



LIGHTNING RIDGE COMMUNITY WORKING PARTY

COMMUNITY ACTION PLAN 2019



**MURDI PAAKI
REGIONAL
ASSEMBLY**

ACKNOWLEDGEMENTS

This Community Action Plan (CAP) was developed through the Lightning Ridge Community Working Party (CWP).

We acknowledge and pay our respects to the Elders past, present and those to come of the Yuwalaraay (Ualaroi or Ualari) Nation of which the Lightning Ridge 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 Lightning Ridge.

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.

This document remains the property of the Lightning Ridge CWP.



ABBREVIATIONS

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

TABLE OF CONTENTS

ACKNOWLEDGEMENTS.....	ii
ABBREVIATIONS.....	iii
TABLE OF CONTENTS.....	1
EXECUTIVE SUMMARY.....	3
COMMUNITY PROFILE.....	4
MURDI PAAKI REGION.....	4
COMMUNITY.....	5
LOCATION.....	5
FEATURES.....	5
POPULATION STATISTICS.....	6
LIGHTNING RIDGE COMMUNITY WORKING PARTY.....	7
CHAIRPERSON'S ADDRESS.....	7
VISION.....	8
MISSION.....	8
GOALS.....	8
ORGANISATIONAL STRUCTURE.....	9
INTERNAL AND EXTERNAL BODIES.....	9
THE ACCORD.....	10
THE PLAN.....	12
INTERNAL IMPLEMENTATION PROCESS.....	12
ENGAGEMENT PROCESS FOR EXTERNAL BODIES.....	13
MONITORING AND REVIEW.....	16
REGIONAL PRIORITIES.....	16
LIGHTNING RIDGE PRIORITY AREAS.....	17
Culture and Heritage.....	17
Early Childhood.....	17
Education.....	17
Safe Communities.....	17
Healthy Communities.....	17
Housing.....	17
Leadership and Governance.....	17

Employment and Economic Development	18
ACTION PLAN	19
1. CULTURE AND HERITAGE.....	19
2. EARLY CHILDHOOD	21
3. EDUCATION and SCHOOLING.....	23
4. HEALTHY COMMUNITIES	26
5. SAFE COMMUNITIES.....	28
6. LEADERSHIP AND GOVERNANCE	30
7. HOUSING	31
8. EMPLOYMENT & ECONOMIC DEVELOPMENT.....	33
APPENDICES	34
APPENDIX A: AMENDMENTS.....	35
APPENDIX B: CURRENT AND FUTURE INITIATIVES TEMPLATE.....	36
ANNEXURES.....	37



EXECUTIVE SUMMARY

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

Lightning Ridge is part of the traditional country of the Yuwalaraay (Ualaroi or Ualari) people. In the Twentieth Century, following colonisation, many of these people lived on missions at nearby Angledool and later Brewarrina, along with Aboriginal people from other Nation groups. Nowadays, Lightning Ridge is part of the Walgett Shire and is most famous for its opal mining and artesian baths, which provide opportunities in tourism.

The Lightning Ridge CWP developed from a reference group first established in 2003 and is the peak Aboriginal governance and representative body for the Lightning Ridge 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.

