



# GULARGAMBONE COMMUNITY WORKING PARTY

COMMUNITY ACTION PLAN 2019



**MURDI PAAKI  
REGIONAL  
ASSEMBLY**

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# ACKNOWLEDGEMENTS

This Community Action Plan (CAP) was developed through the Gulargambone Community Working Party (CWP). The Gulargambone CWP would like to acknowledge the valuable contributions of CWP delegate Sharon McEwen and the Gulargambone community.

We acknowledge and pay our respects to the Elders past, present and those to come of the Weilwan Nation of which the Gulargambone area is part. We also acknowledge and pay respect to those Elders, past, present and future and those from other Nations who have found their home now in Gulargambone.

In the introduction to its regional plan, the Murdi Paaki Regional Assembly (MPRA) acknowledges with respect the roles of the Local Aboriginal Land Councils, Native Title holders and claims groups in asserting our people's rights to Country through the Native Title and Land Rights regimes, and affirms that MPRA's agenda does not cut across these roles in any way.

## INTELLECTUAL PROPERTY

The ideas in this plan are the intellectual property of the Gulargambone Aboriginal community and are the contribution of the community to achieving higher levels of social, economic and environmental wellbeing.



*Gulargambone*

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# PREFACE

Our Gulargambone Aboriginal Community is a Murdi Paaki Region community member. We hold to a dream of a life of fulfillment and meaning for our people and our community. Through the people who represent us on our CWP, in the community and in our organisations, we will take advantage of every opportunity to respond to our state of disadvantage. To this end, we contribute our wisdom and experience to the development of solutions to those daily challenges which face us as individuals, as families and as a Community and record in this CAP those steps which, if taken, will help in leading our Community to a brighter future. This plan will guide us in setting good policy and making solid decisions about meeting our five objectives.



# ABBREVIATIONS

<b>ADHC</b>	Dept. of Aging Disability and Home Care
<b>AHO</b>	Aboriginal Housing Office
<b>CAP</b>	Community Action Plan
<b>CDS</b>	Central Darling Shire
<b>COAG</b>	Council of Australian Governments
<b>CWP</b>	Community Working Party
<b>DEEWR</b>	Dept. of Education, Employment and Workplace Relations
<b>DHFWHD</b>	Dept of Health - Far West Local Health District
<b>HACC</b>	Home and Community Care
<b>IBA</b>	Indigenous Business Australia
<b>MPRA</b>	Murdi Paaki Regional Assembly
<b>MPSL</b>	Murdi Paaki Services Limited
<b>NGO</b>	Non-Government Organisation
<b>NIAA</b>	National Indigenous Australian Agency
<b>RAHLA</b>	Regional Aboriginal Housing Leadership Assembly
<b>RDA</b>	Regional Development Australia
<b>REDI.E</b>	Regional Enterprise Development Institute Ltd
<b>RFDS</b>	Royal Flying Doctors Service

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# EXECUTIVE SUMMARY

This CAP has been developed by the Gulargambone CWP with support from Murdi Paaki Services Limited (MPSL). It is intended to inform external agencies of the priorities of the Gulargambone Aboriginal community and provide guidance in working with the Gulargambone CWP to improve services and programs.

Gulargambone is situated in Central Western New South Wales on the banks of the Castlereagh River in the Coonamble Shire. In 2016, almost half of the four hundred people in Gulargambone identified as Aboriginal or Torres Strait Islander. Many of the people in the Aboriginal community are members of the Weilwan and Kawambarai language groups. Although some services are provided in the community, there is concern about the quality of service provision, particularly in the areas of law and justice, transport and youth work.

The Gulargambone CWP developed from a reference group first established in 2003 and is the peak Aboriginal governance and representative body for the Gulargambone Aboriginal Community. It is one of sixteen CWPs representing the communities of the Murdi Paaki Region and forming the MPRA. The Assembly and the CWP are governed in their relationship with the NSW government by the Murdi Paaki Local Decision-Making (LDM) Accord.

