

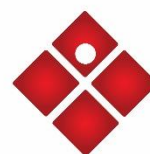


Liberal National Party's proposals for overhauling Queensland's
child protection system

Survey Findings

*On the question of re-naming the Child Safety
Department, the Child Protection Force*

3 September 2020



PeakCare
Queensland Inc.

Thank you to all who took time from their busy schedules to respond to our survey about the Liberal National Party's proposals for overhauling the child protection system. We trust that you have made a valuable and constructive contribution to the further development and refinement of the policy platforms of Queensland's political parties. We look forward to the informed discussion and debate the survey findings will generate. Following on from our report providing an overview of the survey findings, this is the first in the series of detailed reports that addresses the proposal to rename the Child Safety Department, the Child Protection Force.



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Executive Director



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Introduction

Following the announcement on 17 June 2020 of the Liberal National Party's (LNP's) [plans for overhauling Queensland's child protection system](#), PeakCare Queensland Inc. (PeakCare) and the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) conducted a survey to gauge stakeholders' views about the plans. The survey was released on 19 June and closed on 10 July 2020.

PeakCare and QATSICPP will look for similar opportunities to seek feedback about the policy platforms of other political parties as they are released. Pleasingly, the findings of the survey are being used to inform bipartisan dialogue agreed to by Premier Palaszczuk and Opposition Leader Deb Frecklington about improvements that can be made to Queensland's child protection system.

About this report and the reports to follow

An [overview of the survey findings](#) was released on 24 August 2020, as a precursor to a series of reports that will delve, with greater detail, into specific matters addressed within the LNP's proposals. This is the first report within this series and addresses the first question included within our survey – *Do you agree with the proposal to re-name the Child Safety Department, the Child Protection Force?*

Future reports will focus on proposed organisational arrangements for the delivery of child protection services or on specific policy-related proposals, and culminate in a final report addressing responses to the last question in the survey – *What, if anything, do you think may be missing from the LNP plan to overhaul the child safety system?*

About the survey respondents

In total, 1,998 people responded to the survey from across 13 identified stakeholder groups including:

Survey respondent sub-groups	No (%)
Employees of non-government organisations including:	811 (40.82%)
• PeakCare Member organisation employees	289 (14.54%)
• QATSICPP Member organisation employees	63 (3.17%)
• Non-Member NGO employees	459 (23.10%)
Employees of Government agencies	633 (31.86%)

Employees of peak bodies or other industry or representative groups	56 (2.82%)
Academics	38 (1.91%)
Private consultants or employees of private consultancy or training organisations	42 (2.11%)
Parents (or other family members) with a lived experience of the child protection system	65 (3.27%)
Young people (under 25) with a lived experience of the child protection system	15 (0.75%)
Older people (over 25) with a lived experience of the child protection system	42 (2.11%)
Foster Carers	121 (6.09%)
Kinship Carers	35 (1.76%)
Others	129 (6.49%)

Eleven survey respondents skipped the question requesting them to identify the sub-group to which they belonged.

The 129 survey respondents who identified as belonging to the 'others' category described themselves as follows:

Interested community member (e.g. parent, concerned citizen, "just an ordinary person")	39
Retired, semi-retired or former employee of either a government or non-government agency or both	33
Member of a particular professional or occupational group (eg. a barrister, private school teacher, allied health professional, Union Organiser)	18
Member of two or more of the listed sub-groups (e.g. person who has had a lived experience of child protection as a child who is now a Carer and/ or employee of a govt or non-govt organisation)	14
Relative or friend of a Carer or employee of a government or non-government organisation	13
Non-specified connection with the child protection system	6
Former Foster Carer	4
Friend of a person who was formerly in care	2

About the strength of the survey

As noted in the overview report, the respondents to the survey are not a representative sample and therefore the results cannot be generalised to specific stakeholder groups or stakeholders as a whole. The strength of the survey and its findings lies in the diversity of views that have been collected from within and across stakeholder groups. This provides a rich source of data to generate debate about how to best protect children, promote their development and well-being, and support their families.

