



ANNUAL REPORT 2020/21

BATForce is privileged to work across the traditional lands of the Wadawurrung, Gulidjan and Gadubanud People. We pay our respects to Elders past present and future. We acknowledge that the land we sit on was never ceded- always was and always will be Aboriginal Lands.



Collaboration is a working practice whereby individuals work together to a common purpose to achieve business benefit. BATForce promoting collaboration since 1978



Executive message

Cassandra Langdon

It has been an interesting time to be a chair of such an amazing organisation. The world has seen so much uncertainty, as has BATForce and the teams involved. I am truly thankful for having been a part of something that has been able to adapt, pivot, and grow during a global pandemic.

BATForce has been able to provide support during a time when the community has most needed it. When people are unsure of what is going to happen to them from one day to the next, it is organisations like BATForce that act as a beacon of light, normality, and support. Being there for young people, agencies, workers, schools, parents, and the general public is what we do well, and we certainly stood up to the challenge this year.

I am very proud of how our team and supporters are able to live what they preach. We have been resilient, resourceful, collaborative, flexible, and innovative. These are the key characteristics that we want the young people in our community to develop and we are modelling them well. I would like to thank Leigh and all of the team, along with the Executive, for continuing to be dedicated to making a difference in our community.

I am looking forward to whatever comes our way, because I am confident that BATForce will not only survive but will thrive.

Malcolm Scott

During 2021 it has been paramount that services collaboratively work together to support the vulnerable in our communities who are most impacted during a pandemic, including already at-risk young people. With snap lockdowns, schools pivoting from face to face to home learning and back again, along with increasing mental health presentations from young people, BATForce has played an integral role in continuing to connect young people, services, and schools.

BATForce has provided support and collaboration in ensuring that the information provided in the region is consistent and up to date, as well as reaching out to those working in services. This year we also have supported local students excluded from placement opportunities to find new learning in our sCOE chat trial that included the support of local stakeholders including Odyssey Barwon, BCYF, BTACH and The Gordon.

This year BATForce has further developed our website with fabulous links to our structured Trello's, sCOE chats, SFYS programs as well as adapting education programs information to online platforms, as well as providing a go to source for current service information.

We have been a key driver in the relationship between DET and local Schools and community agencies for our expertise and ability in bringing together school communities to support their students, teachers, parents and carers . Leigh and the Team have done an amazing job in brokering the School Focused programs to suit varied local demands across the region. Leigh has also continued by Zoom to support our local representation of the complex regional issues at a state-wide level and provided Education and Support to many that no other Agency can provide.

In 2021 we have all been put to the test and with Government mandated vaccination for local services coming to fruition in October 2021, this means we have all have had to step up. Our Executive continues to focus on good governance, financial sustainability and thereby ensuring ongoing service delivery for 2021 and into 2022 - ensuring that BATForce continues to provide a positive impact on the local Youth sector.

We would also like to acknowledge our Staff, Executive and Service Partners for their contribution, unwavering support, and belief in BATForce. We look forward to a gradual reopening of the State as we progress to the end of 2021 and hope that DET will continue to recognise the importance of the SFYS program and Advocacy we provide with Stakeholders such as YAC Vic, GWYL and G21 to ensure that young people in our region can leverage a strong foot holding in an ever-changing world.

TREASURER'S REPORT

Jan Farrell

The 2020/21 year resulted in a \$153.06 surplus. Please refer to the profit and loss report on the inside of the back page of the Annual Report for further details of the financial status of the organisation.

A full set of financials including the Independent Auditors Report has been tabled. Please see the Finance Administrator if you wish to peruse this report. Any questions can also be referred to the BATForce Executive for a written response.

Following adoption at this meeting this report will be forwarded to the Department of Consumer Affairs. The details in this report will be used to complete the Financial Accountability Report for our funding body the Department of Education and Training (DET).

EXECUTIVE OFFICER REPORT

Leigh Bartlett

When I took over the reigns at BATForce they were still using **comic sans font** in 2021 I am writing this (in Calibri) from interstate ready to open up zoom for the AGM, change is constant.

2021 is the year that reminded us why BATForce began. The need for agencies to come together and share the work they had been doing, to find solutions to wicked problems and to develop innovative ways to ensure that the Young People across the BATForce /G21 region are supported.

I'm not going to lie; it has been hard!