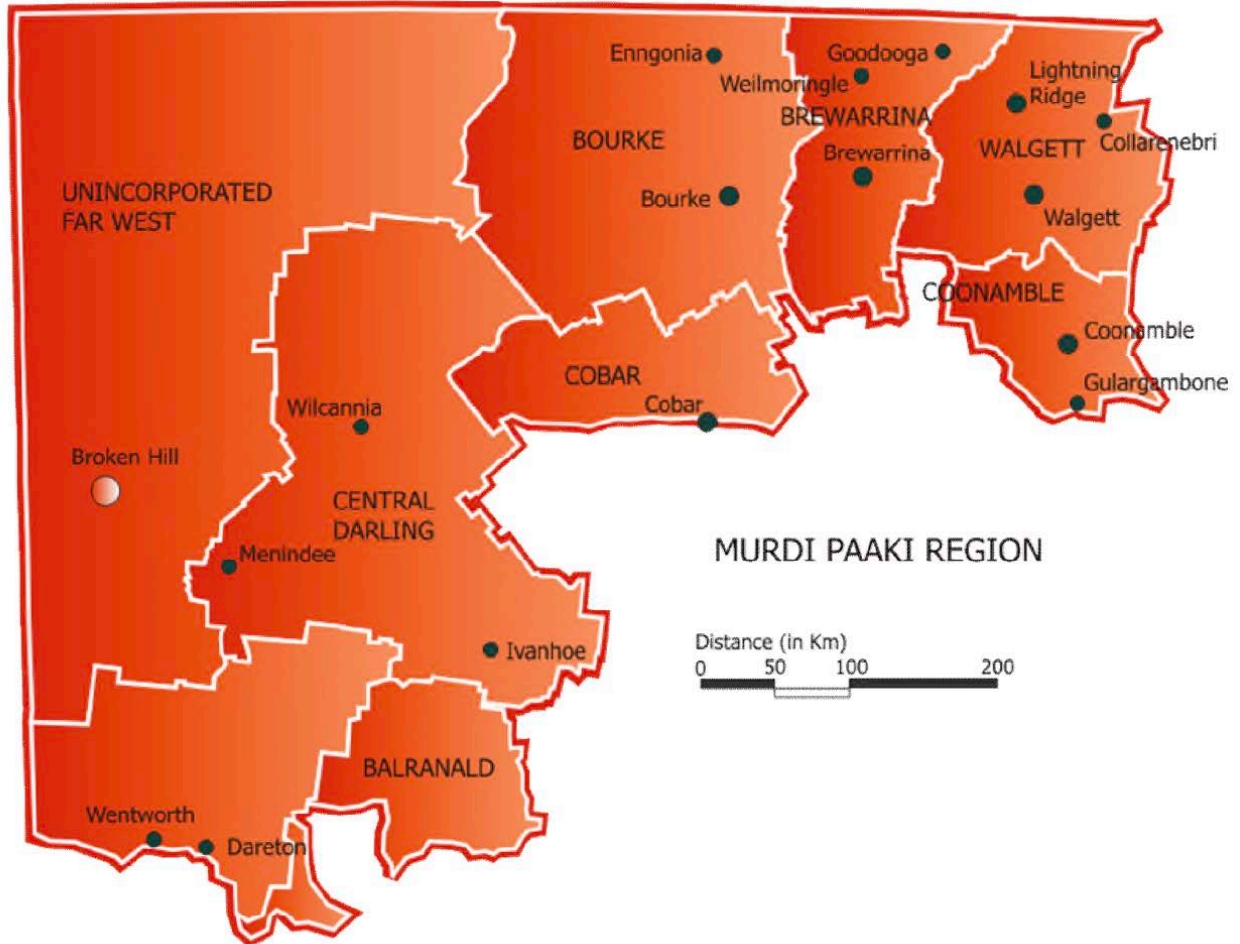
The Gulargambone CWP sets community priorities to guide external agencies such as government departments, Non-Government Organisations and the private sector in developing policies and programs for the Gulargambone Aboriginal Community. When working in Gulargambone, external agencies should follow the engagement process set by the Gulargambone CWP to ensure they adhere to principles of LDM, co-design and community capacity building.

The Gulargambone CWP regularly reviews their CAP, identifying priorities to improve the fundamental needs of their community. This CAP, endorsed in 2019, identifies the following five priorities: citizenship and our place in society; caring for the emotional health of our children; investing in the education of our children; creating opportunities to work; and keeping ourselves in good shape.

# COMMUNITY PROFILE

## MURDI PAAKI REGION

Gulargambone is in the south-east of the Murdi Paaki Region in the Brewarrina Shire.



*Murdi Paaki Region (Murdi Paaki Regional Plan)*

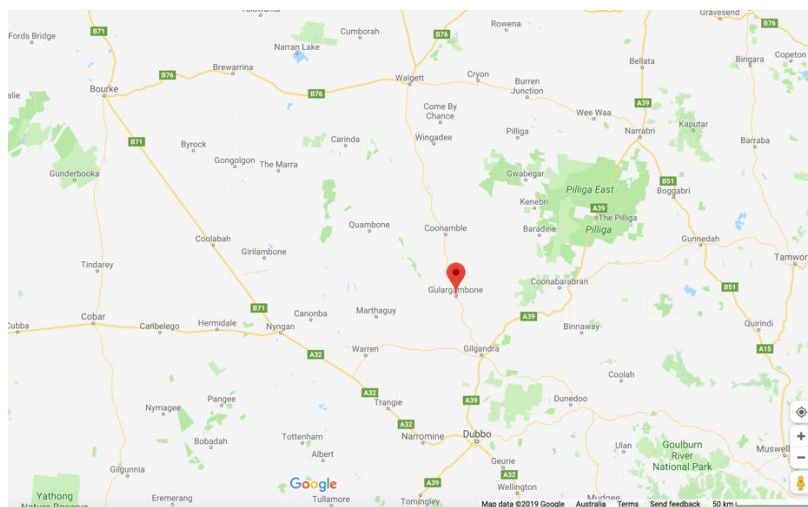


## OUR COUNTRY

Our people are members of the Weilwan and Kawambarai language groups. The boundaries of the traditional country of people living in Gulargambone are close to the towns of Coonamble in the north, Coonabarabran in the east, Dubbo in the south and Warren in the west. We live on the banks of the Castlereagh River on the east side of the Macquarie Marshes under the shadow of Wambelong Mountain in the Warrenbungles. Our language is gone from this country, although there are some efforts at revival.

## LOCATION and GEOGRAPHY

Gulargambone is situated in Central Western New South Wales on the banks of the Castlereagh River. Located in the Coonamble Shire, Gulargambone is approximately 115 kms north of Dubbo, 45 kms south of Coonamble and 162 kms south of Walgett. During the summer months, the mean maximum temperature is 34.2 degrees with a minimum of 18.6. In winter, temperatures reach around 4 degrees minimum and 18 maximum. The average annual rainfall is approximately 500 mm.<sup>1</sup>



*ulargambone, Location in North-Western NSW*

*(Source map on right: NordNordWest/Wikipedia, <https://creativecommons.org/licenses/by-sa/3.0/de/legalcode>)*

<sup>1</sup> Bureau of Meteorology. 'Coonamble Comparision', Climate Statistics for Australian Locations. [http://www.bom.gov.au/climate/averages/tables/cw\\_051010.shtml](http://www.bom.gov.au/climate/averages/tables/cw_051010.shtml), accessed 1 Sept. 2019.