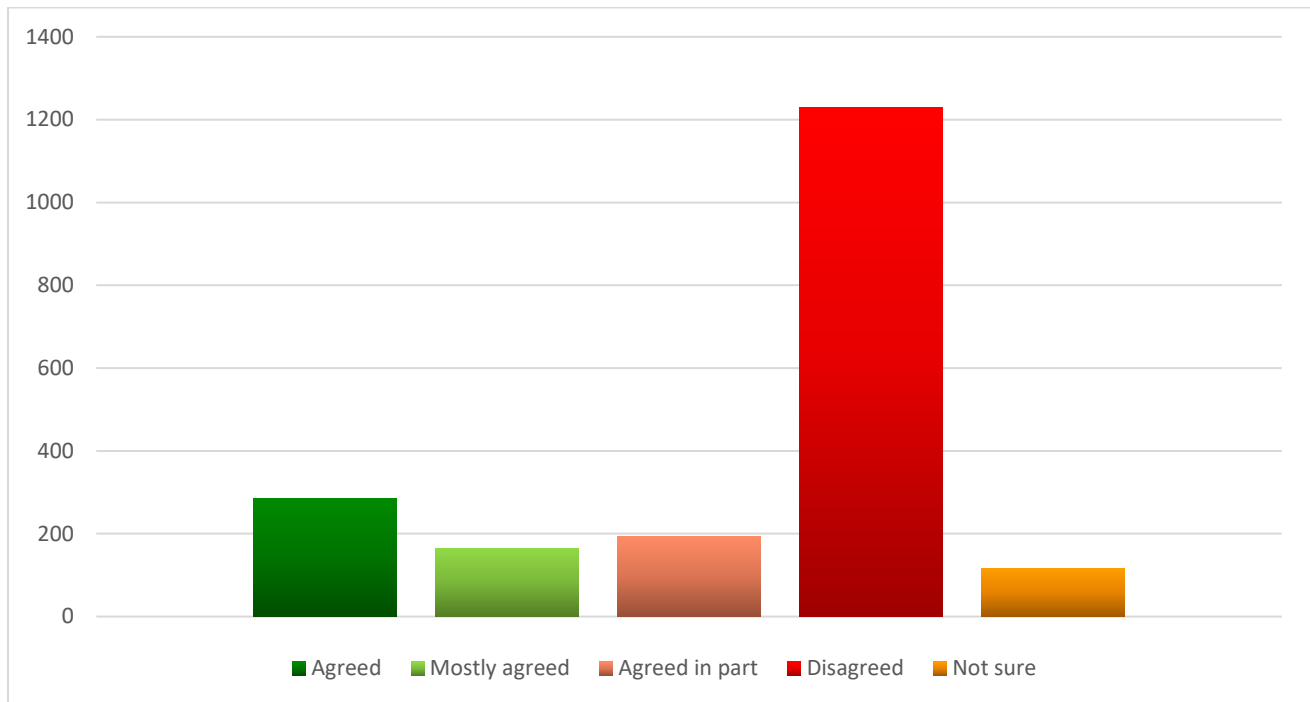
Overall response

Of the 1,998 survey respondents, 1,990 answered, and 8 'skipped', this question. Most who answered the question disagreed (61.57%) or agreed only in part (9.67%) with the proposal to rename the department the *Child Protection Force*.

Specifically, of the 1,990 respondents who answered this question:

- 286 (14.37%) agreed with the proposal

- 165 (8.29%) mostly agreed
- 193 (9.70%) agreed only in part
- 1,229 (61.76%) disagreed, and
- 117 (5.88%) indicated that they were not sure



A majority of respondents within all stakeholder groups except Foster Carers and Kinship Carers disagreed or agreed only in part with the proposal.

Foster Carers and Kinship Carers were more likely to have disagreed or agreed only in part than to have agreed or mostly agreed with the proposal, but this was less than 50% of the total number of respondents within these stakeholder groups.

Noting that not all respondents provided additional comments, a review of the comments that were entered into the survey identified the following key themes.

Connotations and impact

The vast majority of respondents raised concerns about the negative connotations of the term 'force' including what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance.

Service not a force

Some respondents noted that the Queensland Police itself was once called a 'force' and this was changed to 'service' for the purpose of emphasising its role in serving the community.

Rebranding

There was strong concern expressed that 'rebranding' the department was a waste of resources and/or would not change anything or would not have a beneficial impact on the lives of children and families.

Name change

While a small number of respondents supported a name change and, in some instances, a stand-alone department, they did not support the use of the term 'force'. Child Protection was the most common alternative name identified.

Those respondents who supported the proposed name change indicated it would signal the seriousness of the issue and action to be taken, and increase the profile and recognition of staff.

Some respondents suggested the name change be applied only to the investigation and assessment function of the department.

The remainder of this report sets out the responses of each of the stakeholder groups.

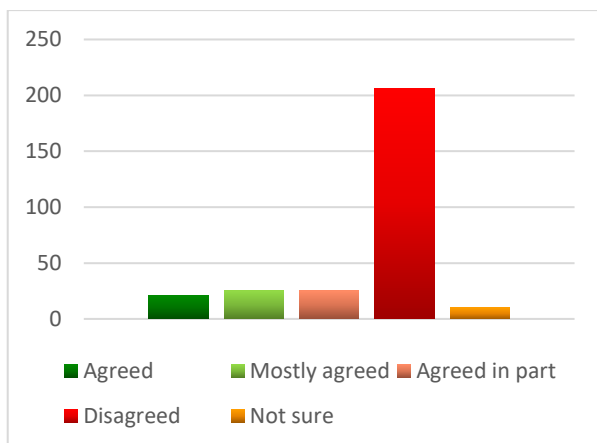
Responses by stakeholder groups

Employees of PeakCare Member organisations

Of the 287 employees of PeakCare Member organisations who answered this question:

- 21 (7.32%) agreed with this proposal
- 25 (8.71%) mostly agreed
- 25 (8.71%) agreed only in part
- 206 (71.78%) disagreed, and
- 10 (3.48%) indicated that they were not sure

Two respondents skipped this question.



160 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

The vast majority of respondents raised issues about the connotations of the term 'force' including what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *Aggressive, negative, punitive, military, violence, intimidating*
- *It sounds very heavy handed. It sounds to military and sets up an adversarial tone to any interventions*

- *The word 'Force' is complete anathema for the work that needs to be done: this is a human services portfolio, not a military operation. This will be a significant issue for Aboriginal and/or Torres Strait Islander families and children and is likely to lead to even less willingness to engage, potentially to the detriment of the child. Where is the evidence that this will be useful?*
- *The use of the word 'force' has punitive connotations and does not accurately reflect the strategic direction of the Department. Similarly, it absolutely does not align with the service sector funded to undertake much of this work in partnership and use evidence based therapeutic approaches to work collaboratively and respectfully with families engaged with the Department*
- *Imagine how it would feel for a parent who is struggling with mental health to be involved with the 'child protection force'*
- *The use of the word 'force' sends a negative message to families that become involved with child protection. Not all families that come to the attention of child protection are 'bad' people but in most cases are parents who are struggling to cope with a number of issues and need support not 'force'*
- *Absolutely not. Clients would be scared that the 'force' is coming to visit. When the intervention needn't be fear inducing. This name will definitely lead to poorer outcomes for kids*
- *This does not represent the supportive and positive elements of care being provided to children by carers or support being offered to parents- this shift sounds negative and putting responsibility on parents rather than on systems that have let them down*

Service not a force

Some respondents noted that Queensland Police itself is called a 'service' and not a 'force':

- *We don't even have a Police Force in QLD!*
- *Labels are very important, which is why the police changed their title to service from force, because people involved with the Child Protection system are facing wicked issues which require a social response, not a judicial one*
- *QPS changed its name from Qld Police Force in the 1990s in part to address historical concerns about police powers and misuse of power. The underpinning principle is that Police are there to 'serve the community'. This would be a retrograde step, and suggests a significant misunderstanding of the function and purpose of child safety services*

Rebranding

A number of respondents indicated that rebranding was a waste of resources and/or would have no beneficial impact on the lives of children and families:

- *There is no need, what a waste of resources to not make any real changes*
- *Changing names won't make a different outcome. It will cost a lot of money in rebranding that would be better put into more workers or more services*
- *I don't think renaming an agency every time they have their name dragged through dirt is productive. A new name will not fix the issues*
- *A change of name doesn't improve the situation for children. Rather than spending money on rebranding, put that money towards more staff, more foster carers and more education for the public*
- *No, this name does not cover the breadth of all the work undertaken by child safety in working with families. A change of name is costly where money could be spent on genuine resources required to for system reform*

Name change

Some respondents supported a name change but not the use of the term 'force':

- *The idea of the stand-alone agency sounds promising, but the name 'Child Protection Force' sounds forceful in nature and may be even more intimidating to clients?*
- *I think the Department of Child Protection might sound better. We want to bring down barriers' families face in engaging with the Department, not strengthen barriers*

- *Child Protection is so much more than a Force. With the key priority to protect children and to keep them with their birth family where it is safe to do so. Not all families that come to the attention of Child Safety have parents that are not attempting to do the best they can. Maybe it should be called Child and Family Protection Services*

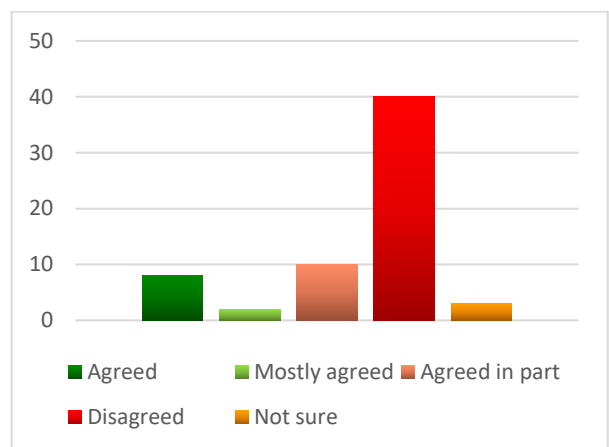
A small number of respondents commented positively about the proposed name change:

- *Force sends the message that it is taken seriously*
- *It would give front line workers the recognition in the title that they currently don't have*

Employees of QATSICPP Member organisations

Of the 63 employees of QATSICPP Member organisations who answered this question:

- 8 (12.7%) agreed with the proposal
- 2 (3.17%) mostly agreed
- 10 (15.87%) agreed only in part
- 40 (63.49%) disagreed, and
- 3 (4.76%) indicated that they were not sure



26 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

The vast majority of respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *Aggressive, hostile, oppressive, military*

- *The Child protection Force sounds too much like policing, it will only gain more distrust by clients*
- *The proposal to re-name to the Department of Child Safety, the Child Protection Force is a bit over the top, as it's not a force. The system needs reform all together, it's the people that work in the system that you need to change*
- *This is a system that already disregards the power imbalance that children and families (including foster families) experience in the day to day decision making. The word 'force' further reiterates the systemic power imbalances that disadvantage already vulnerable people. Additionally, 'child protection force' is a ridiculous name. What are we? a bad Marvel film?*

Rebranding

Some respondents indicated that rebranding was a waste of resources and/or would have no beneficial impact on the lives of children and families:

- *Millions of dollars are wasted every time there is a change of government or a machinery of government change. The money spent on name changes is better used to fund much needed support services to respond to the needs of the individuals and families within our various communities.*
If there is a structural change then do so within the existing Department of Child Safety, Youth and Women

Name change

One respondent agreed there should be a stand-alone department but disagreed with the using the term 'force' in the name:

- *I agree that there should be a stand-alone agency, however Force is the incorrect label. It indicates enforcement and aligns to authority*

A small number of respondents commented positively about the proposed name change with an emphasis on the investigation and assessment function of Child Safety:

- *The investigation and assessment part of child safety should be called that. Children in long term care need to have the assurance that they are 'safe' not here by 'force'. That is just inviting argument*
- *A separate force would be ok for high risk matters, but re-naming overall would have negative impact*

on First Nations peoples and also on the strengthening families framework. It's back to punitive language

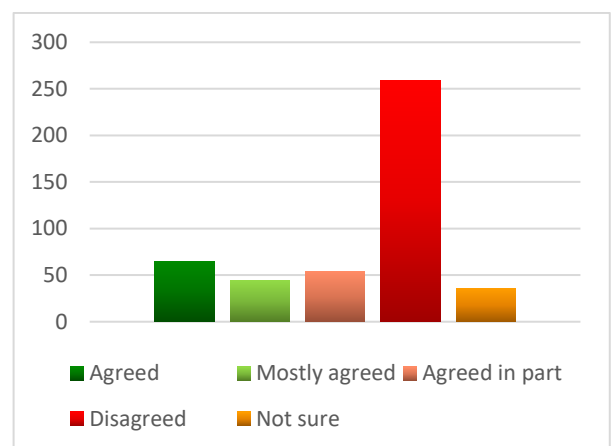
- *I agree if this is to be a stand alone agency. There is more need for jobs within Child Safety and then to have this agency as an extra support and to be rapid response – great*

Employees of non-Member non-government organisations

Of the 458 employees of non-government organisations that are not Members of either PeakCare or QATSICPP who answered this question:

- 65 (14.19%) agreed with the proposal
- 44 (9.61%) mostly agreed
- 54 (11.79%) agreed only in part
- 259 (56.55%) disagreed, and
- 36 (7.86%) indicated that they were not sure

One respondent skipped this question.



201 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

The vast majority of respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance.