BATForce has very much gone back to its original intent, find a space that people can come together and share their toys. Develop information that is timely and agile and most importantly ensure that it is informed by Young People and those that support Young People on their journeys.

Where do you start when face to face work becomes limited?

- The first thing you do is measure the nimbleness and capacity of your team. I cannot thank, applaud, congratulate, and brag about the work that the Team has put together across 2020/2021. THANK YOU to Lynn, Kylie and Naomi for your trust and support as we did what evidence tells you never to do, we worked reactively.
- Then you hire a comms Guy to overhaul your online presence and bring the ideas that come from the community of services to life. THANK YOU, Stephen, for your trust and leadership in this space, the website is now something we are truly proud of.
- You say to your exec you want to work differently, and they trust you to do the job you were employed to do 15 years ago, be innovative and responsive. THANK YOU to the BATForce executive team especially to Malcolm, Cass and Liz for your support and guidance as we developed new products and projects.
- You head off on long service leave and your chair steps down to jump into your role for a few weeks, a big thank you to Malcolm Scott for taking on a leadership role in early 2021.

CELEBRATE THE SUCCESSES

The trellos we began in early 2020 became more sophisticated, grew in number, and linked to broader pieces of work. They grew up and changed their names to **Support Boards**.

The Ready To Launch project was developed to provide support to Young People finishing year 12. This morphed very quickly into a series of presentations and then a Support Board all of its own that had a focus on those ready to leave school and find their next adventure.

The COE (Community of online engagement) catch ups continued. With 120+ on the mailing list and anywhere from 12-45 attending online catch ups with The CHATTERS continuing to inform our work. THANK YOU to the CHATTERS who trusted us with your stories and support as we pulled projects together in real time.

We ran the regions first Student COE Chat where we presented an issue with key speakers and workshopped it over 5 weeks. This was developed to support community services students to continue to grow as placements were diminished. A bit shout out to Jackson Ellis from Odyssey Barwon and Josie Taylor from BCYF and the students from The Gordon and BTACH for making this happen.

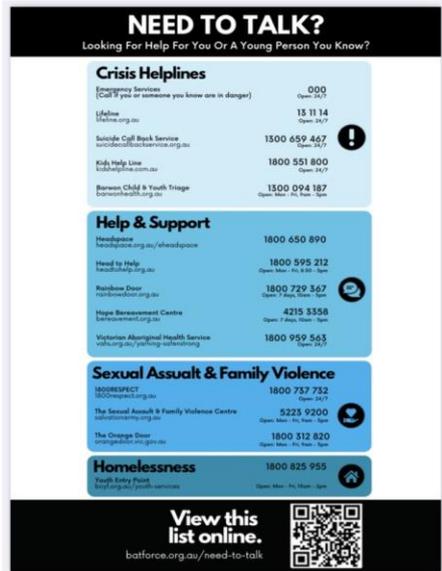
The Worksafe funded Workwell Project became even more important as we focused on creating emotional and psychologically safe workplaces for Young People. This has been one of the best examples of co design with Young People I have been involved in and I want to thank GROW for the opportunity to be part of the consortia.

Presentations were thin on the ground but well attended on the screen. They were different but enabled us to grow in new ways. THANK YOU to all who trusted us as we developed our online content.

Most importantly the reason we are here in the first place. THANK YOU to the Young People we engaged to support our Co design methodology. You made us work hard, you tested us, you were respectful and your leadership in supporting us to develop new ways of working was invaluable.

When I look back at the people who made the most difference in my small part of the world in 2020/21 it reaffirms what we already knew- ***Crisis doesn't change people, it reveals people.***

My Hope for the future of the sector- is that people take the time to celebrate the new skills they have developed, the new networks and partnerships they have made, and trust that they have the skills and understanding to create innovative better ways of working into the future. I don't want to go back to the way we used to work, we can be better, we need to look at what we have learnt and continue to have great expectations of ourselves, of each other and most importantly the Young People we are privileged to work alongside.



COMMUNITY AND SCHOOL EDUCATION

In 20/21 we continued to deliver education sessions to schools and communities. For the first time since our community education sessions began we delivered more sessions online than face to face. It meant a rewrite of all sessions but also an opportunity to develop some different approaches. We delivered Family sessions where Families could get online with their Young People of an evening and participate together.

