



2015

ANNUAL REPORT

FOR THE PERIOD ENDING SEPTEMBER 30, 2015

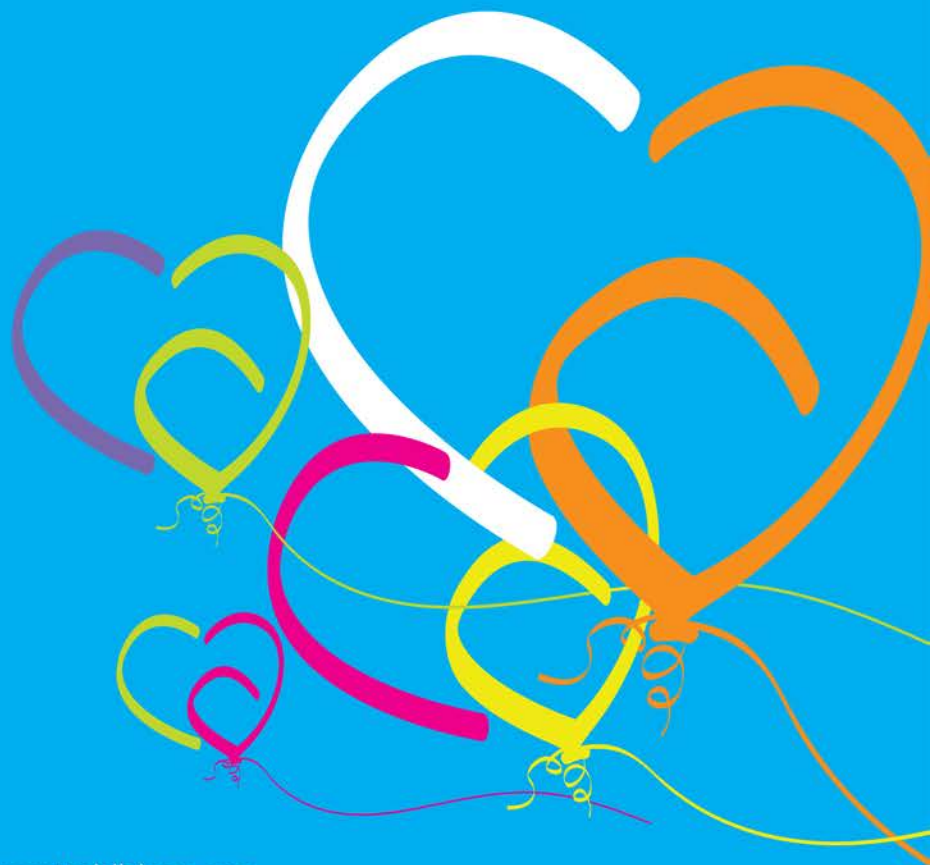


Table of Contents		PAGE
■	LIST OF TABLES	ii
■	LIST OF FIGURES	ii
■	LIST OF ACRONYMS	iii
■	MISSION OF THE AUTHORITY	iv
■	MANDATE OF THE AUTHORITY	v
■	MESSAGE FROM THE CHAIRMAN	1
■	MESSAGE FROM THE DIRECTOR	3
■	SECTION 1	5
	INTRODUCTION	6
■	SECTION 2	10
	ADMINISTRATIVE STRUCTURE	11
■	SECTION 3	14
	PREPARATION FOR START-UP	15
■	SECTION 4	26
	SITUATIONAL ANALYSIS - SOME PRELIMINARY DATA	27
■	SECTION 5	34
	KEY ACHIEVEMENTS	35
	Registry	35
	Emergency Response	36
	Investigation	37
	Assessment	38
	Child and Family Services	39
	Adoption	40
	Foster Care	41
	Licensing and Monitoring	42
	Support to Child Offenders	43
	Legal Services	44
	Public Education and Communications	45
■	SECTION 6	49
	CONCLUSION	50
■	SECTION 7	56
	FINANCIAL STATEMENTS	57

List of Tables

Table 1:	Package of Children's Legislation
Table 2:	Recruitment of Staff
Table 3:	Staff Training
Table 4:	Summary of Statistics - Investigations Unit
Table 5:	Sensitisations Conducted

List of Figures

Figure 1:	Stakeholder Feedback
Figure 2:	Number of Cases Reported to the Authority by Month
Figure 3:	Sex of Clients
Figure 4:	Age Groups of Clients
Figure 5:	Geographic Location of Reports
Figure 6:	Reports of Children in Need of Care and Protection
Figure 7:	Male and Female Clients as a Percent of Total Reports
Figure 8:	Age Groups of Children of Highest Reported Types of Abuse
Figure 9:	Website Visit Report

List of Acronyms

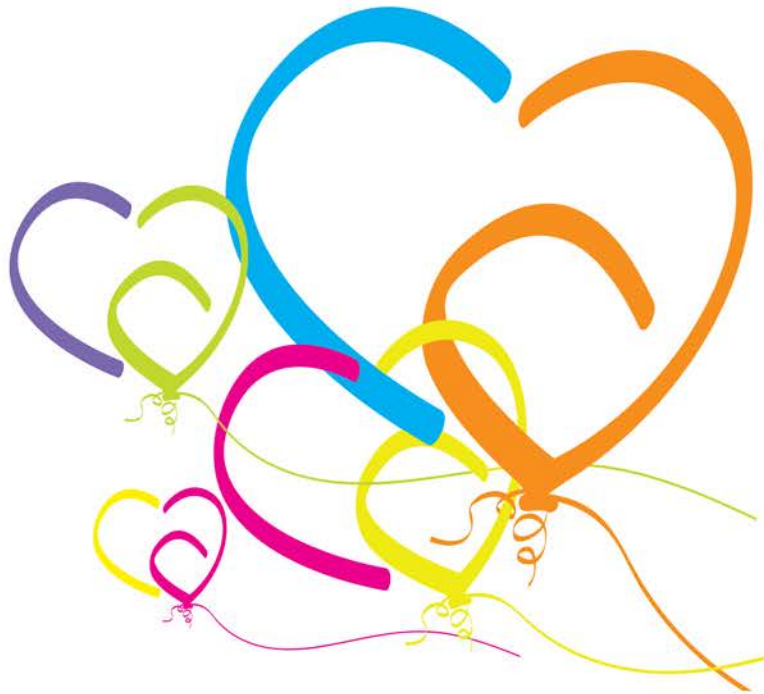
CA	Children's Authority of Trinidad and Tobago
BDI-II	Battelle Developmental Inventory - Second Edition
CAPI	Child Abuse Potential Inventory
CARICOM	Caribbean Community
CCC	Civilian Conservation Corps
CFSU	Child and Family Services Unit
CNMG	Caribbean New Media Group
CPIMS	Child Protection Information Management System
CPO	Chief Personnel Officer
CPR	Child Protection Registry
CPU	Child Protection Unit
CCRFCN	Children's Community Residences, Foster Care and Nurseries Act
CSA	Children's Services Associates
CSBI	Child Sexual Behaviour Inventory
DDCLR	Deputy Director; Care, Legal & Regulatory Services
DMO	District Medical Officer
DPP	Director of Public Prosecutions
EOI	Expression of Interest
ERC	Emergency Response Coordinators
EWMSC	Eric Williams Medical Sciences Complex
FES	Family Environment Scale
GISL	Government Information Services Limited
HR	Human Resource
HSSE	Health, Safety, Security and Environment
IT	Information Technology
JCP	Juvenile Court Project
JEI	Judicial Education Institute
JIFF	Juvenile Inventory For Functioning
LAAA	Legal Aid and Advisory Authority
MACI	Millon Adolescent Clinical Inventory
MILAT	Military Academic Training
MMPI-A	Minnesota Multiphasic Personality Inventory - Adolescent
MOU	Memorandum of Understanding
MPACI	Millon Pre-adolescent Clinical Inventory
MYGCD	Ministry of Gender, Youth and Child Development
NFS	National Family Services

List of Acronyms

NGO	Non-Governmental Organisation
PAI-A	Personality Assessment Inventory - Adolescent
PAP	Prospective Adoptive Parent
PCP	Primary Care Physicians
PSIP	Public Sector Investment Programme
RCLRC	Rudranath Capildeo Learning Resource Centre
RISB-II	Rotter's Incomplete Sentences Blank - Second Edition
SAPA	South Academy for the Performing Arts
SSSD	Student Support Services Division
SWRHA	South West Regional Health Authority
THA	Tobago House of Assembly
TSCC	Trauma Symptom Checklist for Children
TSCYC	Trauma Symptom Checklist for Young Children
TTPS	Trinidad and Tobago Police Service
TTUTA	Trinidad and Tobago Unified Teachers' Association
UN	United Nations
UNCRC	United Nations Convention on the Rights of the Child
UNFPA	United Nations Population Fund
UNVP	United Nations Volunteer Programme
VAC	Valsayn Assessment Centre
YDAC	Youth Development and Apprenticeship Centers
YLSCMI	Youth Level of Service Case Management Inventory

Mission of the Authority

The Children's Authority of Trinidad and Tobago is a specialised agency with the responsibility for the care and protection of children, especially those who are at risk or have been victims of abuse or neglect. The Authority advocates for the rights of children, and encourages and supports them to enjoy their childhood. The organisation's overarching objective is to utilise child-friendly and progressive solutions to address children's issues and rehabilitate them so that their full potential is realised.



Mandate of the Authority

CHILDREN'S AUTHORITY ACT, Chap. 46:10

PART II

ESTABLISHMENT OF THE CHILDREN'S AUTHORITY

4. There is hereby established a body Corporate to be known as the Children's Authority of Trinidad and Tobago (hereinafter referred to as "the Authority").

5. (1) The Authority may have and exercise such powers and functions as are conferred on it by this Act and in particular may -
 - (a) provide care, protection and rehabilitation of children in accordance with Part III of this Act;
 - (b) investigate and make recommendations with respect to the adoption of children in accordance with the Adoption of Children Act, 2000;
 - (c) investigate complaints made by any person with respect to any child who is in the care of a community residence, foster home or nursery, that the said residence, home or nursery failed to comply with the requisite standards prescribed under the Children's Community Residences, Foster Care and Nurseries Act, 2000 and any incident of mistreatment of children in such places;
 - (d) investigate complaints or reports of mistreatment of children;
 - (e) upon investigation, remove a child from his home where it is shown that the child is in imminent danger;
 - (f) monitor community residences, foster homes and nurseries and conduct periodic reviews to determine their compliance with such requirements as may be prescribed;
 - (g) issue, suspend and revoke licences of community residences and nurseries as provided under the Children's Community Residences, Foster Care and Nurseries Act, 2000;
 - (h) advise the Minister on matters relating to the operation of this Act; and
 - (i) do all such things as may be necessary or expedient for the proper performance of its duties

- (2) In the course of exercising its powers under subsection (1), the Authority may provide the following services to children assessed by the Authority to be in need of those services while they are living with their families:
 - (a) advice, guidance and counselling;
 - (b) occupational, social, cultural or recreational activities;
 - (c) home help; and
 - (d) facilities for or assistance with travelling to and from home for the purpose of accessing any other service provided by the Authority or any similar service.





Message from the Chairman

STEPHANIE DALY, C.M.T.T., S.C.

The period under review of the Children's Authority of Trinidad and Tobago was both challenging and exceedingly rewarding. This is the year when we finally became operational. May 18, 2015, which was our official start-up date, was a defining moment for all of us who had worked tirelessly to ensure a robust and integrated model was established for the Authority – a body with a very wide and varied remit. A great deal of work had been carried out, but it was only from the end of January 2014 that compensation for our organisational structure was approved and we were suddenly in a position to start to build up our staff beyond the small group of 14 persons who had been effective in the tasks undertaken, but severely limited by restricted manpower.

Our vision for the Authority- beyond fulfilling its legislative mandate is to build an institution which performs with integrity and earns public confidence - a body which is focussed on the protection of children but which also places a high value on customer service as well as providing an environment which is reassuring for children and adults. We appreciate that people's interface with an organisation is vastly improved when the staff put customers first, treat everyone with respect, encourage communication and give the necessary time to understanding their issues.

As you will read in the Annual Report, we have outlined the key achievements of each Unit and identified some of the plans for the way forward. At the end of the financial year we had been in operation for 4½ months. As I write this the period has grown to 7½ months and we are still not yet at full operational capacity. It is common sense that a start-up period is usually one which requires funding to be available, yet the writing has been on the wall as the entire nation has watched the price of oil and gas decline sharply.

Just as we have tasted the experience of offering practical protection for children in need of care, we are confronted by the national need for economy. The Authority is not an income earning entity. We do not bring in foreign exchange. However we believe that we have a responsibility for protecting and preserving our nation's most important resource – its children, and particularly those children in unfortunate circumstances, whose lives can be turned around if the Authority is supported so that it can undertake this work effectively. The reports of abuse received are daunting, and additional manpower urgently required.

We are heartened by the Prime Minister's comments that children must be monitored and protected from the impact of recession on their families. One of our priorities is providing support that permits family reintegration. But where this is not an option we also know that there are many citizens who are concerned about the welfare of children and we expect that foster care will become increasingly important as a placement option. We have also seen the joy on the faces of prospective adopters when they are finally matched with a child and it is humbling.

The achievements to date would not have been possible were it not for the extraordinary commitment and dedication of Mrs Sharifa Ali-Abdullah, who as our Director, undertook the challenge of moving from being our only employee to setting up an Authority with the capacity to address its many responsibilities. We owe a great deal to her and the staff who continue to share the vision that all children have a right to be nurtured and given the opportunity to develop their true potential. I also recognise the work done by the previous Boards who served from 2009-2012 and 2012-2015, which provided a sound foundation for the Authority to become operational.

We have the benefit of new legislation and a committed body of staff. At long last, we have new options that can better respond to the needs of children, and represent a new approach to the way issues related to children will be addressed. We are at the beginning of a journey that is of fundamental importance to the children and families that the Authority is here to serve.

A handwritten signature in blue ink, appearing to read "Stephanie D.", is positioned above a horizontal line.

STEPHANIE DALY, C.M.T., S.C.
Chairman



Message from the Director

SHARIFA ALI-ABDULLAH

Up and running – four and a half months and counting. I am thrilled to finally say this! Yes, after engaging in rigorous planning, conducting baseline research, visiting all the children's homes, foster homes and rehabilitation centres, listening to the voices of children, reviewing hundreds of resumes, interviewing scores of candidates, sensitising thousands of stakeholders, training, coaching and mentoring staff – we are off to a solid start.

And our hotline has not stopped ringing. Within the first few weeks of operations, we exceeded our targets of calls and cases - not good news in this sector as this confirms that we have an acute problem of child maltreatment. Indeed, at the end of the financial year, after a mere 4½ months of operations, we had already responded to over 6,000 calls and logged and triaged 2,000 cases. At the time of writing this report, this number has increased by more than 1,000.

While we are encouraged by the confidence the public has placed in this newly established entity, we remain deeply concerned by the number of children in imminent danger. In eighteen weeks, our Emergency Response Team rescued over 60 children, our investigators closed 250 cases, more than 100 full multi-disciplinary assessments and treatment plans were completed and the Child and Family Services Unit provided support and intervention to some 100 clients. Beyond these statistics are painful stories of brutal punishment, emotional scarring, sordid sexual abuse and wanton neglect.

