordance with the ATSICPP slightly decreased between 2023 and 2024. However, there was an overall increase since 2020.

Figure 20: Proportion of Aboriginal and Torres Strait Islander children and young people in Queensland and Australia placed in accordance with the ATSICPP as at 30 June, by year



Source: Productivity Commission (2025). *Report on Government Services Part F Section 16 - Child Protection Data Tables - Table 16A.23.*

Commitments from the Queensland Government to support First Nations children and young people

The Queensland Government committed a total investment of approximately \$775.22 million between 2016–17 and 2026–27 to address the over-representation of Aboriginal and Torres Strait Islander children and young people in child protection.²⁰² This included \$167.2 million in the 2023–24 budget to be delivered over four years and \$20 million in ongoing funding from 2027–28.²⁰³

Breaking Cycles 2023–25 is the third action plan under Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families. The Breaking Cycles 2023–25 action plan implemented collaboration between the Queensland Government, QATSICPP, and the Aboriginal and Torres Strait Islander Community-Controlled Organisation sector (ATSICCOs). Priority areas include expansion of Delegated Authority, transitioning service delivery for First Nations children and young people to Aboriginal and Torres Strait Islander organisations, and a whole-of-government approach to reducing over-representation.

Delegated Authority has been expanded to 15 ATSICCOs delivering 20 different service responses in Queensland. The support provided by delegated authority ATSICCOs has enabled Aboriginal and Torres Strait Islander children to strengthen their connections with family, culture, country and community, supporting increased reunification. This is critical towards reducing rates of over-representation in OOHC for Aboriginal and Torres Strait Islander children.

Two OOHC targets for First Nations children are to increase kinship care placements to 70 per cent by 2026 and reduce residential care to seven per cent by 2027. On 11 September 2024, the Working with Children (Risk Management and Screening) and Other Legislation Amendment Bill 2024 was passed. Based on recommendations from the Commission, it removed the Blue Card requirement for Aboriginal and Torres Strait Islander kinship carers and adult household members, as Blue Cards relate to suitability for employment to work with children rather than for family members to care for children (creating an unnecessary barrier to families who might otherwise take on kinship care).²⁰⁴ As of 16 April 2025, changes had not yet come into effect, meaning kinship carers and adult members of their household will still need a Blue Card until a different fit-for-purpose screening framework has been developed.²⁰⁵

System capacity to meet demand

Investigation and assessment commencement and completion delays

Investigation response and completion timeframes in Queensland were longer than the national average in 2024. In Queensland, 54.7 per cent of investigations were not commenced within 29 days from the notification date, compared to 19.9 per cent nationally.²⁰⁶ This was similar for investigations that were not completed within 90 days from the notification date, which represented 43.4 per cent of matters in Queensland compared to 31.6 per cent nationally.²⁰⁷

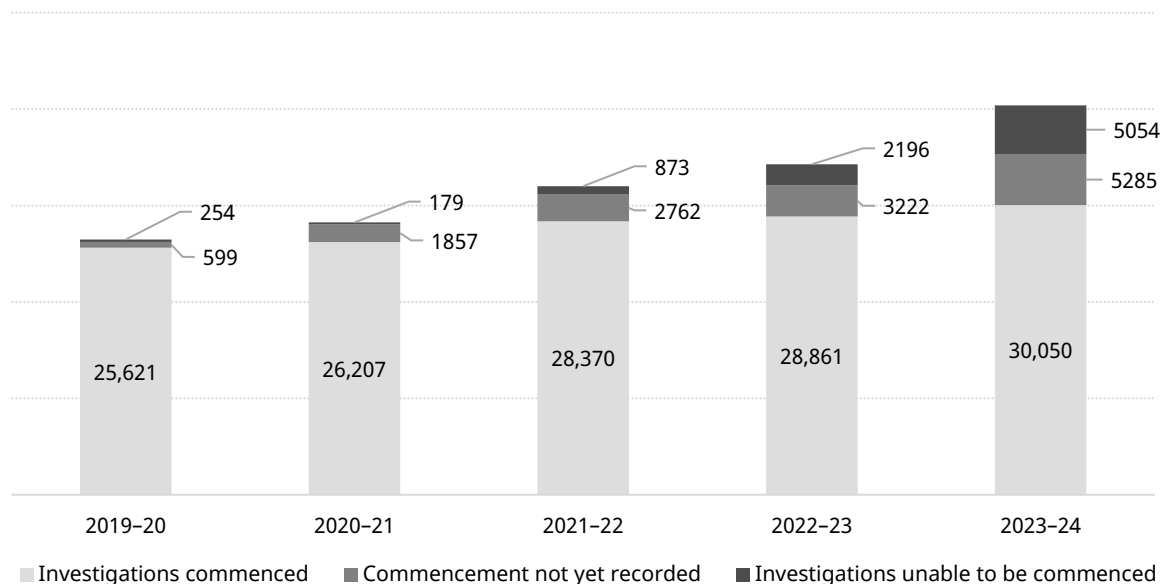
Overall, the proportion of Investigation and Assessments (I&As) commenced within target response timeframes in Queensland in 2024 decreased from 49 per cent in June 2020 to 31 per cent in December 2024. During this period, I&As recorded as 'not yet finalised' increased by 324 per cent.

Investigations commenced within target response times of five or 10 days decreased from 40 per cent in June 2020 to 19 per cent in December 2024.²⁰⁸ However, the proportion of investigations with a 24-hour response timeframe that commenced within the timeframe has remained consistent, at between 92 and 94 per cent.²⁰⁹

The number of I&As 'unable to be commenced' increased 1889 per cent between June 2020 and December 2024, from 254 to 5053.²¹⁰ Investigations are defined as 'unable to be commenced' when "despite all possible attempts, the department is unable to engage with the family due to circumstances beyond its control (for example, insufficient information has been provided and the family cannot be located; or the family has moved interstate²¹¹)". However, this characterisation is misleading. The department advised that the increase could be accounted for by internal strategies,²¹² including: the review and complete strategy (from October 2021) and the extended review and complete strategy (from October 2022), both of which give CSSCs the ability to finalise investigations that have been open for a period of time and no new or significant information had been reported to the Department;^b and enhancements to intake and assessment (from July 2024) which allow for investigations to be finalised as a "standard response" when an alternative response pathway to investigation and assessment is considered more proportionate in the circumstances. Greater transparency and disaggregation in the publicly reported data would enable evaluation of the efficacy of these strategies and practices, as well as identifying the actual prevalence of instances where the department is unable to engage with families due to relocation or lack of information provision.

^b The review and completion strategy included the ability to finalise investigations where the original notified concerns were received more than four months prior, no new and significant information had been reported to the department since that time, and a review process had been undertaken by a panel to consider factors such as age, vulnerability, cumulative harm and previous intervention. The extended review and complete strategy included the ability to finalise investigations where the investigation and assessment was open for more than 100 days, had not commenced and where no new or significant information had been reported to the department.

Figure 21: Number of I&As commenced by Child Safety by year



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance – Commenced Investigations*.

In 2023-24, the rate of children subject to substantiations was 5.8 per 1000 children. This represents a slight increase over the previous five years and is the highest rate since 2018-19. In comparison, the national rate is higher, at 7.3 per 1000 children, but is steadily decreasing.²¹³

Table 32: Rate of substantiations of notifications in Queensland and Australia by year

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Change in 5 years
Queensland	5.2	5.6	5.4	5.2	5.7	5.8	+ 0.6
Australia	8.5	8.7	8.8	8.0	8.0	7.3	- 1.2

Source: Productivity Commission (2025). *Report on Government Services Part F Section 16 – Child Protection Data Tables – Table 16A.1*.

The rate of children and young people in Queensland subject to care and protection orders at 10.9 per 1000 as at 30 June 2024 was higher than the national average of 10.3 per 1000. Over the past five years, rates have gradually increased in Queensland but remained stable nationwide.²¹⁴

Table 33: Rate of children in Queensland and Australia subject to care and protection orders per 1000 as at 30 June, by year and jurisdiction

	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24	Change in 5 years
Queensland	9.0	9.8	10.6	10.9	10.8	10.9	+ 1.9
Australia	10.6	10.8	10.9	10.7	10.5	10.3	- 0.3

Source: Productivity Commission (2025). *Report on Government Services Part F Section 16 – Child Protection Data Tables – Table 16A.1.*

As at 30 June 2024, the OOHC rate in Queensland of 8.2 per 1000 children was slightly higher than the national rate of 7.7 per 1000 children. OOHC rates have steadily increased in Queensland since 2018–19 but have slightly decreased nationwide.

Table 34: Rate of OOHC per 1000 children and young people as at 30 June, Queensland and Australia, by year

	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24	Change in 5 years
Queensland	6.9	7.6	8.0	8.0	8.1	8.2	+ 1.3
Australia	8.0	8.2	8.2	8.0	7.9	7.7	- 0.3

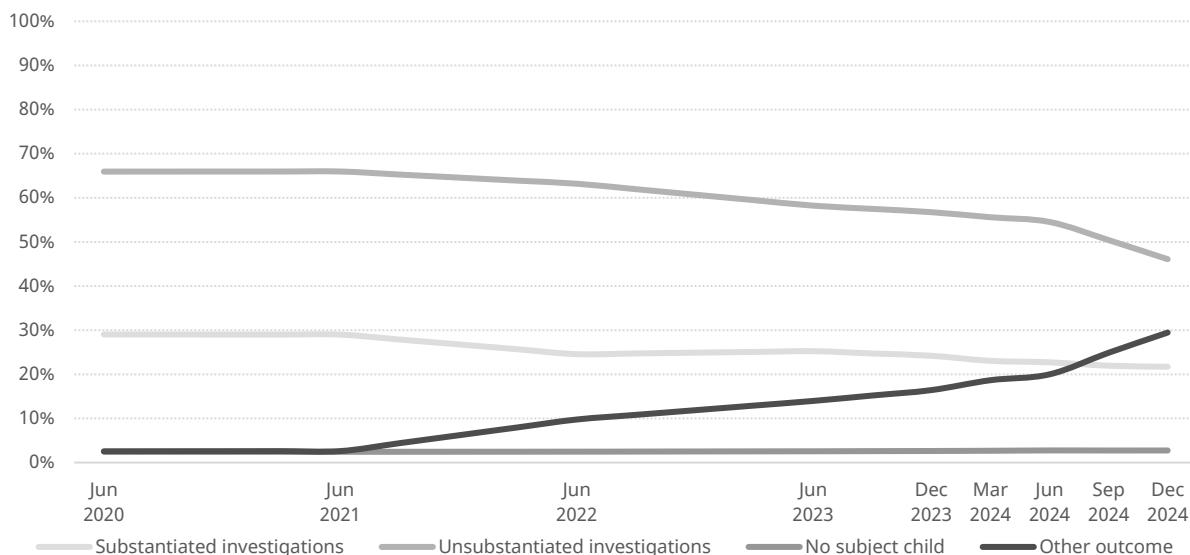
Source: Productivity Commission (2025). *Report on Government Services Part F Section 16 – Child Protection Data Tables – Table 16A.2.*

The number of children on long-term guardianship orders to a relative or other suitable person or on a permanent care order have increased over time, driven largely by the growth in the use of permanent care orders. From 2019–20 to 2023–24, the number of long-term guardianship orders decreased by 1.5 per cent (1613 to 1588), while permanent care orders increased by 754.5 per cent (44 to 376).²¹⁵

Changes to Investigation and Assessment outcomes

Between June 2020 and December 2024 the number of I&As finalised as ‘other outcome’ increased by 1543 per cent, from 615 to 10,106.²¹⁶ This likely corresponds with the 1889 per cent increase in investigations that were categorised as ‘unable to be commenced’ in the same time period. As a proportion of all finalised I&As, investigations with ‘other outcome’ increased from 2.5 per cent to 29.5 per cent, while substantiated investigations decreased from 29.0 per cent to 21.7 per cent, unsubstantiated investigations decreased from 65.9 per cent to 46.1 per cent, and investigations closed with ‘no subject child’ increased only slightly from 2.5 per cent to 2.7 per cent.

Figure 22: Proportion of all finalised Investigations and Assessments, by outcome and year



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance*.

Number of applications to courts for child protection orders

In 2023–24, the Department of Child Protection Litigation received 3572 matters, reflecting a 2.2 per cent increase from the previous year. Matters concerning children on emergency orders (court assessment orders or temporary assessment orders) increased by 14.2 per cent. This corresponds to the 17 per cent increase in the number of notifications Child Safety were required to investigate.²¹⁷

First Nations children represented nearly half of matters received by the Department of Child Protection Litigation in 2023–24, with 44.6 per cent of matters relating to Aboriginal and/or Torres Strait Islander children. This was a slight decrease from 46.6 per cent of matters in 2022–23 relating to First Nations children.²¹⁸

Workforce capacity concerns in meeting system demand

In the Commission’s 2025 statutory systems workforce survey, only three per cent of statutory workers agreed there is sufficient capacity to meet demand in the system they work in. Results were similar for secondary support service systems, where only four per cent of respondents agreed there was sufficient capacity to meet demand. Eighty-one per cent agreed that child safety reports were likely to increase in the next 12 months, and 81 per cent agreed that numbers of children under youth justice supervision were likely to increase in the next 12 months.²¹⁹ The vast majority of respondents (94%) reported their work has become more complex, and 81 per cent reported that their clients are presenting with greater complexities than three years ago.

Continued staffing challenges in statutory systems

In 2023–24, the Child Safety caseworker vacancy rate was zero per cent because more FTE roles were allocated than budgeted.²²⁰ This creates a potentially misleading perception about there being ‘no vacancies’, without breaking the data into the various different roles within Child Safety. There were 124.7 FTE allocations for casework positions other than Child Safety Officers than were budgeted for.^c However, the average yearly vacancy rate for Child Safety Officers in 2023–24 was 8.87 per cent, which is higher than the vacancy rate of 5.66 per cent in 2019–20, but a considerable decrease from 16.06 per cent in 2022–23.

Vacancy rates were higher in regional and remote Child Safety Service Centres (CSSCs) than metro CSSCs. All 10 CSSCs with the highest average vacancy rates in 2024 were in regional and remote areas, with the highest rate of 13.05 per cent in Fitzroy.²²¹

Table 35: Queensland CSSC average vacancy rates, 2024

CSSC	Vacancy rate	CSSC	Vacancy rate
Fitzroy	13.05%	Mount Archer	12.66%
Edmonton	7.94%	Toowoomba North	7.67%
Mackay	6.95%	Toowoomba South	6.69%
Western Downs Intake and Assessment	5.67%	Roma	5.43%
Gladstone	5.02%	Mount Isa-Gulf	4.80%

Source: Department of Child Safety, Seniors and Disability Services. (2024). Unpublished data request.

The South West region had a particularly high vacancy rate at specific times in the year. As at 19 April 2024, three CSSCs experienced vacancy rates between 25 and 40 per cent, and the highest vacancy rate in Queensland was in Roma CSSC, at 52.25 per cent.²²²

DFSDSCS’s *Strategic Workforce Plan 2023-2026*²²³ includes actions to address increasing demand on the system, retention of staff, vacancies of Child Safety Officers and improving the cultural capability of the workforce. Each Child Safety region has a workforce plan with individual actions and metrics. These include:

- reviews of workforce demands and priorities to ensure alignment to service demand
- developing a retention strategy to reduce attrition and fill vacancies
- using specific approaches to fill roles in regional and remote locations
- designing an Aboriginal and Torres Strait Islander workforce strategy
- working respectfully with Aboriginal people and Torres Strait Islander peoples and acknowledge the identity and diversity of clients
- working with Aboriginal people and Torres Strait Islander peoples to reframe the relationship.

^c Other casework positions include Child Safety Support Officers, Cultural Practice Advisors, Family Group Meeting Convenors, Principal Specialist Services Clinicians, Specialist Services Clinicians, Senior Service Support Officers and Senior Team Leaders.

Findings from the 2024 Working for Queensland survey indicate that one in six, or 15 per cent of employees of the DCSSDS intend to leave their position within the next 12 months. Over a third of staff report their work is often or always demanding, and nearly a quarter report they are often or always emotionally overloaded with work.²²⁴

Wellbeing of the statutory systems workforce

Workers in government agencies were less likely to agree their organisation supports staff regarding stress, health and wellbeing compared to their peers in non-government agencies. In the Commission's 2025 statutory systems workforce survey, only 15 per cent of respondents from government agencies agreed their organisation supports staff with stress, health and wellbeing, compared to 53 per cent of non-government respondents agreeing with this statement.²²⁵

Despite these reported difficulties, most respondents agreed their work serves an important purpose (96% agreement), gives workers a sense of satisfaction (65% agreement) and leads to positive change (52% agreement). There were differences in the responses from sub-groups, where only 53 per cent of respondents from government agencies reported a sense of satisfaction from their work, compared to 77 per cent of respondents from non-government agencies.²²⁶

The Yangga Dahgu – Mekem Gen: Reframing the Relationship Roadmap was released by the Department of Families, Seniors and Disability Services in December 2023. The roadmap outlines the department's stated intention to reframe its relationship with Aboriginal and Torres Strait Islander peoples. This includes initiatives aimed at enhancing cultural safety for Aboriginal and Torres Strait Islander staff and building cultural capability across the department to support the development and delivery of culturally responsive policies, programs, services, and practices.

In December 2024, the department released its Cultural Safety Policy for Aboriginal and Torres Strait Islander employees.

Entry into the youth justice system

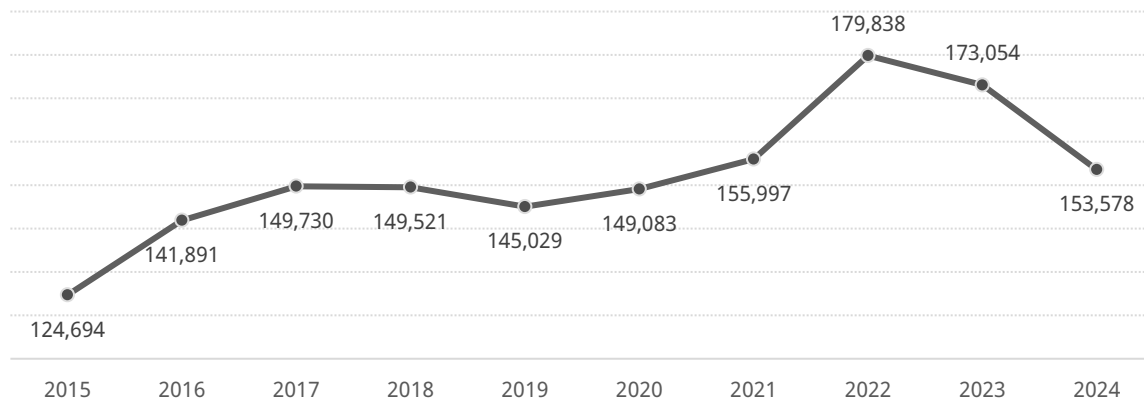
Perceptions of a 'Youth Crime Crisis' are not supported by evidence

Recent youth justice law and policy amendments have been shaped by a perceived 'youth crime crisis' that became increasingly politicised in the leadup to the Queensland state election in October 2024. Both major political parties claimed Queensland's youth crime rate had increased, resulting in harsh, punitive measures being promoted by both sides as a method to combat the perceived crisis.

Contrary to media reports of a 'youth crime crisis', youth crime rates continue to decline in Queensland, similar to other jurisdictions. The 'youth crime crisis' narrative is framed by an overall increase in the number of offences committed by young offenders, rather than understanding it as a rate.²²⁷

QPS data indicates that the total number of offences committed by young people increased over the past 10 years, from 124,694 charges in 2015 to 153,578 in 2024.²²⁸ However, these figures do not account for the significant population growth that Queensland has experienced over the last decade. Between 2014–15 and 2023–24, the rate of unique child offenders decreased by 30.4 per cent, from 2724.0 to 1896.8 per 100,000 persons.²²⁹

Figure 23: Number of offences committed by young offenders (10-17 years) in Queensland, by year



Source: Queensland Police Service. (2025). Unpublished data request.

There has also been a considerable decrease in offence rates over the past year. Between 2022–23 and 2023–24, the per capita offence rate decreased by 7.5 per cent, from 1215 to 1124 offences per 100,000 children and young people.²³⁰ Without accounting for population changes, the total rate of offences committed by young offenders in Queensland decreased by 6.7 per cent.²³¹

‘Chronic’ or ‘repeat’ young offenders, with two or more police proceedings are increasingly responsible for youth offending. In 2023–24, repeat offenders accounted for 19 per cent of all children with finalised charges, were responsible for 51.6 per cent of proven offences, and accounted for 37.2 per cent of all young offenders.²³² The average number of charges per finalised appearance of a young defendant in 2023–24 was 6.8, representing a 9.7 per cent increase in one year.²³³

Governments around Australia are responding to the perceived youth crime crisis with ‘tough-on-crime’ policies. These policies have consistently proven to be ineffective in reducing the amount of crime and recidivism of existing offenders. In its submission to the Making Queensland Safer Bill, the Commission called for the government to reprioritise restorative justice programs and increase rehabilitative measures. The Commission maintains its position that increasingly punitive policies will result in little-to-no improvement on the rate or impact of youth crime.²³⁴

Increased use of incarceration

Queensland currently has the highest rate of youth incarceration in Australia. In 2024, an average of 5.1 out of every 10,000 young people aged 10–17 was held in detention each day, which was nearly double the national rate of 2.7 per 10,000.²³⁵ This is a substantial increase from the 2019–20 Queensland youth detention rate of 3.6 per 10,000 young people. Comparatively, the national rate decreased from 2.8 per 10,000 children and young people during the same period.²³⁶

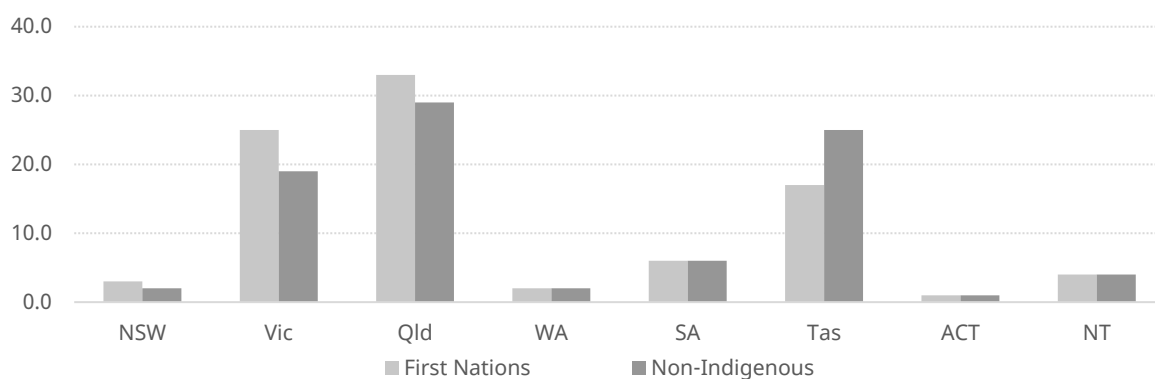
Alongside this increase in detention rates, the duration of detention in Queensland has also increased substantially. Between 2019–20 and 2023–24, the average length of time young people spent in detention rose from 74 to 104 days. In contrast, the national average remained stable at 66 days over the same period.²³⁷

In 2023–24, Queensland also reported the highest median length of completed detention period at 29 days, which was six times higher than the national median of five days. In 2023–24, First Nations children and young people in Queensland spent, on average, 16 more days in detention than their non-Indigenous peers.

‘Chronic’ or ‘repeat’ young offenders, with two or more police proceedings are increasingly responsible for youth offending. In 2023–24, repeat offenders accounted for 19 per cent of all children with finalised charges, were responsible for 51.6 per cent of proven offences, and accounted for 37.2 per cent of all young offenders.²³⁸ The average number of charges per finalised appearance of a young defendant in 2023–24 was 6.8, representing a 9.7 per cent increase in one year.²³⁹

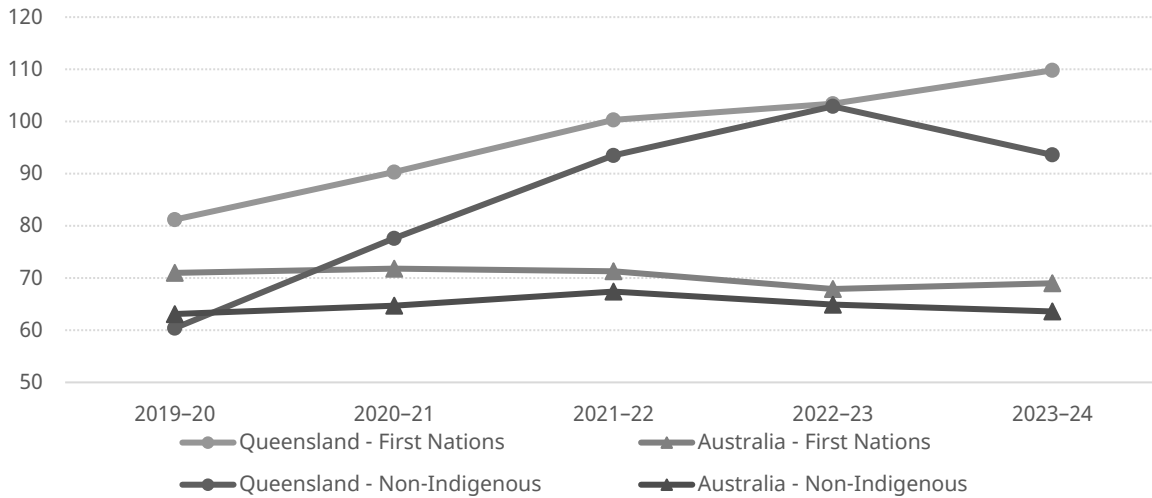
Governments around Australia are responding to the perceived youth crime crisis with ‘tough-on-crime’ policies. These policies have consistently proven to be ineffective in reducing the amount of crime and recidivism of existing offenders. In its submission to the Making Queensland Safer Bill, the Commission called for the government to reprioritise restorative justice programs and increase rehabilitative measures. The Commission maintains its position that increasingly punitive policies will result in little-to-no improvement on the rate or impact of youth crime.²⁴⁰

Figure 24: Median length of completed periods of detention in days (10–17 years) in 2023-24, by jurisdiction



Source: Australian Institute of Health and Welfare. (2024). *Youth Justice in Australia - Characteristics of young people in detention - Table S101.*

Figure 25: Average number of days young people spent in detention centres in Queensland and Australia, by year and Aboriginal and Torres Strait Islander status



Source: Australian Institute of Health and Welfare. (2024). *Youth Justice in Australia - Characteristics of young people in detention - Table S102.*

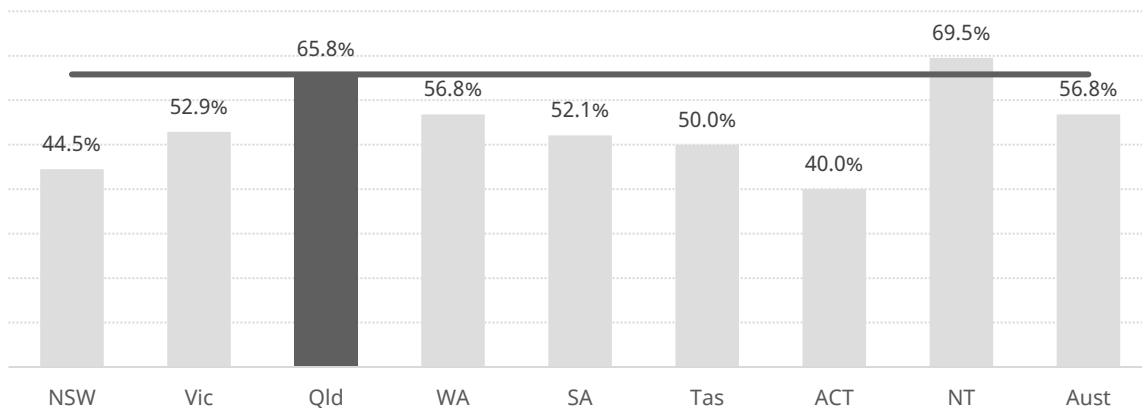
Correspondence from the Director-General of the DYJVS showed that in the 12 months ending 31 August 2024, the average length of an episode in detention was 65 nights. The average episode length (in nights) for 10–13-year-olds was 32 nights.²⁴¹

Collectively, these findings demonstrate that Queensland is not only detaining more children and young people than any other jurisdiction, but also holding them in custody for longer.


Detention is not changing young people’s behaviour

Queensland has high rates of recidivism compared to the rest of the nation. The proportion of young people who were released from sentenced supervision in 2021–22 and returned within 12 months was 65.8 per cent compared to 56.8 per cent nationally.²⁴²

Figure 26: Proportion of 10–16-year-olds released from sentenced supervision in 2021–22, who returned to sentenced supervision within 12 months, by jurisdiction.



Source: Productivity Commission. (2025). *Report on Government Services Part F Section 17 – Youth Justice Services – Table 17A.26.*



There was a 15.3 per cent increase in finalised charges between 2022–23 and 2023–24 to a total of 49,612. This increase is largely attributable to the introduction of breach of bail charges, legislated and commencing in March 2023. There were 6697 convictions for breach of bail in 2023–24, compared to 938 breach of bail charges in 2022–23.²⁴³

In contrast, referrals to restorative justice processes increased by only 5 per cent between 2022–23 and 2023–24.²⁴⁴ Restorative justice processes include group conferencing when the offence involves a victim, and alternative diversion processes for offences without victims.

In 2022–23 and 2023–24, 2246 young people were referred to a restorative justice process, and 1,462 young people participated. In 2023–24, 43 per cent of young people who participated in a restorative justice process identified as Aboriginal or Torres Strait Islander, compared to 39 per cent in 2022–23.

Research conducted in Victoria identified that group conferencing reduces the likelihood of recidivism.²⁴⁵ Overall, completion of group conferencing reduced the likelihood of recidivism by 40 per cent while referrals alone reduced the likelihood of recidivism by 26 per cent. Conferences attended by a secondary victim and primary police officers were associated with the greatest reduction in recidivism, followed by conferences in which primary and secondary victims attended.

However, there was no difference in the likelihood of recidivism where the conference was attended by the primary victim only, or no victim. The presence of familial support for young people was associated with lower rates of recidivism in crimes against the person, but higher rates for property crime. These findings demonstrate the value of group conferencing as an effective alternative to sentenced supervision in reducing recidivism, particularly when careful consideration is made regarding who participates.

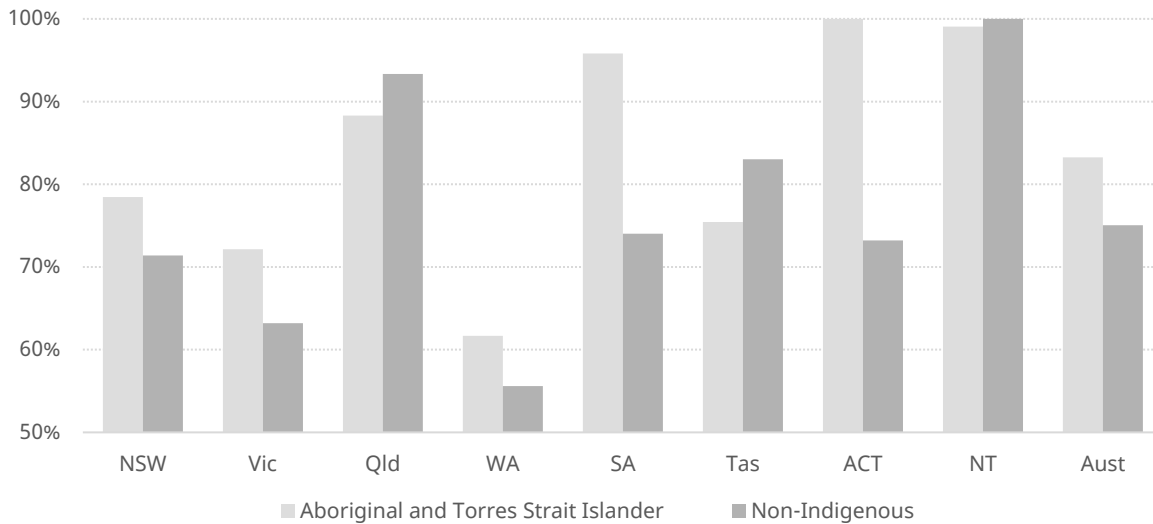
Most young people in detention are unsentenced

Young people awaiting the outcome of their court matter, or who had been found guilty and were awaiting sentencing, accounted for 9 in 10 young people in detention in Queensland in 2023–24.²⁴⁶ The number of young people in detention on an average day in Queensland who were unsentenced increased by 54 per cent from 186 in 2019–20, to 286 in 2023–24.