## STATISTICAL OVERVIEW\*<sup>2</sup>

At the time of the 2016 Census, the total population of the ABS Indigenous Location of Gulargambone was 400 people, of whom 182 (45.5%) identified as Aboriginal and Torres Strait Islander. 62 people did not indicate their Indigenous status. Of the First Nations population, there were 92 females and 83 males. There were 67 individuals under the age of 14 years (36.8% of the First Nations population) and 8 over 65 years (4.4%). The median age of Gulargambone's First Nations population was 23 years, compared to 54 years for non-Indigenous people in the area. No one indicated that they spoke a First Nations language at home.

Of the 104 First Nations people 15 years or over no longer attending school, 14 (13.5%) attained year 12 or equivalent. 13 of these people (12.5%) had a higher education certificate equivalent to a Certificate III or IV. Not one person indicated they were currently attending University, TAFE or another tertiary institution. 35.1% of First Nations people in Gulargambone are participants in the labour force. There is a 30.8% unemployment rate within this group. The total percentage of the population in employment is 25.2%. The economy of Gulargambone depends on forestry, agriculture and the service sector. Employment is strongest in the retail, accommodation, education, health and community service sectors.

The median personal income was \$415 per week. 3.7% of the First Nations adult population earned over \$1000 per week. The median weekly household income for First Nations families was \$672 per week. The average household size for First Nations families is 2.6 people with an average of 0.9 people per bedroom. The proportion of dwellings that need one or more extra bedrooms was 13.3%.

As reported by the NSW Health Department, in the period 2003 to 2007, the death rate for Aboriginal people in NSW was 950 deaths per 100 000 compared with 621 deaths per 100 000 for non-Aboriginal people, significantly 1.5 times higher for Aboriginal people. These rates were still similar in 2012. In this same period, the leading causes of death for Aboriginal adults in NSW were cardiovascular disease (30.8%), cancers (21.1%) and injury and poisoning (11.7%). Compared with others, Aboriginal people had a higher proportion of deaths due to injury and poisoning, digestive system diseases, endocrine diseases, ill-defined and unknown causes, maternal, neonatal and congenital causes and certain infectious and parasitic diseases. This picture is similar for residents of Coonamble Shire.<sup>3</sup>

\*Please note that Australian Census figures can be inaccurate, particularly for Aboriginal and Torres Strait Islander families who have a lower census response rate and a higher transient population.

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<sup>2</sup> Australian Bureau of Statistics, 'Gulargambone ILOC (10300403) 5.4 km<sup>2</sup>', 2016 Census of Population and Housing: Aboriginal and Torres Strait Islander Peoples Profile. Catalogue no. 2002.0  
[https://quickstats.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/communityprofile/ILOC10300403?opendocument](https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/ILOC10300403?opendocument), accessed 1 Sept 2019.

<sup>3</sup> NSW Government Health, 'The health of Aboriginal people of NSW: Report of the Chief Health Officer 2012', NSW Ministry of Health: Sydney, 2012, <https://www.health.nsw.gov.au/epidemiology/Publications/aboriginal-health-CHO-report.pdf>

## SERVICES

Our banking service was restored in 1999 and our post office saved from closure. These services, and some government agency services, are provided at the Rural Transaction Centre. Volunteers run the library service from the Old Picture Theatre. Our town centre still has a supermarket, corner store and weekday service station. The butchers closed recently. Our police station is staffed by two male officers within the Walgett Local Area Command structure. Officers are often away on duty elsewhere.

Coonamble Shire Council are responsible for the towns recreational and sporting facilities, including the swimming pool and sports oval. The town has a rugby union club, tennis, golf and bowling clubs. The town infrastructure of sewerage, power, telephones are to an acceptable standard. Bore water is not acceptable as drinking water.

One Youth Worker is employed but Gulargambone Youth Services cannot be delivered from the Centre because two staff must be on duty at all times. The Centre is open on weekday afternoons and evenings. The second place is not filled. Positions are trainee positions and are not supervised. There is no usable equipment.

The CountryLink coach service runs to Dubbo late morning each day but only stops for an hour or so before returning through Gulargambone to Lightning Ridge. There is no other bus service to allow us to attend medical appointments, go shopping or go visiting.



# GULARGAMBONE COMMUNITY WORKING PARTY

## ROLE AND PURPOSE

CWPs are the peak Aboriginal governance and representative body for each community within the Murdi Paaki region.

The Gulargambone CWP meets on a regular basis. Its membership reflects the diversity of the Aboriginal community with members having the opportunity to participate at a local level.

In 2003, Gulargambone commenced the Murdi Paaki Council of Australian Governments (COAG) trial. With the establishment of their community reference group they were able to engage with government agencies to start a planning process to address the basic needs of the Gulargambone Aboriginal community.

In 2009, the Gulargambone CWP acknowledged the Two Ways Together Community Partnership Program and actions were put into place to form a recognised governance body. The CWP holds strong views on Aboriginal issues and continues to represent their community at the MPRA forums.

This CWP recognises that the Two Ways Together Community Partnership Program will engage government agencies to work in partnership with Aboriginal communities. It is with this commitment and a whole of government approach that the Gulargambone CWP can work in a collaborative way to improve and respond to community's needs, increase service delivery, improve the quality of the lives of our community and achieve sustainable outcomes on the ground for our people.

## ACHIEVEMENTS

- Establishment of a Community Reference Group as part of the Murdi Paaki COAG Trial (2003).
- Formation of the Gulargambone CWP as a recognised governance body under the Two Ways Together Community Partnership Program (2009).
- CAP has been reviewed and endorsed at regular intervals.
- Consistent representation by Gulargambone CWP Chairs on the MPRA.
- The CWP created and conducted its own community survey (see Appendix C).

## VALUES

### **Playing our part in changing our lives.**

In working to a new future, we acknowledge:

- those that have gone before and the traditions and practices which provide our

identity as Aboriginal people;

- our families which are the bones of our society;
- our children as our next leaders;
- our leaders for vision and dedication;
- the values of inclusiveness, equality and respect that underpin all that we do.