Our approach at the Authority is evidence-based and we will continue to champion informed decision - making to reverse the disturbing trends through advocacy, prevention, more effective responses and targeted interventions, all in the best interests of our children. Public expectation remains high but this must be tempered with a recognition that the Authority is only one agency in the child protection system - and that child protection is everybody's business. The child protection system has been broken for a long time and it is not an easy fix. Demand for services remain high and with the promise of greater support we expect to increase our staff complement and services to better serve our clients.

The major issue remains the inadequate infrastructure required to support the Children's Authority and new child protection system – accommodation for children in conflict with the law, transition homes, facilities for children with special needs, therapeutic homes for children with mental illness, just to name a few. Referral services also need to be expanded to cater to the increased demand in child protection cases. A massive public education programme is needed to develop a more child-friendly society.

Issues concerning children and their families are at the heart of our social structure and if this foundation is unstable, the society will be adversely affected. The assignment of the Children's Authority to the Office of the Prime Minister and recognition of the vulnerabilities of children during periods of economic crisis are encouraging and signal that children are among our highest priorities – exactly as they should be.

Our initial success would not have been possible without support from the Judiciary, particularly the Family Court, and the Child Protection Unit of the Police Service. We are also grateful for the facilities provided by the North Central and South West Regional Health Authorities to accommodate our assessment function.

I want to celebrate this landmark achievement by recognising the amazing team at the Authority who have demonstrated passion, flexibility, dedication and professionalism of the highest standard. It would also be remiss of me if I did not thank the Boards of Management, the two previous Directors, and our current Chairman, Stephanie Daly C.M.L.T., S.C., for leading by example, working tirelessly not only in ensuring strict adherence to the legal framework but literally leaving her mark on our child-friendly spaces and our logo.

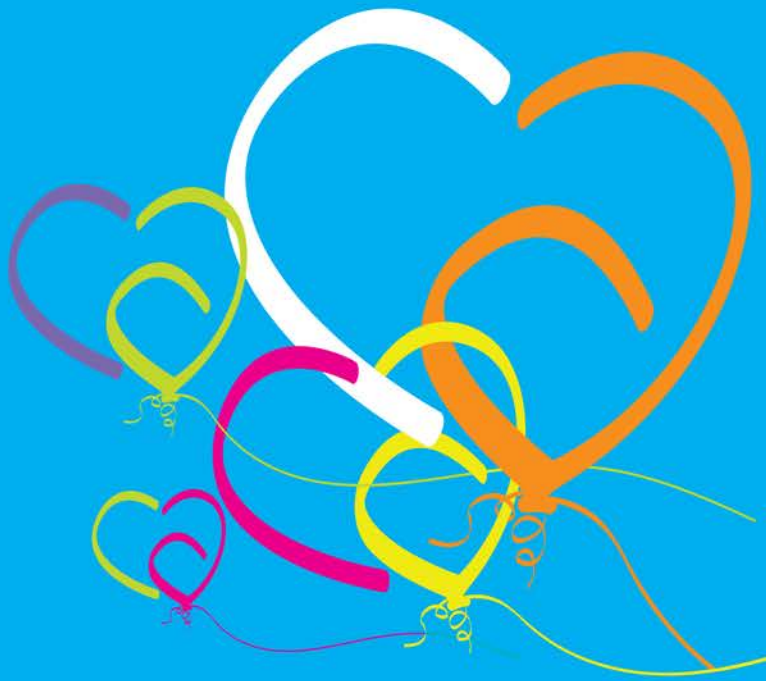
As I close, I am inspired by the success we've seen with children received into care and their progress to date – some of whom are well on their way to a brighter future. I am motivated by the big-hearted people who have come forward to care for children, including relatives, foster providers and adopters. But most of all, I am heartened by the resilience of our children who bounce back after such horrific experiences. The Authority is at work!

A handwritten signature in blue ink, appearing to read "Sharifa Ali-Abdullah", written over a horizontal line.

SHARIFA ALI-ABDULLAH
Director

SECTION 1

Introduction



Section 1

INTRODUCTION

The financial year 2014/2015 will be regarded as an historic one as the long-anticipated Children's Authority of Trinidad and Tobago (the Authority) became operational on May 18, 2015, with the landmark proclamation of several pieces of legislation from the Package of Children's Legislation including

- The Children's Authority Act, Chap 46:10 (the Act);
- The Children's Community Residences, Foster Care and Nurseries Act Chap 46:11;
- The Children Act, 2012; and
- The Adoption of Children Act, 2000.

This new legislation positioned the Authority at the heart of a new and progressive child protection system, specifically mandating it to promote the well-being of all children in Trinidad and Tobago, to provide care and protection for vulnerable children and to comply with certain obligations under the United Nations Convention on the Rights of the Child (UNCRC). A summary of the status of the various pieces of legislation from the children's package is illustrated in Table 1.

The year in review marked the culmination of years of intensive planning and preparation for start-up. In particular, a strategic plan and a start-up plan were prepared inclusive of administrative and staffing requirements and projections. Key infrastructure development such as the establishment of Assessment Centres, a Place of Safety and customisation of the head office to provide child and family friendly spaces also took place. Tailored training was conducted to orient and prepare staff for the specialised child protection work. The Authority also had the opportunity to conduct simulations and pilot testing, as well as assess key systems such as its Child Protection Information Management System (CPIMS), which was to provide a customised database. Policies, procedures and protocols were also developed in consultation with key partners in the child protection sector. At the close of the financial year (September 30, 2015), several Memoranda of Agreement were in the final stages of preparation and the Authority conducted several stakeholder consultations and public education sessions.

A key initiative that impacted positively on the operations of the Authority was the establishment of the Child Protection Unit (CPU) within the Police Service. Officers were recruited from within the Police Service, underwent specialised training and were posted in nine divisions across the country to support the child protection system. This collaboration has proved to be successful, especially in responding to emergency situations.

By the end of the review period and approximately four and a half months into operations, the Authority was at work, rolling out its suite of services to children and their families and already making an impact on the lives of many. The record number of cases registered within the period of operations, not only confirms that child protection is a serious issue, but also signals the confidence that the public has placed in this newly established agency. The growing expectation of the public to address this scourge of child abuse makes it imperative that the Authority must be among the State's top priorities and fully supported to discharge its functions effectively.

This report will highlight the key achievements of the Authority, and will also project its plans for the future as the Authority expands its operations to cater to the demand for its services for children and their families.

The journey has begun to transform Trinidad and Tobago into a more child-friendly society.

LAUNCH OF CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO



Chairman Stephanie Daly at Media Launch of the Authority



Director Sharifa Ali-Abdullah at Assessment Centre Launch



Staff at Media Launch of the Authority

Package of Children's Legislation

Table 1: Package of Children's Legislation

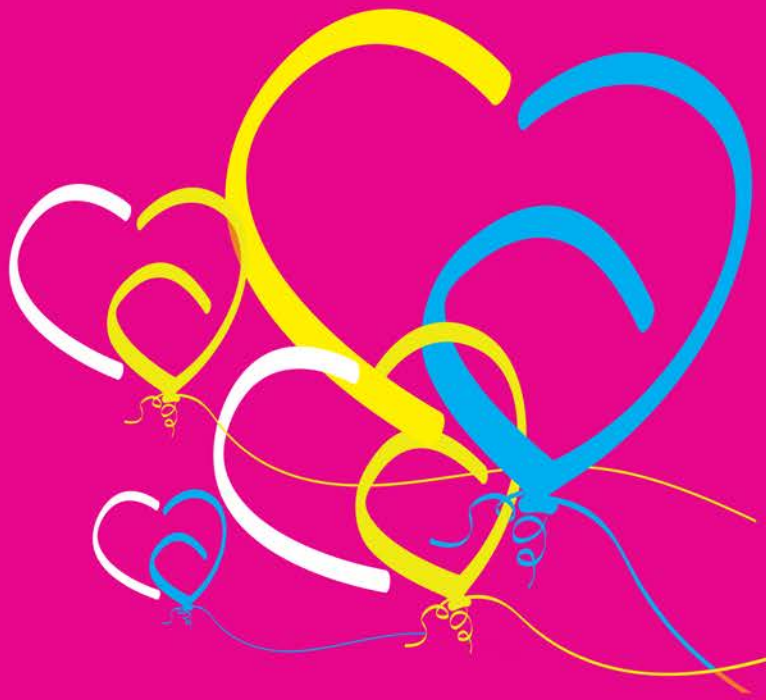
PURPOSE	STATUS
<p>1. The Children's Authority Act, Chap. 46:10 Establishes a Children's Authority of Trinidad & Tobago to act as the guardian of the children of Trinidad & Tobago with particular emphasis on children in need of care and protection.</p>	All sections proclaimed as of 18 May, 2015 save for Section 3A. Section 3A sets out the objects of the Act.
<p>2. The Children's Authority Regulations, 2014</p>	Legal Notice 19 of 2015 in effect as of 18 May, 2015
<p>3. The Children's Community Residences, Foster Care and Nurseries Act, 2000 (At present this is Act 65 of 2000 as amended by Acts 15 of 2008 and 12 of 2012 (Schedule): It will be designated as Chap. 46:11 when published in the Revised Laws) Makes provision for the monitoring, licensing and regulating of community residences, foster care and nurseries in Trinidad and Tobago by the Authority.</p>	Partially proclaimed on 18 May, 2015 (Part dealing with Nurseries and some sections dealing with licensing of Community Residences not yet proclaimed) Sections Proclaimed: 1, 2, 3(3), 4, 5, 7, 8, 9, 10, 11, 11A, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 52A, 53 and 54 In effect as of 18 May, 2015
<p>4. The Children's Community Residences Regulations, 2014</p>	Legal Notice 18 of 2015 in effect as of 18 May, 2015
<p>5. The Foster Care Regulations, 2014</p>	Legal Notice 20 of 2015 in effect as of 19 May, 2015
<p>6. The Children Act, 2012. This Act repeals the Children Act, Chap. 46:01 which was in effect since 1925. It modernizes the approach to child protection by, inter alia, redefining a "child" as any person under the age of 18 years, introducing a wider and more comprehensive range of criminal offences for the protection of children against various forms of sexual abuse and other mistreatment and by its close articulation with the care and protection jurisdiction of the Children's Authority. The Act also introduces modern principles of treating with child offenders.</p>	Partially proclaimed on 18 May, 2015 (Some sections dealing with Child Offenders are not yet proclaimed) Sections Proclaimed: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 33A, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60(1), 60(2), 60(5), 61, 62, 63, 65, 66, 67, 68, 69, 71, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123 and Schedule 1, Schedule 2 and Schedule 3 of the Act Fully proclaimed as of 18 May, 2015.
<p>7. The Adoption of Children Act, 2000 Makes provision for the regulation of procedures governing the adoption of children in accordance with the United Nations Convention on the Rights of the Child, 1989. (At present this is Act 67 of 2000 as amended by Acts 9 of 2003 and 4 of 2015. It will be designated as Chap. 46:03 replacing the former Act of 1946 when published in the Revised Laws)</p>	The Children's Authority has responsibility for making arrangements for adoptions under the Act.
<p>8. The Adoption of Children Regulations, 2015</p>	Legal Notice 110 of 2015 in effect as of 8 June, 2015
<p>9. The International Child Abduction Act, Chap. 12:08 An Act to provide for the application in Trinidad & Tobago of The Hague Convention on the Civil Aspects of International Child Abduction and related matters.</p>	In force since 15 October, 2008. This Act addresses non-criminal abduction usually by a family member, and is administered by the Civil Child Abduction Authority, Ministry of the Attorney General.

Table 1: Package of Children's Legislation

PURPOSE	STATUS
<p>10. The Trafficking in Persons Act, Chap. 12:10 An Act to give effect to the United Nations Protocol to prevent, suppress and punish trafficking in persons, especially women and children, supplementing the United Nations Convention against transnational organised crime and for matters connected therewith or incidental thereto.</p>	<p>In force since 2 January, 2013. Under this Act, the Authority is to liaise with the Counter-Trafficking Unit to provide services to child victims of trafficking.</p>
<p>11. The Status of Children (Amendment) Bill, 2009 A Bill to facilitate the replacement of blood tests by the introduction of DNA analysis to ascertain parentage and possibly for other civil law purposes.</p>	<p>Lapsed. The Family and Children Division Bill, 2016 seeks to introduce consequential amendments to the Status of Children Act, Chap.46:07 to achieve the object as set out in the lapsed Status of Children (Amendment) Bill, 2009</p>
<p>12. The Family Court Bill, 2009</p>	<p>Lapsed. This Bill was intended formally to establish the Family Court which had started in 2004 as a pilot project. Jurisdiction for all family matters exercisable in a division of the High Court to be called the Family and Children Division and to make provision for matters connected therewith.</p>
<p>13. The Family and Children Division (No. 2) Bill, 2016</p>	<p>This Bill if enacted is intended to establish the jurisdiction for all family matters and children matters to be exercisable in the Family Court and new Children Court, falling administratively within a division of the High Court to be called the Family and Children Division. The new Children Court will replace the Juvenile Court (criminal jurisdiction) and will also have a wide jurisdiction over civil matters affecting children, particularly those who are taken into care. Additionally the Bill provides for a Youth Court which creates a forum for children to agree to their peers determining the sentence for an admitted minor offence from a menu of restorative activities. It should be a valuable tool to educate young offenders and reduce recidivism.</p> <p>The Bill also seeks to introduce important amendments to various Acts including the Young Offenders Detention Act, Chap. 13:05 to provide for the placing of Rehabilitation Centres under the management of the Commissioner of Prisons, and the introduction of DNA testing to establish parental relationships.</p>

SECTION 2

Administrative Structure



Section 2

ADMINISTRATIVE STRUCTURE

The Children’s Authority Act, Chap 46:10 states that the Authority is to be managed by a Board of Management (the Board) which is in charge of the administration of the Act. The Board consists of no less than seven, and no more than eleven persons appointed by the President, who shall have the following professional qualifications and skills:

- | | |
|--------------------------|-----------------------|
| (a) Child psychology; or | (b) Child psychiatry; |
| (c) Social work; | (d) Paediatrics; |
| (e) Education; and | (f) Family law. |

The Board should also include a person under the age of twenty-five years representing youth, a person nominated by the Tobago House of Assembly (THA) with experience in children’s issues and a representative from a Non-Governmental Organisation (NGO) which promotes the welfare and protection of children.

During the period under review, the term of the second Board of Management of the Authority expired and the third Board of Management was appointed effective April 2015 for a period of two years.

The current members are:

- | | | |
|--|------------------------|------------------------------------|
| 1. Stephanie Daly, C.M.T.T., S.C. | Chairman | Family Law |
| 2. Reaz Dabiedeen | Deputy Chairman | Accounting |
| 3. Dr. Joanne Paul | Member | Paediatrics |
| 4. Angela Iloo | Member | Education |
| 5. Anna Maria Mora | Member | Social Work |
| 6. Vidya Rampersad | Member | Child Psychology/Psychiatry |
| 7. Hazel Thompson-Ahye | Member | Family Law |
| 8. Dr. Derrick Forrester | Member | THA Representative |
| 9. Shannen-Marie Russell | Member | Youth Representative |
| 10. Dhanesh Maraj | Member | NGO Representative |



Board of Management at Work

Over the period under review, the Board held eleven of the twelve statutory meetings required. During the period of transitioning from one Board to the other, no meeting was held in April 2015 as the previous Board had its term extended for one month, but no instruments of appointment were received before the extension expired.