The average length of time a child spent in detention per unsentenced episode was 48 nights, which is three nights longer than the previous year. Following sentencing, 37.8 per cent of children in detention were immediately released with no remaining time to serve.

Queensland had a high proportion of children and young people in unsentenced detention, for both Aboriginal and Torres Strait Islander young people and non-Indigenous children. In 2023–24, of the total number children and young people in detention in Queensland, 89.8 per cent were unsentenced.

Figure 27: Proportion of children and young people incarcerated in a detention centre who were unsentenced, by jurisdiction, 2023-24



Source: Australian Institute of Health and Welfare. (2025). *Youth Justice in Australia 2023-24 - Characteristics of young people in detention - Table S113a.*

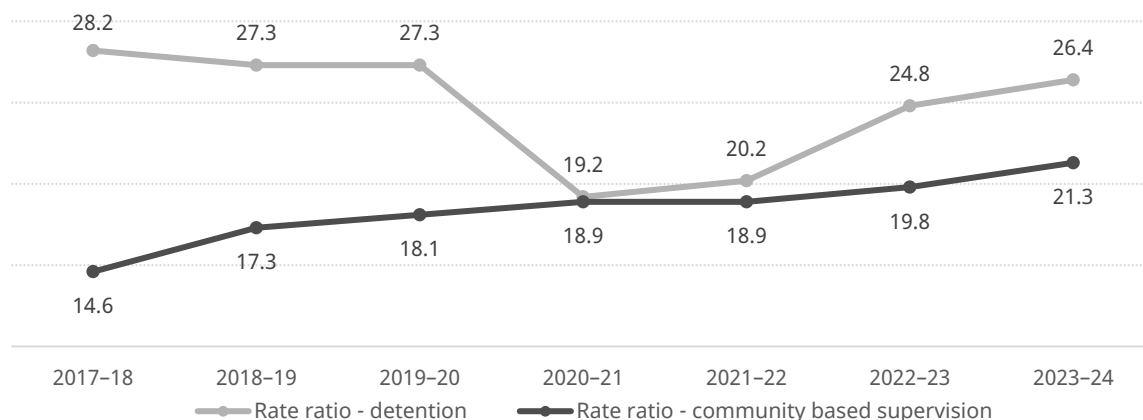
Youth justice funding is predominantly for internal programs and services

In assessing programs delivered by the DYJ between 2018–19 and 2022–23, the QAO found that approximately 90 per cent (\$1.25 billion) of DYJ expenditure went to internal departmental programs and services. Only seven per cent went to non-government organisations (approximately \$92 million), and three per cent to First Nations-led initiatives (\$42 million) which deliver rehabilitation and family support programs to young offenders and their families.²⁴⁷ The QAO found this investment had not been appropriately evaluated against youth crime trends to ensure its strategic efficacy.

Over-representation of First Nations children and young people in the youth justice system

Over-representation of Aboriginal and Torres Strait Islander children and young people in the youth justice system continues to increase. In 2023–24, Aboriginal and Torres Strait Islander children and young people in Queensland represented 55.4 per cent of all convictions of young people.²⁴⁸ Aboriginal and Torres Strait Islander children and young people were 15 times more likely to have a finalised charge and 29.1 times more likely to be held in detention. This reflects worsening rates of over-representation between 2022–23 (13.9) and 2023–24 (27).

Figure 28: Disproportionality ratio of Aboriginal and Torres Strait Islander to non-Indigenous young people, by type of youth justice supervision, by year



Source: Productivity Commission. (2025). *Report on Government Services Part F Section 17 – Youth Justice Services – Table 17A.7, Table 17A.8.*

In 2023–24, Queensland had the highest rate of over-representation of Aboriginal and Torres Strait Islander children and young people under community-based supervision. Queensland also had the highest number nationally of First Nations 10–13-year-olds in detention and under community-based supervision.²⁴⁹

Aboriginal and Torres Strait Islander children accounted for 82 per cent of convicted 10- to 11-year-olds, and 71 per cent of all children in detention on an average day, but only 46 per cent of restorative justice orders.²⁵⁰

Target 11 of the National Agreement on Closing the Gap aims to reduce the rate of Aboriginal or Torres Strait Islander young people in detention by 30 per cent by 2031. Nationally, there has been no change in progress towards this target.²⁵¹ However, over-representation is increasing in Queensland, the Australian Capital Territory, and the Northern Territory. The rate per 10,000 First Nations young people increased from 30.9 in 2016–17 to 41.1 in 2023-24 in Queensland.²⁵²

Queensland Government responses to youth crime continue to disadvantage Aboriginal and Torres Strait Islander children and young people. Both tranches of the Queensland Government’s Making Queensland Safer Bills amendments (Adult Crime, Adult Time) included a Statement of Compatibility with human rights, which directly acknowledged the Bills would have a disproportionate effect on Aboriginal and Torres Strait Islander children, with the amendments likely to result in higher numbers of First Nations children being incarcerated, and for longer periods of time.²⁵³ The Statement of Compatibility for the second tranche of amendments to the *Youth Justice Act 1992* (Qld) noted that the amendments will “lead to sentences that are more punitive than necessary to achieve community safety.”

Commissioner Natalie Lewis’ submission to the inquiry into the Making Queensland Safer Bill 2024 stated that any systemic interventions that have inequality in effects, impacts or outcomes are discriminatory, regardless of their motivations or intentions.²⁵⁴

Effectiveness of custody on youth crime rates and repeat offence rates

Non-Indigenous children and young people experience lower recidivism rates compared to Aboriginal and Torres Strait Islander young people following periods of detention, illustrating how detention and the programs delivered while incarcerated are not delivering positive outcomes for Aboriginal and Torres Strait Islander young people.²⁵⁵

Table 36: For young people released between 1 September 2022 and 31 August 2023, percentage decrease in number of offences committed in the 12 months prior to Youth Justice custody, and the 12 months following Youth Justice custody

	Decrease in offending	Decrease in serious offending
Aboriginal and Torres Strait Islander children and young people	13%	2%
Non-Indigenous children and young people	42%	54%

Source: Queensland Parliament. (2024, December). *Answer to Question on Notice No. 1177-2024.*

The DYJ has not conducted an independent evaluation of several of the eight core rehabilitation programs including programs designed to be delivered to Aboriginal and Torres Strait Islander young people.

Youth detention centre capacity

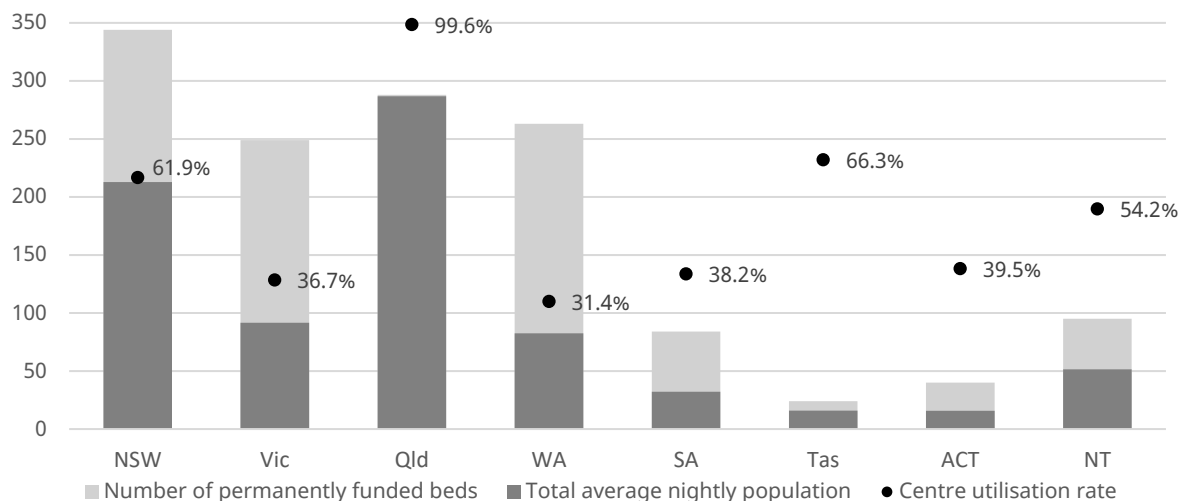
For the past three years, youth detention centres have routinely operated over safe capacity, defined as 85 per cent of the capacity a centre was built to accommodate.²⁵⁶ Queensland youth detention centres have a capacity of 288 permanently funded beds, which is the largest number in Australia. But due to a high rate of incarceration, Queensland has the highest centre utilisation rate of any state or territory in the country and is the only state to be operating above safe capacity.

In 2023–24, Queensland youth detention centres were operating at 99.6 per cent capacity, with an average nightly population of 286.8 children and young people.²⁵⁷ In 2022–23, all three of Queensland's youth detention centres were operating above safe capacity by an average of 23 young offenders each day.

Staffing issues are a related concern.^d Vacancy rate for Regions and Statewide Services, which includes Youth Justice Service Centres, was 7.4 per cent. Furthermore, the permanent separation rate for youth detention centres and Youth Justice Service Centre staff increased from 20.6 per cent in 2020–21 to 22.6 per cent in 2023–24.²⁵⁸ In 2022–23, staffing shortages were the cause of 81 per cent of all lockdowns, with Cleveland Youth Detention Centre under lockdown for 293 days of that year.²⁵⁹ DYJVS has advised that it continues to implement workforce strategies to minimise staffing shortfalls, plan and manage staff needs, and action system improvements.²⁶⁰

^d Other casework positions include Child Safety Support Officers, Cultural Practice Advisors, Family Group Meeting Convenors, Principal Specialist Services Clinicians, Specialist Services Clinicians, Senior Service Support Officers and Senior Team Leaders.

Figure 29: Utilisation rates, numbers of permanently funded beds and average nightly population of detention centres, by jurisdiction and year



Source: Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice services, Table 17A.2.*

Youth justice case plans and risk assessments

Young people in the youth justice system are experiencing case plan delays, with 83.5 per cent of children and young people sentenced to community-based orders having case plans prepared or reviewed within six weeks of commencing an order,²⁶¹ compared to 88.5 per cent nationally.²⁶²

There has been an improvement in the proportion of risk assessments being completed within the timeframe. A case worker is required to assess the risk and needs of serious repeat young offenders within six weeks of receiving a court order. The percentage of risk assessments completed on time has increased from 45 per cent (155 assessments) in 2018–19 to 83 per cent (571 assessments) in 2022–23.²⁶³

Between 2018–19 and 2022–23, 1054 risk assessments were not completed on time, with 18 per cent of these (n=186) not completed in three or more months after the due date. Without these assessments to inform case planning, it is possible that the delivery of programs and services to young people in detention were not specific to their needs or addressing the root causes of their offending.²⁶⁴

Children held in watch houses

Watch houses are unsuitable places for detaining children, however the QPS states there is no current alternative.

In 2023–24, the number of children aged 10–13 years who had spent a night in a QPS watch house increased by 50 per cent over the previous year, from 80 in 2022–23 to 120 children in 2023–24.²⁶⁵

As of 30 June 2025, the OPG reported that 1349 individual children had been held in QPS watch houses in 2024–25. Of the 2838 custody events, 52 per cent were 24 hours or longer in duration, and 12 per cent were 6 days or longer.²⁶⁶ Ongoing reporting showed multiple instances of extended incarceration of children and young people, including:

- 47 custody events over 15 days in duration: 27 (57%) incarcerating First Nations children; 41 (87%) occurring at Caboolture watch house; and three experienced by children under the age of 14;
- one child held in Caboolture watch house for 27 days and 19 hours, and one held at Townsville watch house for 26 days and 20 hours;
- 177 children aged under 14: 59 per cent of whom were First Nations; 56 per cent of whom were held for longer than 24 hours.

Media reports from February 2025 allege that police watch house staff expressed concerns they are at risk of a death in custody, with watch houses on the Gold Coast and Logan reaching capacity “almost every day”.²⁶⁷

Public availability of watch house data

In August of 2024, QPS announced a review into the use of watch houses to detain children and young people and committed to increased transparency about the use of watch houses for young people. Since August 2024, the QPS has published data held for every watch house in Queensland, reporting twice daily on numbers of adults and children incarcerated, and their length of stay. No other state or territory makes this level of information publicly available.²⁶⁸

WYRC was purpose built as an adult watch house and is temporarily being operated by the DYJVS to function as a youth remand centre. As this is not considered a QPS watch house, the number of children and young people held in this centre is not publicly reported on, meaning there is an under-count of the number of children and young people being held in a facility designed for short-term custody.

Fast track sentencing pilot

In March 2023, the Fast Track Sentencing pilot program commenced with the aim of hastening court processes for young people to limit the amount of time they spend on remand.²⁶⁹

The Fast Track Sentencing pilot continued operating in Cairns, Southport, Brisbane and Ipswich. There were early signs of success in improved clearance rates and reduced duration of time to finalise court proceedings.²⁷⁰

Throughout Queensland, the average time taken to finalise proceedings decreased by seven days from the previous year to 85 days. The average time taken to resolve matters from the date of first mention in Children’s Court decreased by 12 days from the previous year, to 307.

An independent review of the program is due to be completed at the conclusion of the pilot in 2025.²⁷¹

5. Experiences of children and young people in the care of statutory systems

Queensland's statutory systems have a responsibility to ensure that children and families receive safe, responsive and appropriate support throughout their involvement with their services. To do this, the system must be responsive to the needs and experiences of children. The system must provide carers with the resources, training and support they need while building a capable statutory workforce that prioritises child safety and wellbeing. Investment in OOHC must be matched with strategies to grow and retain a diverse pool of foster and kinship carers, reducing an over-reliance on residential care and increasing access to stable, home-based placements.

Greater effort is needed to monitor and support children who are absent from placement, and to ensure every child has access to therapeutic, disability and mental health services, education and opportunities for connection to family, culture and community. In youth justice, the system must provide culturally safe, trauma-informed responses and address safety risks in detention such as self-harm and assault. Adult watch houses should not be routinely used as custodial options for children. Programs must be rigorously assessed for effectiveness, and investment directed at delivering evidence-based, child-centred solutions. The system must shift from reactive crisis management to proactive, sustained care that delivers better long-term outcomes.

Child Protection

Inadequate data collection limits visibility of issues affecting children in the system

Child Safety's previous case management system, the Integrated Client Management System (ICMS), had limited capability to generate corporate-level reporting. This constrained Child Safety's ability to understand the breadth of issues affecting the child protection system and to evaluate the effectiveness of programs.

Child Safety has advised that the implementation of ICMS's replacement system – Unify – will improve data linkage and reporting, allowing more time for service delivery through improved system usability and information access.²⁷² The Unify program was implemented in 2025, with the program rolled out to all intended users statewide on 15 April 2025.²⁷³ The Commission notes that its data collection and reporting capacity is yet to commence, and there are concerns limited reporting is coinciding with increased scrutiny.

Investment in out-of-home care

Queensland Government expenditure on OOHC care services has increased by 51.3 per cent in five years, with expenditure per placement night increasing by 67.3 per cent.²⁷⁴

Table 37: Queensland government expenditure on OOHC care services

	2019–20	2020–21	2021–22	2022–23	2023–24
Real expenditure	\$ 0.857bn	\$ 1.118bn	\$ 1.328bn	\$ 1.500bn	\$ 1.672bn
Expenditure per placement night	\$ 233.27	\$ 283.17	\$ 323.80	\$ 357.40	\$ 390.17

Source: Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection, Table 16A.36.*

New investment for OOHC reforms was announced during the first sitting of the 58th Queensland Parliament.^{275,276} These commitments include:

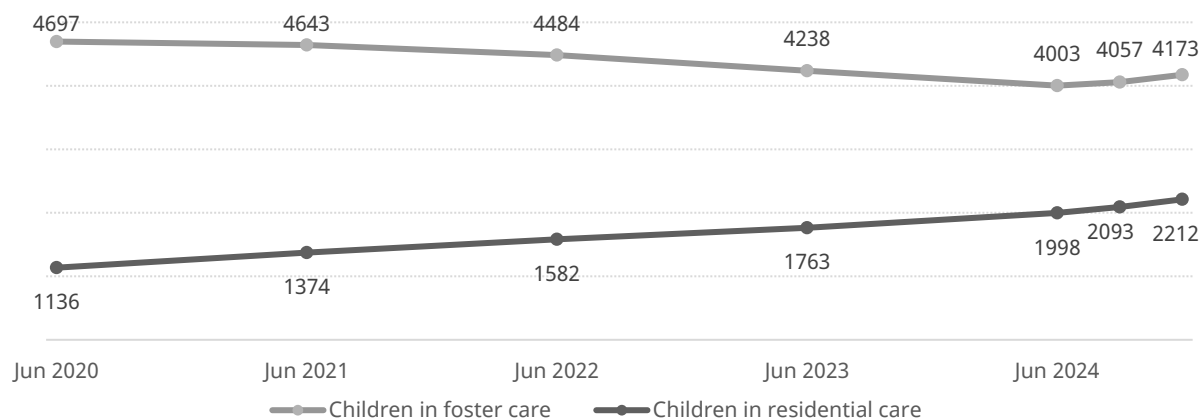
- funding to boost the number of frontline child protection staff by 20 per cent
- implementing a dual-carer model for residential care by 2030, providing two carers rostered on 24/7 in residential care facilities to enhance safety, reinforce behavioural accountability and support children’s school attendance and participation in extracurricular activities
- piloting a new professional foster care program for children with disability and complex needs who are currently in the residential care system
- increasing the allowance for extracurricular activities and education support for children in OOHC.

Insufficient foster carers resulting in over-reliance on residential care

Over the 12 months ending 31 December 2024, the number of foster and kinship carer families increased by 5.3 per cent, while the number of children living away from home increased by 6.2 per cent.²⁷⁷ During the same time period, the number of children in residential care increased by 20.9 per cent, from 1829 to 2212.

The need for foster and kinship carer families has not kept pace with demand, with the number of children and young people placed in residential care having grown by 94.7 per cent between June 2020 and December 2024. Young children aged 0–4 are the fastest growing cohort now being placed in residential care.²⁷⁸

Figure 30: Number of children in OOHc by type of living arrangement, by year



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance – Living arrangements of children.*

Table 38: Number of children in residential care in Queensland by First Nations status, between 30 June 2020 and 31 December 2024

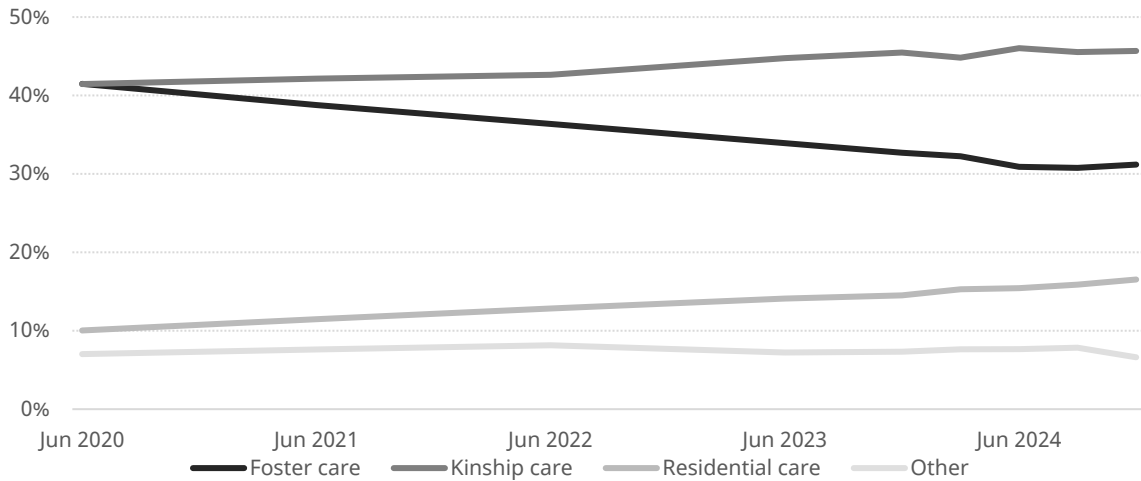
Age group		30 Jun 2020	31 Dec 2024	Change
0-4 years	First Nations	13	56	+ 330.8%
	Non-Indigenous	3	21	+ 600.0%
5-9 years	First Nations	75	189	+ 152.0%
	Non-Indigenous	84	168	+ 100.0%
10-14 years	First Nations	220	436	+ 98.2%
	Non-Indigenous	280	503	+ 79.6%
15-17 years	First Nations	174	335	+ 92.5%
	Non-Indigenous	287	504	+ 75.6%
Total:	First Nations	482	1,016	+ 110.8%
	Non-Indigenous	654	1,196	+ 82.9%

Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance – Living arrangements of children.*

As at 30 September 2024, 99 per cent of the 1050 children aged two to four years who had been in care for two or more years were in home-based care settings, with nearly half of these children living with kin.²⁷⁹

In June of 2024, of the children under five years old in residential care across the state: 67 per cent were placed with siblings in care, 11 per cent had extreme medical or disability needs, nine per cent had complex behaviour issues and nine per cent were relocated due to a high level of community conflict and/or violence.²⁸⁰

Figure 31: Proportion of all Queensland children living away from home, by type of placement, by year



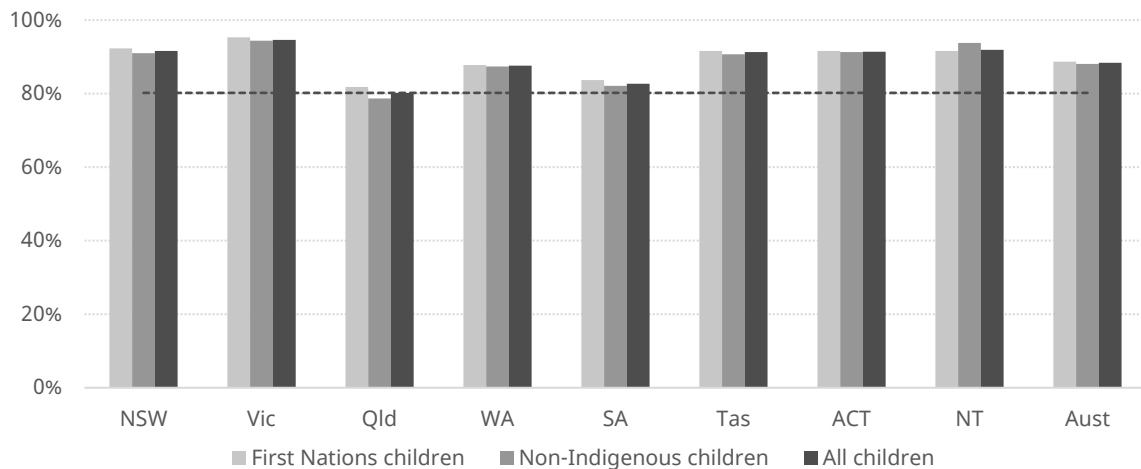
Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance – Living arrangements of children.*

Low rates of home-based care

Queensland had the lowest rate of home-based care placements in Australia as at 30 June 2024. First Nations children and young people were placed in home-based care at slightly higher rates than their non-Indigenous peers (81.8% to 78.7% respectively). Children aged under 12 were placed in home-based care at significantly higher rates than those aged 12 to 17, with 9 out of 10 children under the age of 12 living in this type of placement.²⁸¹

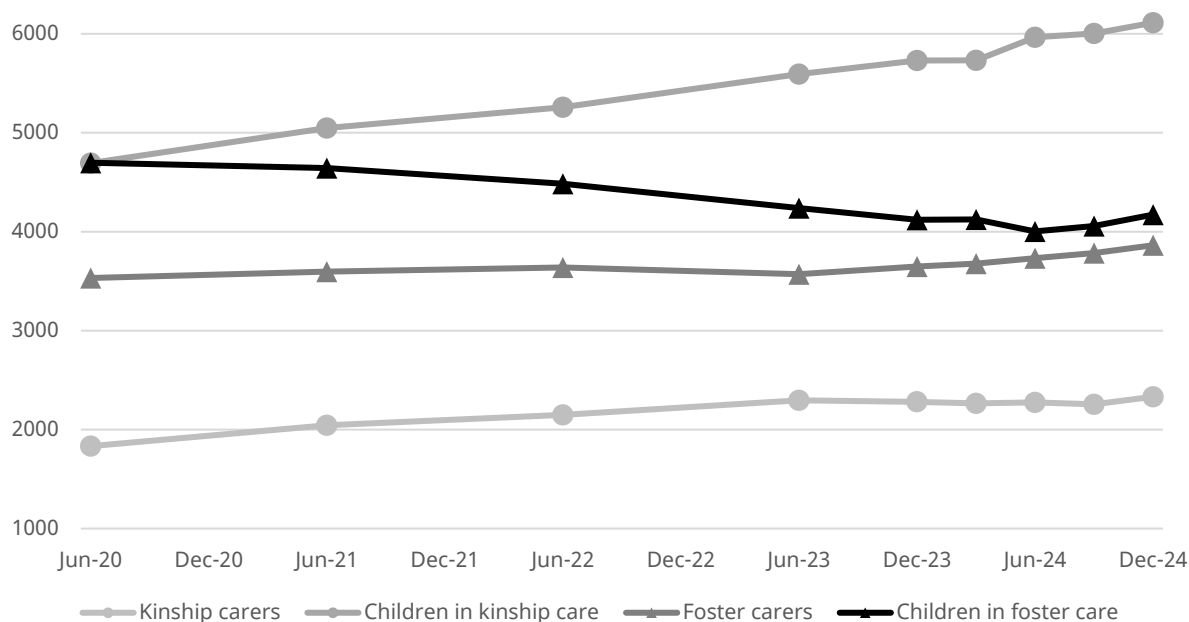
As at 30 June 2024, 80.2 per cent of Queensland children and young people in care were in a home-based placement, reflecting a decrease from 88.2 per cent on 30 June 2019.

Figure 32: Proportion of children in care in a home-based placement, by Aboriginal and Torres Strait Islander status and jurisdiction as at 30 June 2024



Source: Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection, Table 16A.20.*

Figure 33: Total numbers of children and carers in foster and kinship care, by year and placement type



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance - Living arrangements of children.*

In the 12 months prior to 31 March 2024, 1843 carer families exited the system, which was an increase of 3.7 per cent from the year prior. In the same period, there were 1958 carer family commencements, an increase of 5.0 per cent from the previous year. The majority (87%) of these families were first-time carers. Overall, this was a net increase of 115 carer families.

Needs of Queensland foster and kinship carers

A study published in May 2025 explored the social needs of foster and kinship carers in Queensland.²⁸² The study found that carers often lost informal social support (such as from family, friends and community members) due to the time constraints of their caring role and children’s challenging behaviours. Formal support available from agencies varied and was largely dependent on carers’ relationships with caseworkers, with those caring for children with complex needs relying on support from NDIS-funded professionals.

Carers struggled with service coordination, with bureaucracy and financial issues leading to strained relationships with care agencies. Many carers reported unmet training needs, especially in child development, attachment, and managing birth family relationships. The study found that a lack of integrated formal supports, combined with the loss of informal social support created an additional, invisible workload for kinship and foster carers.²⁸³

Perceptions of statutory workforce capability

Respondents to the Commission’s statutory workforce survey have consistently self-reported high levels of perceived workforce capability. Over the past five years, at least 90 per cent of

statutory frontline workers reported that they have a clear understanding of their current role and responsibilities.²⁸⁴ Since 2022, over 70 per cent of statutory workers have reported that they keep up with the latest evidence about child and adolescent brain development.

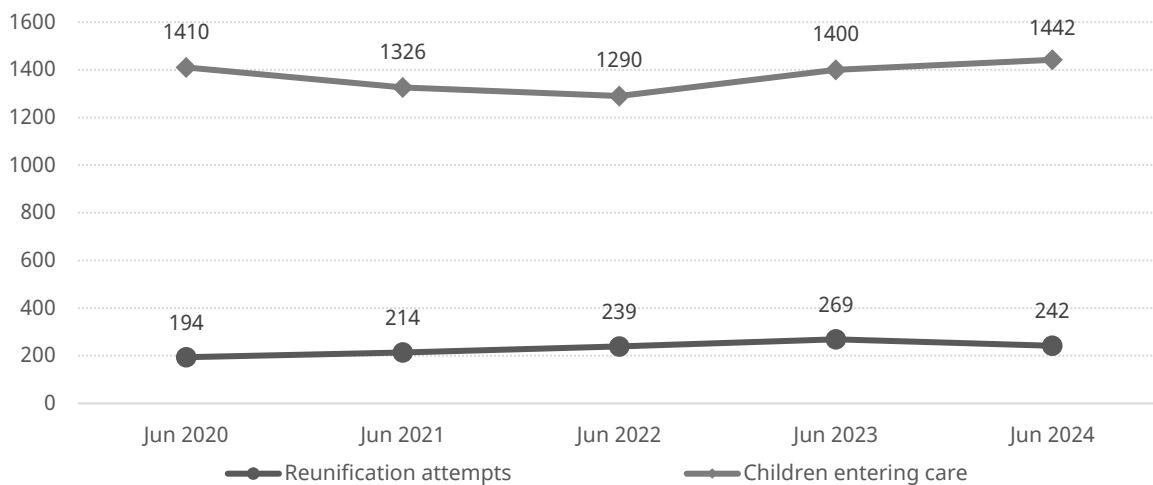
The residential care market

Two types of support plans are available to young people placed in residential care, including Individual Placement and Support (IPS) and Outsourced Service Delivery (OSD). OSD requires a service provider to be licensed to provide residential care services. IPS providers are not necessarily required to hold a licence because the DFSDSCS determines if an IPS supplier is deemed to be in scope of licencing. There has been a significant growth in the number of IPS placements in recent years, resulting in considerably higher expenditure being directed towards unlicensed providers of residential care. In 2022–23, there were 5816 places provided under IPS agreements, and 893 places contracted through OSD providers.²⁸⁵ Total expenditure was \$531.9 million for IPS contracts and \$241.5 million for OSD.²⁸⁶ The Queensland Government announced the 2024–25 figure will be \$766 million for IPS contracts and \$354 million for OSD contracts.²⁸⁷

Aboriginal families concerned that the system does not prioritise reunification

In Queensland, the number Aboriginal and/or Torres Strait Islander children entering care continues to exceed the number of reunifications. As at 30 June 2024, six children entered care for every one child who was reunified. The number of entries increased by 2.3 per cent over five years between 30 June 2020 and 30 June 2024 (from 1410 to 1442), and by 3.0 per cent between 30 June 2023 and 30 June 2024.²⁸⁸ The number of attempted reunifications increased by 24.7 per cent from 194 to 242 over five years, however decreased by 10.0 per cent over the 12 months ending 30 June 2024.

Figure 34: Number of Aboriginal and/or Torres Strait Islander children entering care and number of attempted reunifications



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance- Improving care and post care support.*

Research conducted with Aboriginal families navigating the OOHC system in New South Wales identified instances of systematic oppression embedded in a parent-deficit, punishment-based approach to child protection practice.²⁸⁹ Aboriginal families indicated that the system was not designed to return children home or maintain family relationships.

Aboriginal families described the restoration process as a game where the odds were stacked against them due to power imbalances. They felt judged and dehumanised by child protection workers who they perceived as engaging in administrative compliance rather than providing genuine support.

Further studies found that ‘permanency’ reforms in the child protection system often resulted in First Nations children being permanently disconnected from their families and cultures, which resembled historical assimilationist practices akin to the Stolen Generations.²⁹⁰ Researchers found that despite policy rhetoric, permanency and a lack of prioritisation of reunification resulted in continued cultural disconnection and illustrated the need for genuine First Nations self-determination in the Australian child protection sector, as well as family support services that fostered cultural connectivity.