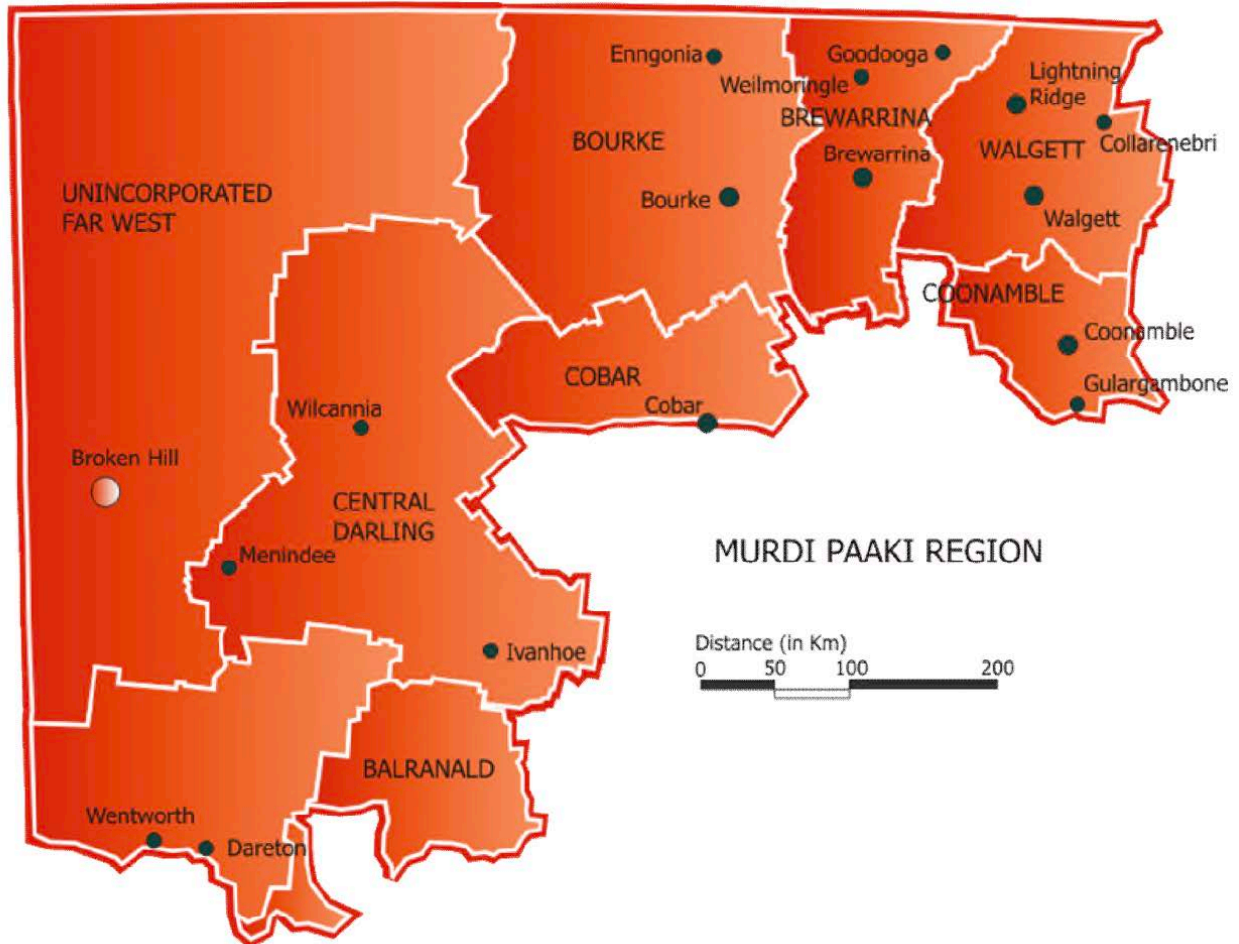
The Lightning Ridge CWP sets community priorities to guide external agencies such as government departments, Non-Government Organisations and the private sector in developing policies and programs for the Lightning Ridge Aboriginal Community. When working in Lightning Ridge, external agencies should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

The mission of the Lightning Ridge CWP is 'to enhance the social, economic and well-being status of the Aboriginal people of Lightning Ridge by acknowledging our culture and teaching the next generation as well as looking after our health and working with our community. As the formally recognized government body, the Lightning Ridge CWP regularly reviews their CAP, identifying priorities to improve the fundamental needs of their community. This latest review identifies 8 priorities with accompanying goals. These priority areas are: Culture and Heritage; Early Childhood; Education; Safe Communities; Healthy Communities; Housing; Leadership and Governance; and Employment and Economic Development.

COMMUNITY PROFILE

MURDI PAAKI REGION

Lightning Ridge is in the north-east of the Murdi Paaki Region in the Walgett Shire.



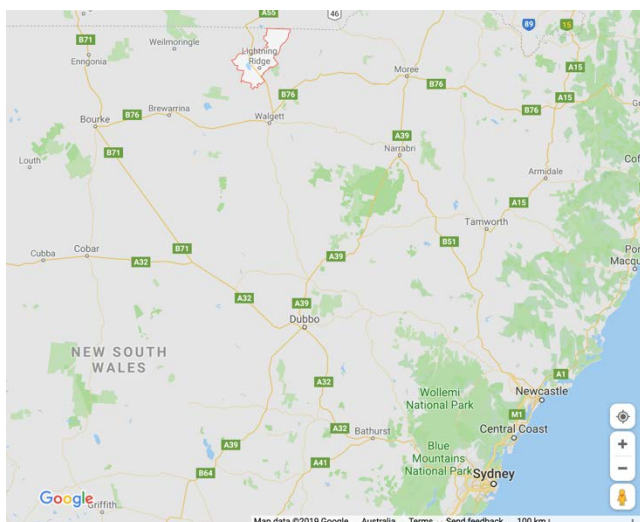
Murdi Paaki Region (Murdi Paaki Regional Plan)

COMMUNITY

Lightning Ridge is located in the traditional country of the Yuwalaray (Ualaroi or Ualari) people. With the impact of European colonisation, a large number of Aboriginal people from the Ualaroi and surrounding Nations ended up at the Aboriginal Mission of Angledool, approximately 30kms north of Lightning Ridge. This Mission was controlled by the Welfare Protection Board. Those who had been living at the Mission since 1912, were forcibly removed and relocated to the Aboriginal Mission at Brewarrina in 1936.

LOCATION

The town of Lightning Ridge is situated in Walgett Shire, approximately 75 kilometres north of Walgett. During the summer months, the mean maximum temperature is 35.3 degrees with a minimum of 21.6. In winter, temperatures reach around 5.5 degrees minimum and 20 maximum. The average annual rainfall is approximately 467 mm.¹



Lightning Ridge, Location in North-Western NSW

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

FEATURES

This opal-mining town is one of the few sites in the world where the rare black opal is found. According to Aboriginal legend a huge wheel of fire fell to earth and sprayed the countryside with brilliant coloured stones. It is also widely believed that the town's name came from an incident in the 1870s when a shepherd, his sheep and dog was struck dead in a lightning storm on the ridge in the area. The town's main street was gazetted in 1908 and in 1913 – 1914 a new post office, a school and the bush nurse were established.