The suite of education programs that sit under the SMALL AND SNOTTOY TO TALL AND SPOTTOY banner now offer up more options

- 1.0- Face to face
- 2.0- separate online sessions for students, families and professionals
- 3.0- Online sessions designed for students and their grown-ups to attend together

Big thank you to the following communities for inviting us in

COLAC STATE SCHOOLS **Transition Hacks 3.0** year 6
EAST GEELONG PS **Transition Hacks 3.0** year 6
GOLDEN PLAINS SHIRE **Transition Hacks 3.0** year 6
BELLAIRE PS **Transition Hacks 3.0** year6
SAINT IGNATIUS COLLEGE **Digital Tattoo 1.0** year 7s
GEELONG LUTHERAN COLLEGE Geelong Campus **Digital Tattoo 1.0** yr 3,4,5,6
GEELONG LUTHERAN COLLEGE Armstrong Creek **Digital Tattoo 1.0** Year 3,4,5,6, and Parents/Carers
NORTHERN BAY COLLEGE EAL students **Digital Tattoo 1x 1.0 , 1x2.0**
SURFSIDE PS Digital tattoo 5,6 and parents and carers
ST IGNATIUS COLLEGE **Digital Tattoo PD 2.0**
SACRED HEART COLLEGE Colac **Digital Tattoo 5,6** and parents and carers 2.0

Feedback from Families

Did you enjoy the presentation?

I have 3 children, this is my 3rd at school but my first time attending- LOVED content and all the presentation- so useful WOW! So engaging!

It was great, very engaging. Funny and practical/honest presenter

Great presenter. Very informative. I don't know much about gaming so it was good to know what to watch

Very engaging. so much to think about!

Engaging and relevant

Brilliant honest insightful presentation

Fantastic presenter, so knowledgeable and engaging

What was most valuable to you?

Taking emotion or punishment out of our technology rules in our home.

The approach regarding risk, regret, consequence

The message that we need to make it ok and a normal part of our family to talk about these issues, not when they arise but before and often

Guidance in how to have the conversations with YP around technology

Modelling behaviour

The way you relate to the topics

Setting patterns and being more aware of how I use tech.

HIGHLIGHTED PROJECTS

NOTHING ABOUT US WITHOUT US

BATForce has always understood the importance of including stakeholders in the development of what we do and where we focus. Over the last 12 months we have used a combination of online and face to face for our co design sessions for the Workwell project (funded by Worsafe), the CALD Connect project (funded by DFFH) and the development of the trellos/ support boards.

Using zoom, teams, messenger and pizza we have had creative sessions with Young Crew, Families and the sector to create, inform, test and validate work that has been developed through BATForce.

Sometimes lines just stick in your head ;

“maybe you just have to wait until we are in leadership and we will do things differently”

“the health messages we learnt at school focused on just don’t do it, so I guess as you get older you just stop listening”

“you tell us not to look at porn, but then you don’t really give us examples of where to look to find examples of good relationships and sex. Our generation look stuff up online, we need to be able to find this stuff”

“I needed this when I was a teen. Love that the language isn’t convoluted as well. I think when young people are looking through it it will feel like a peer wrote it for them”

COMMUNITY OF ONLINE ENGAGEMENT

COE CHAT

NO LOGO | NO EGO

In 2020 BATForce partnered with GROW to create a new space for the sector. In every way in mimicked what we knew to work through BATForce, it was voluntary, membership driven, responsive and most importantly put workers at the centre.

In the last 12 months the group has continued to meet either monthly or as part of short sharp communities of practice.

Topics and resources included.

- Supporting CALD Families
- Collegiate support and networking for workers in the sector
- Creating resources to support students with disabilities as they leave school
- Changes to the federal guidelines for access to Disability Employment Services
- Support for students studying community, youth and disability service to through interactive industry enhancement sessions

SCOE CHAT

NO LOGO | NO EGO

CREATING AN ONLINE LEARNING COMMUNITY TO SUPPORT THE FUTURE YOUTH,
DISABILITY AND COMMUNITY WORKFORCE ACROSS THE BATHURST REGION

Skilled workforces of the future was identified as a red flag by the sector very early on in 2020. For this reason we opened up the COE CHAT space to all pre service youth, community and disability students in the region. This uptake was strong and it was soon realised that students had concerns re gaps in their learning caused by the lack of capacity to attain placements across the year. BATForce worked with the Gordon and BTACH to develop a 5 week interactive lecture series by industry experts that focused on particular topics and had further study requirements that dropped out of them that if students chose to undertake could be counted towards their placement hours.