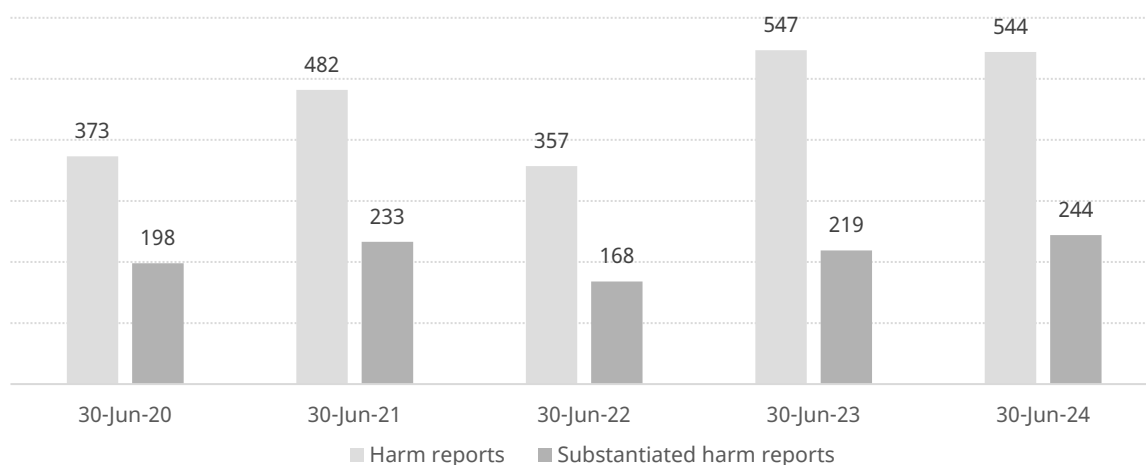
Findings from these studies attest to the importance of delegated authority investment, and increased funding for ACCO-delivered services directed toward prevention and early intervention.²⁹¹

Safety of children and young people in out-of-home care

Number of harm reports and substantiations

Over the past five years, the number of harm reports and substantiated harm reports of children in OOHC have fluctuated, with an overall increase from 198 in 2019–20 to 244 in 2023–24. During the same period, the proportion of children in OOHC subject to a harm report has remained at approximately two per cent.

Figure 35: Number of harm reports and substantiated harm reports for children in care, by year



Source: Department of Families, Seniors, Disability Services and Child Safety. (2025) *Our Performance – Safe Living Arrangements*.

Monitoring and support for children in care who are absent from their approved placement (or 'self-placing')

Child Safety does not currently report on the number of children and young people who are absent from their care placement while in OOHC.

Children and young people who are not counted as living at their approved foster, kinship or residential care placement are categorised as having an 'other' living arrangement, which "includes locations such as hospitals, boarding schools, Queensland youth detention centres and all other locations". In a July 2025 statement, the Queensland Government reported that 871 children were 'self-placing' in March 2024.²⁹² This would comprise 89.3 per cent of the 975 children living in an 'other' living arrangement in March 2024.²⁹³

A small study involving interviews with 11 young people in South East Queensland who had been absent from their approved OOHC placements identified that the decision to 'self-place' was consistently based on young people's perception that their approved placement was not meeting their needs.²⁹⁴ Young people reported that absence from their approved placement often reduced their access to essential resources and further limited their ability to have input into decisions made about their lives. A follow-up study is underway that aims to include 100 case studies of self-placing young people throughout Queensland to address the gap in knowledge about the safety and wellbeing of this cohort.²⁹⁵

Child Safe Organisations

The Legislative Assembly passed the *CSO Act* on 11 September 2024. Queensland is the fifth jurisdiction to establish legislation to introduce a dedicated Child Safe Standards and Reportable Conduct Scheme since the introduction of the National Principles in 2019.²⁹⁶

In Queensland, implementation of the Child Safe Standards will commence in a staged approach from 1 October 2025 with the Commission as the oversight body responsible for implementation and administration of the schemes.²⁹⁷ Entities subject to Child Safe Standards compliance commencing in Phase 1 includes child protection, youth justice and detention, government organisations, and disability service providers. Compliance for other organisations will commence in January and April 2026. The implementation of the Reportable Conduct Scheme will commence from 1 July 2026.

Implementation of this legislation reflects ongoing progress towards a nationally consistent approach to child safeguarding. Other jurisdictions have already introduced Child Safe Standards, including Victoria in 2016,²⁹⁸ New South Wales in 2022,²⁹⁹ Western Australia in 2023,³⁰⁰ and both Tasmania and the Australian Capital Territory in 2024.^{301, 302}

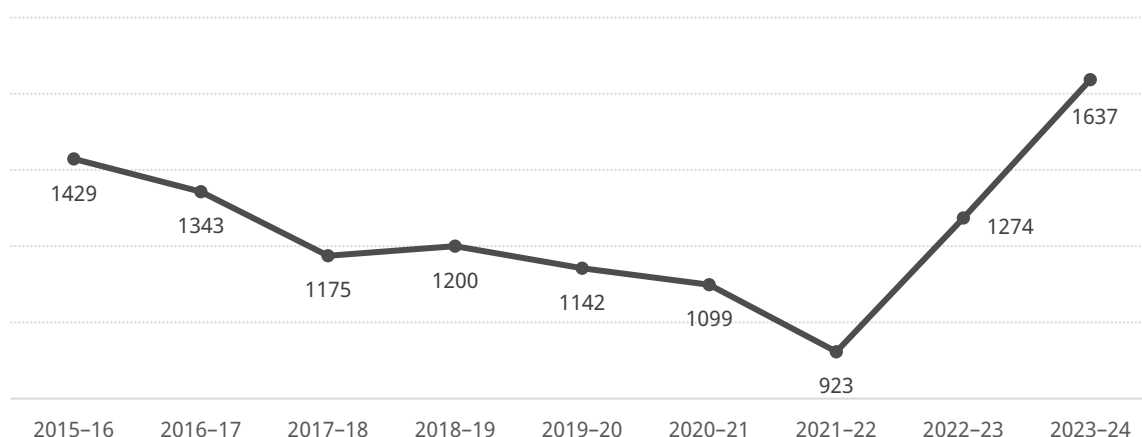
This legislation will improve the safety of children in care by increasing oversight and accountability of organisations delivering services to children in OOHC.

When asked if their organisation is a 'child safe organisation', 75 per cent of statutory workers agreed with this statement in 2025, a decrease from 83 per cent in 2024.³⁰³

Children on care and protection orders presenting to homelessness services

While the total number of young people on care and protection orders presenting to specialist homelessness services declined between 2015–16 to 2021–22, there was a sharp increase of 77.4 per cent between 2021–22 and 2023–24.³⁰⁴

Figure 36: Total number of young people in Queensland on care and protection orders presenting to a Specialist Homelessness Service, by year



Source: Australian Institute of Health and Welfare. (2025). *Specialist homelessness services annual report 2023–24* – Table HIST.CPO

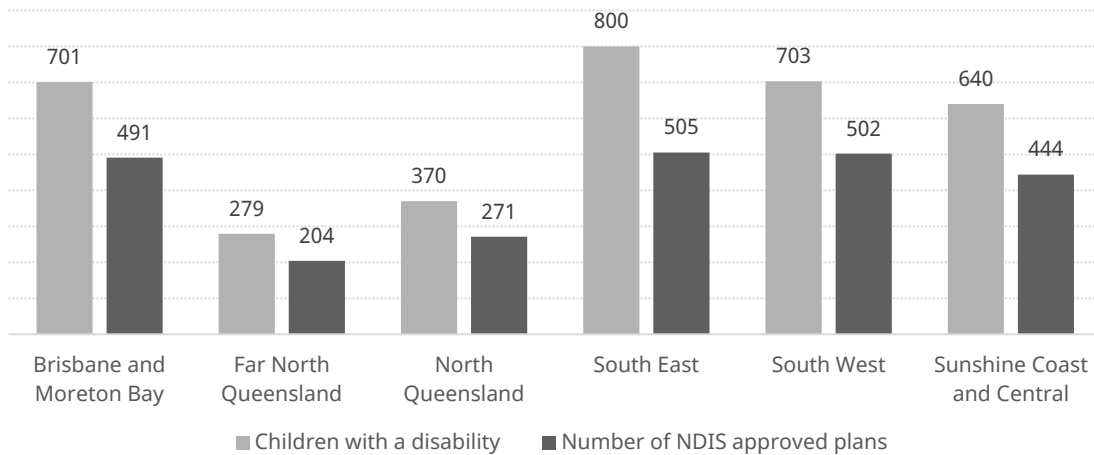
Supports for children and young people in out-of-home care

Limited access to disability support

As at 30 September 2024, there were a total of 3493 children and young people in OOHC with a recorded disability.³⁰⁵ Overall, only 69.2 per cent were recorded as having an approved NDIS plan. NDIS plans were most frequently identified among children and young people in foster placements, at 86.0 per cent, and lowest for those in kinship placements, at 50.3 per cent. Approved NDIS plans were recorded for 77.6 per cent of children and young people with a diagnosed disability in residential placements, which are typically used for those presenting with more complex support needs.³⁰⁶

South East Queensland recorded the highest number of children and young people in OOHC with a diagnosed disability, and the lowest proportion of those with an approved NDIS plan, at 63.1 per cent.³⁰⁷ The lowest number of children and young people in OOHC with a diagnosed disability and the highest proportion of those with an approved NDIS plan were in North Queensland at 73.2 per cent and Far North Queensland, at 73.1 per cent.

Figure 37: Number of children in OOHC with a disability and number of NDIS approved plans, as at 30 September 2024, by Child Safety region



Source: Department of Families, Seniors, Disability Service and Child Safety. (2025). Unpublished data request.

High need for mental health support and therapeutic services

High rates of mental health concerns were identified in the 2024 Children in Care Census, which included a statewide representative sample of 2413 children and young people in OOHC.³⁰⁸

A study published in March 2025 identified that a specialist therapeutic program for children and young people in OOHC led to improved mental health and overall functioning.³⁰⁹ Evolve Therapeutic Services is delivered by Child and Youth Mental Health Services to children and young people in OOHC with complex psychological and/or behavioural concerns. Evolve Therapeutic Services, typically delivered over a period of 18 months, consists of wrap-around therapeutic support including individual grief and loss therapy, dyadic work with the carer and child or young person, and carer training.

Younger children demonstrated greater improvements, notably in overall functioning, scholastic and language skills, emotional symptoms, peer relationships, self-care/independence and school attendance. Non-Indigenous children and young people showed greater improvement through the program than First Nations participants, suggesting that adaptations may be needed to appropriately address the needs of Aboriginal and Torres Strait Islander children and young people.³¹⁰

Young people’s connection to family and culture

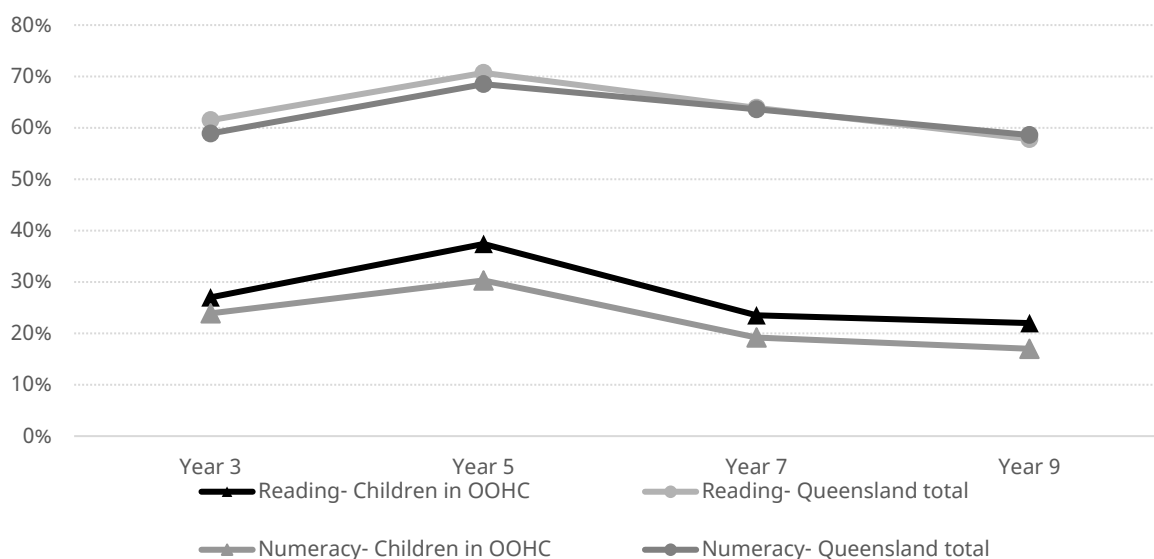
As at 30 June 2024, 80.0 per cent of Aboriginal and Torres Strait Islander children and young people subject to an Intervention with Parental Agreement or child protective order had a current cultural plan. This is a decrease from 90.1 per cent as at 30 June 2020.³¹¹

The SNAICC report, *Reviewing implementation of the Aboriginal and Torres Strait Islander Child Placement Principle*, reiterated the Commission’s finding that cultural plans lacked detail and failed to document how the child or young person would maintain connection with kin, country and culture.³¹²

Educational outcomes for young people in out-of-home care

The 2024 Children in Care Census identified that 28 per cent of children and young people in OOHC struggle with emotional responses that limit their day-to-day functioning, with 68 per cent experiencing limited education participation.³¹³ The most recently available NAPLAN data indicates that children and young people in OOHC are less likely to meet or exceed proficiency standards, with the achievement gap increasing with each year level.

Figure 38: Proportion of Queensland students who met or exceeded NAPLAN proficiency standards by OOHC status in 2023



Source: Department of Families, Seniors, Disability Service and Child Safety. (2025). *Our Performance – Improving care and post care support*.

Students in OOHC who have experienced a school disciplinary absence face multiple, intersecting risk factors that contribute to educational and social disadvantage. Twenty-six per cent of children and young people in OOHC aged 6–16 have experienced a suspension or exclusion from an educational facility.³¹⁴ School disciplinary absences are more common among male and Aboriginal and Torres Strait Islander students in OOHC. Nearly three-quarters of students in OOHC who are also on youth justice orders had a history of being suspended or excluded from school.

Table 39: History of school disciplinary absences among Queensland students in OOHC, by demographic characteristics

Demographic	Proportion who had been excluded or suspended
Male	33%
Female	20%
Aboriginal and Torres Strait Islander	28%
Non-Indigenous	25%
Total	26%

Source: Department of Families, Seniors, Disability Service and Child Safety. (2025). *Our Performance – Children in Care Census 2024*.

School disciplinary absences were also more prevalent among students with limited to severely limited intellectual functioning or developmental delay, and for those diagnosed with, or suspected to be living with, mental health conditions. OOHC factors associated with school disciplinary absences included histories of residential care placement, being absent from an approved placement, frequent placement changes, late entry into care, repeated reunification attempts, and separation from siblings.³¹⁵

Table 40: Profile of Queensland students in OOHC with a history of school exclusions

Demographics of children and young people in OOHC age 10 years and over	Proportion who have been excluded or suspended
Dual orders (in OOHC and youth justice orders)*	72%
Diagnosed or suspected mental illness or behavioural disorder	54%
Self-placed at least once	64%
Placement type:	
Kinship	30%
Foster	25%
Residential	63%
School age children 6–16 years in OOHC who have been excluded or suspended in the past	Proportion
Have been in care more than five years	64%
Have experienced four or more placements	62%
Have limited to severely limited intellectual functioning or developmental delay	40%
Have experienced more than one reunification attempt	33%
Have siblings that are not in care	25%
Were aged 10 years or over when they entered care	24%

* findings subject to variability due to small sample size

Source: Department of Families, Seniors, Disability Service and Child Safety. (2025). *Our Performance – Children in Care Census 2024*.

Extra-curricular activities for children in care

Social engagement can mitigate the impact of trauma by providing a sense of belonging, allowing young people to develop essential life skills and to explore their individual goals and identity.³¹⁶ Young people with youth justice involvement indicate that having positive activities such as sports, music and art are crucial in keeping them on the right path.³¹⁷

The Queensland Government committed \$1500 annually to each child in OOHC to support their engagement in extra-curricular activities.³¹⁸ The aim of this commitment is to enable greater participation in tutoring, sports, arts, culture, and citizenship organisations. This investment will build the social capital surrounding and supporting children in care.

Inadequate progress made in Queensland's residential care roadmap

The Commission's *'Too little, too late'* report on the progress made against Queensland's residential care roadmap found that Child Safety had not taken sufficiently bold or broad ranging action to implement the changes required to the sector. The action that had been taken failed to recognise the impact of the delay of reform on young people living in the system. The report found a culture of fear and defensiveness had impacted transparency and skewed priorities. Young people remained excluded from the reforms and continue to live in substandard homes.³¹⁹

During the development of Queensland's Residential Care Roadmap, the Commission, PeakCare and QATSICPP visited each regional Child Safety office and reviewed information from senior leaders explaining their use of residential care services. These reviews resulted in over 140 children and young people exiting residential care. This reduction in the use of residential care is due to external accountability shifting behaviour and thus may be temporary.³²⁰

The department has advised that following the announcement of the Commission of Inquiry into the Child Safety System (the Inquiry), the Director-General approved the formal closure of the Roadmap for Residential Care in Queensland. The department reports that commitments under the Safer Children, Safer Communities plan will proceed, alongside progress of the Inquiry.³²¹

Inquiry announced into Child Safety in Queensland

In May 2025, the Queensland Government announced the Inquiry, to commence on 1 July 2025 and deliver a report by 30 November 2026. The 18-month review is to be led by former Federal Court judge, Paul Anastassiou KC.

The Terms of Reference for the Inquiry involves investigation into:

- residential care system reform
- the effectiveness of Queensland's Child Safety system
- systemic and policy failures that have impacted the ability for Child Safety to provide support and protection to children at risk of harm

- the effectiveness of Child Safety as a corporate parent and its ability to meet community expectations about parenting
- Queensland’s legislation for the protection of children including the *Child Protection Act 1999* and *Adoption Act 2009*
- any other matter relevant to the Inquiry.

The current Child Safety system structure is the result of the 2003 Crime and Misconduct Commission Inquiry into abuse in foster care. The Inquiry found that the then Department of Families was hampered by poor information sharing, crisis-driven decision making, lack of transparency, poor information technology systems and record-keeping practices, and a high proportion of inexperienced staff combined with demanding workloads, among other concerns.³²² Several of these issues remain a concern in 2025, some of which are identified earlier in this report.

Some peak organisations have queried the necessity of an Inquiry. PeakCare’s Chief Executive Officer, Tom Allsop, stated that the failures of the child protection system are not due to a lack of recommendations, that solutions are known, and that the failures in the system are due to a lack of government will and action.³²³ The National Children’s Commissioner, Anne Hollonds, stated that the issues with the system have already been examined, and that it was time to act on evidence already known by the sector.³²⁴ Principal Commissioner Luke Twyford welcomed the review and the opportunity to produce transformational reform to the child protection system, particularly in how the Inquiry will be able to compel action on recommendations made on many outstanding inquiries, reports and inquests to date.³²⁵

Children in care seek better outcomes

Queensland’s Community Visitor Program conducts visits to inspect accommodation services, reports observations and educates children, young people and adults about their rights.³²⁶

Operated by the OPG, the program involves community visitors who monitor and advocate for services to be provided in accordance with the standards of care and charter of rights.³²⁷

Since 2019, there has been a 60 per cent increase in the number of sites for mandatory visits to adult NDIS participants. As a result, visits to children and young people in OOHC have decreased, and the most vulnerable children and young people have been prioritised. Visits are also conducted for children and young people who request a visit from a community visitor (55 children and young people requested a community visitor in 2023–24). In 2023–24, there were 18,741 visits to 9338 children and young people. This reflects a 21.1 per cent decrease in visits compared to 2022–23, when 23,789 visits were conducted with 9909 children and young people.

Between 2022–23 and 2023–24, the proportion of visits to homes decreased due to a focus on mandatory sites.^e There was an eight per cent increase in the number of visits to residential care services, and a two per cent increase in visits to young people in police watch houses.

^e Mandatory sites refer to a residential care service, youth detention centre, police watch house, or externally supported site (ie. Youth homelessness shelters).

Table 41: Location of visits to children and young people by Community Visitors, 2022–24

Location type	2022–23	2023–24
Visitable home (ie: kinship, foster)	64%	53%
Residential care service	23%	32%
Youth detention	6%	7%
Police watch house	4%	6%
Externally supported site (ie: youth homeless shelter)	3%	2%

Source: Office of the Public Guardian. (2024). *Annual Report 2023-24*.

Despite the decrease in the number of visits, there was an increase in the volume of advocacy on behalf of children and young people. In 2022–23, there were 12,993 issues raised by Community Visitors on behalf of children and young people, which increased by 16.4 per cent in 2023–24 to 15,122 issues. This illustrates that despite the increasing demand for OPG’s visiting functions, there were increases in the number of children and young people seeking better outcomes in statutory systems.

The issues Community Visitors most commonly raised on behalf of children and young people in 2023–24 related to youth justice, including those associated with the risk of entering youth detention (15%) and issues with youth detention centres (13%). Other main issues related to contact arrangements with family or other significant people (13%), placement in the child protection system (11%), transitioning from care (10%), and health needs (10%).

Children and young people subject to care agreements or orders may also request support from a Child Advocate, who can participate in proceedings or seek a review of decisions. In 2023–24, Child Advocates received 451 referrals, the majority (82%) of which were made by external agencies in 2022–23. Referrals can also be made by Community Visitors, government departments, and directly from children and young people.

Table 42: Child Advocate Support in 2023–24

Total number of referrals	451
Total number of children and young people supported	453
Proportion of young people supported who are Aboriginal and Torres Strait Islander	22%
Number of court, tribunal, mentions and hearing attended	1195
Total number of meetings attended	351
Types of meetings attended	
Court-ordered conferences	36%
Family group meetings	36%
Stakeholder meetings	26%

Source: Office of the Public Guardian. (2024). *Annual Report 2023-24*.

Culturally appropriate supports during incarceration for First Nations young people

DYJVS released its plan *Come Together, Talk Together, Walk Together: Reframing the Relationship Plan 2023–2025* in September 2024.³²⁸ This plan aims to strengthen partnerships with Aboriginal and Torres Strait Islander communities, promoting self-determination, cultural authority, and the inclusion of Aboriginal and Torres Strait Islander voices in youth justice services. Key actions include building cultural capability within the workforce, increasing Aboriginal and Torres Strait Islander leadership, and supporting community-led, place-based initiatives. The plan emphasises accountability through performance tracking and aligns with broader commitments like the National Agreement on Closing the Gap and the *Human Rights Act 2019* (Qld).

Queensland youth detention centres have established cultural units that work with Elders and community leaders to support young people and guide staff. Programs help young people connect with their culture through visits, mentoring, and events like NAIDOC Week. Family engagement is supported through transport assistance and video calls for remote families. The centres are increasing Aboriginal and Torres Strait Islander staff and providing cultural awareness training to all employees. Service delivery is informed by a First Nations Action Board and cultural advisors, with input from ACCOs organisations.

A study published in 2025 into the development of a growth and empowerment tool through codesign with Aboriginal and Torres Strait Islander young people in Queensland illustrated the efficacy of this approach to program design. The study examined the codesign of the Growth and Empowerment Measure-Youth, a culturally adapted tool for Aboriginal and Torres Strait Islander young people experiencing youth detention. Developed through a strengths-based, trauma-informed process with 103 young people and guided by a Cultural Governance Group, the tool was adapted for language, relevance and visual appeal. The Growth and Empowerment Measure-Youth tool provides a promising, culturally grounded measure for social and emotional wellbeing and empowerment, addressing an existing vacuum in the available tools used to measure wellbeing specifically for Aboriginal and Torres Strait Islander children and young people. It offers both therapeutic and research value and its codesign process serves as a model for developing culturally safe, strengths-based instruments for young people from diverse backgrounds.³²⁹

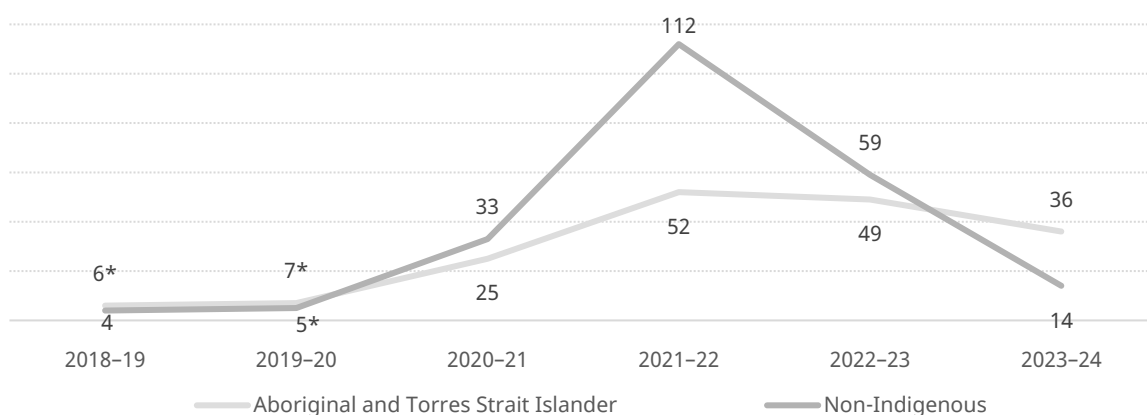
There is currently no legislative requirement in Queensland for decisions relating to youth detention to prioritise the best interests of children and young people, including considerations for culturally appropriate supports.³³⁰

Harm in detention

Rates of self-harm and assaults in custody

Rates of self-harm and attempted suicide among young people in detention have decreased since 2021–22 but remain higher than in 2018–19.

Figure 39: Number of incidents of self-harm and attempted suicide in custody requiring psychological or medical treatment or hospitalisation, by year

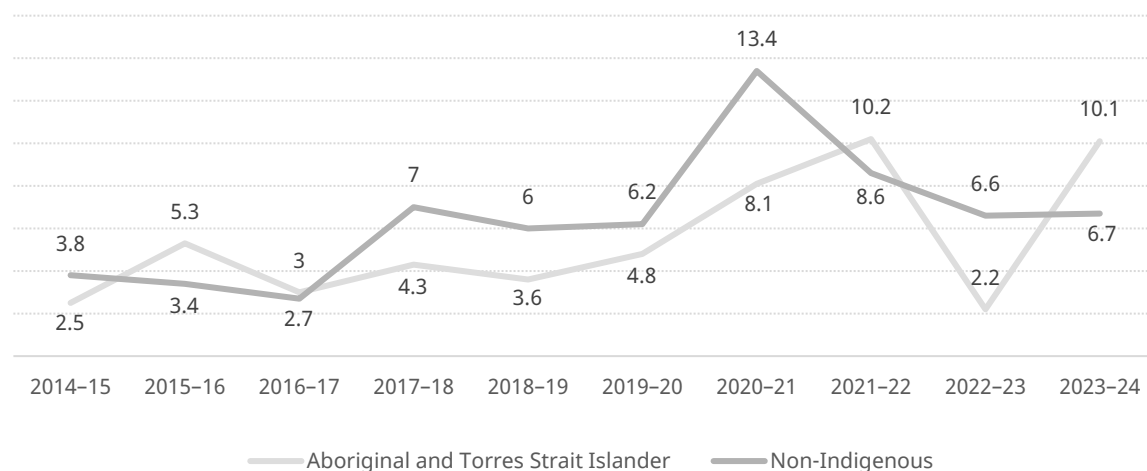


Source: Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice, Table 16A.23.*

* Indicates hospitalisations in custody

There was also an increased number of injuries from assaults in custody in 2023–24. The rate of injuries from assaults in custody increased from 3.6 injuries per 10,000 custody nights in 2022–23 to 6.7 injuries per 10,000 custody nights in 2023–24.³³¹

Figure 40: Rate of injuries from assaults in custody per 10,000 custody nights, by year and Aboriginal and Torres Strait Islander status



Source: Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice, Table 16A.23.*

The increase in injuries and assaults in custody coincides with increased numbers of incarcerated children and young people, and increased utilisation of detention centres above safe operating capacity.

Watch house complaints and length of detention for children and young people

In a decision published in June 2024, the Queensland Coroner recommended the maximum time for adult detainees in watch houses be decreased to 72 hours from the current maximum time of 21 days. There is no analogous time limit in the *Youth Justice Act 1992* (Qld) to limit the maximum time a young person can be held in a watch house.

The standard for adults held in police watch houses is 24 hours, 48 hours if a detainee comes into a watch house after court finishes on a Saturday, or 72 hours for when the following Monday is a public holiday and court recommences on the Tuesday.³³²

Of the 7806 admissions of children into adult watch houses in 2023–24, 25 per cent of the admissions were for longer than 24 hours. There were 259 occasions where the young person spent 15 or more days detained.³³³ The Queensland Ombudsman’s inspection of the Cairns and Murgon watch houses found significant concerns relating to the facilities in the watch houses, and how this may negatively impact the wellbeing of children and young people.³³⁴

Some of these concerns included:

- lack of privacy
- assessment of risk and harm
- children being detained in watch houses for extended periods of time
- limited access to fresh air and overcrowding
- isolation practices
- lack of guidance and specialist training for staff
- no organised activities for detained children.

In the last financial year, there were considerably more complaints raised by the OPG on behalf of children and young people detained in police watch houses than in the previous year. In 2023–24, there were 2254 issues raised; an increase of 76 per cent on the number of issues raised in the previous year. The increase in complaints was largely attributed to higher numbers of children in police watch houses, with the most common issue being prolonged length of detention in a QPS watch house (a large proportion of these children were subject to dual orders).³³⁵

The OPG made 90 formal complaints in 2023–24 on behalf of children and young people relating to watch house issues, including overcrowding, staff conduct and lack of access to appropriate services such as health, mental health, legal and youth justice supports.³³⁶

The Queensland Human Rights Commission investigated a complaint from a 16-year-old boy who was held in a watch house for 28 days while awaiting transfer to youth detention, highlighting broader concerns about the conditions in these facilities. Reviews found that QPS

watch houses fail to meet international and local legal standards, including the *Human Rights Act*.³³⁷

New Wacol 'Youth Remand Centre' purpose built as an adult watch house

The WYRC opened in April 2025, with the Queensland Government stating that the remand centre will have “access to education and vocational training, rehabilitation programs, health care and support services” in line with the government’s ‘Detention with Purpose’ policy.³³⁸

The facility was built as an adult watch house and remand centre for the QPS and agreed to be loaned to the DYJ until 2027, at which point Woodford Youth Detention Centre is due to open.³³⁹ The department claims that WYRC is designated as a detention centre under the *Youth Justice Act 1992*. However, the Commissioners conducted a site visit to the facility and identified several aspects that were inconsistent with the characteristics of a rehabilitation-focused environment. The department has responded to a number of these observations.³⁴⁰

- The size of the rooms for education and rehabilitation programs were inadequate for the facility’s capacity.
- There was an absence of an in-person visitation space and minimal video-conferencing facilities. The department advised that there are 10 non-contact suites for private family and legal visitation, and to enable phone and video calls. The provisions for family, friend and kinship visits were noted as being available on weekends, with additional midweek arrangements for children from Far North Queensland.
- Only one outdoor area was observed, which was of an inadequate size to allow outdoor activities.
- The facility had inadequate access to fresh air and natural light.
- While two state-of-the-art body scanners have been installed at the centre, Youth Justice staff advised that ‘partially clothed searches’ would continue to occur due to the volume of young people expected to be entering the centre. In correspondence, the department advised that while ‘partially clothed searches’ of children’s upper and lower body may occur, the searches do not involve touching and completely unclothed searches are prohibited. The body scanners installed to negate the use of the searches are currently unable to be used, as radiation use licences (required under the *Radiation Safety Act 1999*) have yet to be granted to staff operating the scanners.
- There was a lack of privacy for young people subjected to ‘partially clothed searches’ in the admission process, which would occur in clear cells visible to other young people.
- The six holding cells lacked privacy, did not contain a toilet, and would be visible to other young people.
- A number of cells inspected contained CCTV cameras directed at toilet areas. The department confirmed that rooms for children with a disability contained showers and toilets that were fitted with CCTV. It was advised that these areas had been ‘obscured’ to

maintain privacy while enabling wellbeing checks, however did not specify how this had been achieved.

The facility's features, as observed by the Commissioners, are inappropriate for children and young people. They are unlikely to address the criminogenic drivers of detention and will result in further trauma to young people incarcerated at the facility.