¹ Bureau of Meteorology. 'Lightning Ridge Visitor Information Centre, Climate Statistics for Australian Locations. http://www.bom.gov.au/climate/averages/tables/cw_048243.shtml, accessed 1 Sept. 2019.

Lightning Ridge is also famous for its artesian baths which are a natural resource - the mineral-rich water is naturally hot, forced up from a kilometre underground from the Great Artesian Basin - a massive artesian groundwater basin covering one-fifth of Australia, one of the largest in the world.

POPULATION STATISTICS

At the 2016 Census,²* the ABS Indigenous Location of Lightning Ridge had a total population of 1437 people, of whom 422 or 29.4% identified as Aboriginal and Torres Strait Islander. Of the First Nations population, there were 224 females and 201 males. There were 124 individuals under the age of 14 years old (29.4% of the First Nations population) and 25 over 65 years old (5.9%). The median age of Lightning Ridge's First Nations people was 30 years. 1.2% spoke a First Nations language at home.

Of the 275 First Nations people 15 years or over no longer attending school, 53 (19.3%) attained year 12 or equivalent. 43 people (15.6%) had a higher education qualification at a certificate level, 17 (6.2%) at a diploma or advance diploma level and 16 (5.8%) at a bachelor degree level. 12 people were currently attending TAFE and 5 people university, the vast majority female. Currently, the Lightning Ridge Public Central School has 351 students enrolled with 47% being First Nations and a further 12% coming from a non-English speaking background.

In 2016, 37.9% of First Nations people in Lightning Ridge were participants in the labour force. There is a 18.9% unemployment rate within this group. The total percentage of the population in employment is 29%.

The median personal income for First Nations people was \$397 per week. 10.55% of the First Nations adult population earned over \$1000 per week. The median weekly household income for First Nations families was \$739 per week.

The average household size for First Nations families was 2.7 people with an average of 0.9 people per bedroom. The proportion of dwellings that needed one or more extra bedrooms was 6.1%.

*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.

² Australian Bureau of Statistics, 'Lightning Ridge (ILOC 10300603) 2.9 km², 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/ILOC10300603?opendocument, accessed 1 Sept 2019.



LIGHTNING RIDGE COMMUNITY WORKING PARTY

CHAIRPERSON'S ADDRESS

The Lightning Ridge CWP is the peak Aboriginal governance and representative body for the Lightning Ridge community within the Murdi Paaki region. In 2003 the Lightning Ridge Aboriginal community was one of the sixteen communities selected to participate in the Murdi Paaki COAG (Council of Australian Government) trial. Initially Aboriginal community reference groups were formed to enhance the capacity of working with government agencies for Aboriginal people.

The Working Party, which continues to meet today, has a membership reflecting the different Aboriginal organisations, Elders, men, women, youth and Aboriginal employees working in government & non-government agencies. As a Working Party we hold strong views on Aboriginal issues and represent the community in engaging with government and non-government agencies as well as continuing to participate at Regional Assembly forums. We are fully inclusive and meet on a monthly basis where all members have the opportunity to participate and in turn be a representative at the local level.

Our first CAP, developed in 2005, outlined specific community priorities to improve outcomes on the ground in the areas of: Culture and Traditions; Education; Housing and Environment; Our Well-Being – Health, Sports and Recreation; A Safe Place (Justice & Law); and Partnerships – Working with Government and Industry.

Our CAP was reviewed and refreshed in 2011 to include the identification of three priorities for immediate attention. These included: Schooling, Early Childhood Centre, Culture & Heritage. The 2011 Plan reflected these immediate priorities and categorised all of our issues for action in the 'Close the Gap Building Block' format in an attempt to address the essential elements of our community's need.

Some of the Working Party's achievements over the last decade include:

- Implementation of the Aboriginal Community Development Program (ACDP)
- Aboriginal Language program in the local schools
- Development of a Service Level Agreement with the then Department of Community Services
- Construction of the Lightning Ridge Child and Family Centre

In 2009, the Lightning Ridge CWP acknowledged the Two Ways Together Community Partnership Program and actions were put into place to form a recognised governance body. In July 2010 the Working Party was formally recognised as a community governance body under the *Two Ways Together Partnership Community Program*, as the community voice and the key contact point with government.

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 Lightning Ridge 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.

Allan Cobb

Chairperson, Lightning Ridge Aboriginal CWP

VISION

Our vision is for the Aboriginal community of Lightning Ridge is to have:

- Aboriginal people with a strong sense of identity and culture;
- Aboriginal culture and heritage widely recognised;
- Aboriginal people with a sense of purpose and contribution to the community; and
- The lifestyle and well-being of the Aboriginal people of Lightning Ridge advanced.

