



# Queensland Closing the Gap Annual Report 2023

## Acknowledgement

We pay our respects to the Aboriginal and Torres Strait Islander Elders past, present, and emerging and acknowledge the ancestors for their legacy and the foundations laid that give us strength, inspiration and courage to create a better Queensland.

We recognise it is our collective efforts and responsibility as individuals, communities, and governments to continue to care for the lands and waters of Queensland and the Torres Strait that we all call home, that Aboriginal and Torres Strait Islander peoples have stewarded and protected for millennia.

On behalf of the Queensland Government, we offer a genuine commitment to work in partnership with First Nations peoples to ensure equality, recognition, and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

As we reflect on the past and give hope for the future, we walk together on our shared journey to reconciliation where all Queenslanders are equal.

## Statement on use of terms

Throughout the document, Aboriginal and Torres Strait Islander peoples, First Nations peoples and Indigenous peoples are used interchangeably. The definition for Indigenous peoples is Australian Aboriginal peoples and Australian Torres Strait Islander peoples.

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# Minister's Statement

I am pleased to present the *Queensland Closing the Gap Annual Report 2023*.

This year's report shows we are making positive progress in early childhood education, healthy birthweights, employment, and land and waters.

However, further improvements are needed across other priority areas, and it is through genuine partnerships that we will achieve better results to ultimately improve the lives of Aboriginal and Torres Strait Islander peoples in Queensland.

The Queensland Government is committed to building and strengthening structures that support local leadership and embrace local knowledge and decision-making authority in communities.

By supporting shared decision-making and fostering genuine, place-based partnerships, the Queensland Government is improving the efficiency and effectiveness of service delivery to create meaningful change in health and socio-economic standards, allowing communities to flourish.

It is imperative that communities lead the way as we work together to close the gap and create a brighter future for Aboriginal and Torres Strait Islander peoples in Queensland.



## **The Honourable Leanne Enoch MP**

Minister for Treaty, Minister for Aboriginal and Torres Strait Islander Partnerships,  
Minister for Communities and Minister for the Arts



# Queensland Aboriginal and Torres Strait Islander Coalition Statement

In 2023 there has been important foundational pieces of work achieved that is in line with the four priority reform areas that reaffirm our commitment to building strong partnerships, and ensuring the voices of First Nations Queenslanders are considered in designing solutions to close the gap.


- **Funding to support QATSIC engagement in the implementation of the National Agreement** – The provision of Senior Policy Officer positions has been a game changer to support working in partnership with the Queensland Government. QATSIC established the QATSIC Working Group comprised of the Senior Policy Officers to support QATSIC's partnership with government.
- **Co-design of a new governance structure** – The new structure is designed to improve shared decision making and genuine partnerships and to create clearer Closing the Gap responsibilities, with a focus on developing partnerships between QATSIC and Queensland Government Ministers to address the targets and outcomes thematically, with a holistic strength-based approach.
- **New government agency responses** – Developed in partnership with DTATSIPCA, a new government agency response template to populate the entries in the Implementation Plan for 2023 and into the future. This was designed in partnership with DTATSIPCA and the members of the QATSIC Working Group.
- **Sector Strengthening Plans** – The inception of partnership with DTATSIPCA on finalising the Sector Strengthening Plans.

QATSIC look forward to further foundational pieces of work being completed in 2024. This would include the first Queensland Expenditure Report and review in partnership with the Queensland Government.

To demonstrate a new way of working over the next 12 months will be with the implementation of the first of the Breaking Cycles Action Plans. The implementation of the actions, that was co-developed and co-designed together with the Aboriginal and Torres Strait Islander communities will be driven by a strong partnership between the Queensland Aboriginal and Torres Strait Islander Child Protection Peak and the Department of Child Safety, Seniors, and Disability Services. This will see the formation of a formal partnership agreement across all partners to the Breaking Cycles Action Plan and a range of actions that deliver on how to systemically embed the Priority Reform areas of the National Agreement in a comprehensive way.

Building further on a needs-based approach used for the 2023 Implementation Plan, more individualised messaging will be used for each agency in preparation for the implementation planning in 2024, and we hope that this will further strengthen responses to achieve the Closing the Gap priority reform areas, targets and outcomes including transforming relationships between government and Aboriginal and Torres Strait Islander communities to ensure they are empowered to share decision-making authority.