Upon proclamation of the children's legislation, specifically, the Children's Authority Act and the Adoption of Children Act, the Adoption Committee replaced the former Adoption Board. Members of the Adoption Committee include all members of the Board of Management with the exception of the Finance, Education and Youth Representatives. A Care Committee of the Board of Management was also established to approve treatment plans and placement options for children, to oversee the foster care system and provide quality control for the licensing and monitoring function. Other committees established were the Finance and Audit Committee, the Human Resources Committee and the Procurement Committee.

In order to deliver on its mandate as outlined in the Act, to provide services to children and their families, the Authority's organisational structure was approved by Cabinet in 2013. The structure is divided into two sections namely Care, Legal and Regulatory and Corporate Services. The Director is responsible for the day to day functions of the Authority and is coordinator of all the units.

The Care, Legal and Regulatory Services section, delivers the core technical services, and is made up of three departments - Care Services, Legal Services, and Regulatory Services and is headed by the Deputy Director. It has direct responsibility for the implementation of legislation to protect the well-being of all children.

Staff members who function in this area:

- Receive reports;
- Respond to emergency cases;
- Investigate, assess and evaluate children who are in need of care and protection;
- Make applications to Court to further the welfare of children;
- Manage the adoption and foster care systems;
- Support children and families;
- Provide risk assessments for child offenders referred to the Authority;
- License and monitor facilities where children are placed to ensure compliance with standards and regulations.

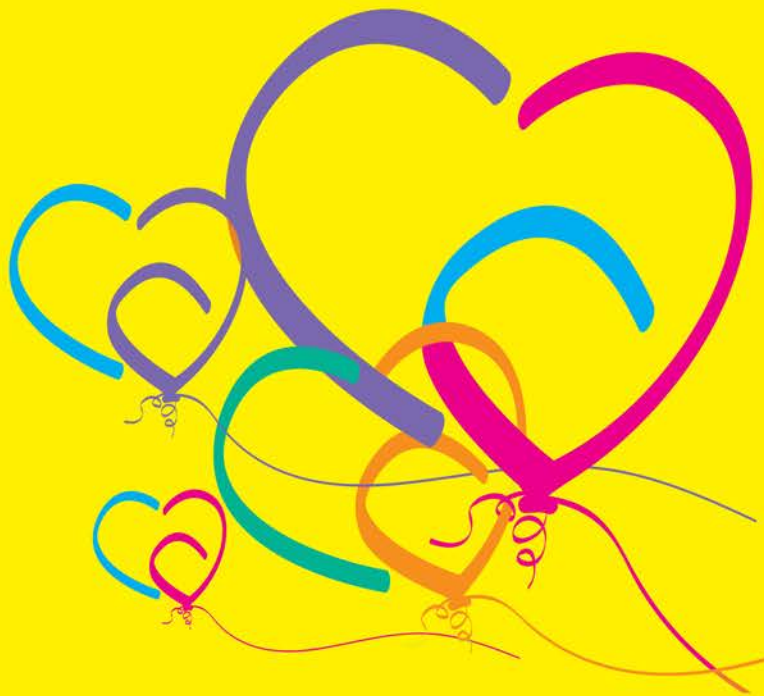
The Corporate Services Section is responsible for providing all the support services for the work of the Authority. It is headed by the Deputy Director, Corporate Services who has overall responsibility for the seven departments within the section:

- Finance,
- Information Technology,
- Facilities, Health, Safety, Security & the Environment,
- Human Resources,
- Research and Planning.

Additionally, this section is responsible for providing all the support services for the diverse locations where the Authority operates decentralised facilities including offices and Assessment Centres.

SECTION 3

Preparation for Start-up



Section 3

PREPARATION FOR START-UP

In addition to the development of policies, procedures, process maps, manuals, templates, forms, simulation exercises and pilot tests in anticipation of start-up, the Authority also ensured that the administrative infrastructure was in place to support the technical areas. The Corporate Services Section had undertaken major activities to provide support services in the areas of Human Resources (HR); Facilities, Administration and Health, Safety, Security and the Environment (HSSE); Information Technology (IT) and Finance.

Major projects undertaken in the respective areas were as follows:

- Recruitment and Training of staff by the Human Resources Department
- Outfitting and HSSE Compliance with respect to accommodation at Head Office and satellite locations
- Development of the IT infrastructure and
- Budget and Financial Management

STAFFING

The financial year 2014/2015 was critical in terms of building the human resource capability of the Authority to provide a range of services when the Authority became operational.

At the start of the financial year 2014/2015 there were 80 persons on staff at the Authority. The Authority had projected to recruit a minimum of 97 staff for start-up and recruitment was to be ongoing during the period. The staffing needs once the Authority rolled out its facilities throughout Trinidad and Tobago were expected to amount to approximately 220 employees.

There were challenges experienced with respect to the recruitment of staff since, for certain positions; the compensation approved by the Chief Personnel Officer (CPO) was not competitive. The positions affected were Paediatricians/ Medical Doctors, Nurses and Communications staff.

As a result of the non- competitive salaries, the Authority was unable to attract a full team of doctors in time for start-up. Although the Authority pursued efforts to partner with the local Health Sector to recruit persons for medical positions, this was not successful. Eventually, the Authority undertook to recruit and train doctors for whom the established terms and conditions were acceptable. This resulted in the recruitment of staff who did not necessarily have the breadth of experience required. However, with the implementation of creative approaches, they were partnered with more experienced practitioners who mentored them and provided training on-the-job. This arrangement has worked so far, with continuous training being undertaken.

Another initiative implemented to source doctors and other professionals was through the United Nations Volunteer Programme (UNVP). Persons with expertise in the areas of Foster Care, Adoption and Medical personnel were pursued through the UNVP. However, this also proved to be a challenge since overseas candidates brought with them additional issues of adaptation to culture. Therefore, this strategy did not yield any candidates who were considered to be a good fit.

When the Authority became operational staff recruitment was still underway. However, it became apparent that the Authority faced a situation where the demand for services far outstripped the projections that had guided the projected staffing figures. Whereas police records showed approximately 1,000 reports of child abuse being received over a 12 month period, the Authority, after four-and-a-half months in operation, by the end of the financial year, had received in excess of 2,000 reports. This resulted in an inordinate amount of pressure being placed on staff to attend to an unprecedented, heavy case load. The Authority had to focus on expediting recruitment of staff while at the same time seeking to mitigate the issues of staff burnout. This resulted in several initiatives being taken, including the implementation of an Employee Assistance Programme.

The Authority was also able to use the early months of operations to gauge the effectiveness of the operationalising of the Organisation Structure, with a view to address any gaps. While some gaps have already been identified, a comprehensive review of the structure is expected to be done in 2016 to address staff shortfalls, particularly with new demands being placed on the Authority with the expected passage of the Family and Children Division Bill in early 2016.

Seventy-three staff were recruited and retained during the financial year 2014/2015 as detailed in Table 2 below. At the end of the financial year the staff complement was 129 persons. Staff recruitment was concentrated in the area of Care Services to strengthen the services that were available to investigate cases, assess children and generally affect the quality of care that was to be available to children.

Table 2: Staff Recruited During the Financial Year 2014/2015	
POSITION	STAFF HIRED
Children's Services Associate	32
HR Associate	2
Facilities, Administration and HSSE Manager	1
Senior Licensing and Monitoring	2
Procurement Coordinator	1
IT Technician	1
Communications Assistant	1
Nurse	2
Psychologist	3
Care Giver	5
Team Leader	3
Accounting Associate	1
Receptionist	1
Deputy Director, Care, Legal and Regulatory Services	1
Legal Associate	1
Senior Legal Associate	3
Legal Services Manager	1
Webmaster	1
CS Assistant	3
Senior Communications Associate	1
Chauffeur / Courier	1
Medical Doctor	6
TOTAL	73

The compensation package for the staff of the Authority was approved by the CPO in January 2014. Certain components of this package were inadequate to attract the quality staff required since the compensation was set below that which had been established for standard contract positions in the Salary Comparator Framework of the Public Service.

The inadequate compensation package for medical professionals has hampered the recruitment to these critical positions and had the potential to negatively impact the functioning of the Assessment Centre which is a facility required by legislation to effect the initial assessment and referral of children coming to the attention of the Authority. The work of the Assessment Centre is critical to understanding the needs of such children, many of whom have been the victims of abuse. The assessment is also fundamental to the development of their individual care plans.

TRAINING

Given that child protection is a relatively new field in Trinidad and Tobago, the Authority identified the need for specialised training to ensure that staff possess the necessary skills and knowledge to deliver quality services effectively, in accordance with the Authority's mandate.

Various groups of professionals benefitted from technical and non-technical training to enhance the level of service delivery. Areas of training for Doctors, Psychologists, Social Workers and Attorneys included the requirements established by the Package of Children's Legislation; the conduct of social investigations; recognising trauma and vicarious trauma and forensic response to suspected sexual abuse.

Details of training undertaken during the period under review are as follows:

Package of Children's Legislation: An understanding of the Package of Children's Legislation is the foundation for all decisions that are taken with respect to seeking the well-being of children. This training took place over several months, mainly on Saturdays and was conducted by a legal consultant.

Conducting a Social Investigation: The conduct of a social investigation requires skills and approaches that are different from the conduct of criminal and other types of investigations. In this regard staff were able to interact with an experienced Social Worker on strategies to be used in the field to accurately elicit information to ascertain whether a child is at risk or has been the victim of abuse.

Child Abuse and Trauma Training: Diagnosing the level of trauma that a child has experienced is central to identifying the solutions to be implemented. In this regard staff were exposed to skills in recognising the indicators that would assist in identifying trauma in children.

Child Forensic Sexual Abuse Management Training: In order to ensure that sexual assault medical examinations and reports are robust and legally defensible to facilitate the associated child protection investigations and legal proceedings, the Authority's doctors, medical practitioners from the public health system, and Police Officers from within the CPU participated in a training session that was facilitated by a Regional Emergency Medicine Consultant, the National Forensic Sciences Centre and the Office of the Director of Public Prosecutions (DPP).

The programme covered topics such as the principles of child sexual assault management, medical history taking, forensic examination procedures and techniques, medical investigation and treatment procedures, assessment and interpretation of findings, medical documentation and report-writing, forensic evidence collection and handling, relevant laws for medical professionals, the role of the expert in the civil and criminal trial process, and courtroom testimony.

Training on Select Psychological Tools: Psychologists were reskilled in the use of a range of psychological tools for assessing broad areas of client functioning. The training covered the administration, scoring and interpretation of the following tests: Minnesota Multiphasic Personality Inventory – Adolescent (MMPI-A), Personality Assessment Inventory - Adolescent (PAI-A), Millon Pre-adolescent Clinical Inventory (MPACI), Millon Adolescent Clinical Inventory (MACI), Rotter’s Incomplete Sentences Blank – Second Edition (RISB-II), Family Environment Scale (FES), Child Abuse Potential Inventory (CAPI), Battelle Developmental Inventory – Second Edition (BDI-II), Child Sexual Behaviour Inventory (CSBI), Trauma Symptom Checklist for Young Children (TSCYC), and the Trauma Symptom Checklist for Children (TSCC).

Forensic Interviewing: Multidisciplinary teams received training in conducting interviews in a semi-structured, non-suggestive, legally defensive and developmentally appropriate manner, to gather a child’s account of events that he or she may have experienced or witnessed, for the purpose of ensuring information that is as accurate as possible for the Police criminal investigations and proceedings.

Youth Level of Service/Case Management Inventory (YLS/CMI): This training provided social work professionals and Psychologists with the aptitude to use the YLS/CMI tool and to interpret the results with a view to predicting the risk of reoffending regarding children in conflict with the law. Having received training in a wide range of issues, the team was well equipped to address issues impacting children with a view to identifying interventions that would positively impact their well-being.



Staff of the Authority during a Training Session

Table 3: Staff Training for Financial Year 2014/2015

DATES OF TRAINING	TYPE OF TRAINING
October, 2014	Supervisory Training for Team Leads; Forensic Interviewing Training; Restorative Justice Conference; Case Planning, Case Notes & Report Writing
November and December, 2014	Training on the Package of Legislation; Infection Control; Training on Select Psychological Tools; Counter Trafficking Training; Forensic Sexual Assault Management; Child Development; Vicarious Trauma
January, 2015	Child Abuse and Trauma Training; Internet Safety; Audit Training; Case Notes and Report Writing Training for Child Protection Social Workers; Child Rights Training; Advocacy Training – Gray’s Inn; Introduction to Restorative Practices & using Circles Effectively; Fire Safety; Basic Life Support; Clinical Interviewing Training; Advocacy Training /Court Room Training
February, 2015	Self Defence Training
March, 2015	Autism Seminar; Battelle Developmental Inventory
April, 2015	Child Forensic Sexual Assault Management Training; Self Defence Training; Crisis Management Training
May, 2015	Microsoft Visio Training; Registry Back-up Training; Managing Difficult Employees; Preparation of Legal Documents (Orders, Affidavits, etc.) Training; The Mobile Apps and Social Media used by Terrorists and Organised Criminal Gangs (OCGs) Seminar
June, 2015	Social Work Symposium: What Works in Social Work: collaborating to build indigenous knowledge of effective practices in social work in T&T; 10th Biennial Conference; Package of Legislation Training; Trinidad & Tobago International Sport Conference 2015; Hague Convention
July, 2015	Capacity Building for First Responders in Sexual and Reproductive Health (Minimum Initial Service Package); Package of Legislation Training; Women in Leadership 2015 Conference; CAPI/FES Screening Tool Training; Child Protection Training
August, 2015	Vicarious Trauma; Training on CA’s Medical Protocol for Medical Doctors; De-escalation Training; Package of Legislation; Adoption Legislation; Community Residences Legislation
September, 2015	Suitability Report Writing; Proccer Adolescent Treatment Training; Psychological Tools; Child Sexual Assault Management Training; Forensic Sexual Assault Management; YLS/CMI Training

Health, Safety, Security and the Environment (HSSE)

Arrangements were put in place for all office accommodation and client spaces to be ready upon proclamation. As such, prior to proclamation, acquisitions and preparatory outfitting work was completed at the Head Office, the Assessment Centre at Mt. Hope, the Child Support Centre and the Harris Street San Fernando Office.

Office Accommodation

A key requirement when locating offices was that they be readily accessible by the public. When decisions were being made on the location of the Head Office, Satellite Offices, Assessment Centres and Child Support Centres, it was important that said location met the criteria for accessibility by the public.

Office locations were secured in Port-of-Spain, at the Eric Williams Medical Sciences Complex (EWMSC) Mt. Hope and in San Fernando.

The outfitting of client spaces was undertaken to create a comfortable and aesthetically pleasing, child and family friendly environment to facilitate the specialised client engagement. The décor was conceptualised to meet the social and emotional requirements of the clientele who were to access the space for a range of services as individuals or for family interventions. This concept was implemented for client spaces at the Head Office, the Mt. Hope Assessment Centre and the Child Support Centre. The work spaces of those staff who met the needs of the external clientele were designed to integrate seamlessly with the functions of the clients' spaces.

Focus was placed on the HSSE aspects of the office environment in order to ensure OSHA compliance. Fire certification was rigorously pursued under the guidance of the Fire Services Department. In this regard spaces were made compliant with respect to fire safety equipment, signage, emergency lighting and evacuation procedures for staff and visitors to the premises.