MISSION

To enhance the social, economic and well-being status of the Aboriginal people of Lightning Ridge by acknowledging our culture and teaching the next generation as well as looking after our health and working with our community.

GOALS

To maintain our culture and traditions with a future generation that understands and respects our culture.

To develop education and skills and work for all by building the level of commercially competitive skills available to all who seek them.

To provide suitable housing that meets our needs and integrates with the natural environment.

To improve our wellbeing by recognising and actively supporting specific health and safety issues faced by our community.

To have a safe community with an integrated, appropriate approach to safety issues.

To develop sports and recreation by creating opportunities for our people to excel with suitable sports and recreation facilities.

To develop partnerships between the Aboriginal and non-Aboriginal community for the mutual benefit of all.

ORGANISATIONAL STRUCTURE

The internal structure refers to the governance of the Lightning Ridge CWP itself and its connections to the Aboriginal community and the MPRA. The Lightning Ridge 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 Lightning Ridge 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 Lightning Ridge CWP sits. Services delivered in the Lightning Ridge Aboriginal community operate under the guidance of the Lightning Ridge 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
A. Chairperson	A. MPSL Regional Coordinator
B. Members	B. Local, State and Federal Government
C. Aboriginal Community	C. NGOs and Private Sector
D. MPRA	D. Local Community

Members encompass Aboriginal Elders, Community and Aboriginal identified government public servants working in the Lightning Ridge 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. MPSL 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, MPSL Regional Coordinators will provide administrative support to assist CWP's to provide leadership in implementing their local CAPs.

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

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

Roles, Internal and External Bodies

THE ACCORD

As the Lightning Ridge 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 Lightning Ridge 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.³

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.'⁴ 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.'⁵

³ Murdi Paaki Local Decision Making Accord, May 2019, pp. 3-4.

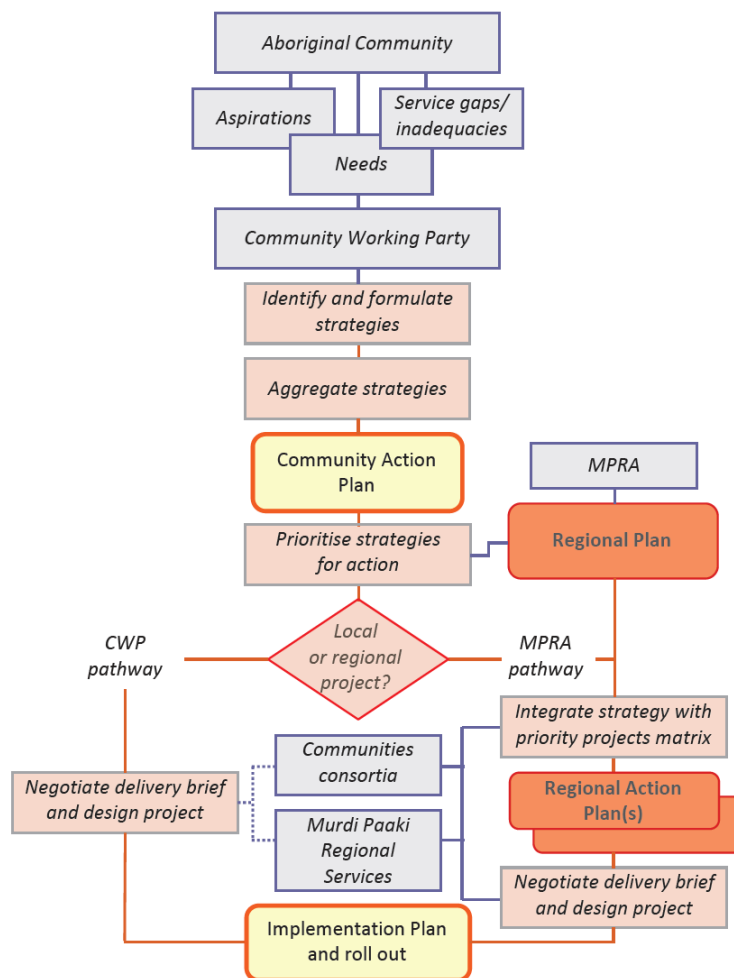
⁴ Murdi Paaki Local Decision Making Accord, May 2019, p. 6.

⁵ Murdi Paaki Local Decision Making Accord, May 2019, p. 7.

THE PLAN

INTERNAL IMPLEMENTATION PROCESS

This CAP was developed by the Lightning Ridge CWP to reflect the aspirations and needs of the Lightning Ridge 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 Lightning Ridge 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