As noted earlier in this chapter, QPS publishes data on individuals detained in QPS watch houses, including children and young people. However, data on children and young people held in youth remand centres or detention centres is not publicly available as the centre is operated by the Department of Youth Justice. This reduces public awareness and visibility.

Mental health support access for young people in custody

In 2024, 43 per cent of young people under youth justice supervision and 47 per cent of those in custody had been diagnosed with, or suspected to have, at least one mental health disorder.^{341,342}

In 2023–24, of the 1144 young people held in detention,³⁴³ Queensland Health provided 5076 occasions of mental health service to 157 young people aged under 18 in a youth detention facility.³⁴⁴ Between 2022–23 and 2023–24, mental health treatment access in Queensland youth detention centres rose by 3.3 per cent. Aboriginal and Torres Strait Islander young people accessed mental health services at higher rates, reflecting their over-representation in detention.³⁴⁵

Recommendations from the Disability Royal Commission

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) established in 2019, made several recommendations which directly relate to the youth justice statutory system, including:³⁴⁶

- Recommendations accepted: Disability training for staff in youth detention; National practice guidelines for screening in custody.
- Recommendations accepted in principle: Review of national agreements, strategies and plans; Improved data collection and reporting for advocacy programs; conditions in custody for people with disabilities; prohibiting solitary confinement for youth in detention; Screening and assessment for disability in youth detention; Support by First Nations organisations to people in custody; Diversion of people with cognitive disability from criminal proceedings; Cultural safety of First Nations people in criminal justice settings.
- The only recommendation to be rejected was to raise the age of criminal responsibility.

DYJVS has advised it is supporting the DoJ in the Cultural Safety Review in response to the Royal Commission's Recommendation 9.3, and will review existing cultural safety strategies for First Nations children with disabilities who are engaged with the youth justice system.

In response to Recommendations 8.1, 8.4 and 8.5, the *Youth Justice Act 1992* was amended in 2024 to articulate that a child in detention with a disability should have access to the disability services necessary to meet their needs.

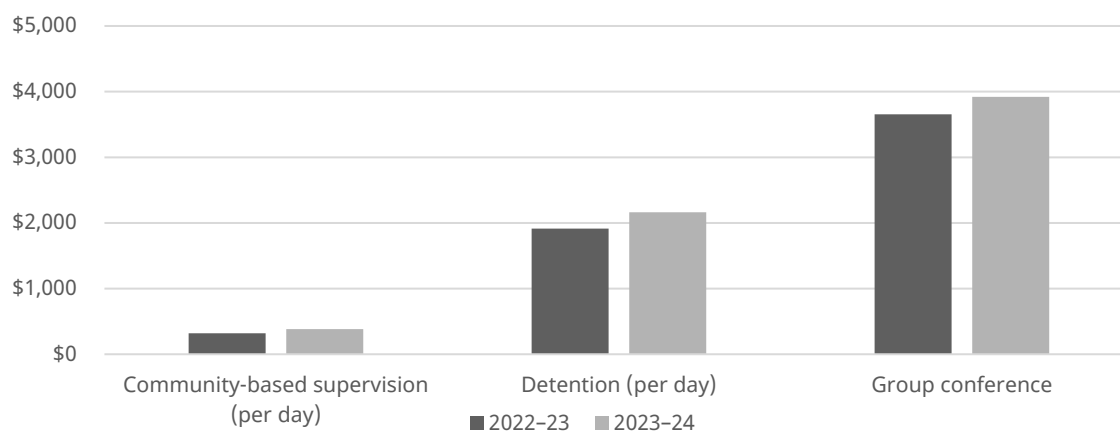
DYJVS has also advised that disability identification and supports have been embedded in the development of the Staying on Track, Regional Reset and Youth Justice Schools with the intention of improving the accessibility of programs, increase engagement and promote better outcomes. The department noted the success of this requires whole-of-government support, including the Department of Education, Queensland Health, the DFSDSCS, and non-government organisations.

Increasing costs in the youth justice system

The cost of the youth justice system is increasing in all sectors.³⁴⁷

Between 2022–23 and 2023–24, the average cost day per young person increased by 19 per cent for community-based supervision and by 13 per cent for detention. The cost per concluded group conference increased by seven per cent.

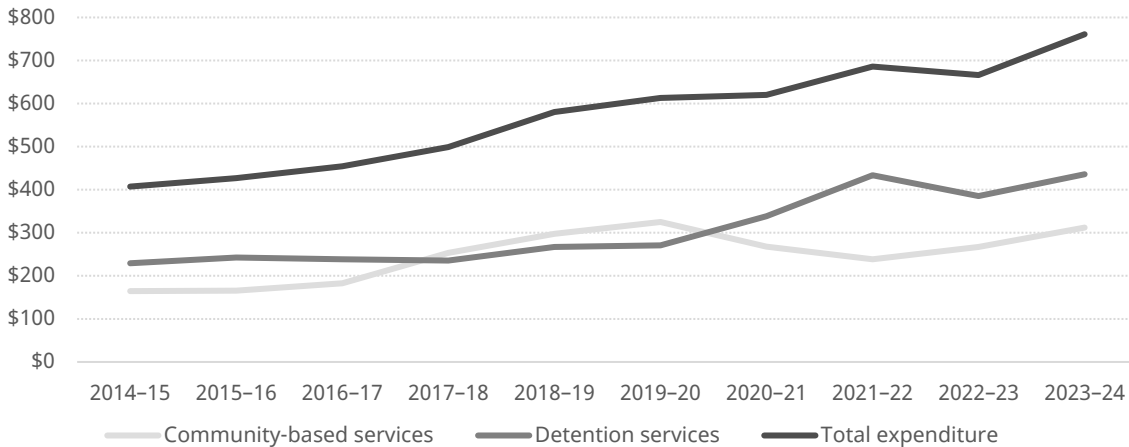
Figure 41: State government real recurrent expenditure on youth justice services per young person per day, by service type and year



Source: Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice, Table 17A.10.*

Queensland had a greater total expenditure on youth justice services than any other state or territory. In 2023–24, Queensland spent \$438,834,000 on youth justice services, a 123.7 per cent increase since 2014–15.

Figure 42: State government real recurrent expenditure on youth justice services per young person in the population, by service type and year



Source: Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice, Table 17A.10.*

The increase in costs in the youth justice system are likely diverting resources away from prevention and early intervention, which can better address the root causes of offending and reduce long-term costs. Peak organisations have argued that this investment would be more effective if invested in community-based programs, mental health services and family support services. In a pre-budget submission, the Queensland Council of Social Services (QCOSS) stated: “Community service providers, particularly those operating in the community-controlled sector, are best equipped to deliver effective programs that address the root causes of offending and provide critical supports to some of Queensland’s most disadvantaged children and their families”.³⁴⁸

Not all youth justice rehabilitation programs offered to young offenders have been evaluated for efficacy

The QAO audited 50 files of serious repeat young offenders, which found that 34 per cent (17 young people) were not offered Changing Habits and Reaching Targets program (CHART) and 18 per cent (nine young people) with no record of participation in any rehabilitation programs at all.³⁴⁹

The QAO found that of the eight core rehabilitation programs offered to young offenders in the youth justice system, only four had been independently assessed, with poor data collection identified as a critical issue. The department lacked formal data collection and storage procedures for case managers, with some Youth Justice staff using Microsoft Excel spreadsheets and other staff using ICMS.³⁵⁰

The DYJ had noted that the Unify case management system was being implemented to allow for better data capture.³⁵¹

6. Outcomes after involvement with statutory systems

To ensure young people thrive after leaving the child protection and youth justice systems, we must take responsibility for supporting their transition into adulthood. This includes providing safe housing, mental health care, education and employment opportunities, and sustained relational support. Without these foundations, young people exiting care or detention face significantly higher risks of homelessness, poor mental health and early mortality. The challenges are even more pronounced for Aboriginal and Torres Strait Islander young people, whose outcomes reflect the long-term impacts of structural disadvantage and systemic inequality. By investing in culturally safe, coordinated transition programs and ensuring continuity of care beyond statutory involvement, we can help break cycles of harm and create pathways to stable, meaningful lives.

Leaving child protection and youth justice custody

Exits and numbers of children remaining in the system

In the 12 months to 31 December 2024, 2227 children had exited OOHC, with 45.6 per cent identifying as Aboriginal and/or Torres Strait Islander. Just under half (47.6%) had been in care for less than two years, 28.4 per cent had been in care for five years or more, and 24 per cent had been in care for between two and five years. The majority (72.3%) had experienced between one and three placements during their time in care, with over a quarter (27.7%) experiencing four or more placements. One in 10 children exiting care (10.2%) had experienced seven or more placements, a slight improvement from 12 per cent in the 12 months ending 30 June 2020.³⁵²

In a positive trend, the number of reunifications increased by 29.6 per cent, from 467 in the 12 months ending 30 June 2020 to 605 in the 12 months ending 31 December 2024. During this time, the proportion of 'safe reunifications' (where the child or young person did not return to care within 12 months) increased from 82.1 per cent to 86.8 per cent for Aboriginal and Torres Strait Islander children and young people, and from 91.5 per cent to 94.1 per cent for non-Indigenous children and young people.³⁵³

There were 13,382 children still living away from home^f on 31 December 2024, with 48.5 per cent identifying as Aboriginal and Torres Strait Islander. This was a 6.2 per cent increase overall from 12,601 on 31 December 2023, equating to an additional 781 children living away from home.³⁵⁴

Disproportionate mortality rates among children known to Child Safety

The Commission's annual report on the deaths of children and young people in Queensland identified that 53 children who died in 2023–24 were known to Child Safety, meaning they were in the custody or guardianship of Child Safety, or the subject of an intake in the 12 months prior to their deaths.³⁵⁵ This was a decrease from a peak of 72 deaths in 2022-23 and is equal to the

^f Includes foster care, kinship care, residential care, and all other locations such as hospitals, boarding schools, supported independent living and Queensland youth detention centres.

number of deaths in 2019–20 and 2020–21. Nearly half of these children (43%) died from natural causes, another third (36%) from external causes and the deaths of two children were from unexplained causes. At the time of reporting, nine deaths were pending a cause.

Table 43: Number of deaths of children known to Child Safety, 2019–20 to 2023–24

	2019–20	2020–21	2021–22	2022–23	2023–24
Deaths of children known to Child Safety	53	53	69	72	53

Source: Queensland Family and Child Commission. (2025). *Annual Report: Deaths of children and young people 2023–24*.

Over the past five years, the average mortality rate for children known to Child Safety was almost twice the Queensland child mortality rate, at 60.4 deaths per 100,000 compared to 34.5 deaths per 100,000 in the overall population. Over-representation of deaths among children known to Child Safety has been even higher for external and unexplained causes.

Table 44: Deaths per 100,000 among Queensland children from external and unexplained causes, by child protection system status, 2019–24

	Fatal assault and neglect	Other non-intentional injury	Drowning	Suicide	Unexpected infant deaths	Unexplained causes
All children	0.6	1.1	0.9	1.9	0.6	2.6
Children known to Child Safety	4.4	6.2	3.8	6.0	2.3	8.1
Rate of over-representation	7.3	5.6	4.2	3.2	3.8	3.1

Source: Queensland Family and Child Commission. (2025). *Annual Report: Deaths of children and young people 2023–24*.

Of the total number of children known to Child Safety who died between 2019–20 and 2023–24, 11 per cent (35 of these children) were subject to child protection orders at the time of their death and 46 per cent (170 children) had no involvement or ongoing intervention.

These statistics bring to life the findings of a Western Australian study published in November 2024, which found that care-experienced young people had the poorest outcomes in all life domains, followed by young people with child protection experience only. The poorer life outcomes included factors such as:

- physical and mental health issues, including preventable hospitalisations
- higher rates of disability, particularly intellectual and psychosocial disability
- greater school instability, with lower attendance and more suspensions
- larger numbers of public housing applications and tenancies
- more frequent police contact, higher rates of offending, and greater time in custody as young people and adults.³⁵⁶

Programs to support young people who have aged out of care

Transition to adulthood for care leavers

As at 31 December 2024, there were 1526 young people aged 16 years or older under the custody/guardianship of the chief executive. Of those, one in five were yet to commence a transition to adulthood planning process. The majority (92.5%) who had a commenced planning had participated in the process.³⁵⁷

Just over half (54%) of children transitioning to adulthood in the next 12 months will require public housing, yet only 71 per cent of those were on a waitlist.³⁵⁸ Separately, a third (32%) will require NDIS support, but only 42 per cent of those had a NDIS Home and Living Options form submitted.

Of those young people who will transition to adulthood within 12 months, 40 per cent were classified as having extreme instability or emotional responses that limited functioning. These young people were expected to have limited capacity to participate in further education or the workforce, including 82 per cent unable to fully participate in schooling and 66 per cent with limited employment capacity.

These findings illustrate the need for more holistic and effective supports to ensure that young people are adequately prepared for their lives post-care.

Programs to prevent care leavers experiencing homelessness

The Transition and Post Care Support program commenced on 1 October 2023 to support care leavers with complex disability, mental health or high-risk behavioural needs who are at risk of homelessness. As part of this program, Transition Officers support young people between the ages of 15 to 21 to identify and maintain accommodation, build relationships and remain connected to their community. In its first year of operation, the program supported 411 young people.³⁵⁹ This program has been funded through Commonwealth Government's National Agreement for Social Housing and Homelessness until June 2029.³⁶⁰

The Extended Post Care Support program commenced with 18 service providers on 1 July 2023 and offers casework support to care leavers between the ages of 18 and 20, and financial support funding of up to \$16,000 to young people who are living independently.³⁶¹ As of 31 December 2024, 848 young people were receiving support, including 447 who identify as Aboriginal and/or Torres Strait Islander.³⁶²

To date, neither of these programs have been evaluated.

Post-release supports for youth justice

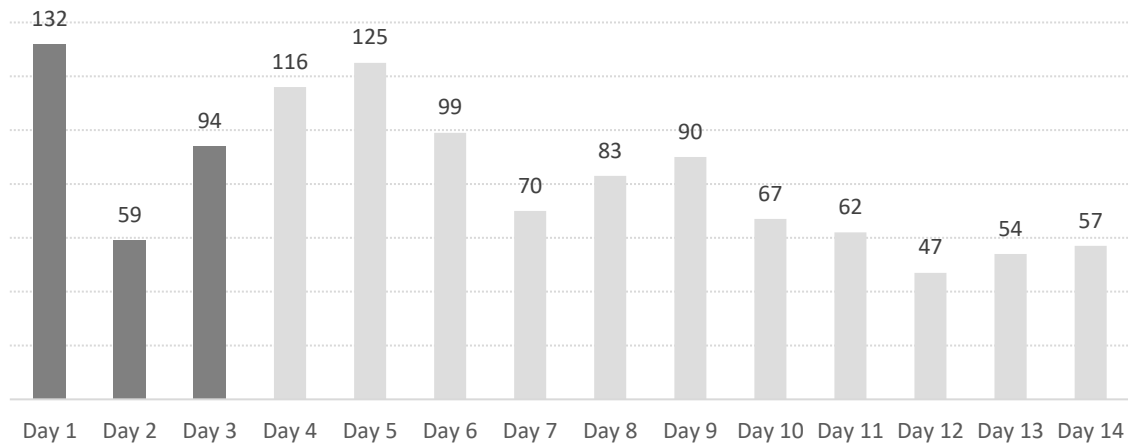
72-hour exit from custody orders

Appropriate support is crucial for young people immediately after they are released from custody, given this is when they are most likely to reoffend.³⁶³ The 72-hour Transition Support program provides additional hours of support during weekends and evenings with the aim of

reducing reoffending by newly released young people through community-based, culturally safe and trauma-informed support. Participation in the service is voluntary.³⁶⁴

A 2024 report conducted by the QAO identified a lack of evidence or rationale for the 72-hour timeframe for this program. Available data indicates that although the risk of reoffending is highest in the first day post-release, the risk remains high for at least 14 days.³⁶⁵ The report found that in 260 exits from custody among 77 serious repeat offenders, in 73 instances (28%) young people were released from custody without a 72-hour plan. The report also identified inconsistencies in plan quality.³⁶⁶

Figure 43: Number of young people who reoffended within 2 weeks after release from detention between 2018–19 and 2021–22, by number of days post-release



Source: Queensland Audit Office. (2024). *Report 15: 2023-24 - Reducing Serious Youth Crime – Figure 6F.*

The use of the 72-hour plans ceased on 1 July 2025. DYSVS have advised that the 72-hour plans will be replaced by transition plans under the Staying on Track program.³⁶⁷

Transition2Success

Transition2Success is an ongoing program that aims to support employment and training for young people at risk of entering, or already involved with the youth justice system. In 2024, 51 businesses, 62 local governments, 108 not-for-profit organisations and 31 registered training organisations participated in Transition2Success.³⁶⁸ An independent evaluation identified positive outcomes for young people who completed the program, including lower levels of reoffending, lower average custody nights, and greater levels of community cohesion.³⁶⁹

New programs to support young people at risk of reoffending

The Queensland Government is currently tendering for providers to deliver two programs aimed at supporting rehabilitation and reducing the risk of reoffending for young people leaving the youth justice system:

- The Staying on Track program, which has \$225 million funding allocated, is intended to offer comprehensive rehabilitation support for children and young people exiting detention to

manage at-risk behaviours and re-engage young people with education, training or employment. The program will offer support for up to 12 months post release, including up to 6 months of intensive support to manage at-risk behaviours and re-engage young people with education, training or employment.

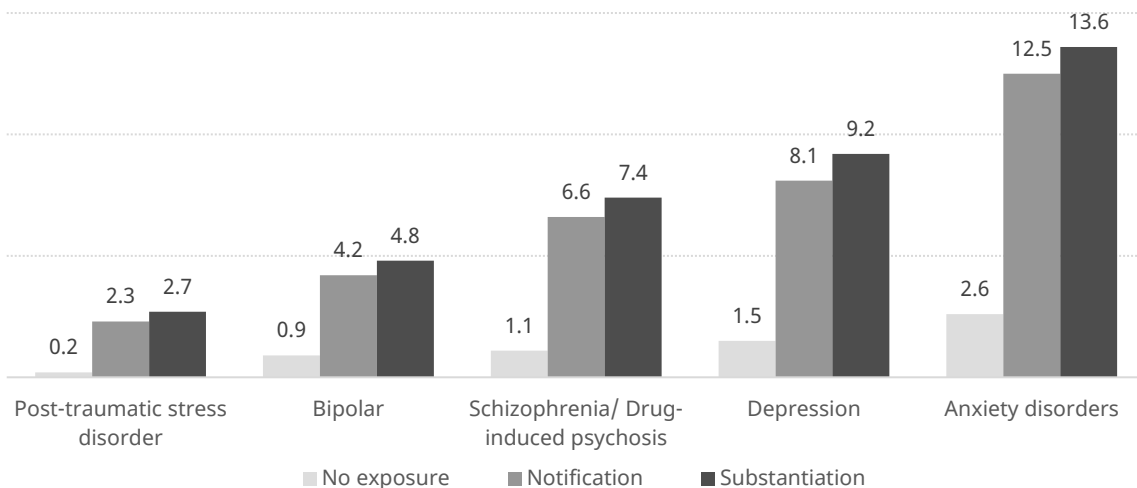
- The Circuit Breaker Sentencing program, funded at \$80 million, is intended to act as an alternative to detention centres, where young offenders are engaged in a three to six month rehabilitation program as an alternative to detention.³⁷⁰

Long-term outcomes for young people with statutory system involvement

Greater likelihood of poor mental health outcomes

A longitudinal study published in November 2024 identified that child protection history is associated with a three to eightfold risk of psychiatric hospitalisation before the age of 30.³⁷¹ The study analysed child protection and hospital administrative data for a population-level sample of adults in Queensland born between 1983 and 1984. The association between child protection history and a psychiatric condition was strongest for post-traumatic stress disorder.

Figure 44: Prevalence of psychiatric hospital admissions (as a percentage) by age 30, by Child Safety contact



Source: Kisely et al. (2024). *A longitudinal birth cohort study of child maltreatment and mental disorders.*

People with prior youth justice engagement more likely to experience early death

A longitudinal study published in April 2024 identified that young people in Queensland with youth justice involvement are more than four times more likely to experience an early death.³⁷² The study followed 48,670 young people with at least one juvenile criminal offence for an average of 13.5 years.

Most deaths occurred under the age of 25 and were from preventable causes, primarily suicide and drug overdoses. The risk was highest among those with a history of youth detention, at 6.4

times increased likelihood, and lowest among those with only charges recorded at 3.5 times increased likelihood. Death rates were highest among Aboriginal and Torres Strait Islander females.

Findings from this study suggest that youth justice involvement is a marker of pre-existing risk for early mortality. It underscores the need for increased investment in mental health and other interventions for youth-justice involved young people which are gender and culturally appropriate.

Financial performance

The 2024–25 budget for the Commission was \$21.298 million. This included:

- \$8.807 million grant funding for the *CSO Act*,
- \$1.9 million specific allocation for the Board, and
- \$1.717 million specific limited-life funding for First Nations focussed work.

During the year the Commission deferred \$1.856 million allocated for the CSO ICT project from 2024–2025 to 2025–2026. This was necessitated due to revised project planning and procurement timelines.

Throughout the year the Commission managed our budget prudently while ensuring the maximum impact is delivered within our funding envelope. To this effect, we delivered a very minor underspend of approximately \$606,000, or 2.8 per cent of our 2024–25 budget.

Over the last four years the Commission has managed its growing budget to within three per cent of its allocation. This reflects internal discipline and robust financial management systems. As the Commission’s budget grows and is tested with major expenditure in new areas, such as information and communications technology procurement and community grants, budget management will also grow in importance.

Another critical feature of our financial performance in 2024–25 has been the reduction of the proportion of the Commission budget allocated to internal staffing. Across the last three financial years employee related costs have exceeded 75 per cent of the Commissions business. In 2024–25 this has changed, as the Commission adopts a centralised role responsible for equipping and empowering others to safeguard children as part of its legislated responsibilities under the *CSO Act*. This year, despite the increase in total staffing number, our employee related expenditure was \$10.426 million. This represents 49 per cent of our total expenditure meaning for the first time the majority of our expenditure is not employee related.

Other significant costs include grants (\$3.585 million), property expenses (\$0.717 million), contractors (\$3.057 million), finance and information and communications technology (\$1.105 million) and travel (\$0.194 million). This is reflective of our commitment to building sector capacity and capability in readiness for the rollout of CSO, empowering non-government organisations that support the delivery of our strategic priorities and harnessing external expertise to support continuous internal workforce improvement and capacity building and investing in research to ensure our work is embedded in contemporary, evidence-based best practice models.

Financial results

Queensland Family and Child Commission	Actual 2024-25 \$'000	Actual 2023-24 \$'000
Income from continuing operations		
Grants and other contributions	21,149	12,752
Other revenue	471	281
User charges	78	445
Total income from continuing operations	21,698	13,478
Employee expenses	10,888	9,529
Supplies and services	5,849	2,893
Depreciation and amortisation	4	4
Other expenses	4,412	1,040
Total expenses from continuing operations	21,092	13,466
Operating results from continuing operations	606	12

Financial position

Queensland Family and Child Commission	Actual 2024-25 \$'000	Actual 2023-24 \$'000
Current assets		
Cash and cash equivalents	4,955	3,754
Receivables	756	449
Total current assets	5,711	4,203
Non-current assets		
Plant and equipment	3	7
Intangible assets		
Total non-current assets	3	7
Total assets	5,714	4,210
Current liabilities		
Payables	1,041	196
Accrued employee benefits	347	294
Total liabilities	1,388	490
Net assets	4,326	3,720
Equity		
Contributed equity	2,427	2,427
Accumulated surplus	1,899	1,293
Total equity	4,326	3,720

Further information

The Commission did not engage in overseas travel. There were no consultancies in 2024–25. This data will be published on the Open Data Portal – <https://data.qld.gov.au/>

**Queensland Family and Child
Commission**

Financial Statements

for the year ended 30 June 2025

Queensland Family and Child Commission

Financial Statements 2024–25

<u>Contents</u>	<u>Page No</u>
Statement of Comprehensive Income	215
Statement of Financial Position	216
Statement of Changes in Equity	217
Statement of Cash Flows	218-219
Notes To and Forming Part of the Financial Statements	222-246
Management Certificate	247
Independent Audit Report	248-249

Queensland Family and Child Commission
STATEMENT OF COMPREHENSIVE INCOME
for the year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Income from Continuing Operations			
User charges	3.	78	445
Grants and other contributions	4.	21,149	12,752
Other revenue	5.	471	281
		<hr/>	<hr/>
Total Income from Continuing Operations		21,698	13,478
		<hr/>	<hr/>
Expenses from Continuing Operations			
Employee expenses	6.	10,888	9,529
Supplies and services	7.	5,849	2,893
Depreciation and amortisation		4	4
Other expenses	8.	4,412	1,040
		<hr/>	<hr/>
Total Expenses from Continuing Operations		21,092	13,466
		<hr/>	<hr/>
Operating Result from Continuing Operations		606	12
		<hr/>	<hr/>
Total Comprehensive Income		606	12
		<hr/>	<hr/>

The accompanying notes form part of these financial statements.

Queensland Family and Child Commission

STATEMENT OF FINANCIAL POSITION

as at 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Current Assets			
Cash and cash equivalents	9.	4,955	3,754
Receivables	10.	756	449
Total Current Assets		5,711	4,203
Non Current Assets			
Plant and equipment		3	7
Total Non Current Assets		3	7
Total Assets		5,714	4,210
Current Liabilities			
Payables	11.	1,041	196
Accrued employee benefits	12.	347	294
Total Current Liabilities		1,388	490
Total Liabilities		1,388	490
Net Assets		4,326	3,720
Equity			
Contributed equity		2,427	2,427
Accumulated surplus		1,899	1,293
Total Equity		4,326	3,720

The accompanying notes form part of these financial statements.

Queensland Family and Child Commission
STATEMENT OF CHANGES IN EQUITY
for the year ended 30 June 2025

	Accumulated Surplus	Contributed Equity	TOTAL
	\$'000	\$'000	\$'000
Balance as at 1 July 2023	1,281	2,427	3,708
Operating Result from Continuing Operations	12	-	12
Balance as at 30 June 2024	1,293	2,427	3,720
Balance as at 1 July 2024	1,293	2,427	3,720
Operating Result from Continuing Operations	606	-	606
Balance as at 30 June 2025	1,899	2,427	4,326

The accompanying notes form part of these financial statements

Queensland Family and Child Commission
STATEMENT OF CASH FLOWS
for the year ended 30 June 2025

	2025	2024
	\$'000	\$'000
Cash flows from operating activities		
<i>Inflows:</i>		
User charges	122	401
Grants and other contributions	21,149	12,752
GST input tax credits from ATO	564	340
GST collected from customers	17	42
Other revenue	471	281
<i>Outflows:</i>		
Employee expenses	(10,762)	(9,531)
Supplies and services	(4,967)	(3,327)
GST paid to suppliers	(964)	(407)
GST remitted to ATO	(17)	(39)
Other	(4,412)	(1,038)
Net cash provided by (used in) operating activities	1,201	(525)
Net increase (decrease) in cash and cash equivalents	1,201	(525)
Cash and cash equivalents at beginning of financial year	3,754	4,279
Cash and cash equivalents at end of financial year	4,955	3,754

The accompanying notes form part of these financial statements.

Queensland Family and Child Commission

STATEMENT OF CASH FLOWS

for the year ended 30 June 2025

NOTES TO THE STATEMENT OF CASH FLOW

Reconciliation of Operating Result to Net Cash provided by Operating Activities

	2025	2024
	\$'000	\$'000
Operating surplus/(deficit)	606	12
Depreciation and amortisation expense	4	4
Loss on disposal of plant & equipment	-	2
<i>Changes in assets and liabilities:</i>		
(Increase)/decrease in receivables	93	(120)
(Increase)/decrease in GST input tax credits receivable	(400)	(63)
Increase/(decrease) in accounts payable	845	(403)
Increase/(decrease) in accrued employee benefits	53	43
Net cash provided by (used in) operating activities	1,201	(525)

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

Section 1: About the QFCC and this Financial Report

- Note 1: Basis of Financial Statement Preparation
Note 2: Objectives of the QFCC

Section 2: Notes about our Financial Performance

- Note 3: User Charges
Note 4: Grants and Contributions
Note 5: Other Revenue
Note 6: Employee Expenses
Note 7: Supplies and Services
Note 8: Other Expenses

Section 3: Notes about our Financial Position

- Note 9: Cash and Cash Equivalents
Note 10: Receivables
Note 11: Payables
Note 12: Accrued Employee Benefits

Section 4: Notes about Risks and Other Accounting Uncertainties

- Note 13: Commitments
Note 14: Contingencies
Note 15: Financial Risk Disclosures
Note 16: Events Occurring After Balance Date
Note 17: Future Impact of Accounting Standards Not Yet Effective

Section 5: Notes on our Performance compared to Budget

- Note 18: Budgetary Reporting Disclosures

Section 6: Other Information

- Note 19: Key Management Personnel (KMP) and Related Party Disclosures
Note 20: Taxation
Note 21: Insurance
Note 22: Accounting Estimates and Judgements
Note 23: First Year Application of New Accounting Standards or Change in Accounting Policy
Note 24: Climate Risk Disclosures

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

1. Basis of Financial Statement Preparation

General Information

This financial report covers the Queensland Family and Child Commission (QFCC). It has no controlled entities.

The QFCC is a statutory body established on 1 July 2014 as part of the Queensland Government's response to the Queensland Child Protection Commission of Inquiry (Carmody Inquiry). The QFCC influences change that improves the safety and wellbeing of Queensland's children and their families. The QFCC reviews and improves the systems that protect and safeguard Queensland's children.

In October 2024, the Queensland Government passed the Child Safe Organisations Act (The Act), a significant reform for the QFCC. The Act gives effect to a system recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse. Underpinned by a child's rights and strengths-based approach, the Act aims to ensure that organisations working with children provide safe environments where children's rights, needs and interests are met. The QFCC is responsible for supporting and overseeing implementation of the new Child Safe Organisations system, including the Child Safe Standards and the Universal Principle, which promote institutional responsibility and align with national and international child protection standards.

The head office and principal place of business of the QFCC is:

Level 8, 63 George Street, Brisbane.

A description of the nature of the QFCC's operations and its principal activities are included in the notes to the financial statements.

Compliance with Prescribed Requirements

The QFCC has prepared these financial statements in compliance with section 39 of the *Financial and Performance Management Standard 2019*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on or after 1 July 2024.

The QFCC is a not-for-profit entity and these general purpose financial statements are prepared on an accrual basis (except for the statement of cash flows which is prepared on a cash basis) in accordance with Australian Accounting Standards and Interpretations applicable to not-for-profit entities.

Presentation

Currency and Rounding

Amounts included in the financial statements are in Australian dollars and rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required. Due to rounding, totals may not add exactly.

Comparatives

Comparative information reflects the audited 2023-24 financial statements.

Current / Non-Current Classification

Assets and liabilities are classified as either 'current' or 'non-current' in the Statement of Financial Position and associated notes.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

1. Basis of Financial Statement Preparation (cont'd)

Presentation (cont'd)

Current / Non-Current Classification (cont'd)

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the QFCC does not have the right at the end of the reporting period to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

Basis of Measurement

Historical cost is used as the measurement basis in this report.

Under the historical cost, assets are recorded at the amount of cash or cash equivalents paid or the fair value of the consideration given to acquire assets at the time of acquisition. Liabilities are recorded at the amount of proceeds received in exchange for the obligation or at the amounts of cash or cash equivalents expected to be paid to satisfy the liability in the normal course of business.

Accounting Policy - Cash and Cash Equivalents

For the purposes of the statement of financial position and the statement of cash flows, cash assets include all cash and cheques receipted but not banked as at 30 June.

Shared Service Provider

The Corporate Administration Agency (CAA) provides the QFCC with corporate services under the Shared Services Provider model. The fees and terms of the services are agreed through a Service Level Agreement, negotiated annually and include:

- Financial Services
- Human Resources Services Including Recruitment and Payroll
- Information Systems and Support
- Procurement Services
- Internal Audit Services.

Going concern

The financial statements were prepared on a going concern basis on the assumption that QFCC will continue its operations in the foreseeable future.