Upon release of the Productivity Commission review of the National Agreement, an important part of the work will be to respond to the critique and recommendations put forward about the implementation of the National Agreement and to ensure those lessons are included in the processes and actions in future planning.



Each successive Implementation Plan offers an opportunity to improve upon the last one, and important progress has been made in preparations for the 2024 Implementation Plan for communicating what is needed from government agencies to truly work in partnership, with the Aboriginal and Torres Strait Islander Community-Controlled sector to transform government and to have access to and share data to support decision-making as envisaged in the four priority reform areas of the National Agreement.

We hope the fulfilment of the joint commitments from all parties under the National Agreement will set out a future where policy making that impacts on the lives of Aboriginal and Torres Strait Islander children, young people and families is done in full and genuine partnership.

### **Queensland Aboriginal and Torres Strait Islander Coalition**



# About this Report

## Context

For the first time, the National Agreement on Closing the Gap (National Agreement) is being delivered in partnership by Australian governments and the Coalition of Aboriginal and Torres Strait Islander Peak Organisations (the Coalition of Peaks).

By signing the National Agreement in July 2020, the Queensland Government committed to implementing its full intent via a partnership approach. Accordingly, in 2021 the Queensland Government engaged and funded the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) as our key partner to deliver on the National Agreement in Queensland.

Current QATSIC members are:

- Aboriginal and Torres Strait Islander Legal Service (Queensland) Ltd (ATSILS)
- Queensland Aboriginal and Torres Strait Islander Child Protection Peak Ltd (QATSICCP)
- Queensland Aboriginal and Islander Health Council (QAIHC)
- Queensland Indigenous Family Violence Legal Services (QIFVLS), but it is anticipated that membership will expand as the partnership matures.

The objective of the new partnership approach is to improve life outcomes and wellbeing of Aboriginal and Torres Strait Islander peoples. The National Agreement includes four Priority Reforms designed to change the way governments work and engage with Aboriginal and Torres Strait Islander peoples to achieve progress in 17 Socio-economic Outcome areas, covering 19 Targets.

The *Queensland Closing the Gap Implementation Plan 2023* (Implementation Plan 2023) outlines how the Queensland Government is working to address the Priority Reforms and socio-economic targets, and how progress will be evaluated.

The approach to developing the Implementation Plan 2023 was codesigned with QATSIC with a focus on new strategic activities that meet the strong partnership elements outlined in the National Agreement. With QATSIC as our key partner, together we are laying strong and sustainable foundations for meaningful and positive change for Aboriginal and Torres Strait Islander peoples of Queensland.

The Queensland Government delivered its inaugural *Closing the Gap Annual Report 2022* under the new Agreement. This Annual Report provides further reflection on actions to Close the Gap in Queensland and informs the next phase of implementation. This report considers the Queensland Government's:

- ongoing structural reforms to promote shared decision-making with Aboriginal peoples and Torres Strait Islander peoples in Queensland
- partnership actions with Aboriginal and Torres Strait Islander organisations and communities
- progress against Priority Reforms, highlighting case studies addressing the Priority Reforms and outlining next steps for further embedding of the Priority Reforms
- analysis of baseline and historical data for each of the targets and measuring progress against the baseline for targets where data are available.

## Accountability and measurement

Clause 118 of the National Agreement commits the Queensland Government to accountability, monitoring and transparency of actions, through reporting progress on the Agreement and Implementation Plan.

This report, in conjunction with the *Queensland Closing the Gap Snapshot Report 2023* (Snapshot Report), fulfils Queensland's ongoing commitment to publish progress towards Closing the Gap, including information on supporting investment and actions.

This year's Annual Report and Snapshot Report showcase progress to date on Queensland's actions to implement the National Agreement's four Priority Reforms, presents baseline and historical data for each of the 17 Socio-economic Outcome areas, covered by 19 Targets, measures progress against baseline for targets where data are available and provides examples of actions contributing to progress of Socio-economic Outcomes.