With over 70 students attending the concept itself whilst needing some polishing was a success.

Again this project was a result of Co design, with BATForce engaging a student on placement to develop the piece of work and to take it to the tafe settings for feedback and direction before it went live.

A great example of both co design and the local community sector investing back into the future workforce. A big thank you to The Gordon Tafe and Bellarine Training and Community House for participating.

The model has been written up and like other work delivered in 2021 can be reproduced at any time.

CALD CONNECT

During 2020 a community of services came together through the COE chat model to focus specifically on CALD young people and the barriers they faced, many of which were amplified by the impact of COVID. This pilot project will engage with parents and young people to co-design a program to support young people who have, or are at risk of disengaging from school, or who are transitioning to employment to:

1. Create or rebuild meaningful connections to communities for CALD young people and their families.
2. Build the capacity of parents to navigate the service support system.
3. Improve understanding of the pathways from education to employment.
4. Build the capacity of local employers to understand the needs of CALD youth in their pathways to employment.

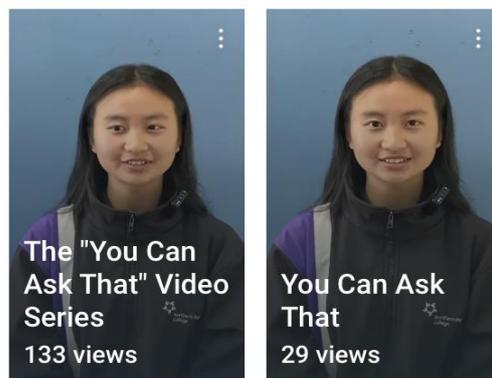
Component 1 of the project will aim to support 15-20 CALD young people to create strong links to education and pathways from secondary school to future adventures.

Component 2 includes connecting with the families to build their capacity to navigate the service system; get linked into appropriate supports; and build knowledge about how to best support their family. The project will be supported by four facilitators hired from local communities who will be supported to lead conversations and co design sessions with local Mums across Karen, Karenni, Afghan and Congolese communities.

This project is a great example of 'doing it differently'. Issues were raised through the community of services, we went to government with an idea, the idea had to keep changing due to changes in environment and government trusted us to continue the project through its many iterations. A big thanks you to Department of Family Fairness and Housing for their support with this project, to Northern Bay College and to the communities that have engaged so far.



Nancy Mkojera-Thomson CALD project 2021



Karen interpreter for the You Can Ask That series. Talking about the importance of English Language skills to become employment ready

STUDENT PLACEMENT

Kellie Jane Chambers came on board in 2020/21 as a student placement from the Gordon Tafe. I want to acknowledge the great work KJ did on The Ready To Launch support board as well as the Student COE CHAT. Developing the model with students from the Gordon and BTACH.

BUILDING OUR ONLINE BATCAVE

In 2019 BATForce took a step back to the 70s moving into the very retro Centrepoint Arcade. In 2021 BATForce took a huge leap forward by dedicating time and resources to 'renovating' its online space to cater for challenges of the future.

Website

You tube

Trellos

Facebook

messenger

Recipe for website renovation.

1. Hire someone who knows what they are doing
2. Ask the sector what they want from the website.
3. Ask the Team what we have that would serve us better online.
4. Write it into the workplan as an important part of our business, not simply an add on
5. As BATForce is owned by the sector, invite others in the sector to see if they can see a natural fit for any of their information to sit on the platform
6. Commit time and space to make it work
7. Test it with stakeholders, and smile when the feedback is positive.

"just had a look at your website!! Wow this is amazing"

Once the website was up and running the next step was to look at how we could make the platforms work better for us as a communication tool. Investing in a communications person.

Having an up-to-date website and active social media space meant BATForce were well positioned to disseminate important community information in a timely manner.

The **HOLIDAY HELP** campaign had extraordinary reach across the region and was able to be reactivated quickly across the region as required. Thank you to GWYL for financial support to assist with this project. The campaign created broad coverage of local emergency numbers for the community.

Following this the **NEED TO TALK** Help Campaign designed specifically for Young People was also launched online and again had great reach.

Both these campaigns now sit on our website and can be reactivated in a timely fashion if required.