Authorisation of Financial Statements for Issue

The financial statements are authorised for issue by the Principal Commissioner and the Chief Operating Officer at the date of signing the Management Certificate.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

2. Objectives of the QFCC

The QFCC has the following objectives:

- Shape system performance in the best interests of children and their families by producing rigorous analysis and evidence-based advice.
- Advance the rights, safety and wellbeing of children by collaborating with organisations, entities and individuals.
- Increase opportunities for children and families to influence decisions that affect their lives.
- Support Aboriginal and Torres Strait Islander children to grow up strong in their identity, culture and community, free from systemic racism and discrimination.
- Ensure Queensland organisations meet their obligations to safeguard children and prevent abuse through the strategic use of regulatory powers.
- Exhibit excellence in governance, performance and organisational culture.

	2025 \$'000	2024 \$'000
3. User Charges		
Revenue from contracts with customers	78	445
Total	78	445

Accounting Policy - Revenue from contracts with customers (User charges)

Revenue from contracts with customers is recognised when the QFCC transfers control over a good or service to the customer. The below paragraph provides information about the nature of the engagement and timing of the satisfaction of performance obligations, significant payment terms and revenue recognition for QFCC's user charges revenue from contracts with customers. The transaction is accounted for under AASB 15 *Revenue from Contracts with Customers*.

During the 2023-24 Financial Year, the QFCC entered into a contract with the Department of Education to engage and undertake consultations with Aboriginal and Torres Strait Islander children, young people, families and stakeholders, to inform the establishment of a First Nations Early Childhood Education, Education and Training Consultative Body. The services were delivered over a 7-month period and were completed during the 2024-25 Financial Year. The QFCC has recognised the full revenue associated with the contract, with all performance obligations met and funds received as at 30 June 2025.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024–25

	2025	2024
	\$'000	\$'000
4. Grants and Contributions		
Grants received from the Department of Justice	21,149	12,752
Total	21,149	12,752

Accounting Policy - Grants and Contributions

Grants revenue arise from non-exchange transactions where the QFCC does not directly give approximately equal value to the grantor.

Where the grant agreement is enforceable and contains sufficiently specific performance obligations for the QFCC to transfer goods or services to a third-party on the grantor's behalf, the transaction is accounted for under AASB 15 *Revenue from Contracts with Customers*. In this case, revenue is initially deferred (as a contract liability) and recognised as or when the performance obligations are satisfied.

Otherwise, the grant is accounted for under AASB 1058 *Income of Not-for-Profit Entities*, whereby revenue is recognised upon receipt of the grant funding, except for special purpose capital grants received to construct non-financial assets to be controlled by the QFCC. Special purpose capital grants are recognised as unearned revenue when received, and subsequently recognised progressively as revenue as the QFCC satisfies its obligations under the grant through construction of the asset.

The significant increase in grant funding during the reporting period was primarily due to additional funding received to support the implementation of the Child Safe Organisations (CSO) Program and associated capacity-building initiatives across relevant organisations.

The QFCC received grant funding from the Department of Justice. The funding has been recognised as revenue on receipt under AASB 1058 as the QFCC's obligations are not sufficiently specific.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024–25

	2025	2024
	\$'000	\$'000
5. Other Revenue		
Other operating revenue	2	5
Interest	469	276
Total	471	281
	2025	2024
	\$'000	\$'000
6. Employee Expenses		
<i>Employee Benefits</i>		
Wages and salaries	7,803	6,949
Employer superannuation contributions	1,085	1,017
Annual leave levy	819	715
Long service leave levy	206	176
<i>Employee Related Expenses</i>		
Payroll tax	464	412
Other employee related expenses	450	260
Total	10,827	9,529

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

6. Employee Expenses (cont'd)

	2025	2024
Full-Time Equivalent Employees *	68	58

* FTE data as at 30 June 2025 (based upon the fortnight ending 30 June 2025).

Accounting Policy - Wages and Salaries

Wages and salaries due but unpaid at reporting date are recognised in the Statement of Financial Position at the current salary rates. As the QFCC expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at undiscounted amounts.

Accounting Policy - Sick Leave

Prior history indicates that on average, sick leave taken each reporting period is less than the entitlement accrued. This is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Accounting Policy - Annual Leave

Under the Queensland Government's Annual Leave Central Scheme (ALCS), a levy is made on the QFCC to cover the cost of employees' annual leave (including leave loading and on-costs). The levies are expensed in the period in which they are payable. Amounts paid to employees for annual leave are claimed from the scheme quarterly in arrears.

Accounting Policy - Long Service Leave

Under the Queensland Government's Long Service Leave Scheme (LSLS), a levy is made on the QFCC to cover the cost of employees' long service leave. The levies are expensed in the period in which they are payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

Accounting Policy - Superannuation

Post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Queensland Government's defined benefit plan (the former QSuper defined benefit categories now administered by the Government Division of the Australian Retirement Trust) as determined by the employee's conditions of employment.

Defined Contribution Plans - Contributions are made to eligible complying superannuation funds based on the rates specified in the relevant EBA or other conditions of employment. Contributions are expensed when they are paid or become payable following completion of the employee's service each pay period.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

6. Employee Expenses (cont'd)

Accounting Policy - Superannuation (cont'd)

Defined Benefit Plan - The liability for defined benefits is held on a whole-of-Government basis and reported in those financial statements pursuant to AASB 1049 Whole of Government and General Government Sector Financial Reporting. The amount of contributions for defined benefit plan

obligations is based upon the rates determined on the advice of the State Actuary. Contributions are paid by the QFCC at the specified rate following completion of the employee's service each pay period. The QFCC's obligations are limited to those contributions paid.

Accounting Policy - Workers' Compensation Premiums

The QFCC pays premiums to WorkCover Queensland in respect of its obligations for employee compensation. Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package. It is not employee benefits and is recognised separately as employee related expenses.

Key management personnel and remuneration disclosures

Key management personnel and remuneration disclosures are detailed in Note 18.

	2025	2024
	\$'000	\$'000
7. Supplies and Services		
Building services *	717	644
Administration costs	250	143
Contractors and consultants	3,057	883
Corporate services provider costs	863	630
Advertising and promotions	227	123
Minor plant and equipment	191	35
Other supplies and services	544	435
Total	5,849	2,893

Office accommodation

* Payments for non-specialised commercial office accommodation under the Queensland Government Accommodation Office (QGAO) framework arise from non-lease arrangements with the Department of Housing and Public Works, which holds substantive substitution rights over the assets used within these schemes. Building Services includes office rental payments to QGAO of \$543k (2024: \$472k), which are expensed in the periods in which they are incurred. Rental payments are reduced by monthly rental incentives for the full 2024-25 financial year.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

	2025 \$'000	2024 \$'000
8. Other Expenses		
Insurance premiums (QGIF)	5	5
External audit fees *	31	27
Loss on disposal of assets	-	2
Sponsorships and Grants *	4,346	982
Other expenses	30	24
Total	4,412	1,040

* Total audit fees quoted in the Queensland Audit Office's plan for 2024-25 is \$30,593. (2023-24: \$26,750).

* The increase in expenditure is predominantly attributable to the Commission approving and evaluating grants under the Child Safe Organisations (CSO) Grants program, aimed at supporting organisations to meet the Child Safe Standards.

9. Cash and Cash Equivalents	2025 \$'000	2024 \$'000
Cash at bank	4,955	3,754
Total	4,955	3,754

For the purpose of the Statement of Financial Position and the Statement of Cash Flows, cash assets include all cash and cheques received but not banked at 30 June as well as deposits at call with financial institutions.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

	2025	2024
	\$'000	\$'000
10. Receivables		
Trade debtors	3	40
GST receivable	553	153
Annual leave reimbursements	140	170
Long service leave reimbursement	60	42
Contract asset	-	44
Total	756	449

Accounting Policy - Receivables

Receivables are measured at amortised cost which approximates their fair values at reporting date.

Trade debtors are recognised at the amounts due at the time of sale or service delivery (i.e. the agreed purchase/contract price). Settlement of these amounts is required within 30 days from invoice date.

Impairment of Receivables

Accounting Policy - Impairment of Receivables

The loss allowance for trade and other debtors reflect lifetime expected credit losses and incorporates reasonable supportable forward-looking information. Economic changes impacting the QFCC's debtors, and relevant industry data from part of the QFCC's impairment assessment.

No impairment losses have been recognised for receivables in 2024-25.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

	2025	2024
	\$'000	\$'000
11. Payables		
Trade creditors	964	150
Other payables	77	46
Total	1,041	196

Accounting Policy

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.

	2025	2024
	\$'000	\$'000
12. Accrued Employee Benefits		
<i>Current</i>		
Annual leave levy payable	251	235
Paid Parental Leave	-	4
Long service leave levy payable	60	55
Salaries and wages outstanding	36	-
Total	347	294

Accounting Policy

No provision for annual leave or long service leave is recognised in the QFCC's financial statements as the liability is held on a whole-of-Government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

13. Commitments

Other Expense Commitments

The other material expenditure commitments of the QFCC (inclusive of non-recoverable GST input tax credits) contracted for at reporting date but not recognised in the accounts are payable as follows:

	2025	2024
	\$'000	\$'000
Not later than one year	2,979	1,486
Later than one year and not later than five years	111	745
Total	3,090	2,231

14. Contingencies

There were no other known contingent assets or liabilities as at 30 June 2025.

15. Financial Risk Disclosures

Financial Instrument Categories

Financial assets and financial liabilities are recognised in the Statement of Financial Position when the QFCC becomes party to the contractual provisions of the financial instrument. No financial assets and financial liabilities have been offset and presented net in the Statement of Financial Position.

The QFCC has no financial assets/liabilities recognised at fair value.

The QFCC has the following categories of financial assets and financial liabilities:

		2025	2024
Category	Note	\$'000	\$'000
Financial Assets			
Cash and cash equivalents	9.	4,955	3,754
Financial assets at amortised cost:			
Receivables	10.	756	449
Total financial assets		5,711	4,203
Financial Liabilities			
Financial liabilities at amortised cost:			
Payables	11.	1,041	196
Total financial liabilities at amortised cost		1,041	196

Financial risk management

The activities undertaken by the QFCC do not expose it to any material credit, liquidity or market risk.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

16. Events Occurring After Balance Date

No events have occurred after balance date that has a material effect on these financial statements.

17. Future Impact of Accounting Standards Not Yet Effective

At the date of authorisation of the financial report, the expected impacts of new or amended Australian Accounting Standards issued but with future effective dates are set out below:

AASB 18 Presentation and Disclosure in Financial Statements

AASB 18 applies to not-for-profit public sector entities for annual reporting periods beginning on or after 1 January 2028, which will be the 2028-29 financial year for the QFCC.

This standard sets out new requirements for the presentation of the Statement of Comprehensive Income, requires new disclosures about management-defined performance measures and removes existing options in the classification of dividends and interest received and interest paid in the Statement of Cash Flows.

The AASB is aware that there are issues that need to be clarified in applying AASB 18's new requirements to not-for-profit entities. The AASB expects to conduct outreach with not-for-profit and public sector entities to address these issues, and expects that modifications to AASB 18 for application by these entities could take the form of guidance, exemptions and alternative requirements.

The QFCC will make an assessment of the expected impacts of AASB 18 after the AASB has decided on the modifications applicable to not-for-profit public sector entities. AASB 18's changes will only affect presentation and disclosure, it will not affect the recognition or measurement of any reported amounts.

All other Australian accounting standards and interpretations with future effective dates are either not applicable to the QFCC's activities or have no material impact on the QFCC.

Queensland Family and Child Commission
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

18. Budgetary Reporting Disclosures

This section contains explanations of major variances between the QFCC's actual 2024-25 financial results and the original budget presented to Parliament.

Budget to Actual Comparison - Statement of Comprehensive Income

	Variance Notes	2025 Actual \$'000	2025 Original budget \$'000	Budget variance \$'000
Income from Continuing Operations				
User charges			-	78
Grants and other contributions		78	13,822	7,327
Other revenue	1.	21,149	183	288
	2.	471		
Total Income from Continuing Operations		21,698	14,005	7,693
Expenses from Continuing Operations				
Employee expenses	3.	10,827	11,025	(198)
Supplies and services	4.	5,849	2,486	3,363
Depreciation and amortisation		4	4	-
Other expenses	5.	4,412	490	3,922
Total Expenses from Continuing Operations		21,092	14,005	7,087
Total Comprehensive Income		606	-	606

Queensland Family and Child Commission
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

18. Budgetary Reporting Disclosures (cont'd)

Budget to Actual Comparison - Statement of Financial Position

	Variance Notes	2025 Actual \$'000	2025 Original Budget \$'000	Budget Variance \$'000
Current Assets				
Cash and cash equivalents	6.	4,955	4,085	(870)
Receivables		756	289	(467)
Total Current Assets		5,711	4,374	(1,337)
Non-Current Assets				
Plant and equipment		3	4	1
Total Non-Current Assets		3	4	1
Total Assets		5,714	4,378	(1,336)
Current Liabilities				
Payables		1,041	606	(435)
Accrued employee benefits		347	63	(284)
Total Current Liabilities		1,388	669	(719)
Total Liabilities		1,388	669	(719)
Net Assets		4,326	3,709	(617)

Queensland Family and Child Commission
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

18. Budgetary Reporting Disclosures (cont'd)

Budget to Actual Comparison - Statement of Cash Flows

	Variance Notes	2025 Actual \$'000	2025 Original Budget \$'000	Budget Variance \$'000
Cash flows from operating activities				
<i>Inflows:</i>				
User charges	9.	122	(32)	154
Grants and other contributions	1.	21,149	13,822	7,327
GST input tax credits from ATO		564	-	564
GST collected from customers		17	-	17
Interest receipts	10.	469	245	224
Other	11.	2	257	(255)
<i>Outflows:</i>				
Employee expenses	12.	(10,762)	(11,025)	263
Supplies and services	13.	(4,968)	(2,486)	(2,482)
GST paid to suppliers		(964)	-	(964)
GST remitted to ATO		(17)	-	(17)
Other	14.	(4,412)	(490)	(3,922)
Net cash (used in) operating activities		1,201	291	909
Net increase in cash held Cash and cash equivalents at beginning of financial year		1,201	291	909
		3,754	4,093	(339)
Cash and cash equivalents at end of financial year		4,955	4,085	570

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

18. Budgetary Reporting Disclosures (cont'd)

This section contains explanations of major variances between the QFCC's actual 2024-25 financial results and the original budget presented to Parliament.

Explanations of Major Variances

Statement of Comprehensive Income

1. The increase compared to the original budget is primarily due to additional funding received from the Department of Justice (DOJ) to implement the Child Safe Organisations (CSO) program, following the passing of legislation in October 2024 to support the implementation of the Child Safe Standards across Queensland.
2. The variance is primarily in interest received and is due to a combination of a higher cash balance being maintained during the year and higher interest rates.
3. The timing of filling vacant positions and staff on extended leave or secondment to other Government agencies have contributed to lower employee cost.
4. The increase in supplies and services is mainly due to outsourcing of projects which vary each year as projects are developed. Some contract labour was used to cover for short term needs. A key driver of the increase is the commencement of activities under the Child Safe Organisations (CSO) system, including design, engagement and system readiness work.
5. The increase in other expenses is primarily due to sponsoring initiatives that align to the QFCC strategic objectives. This includes the implementation of the CSO grants scheme, supporting external stakeholders to build capacity and awareness around child safeguarding.

Statement of Financial Position

6. The increase in cash and cash equivalents compared to the original budget primarily reflects the QFCC's operating surplus for the 2024–25 financial year, which resulted in a higher than budgeted cash position at year-end.
7. The increase in accounts payable is mainly due to the timing of invoices received from suppliers and an additional payment run at the end of June, clearing the majority of creditors balances.
8. The increase in Accrued Employee Benefits is predominantly due to the timing of the pay period, with the budget based on historical data.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

18. Budgetary Reporting Disclosures (cont'd)

Statement of Cash Flows

9. The QFCC entered a contract after the development of the 2024–25 Original Budget, and as such, this income was not anticipated or included in the original budget. The full performance obligations were met, and all funds were received as at 30 June 2025.
10. The variance in interest received is due to a combination of a higher cash balance being maintained during the year and higher interest rates.
11. The variance is mainly due to receipts from the ATO treated as other revenue in the SDS.
12. The timing of filling vacant positions and staff on extended leave or secondment to other Government agencies have contributed to lower employee cost.
13. The increase in supplies and services is mainly due to outsourcing of projects vary each year vas projects are developed. Some contract labour was used to cover for short term needs.
14. The increase in other expenses is primarily due to sponsoring initiatives that align to the QFCC strategic objectives.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures

Details of Key Management Personnel

The following details for key management personnel include those positions that had authority and responsibility for planning, directing and controlling the activities of the QFCC during 2024-25 and 2023-24.

Position	Position Responsibility
Principal Commissioner & CEO	<p>The Principal Commissioner of the agency provides strategic and cross-sector leadership and direction to government and non-government agencies to strengthen laws, policies, practices and services that improve the child protection and family support system.</p> <p>The role is responsible for providing expert advice on child protection practices, underpinned by research, to improve the safety and wellbeing of children and young people.</p> <p>This role is also the Chair of the independent Child Death Review Board.</p>
Chief Operating Officer	<p>The Chief Operating Officer (COO) is responsible for shaping and overseeing the Commission's regulatory, oversight and corporate services functions to enable efficient and consistent core operations. This role ensures the Commission fulfills its statutory obligations and operates in full compliance with relevant laws, regulations, and public sector requirements.</p> <p>The COO leads the development and implementation of effective operational processes, supports sound governance and resource management, and drives outcomes that advance the safety and wellbeing of children and families. As a key member of the executive leadership team, the COO delivers strategic leadership, cultivates a culture focused accountability, and ensures that operational functions are effectively aligned with the Commission's overarching objectives.</p>
Commissioner	<p>The Commissioner provides strategic and cross-sectorial leadership and direction to government and non-government agencies to strengthen laws, policies, practices and services that improve the child protection and family support system.</p> <p>The role has a strong focus on collaboration, partnerships and networks across the sector and improving outcomes for Aboriginal and Torres Strait Islander children and families.</p>

Queensland Family and Child Commission
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures (cont'd)

Details of Key Management Personnel (cont'd)

Position	Position Responsibility
Executive Director, Operations (Child Safe Organisations)	<p>The Executive Director, Operations, leads the development and delivery of the Commission's role as an oversight body for the <i>Child Safe Organisations Act 2024</i>. The position also drives QFCC's national presence in child safeguarding, contributing to the development of a nationally harmonised system that respects, protects and promotes children's rights to safety and wellbeing, including cultural safety.</p> <p>The role directly supports and represents the Principal Commissioner to deliver state-wide system improvements whilst leading cross-Commission, cross-government, and cross-sector collaboration.</p>
Executive Director, Government Relations and Corporate Services (Corporate Services)	<p>The Executive Director, Government Relations and Corporate Services ensures the Commission's governance, people and finance systems and decision making processes are robust and our compliance with State and Commonwealth laws.</p> <p>The role ensures the integrity of Child Death Review Board Secretariat and leads the systemic process of reviewing government service delivery to children who have died whilst known to the child protection system to identify system improvements, and supports the Board to make impactful recommendations.</p> <p>The role maintains a comprehensive and contemporary child death register through which we actively facilitate research and promote information to support policy and legislation development that prevents further child deaths.</p>
Executive Director, First Nations and Child Rights Advocacy (Office of the Aboriginal & Torres Strait Islander Children's Commission)	<p>The Executive Director, First Nations and Child Rights Advocacy, leads the delivery of First Nations and child rights strategies, partnerships and functions within the QFCC.</p> <p>The role is accountable for building the capacity, capability and integrity of the Commission's delivery against its explicit commitments to child rights and First Nations children. The role manages complex delivery processes requiring a proven track record as a thought leader that draws on collaboration, strong networks, and the ability to foster a capable and collaborative workforce.</p>

Queensland Family and Child Commission
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures (cont'd)

Details of Key Management Personnel (cont'd)

Position	Position Responsibility
Executive Director, Strategy and Impact	<p>The Executive Director, Strategy and Impact provides strategic leadership of the Commission’s public facing work ensuring it is influential in improving outcomes for Queensland’s children and families. The role drives evidence collection, analysis, and public reporting to inform government and community understanding, while managing media, digital platforms, and public content, to raise awareness and influence change.</p> <p>The role ensures effective parliamentary engagement, contributes to legislative processes, and oversees key reports and submissions. It also supports the Commissioner’s stakeholder relationships and ensures coordinated, impactful communication aligned with the QFCC’s goals.</p>
Director, Corporate Strategy and Culture (Governance, Security & Risk)	<p>The Director Corporate Strategy and Culture is responsible for overseeing the implementation of the Child Safe Organisations (CSO) ICT Project, a major strategic initiative for the Commission. The role also contributed to risk management, planning processes, and organisational performance advice to support the Executive Leadership Board in delivering on QFCC’s strategic priorities.</p> <p>The Director also undertook the responsibilities of the Director, Corporate Services for five months whilst the substantive Director was on leave.</p>
Director, Monitoring, Advocacy & Reviews	<p>The Director, Monitoring Advocacy & Reviews provides stewardship for the QFCC advocacy in collaboration with the broader QFCC and provides leadership and authoritative advice on media and public relations direction to the Commissioners and Executive Leadership Board. The role also provides leadership and authoritative advice on best practice youth participation and purposeful communication to QFCC stakeholders.</p>
Director, Monitoring & Oversight	<p>The Director, Monitoring & Oversight provides leadership and oversight of the System Review and Analysis, Insights & reporting functions. The role manages whole-of-system reviews and provides high-quality, expert advice to the Principal Commissioner. The role prepares and publish findings, reports and briefs on behalf of the QFCC and act as the leading analyst and writer on these publications and acts as the primary contact for enquiries and consult and negotiate effectively in a complex environment with competing stakeholder priorities. Vacant after December 2024.</p>

Queensland Family and Child Commission
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures (cont'd)

Details of Key Management Personnel (cont'd)

Position	Position Responsibility
Director, System Response Investigations (CSA Taskforce)	<p>The Director, System Response Investigations is responsible for overseeing and evaluating the effectiveness of systems designed to protect children, including early childhood education, law enforcement (State and Federal), and the Blue Card system. It leads the development of high-quality reports in response to defined Terms of Reference, examining system responses to child sexual abuse.</p> <p>The role manages a broad and multidisciplinary program of work, ensuring strategic direction and the ability to build and sustain collaborative relationships across government and non-government sectors, while also engaging with individuals directly affected by the case under review.</p>
Director, Corporate Services (Business Operations)	<p>The Director, Corporate Services oversees the effective and quality delivery of the QFCC's corporate services functions.</p> <p>These functions include finance, human resources, business and facilities support services, information and communication technology and contracts and procurement. The role also leads and manages the development, implementation and monitoring of risk management, planning processes and provides integrated organisation performance advice to support the Executive Leadership Board in setting, steering and reviewing the Commission's strategic direction.</p>
Director, Child Safe Organisations (Regulations)	<p>The Director, Child Safe Organisations is responsible for the development and implementation of a new regulatory scheme in Queensland, including the establishment of its policies, procedures, instruments, and delegations.</p> <p>A key aspect of the role is leading the design and evaluation of education and capacity-building strategies in collaboration with stakeholders, including sector regulators, to align with existing regulatory environments.</p> <p>The position also involves commissioning and providing high-quality advice to both internal and external stakeholders, with an emphasis on collaborative and responsive regulation.</p>

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures (cont'd)

KMP Remuneration Policies

Remuneration for the Principal Commissioner and Commissioner are set by the Governor in Council in accordance with Division 3, *Family and Child Commission Act 2014*. The remuneration and other terms of employment for the other key executive management personnel are in accordance with directives issued under the Public Sector Act 2022 by the Public Sector Commission Chief Executive or the Minister responsible for public sector industrial relations.

Remuneration expenses for those KMP comprise the following components:

- Short term employee expenses, including:
 - Salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a KMP position.
 - Non-monetary benefits - consisting of provision of vehicle parking together with fringe benefits tax applicable to the benefit.
- Long term employee expenses including amounts expensed in respect of long service leave entitlements earned.
- Post-employment expenses including amounts expensed in respect of employer superannuation obligations.
- Termination benefits are in accordance with government industrial instruments and individual contract of employment arrangements.
- Performance bonuses are not paid.

Remuneration Expense

The Department of Justice's responsible Minister is identified as part of the Commission's KMP, consistent with additional guidance included in the revised version of AASB 124 Related Party Disclosures. That Minister is the Honourable Deborah (Deb) Frecklington, Attorney-General and Minister for Justice and Minister for Integrity.

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland's Members' Remuneration Handbook. The Commission does not bear any cost of remuneration of Ministers. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of the Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers is disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury's Report on State Finances.

The following disclosures focus on the expenses incurred by the QFCC attributable to non-Ministerial KMP during the respective reporting periods. The amounts disclosed are determined on the same basis as expenses recognised in the statement of comprehensive income.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures (cont'd)

Remuneration Expense (cont'd)

1 July 2024 - 30 June 2025

Position	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employment Expenses	Termination Benefits	Total Expenses
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000	\$'000
Principal Commissioner	298	-	8	37	-	343
Commissioner	255	6	7	30	-	297
Executive Director, Operations	201	7	5	25	-	238
A/Executive Director, Operations (01/07/2024 - 08/07/2024)	4	-	-	1	-	5
Executive Director, Government Relations & Corporate Services	207	7	5	26	-	244
Executive Director, First Nations & Child Rights Advocacy (08/07/2025 - 30/06/2025)	220	2	6	26	-	253
Director, Corporate Services and Culture (09/12/2024 - 30/06/2025)	89	2	2	10	-	103
Director, Monitoring, Advocacy & Reviews	121	-	3	16	-	140
A/Director, Monitoring, Advocacy & Reviews (16/09/2024 to 27/09/2024)	4	-	-	-	-	4
Director Monitoring & Oversight (long term leave 1/07/2024 to 30/06/2025)	47	-	1	10	-	58
A/Director, Monitoring & Oversight (01/07/2024 - 07/01/2025)	62	-	2	8	-	71
Director, System Response Investigations (17/02/205 - 30/06/2025)	64	-	2	7	-	73
Executive Director, Strategy and Impact (02/04/2025 - 30/06/2025)	52	5	1	6	-	65
Director, Business Operations (long service leave between 24/02/2025 and 30/06/2025)	112	-	3	22	-	137
Director, Child Safe Organisations (28/01/2025 – 30/06/2025)	71	-	2	8	-	81
Total Remuneration	1,806	28	47	232	-	2,114

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures (cont'd)

Remuneration Expense (cont'd)

1 July 2023 - 30 June 2024

Position	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employment Expenses	Termination Benefits	Total Expenses
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000	\$'000
Chief Executive Officer & Principal Commissioner	302	3	8	38	-	351
Commissioner	222	5	6	32	-	265
Executive Director, Operations (from 23/10/2023). Vacant 01/07/2023 - 22/10/2023	141	3	4	17	-	165
A/Executive Director, Operations (25/06/2024 - 30/06/2024)	4	-	-	-	-	4
Executive Director, Government Relations & Corporate Services (17/07/2023 - 08/09/2023)	28	3	-	7	-	38
A/Executive Director, Government Relations & Corporate Services (from 25/09/2023)	146	3	4	20	-	173
A/Executive Director, Government Relations & Corporate Services (12/06/2024 - 24/06/2024)	6	0	-	1	-	7
Executive Director, First Nations & Child Rights Advocacy (01/07/2023 - 22/09/2023). Vacant 23/09/2023 - 08/03/2024	41	3	1	10	-	55
A/Executive Director, First Nations & Child Rights Advocacy (09/03/2024 - 08/04/2024). Vacant 09/04/24 to 30/06/2024	102	2	3	12	-	119
Director, Corporate Services	183	-	4	21	-	208
Director, Media Comms & Engagement	149	4	4	20	-	177
Director Monitoring & Oversight (01/07/2023 to 05/04/2024)	122	5	3	16	-	146
A/Director, Monitoring & Oversight (from 23/04/2024)	23	-	1	3	-	27
Total Remuneration	1,469	31	38	197	-	1,735

- Following the resignation of the Executive Director, First Nations & Child Rights Advocacy, the position was temporarily filled until early April 2024. Recruitment to fill this position permanently was finalised in early July 2024. This position was vacant from 23 September 2023 to 8 March 2024 and from 9 April to 30 June 2024.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

19. Key Management Personnel (KMP) and Related Party Disclosures (cont'd)

Related Party Transactions

Transactions with people/entities related to KMP

The QFCC did not enter into any transactions with people, or entities, related to Key Management Personnel during the audit period.

Transactions with other Queensland Government-controlled entities

The QFCC transacts with other Queensland Government controlled entities consistent with normal day-to-day business operations provided under normal commercial terms and conditions.

The QFCC's primary ongoing source of funding is grant funding provided in cash by Department of Justice (Note 4).

The QFCC's received revenue totalling \$78k for services outsourced by the Department of Education (Note 3)

The QFCC received services from CAA (Note 1) totalling \$663k and has an operating rental agreement with the Department of Housing, Local Government, Planning and Public Works for commercial office accommodation (Note 7) totalling \$717k.

20. Taxation

The QFCC is a state body as defined under the Income Tax Assessment Act 1936 and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). FBT and GST are the only Commonwealth taxes accounted for by the QFCC. GST credits receivable from, and GST payable to, the ATO are recognised under Note 9 - Receivables.

21. Insurance

The QFCC's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund with premiums being paid on a risk assessment basis. In addition, the QFCC pays premiums to WorkCover Queensland in respect of its obligations for employee compensation.

22. Accounting Estimates and Judgements

The preparation of financial statements necessarily requires the determination and use of certain critical accounting estimates, assumptions, and management judgements that have the potential to cause a material adjustment to the carrying amounts of assets and liabilities within the next financial year. Such estimates, judgements and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods as relevant.

The QFCC has not recognised any balances that could potentially have a significant effect on these financial statements.

Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

23. First Year Application of New Accounting Standards or Change in Accounting Policy

Accounting standards applied for the first time'

No new accounting standards or interpretations that apply to the QFCC for the first time in 2024-25 had any material impact on the financial statements.

Accounting Standards Early Adopted

No Australian Accounting Standards have been early adopted for 2024-25.

24. Climate Risk Disclosures

Whole-of-Government climate-related reporting

The State of Queensland, as the ultimate parent of the QFCC, provides information and resources on climate related strategies and actions accessible at:

<https://www.treasury.qld.gov.au/policies-and-programs/climate/>

The Queensland Sustainability Report (QSR) outlines how the Queensland Government measures, monitors and manages sustainability risks and opportunities, including governance structures supporting policy oversight and implementation. To demonstrate progress, the QSR also provides time series data on key sustainability policy responses. The QSR is available via Queensland Treasury's website at:

<https://www.treasury.qld.gov.au/programs-and-policies/queensland-sustainability-report>

Accounting estimates and judgements – climate-related risks

No adjustments to the carrying value of assets were recognised during the financial year as a result of climate-related risks impacting current accounting estimates and judgements. No other transactions have been recognised during the financial year specifically due to climate-related risks impacting the QFCC.

The QFCC continues to monitor the emergence of material climate-related risks that may impact the financial statements of the QFCC, including directives from Government or Queensland Treasury.

**Queensland Family and Child Commission
Management Certificate
for the year ended 30 June 2025**

These general purpose financial statements have been prepared pursuant to s.62(1) of the *Financial Accountability Act 2009* (the Act), s.39 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with s.62(1)(b) of the Act we certify that in our opinion:

(i) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and

(ii) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Queensland Family and Child Commission for the financial year ended 30 June 2025 and of the financial position of the office at the end of that year.

We acknowledge responsibility under s.7 and s.11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.



Luke Twyford

Principal Commissioner

Queensland Family and Child Commission

Date: 21 August 2025



Emma White

Chief Operating Officer

Queensland Family and Child Commission

Date: 21 August 2025

INDEPENDENT AUDITOR'S REPORT

To the Principal Commissioner of Queensland Family and Child Commission

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Queensland Family and Child Commission.

The financial report comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

In my opinion, the financial report:

- a) gives a true and fair view of the entity's financial position as at 30 June 2025, and its financial performance and cash flows for the year then ended; and
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the ***Auditor's Responsibilities for the Audit of the Financial Report*** section of my report.