Targets specified in the National Agreement are agreed national targets, as are the trajectories published through the Productivity Commission's *2023 Closing the Gap Annual Data Compilation Report*.

The targets embrace an ambitious agenda, along with a strengths-based approach and most are set to expire in 2031. Queensland is committed to achieving the targets and this report examines Queensland's progress against each target which for some of the 19 Targets, can only be examined from a historical perspective.

In 2023, additional data has become available through the release the Australian Bureau of Statistics *2021 Census of Population and Housing*. Therefore, progress against 14 of the targets can now be measured. Important work continues to occur at the national level to improve data so that it can reliably track trends.



# Summary

## Making a difference

This is the third year of the National Agreement, which is approaching its mid-way point. Much has transpired during the past three years to enhance the Queensland Government's approach to working together with Aboriginal peoples and Torres Strait Islander peoples on matters that affect their lives. The National Agreement aligns strongly with the Queensland Government's 2019 *Statement of Commitment* to reframe its relationship with Aboriginal peoples and Torres Strait Islander peoples, underpinned by principles of self-determination, empowerment, community leadership, locally led and shared decision-making, a strengths-based approach, and respect for cultures, traditions and knowledge.

These principles are now embedded in Queensland's *Public Sector Act 2022*, which provides for the role of chief executives of public sector entities in supporting a reframed relationship. The new provisions were codesigned with Aboriginal and Torres Strait Islander stakeholders. The principles in the Statement of Commitment are also embedded in the updated *Queensland Cabinet Handbook*, which now require Cabinet and Cabinet Budget Review Committee submissions to specifically address the Closing the Gap impacts of all policy proposals and to demonstrate that consultation has occurred with Aboriginal and Torres Strait Islander stakeholders early in the policy development process.

Other significant reforms that have progressed since the 2022 Annual Report include:

- Passing of the historic *Path to Treaty Act 2023* in Queensland and the subsequent establishment of a First Nations Treaty Institute and a formal Truth-Telling and Healing Inquiry that will inquire into and report on the effects of colonisation on Queensland's Aboriginal and Torres Strait Islander peoples.
- The work of Queensland's First Nations Consultative Committee in 2022 to make recommendations to government on a possible Voice model for Queensland. The Committee, made up of eight Aboriginal and Torres Strait Islander peoples from across Queensland, delivered its final report in August 2023.
- Continued work within government, and at a local level, in improving outcomes through co-design and delivery of culturally safe, quality services that meet community needs and aspirations. Our Local Thriving Communities (LTC) reform program continues to work with Aboriginal and Torres Strait Islander communities to establish greater decision-making authority in service delivery and economic development, giving communities a greater voice in shaping their futures, building on their strengths, investing in things that will make communities stronger and create a difference to people's lives.

During these foundational years of the National Agreement, we have seen a shift from 'business as usual' approaches towards delivery of the transformative structural changes and policy and program reforms required for sustained improvement in life outcomes for Aboriginal peoples and Torres Strait Islander peoples in Queensland, but we recognise that more needs to be done.

The *Implementation Plan 2023* provides an overview of key actions being undertaken across government agencies to deliver on our commitments in the National Agreement over the next 12 months, including funding allocated, timeframes and the responsible Minister.

## Working in partnership

The Queensland Government recognises that in order to close the gap and improve life outcomes for Aboriginal and Torres Strait Islander Queenslanders, we need to work in partnership with the community to promote self-determination, shared decision-making, and reorient government investment into the Aboriginal and Torres Strait Islander community-controlled sector. Accordingly, we continue to evolve new ways of working with Aboriginal and Torres Strait Islander peoples, communities and organisations. We recognise that deepening and strengthening our partnership with the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) is central to this journey.

Over the past year, monthly partnership meetings have occurred between the Chief Executive Officers of QATSIC member organisations and senior representatives of the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts to manage Closing the Gap priorities, risks and opportunities. The monthly partnership meetings have been supported by fortnightly meetings between QATSIC and departmental policy officers. In these forums, QATSIC has raised the need to strengthen and streamline Queensland's governance arrangements to accelerate progress on Closing the Gap and ensure Aboriginal and Torres Strait Islander voices are embedded in all levels of decision-making. The national Productivity Commission's Draft Report on the *Three Yearly Review of the National Agreement* also highlighted the need for governments to systematically transform the way they are working to deliver on Closing the Gap commitments.