Utilities

The commissioning of a generator under the rental agreement was a major milestone for the Head Office of the Authority. The absence of a generator meant that if power was lost, all systems ceased to function until it returned, effectively crippling all operations. Once the generator was tested and commissioned, it meant that operations could continue without interruption from disruptions in the electrical supply. This is particularly significant since it supports the provision of the 24 hour hotline services for the public to make reports.

Access Control and Other Security Systems

The implementation of a robust physical security system at all locations was a priority, since through the risk assessment exercise, it was determined that a significant part of the population with whom the Authority was likely to interact had the potential to show extreme aggression and volatility. Actions involving people's relationships with children in their care tend to be highly emotional and stressful. Security systems have to be proactive to address both access and intrusion control for both internal and external stakeholders, but also sensitive to the rights of parents and guardians who should be carefully listened to and treated with respect.

For the Head Office system, an internal security check point was a feature to work in tandem with the external guard station where visitors were to be received and screened.

The access control system that was implemented sought to secure sensitive departments within the Head Office at the Authority such as Finance, Registry, Adoption and Legal. The access control system serves a dual role as a time and attendance record for the Human Resources department.

In addition to the Head Office, access control was also installed for the Assessment Centre at Mt. Hope. This systems was linked with Head Office using a module which allows it to function as one comprehensive system.

Another layer of security added was the installation of panic buttons at the Head Office, the Assessment Centre, Mt. Hope and the Child Support Centre which all dealt with clientele from the general public. These systems allow the user to summon help if they feel threatened or they are in danger. They were complemented by the commissioning of metal detecting equipment, inclusive of baggage scanners, hand held scanners and walk through scanners.

North Place of Safety (Child Support Centre)

The Authority has the legal power to take into its care immediately, children who are in imminent danger. Accordingly, at the time of proclamation, the Child Support Centre was established and operational to receive children in a secure, child-friendly space, appropriately outfitted to meet the needs of children and staffed by professionals.

However, due to the overwhelming need for additional support for the Assessment function, shortly after proclamation this space was redesigned to also accommodate an Assessment Centre with facilities for the conduct of medical examinations, offices for the Emergency Response Team and the Child Support Centre.

Harris Street, San Fernando Office

In keeping with the thrust to be accessible throughout Trinidad and Tobago, the Authority sought to establish an office in South Trinidad. A suitable property was leased on Harris Street, San Fernando. The Harris street location was outfitted and allocated to the South Investigation team. This allowed the Authority to be more responsive to child abuse issues that originated in the South of the Island.

While the original intention was to also operate a South Assessment Centre from this location, it was eventually used as office space only, since there were fruitful negotiations to locate the Assessment Centre at the San Fernando Teaching Hospital.

The South Assessment Centre became operational post proclamation. Under this arrangement, the Authority used examination rooms and other spaces assigned in the Children's Paediatric Hospital, during the afternoon periods.

Information Technology (IT) Pre-proclamation

The IT initiatives undertaken were geared towards the implementation of a strong information technology system and networks that were able to meet the growing needs of the organisation. They anticipated a steady growth of the staff complement, the establishment of satellite offices, the need to make the Authority easily accessible by the public to make reports of abuse and to establish a database to capture and track those reports that were expected to be in excess of 1,000 received annually by the police.

Establishing a Strong Infrastructure

The physical infrastructural work was designed to ensure communication between the four office locations in North, East and South Trinidad. This project which was completed in the period under review, allowed for seamless, live data and telephone links among the Head Office in Port-of-Spain, the Assessment and Child Support Centres in the East and the South Office.

A 10MB Metro e fibre optic connection was installed which connected the Assessment Centre with the Head Office by integrating both data and voice onto one network. For telecommunications, a PBX was installed and networked to the Head office via extensions. Additionally, five telephone lines were installed by TSTT with one being a fax line for external communication to the Authority's network. The cabling infrastructure was configured in keeping with acceptable networking standards.

Network Security

The ability to keep data and information secure was of paramount importance in the design of the IT infrastructure. With the projected staff increase and the need to keep data confidential and secure, the IT upgraded data security, introduced a Cisco ASA 5515X Hardware firewall to its security infrastructure.

The Cisco ASA 5515X Hardware Firewall Solution with load balancing and routing capabilities was implemented since it was assessed as the most effective and economical solution in satisfying the business needs of the Authority. The solution is presently effectively protecting the Authority's data and technological assets from unauthorised intrusion.

The Child Protection Information Management System (CPIMS)

The CPIMS is a custom designed database to capture and track reports received from the public. The system which was developed on a phased basis, allows for the integration of information flow from the technical areas of the Authority's work viz the Registry, Investigation, Assessment, Care and Licensing and Monitoring functions. The database includes a module for each of these functional areas.

The Child Protection Hotline

A key component of the CPIMS is the Child Protection Hotline which is the main mechanism through which reports of abuse and neglect are received. The Hotline is a toll free 24-hour service manned by staff trained in the legislation and with skills to confidentially and sensitively deal with the range of issues reported by the public. The Child Protection Hotline facilitates the receipt of calls during the week and on weekends at cross site call centres or a single call centre located at the Head Office.

IT Support for Staff

Staff were to be adequately supported with the introduction of the staff Helpdesk which was designed internally to meet staff's specific needs. This customised staff helpdesk solution for the Authority, provides a means to log, track progress, follow up on, and ensure closure to any IT, Facilities and HSSE issue within the Authority. This application was successfully launched and efficiently maintained to ensure that staff have access to timely support to address issues and it provides clarification on all IT matters that may arise.

Administratively, this application can generate reports to display ticket volume, duration time for open tickets and frequency of particular issues, in table format or by graph. This application adds value to the IT, Facilities and HSSE Departments by always being able to keep track of current and completed issues while minimising down time and also being able to reference solutions for similar issues with comparable solutions.

Upon proclamation, the IT infrastructure was ready and well poised to meet the needs of the organisation.

FINANCE

During the financial year 2014/2015, the audited financial statements for the year ended September 30, 2013 were received from the Auditor General's Department, together with an unqualified Audit Report, which signals that the Authority has employed sound financial systems which have protected the organisation from any material financial risk for the year under review.

The request to commence the audit of the financial statements for the year ended September 30, 2014 has been submitted to the Auditor General's Department. The Auditor General's Department is currently in the process of selecting a new audit firm to allow for compliance with the audit firm rotation best practice requirement. It is expected that the audit will commence soon thereafter.

The Authority also submitted its draft Estimates for Recurrent Expenditure and the Public Sector Investment Programme (PSIP) for the financial year 2014/2015 to the Ministry of Gender, Youth and Child Development in the amounts of \$71,363,895 and \$26,530,000 respectively. These estimates were based on calculations of the anticipated costs for the Authority during its first year of operations. These included the recruitment of the requisite staff to allow the Authority to adequately undertake its legislative mandate and the establishment of key infrastructures to buttress the work of the Authority.

The Authority was informed that the allocations approved for the financial year 2014/2015 were \$30,000,000 for Recurrent Expenditure and \$8,000,000 for the PSIP projects. Accordingly, the Authority had to undertake an organisation-wide strategic reassessment to ensure that vital plans and programmes were still implemented in preparation for proclamation of its legislation. It is to be noted that a Mid-Term Review was anticipated during the financial year as the Authority's Recurrent Expenditure allocation was, despite its best efforts, insufficient to meet all the operational expenses of the organisation which was still in start-up mode.

During the financial year 2014/2015, the Authority increased its staff complement from 80 persons as at September 30, 2014 to 129 persons as at September 30, 2015. Personnel costs accounted for 65 percent of the Authority's Recurrent Expenditure during the period under review, followed closely by rental accommodation and security expenses.

Additionally, the Authority undertook a number of development projects under the period including the establishment of child friendly public spaces and client rooms to allow for private meetings with children and their families; completion of security equipment installations at various locations to protect the safety and welfare of staff; completion of phase one of the Child Protection Information Management System to allow the capture, tracking and retrieval of key data and statistics; and the establishment of an Interim Assessment Centre to increase the capacity of the assessment function.

The Authority's financial statements for the period under review are detailed in Section 7 of this report.

Stakeholder Engagement

The Authority has consistently utilised a consultative approach in its engagement with key stakeholders over the last few years and particularly during the year under review. The focus during the last year was to sensitise key front line stakeholders such as the Police, Judiciary, Medical Professionals and Educators.

The Authority convened meetings with the Judiciary to work out the operational details for a range of applications, including care proceedings, made available by the new legislation. In addition, the Authority collaborated with the Judicial Education Institute (JEI) to plan and implement several training sessions for the Judiciary. These included a General Session for the Judiciary, and separate sessions for Judges of the Criminal Bench, Family Court and Magistrates. The Authority was also invited to the Family Court's Continuous Education Series Retreat to share its plans with the Judiciary.

The Authority was able to acquire the services of one of the region's most experienced child protection professionals, to train Police Officers, Medical Doctors, Social Workers and Nurses on sexual abuse management. This training focused on:

- The new child protection system and key changes in new legislation
- Forensic Examination of the Sexually Abused Child
- Forensic Genital Examination
- Evidence collection and handling
- Maintaining chain of custody

Several meetings were also held with the Police, particularly the Child Protection Unit (CPU), to discuss the support and collaboration required. These meetings also included discussions with the Director of Public Prosecution (DPP) on the issue of forensic interviewing and the issues that could impact criminal investigations. The results of these meetings have led to the preparation of a draft Memorandum of Understanding (MOU) between the Police and the Authority.

Over one thousand educators, including Principals, Vice Principals, Teachers, Guidance Officers, Guidance Counsellors, Social Workers attached to the Student Support Services Division and their counterparts in Tobago participated in sensitisation sessions hosted by the Authority. These sessions addressed the following issues:

- Implications of the new legislation for Educators
- Changes to the Education Act
- New offences against children
- Collaboration between Educators and the CA in reporting, investigating and assessing children

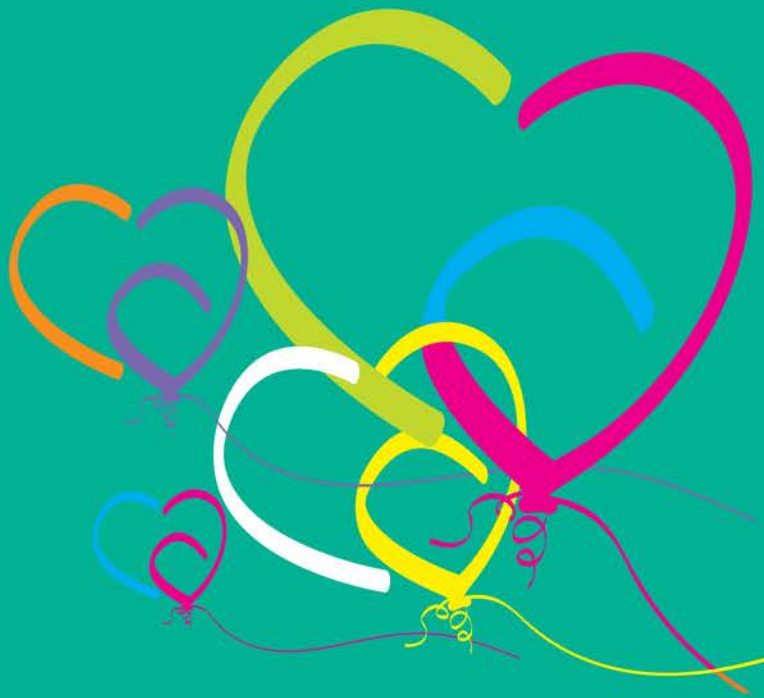
Below is a snapshot of the feedback received from education stakeholders who attended the sensitisation sessions.



Figure 1: Stakeholder Feedback from Sessions with Educators

SECTION 4

Situational Analysis



Section 4

SITUATIONAL ANALYSIS – SOME PRELIMINARY DATA

The statistics presented in this section are reports of cases received by the Authority over the period May 18, 2015 to September 30, 2015. While the data represent only four and a half months of operations and should not be used to make inferences or firm conclusions, as a longer series would be required for this, the preliminary numbers are instructive and confirm that child abuse is an acute problem. During this period, the Authority received 6,570 calls and reports of which 2,019 were cases of children in need of care and protection which required investigation.

The highest number of cases of children in need of care and protection was recorded in August as illustrated in Figure 2 below, despite calls by the Authority for parents, caregivers and the general public to be vigilant as the incidence of child abuse appears to be higher during school holidays.



Figure 2: Number of Cases Reported to the Authority by Month

Demographic Profile of Children

During the period May 18 2015 to September 30 2015, the majority of cases brought to the attention of the Authority were female (59.3%). 40.1 percent of all children reported to the Authority were male, as illustrated in Figure 3 below.

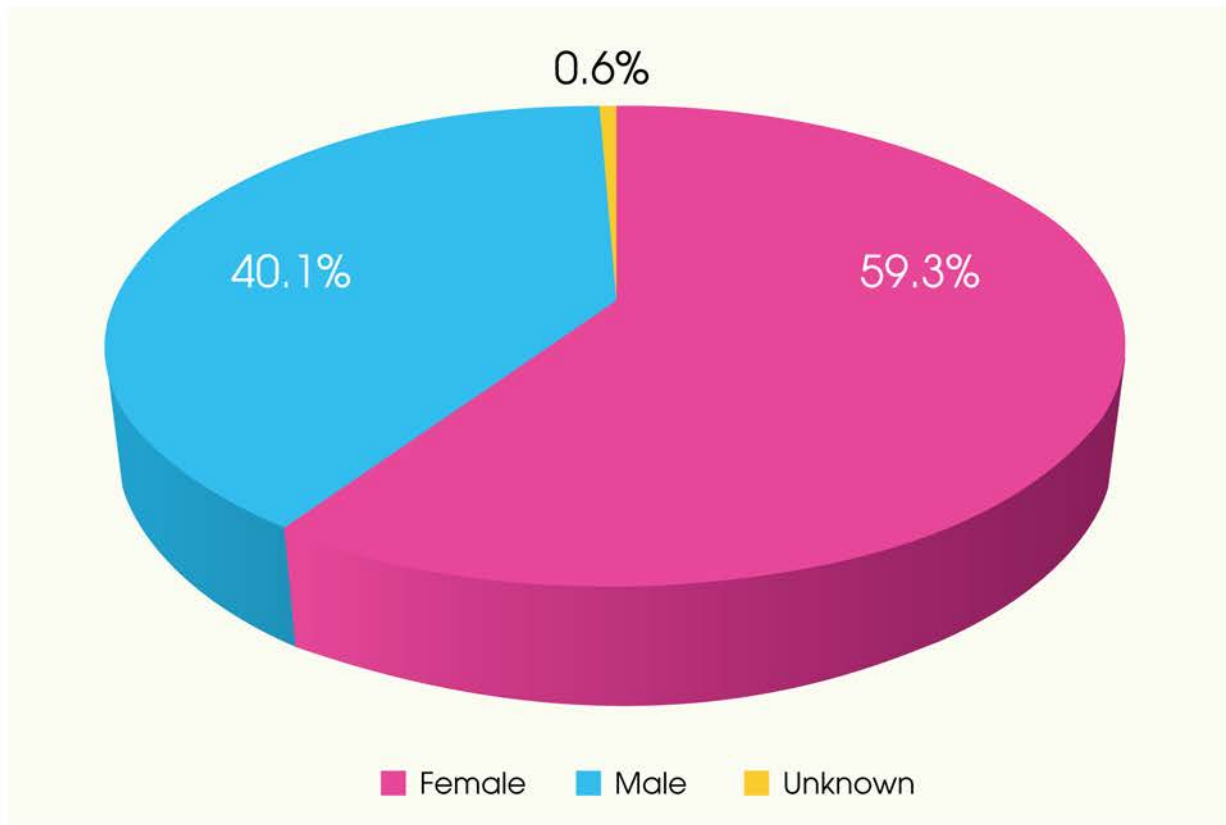


Figure 3: Sex of Clients

The children identified belonged to varying age groups, however the majority of the children (43.6%) were between the ages of 10 and 15 years (with 22 percent of children belonging to the 10-13 age range whilst 21.6 percent of children belonged to the 14-15 age range) (please refer to Figure 4 below).