I am independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including independence standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the entity for the financial report

The Principal Commissioner is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards, and for such internal control as the Principal Commissioner determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Principal Commissioner is also responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the entity or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of my auditor's report.

Report on other legal and regulatory requirements

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2025:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.



Lisa Fraser
as delegate of the Auditor-General

26 August 2025

Queensland Audit Office
Brisbane

Appendix A – Glossary of acronyms and initialisms

ACCO	Aboriginal Community Controlled Organisation
ATSICCOs	Aboriginal and Torres Strait Islander Community-Controlled Organisation sector
ATSICPP	Aboriginal and Torres Strait Islander Child Placement Principle
ADHD	Attention Deficit Hyperactivity Disorder
AIHW	Australian Institute of Health and Welfare
ATSICHS	Aboriginal and Torres Strait Islander Community Health Service
ANZCCGA	Australian and New Zealand Children’s Commissioners, Guardians and Advocates
Board	Child Death Review Board
CAA	Corporate Administration Agency
Commission QFCC	Queensland Family and Child Commission
CRQ	Children’s Rights Queensland
CSO	Child Safe Organisations
CSO Act	Child Safe Organisations Act 2024
CSSCs	Child Safety Service Centres
DIYDG	Deadly Inspiring Youth Doing Good
DCSSDS	Department of Child Safety, Seniors and Disability Services
DFSDSCS, Child Safety, the Department	Department of Families, Seniors, Disability Services and Child Safety
DJAG	Department of Justice and Attorney-General
DoJ	Department of Justice
DPC	Department of the Premier and Cabinet
DYJ	Department of Youth Justice
DYJVS	Department of Youth Justice and Victim Support
FaCC	Family and Child Connect
FASD	Fetal Alcohol Spectrum Disorder
FCC Act	Family and Child Commission Act 2014

FTE	Full time equivalent
FWS	Family Wellbeing Service
I&As	Investigation and Assessments
ICMS	Integrated Client Management System
IECMs	Intensive Education Case Managers
IFS	Intensive Family Support
IPS	Individual Placement and Support
the Inquiry	Commission of Inquiry into the Child Safety System
JICS Committee	Justice, Integrity and Community Safety Committee
NAIDOC	National Aborigines and Islanders Day Observance Committee
NDIS	National Disability Insurance Scheme
OATSICC The Office	Office of the Aboriginal and Torres Strait Islander Children's Commissioner
OOHC	out-of-home care
OPG	Office of the Public Guardian
OSD	Outsourced Service Delivery
QAO	Queensland Audit Office
QATSICPP	Queensland Aboriginal and Torres Strait Islander Child Protection Peak
QCPW	Queensland Child Protection Week
QCOSS	Queensland Council of Social Services
QFKC	Queensland Foster and Kinship Care
QHE	Queensland Home Education
QPS	Queensland Police Service
SDS	Service Delivery Statements
SUDI	Sudden unexpected deaths in infancy
TQKP	Thriving Queensland Kids Partnerships
WYRC	Wacol Youth Remand Centre
YCRT	Youth Co-Responder Teams

Appendix B – Annual report compliance checklist

Summary of requirement	Basis for requirement	Basis for requirement	Annual report reference
Letter of compliance	A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7	p.III
Accessibility	Table of contents Glossary	ARRs – section 9.1	p.4 p.250
	Public availability	ARRs – section 9.2	p.II
	Interpreter service statement	Queensland Government Language Services Policy ARRs – section 9.3	p.II
	Copyright notice	Copyright Act 1968 ARRs – section 9.4	p.II
	Information Licensing	QGEA – Information Licensing ARRs – section 9.5	p.II
General information	Introductory Information	ARRs – section 10	p.5
Non-financial performance	Government’s objectives for the community and whole-of-government plans/specific initiatives	ARRs – section 11.1	p.10
	Agency objectives and performance indicators	ARRs – section 11.2	p.14
	Agency service areas and service standards	ARRs – section 11.3	p.103
Financial performance	Summary of financial performance	ARRs – section 12.1	p.209
Governance – management and structure	Organisational structure	ARRs – section 13.1	p.108
	Executive management	ARRs – section 13.2	p.111
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	N/A
	Public Sector Ethics	Public Sector Ethics Act 1994 ARRs – section 13.4	p.117
	Human Rights	Human Rights Act 2019 ARRs – section 13.5	p.117
	Queensland public service values	ARRs – section 13.6	p.117
Governance – risk management and accountability	Risk management	ARRs – section 14.1	p.125
	Audit committee	ARRs – section 14.2	p.122
	Internal audit	ARRs – section 14.3	p.125
	External scrutiny	ARRs – section 14.4	p.125
	Information systems and recordkeeping	ARRs – section 14.5	p.124

Summary of requirement	Basis for requirement	Basis for requirement	Annual report reference
	Information Security attestation	ARRs – section 14.6	N/A
Governance – human resources	Strategic workforce planning and performance	ARRs – section 15.1	p.107
	Early retirement, redundancy and retrenchment	Directive No.04/18 Early Retirement, Redundancy and Retrenchment ARRs – section 15.2	p.117
Open Data	Statement advising publication of information	ARRs – section 16	p.118; p211
	Consultancies	ARRs – section 31.1	https://data.qld.gov.au/
	Overseas travel	ARRs – section 31.2	https://data.qld.gov.au/
	Queensland Language Services Policy	ARRs – section 31.3	https://data.qld.gov.au/
	Charter of Victims’ Rights	VCSVRB Act 2024 ARRs – section 31.4	https://data.qld.gov.au/
Financial statements	Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	p.211
	Independent Auditor’s Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	p.248

FAA
FPMS
ARRs

Financial Accountability Act 2009
Financial and Performance Management Standard 2019
Annual report requirements for Queensland Government agencies

Appendix C – Recommendations currently being monitoring by the Commission

Publication	Recommendation	Year	Reporting department	Reported status
Child Death Review Board Annual Report 2021 – 22	<p>1. Implement reform across the human services workforce to ensure it can meet the needs of children and families. This reform should:</p> <ul style="list-style-type: none"> • examine and address the shortages in core skills areas that are projected to become more pronounced over the coming decade, particularly in regional and remote areas • recognise the overlap and competition that exists between department portfolios, and establish ways (such as exploring joint commissioning and pay parity) to help children, families and carers receive quality support • promote place-based approaches, particularly in the early intervention and secondary services areas, to address local workforce issues • include a focus on foster and kinship carers, with a view to increasing the number and expertise of carers. 	2022	Queensland Government Child Safety	Open – in progress
Child Death Review Board Annual Report 2021 – 22	<p>2. Implement reform across regional and remote communities of Queensland, particularly First Nations communities, to ensure there is a present human services workforce that can engage with the local community, particularly in culturally safe and engaging ways. This is to include:</p> <ul style="list-style-type: none"> • investigating how statutory roles can be redirected to local Community-Controlled Organisations to enable local employment and service delivery • empowering Aboriginal and Torres Strait Islander peoples through diverting funding to Community-Controlled Organisations for para-professional and innovative service delivery solutions that address persistent gaps in government workforces • investigating and repurposing unspent funding for long-term vacant positions to support place-based service design and delivery in regional and remote communities to address the departmental and portfolio silos that are impacting on the ability to delivery holistic family support and early intervention. 	2022	Queensland Government <i>Child Safety</i>	Open – in progress
Child Death Review Board Annual Report 2021 – 22	<p>3.1 Develop a fit-for-purpose model that provides a continuum of care for children with high-risk behaviours that recognises that multiple government departments come into contact with these young people, and there is no single responsible owner for the assessment and response required to address the complex needs. The model should:</p> <ul style="list-style-type: none"> • be informed by a study of child death, serious injury or other relevant cases where the children were identified to have complex needs manifesting in high-risk behaviours to establish: • commonalities with their trajectory into tertiary systems 	2022	DCSSDS	Open – in progress

Publication	Recommendation	Year	Reporting department	Reported status
	<ul style="list-style-type: none"> touchpoints with universal, secondary and tertiary systems that provide greatest opportunity for an entry point into the model. <p>3.2 Include an early intervention stream that provides a pathway for professionals working closely with children and families, such as schools, to trigger a case management response. The response should focus on:</p> <ul style="list-style-type: none"> addressing the social, emotional, cultural and health and wellbeing needs of children and their families which contribute to their behaviours supporting the child’s family and carers for the continuation of positive family functioning, behavioural guidance and treatment at home coordinating health-based assessments and treatments working with the child’s school to ensure the child is engaged in education; and providing access to informal and formal respite for children and families. <p>3.3 Include a tertiary stream that provides a specialised accommodation service for children that meets the underlying causes of high-risk behaviours that are a danger to themselves or others that:</p> <ul style="list-style-type: none"> is underpinned by a culturally appropriate case management response addressing the social, emotional, health and wellbeing issues of children and their families contributing to the behaviours is authorised by a clear and appropriate legal framework that clarifies if, when and how restrictive practices can be used, and how the system will be monitored with effective oversight to ensure decisions and actions are in the best interests of the young person; and integrates ongoing access for the child to family, culture and education. 			
Queensland Paediatric Sepsis Mortality Study	1. Where sepsis (extreme immune response to infection) is known to have caused or contributed to death, this should be documented in the causes of death on the death certificate.	2024	Queensland Government Health	Open - in progress
Queensland Paediatric Sepsis Mortality Study	2. Death certifiers should document the pathogen responsible for death on the medical cause of death certificate where known. If a responsible pathogen cannot be identified via antemortem testing, the cause of death is arguably incompletely understood, and an autopsy should be recommended.	2024	Queensland Government Health	Open - in progress

Publication	Recommendation	Year	Reporting department	Reported status
Queensland Paediatric Sepsis Mortality Study	3. Death certifiers should document the pathogen responsible for death on the medical cause of death certificate where known. If a responsible pathogen cannot be identified via antemortem testing, the cause of death is arguably incompletely understood, and an autopsy should be recommended.	2024	Queensland Government Health	Open - in progress
Queensland Paediatric Sepsis Mortality Study	4. Sepsis red flags should be embedded into the infection Health Pathways of all seven Primary Health Network regions in Queensland.	2024	Queensland Government Health	Open - in progress
Queensland Paediatric Sepsis Mortality Study	5. Coronial investigations of unexpected infection-related child deaths should involve a paediatric healthcare professional, to gather and record a detailed clinical history, including underlying medical conditions, vaccination history, and touchpoints with health services in the lead up to death. General practitioner and other health service records, including any laboratory test and culture results should be obtained and reviewed.	2024	Queensland Government Health	Open - in progress
Child Death Review Board Annual report 2022 – 23	1.1 Initiate a regular process of data sharing with the Queensland Police Service and the DCSSDS to identify home-schooling students who may benefit from in-school support services. 1.2 Pursue legislative changes to strengthen oversight of children registered for home education in Queensland, with a focus on upholding the child's rights, best interests, safety and wellbeing at all stages of a child's home education.	2023	Department of Education	Open - in progress
Child Death Review Board Annual report 2022-23	2.1 Take immediate action to articulate Queensland's Detention Operating Model, and Government commits to publishing this model. 2.2 Produce a workforce strategy for Queensland youth detention centres for immediate effect, and for inclusion into the Detention Operating Model for Queensland's new detention centres.	2023	DYJ	Open - in progress
Child Death Review Board Annual report 2022-23	3.1 Immediately fund and introduce improved reporting on youth detainees time out of cells (in alignment with the Report on Government Services reporting that already occurs for adults) and agree to champion this measure for inclusion in nationally consistent reporting with other jurisdictions. 3.2 Commission the Board to utilise its review process to review a sample of cases of young people on the Serious Repeat Offender Index and advise Government on the common system issues and opportunities to prevent and reduce reoffending for young people in this cohort.	2023	DYJ	Open - in progress

Publication	Recommendation	Year	Reporting department	Reported status
Who's responsible? Understanding why young people are being held longer in Queensland watch houses	1. That Youth Justice, the courts and the QPS collaborate to monitor the drivers identified in this report and reports back to the QFCC with a proposed action plan to reduce the length of time young people spend in watch houses.	2023	Queensland Government QPS	Open - in progress
Who's responsible? Understanding why young people are being held longer in Queensland watch houses	2. That Youth Justice immediately amend the reporting it provides to oversight bodies on the number of young people held in watch houses to also include the time they have spent in the watch house.	2023	Queensland Government	Open - in progress
Who's responsible? Understanding why young people are being held longer in Queensland watch houses	3. That the Queensland Government establishes a single point of accountability for producing regular (at least quarterly) public reports on the number and circumstances of young people held in watch houses (including age, Aboriginal and Torres Strait Islander status, location and time spent in watch houses).	2023	QPS	Open - in progress
Who's responsible? Understanding why young people are being held longer in Queensland watch houses	4. That the QPS and DYJ improve the information they record about the circumstances of a young person's detainment, the full context behind bail and remand decisions, and the extent to which their needs and rights are being addressed while in custody.	2023	Queensland Government QPS	Open - in progress

Publication	Recommendation	Year	Reporting department	Reported status
Who's responsible? Understanding why young people are being held longer in Queensland watch houses	5. That the Department of Justice and Attorney-General identifies strategies for courts to reduce the length of time young people are in unsentenced custody.	2023	DJAG	Open - in progress
Exiting youth detention: preventing crime by improving post-release support	1. That the Queensland Government fund and deliver a dedicated 12-month post-detention transition program that incorporates in-home family interventions and effective engagement education, training and employment. Entry to this program should commence as part of case management of every young person as soon as they enter detention and should prioritise both their, and their family's direct participation. Program delivery must incorporate family and community participation that seeks to address criminogenic causes in the young person's life that commences prior to their release from custody.	2024	Queensland Government DPC	Open - in progress
Exiting youth detention: preventing crime by improving post-release support	2. That the post-detention transition program developed under Recommendation 1 should form part of a broader approach by the Queensland Government to target investment in a developmental approach to crime prevention. Programs and services developed as part of such investment must address risk factors and promote protective factors associated with youth crime. At a minimum these should tackle the known factors associated with involvement in the youth justice system (family dysfunction, domestic and family violence, drug and alcohol use, education disengagement, mental health issues, housing instability and poverty), and should promote continuity of support and of relationships with key individuals whether the young person is in custody or in the community. This will require a coordinated and focused, whole-of-government approach that draws on, and integrates existing housing, employment, health, education, mental health, justice and federally-commissioned programs.	2024	Queensland Government QPS	Not started
Keeping Queensland's Children More than Safe: Review of the Blue Card System (2017)	13. It is recommended that the DJAG works with the Department of Transport and Main Roads to: <ul style="list-style-type: none"> • Define the types of child-related transport services that will be within scope of the system to ensure they are only those targeted at children • Consider ways to reduce duplication of effort, processes and costs for those people affected. 	2017	DJAG	Open - in progress
Keeping Queensland's Children More than Safe: Review of the Blue Card System (2017)	31. It is recommended that the Attorney-General and Minister for Justice and Minister for Training and Skills proposes amendments to the <i>Working with Children Act</i> to: <ul style="list-style-type: none"> • Require applicants to disclose if they have been convicted of a crime or any other offence, or charged with any offence in a country other than Australia • Require applicants to disclose if they have lived or worked in New Zealand for six months or more 	2017	DJAG	Not started

Publication	Recommendation	Year	Reporting department	Reported status
	<ul style="list-style-type: none"> Require BCS to obtain a New Zealand criminal history for applicants who disclose they have lived or worked in New Zealand for six months or more Enable BCS to require applicants to provide criminal history records from the relevant country and/or further information in relation to their criminal history Enable BCS to seek further information from applicants (including statutory declarations) where they have disclosed international criminal history or cannot provide information. 			
Keeping Queensland's Children More than Safe: Review of the Blue Card System (2017)	<p>43. It is recommended that the DJAG:</p> <ul style="list-style-type: none"> Appoints a multi-disciplinary panel of advisors, including an Aboriginal person and a Torres Strait Islander person, with relevant expertise to advise on complex cases and more generally Establishes a complex case review committee to review proposed decisions and make recommendations. This should include appropriate representation to ensure the interests of Aboriginal and Torres Strait Islander peoples are heard and considered. 	2017	DJAG	Open - in progress
Keeping Queensland's Children More than Safe: Review of the Blue Card System (2017)	<p>47. It is recommended that the DJAG implements an internal review process and generally requires applicants to use it before applying to the Queensland Civil and Administrative Tribunal. This process must be designed to:</p> <ul style="list-style-type: none"> Simplify the current appeal process Provide an opportunity to ensure that the best decision is made at the earlier available opportunity Promote early engagement by applicants before a formal appeal process Promote consistency of decision-making. 	2017	DJAG	Open - in progress
Keeping Queensland's Children More than Safe: Review of the Blue Card System (2017)	<p>56. It is recommended that the Queensland Government reviews offences and penalties in the <i>WWC Act</i> to:</p> <ul style="list-style-type: none"> Make sure offences for non-compliance with Child Safe Standards requirements are kept and strengthened, including increased penalties, to emphasize the critical importance of creating and maintaining child safe environments Consider whether the remaining offences relate to one of the categories of offences recommended by the Royal Commission and if they remain necessary under the new regime. Current safeguards in Queensland should not be reduced. Create national consistency in relation to penalties where possible Introduce new penalties to support the new compliance and enforcement model as required. 	2017	DJAG	Open - in progress

Publication	Recommendation	Year	Reporting department	Reported status
Keeping Queensland's Children More than Safe: Review of the Blue Card System (2017)	<p>77. It is recommended that the Attorney-General and Minister for Justice and Minister for Training and Skills proposes amendments to the <i>WWC Act</i> to introduce a statutory review process. It should specify that:</p> <ul style="list-style-type: none"> The first review be completed within five years of commencement of the amendments arising from the recommendations in this report The review must consider the results of the evaluation in recommendation 81 The report be released publicly. <p>In preparation for the statutory review, the DJAG should consider appointing a panel of key external stakeholders to meet regularly and consider:</p> <ul style="list-style-type: none"> How the blue car system is operating (based on analysis of available data, complaints, customer satisfaction measures and other information) What improvements are needed, including in relation to legislation, systems, policies and practices, on an ongoing basis. <p>The panel should have appropriate representation on to ensure the interests of Aboriginal and Torres Strait Islander peoples are heard and considered.</p>	2017	DJAG	Not started
Looking beyond behaviours. Responding to the needs of vulnerable children with high-risk behaviours. A system review following the death of a child (2020)	<p>1. We recommend that the QFCC leads the development of a system-wide solution to address the gaps in services and supports for children with high-risk behaviours. This solution will focus on:</p> <ul style="list-style-type: none"> Intervening early when a child's high-risk behaviours first emerge, and sustaining intervention while they persist Promoting the safety of the child, and considering the causes and effects of the child's high-risk behaviours Detering the child from crime by keeping them connected to school, culture, country and community Recognising and responding to the influence of the child's peer and family networks Self-determination of Aboriginal and Torres Strait Islander peoples in respect of the services and practices to assist families and communities to protect, care for, and educate their children. <p>The solution should include expanding:</p> <ul style="list-style-type: none"> Health-based services and supports Pathways to respite to address a child's high-risk behaviours Disciplinary options in schools to educate a child on their behaviours and to connect them to positive influences Restorative justice processes to include the participation of the child's school to keep the child engaged in education (where appropriate) <p>To support the solution, QFCC will:</p> <ul style="list-style-type: none"> Hold a multi-agency summit (Looking beyond behaviours) to determine a solution that keeps the needs of these children at the heart of system responses. 	2020	DJAG Queensland Family and Child Commission	Open - in progress

Publication	Recommendation	Year	Reporting department	Reported status
	<ul style="list-style-type: none"> • Work with entities, particularly Aboriginal and Torres Strait Islander entities, to develop a coordinated plan to implement a culturally safe solution • Provide the plan to Attorney-General and Minister for Justice within 12 months of this recommendation being accepted. 			
A spotlight on vulnerable infants. Improving responses to red flags. A system review following the death of a baby (2019)	<p>2.1 The DPC designs and administers a scenario-based questionnaire for representative groups of frontline staff in the child and family support system to identify if assumptions and attitudes are having adverse effects on critical decisions for keeping children safe. This questionnaire will focus on assumptions and attitudes towards domestic and family violence and family law court involvement. It will also seek information on how attitudes are influenced when the family is involved with more than one agency. The Queenslanders attitudes towards domestic and family violence survey may be used to support the questionnaire.</p> <p>2.2. The DPC develops and implements an education tool to address the influence of assumptions and attitudes affecting decisions regarding a child’s safety. It should include specific examples of commonly-held assumptions that are not based on facts, and of occasions when assumptions have led to negative consequences for children.</p> <p>2.3. The DPC evaluates, after 12 months of implementation of the training tool, whether the influence of assumptions and attitudes have been mitigated in decision making.</p> <p>2.4. The DPC, once the evaluation is complete, uses the results to refine the education tool to support continuous improvement in decision making and to embed the tool within agencies.</p>	2019	DPC	Not started

Publication	Recommendation	Year	Reporting department	Reported status
Too Little, Too Late: The progress made against the Queensland Residential Care Roadmap	<p>1.1. The new Minister for Child Safety revisit the Residential Care Roadmap and publish a new, integrated strategy for improving the life outcomes for Queensland children in Out of Home Care System. This new strategy should be produced by incorporating the relevant election commitments, Child Death Review Board recommendations, and the actions from the Residential Care Roadmap including my advice contained in this report.</p> <p>1.2. the introduction of improved public transparency on the performance of the system that is raising vulnerable Queensland children, noting that the internal culture of the Department must become more courageous;</p> <p>1.3. on at least a six-monthly basis the Minister for Child Safety should meet with a group of young people living in residential care with intent of hearing about the quality of care they are receiving, and the Minister should routinely visit residential care homes.</p> <p>1.4. the use of generic residential care contracts and service standards must cease immediately – with any new houses required by the Department to be created only as part of a strategic pilot program exploring new models of care with bespoke service standards fit for the children in the house</p> <p>1.5. the creation of a specific and detailed plan for the maintenance and improvement of the mental health of young people who enter and exit Queensland’s residential care system</p> <p>1.6. production of an initial residential care outcomes framework by 28 February 2025 (with the view that it can evolve as the reform matures); and</p> <p>1.7. the rapid implementation of the new government’s commitment to a trial of 100 professional carers within the next 12 months, and subject to any major impediments it’s exponential expansion in place of the residential care system over the next three years</p>	2024	DCSSDS	Not started
Regulation of home education: Insights paper	<p>1. The Department of Education take immediate action to implement Recommendation 1 of the Child Death Review Board Annual Report 2022-23 report to:</p> <ul style="list-style-type: none"> Initiate a regular process of data sharing with QPS and DCSSDS to identify home-schooling students who may benefit from in-school support services. Pursues legislative changes to strengthen oversight of children registered for home education in Queensland, with a focus on upholding the child’s rights, best interests, safety and wellbeing at all stages of a child’s home education. 	2024	Department of Education	Not started

Publication	Recommendation	Year	Reporting department	Reported status
Regulation of home education: Insights paper	2. The Home Education Unit explores ways for children registered for home education to participate in decisions about their learning needs and have their views and wishes documented. The HEU could consider options such as those proposed by young people at the QFCC Youth Summit 2024 including online forums to hear from all students and meet their needs.	2024	Department of Education	Not started
Child Death Review Board Annual report 2023–24	1. DPC facilitate the publication of commitments from each portfolio Minister or Director-General regarding their commitment to children in state care. This public commitment to children in care should include commitments regarding the core business of the portfolio, as well as broader employment and training, economic and work placement opportunities.	2024	DPC	Not started
Child Death Review Board Annual report 2023–24	2. DCSSDS (Child Safety) and Queensland Health collaborate to revise and/or develop new practice guidance for child protection practitioners, foster carers and residential care providers on providing regular, effective, sensitive and contextual guidance to children in care to support and promote their sexual health and wellbeing. This must include topics of sexual and reproductive education, contraception, healthy relationships and consent.	2024	DCSSDS	Not started
Child Death Review Board Annual report 2023–24	3. Government prioritise its response to the Child Death Review Board 2021–22 Annual Report Recommendation 3: Continuity of care for children with complex needs, noting that cases reviewed by the Board in 2023–24 reinforced the need for flexible, specialised care models, particularly those who display violent and dysregulated behaviours or who are experiencing significant substance use or mental health concerns. Given the ongoing seriousness of this issue, government’s response to this recommendation should include nomination of a lead role who will produce quarterly public reporting on the status of this work.	2024	Queensland Government	Not started
Child Death Review Board Annual report 2023–24	<p>4.1. take action to ensure that where a child in state care does not engage with a public mental health service, their referral is not closed until:</p> <ul style="list-style-type: none"> the child’s case is discussed at a Suspected Child Abuse and Neglect (SCAN) meeting (or other equivalent multi-agency coordination mechanism); and, a multi-agency strategy to support engagement has been developed and enacted. <p>4.2. take action to ensure that where there is non-engagement of a young person in state care with a mental health service including Child and Youth Mental Health Services (CYMHS) or Evolve Therapeutic Services (ETS), this does not result in the closure of the referral and Queensland Health maintains responsibility and takes alternative action to respond to the mental health needs of the child.</p> <p>4.3. improve access to mental health supports for children and young people by:</p>	2024	Queensland Health	Not started

Publication	Recommendation	Year	Reporting department	Reported status
	<ul style="list-style-type: none"> improving staff awareness of Gillick competency and the ability for Gillick competent children and young people to access mental health services without parental consent; and, allowing young people who are Gillick competent to nominate any appropriate adult as their support person. 			
Child Death Review Board Annual report 2023–24	5. Queensland Health take action to provide clear guidance that will support Child Safety to better assess the safety of children living with disabilities and/or chronic medical conditions with a specific focus on distinguishing between intentional parental neglect or maltreatment compared to deficits in the health literacy or competency of the parent that should be addressed through health and/or disability support services.	2024	Queensland Health	Not started
Child Death Review Board Annual report 2023–24	6. Queensland Health develop guidelines for clinicians to promote a family-centred approach to the provision of health services to children and young people, such that clinicians consider the wellbeing of siblings and can directly refer siblings into the health service, or to the clinician, if risks or health concerns are identified.	2024		Not started
Child Death Review Board Annual report 2023–24	7. Queensland Government continue to prioritise its response to the impact of family and domestic violence on Queensland children, and continue to implement the past recommendations of the Board and the following reviews: <ul style="list-style-type: none"> Not Now, Not Ever report, the Hear her voice – Report One – Addressing coercive control and domestic and family violence in Queensland Hear Her Voice – Report Two – Women and girls’ experiences across the criminal justice system Independent Commission of Inquiry into Queensland Police Service A Call for Change. 	2024	DCSSDS	Not started
Child Death Review Board Annual report 2023–24	8.1 the Queensland Government invest in a public campaign to assist parents to understand childhood behavior development, positive parenting techniques and the consequences of corporal punishment; and, 8.2 all child protection entities (Child Safety, Queensland Health, Education, QPS and Youth Justice) enhance staff awareness of the additional vulnerabilities of young (under five years) and/or non-verbal children. This may include how to interpret and seek corroborating evidence in response to verbal and non-verbal disclosures. It is	2024	DCSSDS	Not started

Publication	Recommendation	Year	Reporting department	Reported status
	<p>recommended that this includes:</p> <ul style="list-style-type: none"> consideration of implementing a bruising clinical decision rule, such as the Ten-4-Faces-P material, to ensure that it is captured in their current guidance on indicators of physical abuse to increase their capacity to identify non-accidental injuries; consideration of the need to seek information from a broader range of sources who know the child than might otherwise be required for verbal children. This would include early childcare workers, support workers, neighbours and extended family; and, improving how agencies facilitate and receive medical assessments of children including how they provide relevant context as to why the review has been requested, contact the medical practitioner prior to the review, and nominate an independent medical professional. 			
Child Death Review Board Annual report 2023–24	<p>9. Queensland Government outline the work it is doing to further embed the practice guidance it created in response to the Child Death Review Board 2022–23 Annual Report Recommendation 5: Strengthening child safety practice in response to parental substance and methamphetamine use, noting cases reviewed by the Board in 2023–24 confirmed the ongoing need to support frontline practitioners in their risk assessments of children whose parents’ substance use is problematic</p>	2024	DCSSDS	Not started
Corporal Punishment	<p>1. Queensland Government fund a public health campaign aimed at reducing the incidence of corporal punishment in Queensland families. At a minimum, this should include development and deployment of:</p> <ul style="list-style-type: none"> resources for parents to raise awareness about the harmful impacts of physical discipline on children and promoting practical, non-violent, evidence-based disciplinary approaches, to be provided at key developmental milestones (such as vaccination appointments); resources for children and young people, to improve understanding of their rights to live free from violence, and awareness of how to access support services; specific and tailored resources and approaches for cohorts at higher risk of using physical discipline including First Nations families, families from culturally and linguistically diverse backgrounds, and parents and children that live with disability; and a multichannel communication strategy to increase the visibility of existing funded parenting supports. 	2024	Queensland Government	Not started



References

- 1 Bell, S. M. (2024). *I am Me*. <https://childrensrightsqld.org.au/i-am-me/>
- 2 Patterson, D. (2024). *The Big Book of Rights*. <https://childrensrightsqld.org.au/the-big-book-of-rights/>
- 3 Queensland Government Statistician's Office. (2025). *Population counter*. <https://www.qgso.qld.gov.au/>
- 4 Queensland Government Statistician's Office. (2025). *Population growth, Queensland, December quarter 2024*. <https://www.qgso.qld.gov.au/issues/3091/population-growth-qld-202412.pdf>
- 5 Australian Bureau of Statistics. (2025). *Region summary: Queensland*. <https://dbr.abs.gov.au/region.html?lyr=ste&rqn=3>
- 6 Australian Bureau of Statistics. (2025). *Quarterly Population Estimates (ERP), by State/Territory, Sex and Age*. [https://dataexplorer.abs.gov.au/vis?tm=quarterly%20population&pg=0&df\[ds\]=PEOPLE_TOPICS&df\[id\]=ERP_Q&df\[ag\]=ABS&df\[vs\]=1.0.0&ly\[c\]=TI_ME_PERIOD&ly\[rw\]=AGE&isAvailabilityDisabled=false&snb=16](https://dataexplorer.abs.gov.au/vis?tm=quarterly%20population&pg=0&df[ds]=PEOPLE_TOPICS&df[id]=ERP_Q&df[ag]=ABS&df[vs]=1.0.0&ly[c]=TI_ME_PERIOD&ly[rw]=AGE&isAvailabilityDisabled=false&snb=16)
- 7 Australian Bureau of Statistics. (2025). *Region summary: Queensland*. <https://dbr.abs.gov.au/region.html?lyr=ste&rqn=3>
- 8 McHale, R., Brennan, N., Boon, B., Richardson, E., Rossetto, A., & Christie, R. (2024). *Mission Australia Youth Survey Report Queensland 2024*. <https://www.missionaustralia.com.au/publications/youth-survey/state-reports-2024>
- 9 National Disability Insurance Scheme. (2025). *Explore data*. <https://dataresearch.ndis.gov.au/explore-data>
- 10 McHale, R., Brennan, N., Boon, B., Richardson, E., Rossetto, A., & Christie, R. (2024). *Mission Australia Youth Survey Report Queensland 2024*. <https://www.missionaustralia.com.au/publications/youth-survey/state-reports-2024>
- 11 Australian Early Development Census. (2025). *AEDC National Report 2024: Early childhood development in Australia*. https://www.aedc.gov.au/docs/default-source/default-document-library/aedc_national-report-2024_da7-409a37b9d-95ce-43e7-af00-51aa604cf0b3.pdf?sfvrsn=b56015ba_1
- 12 Australian Bureau of Statistics. (2024). *Schools*. <https://www.abs.gov.au/statistics/people/education/schools/latestrelease#aboriginal-and-torres-strait-islander-students>
- 13 Department of Education. (2025). Unpublished data request.
- 14 Australian Institute of Health and Welfare. (2025). *Specialist homelessness services annual report 2023–24*. <https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-annual-report/data>
- 15 Queensland Council of Social Services. (2024). *Queensland Social Housing Register: 2024 Data Release Evidence Brief*. https://www.qcross.org.au/wp-content/uploads/2024/12/Social-Housing-Register-Evidence-Brief_2024_web.pdf
- 16 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Concerns received by Child Safety*. <https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/concerns-received-by-child-safety>
- 17 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Concerns received by Child Safety*. <https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/concerns-received-by-child-safety>
- 18 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Living arrangements of children*. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-do/living-arrangements-of-children>
- 19 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. <https://www.qgso.qld.gov.au/issues/7856/crime-report-qld-2023-24.pdf>
- 20 Australian Institute of Health and Welfare. (2024). *Youth detention population in Australia 2024*. <https://www.aihw.gov.au/reports/youth-justice/youth-detention-population-in-australia-2024/contents/summary/the-number-of-young-people-in-detention>
- 21 Queensland Police Service. (2025). *Watch-house data*. <https://www.police.qld.gov.au/qps-corporate-documents/reports-and-publications/watch-house-data>
- 22 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. <https://www.qgso.qld.gov.au/issues/7876/justice-report-qld-2023-24.pdf>
- 23 Department of Child Safety, Seniors and Disability Services. (2023). *A Roadmap for Residential Care in Queensland*. https://www.dcssds.qld.gov.au/_media/documents/about-us/reviews-inquiries/residential-care-review/roadmap-residential-care-qld.pdf
- 24 Queensland Family and Child Commission. (2024). *Too little, too late: The progress made against the Queensland Residential Care Roadmap*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Too%20little%20too%20late%20-%20The%20progress%20made%20against%20the%20Queensland%20Residential%20Care%20Roadmap.pdf>
- 25 Parenting Research Centre. (2024). *Queensland's Family Support System Service Context & Drivers into Statutory Systems*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-02/QFCC%20Summary%20evidence%20report%20-%20System%20Context%20and%20Drivers%20into%20Statutory%20Systems.pdf>
- 26 Parenting Research Centre. (2024). *Service systems designed to prevent involvement in child protection and youth justice: Literature review*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-02/QFCC%20Service%20systems%20designed%20to%20prevent%20involvement%20in%20child%20protection%20and%20youth%20justice%20-%20Literature%20review.pdf>
- 27 Queensland Family and Child Commission. (2024). *"Treat us like humans": Workshops with young people living in residential care*. https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Treat%20us%20like%20humans%20-%20Workshops%20with%20young%20people%20living%20in%20residential%20care_0.pdf
- 28 CREATE Foundation (2024). *Summary Report on QFCC Roundtable: December 2024*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Summary%20Report%20from%20Cairns%20Roundtable%20-%20CREATE%20Foundation%2C%20December%202024.pdf>
- 29 Queensland Family and Child Commission (2024). *Statutory systems workforce and community survey: Trend report (2019 – 2024)*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-09/QFCC%20Trend%20Report%202019-2024.pdf>

