

Our five pillars

1. Babies and toddlers within their families

The first 1000 days of babies' lives (from conception to the age of two) is vital to support optimal positive shifts in a child's life trajectory. This drives Tweddle to work with families in this important period.

2. Partnerships

Partnerships with families and organisations are key to providing services in a seamless and connected manner.

3. Development and Trauma-informed care

Our work is informed by an understanding of child development and the impact of trauma on the baby or toddler.

4. Underpinned by evidence

Our program design and implementation will be underpinned and validated by documented scientific evidence.

5. Sustainability

We will explore new, efficient, cost-effective opportunities to operate and grow, guided by the best available evidence in our field.

#BabiesBrainsMatter

2017 - 2021

Strategic Plan

Our Vision

Secure babies
Strong families
Safe communities



tweddle
child & family health service

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The Tweddle story so far

Tweddle Child & Family Health Service has developed and evolved in response to community needs throughout its 96 year history.

Tweddle focuses on health, which is fundamental to wellbeing. Tweddle sees good health and wellbeing as the foundations of resourceful families who are well connected to and within their communities.

Tweddle offers interventions to babies, toddlers and their families to promote the preservation, reunification and restoration of health and wellbeing where there is distress and disruption in the infant-parent relationship.

The vulnerability of parents, children and families to distress occurs along a continuum. Tweddle understands that this vulnerability may:

- occur at any time, for any family, depending on the balance of stressors applied and resources and supports available
- be increased when parents experience high levels of stressors at times when they have depleted resources and limited supports
- be reduced when parents are helped to build their resources and their supports in order to manage stressors and the impact on themselves and their children.

Tweddle values

- C** Collaboration
- A** Accountability
- R** Respect
- E** Engagement

Tweddle services

Tweddle delivers services directly and in partnership with other organisations. Tweddle's services include:

- Residential parenting programs
- Community based day programs
- Parenting assessment and skill development service
- In home support programs
- Childbirth education programs
- Parenting and relationship education and support for mothers and fathers in prisons
- Group therapeutic support programs, including programs for parents of children with a disability and programs for fathers
- Parenting advice and support through print and digital publications
- Professional support and advice in the areas of child and family health
- Advocacy on key parenting issues facing families in our community

Aims and objectives

1. Our quality care

- Demonstrate expertise in relation to the first 1000 days of life and the impact of trauma on the development of babies and toddlers.
- Hear and promote the voice of the child in all areas of our service.
- Build interventions to help babies and toddlers develop in secure and safe environments.
- Partner across professional and organisational boundaries for the benefit of babies and toddlers.
- Embed a trauma-informed practice approach across all areas of service and explore accreditation as a trauma-informed organisation.
- Provide excellent care to every family every time.

2. Our team

- Strengthen partnerships to facilitate research.
- Facilitate and support innovative practice, including opportunities to "fail fast".
- Ensure accountability in all areas of operations:
 - service delivery
 - clinical practice
 - finance.
- Support staff to deliver the best possible care through focused professional development opportunities.
- Promote the importance of cultural safety in all aspects of service delivery including as a priority for Aboriginal and Torres Strait Islander people.

3. Our sector leadership

- Provide thought leadership on the first 1000 days of life and recognition of Tweddle as the voice of babies and toddlers across Victoria.
- Increase the profile of infant mental health across all stakeholders and overtly embed it in all areas of our service delivery.
- Contribute to and partner with others to attract additional resources for babies, toddlers and their families, through:
 - research into and innovation surrounding the first 1000 days of life
 - development of policy and programs to meet the needs of the first 1000 days of life
 - development of outcome measures for short-term interventions involving babies and toddlers.
- Promote the crucial role of the first 1000 days of life in childhood development, in terms of opportunities for intervention, to government, the community and families.

4. Our organisation

- Grow the size and scale of the organisation in a sustainable way:
 - to satisfy the growing need for our work
 - retaining a focus on the first 1000 days of life
 - retaining a focus on interventions to improve development and minimise the harmful impacts of trauma.
- Be nimble and flexible in sourcing and responding to opportunities in a broad range of areas to strengthen our service for our clients.
- Strengthen knowledge of Tweddle in the community and with potential partners.