During this period 15.2 percent of the children were between the ages of 7 and 9 years old, 13.6 percent of all children were between the ages of 16 and 17 years old while 13.5 percent of all children belonged to the 4-6 years age range. Babies and toddlers (0 to 3 years) represented 12.7 percent of all children reported.

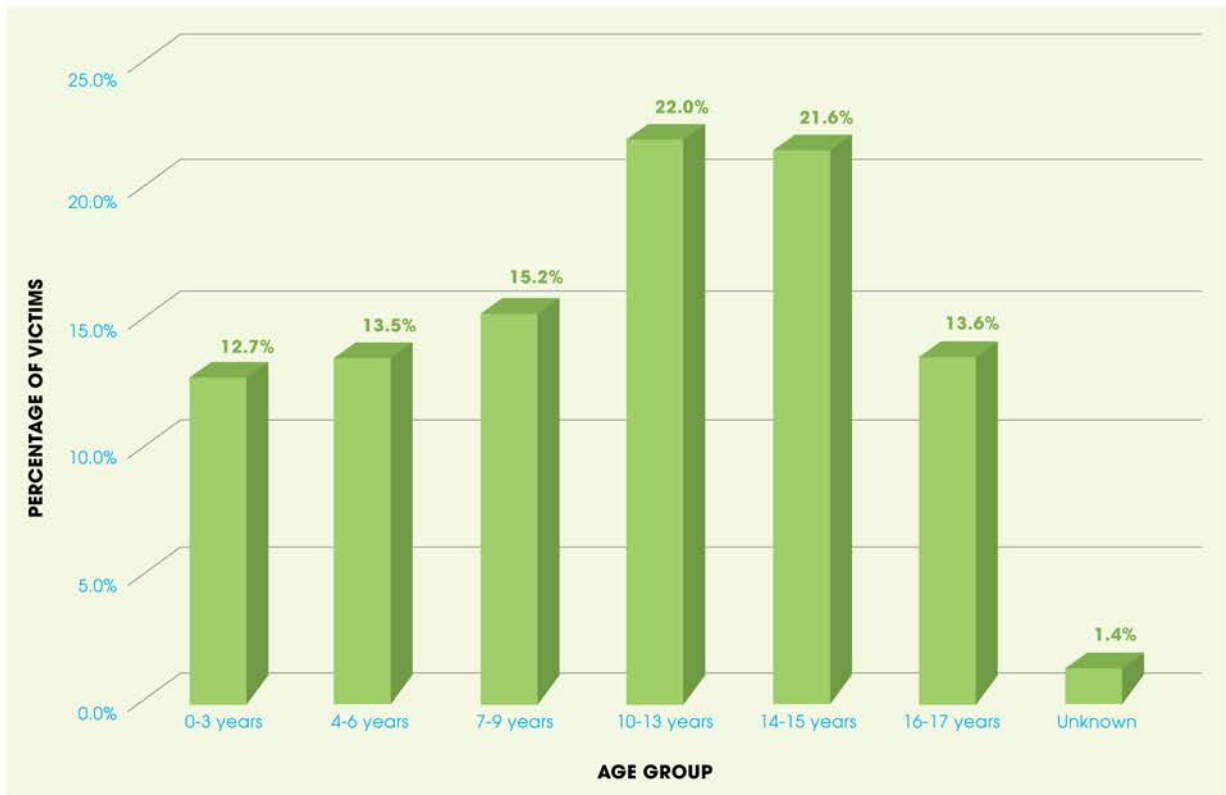


Figure 4: Age Groups of Clients

Figure 5 highlights the geographic locations of reports of children in need of care and protection brought to the attention of the Authority during the period May 18, 2015 to September 30, 2015.



Figure 5: Geographic Location of Reports

Whilst reports of children in need of care and protection were received from all parts of the country, the administrative districts of San Juan/Laventille, Tunapuna/Piarco, Couva/Tabaquite/Talparo and Diego Martín recorded higher numbers of reports than any other administrative districts in Trinidad and Tobago over the period under review.

Reports of Children in Need of Care and Protection by Category

During the period May 18 to September 30, 2015, the highest reported types of abuse were reports of sexual abuse, neglect, physical abuse and children lacking care and guardianship. Almost one quarter (22.5%) of all reports made to the Authority during this period were allegations of sexual abuse against children. Reports of neglect accounted for 19.6 percent of all reported cases while physical abuse cases comprised 15.8 percent of all reports and cases of children lacking care and guardianship were 15.6 percent of all reports. This is highlighted in Figure 6 below.

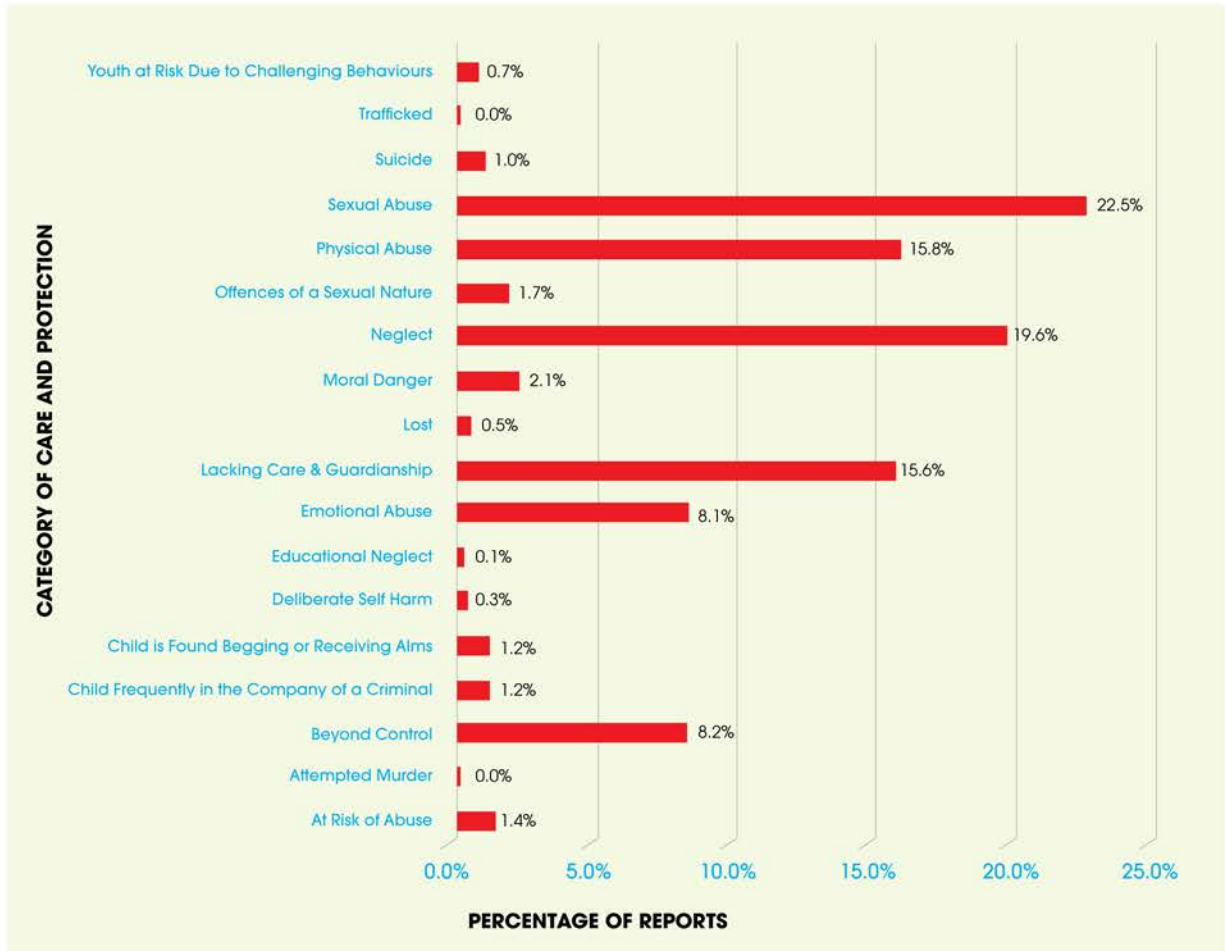


Figure 6: Reports of Children in Need of Care and Protection

The reported categories of children in need of care and protection were further disaggregated by gender (see Figure 7).

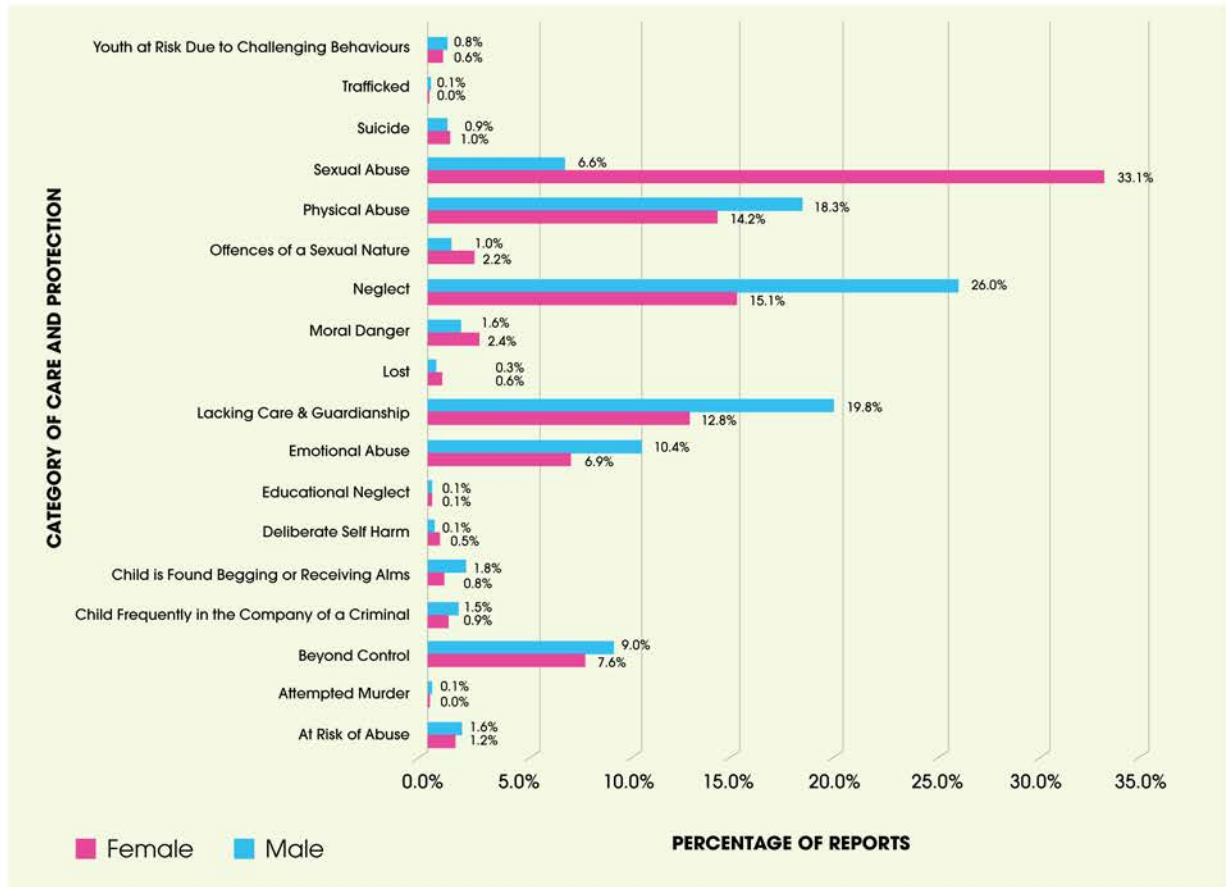


Figure 7: Male and Female Clients as a Percent of Total Reports

Consistently with the reports received during the months of operations, under the period of review, reports of sexual abuse of female children greatly outnumbered those for male children. One third (33.1%) of all reports concerning female clients were of sexual abuse compared to 6.6 percent of all reports concerning male clients.

Male children appeared to be more vulnerable to neglect, lacking care and guardianship, and physical abuse since they accounted for 26.0 percent, 19.8 percent and 18.3 percent of reported cases in these categories of care and protection respectively.

Reports also indicate that male children appeared to be at the receiving end of emotional abuse more often than females accounting for 10.4 percent of reported cases of emotional abuse whilst females accounted for 6.9 percent of such reported cases.

The children in the four highest reported types of abuse (sexual abuse, neglect, physical abuse and lacking care and guardianship) were also distributed across classifications of age. This is illustrated in Figure 8.