- 30 Queensland Family and Child Commission. (2024). Monitoring of the implementation of recommendations made by the Queensland Family and
Child Commission and the Child Death Review Board. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Monitoring%20of%20the%20implementation%20of%20recommendations%20report.PDF>
- 31 Queensland Family and Child Commission. (2025). *Improving safety when young people ride e-scooters and e-bikes*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-06/Improving-safety-when-young-people-ride-e-scooters-and-e-bikes.pdf>
- 32 Queensland Family and Child Commission. (2025). *Regulation of Home Education*. https://www.qfcc.qld.gov.au/sites/default/files/2024-12/QFCC%20Regulation%20of%20Home%20Education%20in%20Queensland%20Insights%20Paper_0.pdf
- 33 Queensland Family and Child Commission. (2024). *Crossover Cohort. Young people under youth justice supervision and their interaction with the child
protection system*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-11/Crossover%20Cohort%20-%20Data%20Insights.pdf>
- 34 Queensland Family and Child Commission. (2024). *Sector Insights papers*. <https://www.qfcc.qld.gov.au/sector/insights/monthly>
- 35 Queensland Family and Child Commission. (2025). *Raising expectations: Reforming how we raise children and young people in care. Position Paper*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-06/Raising%20Expectations%20-%20Reforming%20how%20we%20raise%20children%20in%20care.pdf>
- 36 Queensland Family and Child Commission. (2025). *National Out of Home Care Standards Review (Principal Commissioner)*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-04/National%20Out%20of%20Home%20Care%20Standards%20Review%20-%28Principal%20Commissioner%29.pdf>
- 37 Queensland Family and Child Commission. (2025). *Foster, Kinship and Permanent Carers Payment Review (Principal Commissioner)*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-04/Foster%2C%20Kinship%20and%20Permanent%20Carers%20Payment%20Review%20-%28Principal%20Commissioner%29.pdf>
- 38 Queensland Family and Child Commission. (2025). *Transition to Independent Living Allowance (Principal Commissioner)*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-04/Transition%20to%20Independent%20Living%20Allowance%20-%28Principal%20Commissioner%29.pdf>
- 39 Queensland Family and Child Commission. (2025). *Growing Up in Queensland report discussion paper*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-04/QFCC%20Growing%20Up%20in%20Queensland%20-%20Discussion%20Paper.pdf>
- 40 Queensland Family and Child Commission. (2025). *Australian child death statistics 2022*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-03/QFCC%20Australian%20child%20death%20statistics%202022.PDF>
- 41 Queensland Family and Child Commission. (2024). *Corporal punishment*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-05/QFCC%20Corporal%20punishment%20-%20Research%20review.pdf>
- 42 Parenting Research Centre. (2024). *Queensland's Family Support System Service Context & Drivers into Statutory Systems Summary evidence report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-02/QFCC%20Summary%20evidence%20report%20-%20System%20Context%20and%20Drivers%20into%20Statutory%20Systems.pdf>
- 43 Parenting Research Centre. (2024). *Service systems designed to prevent involvement in child protection and youth justice: Literature review*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-02/QFCC%20Service%20systems%20designed%20to%20prevent%20involvement%20in%20child%20protection%20and%20youth%20justice%20-%20Literature%20review.pdf>
- 44 Queensland Family and Child Commission. (2025). *QFCC Youth summit report: May 2025*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-07/2025-Youth-Summit-Report.pdf>
- 45 Queensland Family and Child Commission. (2024). *QFCC Youth summit impact report*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-08/QFCC%20Youth%20Summit%20Impact%20Report%202024.pdf>
- 46 Queensland Family and Child Commission. (2024). *"Treat us like humans": Workshops with young people living in residential care*.
https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Treat%20us%20like%20humans%20-%20Workshops%20with%20young%20people%20living%20in%20residential%20care_0.pdf
- 47 CREATE Foundation. (2024). *Summary Report on QFCC Roundtable*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Summary%20Report%20from%20Cairns%20Roundtable%20-%20CREATE%20Foundation%2C%20December%202024.pdf>
- 48 Queensland Family and Child Commission. (2025). *I Became My Own Carer: Residential Care Expert Advisory Council Caboolture Workshop Report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-07/I-Became-My-Own-Carer-Residential-Care-Expert-Advisory-Council-Caboolture-Workshop-Report.pdf>
- 49 Queensland Family and Child Commission. (2023). *Statutory Systems Workforce Survey: Research report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2023-10/Statutory%20Systems%20Workforce%20Survey%20Report.PDF>
- 50 Queensland Family and Child Commission. (2024). *Community Perceptions Survey 2024: Research Report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2024-09/Community%20Perceptions%20Survey%20research%20report%20-%202024.pdf>
- 51 Judas. (n.d.). *Stacking your shoes*. <https://www.qfcc.qld.gov.au/node/530>
- 52 Seleena. (2024.). *Amplify Blog - I Wonder...* <https://www.qfcc.qld.gov.au/youth/amplify-blog/seleena-NIYEC>
- 53 Caroline. (2024). *Amplify Blog - Living with Chronic Illness: The Isolation You Don't See*. <https://www.qfcc.qld.gov.au/youth/amplify-blog/Caroline-Living-with-Chronic-Illness-the-Isolation-You-Don%28%80%99t-See>
- 54 Caroline. (2024). *Amplify Blog - The need for better Family Support Services for sibling carers*. <https://www.qfcc.qld.gov.au/youth/amplify-blog/the-need-for-better-support-for-sibling-carers>
- 55 Seleena. (2024). *Amplify Blog - Connection to Identity*. <https://www.qfcc.qld.gov.au/youth/amplify-blog/connection-to-identity>
- 56 Queensland Family and Child Commission. (2025). *Guidelines for Implementing the Universal Principle and Child Safe Standards*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-05/Guidelines%20for%20implementing%20the%20Universal%20Principle%20and%20Child%20Safe%20Standards%20in%20Queensland.pdf>

- 57 Queensland Family and Child Commission. (2025). *Quick Reference Guide to implementing the Child Safe Standards in Queensland*. https://www.qfcc.qld.gov.au/sites/default/files/2025-06/Quick%20reference%20guide%20to%20implementing%20the%20Universal%20Principle%20and%20Child%20Safe%20Standards%20in%20Queensland_0.pdf
- 58 ACIL Allen. (2021). Independent Review of the performance of the Queensland Family and Child Commission of its functions: Final report. <https://www.qfcc.qld.gov.au/sites/default/files/2022-11/ACIL%20Allen%20Review%20Report.pdf>
- 59 Queensland Family and Child Commission. (2023). *Legislative Review: Family and Child Commission Act 2014*. <https://www.qfcc.qld.gov.au/sites/default/files/2023-04/QFCC%20Submission%20to%20Family%20and%20Child%20Commission%20Act%202014%20Legislative%20Review.pdf>
- 60 Legal Affairs and Safety Committee. (2024). *Oversight of the Queensland Family and Child Commission: Report No. 66, 57th Parliament*. <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5724t35/5724t35-19a8.pdf>
- 61 Department of Social Services. (2021). *Safe and Supported National Framework for Protecting Australia's Children 2021-2031*. <https://www.dss.gov.au/system/files/documents/2024-10/dess5016-national-framework-protecting-childrenaccessible.pdf>
- 62 Department of the Prime Minister and Cabinet. (2020). *National Agreement on Closing the Gap*. https://www.closingthegap.gov.au/sites/default/files/2022-09/ctg-national-agreement_apr-21-comm-infra-targets-updated-24-august-2022_0.pdf
- 63 Department of Education. (2025). *Early Childhood Care and Development Policy Partnership*. <https://www.education.gov.au/closing-the-gap/closing-gap-early-childhood/early-childhood-care-and-development-policy-partnership>
- 64 Queensland Courts. (2025). *Queensland Courts' domestic and family violence statistics*. <https://www.courts.qld.gov.au/court-users/researchers-and-public/stats>
- 65 Queensland Courts. (2025). *Queensland Courts' domestic and family violence (DFV) statistics*. <https://www.courts.qld.gov.au/court-users/researchers-and-public/stats>
- 66 Queensland Police Service. (2025). Unpublished data request.
- 67 The Queensland Cabinet and Ministerial Directory. (2025, April 4). *MEDIA STATEMENT: Major reform for domestic and family violence puts victims ahead of perpetrators*. Queensland Government. <https://statements.qld.gov.au/statements/102332>
- 68 Queensland Courts. (2025, January 23). *Courts statistics*. <https://www.courts.qld.gov.au/court-users/researchers-and-public/courts-statistics>
- 69 Willis, M. (2011). Non-disclosure of violence in Australian Indigenous communities. *Trends & issues in crime and criminal justice* no. 405. <https://doi.org/10.52922/ti276840>
- 70 Australian Institute of Health and Welfare. (2025). *Family, domestic and sexual violence*. <https://www.aihw.gov.au/family-domestic-and-sexual-violence/population-groups/aboriginal-and-torres-strait-islander-people>
- 71 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Family support services*. <https://performance.dcssds.qld.gov.au/our-performance/family-support-services>
- 72 Brisbane Youth Service. (2025). *Youth Domestic, Family, and Sexual Violence Practice Framework Snapshot*. https://brisyouth.org/wp-content/uploads/2025/05/BYS_Youth-DFSV-Framework-2025-FA_Digital-Single.pdf
- 73 Australian Institute of Health and Welfare. (2025). *Specialist homelessness services annual report 2023-24, Table CLIENTS.22* [data table]. <https://www.aihw.gov.au/reports-data/health-welfare-services/homelessness-services/data>
- 74 Queensland Family and Child Commission. (2025). *Child Death Review Board Annual Report 2023-24*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-02/Child%20Death%20Review%20Board%20Annual%20Report%202023-24.pdf>
- 75 Queensland Audit Office. (2022). *Keeping people safe from domestic and family violence* (Report 5: 2022-23). <https://www.qao.qld.gov.au/reports-resources/reports-parliament/keeping-people-safe-domestic-family-violence>
- 76 Mathews, B., Pacella, R., Scott, J. G., Finkelhor, D., Meinck, F., Higgins, D. J., Erskine, H. E., Thomas, H. J., Lawrence, D. M., Haslam, D. M., Malacova, E., & Dunne, M. P. (2024). The prevalence of child maltreatment in Australia: Findings from a national survey. *Medical Journal of Australia*, 220(6 Suppl), S13-S18. <https://doi.org/10.5694/mja2.51873>
- 77 Queensland Courts. (2025, January 23). *Courts statistics - DFV statistics*. <https://www.courts.qld.gov.au/court-users/researchers-and-public/courts-statistics>
- 78 Brisbane Youth Service. (2024, Sept 17). *COURIER MAIL: Desperate plea after jump in youth homelessness in Qld*. <https://brisyouth.org/courier-mail-desperate-plea-after-jump-in-youth-homelessness-in-qld/>
- 79 Australian Institute of Health and Welfare. (2024). *Specialist homelessness services: trends in clients rough sleeping, Table RSO.8*. [data table]. <https://www.aihw.gov.au/reports-data/health-welfare-services/homelessness-services/data>
- 80 Australian Institute of Health and Welfare. (2025). *Specialist homelessness services: monthly data, Table CLIENTS*. [data table]. <https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-monthly-data/data>
- 81 Jackson, A. & Blane, N. (2024). *Call Unanswered Unmet Demand for Specialist Homelessness Services*. www.homelessnessaustralia.org.au/advocacy-category/reports/
- 82 Lay, L. (2025, March 12). Teens fall through youth shelter cracks. *The Chronicle*, p. 14.
- 83 Residential Tenancies Authority. (2025). *Median Rents Quarterly Data*. <https://www.rta.qld.gov.au/forms-resources/median-rents-quick-finder/median-rents-quarterly-data>
- 84 Queensland Government. (2025). *Affordable housing through National Rental Affordability Scheme (NRAS)*. <https://www.qld.gov.au/housing/renting/help-to-find-a-rental-home/nras>
- 85 Department of Social Services. (2025). *National Rental Affordability Scheme*. <https://www.dss.gov.au/national-rental-affordability-scheme>
- 86 Queensland Cabinet and Ministerial Directory. (2023, 8 October). *Government steps up to keep affordable rentals*. <https://statements.qld.gov.au/statements/98948>
- 87 Department of Housing and Public Works. (2025). Unpublished data request.
- 88 Australian Bureau of Statistics. (2025). *Housing affordability*. <https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/survey-income-and-housing-user-guide-australia/2019-20/housing#housing-affordability>

- 89 Anglicare Australia. (2025). Rental Affordability Snapshot Regional Reports 2025. <https://www.anglicare.asn.au/wp-content/uploads/2025/04/Rental-Affordability-Snapshot-Regional-Reports.pdf>
- 90 Australian Institute of Health and Welfare. (2025). *Specialist Homelessness Services: monthly data*. <https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-monthly-data/contents/monthly-data>
- 91 Australian Institute of Health and Welfare. (2025). *Specialist homelessness services annual report 2023–24, Table INDIGENOUS.2: Clients and support periods, by Indigenous status and sex, and by state and territory, 2023–24*. [data table]. <https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-annual-report/contents/about>
- 92 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished Data Request.
- 93 Department of Housing and Public Works. (2025). Unpublished data request.
- 94 Productivity Commission. (2025). *Report on Government Services 2025 Part G, Section 18 – Table 18A.16 [data table]*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/housing-and-homelessness/housing>
- 95 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished correspondence.
- 96 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Supporting Queensland Families*. <https://performance.dcssds.qld.gov.au/supporting-queensland-families/who-family-support-services-work-with/family-and-child-connect-facc>
- 97 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished correspondence.
- 98 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Supporting Queensland Families*. <https://performance.dcssds.qld.gov.au/supporting-queensland-families/who-family-support-services-work-with/family-and-child-connect-facc>
- 99 Australian Bureau of Statistics. (2024). *National Aboriginal and Torres Strait Islander Health Survey 2022-23 Table 40.3 Summary health characteristics [data table]*. <https://www.abs.gov.au/statistics/people/aboriginal-and-torres-strait-islander-peoples/national-aboriginal-and-torres-strait-islander-health-survey/latest-release>
- 100 Australian Bureau of Statistics. (2023). *National Health Survey 2022 – Summary health characteristics by states and territories Table 2.3 [data table]*. <https://www.abs.gov.au/statistics/health/health-conditions-and-risks/national-health-survey/2022#data-downloads>
- 101 Queensland Health. (2025). Unpublished data request.
- 102 Queensland Family and Child Commission. (2025). *Community Perceptions Survey 2025 Research Report*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Community-perceptions-survey-report.pdf>
- 103 Queensland Family and Child Commission. (2025). *Community Perceptions Survey 2025 Research Report*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Community-perceptions-survey-report.pdf>
- 104 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 105 Australian Bureau of Statistics. (2024). *Disability, Ageing and Carers, Australia: Summary of Findings 2022, Table 1.3 [data table]*. <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release#data-downloads>
- 106 Australian Bureau of Statistics. (2021). *Aboriginal and Torres Strait Islander people with disability Table 1.3 [data table]*. <https://www.abs.gov.au/articles/aboriginal-and-torres-strait-islander-people-disability>
- 107 Department of Youth Justice (2025). *Youth Justice Census 2024*. https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/a6c6dbcf-b18f-413c-a2fb-9cd1b7bc4c84/yj_census_summary_custody_2018-2024.pdf
- 108 Australasian ADHD Professionals Association. (n.d.). *About ADHD*. <https://adhdguideline.aadpa.com.au/about/about-adhd/>
- 109 Australian Institute of Health and Welfare. (2024). *People with disability in Australia*. <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/people-with-disability/prevalence-of-disability>
- 110 Queensland Health. (n.d.). Queensland Child and Youth Clinical Network Fetal Alcohol Spectrum Disorders (FASD) Position Statement. https://www.childrens.health.qld.gov.au/_data/assets/pdf_file/0020/177032/fasd-pos-statement.pdf
- 111 Australian Bureau of Statistics. (2024). *Children and young people with disability, 2022, Table 10.1 & 10.3 [data tables]*. <https://www.abs.gov.au/articles/children-and-young-people-disability-2022#data-downloads>
- 112 Productivity Commission. (2025). *Report on Government Services 2025, Part F Section 15 Disability Services Table 15A.54 [data table]*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/services-for-people-with-disability>
- 113 Productivity Commission. (2025). *Report on Government Services 2025, Part F Section 15 Disability Services Table 15A.80. [data table]*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/services-for-people-with-disability>
- 114 Productivity Commission. (2025). *Report on Government Services 2025, Part F Section 15 Disability Services Table 15A.81 [data table]*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/services-for-people-with-disability>
- 115 Productivity Commission. (2025). *Report on Government Services 2025, Part F Section 15 Disability Services Table 15A.12 [data table]*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/services-for-people-with-disability>
- 116 National Disability Insurance Agency. (2025). *Explore Data*. <https://dataresearch.ndis.gov.au/explore-data>
- 117 Productivity Commission. (2025). *Report on Government Services 2025, Part F Section 15 Disability Services Table 15A.14 [data table]*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/services-for-people-with-disability>
- 118 Department of Education. (2023). *Free Kindy*. <https://earlychildhood.qld.gov.au/kindy>
- 119 Australian Bureau of Statistics. (2025). *Preschool Education 2024*. <https://www.abs.gov.au/statistics/people/education/preschool-education/latest-release>
- 120 Australian Bureau of Statistics. (2024). *Preschool Education 2023*. <https://www.abs.gov.au/statistics/people/education/preschool-education/2023>
- 121 Australian Bureau of Statistics. (2023). *Preschool Education 2022*. <https://www.abs.gov.au/statistics/people/education/preschool-education/2022>
- 122 Australian Bureau of Statistics. (2022). *Preschool Education 2021*. <https://www.abs.gov.au/statistics/people/education/preschool-education/2021#data-downloads>
- 123 Department of Education. (2025). State school attendance. <https://qed.qld.gov.au/our-publications/reports/statistics/Documents/attendance-rate-year-level-region.pdf>
- 124 Department of Education. (2025). Unpublished data request.

- 125 Department of Education. (2025). Unpublished data request.
- 126 Queensland Police Service. (2025). Unpublished data request.
- 127 Queensland Government. (2025). *Laws targeting sexual offences against children*. <https://www.qld.gov.au/law/crime-and-police/types-of-crime/sexual-offences-against-children/laws>
- 128 Queensland Police Service. (2025). Unpublished data request.
- 129 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance - Substantiated Investigations*. <https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/substantiated-investigations>
- 130 Queensland Government. (2025). *Blue Card Statistics*. <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/system/statistics>
- 131 ACECQA. (2023). *Workforce Demand*. <https://snapshots.acecqa.gov.au/workforcedata/demand.html>
- 132 ACECQA. (2023). *Workforce Demand*. <https://snapshots.acecqa.gov.au/workforcedata/demand.html>
- 133 Mathews B., Yang C., Lehman E.B., Mincemoyer C., Verdiglione N., & Levi B.H. (2017). Educating early childhood care and education providers to improve knowledge and attitudes about reporting child maltreatment: A randomized controlled trial. *PLoS ONE* 12(5), e0177777. <https://doi.org/10.1371/journal.pone.0177777>
- 134 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance - Substantiated investigations*. <https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/substantiated-investigations>
- 135 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 136 Queensland Family and Child Commission. (2025). *Community Perceptions Research Report 2025*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Community-perceptions-survey-report.pdf>
- 137 Australian Institute of Health and Welfare. (2025). *Specialist Homelessness Services annual report 2023-24, Specialist homelessness services indicators 2023-24 table I_SERVICE_2* [data table]. <https://www.aihw.gov.au/reports-data/health-welfare-services/homelessness-services/data>
- 138 Foyer Foundation & Accenture. (2022). *Under One Roof The Social and Economic Impact of Youth Foyers*. https://foyer.org.au/wp-content/uploads/2023/04/FoyerFoundation_UnderOneRoof_FULLReport2023.pdf
- 139 Queensland Cabinet and Ministerial Directory. (2025, Jan 9). *Media Statement: Youth Foyers expanded to help at-risk young Queenslanders*. <https://statements.qld.gov.au/statements/101829>
- 140 Queensland Cabinet and Ministerial Directory. (2024, December 20). *Minister announces plan to strengthen DVConnect*. <https://statements.qld.gov.au/statements/101782>
- 141 Queensland Cabinet and Ministerial Directory. (2024, June 5). *Relationships Australia Queensland to join Cairns police on domestic and family violence calls for service*. <https://statements.qld.gov.au/statements/100504>
- 142 Brisbane Youth Service. (2025). *Youth domestic, family, and sexual violence practice framework snapshot*. https://brisyouth.org/wp-content/uploads/2025/05/BYS_Youth-DFSV-Framework-2025-FA_Digital-Single.pdf
- 143 Mission Australia. (2024). *Youth Survey 2024: Queensland sub-report*. <https://www.missionaustralia.com.au/publications/youth-survey/state-reports-2024>
- 144 Health and Wellbeing Queensland. (2024). *The health and wellbeing of GenQ: Quantitative social research report extract*. https://hw.qld.gov.au/wp-content/uploads/2024/09/THE-HEALTH-AND-WELLBEING-OF-GENQ_QUANTITATIVE-SOCIAL-RESEARCH-REPORT-EXTRACT.pdf
- 145 Williams, C. (2024, September 3). *Queensland research finds young people 'burnt out and in need of help'*. ABC News. <https://www.abc.net.au/news/2024-09-03/wellbeing-research-young-people-smartphones-social-media/104302704>
- 146 Queensland Health. (2025). *Mental health*. In *The health of Queenslanders: Report of the Chief Health Officer Queensland*. <https://www.choreport.health.qld.gov.au/our-health/mental-health>
- 147 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished correspondence.
- 148 Queensland Health. (2025). Unpublished data request.
- 149 Queensland Health. (2025). Unpublished data request.
- 150 Queensland Government Statistician's Office. (2023). *Population projections*. <https://www.qgso.qld.gov.au/statistics/theme/population/population-projections/2023-edition-update>
- 151 Department of Education. (2025). Unpublished data request.
- 152 Queensland Family and Child Commission. (2024). *Regulation of Home Education*. https://www.qfcc.qld.gov.au/sites/default/files/2024-12/QFCC%20Regulation%20of%20Home%20Education%20in%20Queensland%20Insights%20Paper_0.pdf
- 153 Queensland Department of Education. (2024). *Home education registrations: August 2020-2024*. <https://qed.qld.gov.au/our-publications/reports/statistics/Documents/home-education-registrations.pdf>
- 154 Campo, M. (2015). *Children's exposure to domestic and family violence: Key issues and responses* (CFCA Paper No. 36). https://aifs.gov.au/sites/default/files/publication-documents/cfca-36-children-exposure-fdv_0.pdf
- 155 Queensland Police Service. (2024, June 24). *How domestic and family violence drives youth crime*. <https://mypolice.qld.gov.au/news/2024/06/24/how-domestic-and-family-violence-drives-youth-crime/>
- 156 Australian Institute of Health and Welfare. (2020). *Australia's children. Cat. no. CWS 69*. https://www.aihw.gov.au/getmedia/6af928d6-692e-4449-b915-cf2ca946982f/aihw-cws-69_australias_children_print-report.pdf?v=20230921161957&inline=true
- 157 Brisbane Youth Service. (2025). *Youth domestic, family, and sexual violence practice framework snapshot*. https://brisyouth.org/wp-content/uploads/2025/05/BYS_Youth-DFSV-Framework-2025-FA_Digital-Single.pdf
- 158 Australian Institute of Health and Welfare. (2024). *Young people under youth justice supervision and their interaction with the child protection system 2022-23*. <https://www.aihw.gov.au/reports/youth-justice/young-people-youth-justice-supervision-2022-23/data>
- 160 Australian Institute of Health and Welfare (2024). *Young people under youth justice supervision and their interaction with the child protection system 2022-23*. <https://www.aihw.gov.au/reports/youth-justice/young-people-youth-justice-supervision-2022-23/data>
- 160 Australian Institute of Health and Welfare (2024). *Young people under youth justice supervision and their interaction with the child protection system 2022-23*. <https://www.aihw.gov.au/reports/youth-justice/young-people-youth-justice-supervision-2022-23/data>

- 161 Australian Institute of Health and Welfare (2024), *Young people under youth justice supervision and their interaction with the child protection system 2022–23*. <https://www.aihw.gov.au/reports/youth-justice/young-people-youth-justice-supervision-2022-23/data>.
- 162 Queensland Police Service. (2025). Unpublished data request.
- 163 Queensland Cabinet and Ministerial Directory. (2024, June 5). *Relationships Australia Queensland to join Cairns police on domestic and family violence calls for service* [Media Statement]. https://documents.parliament.qld.gov.au/speeches/spk2024/Laura_Gerber-Currumbin-20241128-858990636584.pdf
- 164 Queensland Government, Premier and Minister for Veterans, Minister for Youth Justice and Victim Support and Minister for Corrective Services (2025, June 23). *A fresh start for Queensland: Crime prevention schools underway with budget funding*. <https://statements.qld.gov.au/statements/102828>
- 165 Allen, J., Homel, R., Vasco, D., & Freiberg, K. (2024). *The impact of a preschool communication program and comprehensive family support on serious youth offending: New findings from the Pathways to Prevention Project* (CRG Report No. 26-19-20). https://www.aic.gov.au/sites/default/files/2024-10/crg_impact_of_a_preschool_communications_program_v4.pdf
- 166 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Queensland Children in Care Census 2024*. https://performance.dcssds.qld.gov.au/_media/documents/2024-children-in-care-census-full-report-for-publication.pdf
- 167 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Supporting Queensland Families – Family and Child Connect*. <https://performance.dcssds.qld.gov.au/supporting-queensland-families/who-family-support-services-work-with/family-and-child-connect-facc>
- 168 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Supporting Queensland Families – Family Wellbeing Services*. <https://performance.dcssds.qld.gov.au/supporting-queensland-families/what-family-support-services-achieve/family-wellbeing-service-fws>
- 169 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Supporting Queensland Families – Family Wellbeing Services*. <https://performance.dcssds.qld.gov.au/supporting-queensland-families/what-family-support-services-achieve/family-wellbeing-service-fws>
- 170 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Supporting Queensland Families – Intensive Family Support*. <https://performance.dcssds.qld.gov.au/supporting-queensland-families/who-family-support-services-work-with/intensive-family-support-ifs>
- 171 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance Supporting Queensland Families*. <https://performance.dcssds.qld.gov.au/supporting-queensland-families/what-family-support-services-achieve/intensive-family-support-ifs>
- 172 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 173 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 174 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 175 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished correspondence.
- 176 Queensland Treasury. (2025). *Service Delivery Statements: Department of Youth Justice and Victim Support*. <https://budget.qld.gov.au/files/Budget-2025-26-SDS-Department-of-Youth-Justice-and-Victim-Support.pdf>
- 177 Queensland Treasury. (2025). *Service Delivery Statements: Department of Youth Justice and Victim Support*. <https://budget.qld.gov.au/files/Budget-2025-26-SDS-Department-of-Youth-Justice-and-Victim-Support.pdf>
- 178 Queensland Treasury. (2019). *Service Delivery Statements: Department of Youth Justice*. <https://s3.treasury.qld.gov.au/files/2019-20-DYJ-SDS.pdf>
- 179 State of Queensland. (2023, June 13). 2020 Budget caring for Queensland Communities. <https://statements.qld.gov.au/statements/91071>
- 180 SNAICC. (2024). *Family Matters Report 2024*. SNAICC. <https://www.snaicc.org.au/our-work/child-and-family-wellbeing/family-matters/>
- 181 SNAICC. (2024). *Family Matters Report 2024*. SNAICC. <https://www.snaicc.org.au/our-work/child-and-family-wellbeing/family-matters/>
- 182 McCalman, J., Nona, M., Edwards, M. et al. Shifting the focus of child and youth wellbeing programs from crisis to prevention: a mixed methods study of the role of First Nations’ community-controlled organisations. *BMC Health Serv Res* 25, 695 (2025). <https://doi.org/10.1186/s12913-025-12830-6>
- 183 Queensland Cabinet and Ministerial Directory. (2025, 21 January). *Major funding boost for Townsville early intervention program*. <https://statements.qld.gov.au/statements/101866>
- 184 Queensland Police Service. (2025). Unpublished data request.
- 185 Queensland Police Service. (2025). Unpublished data request.
- 186 Queensland Police Service. (2024). *Taskforce Guardian marks 100th deployment - Queensland Police News*. <https://mypolice.qld.gov.au/news/2024/10/15/taskforce-guardian-marks-100th-deployment/>
- 187 Nous Group. (2024). *Youth Co-Responder Team – Outcome evaluation report Department of Youth Justice*. <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/e0cedbe5-17b8-4543-b1c5-156b2f36c466/jcrt-outcome-evaluation-report.pdf>
- 188 Queensland Police Service. (2024, April 24). *Breaking the cycle: Youth Co-Responder Teams extended*. <https://mypolice.qld.gov.au/news/2024/04/24/breaking-the-cycle-youth-co-responder-teams-extended/>
- 189 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Working with families in contact with Child Safety*. <https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/concerns-received-by-child-safety>
- 190 Australian Bureau of Statistics. (2025). *Table 53. Estimated Resident Population By Single Year Of Age, Queensland - National, state and territory population*. <https://www.abs.gov.au/statistics/people/population/national-state-and-territory-population/latest-release>
- 191 Department of Child Safety, Seniors and Disability Services. (n.d.). *Concerns received by Child Safety*. <https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/concerns-received-by-child-safety>