## MISSION

In working to a new future, we will:

- contribute our ideas and solutions to the benefit of our Community and the Gulargambone community as a whole;
- take a leading role in advocating for our Community and the Gulargambone community as a whole;
- welcome and work in partnership with those who can co-operatively advance our objectives;
- draw strength from our cultural heritage;
- champion effort and achievement and celebrate our successes;
- embrace diversity of views and be stimulated by our collective strategic thinking.

# ORGANISATIONAL STRUCTURE

The internal structure refers to the governance of the Gulargambone CWP itself and its connections to the Aboriginal community and the MPRA. The Gulargambone CWP acts as a professional and culturally appropriate consultation arm that is in touch with its Aboriginal community. Internal bodies are governed by the MPRA Charter and Code of Conduct. As the Gulargambone CWP sits within the MPRA, its relationship with NSW Government departments is governed by the Murdi Paaki LDM Accord Mark II, drafted in May 2019 (Annexure A).

The external organisational structure gives an overview of the community environment within which the Gulargambone CWP sits. Services delivered in the Gulargambone Aboriginal community operate under the guidance of the Gulargambone CWP as the community's consultation arm. This provides a transparent and culturally appropriate process for all to conduct business that is aligned with community needs and requirements. CWPs are supported by MPSL through Community Coordinators, as outlined in the Project Work Plan (Annexure D). The structure provides a foundation for respectful, community-driven approaches to guide community services and projects, in line with the principles of LDM.

## INTERNAL AND EXTERNAL BODIES

INTERNAL	EXTERNAL
<ul style="list-style-type: none"> <li>A. Chairperson</li> <li>B. Members</li> <li>C. Aboriginal Community</li> <li>D. MPRA</li> </ul>	<ul style="list-style-type: none"> <li>A. MPS Regional Coordinator</li> <li>B. Local, State and Federal Government</li> <li>C. NGOs and Private Sector</li> <li>D. Local Community</li> </ul>

**Members** encompass Aboriginal Elders, Community and Aboriginal identified government public servants working in the Gulargambone community.

**MPRA** and its membership of CWPs, form the governance framework that provides strategic engagement and co-ordination from Australian and NSW Governments and service providers for the delivery of services and programs against priorities determined by Aboriginal people through a comprehensive planning process.

**MPSL** is wholly owned by the MPRA and governed by a board of MPRA members. MPS forms the operating arm of MPRA, giving it a means of entering into legally binding agreements, and provides executive support for MPRA and its chairperson. It builds a robust incontestable evidence base to give governments a clear pathway for investment. It acts as

an auspicing agent for MPRA and targets funding as becomes available. Once sufficient funding is accrued, MPS Regional Coordinators will provide administrative support to assist CWPs to provide leadership in implementing their local CAPs.

This table summarises the roles and responsibilities of internal and external bodies:

INTERNAL	
<b>Traditional Owners/Elders</b>	Are members of the Gulargambone CWP.
<b>Aboriginal Community Members</b>	Act in an advisory role and as members of the Gulargambone CWP.
<b>MPRA</b>	Is the governing arm of CWPs in the Murdi Paaki region.
EXTERNAL	
<b>MPS</b>	Is the operational arm of the MPRA.
<b>State and Federal Government</b>	Consult consistently with the Gulargambone CWP as the peak LDM body to come to agreements on strategies to address common issues and goals for the local Aboriginal community.
<b>Local Government</b>	Works towards achieving outcomes and addressing localised Aboriginal issues in collaboration with the Gulargambone CWP.
<b>NGOs</b>	Help the Gulargambone CWP achieve goals through appropriate assistance and funding opportunities; are accountable and responsible to the Gulargambone CWP, using it to oversee the implementation of Aboriginal programs within the Gulargambone community.
<b>Private Sector</b>	Work with the Gulargambone CWP for future employment and economic participation strategies for Aboriginal people.
<b>Wider community &amp; other stakeholders</b>	Are entitled to the transparency of actions, achievements and focus areas of the Gulargambone CWP and should be encouraged in active participation.

Table 1: Roles, Internal and External Bodies

## THE ACCORD

As the Gulargambone CWP sits within the MPRA, the relationship between the CWP and NSW Government departments is governed by the Murdi Paaki LDM Accord Mark II, as drafted in May 2019 (see Annexures). Implementation processes for facilitating the Accord are included in Annexures B and C.

When external bodies engage with the Gulargambone CWP following the engagement process outlined in this CAP, they will support key principles from the Accord, particularly the following:

- 2.1.2** Aboriginal leaders and Elders understand their own community needs. They have the drive and ability to develop their own solutions.
- 2.1.5** Regional and local solutions for regional and local problems, with ideas and help from outside when, where and in the form in which the Assembly requests it.
- 2.1.10** A genuine commitment on the part of both parties to developing transformative rather than transactional relationships, with a renewed focus on developing innovative and holistic solutions and on considering different, more equal approaches to partnership.
- 2.1.11** Optimising returns on investment through better targeted, more efficient, effective and equitable forms of program and service delivery.<sup>4</sup>

As per the Accord, the NSW Government can use this CAP to fulfil its obligations to ‘collaborate with the Assembly to seek solutions and achieve tangible outcomes and to foster partnerships with each other’ and to ‘operate consistently within the principles of LDM and ensure the Aboriginal cultural competence of their staff to improve the quality of services delivered, and to better respond to the needs of Aboriginal communities in a culturally safe manner.’<sup>5</sup> In turn, by working through MPSL to support CWPs to develop, review and deliver the CAP, the Assembly meets its obligations to ‘support CWPs in negotiating agreements with the NSW Government at a community level to plan for and deliver local initiatives.’<sup>6</sup>

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<sup>4</sup> Murdi Paaki Local Decision Making Accord, May 2019, pp. 3-4.

<sup>5</sup> Murdi Paaki Local Decision Making Accord, May 2019, p. 6.