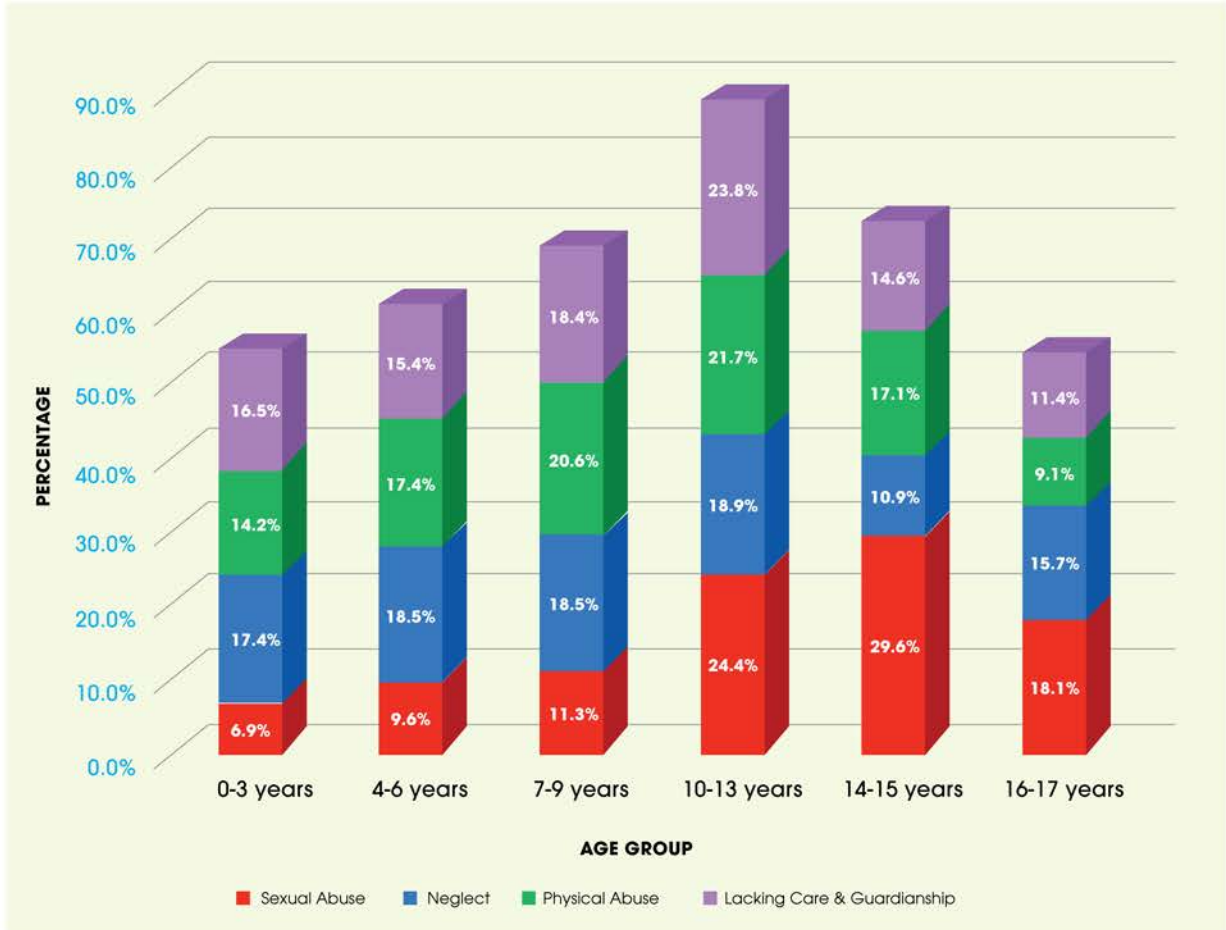


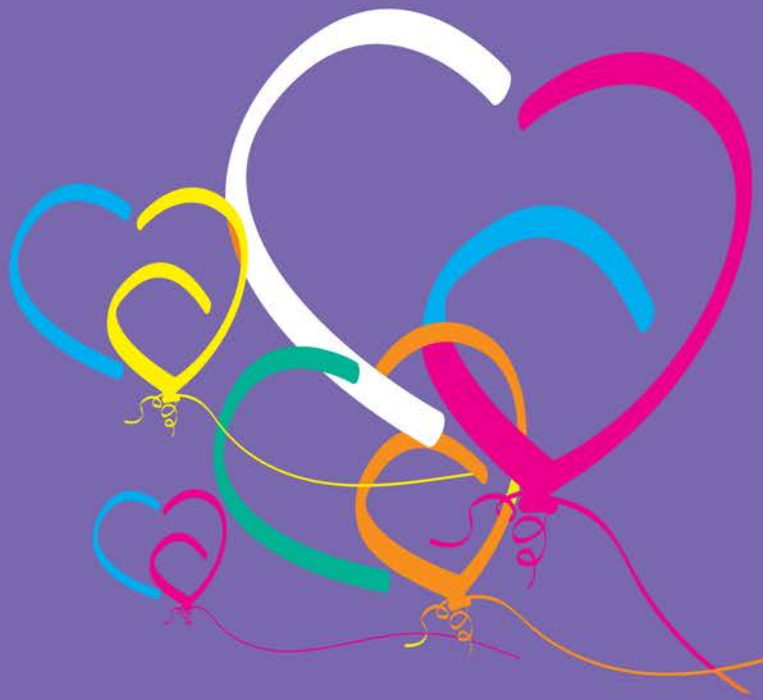
Figure 8: Age Groups of Children of Highest Reported Types of Abuse

The 10-13 year old and 14-15 year old age groups appeared to be the most vulnerable to sexual abuse, with 24.4 percent and 29.6 percent of all children sexually abused belonging to those age ranges respectively. Children aged 4 to 13 years old were most susceptible to neglect, with 18.5 percent of all neglected children being between the ages of 4-6 years, 18.5 percent between the ages of 7-9 years, and 18.9 percent between the ages of 10-13 years.

Approximately one fifth of all children victims of physical abuse fell between the ages of 7 to 13 years old, with 20.6 percent of physical abuse children belonging to the 7-9 age group and 21.7 percent of these children to the 10-13 age group. Furthermore, while lacking care and guardianship affected children of all ages, the most vulnerable age group was the 10-13 year olds which accounted for 23.8 percent of all children.

SECTION 5

Key Achievements



Section 5

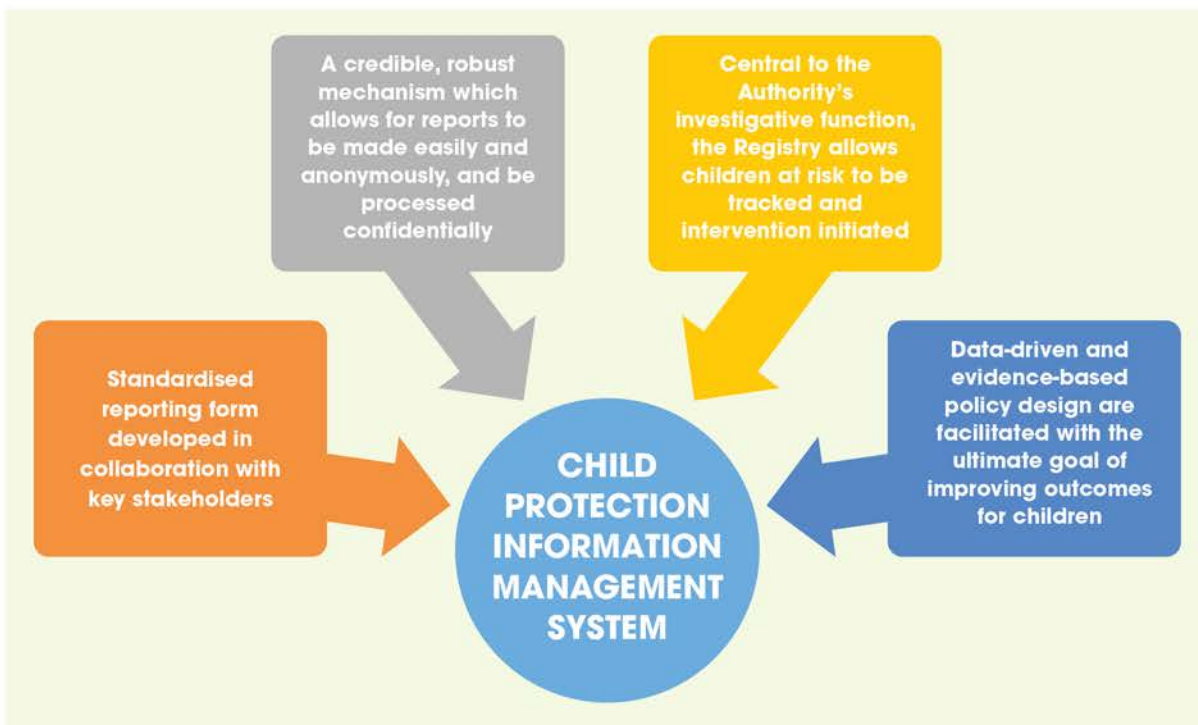
KEY ACHIEVEMENTS

REGISTRY

The Registry Unit receives, logs and triages reports of children who may be in need of care and protection. The main mechanism for receiving reports is through the Authority's hotline 996 or 800-2014 which operates on a 24/7 basis. The CPIMS includes a risk assessment module which assists in determining the level of risk attached to each report and then sends an alert to the Emergency Response Team for immediate action or to the Investigation Unit. The Registry Unit comprises eight staff members, two of whom are team leads.

Key Achievements

- Developed and tested risk assessment tool prior to proclamation
- Used risk assessment tool to triage cases on real time basis
- Prepared a Directory of Referral Services for children in need of care and protection
- Established a 24/7 response since May 18
- Responded to 6,570 calls from May 18 –September 30, 2015
- Logged, triaged and referred 2,019 cases onto CPIMS from May 18 – September 30, 2015



Child Protection Information Management System

KEY ACHIEVEMENTS

EMERGENCY RESPONSE

The Emergency Response Team (ERT) was created in response to the volume of cases of children who were reported to be in imminent danger and where swift and effective intervention was required. This team comprises six responders and a manager who work on a shift system to ensure immediate response day or night, weekends and public holidays. The ERT is the first responder in emergency situations and works collaboratively with the Police, in particular the CPU, as well as the emergency teams at the various health institutions across the country. This team also identifies, places and monitors children who are accommodated temporarily in places of safety, including the Authority's Place of Safety.

Key Achievements

- Developed process maps, protocols and procedures with Police for emergency response
- Effectively collaborated with the CPU to respond to 38 emergency situations
- Investigated circumstances of 61 children from the 38 emergency responses
- Prepared reports to provide information for affidavits in support of Wardship applications for 23 children
- Liaised with parents, guardians, managers or community residences, foster providers, police, medical officers and attorneys to facilitate 23 children who had to be received into care
- Conducted follow up monitoring visits of children received into care
- Managed the Authority's place of safety



Police Training

KEY ACHIEVEMENTS

INVESTIGATION

The Children’s Authority is mandated to investigate reports made to the organisation that involve children in need of care and protection. The Investigation Team comprises 14 staff members, including three team leads. The main goal of the Investigation Team is to substantiate or not substantiate the allegations of abuse emerging from the reports. In order to substantiate a report, the investigation officer must conduct at least three main investigations which include a home visit, a school visit and community enquiries. In some cases, additional investigative work is needed to ascertain the facts of the case so that a fully informed recommendation can be made. It is important to differentiate between the criminal investigation which is conducted by the Police to determine whether there is criminality involved in the case, and the social investigation conducted by the Authority.

- Key Achievements
- Engaged with the following to develop processes and protocols for effective coordination of child protection interventions:
 - Police
 - Department of Health and Social Services of the THA
 - Medical and Psychiatric Social Workers
 - Student Support Services Division
 - Probation Services Division
 - Actioned field work for over 435 cases
 - Prepared 50 suitability reports to inform affidavit preparation for Court
 - Completed 250 investigations

Table 4: Summary Statistics- Investigation Unit for the Period May 18 – September 30, 2015

CATEGORY	CASES
Investigation Completed	250
Cases Actioned but still Ongoing	80
Cases with Additional Visits Needed	105
TOTAL CASES	435

KEY ACHIEVEMENTS

ASSESSMENT

The Assessment Teams carry out initial medical examinations, diagnostic assessments and formulate treatment plans for children in need of care and protection. This is a critical shift in the child protection sector, as pre-proclamation, services for children in need of care and protection were fragmented and challenging to access and often resulted in re-traumatisation of children as they moved through the system. In the new system, most services can be accessed in one centralised location, including the social work intake, medical examination, psychological assessments and where necessary, forensic interviews with the Police. The assessment team operates in three child friendly, therapeutic locations and comprises 24 staff members including doctors, psychologists, and social workers.

Key Achievements

- Operationalised three assessment centres including two interim ones
- Collaborated with key stakeholders to develop processes, protocols and procedure
- Assessed all 25 children from pilot foster care system
- Conducted medical assessments for 51 children from community residences
- Performed 43 forensic medical examinations, 26 medical screening examinations for admission into care
- Attended to 23 children in care experiencing a medical condition
- Collaborated with the CPU to conduct 51 forensic interviews
- Completed 107 full multidisciplinary assessments



Assessment Centre

KEY ACHIEVEMENTS

CHILD AND FAMILY SERVICES

The functions of the Child and Family Services Unit (CFSU) provides a range of services to children and their families. These include support with family reunification, family reintegration, transitional living, and services for children who are “beyond the control” of their parents and guardians. The main focus of the unit is to provide counselling and referrals to other agencies. This team also facilitates supervised access visits between parents and children and monitors children who return to their families through Court Orders, including a Family Assistance or Supervision Order. The CFSU comprises 12 staff members including counsellors, social workers and a psychologist.

Key Achievements

- Pilot tested systems and processes in preparation for start-up including the Juvenile Inventory for Functioning (JIFF) Assessment Tool which is used to determine the risk levels of children with challenging behaviours
- Collaborated with key service providers to develop protocols to provide services to children and their families
- Assisted the investigation unit with low and medium risk cases upon proclamation
- Initiated action on 111 cases including:
 - *Psychosocial Intervention*
 - *Financial Intervention*
 - *Case Facilitation/Monitoring*
 - *Child and Family Counselling*
 - *Crisis Intervention*
 - *Supervised Access/Visits*
 - *Child/Family Education*
 - *Child/Family Advocacy*
 - *Referral to External Agencies*
 - *Administration of the JIFF Tool*

KEY ACHIEVEMENTS

ADOPTION

The proclamation of the Act and the Adoption of Children Act, 2000 transferred responsibility for making all arrangements for adoption to the Authority. Among the transitional challenges is the long list of approved Prospective Adoptive Parents (PAPs). The main issue was the protracted period for PAPs to be matched with a child as few children were available for adoption. The new legislation has sought to address the waiting period for PAPs by introducing a Freeing Order which would assist in identifying a pool of children who are eligible to be adopted.

The Authority has started the process of engaging the medical social workers at the various hospitals to identify children who may be considered for adoption. Discussions are also underway with the managers of community residences to identify children who can be freed for adoption. The new legislation removed a number of restrictions and will permit overseas adoption. The Adoption Team comprises four staff members and is working to eliminate delays from the system and gradually to increase the annual number of adoptions so that as many eligible children as possible can be placed with suitable families. Seven members of the Board make up the Adoption Committee which has oversight of the adoption function.

Key Achievements

- Developed policies, procedures and documentation to facilitate the new processes
- Received over 4000 adoption files that were managed under the former Adoption Board to begin to digitise for easy access and preservation of information
- Convened sensitisation session for over 85 persons who were on the approved list of prospective adopters under the former Adoption Board
- Completed monitoring of six adoptions during probationary period and initiated process to finalise them
- Finalised two adoptions
- Started process to free four children for adoption
- Initiated investigation for 16 PAPs
- Responded to over 115 requests for information on adoption since proclamation
- Developed plan to identify additional children who can be adopted

KEY ACHIEVEMENTS

FOSTER CARE

Foster Care has been identified as an alternative placement option which is family oriented and flexible. With the proclamation of the children's legislation, a formal legal framework was created to establish a foster care system. The Authority inherited some 25 children and 13 foster providers from the pilot foster care programme which was previously managed by the National Family Services Division (NFSD). Ten providers were successfully transitioned into the new system. Since operationalisation, the Authority has also embarked on recruiting new foster providers and placing them on the Foster Care Register. The Foster Care Unit comprises four staff members, including a team lead.

Key Achievements

- Developed processes, protocols and procedures to guide the operations of the foster care unit
- Facilitated the assessment of 25 children in foster care and the preparation of care plans for these children
- Conducted 6 supervised and 23 home visits of children in foster care
- Received and screened over 30 new applications for foster providers
- Conducted investigations, home visits, interviews and psychological assessments for 15 providers
- Prepared suitability reports for 15 providers
- Conducted two-day training session for providers
- Collaborated with the Adoption Unit to initiate the adoption process for 3 children in foster care
- Established Register of Approved Foster Providers
- Developed marketing plan to recruit additional foster providers

KEY ACHIEVEMENTS

LICENSING AND MONITORING

The Authority is responsible for licensing and monitoring community residences and nurseries. While the Nurseries section of the Children's Community Residences, Foster Care and Nurseries Act (CCRFCN) is yet to be proclaimed, the unit has done a significant amount of preparatory work including preparation of draft regulations, documents and tools for licensing and compilation of a list of nurseries in operation. During the period under review the focus of the Licensing and Monitoring Unit was geared towards providing support to community residences to meet the minimum requirements for licensing as prescribed in the CCRFCN Act. The Unit also developed a One-Off Grant proposal to assist the residences with their infrastructural upgrades which was modified and put into effect by Government. This team comprises nine staff members, including three team leads.