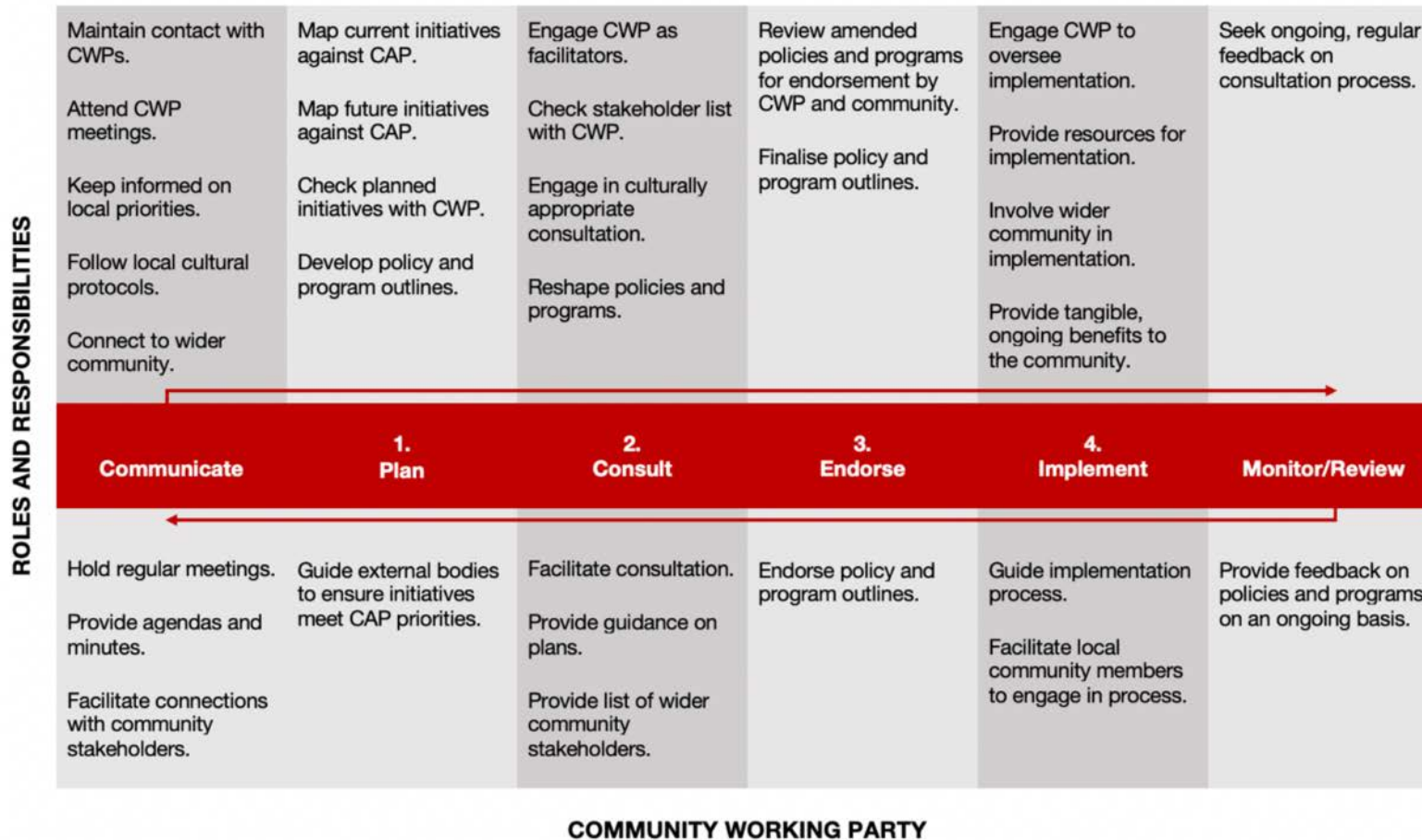
- Engage the CWP to oversee the implementation of the policy or program within the community.
- Ensure appropriate resources, such as human resources and infrastructure, are supplied to ensure success of the implementation program and build community capacity on a long-term basis.
- Ensure tangible benefits,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



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 Lightning Ridge 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 Lightning Ridge 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

LIGHTNING RIDGE PRIORITY AREAS

The Lightning Ridge CWP has identified eight priority areas, with identified goals as outlined below. To reach our goals in each of these areas, there is a strong need to secure resources & funding for events & projects.

Culture and Heritage

- To maintain our Aboriginal Culture & Heritage and traditions, teaching the next generation to understand and respect our culture and Aboriginal history, thereby enhancing the social & economic status of our Aboriginal people.

Early Childhood

- Continue to support Lightning Ridge Aboriginal Integrated Child and Family Services, which raises cultural awareness and provides training opportunities in early childhood.

Education

- To ensure effective programs, resources and funding to better equip our Aboriginal Community at all levels of education from early childhood to adult learning.

Safe Communities

- To have a safe place for families, young people and individuals by having an integrated and appropriate approach to safety issues in the community.

Healthy Communities

- To improve our wellbeing by recognising and actively supporting specific health and safety issues faced by our community.

Housing

- To provide suitable housing to meet the needs of our community and that integrates with the natural environment.

Leadership and Governance

- To strengthen the leadership and governance capacity of our local Aboriginal community members and organisations.

Employment and Economic Development



- Increase opportunities for employment and economic development for our local Aboriginal community.