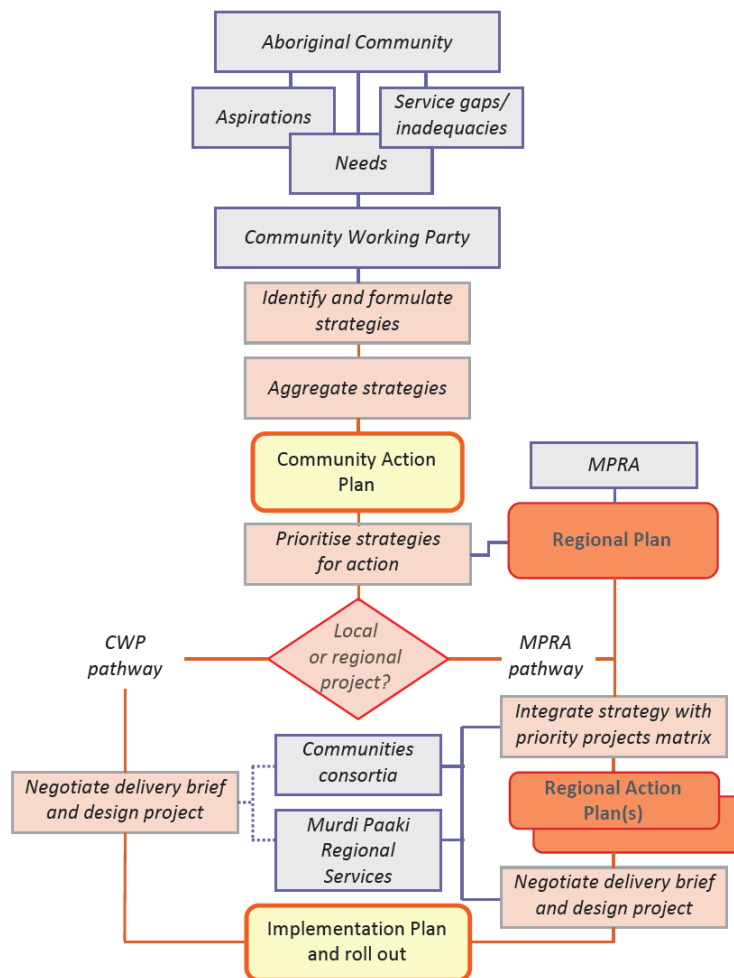
<sup>6</sup> Murdi Paaki Local Decision Making Accord, May 2019, p. 7.



# THE PLAN

## INTERNAL IMPLEMENTATION PROCESS

This CAP was developed by the Gulargambone CWP to reflect the aspirations and needs of the Gulargambone Aboriginal Community and address service gaps and inadequacies. To fulfil these aspirations and address these gaps, the CAP includes an action plan with a range of strategies prioritised by need. Priorities from all CAPs across the region informed regional priorities in eight action areas in the Regional Plan. Local priorities, as outlined in individual CAPs, will be addressed by the CWP with support from MPRA and external bodies. Regional priorities will be addressed by MPRA with support from external bodies. This internal implementation process is outlined in the diagram below:



Implementation Process, from Murdi Paaki Regional Plan

## ENGAGEMENT PROCESS FOR EXTERNAL BODIES

To assist the internal implementation process and ensure service delivery meets community aspirations and needs, external bodies, such as government departments, NGOs and the private sector, should follow a culturally appropriate engagement process with the CWP, as the peak representative body and professional and culturally appropriate consultation arm for the Gulargambone Aboriginal Community. The steps below, further illustrated in the following flowchart, will ensure an engagement process guided by principles of co-design, LDM and community capacity building.

### Ongoing: Communicate

- Keep in regular contact with CWPs through the Chair and Secretary as per the LDM process.
- Regularly attend CWP meetings to provide updates, but more importantly, gather information about current community priorities as led by the LDM process.
- Keep connected to wider community stakeholders, through the CWP.
- Ensure local cultural protocols are followed, as guided by the CWP.

### Plan

- Map current policy and program initiatives against priorities in the CAP (see Appendix B for template).
- Update six-monthly to continue alignment with community priorities.
- Plan future policy and program development to address priorities in the CAP (see Appendix B for template).
- Check planned initiatives with CWP and wider community stakeholders to ensure they address community needs, before developing detailed plans.
- Develop policy and/or program outlines.

### Consult

- Engage the CWP as the lead facilitators in culturally appropriate consultation on planned policies and/or programs.
- Engage the CWP to guide stakeholder lists for consultation.
- Hold culturally appropriate consultation with CWP and wider community stakeholders on proposed policy and program details.
- Reshape policies and programs to suit community feedback.

### Endorse

- Review final outlines and implementation for endorsement by CWP and wider stakeholders.
- Finalise policy and program outlines.