Key Achievements

- Prepared draft regulations for nurseries, forms, templates, procedures and tools to license and monitor nurseries
- Contacted 1,042 nurseries to determine operational status
- Developed and tested tools for inspection of community residences including the inspection instrument, the inspection report template and a risk rating matrix
- Completed pre-inspection exercises of 28 community residences, in an effort to assess their readiness in meeting the minimum requirements for licensing
- Conducted training for community residences on a range of issues including the licensing process, and financial management for community residences
- Issued detailed packages and formally notified residences of proclamation and licensing requirements to 49 residences and received and reviewed applications for licences from 23 community residences
- Initiated development of the Children's Register of children in community residences
- Conducted 24 monitoring visits, announced and unannounced, to assess the quality of care provided by residences, and collaborated with the Investigation Unit to investigate 17 reports of abuse from community residences

KEY ACHIEVEMENTS

SUPPORT TO CHILD OFFENDERS

During the reporting period, the Authority provided support to child offenders. This support took the form of collaboration with the Judiciary of Trinidad and Tobago, specifically, the Juvenile Court Project Team, in the development of processes and protocols meant to transform the manner in which child offenders are treated in the Justice System. In the post-proclamation period, the Court brought several matters to the attention of the Authority. In two landmark Constitutional cases where the State was challenged regarding the legality of the placement of children in certain facilities, the Authority, though not a party to the proceedings, was instructed to conduct assessments of the children and family members, to report on the availability of Children's Homes to provide accommodation, to conduct investigations and inspect rehabilitation centres and the Youth Training Centre (YTC). This function is being managed by the CFSU and a Senior Licensing and Monitoring associate.

Key Achievements

- Developed notification system for child offenders brought to the Authority's attention
- Finalised and implemented key protocols and processes for the efficient monitoring of child offenders including Court referrals, Police notifications and case monitoring
- Created forms and documentation to facilitate processes including Child Offender Referral Form, Investigation Form, Suitability for Bail Report, Pre-Sentence Report Templates and Licence for Care Application
- Received 56 reports of child offenders and initiated process of assessment and monitoring
- Appeared in Court on six occasions in two matters where the state is being challenged as to the legality of the placement of children in conflict with the law
- Participated in JCP meetings to finalise the Family and Children Court Bill and supported the creation of processes, procedures and protocols for new system to treat with child offenders

KEY ACHIEVEMENTS

LEGAL SERVICES

The Authority's legal team is responsible for the filing of Applications for Wardship and Care and Protection Orders pursuant to Section 23 and Section 25 of the Children's Authority Act, Chap. 46:10 and a variety of other orders as identified under its Key Achievements. The Legal Team comprises of one Manager, three Senior Legal Associates, two Legal Associates and one support staff.

Key Achievements

- Successfully applied for and obtained the following:
 - 45 Wardship Orders
 - 42 Interim Care Orders
 - 43 Child Assessment Orders
 - 6 Supervision Orders
 - 6 Family Assistance Orders
 - 16 Injunctions restraining offending parents from coming into contact with a child
 - 2 Final Care Orders
 - Adoption Order for two children
- Developed/Finalised Draft Memoranda of Understanding to formalise the Authority's relationship with the following:
 - Trinidad and Tobago Police Service
 - The South West Regional Health Authority
 - The Child Guidance Clinic
 - The Rape Crisis Society
 - The Counter-Trafficking Unit
- Participated in sensitisation workshops and media engagements.
- Appeared as an Interested Party in several landmark cases challenging the legality of the State's placement of children in conflict with the law

KEY ACHIEVEMENTS

PUBLIC EDUCATION AND COMMUNICATIONS

The Public Education and Communications Department has at its core the role of advocacy whereby it seeks to create a culture that promotes children’s rights and nurtures childhood. The Department is also responsible for the management of the organisation’s corporate brand and its interaction with the media. It provides a supporting role to other departments in their interaction with stakeholders and the public through sensitisation workshops. This unit comprises three staff members.

- Key Achievements
- Conducted in excess of 50 sensitisation sessions (See Table 5)
 - Received positive media responses from releases and media reports
 - Successfully managed media launch of CA and launch of CA’s first Assessment Centre
 - Launched user-friendly website which has received over 32,000 visits averaging 8,000 visits per month (See Figure 9)



Figure 9: Website Visits: May 18 - September 30, 2015

KEY ACHIEVEMENTS

Table 5: Stakeholder Engagement

DATE	STAKEHOLDER SESSION	APPROXIMATE NO. OF PARTICIPANTS
November 22, 2014	MGYCD's National Family Day Rally, Queen's Park Savannah	500
November 25, 2014	MGYCD's International Day for the Elimination of Violence Against Women, Brian Lara Promenade	200
November 26, 2014	Sensitisation with the Judiciary on the New Child Protection System	100
December 2, 2014	Sensitisation with Judges of the Criminal Bar, on the New Child Protection System	45
December 4, 2014	Sensitisation with Community Residences on the New Licensing Process	45
December 7, 2014	MGYCD's International Year of the Family Caravan, Sangre Grande	75
December 8, 2014	Sexual Assault Management Training and Sensitisation on the new Child Protection System with Medical Professionals, THA	40
December 9, 2014	Sexual Assault Management Training with Dr. Rhonda Hutson and Sensitisation on the New Child Protection System with DMOs, PCP 11s, Nurses and Pediatricians	175
December 12, 2014	Sensitisation with Magistrates on the New Child Protection System	25
January 6, 2015	Sensitisation with the Juvenile Court Project on the New Child Protection System	60
January 15, 2015	MGYCD's Youth Rally, South Academy for the Performing Arts (SAPA)	60
March 13, 2015	Sensitisation with School Supervisors and Curriculum Officers on the New Child Protection System	45
March 19, 2015	Sensitisation with the Victoria, St. Patrick and South Eastern Education Districts on the New Child Protection System	325

KEY ACHIEVEMENTS

Table 5: Stakeholder Engagement

DATE	STAKEHOLDER SESSION	APPROXIMATE NO. OF PARTICIPANTS
April 12, 2015	Sensitisation on Mandate of the Children's Authority and Training in Forensic Child Sexual Assault Management with Medical Practitioners and CPU Officers with Dr. Rhonda Hutson, Tobago	65
April 13, 2015	Sensitisation with County Medical Officers of Health and Emergency Room Personnel on Forensic Child Sexual Assault Management with Dr. Rhonda Hutson, Tobago	25
April 14 - 17, 2015	Forensic Child Sexual Assault Management Training with Dr. Rhonda Hutson to DMOs, PCP IIs and Nurses (NCRHA, ERHA, SWRHA)	120
April 20, 2015	Sensitisation with Principals and Teachers of South Eastern, Victoria and St. Patrick Education Districts on the New Child Protection System	350
April 30, 2015	Sensitisation with Principals, Teachers and School Supervisors of Victoria and Caroni Education Districts on the New Child Protection System	250
May 5, 2015	Sensitisation with Principals and Teachers of St. George East and Private Schools on the New Child Protection System	75
May 12, 2015	Sensitisation with Principals, Teachers and Social Workers from the Division of Education, Youth Affairs and Sport (Tobago) on the New Child Protection System	50
July 22, 2015	Sensitisation on the New Child Protection System with the North Branch of the Trinidad and Tobago Medical Association	50
August 6, 2015	Sensitisation on the Rights of the Child with children at Tobago Library Workshop	40
August 26, 2015	Sensitisation with Trainers from the Archdiocesan Family Life Commission, Archbishop House, Port-of-Spain on the New Child Protection System	30

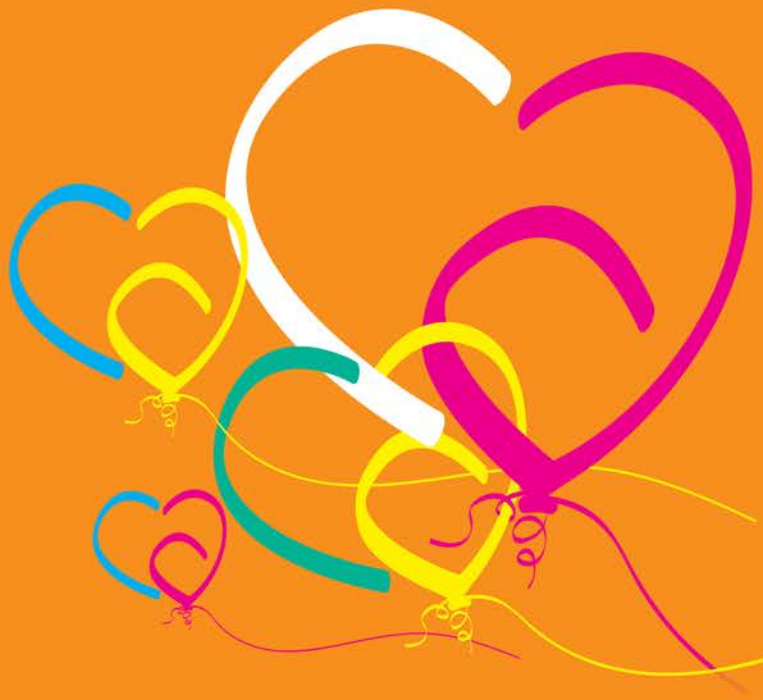
KEY ACHIEVEMENTS

Table 5: Stakeholder Engagement

DATE	STAKEHOLDER SESSION	APPROXIMATE NO. OF PARTICIPANTS
September 12, 2015	Sensitisation with the Management and staff of the Child Welfare League on the New Child Protection System	30
September 16, 2015	Sensitisation with Social Workers on Sexual Assault Management Training with Dr. Rhonda Huston	45
September 16, 2015	Sensitisation with Teachers, Principals and School Supervisors of the St George East Education District on the New Child Protection System	250
September 16, 2015	Sensitisation with Teachers, Principals and School Supervisors of the Caroni Education District on the New Child Protection System	140
September 18, 2015	Sensitisation with the South Branch of the Medical Association of T&T on the New Child Protection System	100
September 19, 2015	Sensitisation with Officers of the CPU on Sexual Assault Management Training with Dr. Rhonda Hutson	30
September 30, 2015	Sensitisation with teachers of the United Nations Population Fund (UNFPA) Master Training Workshop on the New Child Protection System	75

SECTION 6

Conclusion



Section 6

CONCLUSION

The lessons learned since proclamation have provided valuable insight on the way forward in addressing gaps and challenges that had to be confronted over the first year of operations. While there has been continuous monitoring, evaluating and tweaking of our systems over the last few months, a formal review of operations will be conducted with a view to revising the Authority's strategic plan and organisation structure.

Based on the response of the public, it is clear that the public is interested in improving the well-being of children and is therefore prepared to report their suspicions of abuse. This has been confirmed by the number of cases that have come to the Authority's attention over the period.

Also of note for the Authority is that meaningful interventions have been made for a significant number of children for whom, previously, no help was forthcoming. As a result of the collaborative efforts of the Investigation, Emergency Response and Legal Teams, some 150 children can now access living arrangements that are safer on account of the rigorous suitability assessments and Court representations that had to be made in advance of their placement. This reference to placement, concerns placement with relatives, with Foster Parents, Community Residences and Adoptive Parents.

The Authority has been able to exercise these options as it did the necessary groundwork that allowed it to implement the new Foster Care system with the establishment of a Register of approved foster parents; motivated community residences to aspire to higher standards of care in preparation for licensing; and was able to implement the new Adoption process to allow for placement with adoptive parents. This underscores the fact that the systems have been responsive and accurate in assessing the needs of children, and has led to the development of appropriate interventions to address the specific situations experienced by children.

However, there is more that needs to be done to reach all the children who are in crisis. The recent directive by the Prime Minister to monitor children, to identify stressors to mitigate against the fallout during periods of economic crisis, will increase the number of cases. Already, the volume of reports received by the Authority signal that there are a number of children for whom help must come at a faster rate.

These results can be readily delivered by:

- Having more human resources available to investigate cases reported to the Authority;
- Instituting the necessary education and awareness programmes across a wider cross section of citizens who attend to the needs of children on a daily basis; and
- Advancing more meaningful collaboration with partner agencies which deliver services to children and families.

CONCLUSION

The Authority has assessed the appropriate responses to address these issues. As such, moving forward, initiatives have already been taken with an aim to:

- Review the adequacy of the resources allocated to the Authority, and to engage the appropriate stakeholders on how increased financial resources will be allocated
- Advance the stakeholder engagement process through the execution of various Memoranda of Understanding with a view to the effective roll-out of the National Protocol on Reporting and Investigation
- Roll-out the public education and awareness campaign
- Fine-tune the existing, internal systems, to allow for more ready responses

As long as the Authority is able to gain traction with these initiatives, which aim to increase the likelihood of positive outcomes, the new child protection system will be on a secure path towards positively impacting the lives of children in Trinidad and Tobago.