ACTION PLAN

1. CULTURE AND HERITAGE



Goal: To maintain our Aboriginal Culture & Heritage and traditions, teaching the next generation to understand and respect our culture and Aboriginal history, thereby enhancing the social & economic status of our Aboriginal people.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
1.1 Establish a cultural centre/community hall for a meeting place and to display and make traditional arts and crafts, ensuring Aboriginal culture, history and heritage is kept alive.	Secure funding to undertake a feasibility study on the viability of the centre.		
	Undertake the feasibility study and write a Business Plan.		
	Investigate potential funding and auspice opportunities for the Cultural Centre.		
	Secure funding for the meeting place.		
1.2 Upgrade and maintain Angeldool cemetery to restore our history.	Restore Aboriginal graves, including identifying names of people with no markings.		
	Install new fencing.		
	Maintain surrounding environment, including back filling gullies and fixing soil erosion.		
1.3 Maintain and revitalise our local language.	Re-establish and extend the Aboriginal language program in our schools.	Department of Education	
	Secure programs to educate future generations about their cultural history.	Department of Education	
	Liaise with the school to enable regular visits for students with Aboriginal Elders to significant Aboriginal sites.	Department of Education	
	Establish a permanent base for a Language Nest to operate, after investigating possible sites.	Department of Aboriginal Affairs	
1.4 Establish Aboriginal Elders, Men's and Women's groups to address social and community wellbeing.	Secure funding to support the groups to operate and function smoothly.		

1.5 Install a sign that acknowledges our Ualaroi/Yuuwalaraay people of this community.	Partner with Walgett Shire Council and NSW Roads and Maritime Services (RMS) to gain support for a signage project.	Walgett Shire Council, NSW Roads and Maritime Services (RMS)	
	Place signs on town entry points.		
1.6 Provide opportunities for our local men and women to learn about their Aboriginal culture and care of Country.	Support training in Certificate IV in property management and land care practices to cover cultural sites, native plants, bush tucker and bush medicine.	TAFE	
1.7 Continue to support the education of future generations in their cultural history, sharing and handing down Culture.	Liaise with schools to enable regular visits with Elders to Narran Lake, the Goondi and other important sites of Aboriginal significance to learn about culture and traditions.	Department of Education	

2. EARLY CHILDHOOD

Goal: Continue to support Lightning Ridge Aboriginal Integrated Child and Family Services, which raises cultural awareness and provides training opportunities in early childhood.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
1.1 Promote healthy early childhood development and the wellbeing of all children and families in the Lightning Ridge community.	Set key principles to guide State-wide consultations	Lightning Ridge Aboriginal	Ongoing
	Develop a framework of high-quality early childhood and educational care.	Integrated Child and Family Services (LRAC&FC)	Ongoing
1.2 Provide a higher standard of care and education for children with programs and services to meet local needs.	Promoted coordinated delivery of early childhood education and childcare programs.	LRAC&FC	Ongoing
	Liaise with the centre to provide clearer information to help and support families.	LRAC&FC	Ongoing
	Provide programs in early intervention and linking vulnerable groups to specialised services.	LRAC&FC, FACS	Ongoing
	Provide specialist services through an onsite clinic at the LRAC&FC.	LRAC&FC, NSW Western Health Services, FACS	Ongoing
1.3 Aim for 100% Aboriginal staffing rate at the Centre, including management positions.	Continue to provide employment opportunities for our local Aboriginal people, including indoor and outdoor positions.	LRAC&FC	Ongoing
	Work with the LRAC&FC board to create and Aboriginal Employment and Retention Strategy.	LRAC&FC	Ongoing
1.4 Enable Aboriginal staff at the LRAC&FC to obtain higher qualifications to further develop career pathways.	Ensure career development for all staff, including the national quality framework for early childhood education.	LRAC&FC	Ongoing
	Provide Aboriginal traineeships, vocational training, work experience and mentor programs with higher career pathways including cultural awareness programs.	LRAC&FC	Ongoing
	Encourage staff to undertake higher education through TAFE or University.	LRAC&FC	Ongoing

1.5 Maintain a strong, working relationship between the LRAC&FC and the CWP.	Encourage regular feedback and updates on centre progress, funding and administration from the LRAC&FC board and staff to the CWP.	LRAC&FC	Ongoing
	Ensure effective communication and transparency with regular reporting mechanisms.	LRAC&FC	Ongoing
1.6 Support the health and wellbeing of our pre-schoolers and early years learners.	During early childhood learning stages, provide regular assessments of young children to address learning difficulties.	LRAC&FC	Ongoing
	Provide access to health professionals and facilities for early detection of health issues which might prevent children reaching their full potential.	LRAC&FC, NSW Western Health Services	Ongoing