## Implement

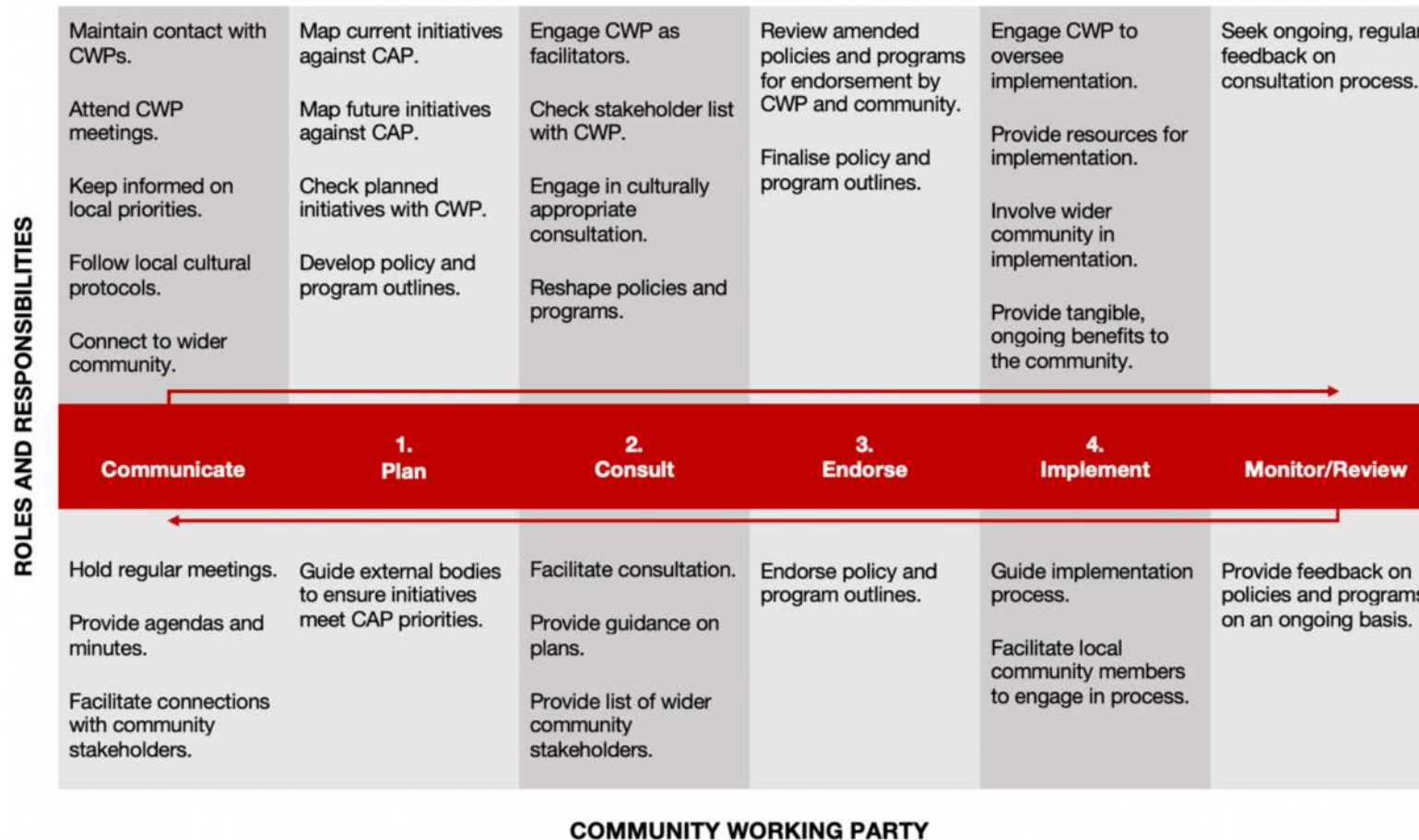
- Engage the CWP to oversee the implementation of the policy or program within the community.
- Ensure appropriate resources, such as human resources and infrastructure, are supplied to ensure success of the implementation program and build community capacity on a long-term basis.
- Ensure tangible benefits, such as employment, training and economic development, are provided to the community.

## Ongoing: Monitor and Review

- Seek ongoing feedback on implemented policy and/or program through culturally appropriate consultation process, refining as necessary.

## ENGAGEMENT PROCESS EXTERNAL BODIES

**EXTERNAL BODY (Government Dept., NGO, Private Sector)**  
**GUIDING PRINCIPLES: Co-Design, Local Decision Making, Capacity Building**



*Engagement Process External Bodies*

## MONITORING AND REVIEW

This CAP is a living document and will be subject to an annual 12 monthly review for updates and input of additional information to address community needs. At the end of each 12-month period the CWP, along with key agencies, will review the CAP and agree to any suggestions or improvements. Following the revision of the Gulargambone CAP there will be an evaluation against the performance indicators and timeframes which may be subject for change to include the implementation of new programs.

## REGIONAL PRIORITIES

The Murdi Paaki Regional Plan identifies eight action areas informed by collating the priorities in all sixteen CAPs across the region. Although priorities differ slightly between CAPs and the regional plan, the symbols below are used throughout the Gulargambone CAP to indicate connections to regional action areas.



**Heritage and Culture**



**Regional Resourcing and Capability**



**Democracy, Leadership and Citizenship**



**Economic Development**



**Law and Justice**



**Early Childhood and School Education**



**Housing and Infrastructure**



**Wellbeing**

# GULARGAMBONE OBJECTIVES

The aim of the Gulargambone Aboriginal community in developing this plan for the CWP is to achieve the following objectives:

## 1. Citizenship and our place in society

As custodians of our land and voice of the first inhabitants and residents of Gulargambone, we aim to achieve greater recognition of Gulargambone Aboriginal Community members as citizens wishing to take a genuine place in society and contribute leadership to the wellbeing of Gulargambone.

## 2. Caring for the emotional health of our children

To create a caring environment to safeguard the emotional health of our children to give them every chance of a life free from harmful influences.

## 3. Investing in the education of our children

To invest in the education of our children so that our children and our children's children may have every opportunity to know a better life.

## 4. Creating opportunities to work

To expand the pathways, open to our community members and organisations for skills acquisition and technical support to take advantage of opportunities to work for ourselves and others so that we can put a dollar in our pocket with pride.

## 5. Keeping ourselves in good shape

To keep ourselves safe and in good shape by living a healthy lifestyle in a caring social environment.

# ACTION PLAN

## 1. CITIZENSHIP AND OUR PLACE IN SOCIETY

**Goal:** To achieve greater recognition of Gulargambone Aboriginal Community members as citizens wishing to take a genuine place in society and contribute leadership to the wellbeing of Gulargambone.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
1.1 In our dealings with the broader community, work to take our rightful place as full citizens in a spirit of reconciliation and co-operation.			
1.2 Play a greater part in community business.	Encourage CWP delegates to represent the community on town and organisation committees.		
	Provide a community contribution to the rejuvenation of the town.		
1.3 Support other members of our community to become model parents and citizens.			
1.4 Raise awareness in the community of the struggles of elders on our behalf to be accepted as full citizens of Weilwan Country.	With the agreement of the Elders, record details of their lives.		
1.5 Gulargambone CWP will take a	Implement the objectives and strategies in the CAP which give the CWP the means and		

strong lead in the community.	opportunities to improve community circumstance by applying solutions.		