- *Negative, scary, militaristic, aggressive, intimidating*
- *This sends the wrong message and demonstrates a lack of recognition that child protection issues are often associated with poverty. Child*

protection requires supportive work with families, not a punitive approach that alienates and criminalises families and parents

- 'Force' is not a child friendly term especially traumatized children and young people
- I think this has the potential to re-traumatise Australia's First Nation's peoples; and causes me to think of previous regimes of oppression through the excuse of 'child protection'
- Changing the name to add 'Force' and have police investigators will only serve to alienate the child safety system further from parents
- I strongly disagree. It suggests a para-military approach and protecting children is not a role for would be 'super-heroes'. There is a need for maturity, a careful, caring, supportive and measured role to helping families to stay together if possible and finding appropriate options for children if it is not possible

Rebranding

A number of respondents indicated that rebranding was a waste of resources and/or would have no beneficial impact on the lives of children and families:

- I think it's a waste of time and resources. The problem isn't the name it's the funding they need, more frontline workers to get through all the work big and small. Child Protection Force sounds awful and will be changed again when society wants more strength-based names. Child Safety is fine, it has no negative reference, it is what it states Child Safety
- Why does the name need to change, everyone knows who it is and this would just be a complete waste of money which could be better spent helping children?

Other respondents thought the name was irrelevant or not the point:

- What is a name change going to do? when I see real change taking place, then I will believe it
- A name change is tokenism unless there is a significant addition in funding to train rapid responders and action effective and consistent interventions

Name change

Some respondents supported a name change but not the use of the term 'force':

- I like the 'Child Protection' element, however 'Force' may sound threatening/overwhelming to some
- I agree with a stand-alone agency however the name I do not agree with and goes against all practice frame works when working with children and families
- A new name yes... would rethink the use of Force for something more positive and proactive. Force can leave the impression of being reactive

A small number of respondents commented positively about the proposed name change:

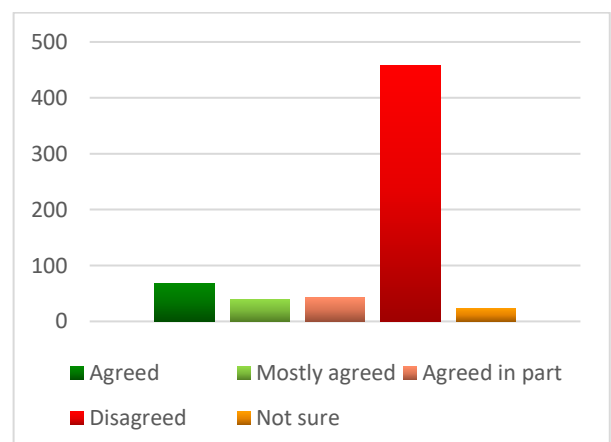
- If it's about protecting children it should be referred to as that!! and I think by adding the word 'force' it gives it a seriousness of law and protection such as a task force
- I think renaming makes sense to begin fresh with the values of the purposes of the change. The name sounds a little intimidating but if it's the point then yes

Employees of Government agencies

Of the 631 employees of Government agencies who answered this question:

- 68 (10.78%) agreed with the proposal
- 39 (6.18%) mostly agreed
- 42 (6.66%) agreed only in part
- 458 (72.58%) disagreed, and
- 24 (3.80%) indicated that they were not sure

Two respondents skipped this question.



307 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

The vast majority of respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *Punitive, authoritarian, disempowering, aggressive, excessive*
- *This needs to be about children and NOT scary adult names to meet an agenda. What child wants to be met by a Force?*
- *A force does not enact a sense of partnership, participation or engagement in community to address predominantly social issues*
- *Child Safety is the responsibility of parents, extended family members, community members and many government and non-government organisations. Most professionals who support child safety within families and communities try to do so in partnership with parents, therefore the word 'taskforce' is very threatening and implies that force will be shown towards parents or even towards children*
- *Responsive and meaningful child protection practice is based on the ability to build relationships in often complex and distressing situations. It involves the careful balance of power and statutory authority to engage meaningfully with children and families to work in partnership, often for significant periods of time, to address identified concerns. The proposal to rename DCSYW the Child Protection Force will negatively impact on the ability to practice in partnership with families by focusing more on authority and less on collaboration*
- *Child protection is complex and requires professionalism, compassion and understanding - not force. Making a stand-alone department reinforces the notion that child protection is the responsibility of one area, rather than being everyone's focus and responsibility*
- *QPS and Child Safety have two very different functions. This would place a negative connotation towards being a punitive Department and make it difficult for practitioners to work with children and families*

- *It sounds like it is criminalising the issue rather than taking a public health approach*

Service not a force

Some respondents noted that Queensland Police itself is called a 'service' and not a 'force':

- *We don't call it a Police Force anymore, it's a community service*
- *The Police 'Force' was re-named Police Service due to negative associations with the terminology. This would have a similar impact for Child Safety in creating barriers to working co-operatively with families to address child protection concerns*

Rebranding

A number of respondents indicated that rebranding was a waste of resources and/or would have no beneficial impact on the lives of children and families:

- *Name changes are expensive and pointless and a waste of limited financial resources that would be better spent on service delivery, care of children subject to statutory intervention, supporting carers, early interventions and therapeutic endeavours for children and families*
- *Changing the name won't fix the issues. This has to be well planned and thought out and systematic change rather than a typical Queensland band aid fix*
- *There's no need to change the name. This is an expensive exercise which actually adds no value. The money spent in changing the name should be spent elsewhere*

Name change

Some respondents supported a name change but not the use of the term 'force':

- *I agree with the idea of a name change. Child Protection Force is not family friendly at all and will make our interactions with families more difficult*
- *Child Protection Agency. I think the word 'Force' maybe be poorly received by the community*
- *I agree with the idea but the term "force" doesn't suit the work done*
- *I agree with it being a separate stand-alone department, however believe it should mirror QPS in that it is a service, not a force*

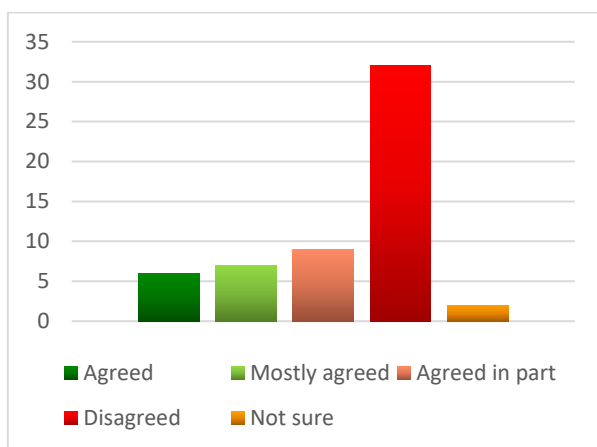
A small number of respondents commented positively about the proposed name change in terms of community profile:

- *This will give us more powers and bring the profile of Child Safety Officers as front line works the same way as our QPS, Ambulance etc. colleagues*
- *I believe this may associate us closer with QPS and therefore may bring more acknowledgement of our professionalism within the community. We are often not respected by the community or other areas of the sector and there is an historical belief that 'the department does nothing'*

Employees of peak bodies, industry and representative groups

Of the 56 employees of peak bodies, industry and representative groups who answered this question:

- 6 (10.71%) agreed with this proposal
- 7 (12.50%) mostly agreed
- 9 (16.07%) agreed only in part
- 32 (57.14%) disagreed, and
- 2 (3.57%) indicated that they were not sure



29 of the respondents within this stakeholder commented on their responses.

Connotations and impact

The vast majority of respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *Scary, harsh, antagonizing, military, aggressive*

- *A ridiculous idea! It hardly encourages either children, young people or parents to engage with the Department, instead it tries to intimidate people! This is not just a Department that investigates child abuse and removes children, it is also responsible for the care of thousands of children in care who are trying to overcome the effects of abuse - how are these children supposed to feel safe when their worker introduces themselves as from 'The Child Protection Force' - it sounds like they have committed a crime and are in trouble with the police!*
- *The name represents doing something with intent to harm and that is not the object of the Act. Child Protection is our business and it should remain that*
- *The proposed name change is threatening and aggressive, this does not properly acknowledge the forced removal of many Aboriginal and Torres Strait Islander children throughout this country's history and particularly during the 'stolen generations'. Additionally, the aggressive tone of the 'Force' also disregards the current legislation and practice framework in the department that seeks to collaborate with families to build safety. This is primarily a social work profession, not a police force and should be framed as such*

Service not a force

One respondent noted that Queensland Police itself is called a 'service' and not a 'force':

- *QPS was renamed as a service, not a force, to send the message it is a service to the Qld public. The same must be maintained for Child Safety, which also renamed what were called 'offices' to 'service centres'. The dept has been moving to more relationship-based approaches to working with families for which there is evidence that it is far more effective in protecting children than any notion of force*

Rebranding

A small number of respondents indicated that rebranding does not change practice and/or would have no beneficial impact on the lives of children and families:

- *Why change the name if the practice remains the same?*

- *I believe the name change is not really the core issue. It will not change anything in families... More serious issues in the department need to be addressed*

Name change

One respondent supported a name change but not the use of the term ‘force’:

- *The word ‘Force’ in the name appears too harsh. Child Protection Team might be a better name. The word Team unites people and is perceived as together*

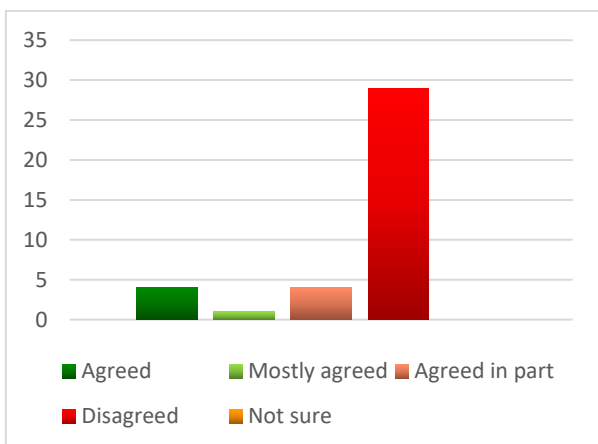
Two respondents commented positively about the proposed name change:

- *Using the word ‘force’ gives a sense that action will be taken, and taken immediately. Too many times DOCS has taken no action and ignored notifications made of child abuse*
- *Children at risk need to know that the department are involved in their lives for their protection and that is why I believe Child Protection Force is a better name*

Academics

Of the 38 academics who answered this question:

- 4 (10.53%) agreed with this proposal
- 1 (2.63%) mostly agreed
- 4 (10.53%) agreed only in part, and
- 29 (76.32%) disagreed



13 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

Most respondents raised issues about the connotations of the term ‘force’ – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *A ‘force’ suggests the need to tackle complicated structural issues of inter-generational trauma and abuse with punitive responses that don't work and perpetuate the issues. Would any family choose to engage with a ‘force’? Unlikely.*
- *The word ‘force’ is a big problem. The Department has to work constructively with families, just like many agencies they rely on citizens cooperating with them and not fearing them. The department should not be using force or showing force, it should be providing a service to vulnerable children and their families*
- *This gives the impression that policing and force is what is needed to increase child safety and decrease family dysfunction. In terms of societal issues being resolved via the methods proposed there is absolutely no evidence that this is the solution, indeed there is much evidence that it is not - rates of recidivism, task forces having only minimal, short term successes*
- *Child safety isn't supposed to sound like a threat. That's not helpful to vulnerable families*

Service not a force

One respondent noted that Queensland Police itself is called a ‘service’ and not a ‘force’:

- *We don't even have a police force??? it's a service*

Name change

One respondent supported a name change but not the use of the term ‘force’:

- *The word force suggests the use of physical force something we wouldn't do to children so why are we doing it to their parents. Protection yes, force no*

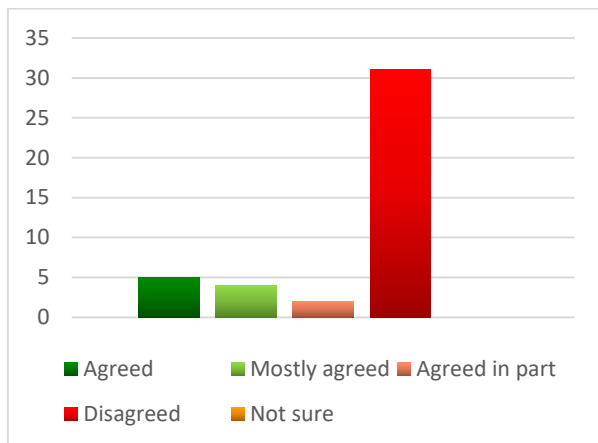
Two respondents commented positively about the proposed name change:

- *The change in name potentially could be the wake-up call neglectful and abusive parents need to realise they could be in serious trouble for their actions towards their children*
- *Change the name and change its performance*

Private consultants and employees of consultancy or training organisations

Of the 42 private consultants and employees of consultancy or training organisations, who answered this question:

- 5 (11.9%) agreed with the proposal
- 4 (9.52%) mostly agreed
- 2 (4.76%) agreed only in part, and
- 31 (73.81%) disagreed



26 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

Most respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance.