Section 6

THE YEAR IN PHOTOS



Chairman, Director and Staff of the Authority during the Launch of the Assessment Centre, Mt. Hope



Director meets with UNICEF Representative



Child Forensic Sexual Assault Management Training for Nurses

THE YEAR IN PHOTOS

Dr. Rhonda Hutson
Presenting at Sexual
Assault Forensic
Training Session for
Police and DMO's



Sensitisation with
Principals, Teachers
and Social Workers
at Learning
Resource Centre



Presentation to
the Judiciary



THE YEAR IN PHOTOS



Engagement with Scout Association of Trinidad and Tobago



Sensitisation with Police Officers attached to the Tobago Branch of the Child Protection Unit

THE YEAR IN PHOTOS



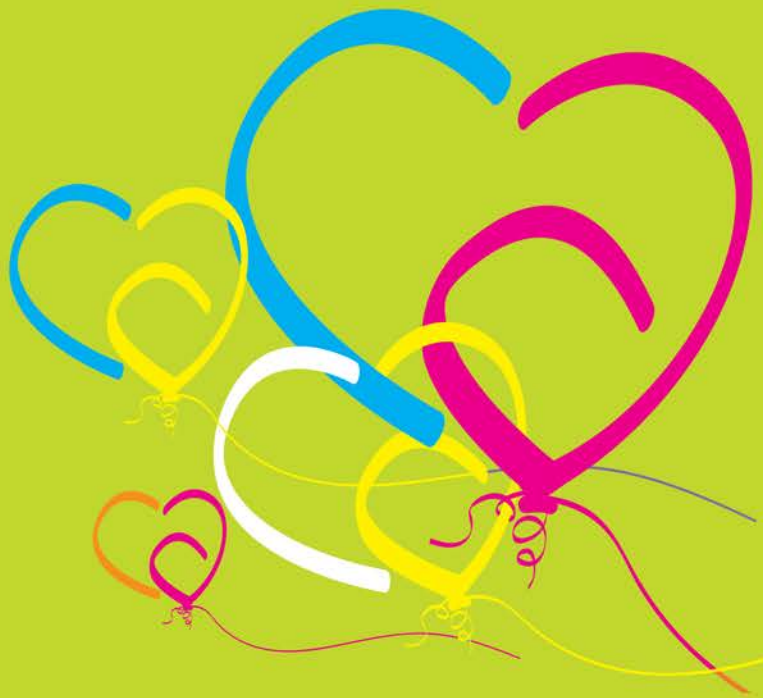
Senior Officer from the CPU and Senior Legal Associate at Joint Police/Authority Sensitisation Session



Meeting with Officials of the United States Embassy in Port of Spain

SECTION 7

Financial Statements



Section 7

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO,
CHILDREN AUTHORITY FUND
Unaudited Financial Statements
(Expressed in Trinidad and Tobago Dollars)

September 30, 2015

Unaudited Financial Statements	Page
Statement of Financial Position	58
Statement of Comprehensive Income and Accumulated Fund	59
Statement of Cash Flows	60
Notes to Financial Statements	61 - 69

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

STATEMENT OF FINANCIAL POSITION

(Expressed in Trinidad and Tobago Dollars)

		September 30	
		2015	2014
ASSETS			
CURRENT ASSETS			
	Notes		
Investments		\$ 266,570	\$ 265,407
Cash in hand and at bank		19,741,201	21,937,937
Receivables and prepayments	C	5,909,304	11,695
		<u>25,917,075</u>	<u>22,215,039</u>
TOTAL CURRENT ASSETS			
NON-CURRENT ASSETS			
Property, plant and equipment	D	7,655,408	7,030,327
		<u>7,655,408</u>	<u>7,030,327</u>
TOTAL ASSETS		<u><u>33,572,483</u></u>	<u><u>29,245,366</u></u>
LIABILITIES			
CURRENT LIABILITIES			
Payables and accruals	E	1,492,966	511,758
		<u>1,492,966</u>	<u>511,758</u>
TOTAL CURRENT LIABILITIES			
NON-CURRENT LIABILITIES			
Deferred government grants	F	7,655,408	7,030,327
		<u>7,655,408</u>	<u>7,030,327</u>
RESERVES			
Accumulated fund		24,424,108	21,703,281
		<u>24,424,108</u>	<u>21,703,281</u>
TOTAL RESERVES AND LIABILITIES		<u><u>\$ 33,572,483</u></u>	<u><u>\$ 29,245,366</u></u>

See notes to financial statements

UNAUDITED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO,
CHILDREN AUTHORITY FUND

STATEMENT OF COMPREHENSIVE INCOME AND ACCUMULATED FUND

(Expressed in Trinidad and Tobago Dollars)

	Notes	Year Ended September 30	
		2015	2014
Government grants	G	\$ 39,166,550	\$ 26,000,838
Other income	H	609	2,272
Project expenses	I	(2,281,180)	(2,621,690)
Operating expenses	J	(32,653,160)	(14,004,031)
Depreciation	K	(1506,591)	(773,510)
Loss on disposal of property, plant and equipment		-	-
Finance cost		(5,401)	(4,784)
SURPLUS/(DEFICIT) FOR THE YEAR		<u>2,720,827</u>	<u>8,599,095</u>
ACCUMULATED FUND			
Balance at beginning of year as previously stated		21,703,281	13,104,186
Surplus/(Deficit) for the year		<u>2,720,827</u>	<u>8,599,095</u>
BALANCE AT END OF YEAR		<u>\$ 24,424,108</u>	<u>\$ 21,703,281</u>

See notes to financial statements

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

STATEMENT OF CASH FLOWS

(Expressed in Trinidad and Tobago Dollars)

	Year Ended September 30	
	2015	2014
OPERATING ACTIVITIES		
Surplus/(deficit) for the year	\$ 2,720,827	\$ 11,257,767
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation	1,506,591	773,510
Loss on disposal of property, plant and equipment	-	-
Changes to operating assets and liabilities:		
Increase in receivables and prepayments	(5,897,609)	210,783
Increase in accruals	981,208	(161,184)
NET CASH PROVIDED BY OPERATING ACTIVITIES	(688,984)	12,080,876
INVESTING ACTIVITIES		
Purchase of property, plant and equipment	(2,131,671)	(2,658,672)
NET CASH USED IN INVESTING ACTIVITIES	(2,131,671)	(2,658,672)
FINANCING ACTIVITIES		
Government grants received	39,791,630	27,886,000
Government grants utilized	(39,166,550)	(28,659,510)
NET CASH (USED IN)/PROVIDED BY FINANCING ACTIVITIES	625,080	(773,510)
(DECREASE)/INCREASE IN CASH	(2,195,575)	8,648,694
Cash and cash equivalents at beginning of year	22,203,344	13,554,650
CASH AND CASH EQUIVALENTS AT END OF YEAR	20,007,771	22,203,344
Represented by:		
Cash in hand and at bank	19,741,201	21,937,937
Investments	266,570	266,407
	\$ 20,007,771	\$ 22,203,344

See notes to financial statements

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED SEPTEMBER 30, 2015 (Expressed in Trinidad and Tobago Dollars)

NOTE A - ESTABLISHMENT AND OBJECTIVES

The Children's Authority of Trinidad and Tobago (the Authority) was established in the Republic of Trinidad and Tobago under the guidelines stated in the Children's Authority Act, No. 64 of 2000 and the amendments in the Children's Authority (Amendment) Act, No. 14 of 2008. The Authority has been set up to fulfil the objectives of the Act i.e. promote the well-being of all children in Trinidad and Tobago; provide care and protection for vulnerable children; and comply with certain obligations under the United Nations Convention on the Rights of the Child.

The Authority is managed by a Board of Management, which is appointed by the President. The Board shall include Members who possess professional qualifications and skills in child psychology, child psychiatry, social work, paediatrics and education, accounting and family law.

NOTE B - SIGNIFICANT ACCOUNTING POLICIES

- (i) The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

Basis of Preparation – The financial statements of the Authority have been prepared in accordance with International Financial Reporting Standards ("IFRS"). The financial statements have been prepared under the historical cost convention modified by the revaluation of certain assets and liabilities.

The preparation of the financial statements in conformity with IFRSs requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued)**
(Expressed in Trinidad and Tobago Dollars)

NOTE B - SIGNIFICANT ACCOUNTING POLICIES - (Continued)

(ii) Changes in Accounting Policy and Disclosures

A number of new standards, amendments to standards and interpretations are effective for annual periods beginning January 2013, however, none of these amendments has any material impact on these financial statements.

(iii) Functional and Presentation Currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the Authority operates ('the functional currency'). The financial statements are presented in Trinidad and Tobago dollars which is the Authority's presentation currency.

(iv) Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or are recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Authority and the cost of the item can be measured reliably. All other costs for repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using either the reducing balance or straight-line method. The following annual rates are used for the depreciation of property, plant and equipment.

Reducing balance method:

Computer equipment	- 33.3%
Furniture and fixtures	- 10%
Office equipment	- 20%
Security equipment	- 20%
Medical equipment	- 20%
Motor vehicles	- 20%

Straight-line method:

Leasehold improvements	- over 12 years
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UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued) (Expressed in Trinidad and Tobago Dollars)

NOTE B - SIGNIFICANT ACCOUNTING POLICIES - (Continued)

(iv) Property, Plant and Equipment – (Continued)

The assets' residual value and useful lives are reviewed and adjusted, if appropriate, at each statement of financial position date.

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than the estimated recoverable amount. The amount recoverable is the higher of the asset's fair value less cost to sell and value in use.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These are included in the statement of comprehensive income.

(v) Financial Assets

The Authority classifies its financial assets into the following categories: loans and receivables and available-for-sale. The classification is determined by management at the initial recognition and depends on the purpose for which the assets were acquired.

Classification

(a) Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These are included in current assets, except for maturities greater than 12 months after the statement of financial position date. These are classified as non-current assets and are carried at amortised cost using the effective interest method.

(b) Available-for-sale Financial Assets

Available-for-sale investments are financial assets that are intended to be held for an indefinite period of time, which may be sold in response to needs for liquidity or changes in interest rates, exchange rates or equity prices or that are not classified as loans and receivables, held-to-maturity investments or financial assets at fair value through profit and loss.

Recognition and Measurement – Regular-way purchases and sales of financial assets are recognised on trade date – the date on which the Authority commits to purchase or sell the asset.

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued) (Expressed in Trinidad and Tobago Dollars)

NOTE B - SIGNIFICANT ACCOUNTING POLICIES - (Continued)

(v) Financial Assets – (Continued)

Recognition and Measurement – (Continued)

Financial assets are initially recognised at fair value plus, in the case of all financial assets not carried at fair value through profit and loss, transaction costs that are directly attributable to their acquisition.

Financial assets are derecognised when the rights to receive cash flows from them have expired or where they have been transferred and the Authority has also transferred substantially all risks and rewards of ownership.

Available-for-sale financial assets are subsequently carried at fair value. Changes in the fair value of monetary and non-monetary securities classified as available-for-sale are recognised in other comprehensive income.

When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments recognised in equity are included in the income statement as net realised gains on financial assets. Interest on available-for-sale securities calculated using the effective interest method is recognised in the income statement. Dividends on available-for-sale equity instruments are recognised in the income statement when the Authority's right to receive payment is established.

Impairment

At the end of each reporting period the Authority assesses whether there is objective evidence that a financial asset or group of financial assets is impaired. A financial asset or group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that have occurred after the initial recognition of the asset (a 'loss event') and that loss event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated.

(vi) Cash and Cash Equivalents

In the statement of cash flows, cash and cash equivalents includes cash in hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued)**
(Expressed in Trinidad and Tobago Dollars)

NOTE B - SIGNIFICANT ACCOUNTING POLICIES - (Continued)

(vii) Provisions

Provisions are recognised when the Authority has a present legal or constructive obligation as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated.

Where there are a number of similar obligations as a whole, a provision is recognised even if the likelihood of an outflow with respect to any one item included in the service class of obligations may be small.

(viii) Revenue Recognition

Interest income is measured using the effective interest method on the accruals basis.

(ix) Government Grants

Grants from the government are recognised at their fair value where there is a reasonable assurance that the grant will be received and the Authority will comply with all attached conditions.

Grants received where the Authority has yet to comply with all attached conditions are recognised as a liability in the statement of financial position and released to income when all attached conditions have been complied with.

Grants related to the acquisition of property, plant and equipment are treated as deferred grants and recognised in the statement of comprehensive income over the life of the assets.

Grants related to compensation for non-capital expenditure are recognised in the statement of comprehensive income in the period it is received or receivable.

NOTE C – RECEIVABLES AND PREPAYMENTS

	<u>2015</u>	<u>2014</u>
Sundry receivables	\$ 5,831,338	\$ 7,338
Security deposits	45,800	-
Prepayments	32,166	4,357
	<u>\$ 5,909,304</u>	<u>\$ 11,695</u>

UNAUDITED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO,
CHILDREN AUTHORITY FUND

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued)
(Expressed in Trinidad and Tobago Dollars)

NOTE D – PROPERTY, PLANT AND EQUIPMENT

	Computers and Software	Furniture and Fixtures	Office Equipment	Medical Equipment	Security Equipment	Motor Vehicles	Leasehold Improvements	Total
Cost								
At beginning of year	1,127,054	1,445,888	395,485	-	-	1,559,085	5,257,461	9,784,973
Disposals	-	-	-	-	-	-	-	-
Additions	490,639	352,672	70,787	199,289	305,046	164,650	548,587	2,131,671
At end of year	1,617,693	1,798,560	466,272	199,289	305,046	1,723,735	5,806,048	11,916,644
Accumulated Depreciation								
At beginning of year	385,258	404,589	198,615	-	-	132,799	1,633,384	2,754,645
Disposals	-	-	-	-	-	-	-	-
Current year charge	410,771	139,397	53,531	39,858	61,009	318,187	483,837	1,506,591
At end of year	796,029	543,986	252,146	39,858	61,009	450,986	2,117,221	4,261,236
Net Book Value 2015	821,665	1,254,574	214,126	159,431	244,037	1,272,749	3,898,501	7,655,408
Net Book Value 2014	741,796	1,041,299	196,869	-	-	1,426,286	3,624,077	7,030,327

UNAUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO, CHILDREN AUTHORITY FUND

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued)**
(Expressed in Trinidad and Tobago Dollars)

NOTE E – PAYABLES AND ACCRUALS

	<u>2015</u>	<u>2014</u>
Sundry payables	\$ 1,388,236	\$ 407,028
Accruals	104,730	104,730
	<u>\$ 1,492,966</u>	<u>\$ 511,758</u>

NOTE F - DEFERRED GOVERNMENT GRANTS

	<u>2015</u>	<u>2014</u>
Year Ended September 30, 2015		
Balance at beginning of year	\$ 7,030,327	\$ 5,145,165
Grants received for capital expenditure	2,131,671	2,658,672
Transfers to statement of comprehensive income	(1,506,591)	(773,510)
Disposals	-	-
Balance at end of year	<u>\$ 7,655,408</u>	<u>\$ 7,030,327</u>

NOTE G – GOVERNMENT GRANTS

	<u>2015</u>	<u>2014</u>
Recurrent expenditure grant	\$ 32,091,630	\$ 23,436,000
Development expenditure grant	5,568,329	1,791,328
Development expenditure grant utilized for recurrent expenditure	-	-
Transfer from deferred government grant	1,506,591	773,510
	<u>\$ 39,166,550</u>	<u>\$ 26,000,838</u>

UNAUDITED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO,
CHILDREN AUTHORITY FUND

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued)**
(Expressed in Trinidad and Tobago Dollars)

NOTE H – OTHER INCOME

	<u>2015</u>	<u>2014</u>
Miscellaneous	\$ -	\$ -
Interest earned	609	2,272
	<u>\$ 609</u>	<u>\$ 2,272</u>

NOTE I – PROJECT EXPENSES

	<u>2015</u>	<u>2014</u>
IT infrastructure	\$ 1,014,417	\$ 993,253
Consultants	-	68,000
Public awareness	-	1,685
Assessment Centres	994,210	1,284,738
Places of Safety	66,293	-
Standards for residences	206,260	274,014
	<u>\$ 2,281,180</u>	<u>\$ 2,621,690</u>

UNAUDITED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED SEPTEMBER 30, 2015

CHILDREN'S AUTHORITY OF TRINIDAD AND TOBAGO,
CHILDREN AUTHORITY FUND

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED SEPTEMBER 30, 2015 - (Continued)**
(Expressed in Trinidad and Tobago Dollars)

NOTE J – OPERATING EXPENSES

Operating expenses include the following:

	2015	2014
	<u> </u>	<u> </u>
Salaries	\$ 18,699,854	\$ 6,805,109
Directors' fees	699,148	693,000
Gratuity	499,439	398,793
Accommodation cost	3,923,547	2,894,978
Number of employees	129	78

NOTE K – FINANCIAL INSTRUMENTS

- (i) Fair Values – The carrying amounts of short-term financial assets and liabilities comprising cash in hand and at bank, investments, receivables and prepayments and payables and accruals are a reasonable estimate of their fair values because of the short maturity of these instruments.
- (ii) Credit Risk – The Authority has no significant concentration of credit risk.



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