## 2. CARING FOR THE EMOTIONAL HEALTH OF OUR CHILDREN

**Goal:** To create a caring environment to safeguard the emotional health of our children to give them every chance of a life free from harmful influences.

<b>Objectives (WHAT)</b>	<b>Strategies (HOW)</b>	<b>Responsibilities (WHO)</b>	<b>Priority (WHEN)</b>
2.1 Address the influence of alcohol and other drugs on our young people.	Ensure a fully resourced and effective youth centre is operating as an intervention and diversion strategy.		
	Improve the recreational facilities across town for young people of all ages.		
	Assist police to develop more crime prevention measures, including targeting drug dealers.		
	Develop and implement education programs for adults about the impact alcohol and other drugs have on our youth.		
	Reinforce existing programs and implement further programs, through school and other means, to educate young people about the impact of substance abuse.		
	Improve access to an alcohol and other drugs counsellor.		
2.2. Make streets safer places to be.	Implement and support Night Patrol for young people.		
	Improve the standard of street lighting.		
	Raise police presence in town.		
2.3 Help children in the community who are at risk.	Develop programs and provide support services to help parents and carers with children at risk.		
	Develop a strong contractual relationship with NSW Department of Family and Community Services to:	NSW Department of Family and	



	<ul style="list-style-type: none"> <li>• Support individual families</li> <li>• Strengthen awareness and acceptance of the needs of children and responsibilities of adults to assist them.</li> <li>• Enhance the ability of families in the community to improve their wellbeing.</li> </ul>	Community Services	
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### 3. INVESTING IN THE EDUCATION OF OUR CHILDREN



**Goal:** To invest in the education of our children so that our children and our children's children may have every opportunity to know a better life.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
3.1 Strengthen the relationship between the community and the school.	Arrange, through the CWP, whole of community meetings and workshop with the school and associated service providers.	NSW Department of Education and Training	
	Work with the Department of Education and Training to provide more effective locally relevant cultural awareness training to teachers in the community setting as a way of helping teachers understand how to approach the teaching of Aboriginal children and communicating with parents.	NSW Department of Education and Training	
3.2 Address student's retention levels at the school.	Develop strategies to encourage non-indigenous children back to Gulargambone Central School so that our Gulargambone community embraces cultural diversity but stays together.	NSW Department of Education and Training	
	Develop strategies to encourage our children to stay at school in greater numbers beyond Year 8 and into Year 11 and 12 so the level of achievement of our future leaders is at much higher levels.	NSW Department of Education and Training	
	Develop and implement a family-based program that addresses the risk and the reality of children failing to	NSW Department of Education and Training	

	attend school, particularly older children.		
3.3 Support the school to address behavioural issues.	Work with the school to look at its discipline and suspension policy and develop new strategies which are effective in responding to children with behavioural problems.	NSW Department of Education and Training	
	Put together a managed withdrawal strategy that assists those children under the influence of tobacco, alcohol and/or illicit substances to remain at school in a supportive environment.	NSW Department of Education and Training	
	Develop a merit system that rewards children who do well at school. Consider linking school excursions and trips to sporting events with attendance and achievement.		
	Consider methods of assisting financially and practically those children who are unable for financial or other reasons to travel away for educational or sporting activities.		
	Investigate why children are arriving at school hungry and consider ways in which the school can provide breakfasts for those children in need of feeding so that ability to learn is not affected by poor concentration, tiredness or poor nutrition.		

## 4. CREATING OPPORTUNITIES TO WORK

Goal: To expand the pathways open to our community members and organisations for skills acquisition and technical support to take advantage of opportunities to work for ourselves and others so that we can put a dollar in our pocket with pride.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
4.1 Strengthen CDP program.	Review CDP program in partnership with REDI.E (Regional Enterprise Development Institute).	REDI.E	
	Develop a CDP Business Plan in partnership with REDI.E	REDI.E	

	Strengthening existing operations of lawn mowing, wood carting, carpentry and ceramics.	REDI.E	
	Identify and implement other productive services or new income generating possibilities, such as social enterprise, that provide opportunities for skills development and long-term employment.	REDI.E	
	Determine the feasibility of placing CDEP participants in local businesses as a means of acquiring skills and experience in commercial activities and improving the relationship between local businesses and Community members.		
4.2 Increase opportunities for training and development.	Carry out a complete skills audit of Community members as a basis for working out training needs and interests.		
	Develop a 'whole of Community' training profile and strategy		
	Acquire a farm property with the capacity to run sheep for use as a base for training in rural industry activities, as a farm stay or as a time-out facility for children, for the development of a bush tucker production and processing operation, as a source of traditional foods and for the transfer of traditional knowledge and practices.		
	Target training to foster the success of newly acquired and developed enterprises, with early emphasis on management and governance training		
4.3 Increase business activity in town for the benefit of the Aboriginal community.	Develop a strategy that provides for the early acquisition of existing local businesses, such as the Gulargambone supermarket, as the basis for greater participation in local commercial activities and improved essential retail services to the Community.		

	<p>Investigate the potential of a tourism or hospitality-based enterprise such as a motel or caravan park to take advantage of the numerous travellers passing through town travelling north and south or visiting the Warrumbungle National Park and Macquarie Marshes support the initiatives of the <i>Gulargambone Flying Ahead</i> program in promoting the town and bringing back facilities and services.</p>		
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## 5. KEEPING OURSELVES IN GOOD SHAPE

Goal: To keep ourselves safe and in good shape by living a healthy lifestyle in a caring social environment.