- *Aggressive, oppressive, heavy handed*
- *Caring for kids is not about force*
- *We are still working with families and in my opinion using the word 'force' seems to be very aggressive and if we think about the history of our Indigenous communities any terminology that demonstrates a counter productive approach to healing the trauma that already exists, would be detrimental now and into the future*
- *I think this title ignores all of the knowledge that has been ascertained by practitioners working alongside parents and families. Parents require support to be able to care for their children. Blaming and alienating policies affects the life of the child. The knowledge continues to identify the need for collaboration, between parents and practitioners, but also to include community when supporting children and parents. The proposed*

language change would make it even more difficult for parents to reach out for assistance. All parents require support to parent their children, regardless of their circumstances. There is no shame in reaching out for help and we should encourage this culture rather than create further boundaries

Service not a force

One respondent noted that Queensland Police itself is called a 'service' and not a 'force':

- *I find the work force to send a clear message of power over, us and them rather than collaboration and support. Why would we use Force when the Police specifically chose Service to avoid being adversarial? Child Safety is already hated by parents, so why inflame this?*

Rebranding

A small number of respondents indicated that rebranding does not change practice and/or would have no beneficial impact on the lives of children and families:

- *I don't think a name change is that important*
- *Spend the money on things that will actually make a difference, not on the administration required to change the name of the department*

Name change

Two respondents commented positively about the proposed name change:

- *Sounds fantastic. Time to take child protection seriously!!*
- *I don't think changing the name will change the culture and the outcomes. However, it may send a message to the community that change is afoot*

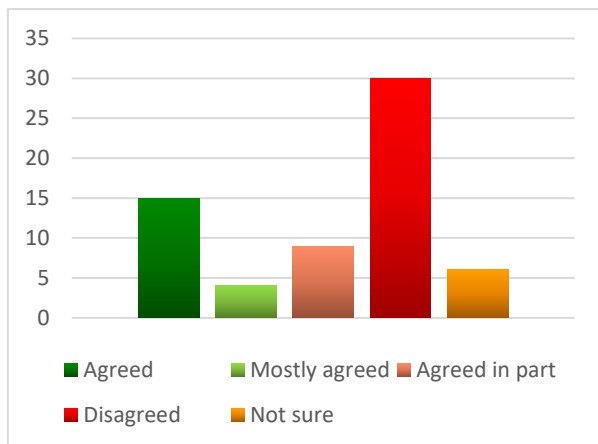
Parents (and other family members) with a lived experience of the child protection system

Of the 64 parents (or family members) with a lived experience of the child protection system who answered this question:

- 15 (23.44%) agreed with the proposal
- 4 (6.25%) mostly agreed
- 9 (14.06%) agreed only in part
- 30 (46.88%) disagreed, and

- 6 (9.38%) indicated that they were not sure

One respondent skipped this question.



27 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

Most respondents raised issues about the connotations of the term ‘force’ – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *Conservative, military, punitive, intimidating*
- *We have a police service for criminal behaviour...child safety is meant to keep kids safe and help parents*
- *The term force has particularly negative connotations and may be associated with past policies which have now been discredited relating to the removal of Indigenous Children from their cultural heritage*
- *There needs to be a holistic approach that focuses on children and doesn't create trauma for the children or their parents*
- *Name sounds potentially intimidating to young children*
- *Sounds too military especially the word force. As a child grows up and has to say I was under Child Protection Force it is so negative*

Rebranding

A small number of respondents supported a change in name but not the proposed name:

- *Child Protection, yes. Force, no. Particularly pairing ‘force’ with increased police intervention. Sounds like a military take over. Maybe if it had care in*

front of it: Child Protection Care Force. But please don't leave it as is

- *Making the Department a police state is not the answer. A parent friendly system with parents, carers and workers all working together is the way forward. I have a different name in mind - the Centre for Families*

A small number of respondents indicated that rebranding does not change the system and/or would have no beneficial impact on the lives of children and families:

- *Renaming doesn't necessarily mean any change. The real change needs to be within the system, regardless of the name*
- *Why waste money and time on a change of name. Spend the money and time on resources both human and supports on the ground at the ‘coal face’*

Name change

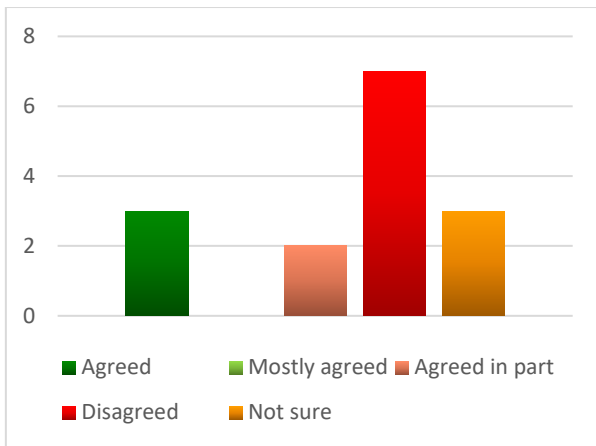
One respondent commented positively about the proposed name change:

- *A name change may change the current stigma of this agency*

Young people (under 25 years) with a lived experience of the child protection system

Of the 15 young people (under 25 years) with a lived experience of the child protection system who answered this question:

- 3 (20.00%) agreed with this proposal
- 0 (0.00%) mostly agreed
- 2 (13.33%) agreed only in part
- 7 (46.67%) disagreed, and
- 3 (20.00%) indicated that they were not sure