- 192 Department of Child Safety, Seniors and Disability Services. (n.d.). *Concerns received by Child Safety*.
<https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/concerns-received-by-child-safety>
- 193 Queensland Family and Child Commission. (2025). *Community Perceptions Survey 2025*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Community-perceptions-survey-report.pdf>.
- 194 Queensland Family and Child Commission. (2025). *2025 Statutory systems workforce survey Research Report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Statutory-systems-workforce-survey-report.pdf>.
- 195 Queensland Family and Child Commission. (2025). *2025 Statutory systems workforce survey Research Report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Statutory-systems-workforce-survey-report.pdf>.
- 196 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Concerns received by Child Safety*.
<https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/concerns-received-by-child-safety>
- 197 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Concerns received by Child Safety*.
<https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/substantiated-investigations>
- 198 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Improving care and post care support*.
<https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/who-we-work-with/children-requiring-care-and-ongoing-support>
- 199 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished correspondence.
- 200 SNAICC. (2024). *Family Matters Report 2024*. https://www.snaicc.org.au/wp-content/uploads/2024/11/241119-Family-Matters-Report-2024.pdf?mc_cid=93e014cb0d&mc_eid=22ce87b604
- 201 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child protection services – Table 16A.23* [data table].
<https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 202 National Family Matters Leadership Group. (2024). *Family Matters – Strong communities. Strong culture. Stronger children*.
<https://www.snaicc.org.au/wp-content/uploads/2025/01/Reviewing-Implementation-of-the-Aboriginal-and-Torres-Strait-Islander-Child-Placement-Principle-Queensland-2021%E2%80%932024.pdf>
- 204 National Family Matters Leadership Group. (2024). *Family Matters – Strong communities. Strong culture. Stronger children*.
<https://www.snaicc.org.au/wp-content/uploads/2025/01/Reviewing-Implementation-of-the-Aboriginal-and-Torres-Strait-Islander-Child-Placement-Principle-Queensland-2021%E2%80%932024.pdf>
- 205 National Family Matters Leadership Group. (2024). *Family Matters – Strong communities. Strong culture. Stronger children*.
<https://www.snaicc.org.au/wp-content/uploads/2025/01/Reviewing-Implementation-of-the-Aboriginal-and-Torres-Strait-Islander-Child-Placement-Principle-Queensland-2021%E2%80%932024.pdf>
- 205 Queensland Government. (2025). *Blue cards and exemption cards for foster or kinship carers*. <https://www.qld.gov.au/community/caring-child/foster-kinship-care/foster-kinship-care-become-a-carer/foster-kinship-care-blue-cards>
- 206 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection Services*.
<https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 207 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection Services*.
<https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 208 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance - Commenced investigations*.
<https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/commenced-investigations>
- 209 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance - Completed investigations*.
<https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/completed-investigations>
- 210 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Working with families in contact with Child Safety*.
<https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/concerns-received-by-child-safety>
- 211 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance - Commenced investigations*.
<https://performance.dcssds.qld.gov.au/working-with-families-in-contact-with-child-safety/what-we-do/commenced-investigations>
- 212 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished correspondence.
- 213 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child protection services, Table 16A.1* [data table].
<https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 214 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child protection services, Table 16A.1* [data table].
<https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 215 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance – Sibling connection and stability/permanency of living arrangements*. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-achieve/sibling-connection-and-stability/permanency-of-living-arrangements>
- 216 Department of Families, Seniors, Disability Services and Child Safety. (2025). Our performance. <https://performance.dcssds.qld.gov.au/home>
- 217 Office of the Director of Child Protection Litigation. (2024). *Annual Report 2023-2024*. <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5825T0132/5825t132.pdf>
- 218 Office of the Director of Child Protection Litigation. (2024). *Annual Report 2023-2024*. <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5825T0132/5825t132.pdf>
- 219 Queensland Family and Child Commission. (2025). *2025 Statutory systems workforce survey Research Report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Statutory-systems-workforce-survey-report.pdf>
- 220 Department of Families, Seniors, Disability Services and Child Safety. (2024). Unpublished data request.
- 221 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request
- 222 Department of Families, Seniors, Disability Services and Child Safety. (2024). Unpublished data request
- 223 Department of Child Safety, Seniors and Disability Services. (2023) *Strategic workforce plan 2023-2026*. [Unpublished]
- 224 Department of Child Safety, Seniors and Disability Services. (2024). *2024 Working for Queensland survey report*.
https://www.forgov.qld.gov.au/_data/assets/pdf_file/0025/566206/dcssds-department-of-child-safety-seniors-and-disability-services-2024-working-for-queensland-survey-report.pdf

- 225 Queensland Family and Child Commission. (2025). *2025 Statutory systems workforce survey Research Report*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Statutory-systems-workforce-survey-report.pdf>.
- 226 Queensland Family and Child Commission. (2025). *2025 Statutory systems workforce survey Research Report*. <https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Statutory-systems-workforce-survey-report.pdf>.
- 227 Queensland Government. (2025, April 2). *Youth crime bombshell: Decade of youth crime crisis laid bare*. <https://statements.qld.gov.au/statements/102321>
- 228 Queensland Police Service. (2025). Unpublished data request.
- 229 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. <https://www.qgso.qld.gov.au/issues/7856/crime-report-qld-2023-24.pdf>
- 230 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. Queensland Treasury. <https://www.qgso.qld.gov.au/issues/7856/crime-report-qld-2023-24.pdf>
- 231 Queensland Police Media. (2024, 26 July). *Queensland Police Service release latest crime statistics for 2023/24 financial year*. <https://mypolice.qld.gov.au/news/2024/07/26/queensland-police-service-release-latest-crime-statistics-for-2023-24-financial-year/>
- 232 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. <https://www.qgso.qld.gov.au/issues/7856/crime-report-qld-2023-24.pdf>
- 233 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. <https://www.qgso.qld.gov.au/issues/7856/crime-report-qld-2023-24.pdf>
- 234 Twyford, L. (2024, December). *Making Queensland Safer Bill-Submission*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Making%20Queensland%20Safer%20Bill%202024.pdf>
- 235 Australian Institute of Health and Welfare. (2025). *Youth Justice 2025*. <https://www.aihw.gov.au/reports-data/health-welfare-services/youth-justice/overview>
- 236 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice Services*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/youth-justice>
- 237 Australian Institute of Health and Welfare. (2025). *Youth justice in Australia 2023–24: Characteristics of young people in detention [data set]*. <https://www.aihw.gov.au/reports/youth-justice/youth-justice-in-australia-2023-24/data>
- 238 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. <https://www.qgso.qld.gov.au/issues/7856/crime-report-qld-2023-24.pdf>
- 239 Queensland Government Statistician's Office. (2025). *Crime report, Queensland, 2023–24*. <https://www.qgso.qld.gov.au/issues/7856/crime-report-qld-2023-24.pdf>
- 240 Twyford, L. (2024, December). *Making Queensland Safer Bill-Submission*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Making%20Queensland%20Safer%20Bill%202024.pdf>
- 241 Youth Justice Performance Reporting and Analytics, Department of Youth Justice (2025). Unpublished data request.
- 242 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice Services – Table 17A.26* [data table]. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/youth-justice>
- 243 Childrens Court of Queensland. (2025). *Annual report 2023–24* (Tabled Paper No. 5824T0283). <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5824T0283/5824t283.pdf>
- 244 Childrens Court of Queensland. (2025). *Annual report 2023–24* (Tabled Paper No. 5824T0283). <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5824T0283/5824t283.pdf>
- 245 Bonett, R., Lloyd, C. D., Stone, A. G., & Ogloff, J. R. P. (2025). Group Conferencing is Associated with Lower Rates of Repeated Recidivism Among Higher-Risk Youth and There are Enhanced Effects Based on Who Attended the Conference. *Youth Violence and Juvenile Justice*, 23(1), 72–93. <https://doi.org/10.1177/15412040241258952>
- 246 Australian Institute of Health and Welfare. (2024). *Youth justice in Australia 2023–24, Queensland*. <https://www.aihw.gov.au/reports/youth-justice/youth-justice-in-australia-2023-24/contents/state-and-territory-overviews/queensland#sentenced>
- 247 Queensland Audit Office. (2024). *Report 15: 2023-2024 Reducing serious youth crime*. <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>
- 248 Queensland Parliament. (2024). *Childrens Court of Queensland Annual Report 2023 – 24*. <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5824t0283/5824t283.pdf>
- 249 Productivity Commission. (2025). *Report on Government Services 2025: Youth justice – Table 17A.7, Table 17A.8* [data table]. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/youth-justice>
- 250 Childrens Court of Queensland. (2024). *Annual report 2023–24* (Tabled Paper No. 5824T0283). <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5824T0283/5824t283.pdf>
- 251 Productivity Commission. (2025). *Closing the Gap dashboard: Outcome area 11 – Young people are not overrepresented in the criminal justice system*. <https://www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area11>
- 252 Productivity Commission. (2025). *Closing the Gap dashboard: Outcome area 11 – Young people are not overrepresented in the criminal justice system*. <https://www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area11>
- 253 Queensland Government. (2024). *Making Queensland Safer Bill 2024 – Statement of Compatibility* (Bill No. 043 of 2024). <https://www.legislation.qld.gov.au/view/pdf/bill.first.hrc/bill-2024-043>
- 254 Lewis, N. (2024, December). *Submission on the Making Queensland Safer Bill 2024*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Making%20Qld%20Safer%20Bill%202024%20%20Commissioner%20Lewis%20Submission%20%281%29.pdf>
- 255 Queensland Parliament. (2024). *Answer to Question on Notice No. 1177*. <https://documents.parliament.qld.gov.au/tableoffice/questionsanswers/2024/1177-2024.pdf>

- 256 Office of the Queensland Ombudsman. (2024, August). *Cleveland Youth Detention Centre inspection report: Focus on separation due to staff shortages*. <https://www.ombudsman.qld.gov.au/publications/detention-inspection-reports/cleveland-youth-detention-centre-inspection-report-focus-on-separation-due-to-staff-shortages>
- 257 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice services, Table 17A.1* [data table]. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/youth-justice>
- 258 Queensland Family and Child Commission. (2024). *Statutory systems workforce survey Research Report*. <https://www.qfcc.qld.gov.au/sites/default/files/2024-09/Statutory%20Systems%20Workforce%20Survey%20research%20report%20-%202024.pdf>
- 259 Queensland Audit Office. (2024). *Report 15: 2023-2024 Reducing serious youth crime*. <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>
- 260 Department of Youth Justice and Victim Support. (2025). Unpublished correspondence.
- 261 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice services*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/youth-justice>
- 262 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 17 Youth Justice services, Table 17A.13* [data table]. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/youth-justice>
- 263 Queensland Audit Office. (2024). *Report 15: 2023-2024 Reducing serious youth crime*. <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>
- 264 Queensland Audit Office. (2024). *Report 15: 2023-2024 Reducing serious youth crime*. <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>
- 265 Office of the Public Guardian. (2024). *Annual report 2023–24*. https://www.publicguardian.qld.gov.au/_data/assets/pdf_file/0005/816368/opg-annual-report-2023-24-accessible.pdf
- 266 Office of the Public Guardian (2025). *Executive Reporting Dashboard*.
- 267 Hard, C., & Weston, P. (2025, February 13). *Police fear deaths in 'at capacity' lock ups*. Gold Coast Bulletin (print, p.6).
- 268 Queensland Police Service. (2024, August 6). *Watch-house review*. <https://www.police.qld.gov.au/qps-corporate-documents/reports-and-publications/watch-house-data>
- 269 Queensland Cabinet and Ministerial Directory. (2023, 13 June). *Record youth justice budget puts community safety first*. <https://statements.qld.gov.au/statements/97933>
- 270 Queensland Parliament. (2024). *Childrens Court of Queensland Annual Report 2023-24*. <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5824T0283/5824t283.pdf>
- 271 Fentiman, S. (2023, June 15). *Ministerial Statement*. [Speech]. https://documents.parliament.qld.gov.au/speeches/spk2023/Shannon_Fentiman-Waterford-20230615-919949824113.pdf
- 272 Department of Children, Youth Justice and Multicultural Affairs (former), 2021. *Family support and child protection system, Report 1: 2020-21 Status of recommendations as at 1 April 2021*, <https://documents.parliament.qld.gov.au/com/CSSC-0A12/CAGR120202-8C96/cor-15Apr21DCYJMA.pdf>
- 273 Queensland Government. (2025, June 20). *Digital Projects Dashboard*. <https://www.qld.gov.au/digitalprojectsdashboard>
- 274 Productivity Commission. (2025). *Report on Government Services 2025: Child Protection – Table 16A.36* [data table]. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 275 Queensland Parliament. (2024). *Opening of the 58th Parliament*. <https://www.parliament.qld.gov.au/Visit-and-learn/Opening-of-Parliament>
- 276 Liberal National Party of Queensland. (2024, September 2). *Safer Children, Safer Communities policy*. <https://online.lnp.org.au/david-crisafulli/news/safer-children-safer-communities-policy>
- 277 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance*. <https://performance.dcssds.qld.gov.au/home>
- 278 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance: Living arrangements of children*. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-do/living-arrangements-of-children>
- 279 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 280 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 281 Productivity Commission. (2025). *Report on Government Services 2025 Part F, Section 16 Child Protection Services*. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/child-protection>
- 282 Venables, J., Povey, J., Boman, M., Healy, K., Baxter, J., Austerberry, S., & Thompson, K. (2025). Navigating the Australian child protection system: The importance of formal and informal support for carers to effectively provide care to children in out-of-home care. *Child & Family Social Work*, 30(2), 237–250. <https://doi.org/10.1111/cfs.13106>
- 283 Venables, J., Povey, J., Boman, M., Healy, K., Baxter, J., Austerberry, S., & Thompson, K. (2025). Navigating the Australian child protection system: The importance of formal and informal support for carers to effectively provide care to children in out-of-home care. *Child & Family Social Work*, 30(2), 237–250. <https://doi.org/10.1111/cfs.13106>
- 284 Venables, J., Povey, J., Boman, M., Healy, K., Baxter, J., Austerberry, S., & Thompson, K. (2025). Navigating the Australian child protection system: The importance of formal and informal support for carers to effectively provide care to children in out-of-home care. *Child & Family Social Work*, 30(2), 237–250. <https://doi.org/10.1111/cfs.13106>
- 285 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 286 Queensland Parliament. (2023, August 10). Estimates hearing: Community Support and Services Committee. https://documents.parliament.qld.gov.au/com/CSSC-0A12/C20232024-B2B4/2023_08_10_EstimatesCSC.pdf
- 287 Queensland Government. (2025, May 18). Commission of Inquiry into Queensland's broken Child Safety System. <https://statements.qld.gov.au/statements/102583>
- 288 Department of Families, Seniors, Disability Services and Child Safety. (n.d.). *Our Performance – Safe reunification*. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-achieve/permanency-for-children>
- 289 Newton, B.J., Chiswell, K., Parker, C., Tong, N. and Common, S. (2025). 'Playing the Game': How Aboriginal Families Navigate Child Protection Systems to Restore Their Children Home From Out-Of-Home Care. *Australian Journal of Social Issues*. <https://doi.org/10.1002/ajs4.70027>

- 290 Beaufile, J., Corrales, T., & Swan, A. D. (2025). "They Know What's Best for the Poor Little Black Fellows, Like They Did All Them Years Ago": Continued Paternalism and Pressure to Place in the Australian Child Protection System. *Australian Journal of Social Issues*.
<https://doi.org/10.1002/ajs4.70035>
- 291 McCalman, J., Nona, M., Edwards, M. et al. Shifting the focus of child and youth wellbeing programs from crisis to prevention: a mixed methods study of the role of First Nations' community-controlled organisations. *BMC Health Serv Res* 25, 695 (2025). <https://doi.org/10.1186/s12913-025-12830-6>
- 292 Queensland Cabinet and Ministerial Directory. (2025, July 23). *Child Safety System reform continues as Commission of Inquiry starts*.
<https://statements.qld.gov.au/statements/103150>
- 293 Department of Families, Seniors, Disability Services and Child Safety. (2025). *Our Performance: Living arrangements of children*.
<https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-do/living-arrangements-of-children>
- 294 Venables, J., Cullin, J., Ellem, K., & Healy, K. (2024). Diminishing their voice through choice? How 'self-placing' in out-of-home care affects children and young people's participation in decision-making. *European Journal of Social Work*, 1–14. <https://doi.org/10.1080/13691457.2024.2408429>
- 295 University of Queensland. (2024). Enhancing outcomes for young people in out-of-home care who self-place. (Project No. 66278). <https://about.uq.edu.au/experts/project/66278>
- 296 Safe Space Legal. (2024). Australian Child Safe Standards – A State By State Guide 2025. <https://www.safespacelegal.com.au/australian-child-safe-standards-a-state-by-state-guide-2025/>
- 297 Queensland Family and Child Commission. (2024). Implementation in Queensland. <https://www.qfcc.qld.gov.au/childsafesafe/implementation>
- 298 Government of Victoria. (2024). About Child Safe Standards. <https://www.vic.gov.au/about-child-safe-standards>
- 299 Office of the Children's Guardian. (2024). About the Child Safe Scheme. <https://ocg.nsw.gov.au/child-safe-scheme/implementing-child-safe-standards>
- 300 Government of Tasmania. (2024). Reportable Conduct Scheme. <https://www.justice.tas.gov.au/carcru/child-and-youth-safe-organisations-framework>
- 301 Department of Justice, Tasmania. (2025). *Child and Youth Safe Organisations Framework*. Royal Commission Response Unit.
<https://www.justice.tas.gov.au/carcru/child-and-youth-safe-organisations-framework>
- 302 Australian Capital Territory Human Rights Commission. (2024). ACT Child Safe Standards Scheme.
<https://www.hrc.act.gov.au/childrenyoungpeople/act-child-safe-standards>
- 303 Queensland Family and Child Commission. (2025). *2025 Statutory systems workforce survey Research Report*.
<https://www.qfcc.qld.gov.au/sites/default/files/2025-06/2025-Statutory-systems-workforce-survey-report.pdf>
- 304 Australian Institute of Health and Welfare. (2025). Specialist homelessness services annual report 2023–24 - Specialist homelessness services historical tables 2011–12 to 2023–24 – Table HIST.CPO. <https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-annual-report/data>
- 236 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 237 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 307 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 308 Department of Families, Seniors, Disability Services and Child Safety. (2025). Children in Care Census, 2024.
https://performance.dcssds.qld.gov.au/_media/documents/2024-children-in-care-census-full-report-for-publication.pdf
- 309 Eadie, K. Zahir, S.F., Chapman, J.-A., Warren Bergh, W., & Withington, T. (2025). A 15-year outcome study of children and young people in care attending a tertiary level specialist mental health service, *Child Abuse & Neglect*, 161, 107297.
- 310 Eadie, K. Zahir, S.F., Chapman, J.-A., Warren Bergh, W., & Withington, T. (2025). A 15-year outcome study of children and young people in care attending a tertiary level specialist mental health service, *Child Abuse & Neglect*, 161, 107297.
- 311 Department of Child Safety, Seniors and Disability Services. (n.d.). Plans that support Aboriginal and Torres Strait Islander children.
<https://performance.dcssds.qld.gov.au/meeting-the-needs-of-aboriginal-and-torres-strait-islander-children/working-with-aboriginal-and-torres-strait-islander-children-and-families/plans-that-support-aboriginal-and-torres-strait-islander-children>
- 312 SNAICC – National Voice for our Children. (2025). Reviewing implementation of the Aboriginal and Torres Strait Islander Child Placement Principle: Queensland 2021–23. <https://www.snaicc.org.au/wp-content/uploads/2025/01/Reviewing-Implementation-of-the-Aboriginal-and-Torres-Strait-Islander-Child-Placement-Principle-Queensland-2021-23.pdf>
- 313 Department of Families, Seniors, Disability Services and Child Safety. (2025). Children in Care Census, 2024.
https://performance.dcssds.qld.gov.au/_media/documents/2024-children-in-care-census-full-report-for-publication.pdf
- 314 Department of Families, Seniors, Disability Services and Child Safety. (2025). Children in Care Census, 2024.
https://performance.dcssds.qld.gov.au/_media/documents/2024-children-in-care-census-full-report-for-publication.pdf
- 315 Department of Families, Seniors, Disability Services and Child Safety. (2025). Children in Care Census 2024.
https://performance.dcssds.qld.gov.au/_media/documents/2024-children-in-care-census-full-report-for-publication.pdf
- 316 Blum, R. W., Lai, J., Martinez, M., & Jessee, C. (2022). 'Adolescent connectedness: cornerstone for health and wellbeing', *British Medical Journal*, 379, 1–4. <https://www.bmj.com/content/379/bmj-2021-069213>
- 317 Australian Human Rights Commission (2024). 'Help way earlier!': How Australia can transform child justice to improve safety and wellbeing.
<https://humanrights.gov.au/our-work/childrens-rights/publications/help-way-earlier>
- 318 Department of Families, Seniors, Disability Services and Child Safety. (2025). Guideline for extracurricular activities for children and young people in a care arrangement. https://www.families.qld.gov.au/_media/documents/foster-kinship-care/extra-curricular-act-guidelines.pdf
- 319 Queensland Family and Child Commission. (2024, December). Too little, too late: The progress made against the Queensland Residential Care Roadmap. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Too%20little%20too%20late%20-%20The%20progress%20made%20against%20the%20Queensland%20Residential%20Care%20Roadmap.pdf>

320 Queensland Family and Child Commission. (2024, December). Too little, too late: The progress made against the Queensland Residential Care
 Roadmap. <https://www.qfcc.qld.gov.au/sites/default/files/2024-12/Too%20little%20too%20late%20-%20The%20progress%20made%20against%20the%20Queensland%20Residential%20Care%20Roadmap.pdf>

321 Department of Families, Disability Services and Child Safety. (2025). Unpublished correspondence.

322 Crime and Misconduct Commission. (2004). Protecting children: An inquiry into abuse of children in foster
 care. <https://www.ccc.qld.gov.au/sites/default/files/Docs/Public-Hearings/Abuse-of-children-in-foster-care/Protecting-children-An-inquiry-into-abuse-of-children-in-foster-care-Report-2004.pdf>

323 van Vonderen, J. (2025, May 21). As Queensland launches yet another child safety inquiry, what’s going to be different about this one? ABC News.
<https://www.abc.net.au/news/2025-05-21/queensland-child-safety-review-protection-laws-inquiry/105312952>

324 van Vonderen, J. (2025, May 21). As Queensland launches yet another child safety inquiry, what’s going to be different about this one? ABC News.
<https://www.abc.net.au/news/2025-05-21/queensland-child-safety-review-protection-laws-inquiry/105312952>

325 Twyford, L. [@luke-twyford-8029b87b]. (2025, May). I welcome the inquiry into child safety announced today... [Post].
 LinkedIn. https://www.linkedin.com/posts/luke-twyford-8029b87b_i-welcome-the-inquiry-into-child-safety-announced-activity-7329628093323661313-42ax

326 Office of the Public Guardian. (2024). *Annual Report 2023-24*. https://www.publicguardian.qld.gov.au/_data/assets/pdf_file/0005/816368/opg-annual-report-2023-24-accessible.pdf

327 Office of the Public Guardian. (n.d.). The purpose of the visitor program. <https://www.publicguardian.qld.gov.au/about-us/community-visitor-program/the-purpose-of-the-visitor-program>

328 Department of Youth Justice. (2025). Come together, talk together, walk together: Reframing the relationship plan 2023–
 2025. <https://www.publications.qld.gov.au/dataset/resources-strategies-and-action-plans/resource/bdacec23-e979-4b69-8e04-0e2a1d529ff4>

329 Tully, L. A., Hawes, D. J., Doyle, F. L., Dadds, M. R., & Lenroot, R. K. (2024). ParentWorks: A digital parenting intervention for child conduct problems
 and family functioning—Outcomes of a randomized controlled trial. *Australian & New Zealand Journal of Psychiatry*. Advance online
 publication. <https://doi.org/10.1177/00048674251324819>

330 Boffa, C., & Mackay, A. (2024). Hyperincarceration and human rights abuses of First Nations children in juvenile detention in Queensland and the
 Northern Territory. *Current Issues in Criminal Justice*, 37(1), 58–74. <https://doi.org/10.1080/10345329.2023.2293317>

331 Productivity Commission. (2025). Report on Government Services 2025 Part F, Section 17 – Table 16A.23 [data table].
<https://www.pc.gov.au/ongoing/report-on-government-services/2025/youth-justice>

332 Morgan, G. (2024, October 24). Echoes of desperation: A journey through the Cairns watch
 house. <https://www.qatsicpp.com.au/2024/10/24/echoes-of-desperation-a-journey-through-the-cairns-watch-house/>

333 Childrens Court of Queensland (2025). Childrens Court of Queensland Annual Report 2023-24. <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5824T0283/5824t283.pdf>

334 Inspector of Detention Services. (2024). Cairns and Murgon watch-houses inspection report: Focus on detention of children.
<https://www.ombudsman.qld.gov.au/publications/detention-inspection-reports/cairns-and-murgon-watch-houses-inspection-report-2024> Office
 of the Public Guardian. (2024). Annual report 2023–24. https://www.publicguardian.qld.gov.au/_data/assets/pdf_file/0005/816368/opg-annual-report-2023-24-accessible.pdf

335 Office of the Public Guardian. (2024). Annual report 2023–24. https://www.publicguardian.qld.gov.au/_data/assets/pdf_file/0005/816368/opg-annual-report-2023-24-accessible.pdf

336 Office of the Public Guardian. (2024). Annual report 2023–24. https://www.publicguardian.qld.gov.au/_data/assets/pdf_file/0005/816368/opg-annual-report-2023-24-accessible.pdf

337 Queensland Human Rights Commission. (2025, April 11). Detention of a child in a watch house [Unresolved complaint
 report]. https://www.qhrc.qld.gov.au/_data/assets/word_doc/0003/53283/2025.04.11-Detention-of-a-child-in-a-watch-house.docx

338 Queensland Cabinet and Ministerial Directory. (2025, March 29). JOINT STATEMENT: New Wacol Youth Remand Centre ready to hold young
 offenders. <https://statements.qld.gov.au/statements/102299>

339 Queensland Police Service. (2024, September 23). Construction progressing on Wacol Youth Remand
 Centre. <https://mypolice.qld.gov.au/centenary/2024/09/23/construction-progressing-on-wacol-youth-remand-centre/>

340 Department of Youth Justice and Victim Support. (2025). Unpublished correspondence.

341 Department of Youth Justice. (2025). Youth Justice census summary: Supervision 2018–
 2024. https://www.publications.qld.gov.au/dataset/c1c45ba7-868f-45a6-b043-80dde24c5654/resource/d247dea9-fc88-40c6-be61-4c20e3355e1b/download/yj_census_summary_supervision_2018-2024.pdf

342 Department of Youth Justice. (2025). Youth Justice census summary: Custody 2018–2024. https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/a6c6dbcf-b18f-413c-a2fb-9cd1b7bc4c84/yj_census_summary_custody_2018-2024.pdf

343 Australian Institute of Health and Welfare. (2025). Youth Justice Data- Table S72b: Young people in detention during the year by age, states and
 territories, 2023–24. <https://www.aihw.gov.au/reports-data/health-welfare-services/youth-justice/data>

344 Queensland Health (2025). Unpublished data request.

345 Queensland Health (2025). Unpublished data request.

346 Australian Government, & State and Territory Governments. (2024, October). Joint Australian, State and Territory response to the Disability Royal
 Commission. <https://www.health.gov.au/sites/default/files/2025-07/joint-government-response-to-disability-royal-commission-recommendations.pdf>

347 Productivity Commission. (2025). Report on Government Services 2025 Part F, Section 17 Youth Justice. <https://www.pc.gov.au/ongoing/report-on-government-services/2025/community-services/youth-justice>

348 Queensland Council of Social Service. (2025). Invest in Queensland’s youth services. <https://www.qcoss.org.au/wp-content/uploads/2025/02/5.-Invest-in-Qlds-youth-services.pdf>

349 Queensland Audit Office. (2024, June). Reducing serious youth crime (Report 15: 2023–24). <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>

350 Queensland Audit Office. (2024, June). Reducing serious youth crime (Report 15: 2023–24). <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>

351 Queensland Audit Office. (2024, June). *Reducing serious youth crime (Report 15: 2023–24)*. <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>

-
- 352 Department of Families, Seniors, Disability Services and Child Safety. (2025). Our Performance – Sibling connection and stability/permanency of living arrangements. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-achieve/sibling-connection-and-stabilitypermanency-of-living-arrangements>
- 353 Department of Families, Seniors, Disability Services and Child Safety. (2025). Our Performance – Permanency for children. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-achieve/permanency-for-children>
- 354 Department of Families, Seniors, Disability Services and Child Safety. (2025). Our Performance – Sibling connection and stability/permanency of living arrangements. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-achieve/sibling-connection-and-stabilitypermanency-of-living-arrangements>
- 355 Queensland Family and Children Commission. (2025). Annual Report: Deaths of Children and young people 2023-24. <https://www.qfcc.qld.gov.au/sector/child-death/child-death-reports-and-data>
- 356 Parsons, L., Cordier, R., Chikwava, F., O'Donnell, M., Chung, D., Ferrante, A., Mendes, P., & Thoresen, S. (2024). Shedding light on the social and health realities of care-experienced young people in Western Australia: A population-level study. *Child abuse & neglect*, 157, 107053. <https://doi.org/10.1016/j.chiabu.2024.107053>
- 357 Department of Families, Seniors, Disability Services and Child Safety. (2025). Our Performance – Plans that support children. <https://performance.dcssds.qld.gov.au/improving-care-and-post-care-support/what-we-do/plans-that-support-children#7293>
- 358 Department of Families, Seniors, Disability Services and Child Safety. (2025). Our Performance – 2024 Children in Care Census. https://performance.dcssds.qld.gov.au/_media/documents/2024-children-in-care-census-full-report-for-publication.pdf
- 359 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 360 Department of Families, Seniors, Disability Services and Child Safety. (n.d.). Improving care and post-care for children and young people. <https://www.families.qld.gov.au/our-work/child-safety/about-child-protection/improving-care-post-care-children-young-people>
- 361 Department of Families, Seniors, Disability Services and Child Safety. (n.d.). Improving care and post-care for children and young people. <https://www.families.qld.gov.au/our-work/child-safety/about-child-protection/improving-care-post-care-children-young-people>
- 362 Department of Families, Seniors, Disability Services and Child Safety. (2025). Unpublished data request.
- 363 Queensland Audit Office. (2024, June). Reducing serious youth crime (Report 15: 2023–24). <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>
- 364 Department of Youth Justice and Victim Support. (n.d.). All programs. <https://www.youthjustice.qld.gov.au/programs-initiatives/programs/all>
- 365 Queensland Audit Office. (2024, June). Reducing serious youth crime (Report 15: 2023–24). <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>
- 366 Queensland Audit Office. (2024, June). Reducing serious youth crime (Report 15: 2023–24). <https://www.qao.qld.gov.au/reports-resources/reports-parliament/reducing-serious-youth-crime>
- 367 Department of Youth Justice and Victim Services. (2025). Unpublished correspondence.
- 368 Queensland Parliament. (2024). Question on Notice No. 1161. <https://documents.parliament.qld.gov.au/tableoffice/questionsanswers/2024/1161-2024.pdf>
- 369 Deloitte Access Economics. (2018). *Transition to Success: Evaluation Report*. Queensland Government. https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/537969aa-2595-4de0-9928-04a1f43cb40f/17436_t2s-evaluation-report-1.pdf
- 370 Queensland Parliament. (2024). *Question on Notice No. 1145*. <https://documents.parliament.qld.gov.au/tableoffice/questionsanswers/2024/1145-2024.pdf>
- 371 Kisely, S., Leske, S., Oglvie, J., Thompson, C., Siskind, D., & Allard, T. (2024). A longitudinal birth cohort study of child maltreatment and mental disorders using linked statewide child protection and administrative health data for 83,050 Queensland residents from 1983 to 2014. *Epidemiology and Psychiatric Sciences* 33, e69, 1–9. <https://doi.org/10.1017/S204579602400074X>
- 372 Seear, K., Baldry, E., & Fleay, C. (2025). Incarceration and public health: A call to action for Australia. *The Lancet Public Health*, 10(8), Article e00042. [https://doi.org/10.1016/S2468-2667\(25\)00042-8](https://doi.org/10.1016/S2468-2667(25)00042-8)

ANNUAL REPORT 2024–2025

Queensland Family and Child Commission

www.qfcc.qld.gov.au