<b>Objectives (WHAT)</b>	<b>Strategies (HOW)</b>	<b>Responsibilities (WHO)</b>	<b>Priority (WHEN)</b>
5.1 Improve access to health services for Gulargambone residents.	Seek to attract a permanent GP service to Gulargambone, including a pharmaceutical dispensing service.	Western NSW Local Health District	
	Lobby for the introduction of a Regional Dental Van staffed by a dentist and a dental nurse/oral hygienist provided free or with subsidy.		
	Resource the community with a Gulargambone- based ambulance service so that those in need of emergency care can receive immediate attention.		
	Review and upgrade the standard of primary care program for those at risk of or suffering the effects of ill-health, notably, of diabetes, asthma and mental health.		
	Strengthen midwifery services.		

	Provide a Community transport service for seven days a week that allows the aged and other Community members to travel to the shops and services in town, to access health services and retail Centre's out of town and for young children to attend preschool.		
5.2 Increase better practices in health prevention amongst the Aboriginal community.	Review and upgrade the standard of prevention programs for those at risk of or suffering the effects of ill-health, notably, of diabetes, asthma and mental health.	Western NSW Local Health District	
5.3 Address the quality and safety of our environment.	Improve the quality of the town water supply to an acceptable drinkable standard.		
	Reduce the risk of road accidents on the highway by enforcing the 50 km/h speed limit through the town.		
	Improve the physical and emotional wellbeing of Community members by providing sufficient and appropriate housing, including acceptable levels of amenity, comfort and accessibility, for all sections of the Community.		



# APPENDICES

- A.** Amendments
- B.** Current and Future Initiatives Template
- C.** Community Survey

## APPENDIX A: AMENDMENTS

### Gulargambone CAP Amendments

Page No.	Section No.	Description	Adoption date

## APPENDIX B: CURRENT AND FUTURE INITIATIVES TEMPLATE

GULARGAMBONE CAP	CURRENT INITIATIVES			EMERGING AND FUTURE INITIATIVES		
Priority Area	Current Initiatives that your Department is delivering in the Gulargambone community	How the initiatives intersect with the Gulargambone CAP	How the initiatives intersect with the Murdi Paaki Regional Plan action areas	Emerging and future initiatives that your Department could deliver in the Gulargambone community	How the initiatives would intersect with the Gulargambone CAP	How the initiatives would intersect with the Murdi Paaki Regional Plan
INITIATIVE 1						
INITIATIVE 2						
INITIATIVE 3						



## APPENDIX C: COMMUNITY SURVEY

### The Community Survey

Thirty-three households out of forty-one provided information which has helped to form a clearer picture of some of the characteristics of the Community. Details are set out below.

### Our population

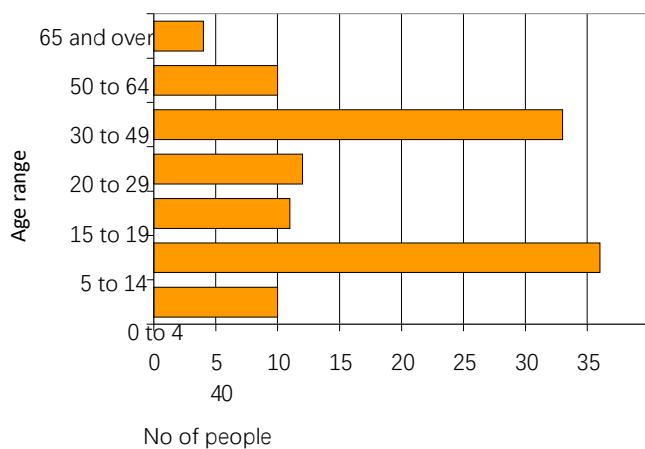
The survey recorded a total of 151 of our people in Gulargambone. Some details about our population are:

Number of households	41
Number of families	45
Number of males	72
Number of females	79

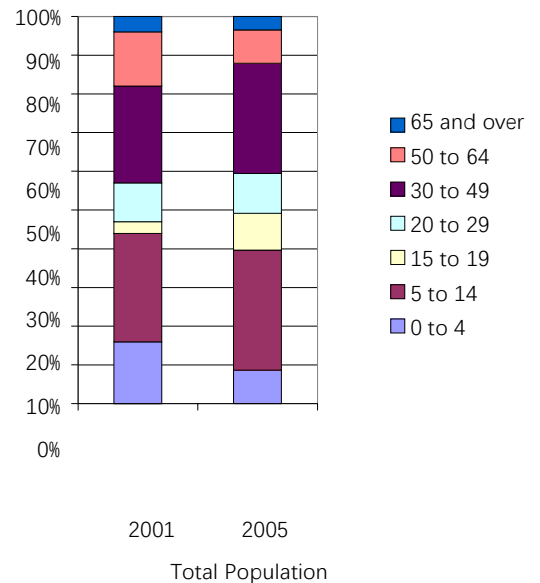
Of the thirty-three households that gave information:

Number of households	33
Number of families	37
Number of people aged 19 or less	57
Number of people aged 50 or over	14

### Our population by age is:



The percentage population distribution is:



Overall, Gulargambone is a young community; 47% of the Census population and 50% of the surveyed population is aged under 20 years.

### Education

Four young children attend pre-school.

All parents with children at Gulargambone Central School say that their children attend school regularly.

### Moving about

Residents were asked where they were living five years ago and then one year ago. 91 people out of 105 were living in either Gulargambone, Coonamble or Gilgandra five years ago. Four people have arrived in town in the last year. The percentages of people living in Gulargambone and other places five years and one year ago are shown on the next chart.



# ANNEXURES

- A. Murdi Paaki LDM Accord II May 2019
- B. Murdi Paaki LDM Accord Mark II Negotiations Logical Model
- C. MPRA and NSW Government LDM Accord Mark II Implementation Process
- D. Murdi Paaki Community Coordinator Programme: Project Work Plan