3. EDUCATION and SCHOOLING

Goal: To ensure effective programs, resources and funding to better equip our Aboriginal Community at all levels of education from early childhood to adult learning.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
1.1 Increase participation of Aboriginal youth in all levels of education.	Increase school attendance and student retention.	NSWDEC, Lightning Ridge Central School	
	Develop strategies to increase the number of Aboriginal students completing year 12.	NSWDEC, Lightning Ridge Central School	
	Seek funding for programs that will assist and support students to access tertiary education.	NSWDEC, Lightning Ridge Central School	
		NSWDEC, Lightning Ridge Central School	
1.2 Re-establish and strengthen the Aboriginal Language program in the Lightning Ridge Central School.	Partner with NSWDEC, Lightning Ridge Central School and the Language Nest to re-establish the language program in the school.	NSWDEC, Lightning Ridge Central School, AECG	
	Partner with NSWDEC and Lightning Ridge Central School to have the language program formally acknowledged and included as part of the school curriculum.	NSWDEC, Lightning Ridge Central School, AECG	
	Extend the program to include kindergarten and year 12, making the it accessible and inclusive all schooling levels i.e. Kindergarten.	NSWDEC, Lightning Ridge Central School, AECG	
1.3 Strengthen the relationship and connection between the Aboriginal community and the school.	Promote awareness of the importance of education with the Aboriginal community.	NSWDEC, Lightning Ridge Central School, AECG	
	Create opportunities for and encourage more involvement by parents and carers to help support their children's education.	NSWDEC, Lightning Ridge Central School, AECG	

	Provide the opportunity for more Aboriginal teachers to be engaged.	NSWDEC, Lightning Ridge Central School, AECG	
1.4 Support the development of students through transitions and pathways.	Implement planned work experience and career development options for senior students		
	Ensure sufficient support and assistance for Aboriginal students from Yr9 to Yr12 when developing tailored career paths/plans.		
	Partner with TAFE and other educators to engage within their vocational training framework and work experience programs.		
1.5 Support the development of students within the school.	Implement a mentoring and leadership program to support Aboriginal students.		
	Ensure each Aboriginal student receives individualised learning opportunities.		
	Ensure all teachers provide the best possible teaching methods to each individual student.		
	Increase accessibility and frequency of adequate health and well-being checks for primary and high school students.	Royal Flying Doctors (RDF)	
	Ensure health assessments address learning difficulties.		
1.6 Support the development of students in extracurricular activities.	Secure funding to cover costs for students to attend sporting activities at local, regional and state levels to enable them to get best possible opportunity to participate and reach their full potential in any given sport.		
	Support school excursions for educational and cultural purposes, identifying funding opportunities.		
	Support partnerships between the school and the CWP, Elders and other Aboriginal community groups.		

1.7 Keep our Aboriginal children safe at school and their wellbeing strong.	Stamp out school yard, classroom and cyber bullying.		
	Implement programs to address grief and loss.		
	Support children to build self-confidence and implement a feel good, health program.		
1.8 Support the development of teaching staff.	Put in place a compulsory culture awareness training program for all non-Aboriginal teachers and Principals for a better understanding of Aboriginal people and culture.		
	Allow for a smooth transition into the community for new teachers.		
	Increase the employment of more Aboriginal teachers and Aboriginal teacher aides.		
1.9 Work in partnership with the AECG.	Ensure effective communication with the AECG by encouraging them to provide to the CWP regular feedback, updates and transparency on school and education matters.		

4. HEALTHY COMMUNITIES

Goal: To improve our wellbeing by recognising and actively supporting specific health and wellbeing issues faced by our community.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
4.1 Reduce the level of use of alcohol and other drugs in the town.	Implement education and awareness programs in all levels of school and in the community.		
4.2 Reduce levels of domestic violence and increase support for victims.	Provide appropriate accommodation for victims of domestic violence, ensuring it is not in the same vicinity as the perpetrators.		
	Provide a crisis accommodation refuge centre for men with children in their care.		
	Deliver coordinated awareness raising, early intervention and reactive programs to target domestic violence and boost resilience.		
	Implement an education and awareness programs in all levels of school and community.		
4.3 Enhance service delivery to the aged, frail and those with a disability.	Provide access to adequate health services and better health facilities to address for the wellbeing of these groups. .		
	Increase awareness and promote the benefits of services such as Home Care, Meals on Wheels and Respite to carers.		
4.4 Ensure that our young people in Lightning Ridge have the tools to experience respectful relationships.	Ensure the Love Bites programs is continuously funded to provide ongoing Youth awareness in healthy relationships.		
	Support the delivery of programs that develop positive lifestyles such as financial management, parenting skills, living skills, anger management and sex education.		
4.5 Ensure the Aboriginal community is represented on the Lightning Ridge	Aboriginal representatives must be able to have a voice on the Lightning Ridge Health Advisory Board.		
	Ensure effective communication and transparency with regular feedback to the CWP on health matters.		

Health Advisory Board.			
4.6 To develop the participation of the Aboriginal community in sports and recreation.	Create opportunities for our people to excel in the sporting area with suitable sports and recreation facilities.		

5. SAFE COMMUNITIES

Goal: To have a safe place for families, young people and individuals by having an integrated and appropriate approach to safety issues in the community.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
5.1 Implement a circle sentencing program to work with Aboriginal people.	Trial circle sentencing.		
5.2 Provide support for our children and youth at risk.	Support the foster carers program and help our Aboriginal children to stay connected with their culture.		
	Ensure key agencies provide assistance in strengthening programs that support Aboriginal foster carers & the Aboriginal kinship tradition.		
	Secure funding for a Safe House for out of home care for 0 -16yrs that are in care of the Minister		
	Improve outcomes for our Aboriginal women & children accessing services.		
5.3 Improve community infrastructure.	Improve roads and footpaths in our community.		
	Provide & maintain proper curbs & guttering for better public access.		
	Improve street lighting in key areas to address community safety.		
5.4. Ensure the best possibly quality of visiting services is provided to keep the community safe.	Key agencies must maintain regular visiting services.		
	Increase coordinated delivery of visiting services		
	Ensure key agencies engage with community.		
	Encourage key agencies to deliver information sessions and workshops.		