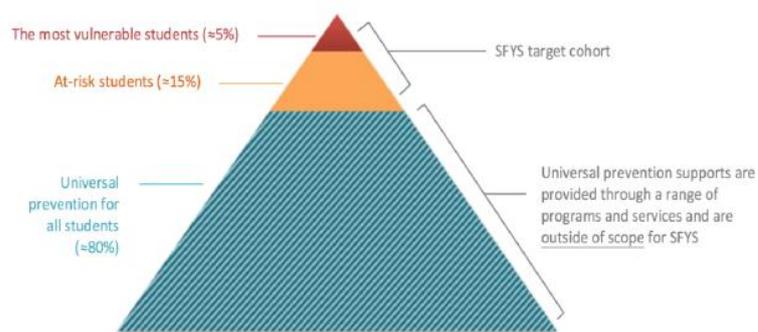
The **READY TO LAUNCH** campaign for students finishing secondary school and moving onto their next adventure can again this year be reactivated as it now sits on the website.

SCHOOL FOCUSED YOUTH SERVICES

The School Focused Youth Service (SFYS) program is funded by the Department of Education and Training.

Through SFYS, schools and community organisations work together to support young people aged 10-18 years who are attending school but are vulnerable to or showing signs of disengagement from school, to remain connected to education.

Figure 4.3.1- Target Cohort



Source: DEECD Principles for Health and Wellbeing

SCHOOL FOCUSED YOUTH SERVICES

The School Focused Youth Services (SFYS) program is funded by the Department of Education and Training. Through SFYS, schools and community organisations work together to support young people aged 10-18 years who are attending school but are vulnerable to or showing signs of disengagement from school, to remain connected to education.

After living through 2020 and the uncertainty of ongoing SFYS funding, we had to hit the ground running in 2021. SFYS had a record number of schools keen to undertake a variety of projects and we spent most Term 1 developing project plans and setting up initiatives to commence in Term 2.

There have been a real variety of projects created, with a mixture of external provider led programs, school led programs as well as partnerships between groups of schools and partnerships with local community volunteers and Local Government (Colac).

The program themes in 2020 fall into these broad elements:

- Supporting transition
- Improving self esteem
- Regulating emotions
- Increasing engagement with school/community and building relationships
- Improving peer relationships
- Supporting students with anxiety and managing stress
- Building the capacity of school staff to better manage vulnerable cohorts

To support these particular needs our projects have centred on:

- Using fitness and physical activity strategies to engage and empower individuals
- Building stronger connections between primary and secondary schools to assist transitioning anxiety
- Hands-on projects in schools and local communities that aim to increase young people's self-worth, confidence and create positive social behaviours
- Expanding existing school programs to allow for more students to engage
- Using yoga and mindfulness techniques to assist with self-regulation and positive connections
- Small group interventions exploring healthy relationships, confidence, emotions and feelings

By mid-year we had identified and planned 23 projects. The projects were to involve approx. 378 young people, from Year 5 through to Year 12, and be from 26 Government schools and 4 Catholic schools. We partnered with 16 agencies to deliver these projects.

Unfortunately, with the way 2021 has panned out, our projects have faced an uphill battle with getting consistent time in schools, with a number of them falling victim to remote learning and COVID restrictions. Schools and providers have been incredible with their adaptability under the circumstances and have quickly snapped back into school mode whenever face to face learning returned as well as offering a remote alternative where possible. However, we need to acknowledge that online versions of programs have been and continue to be a challenge for students who are often fatigued from all the screen time. By the fourth remote learning block, nearly all projects had paused rather than offering an online version.

With each subsequent lockdown we reminded all schools that they had free access to the BATForce YouTube Channel. Ensuring that they knew that they could tap into the fitness, yoga and mindfulness programs if they felt they fit their needs at the time.

By mid-year with the ongoing lockdowns, the subsequent restrictions and remote learning complications we knew we had to push out the timelines of all projects to as close to the end of Term 4 as was possible. However, the reality is that now it seems many of the projects will be pushed into the new year. This is to also relieve some of the mounting pressures schools are facing going into Term 4.

We would like to thank the following schools and providers for their commitment, dedication and flexibility during this year:

Alvie PS	Drysdale PS	Newcomb Sec College
Beeac PS	Forrest PS	Oberon South PS
Belmont PS	Geelong HS	St Francis Xavier College
Birregurra PS	Grovedale College	St Thomas Aquinas College
Clonard College	Hamlyn Views Special School	Surf Coast Secondary College
Colac PS	Lara Lake PS	Torquay College
Colac South West PS	Lara Secondary College	Western Heights SC
Colac Special School	Mandama PS	Winchelsea PS
Deans Marsh PS	Mathew Flinders Secondary College	

A big thank you to our BATForce providers in 2020/2021. It has been a tough adventure for you all with the start again stop again nature of service provision in the education space. Your flexible has truly been appreciated.