7 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

Some respondents raised issues about the connotations of the term ‘force’ – what it conveys to children and families requiring protection and assistance:

- *It makes it seem more aggressive and unsettling*
- *Horrendous. Absolutely disgusting. I grew up in foster care and it is a name that provokes thoughts of institutionalisation*
- *It’s awful. Especially for children in the system and for parents that are receiving help/support. This name sounds like they are police of some sort, which they are not*

Rebranding

One respondent suggested the focus should be on the organisation not the name:

- *The name of the organisation is not the thing you should be looking at, its the way the organization works*

Name change

One respondent supported a change in name but not the proposed name:

- *Force reminds me of police. Child protection agency would be better*

One respondent commented positively about the proposed name change:

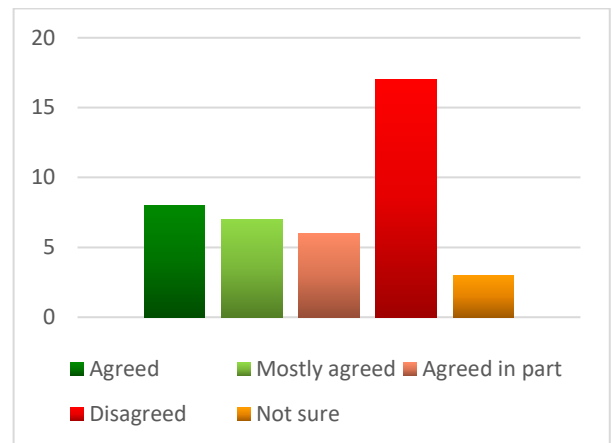
- *Yes, need a name that prioritise children over adults*

Older people (over 25 years) with a lived experience of the child protection system

Of the 41 older people (over 25 years) with a lived experience of the child protection system who answered this question:

- 8 (19.51%) agreed with this proposal
- 7 (17.07%) mostly agreed
- 6 (14.63%) agreed only in part
- 17 (41.46%) disagreed, and
- 3 (7.32%) indicated that they were not sure

One respondent skipped this question.



19 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

Some respondents raised issues about the connotations of the term ‘force’ – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *Any conjunction of the word force with children is a severe misunderstanding of the complex nature of child protection and perpetuates the concept of punishment rather than protection*
- *No because it only symbolises power and control. There needs to be a separately funded Indigenous group*
- *The current name states the aim of the organization. Using the word "force" starts to militarize the department*
- *What a threatening attempt to increase fear in families already usually traumatised and grieving once they are connected with Child Safety. Already it is a nightmare and totally disempowering being involved with the Department. Lack of respect.*

Now you consider using the word Force. I find this despicable and confirms my experience of years with the Department, that they wish to work over the vulnerable families, not serve them, not care for them. The Royal Commission Carmody Inquiry has given the recommendations. Stop wasting time with changing names to reflect your taking more power to create fear and get on doing what was recommended. Change what you are doing and turn to the families to find out what they need! Understand and stop using the idea of 'force'. It creates years and years and years of damage for the families involved in the Department. My experience was a nightmare due to the sense of 'power over', surveillance approach, lack of care and trust and support

Rebranding

Some respondents indicated that rebranding is not necessary and/or would not change the situation:

- *This is unnecessary and ultimately meaningless*
- *I don't think the name will change much and will also cost money to re brand*
- *Whatever it is called it must live up to its name*

Name change

Some respondents supported a change in name but not the proposed name:

- *Child Protection 'Force' seems a little strong. Child Protection 'Service', 'Department' or 'Directorate' is a less threatening name, yet it can be just as strong with the same powerful legislation to back it up*
- *From a service delivery point of view, it's quite powerful but for a child who will have this on their documents and forms etc it's not really child focused. Child Protection Unit? Child Protection Standards Team?*
- *Understand the need for a name change to reflect rebranding of the work, but the word 'force' sounds a bit too authoritarian and thus potentially creating a barrier when working with families*

One respondent commented positively about the proposed name change:

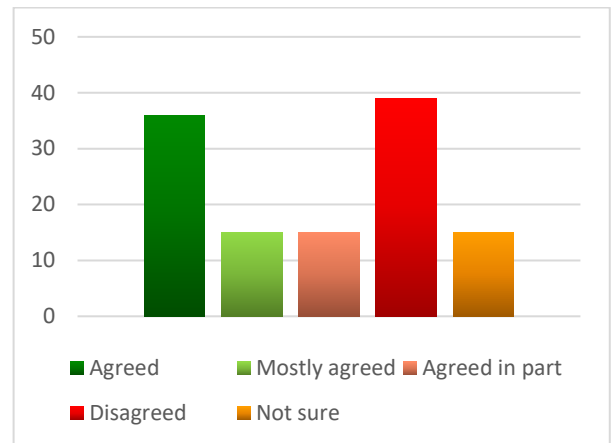
- *Absolutely. Child safety needs to have its own Minister with focus solely on child protection (not DV, Women, Youth)*

Foster Carers

Of the 119 Foster Carers who answered this question:

- 36 (30%) agreed with this proposal
- 15 (12.5%) mostly agreed
- 15 (12.5%) agreed only in part
- 39 (32.5%) disagreed, and
- 15 (12.5%) indicated that they were not sure

One respondent skipped this question.