The Queensland Government has listened to this feedback by undertaking a comprehensive refresh of whole-of-government working groups and structures, in partnership with QATSIC, to accelerate progress against the Closing the Gap targets. This work has culminated in the development of a draft *Reframing the Relationship Governance Framework* for further engagement with First Nations organisations, bodies and partners in 2024. The draft Framework will embed Aboriginal and Torres Strait Islander partners at all levels of policy-making, priority-setting and shared decision making.

Further, the Queensland Government has worked closely with QATSIC on a transitional co-design of the *Implementation Plan 2023*, with a view to a more comprehensive co-design and refreshed approach to implementation planning in 2024 and beyond. Queensland's 2022 Implementation Plan provided a comprehensive baseline document of all government efforts to support the Closing the Gap goals, but a more strategic approach has guided implementation planning for 2023. When seeking input from government agencies on key actions to include in this year's Implementation Plan, the Queensland Government codesigned a data collection template with QATSIC, with a focus on 'new' and/or 'changed' strategic initiatives since the 2022 Implementation Plan, that meet the threshold elements in the National Agreement for strong partnerships, rather than 'business as usual' activities. Agencies were asked to focus on how key actions will address priority needs as identified by QATSIC and other community organisations. This year's Implementation Plan is a transitional approach to implementation planning that is being designed and determined in partnership with QATSIC.

We acknowledge that there is much work still to be done to Close the Gap in Queensland. It is only by continuing to build respectful relationships that we will bring the perspectives, expertise, and experiences of Aboriginal and Torres Strait Islander peoples and organisations into policy and investment decisions so that Aboriginal and Torres Strait Islander children, families and communities can thrive.

## Measuring progress

Measuring progress to close the gap is essentially about whether Aboriginal and Torres Strait Islander peoples and communities are experiencing positive changes that matter to them and result in long and healthy lives, thriving children reaching their potential, strong economic participation and development, strong and safe families and communities, and flourishing cultures and languages.

The National Agreement includes a set of targets relating to health, education, justice, families, housing, land and water, languages and culture, and digital inclusion, to establish clear goals and hold governments accountable to achieving them. Where data allows, this report includes an assessment of whether progress towards the target is on track or not on track. These assessments are indicative only, as it is unlikely that real progress would follow a straight line. The report can be read in conjunction with the *Queensland Closing the Gap Snapshot Report 2023* (Snapshot Report), which examines baseline and historical data for each of the targets, and measures progress against the baseline where data is available. The Snapshot Report can be found at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

The Queensland Government understands that when measuring progress against the National Agreement, we also need to take into account what is happening on the ground. As such, we have sought updates from relevant Queensland Government agencies about progress on the five Policy Partnerships established under Clause 38 (justice, social and emotional wellbeing, early childhood care and development, languages and housing) and the four Sector Strengthening Plans under Clause 50 (early childhood care and development, housing, health and disability). In addition, feedback from our Aboriginal and Torres Strait Islander partners also complements the quantitative data. This feedback is gathered through, for example, meetings between government officers and QATSIC or other peak organisations; executive and working groups that include both government and external Aboriginal and Torres Strait Islander representatives, co-chairing and co-designed agendas and actions, and specific feedback mechanisms, including through evaluation of initiatives.

The Queensland Government is committed to working with Aboriginal and Torres Strait Islander communities and organisations to ensure that principles of data sovereignty and data governance underpin and inform our obligations to Aboriginal peoples and Torres Strait Islander peoples around data development into the future.

## The Priority Reforms

The National Agreement has set out target indicators against the four Priority Reform Areas. However, at present there are no agreed baselines, target values or data sources identified to enable measurement of progress of the Priority Reforms.