5.5 Increase family safety and prevent the risk of harm to our community members.	Encourage participation in awareness programs in child protection and safety, to build resilience and to keep our community safe.		
	Eliminate the risk of harm to children.		
	Secure funding for programs to assist families experiencing domestic violence.		
	Support programs to build resilience for children at risk.		
	Secure funding for the Safe Birrali program.		

6. LEADERSHIP AND GOVERNANCE

Goal: To strengthen the leadership and governance capacity of our local Aboriginal community members and organisations.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
7.1 Improve governance in Aboriginal organisations and increase their capacity to deliver programs in the community.	Deliver governance training and capacity building workshops.	Dept. of Aboriginal Affairs, PM&C, MPSL	
7.2 Develop youth leadership.	Increase youth involvement in community meetings such as the CWP, AECG and Walgett Shire Youth Council.	AECG, Council	
	Support youth to take up leadership roles in local community meetings.		
	Investigate current leadership opportunities and programs for youth and support youth in applying for these.		
	Deliver a youth leadership program.		
7.3 Encourage and support local Elders.	Support local Elders to provide mentoring to youth.		
	Seek funding for Cultural Camps and work to deliver these.		
	Work with the school to encourage visits from Elders.	Lighting Ridge Central School, Dept. of Ed.	
7.4 Develop partnerships between the Aboriginal and non-Aboriginal community for the mutual benefit of all.			

7. HOUSING

Goal: To provide suitable housing to meet the needs of our community and that integrates with the natural environment.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
7.1 Improve access to affordable housing.	Provide additional housing to meet housing waiting list.		
	Reduce overcrowding in Aboriginal homes.		
7.2 Increase awareness of home ownership.	Increase access to home ownership information and schemes.		
	Facilitate Indigenous Business Australia (IBA) to deliver information session in the community on homeownership.	IBA	
	Seek a service provider to deliver complimentary programs such as budgeting skills to support homeowners.		
7.3 Encourage home maintenance practices.	Seek an appropriate service provider to deliver a small home maintenance program to Aboriginal community members, including homeowners and tenants.		
7.4 Address the specific housing needs of the aged, the frail and those with a disability.	Maintain in-home care for our Aboriginal Elders including responding to the diverse needs of those with a disability and their families		
	Ensure housing providers follow through on Occupational Therapist reports and maintain houses at the required level.		
7.5 Ensure homes are environmentally friendly.	Provide good quality drinking water by installing additional rainwater tanks to all homes.		
	Seek service provider to deliver information sessions/workshops on energy saving measures around the home.		
7.6 Supply air conditioners to all Aboriginal houses in our community.	Work with housing providers on innovative ways for low income earners to purchase and install air conditioning units in their homes.		

7.7 Ensure all Aboriginal families have safe and stable homes.	Assist tenants to safeguard their homes.		
	Ensure housing providers implement programs to address hazards in and around all homes.		
	Provide essential information on household budgeting.		
	Assist tenants in understanding rental obligations.		

8. EMPLOYMENT & ECONOMIC DEVELOPMENT

Goal: Increase opportunities for employment and economic development for our local Aboriginal community.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
8.1 Promote Aboriginal employment opportunities at the LRAC&FC.	Aim for a 100% of Aboriginal staffing at the LRAC&FC including management positions.	LRAC&FC	
	Provide employment opportunities at the local Aboriginal people including indoor and outdoor staffing.	LRAC&FC	
	Work with the LRAC&FC board to implement an Aboriginal employment and retention strategy.	LRAC&FC	
8.2 Promote Aboriginal employment opportunities at the Australian Opal and Fossil Centre.	Aim for 25 – 35 % Indigenous employment at new The Australian Opal and Fossil Centre, currently in its first levels of establishment.	The Australian Opal and Fossil Centre	
	Provide employment opportunities for our local Aboriginal people including indoor and outdoor staffing.		
8.3 Get employment quotas implemented in local private enterprise.	Work with NSW Government and local Council to mandate Aboriginal employment quotas.	Walgett Shire Council, NSW Government	
8.4 Support the ongoing sustainability of the Goondi Aboriginal Keeping place	Source operational and activity funding for the Goondi Aboriginal Keeping place.	Goondi Aboriginal Keeping Place	
8.5 To develop education and skills and work for all.	Increase availability of training and development in commercially competitive skills available to all.	TAFE, Universities	



APPENDICES

- A. Amendments
- B. Current and Future Initiatives Template

APPENDIX B: CURRENT AND FUTURE INITIATIVES TEMPLATE

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



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