54 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

Some respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *That will scare the vulnerable children that we are trying to protect*
- *Most child protection matters do not require a police response*
- *A protection force sounds horrible. They are there to support as well as make places safer for children*
- *Militarisation of social services is of detriment to the community and will cause people to be reluctant to engage*
- *Names are important and this proposed name does not encompass the full range of services and work undertaken by Child Safety*

Service not a force

One respondent noted that Queensland Police itself is called a 'service' and not a 'force':

- *The police service in Qld is not a force either. Calling it a force is too aggressive*

Rebranding

Some respondents indicated that rebranding does not change practice and/or would have no beneficial impact on the lives of children and families:

- *The name doesn't matter*
- *Changing the name isn't going to do anything. The way the dept works needs to change*
- *Why waste money changing the name and confusing all the kids in care? As a foster carer I tell the kids Child Safety's job is to keep kids safe, hence why it's called child safety. The proposed new name sounds like something out of a kids' action movie*
- *Why waste so much money on a name change. This will NOT be helpful to vulnerable children! Put the money where it is needed*

Name change

Some respondents supported a name change but not the use of the term 'force' and/or supported a stand-alone department:

- *Don't like the wording 'force' but a stand-alone child safety with a Minister who concentrates on solely child safety would be beneficial. Maybe 'child protection allegiance'*
- *Child protection is too large to be included in with women and young people too*

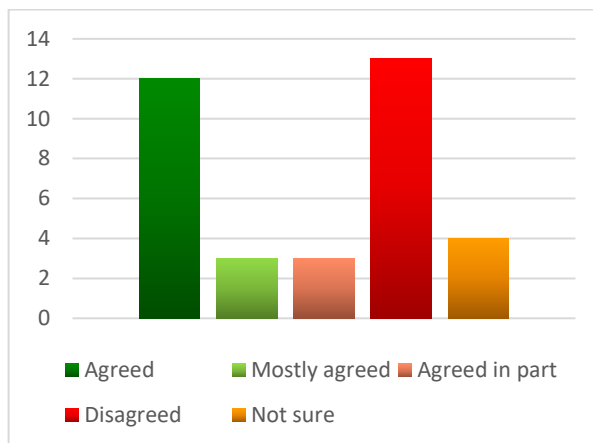
Some respondents commented positively about the proposed name change:

- *Only if other changes are also implemented to reflect the new name. No point in renaming something and keeping it the same*
- *I just want the children to be protected. If that means a name change then fine. But utmost importance is that they do their job in making sure children are safe and removing them as soon as they are in danger*
- *As long as things change and they actually start to do what's in the best interest of the child. As far as I'm concerned, the parents get too many chances*
- *This will support the seriousness of the role both department and force have to take*

Kinship Carers

Of the 35 Kinship Carers who answered this question:

- 12 (34.29%) agreed with the proposal
- 3 (8.57%) mostly agreed
- 3 (8.57%) agreed only in part
- 13 (37.14%) disagreed, and
- 4 (11.43%) indicated that they were not sure



11 of the respondents within this stakeholder group commented on their responses.

Connotations and impact

Some respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance.

- *Child Protection Force sounds very aggressive. Child Safety covers protection with a less fearful connotation. Child safety just needs to up their efforts to protect children*
- *We want parents to engage with child safety if they're at risk. A name with force in it is just intimidating*

Rebranding

Two respondents questioned the point of changing names:

- *Names mean nothing*
- *Why waste so much money on a name change. This will NOT be helpful to vulnerable children! Put the money where it is needed*

Name change

One respondent supported a name change but not the proposed one:

- *I have always thought child safety should be aligned with community safety*

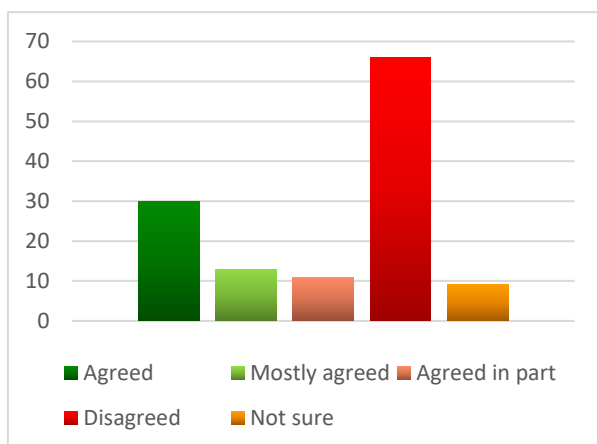
One respondent commented positively about the proposed name change:

- *Yes! A Force to be reckoned with*

Others

Of the 129 survey respondents who indicated that they did not belong to one of the aforementioned groups or who identified with multiple groups:

- 30 (23.26%) agreed with the proposal
- 13 (10.08%) mostly agreed
- 11 (8.53%) agreed only in part
- 66 (51.16%) disagreed, and
- 9 (6.98%) indicated that they were not sure



67 of respondents within this stakeholder group provided comments.

Connotations and impact

Most respondents raised issues about the connotations of the term 'force' – what it conveys about the role and functions of the department and its impact on children and families requiring protection and assistance:

- *Aggressive, forceful, militarised, intimidating, authoritarian*
- *The system should be relationship based, rather than be confrontational. Its governance should be horizontal and organic, rather than vertical, hierarchal and controlling*

- *Para-military organisations have no place anywhere near children. Children's safety, development and connection to community must be central to any child protection efforts*
- *This is a totally retrograde step. The State should empower not force as any association of child protection as a police issue will further alienate both existing engagement and push others further away. I just don't see what this has to do with child protection. It sounds like electoral propaganda*
- *This is about families and children. Families that are struggling and need support and trauma informed strategies. This not about punitive punishment but about supporting families and helping them how to create a safe environment for their children*
- *Force doesn't fit the holistic and multidisciplinary approach needed in child protection*

Service not a force

Some respondents noted that the Queensland Police itself is called a 'service' and not a 'force':

- *The Queensland police service was renamed from force to service to be seen as more approachable and community focused. Naming the department of child safety as a force will have dire consequences for how the community sees the department*
- *We don't even say Police Force anymore! This will be horrible for indigenous families*

Rebranding

Some respondents indicated that rebranding does not change practice and/or would have no beneficial impact on the lives of children and families:

- *Fix the system, don't rename it. Employ more workers who listen and act to protect children*
- *The name is fine if that is actually what they will do - protect children. A name change without proper policing and changes is worthless*
- *What's in a name? As long as it works for the children*

Name change

Two respondents supported the idea of a name change but did not like the use of the term 'force':

- *I like the idea of the word protection but not the word force*

- *Don't like the word 'Force' - perhaps replace with Unit or similar*

Some respondents commented positively about the proposed name change:

- *The Department of Child Safety has failed miserably. New name, new staff*
- *As long as it's not going to cost thousands or hundreds of thousands to do it*