Some of the work produced in the last 12 months that went online can be viewed on the BATForce youtube page https://www.youtube.com/channel/UCoJBEO9ottDGTYj_d9dxIXQ

Sports Support Australia – Michelle Hemley
 TESSA – MAT Program
 Fiona Lucas

Hope Carmody and Sarah Hay
 Lisa Armstrong- Rowe
 Libby Brockman

We have used 2021 to streamline many of our systems and forms so we can make life easier for school's to engage with SFYS. The re-vamp of the BATForce website has become a great tool for SFYS and has supported our work immensely. Some of the improvements are:

- allowing us to better highlight SFYS and the types of programs we have funded in the past
- schools can submit an expression of interest online which then gets followed up by SFYS staff
- our referral processes is now online, making the process much less arduous for schools and allowing us to gather information in one place
- our evaluation tools are now online and can be used by schools where possible

ACTIVATE ONLINE yrs 4-6

	ACTIVATE : ONLINE - Workout... BATForce 69 views · 11...
	ACTIVATE : ONLINE - Workout... BATForce 111 views · 11...
	ACTIVATE : ONLINE - Workout... BATForce 13 views · 11...

PROJECT CARE Yrs 4-6

	PROJECT CARE - Session... BATForce 20 views · 11...
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yoga sessions with Fiona Lucas

online 'at home' fitness sessions with Michelle Hemley

Profit and Loss

1 July 2020 to 30 June 2021

30 Jun 21

Income	
Interest Income	\$2,593.15
Recurrent Grant- DEECD	\$381,178.21
Total Income	\$383,771.36
Gross Profit	\$383,771.36
Plus Other Income	
ATO Cashflow Boost	\$40,862.00
CALD Project 2021	\$20,000.00
Community Education	\$21,327.28
Donation- Hurst	\$272.73
Membership Fees	-\$302.64
Room Hire	\$1,499.99
Total Other Income	\$83,659.36
Less Operating Expenses	
AGM/BATForce Meetings	\$59.09
Annual Leave	\$2,916.42
Bank Charges	\$141.95
Cleaning	\$18.78
Community Development	\$372.73
Community Education Expense	\$77.59
Computer Service	\$8,786.01
Depreciation	\$8,987.00
Donation Expenses	\$400.00
Electricity	\$1,679.16
Equipment Repair/Replace	\$21.77
Fares & Parking	\$383.91
FBT	\$3,555.61
Flexible Funding	\$69,740.60
Foreign Currency Gains and Losses	\$404.86
Gifts & Presentations	\$272.73
Insurance	\$1,245.45
Legal & Accounting	\$4,915.00
Long Service Leave	-\$4,258.29
Loss on disposal of assets	\$1,956.41
Memberships	\$1,200.00
Motor Vehicle Expenses	\$7,930.78
Photocopier	\$339.35
Postage	\$145.46
Printing & Stationery	\$363.28
Rent	\$15,614.88
Service Charge	\$276.27
SFYS Expenses	\$60.91
Subscriptions	\$1,542.87
Sundry Expenses	\$27.58
Superannuation	\$33,729.00
Telephone & Internet	\$7,366.14
Travel /Train	\$27.27
Wages and Salaries	\$290,510.94
Workcover	\$6,466.15
Total Operating Expenses	\$467,277.66
Net Profit	\$153.06

Thank you from

Executive:	Cass Langdon	Gordon Tafe (co-chair)
	Malcolm Scott	ERMA (co-chair)
	Jan Farrell	Treasurer
	Chris Loughed	Youth Plus, Edmond Rice
	Blake Edwards	City of Greater Geelong
	Frances McAloon	Drummond St Family Services
	Liz Everist	GROW/GWYL
	Annette Campbell	Bethany
	Mark De Campo	Golden Plains Shire (resigned)
	Jack Pearson	Surf Coast Shire (resigned)

The BAT Team

Leigh Bartlett	Exec Officer
Lynn Longworth	Financial Administrator
Kylie Fox	SFYS Co Ordinator
Naomi Madigan	SFYS Co Ordinator
Stephen Keane	Chief Head of Marketing



Funding the School Focused Youth Services Project