In the interim, the Queensland Government, in partnership with QATSIC and other key Aboriginal and Torres Strait Islander partners, will continue to self-assess progress to embed the Priority Reforms. To date, Queensland efforts have focused on building and strengthening the partnership between government and peak organisations and establishing the decision-making architecture necessary to implement the National Agreement. The 2023 Implementation Plan outlines how the Queensland Government, in partnership with QATSIC, communities, organisations and service providers will fulfil our commitment to close the gap and journey towards self-determination and empowerment of Aboriginal and Torres Strait Islander Queenslanders. The new approach includes an increased focus on community-identified activities that will support the implementation of the priority reform areas of the National Agreement.

## The Socio-economic Outcomes and Targets

In the National Agreement there are currently 19 Targets covering 17 Socio-economic Outcome areas relating to long and healthy lives, thriving children reaching their potential, strong economic participation and development, strong and safe families and communities, and flourishing cultures and languages.

Much of the data used in this report to assess progress against the 19 Socio-economic Targets are drawn from nationally collated datasets, including the Productivity Commission data dashboard, the Census of Population and Housing, and national survey collections.

For each target, a primary measure and data source have been agreed to nationally, from which the baseline data and target are sourced. Assessments as to whether targets are on track can be made only using the primary data source.

### What the data tells us

Overall, the data tells us that Queensland has **achieved one target** (Target 3: early childhood education) and is **on track for four targets** (Target 2: healthy birthweight, Target 8: employment, Targets 15a and 15b: land and waters).

However, Queensland is not on track for nine of the Targets. Of these nine targets, **four are not on track but are showing improvement** (Target 5: year 12; Target 6: tertiary qualifications; Target 7: youth employment/education/training Target 9(a): housing – noting there is no available data for Target 9(b)). **Five are not on track and not showing improvement** (Target 1: healthy lives, Target 4: early childhood development; Target 10: criminal justice, Target 11: youth justice, Target 12: child protection).

At current rates of improvement, these targets will not be reached within the lifetime of the National Agreement. There is no new data from the agreed baseline to track progress as yet on four of the targets (Target 13: family violence, Target 14: suicide, Target 16: languages, and Target 17: digital inclusion).

Further information can be found in the [Progress in Socio-economic Outcomes](#) section of this Report.

### Embedding the Priority Reforms

Central to the success of the National Agreement is the implementation of four Priority Reforms:

1. formal partnerships and shared decision-making
2. building the community-controlled sector
3. transforming government organisations
4. shared access to data and information at a regional level.

These four reform areas guide a shift in how government develops and implements policies and programs and provide the foundation for genuine partnership between Aboriginal and Torres Strait Islander Queenslanders and government.

Embedding the Priority Reforms fundamentally transforms the way government works to close the gap and guides 'how things are done' in partnership with Aboriginal and Torres Strait Islander peoples, communities and organisations and guide the approaches needed to ensure actions deliver real and sustainable progress against the socio-economic outcomes.

## Priority Reform 1

**Priority Reform 1:** *Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.*

*Target: There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in place in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives*

Priority Reform One commits the Queensland Government to creating genuine partnerships between the government and Aboriginal and Torres Strait Islander peoples. It is underpinned by the principle that Aboriginal and Torres Strait Islander peoples must share decision making on policies and programs that impact them.

Queensland has made considerable progress on Priority Reform One in the past year, as outlined below.

### Partnership Governance and Mechanisms

In the past year, the Queensland Government has strengthened relationships with Queensland's Aboriginal and Torres Strait Islander peak organisations and continues to establish the governance and decision-making architecture necessary to more effectively implement the National Agreement. This includes codesign, shared decision making and partnership approaches with Aboriginal and Torres Strait Islander organisations, partnership mechanisms and QATSIC.

The Queensland Government provided funding of \$2.43 million over four years, from 2021, to QATSIC for engagement in the implementation of the National Agreement. Additional funding of \$3.1 million over four years to implement the National Agreement was provided in the 2022–23 Budget, with:

- \$0.563 million to support a place-based partnership in Doomadgee in 2022–2023
- \$1.2 million over four years for a range of data commitments
- \$0.2 million over four years for development of a communications strategy
- \$1.14 million over four years for additional policy and data resources to drive and monitor progress under Closing the Gap.

Over the past year, a maturing approach from that which informed the 2021 and 2022 Implementation Plans has been adopted, with a greater focus on the establishment of partnerships with Aboriginal and Torres Strait Islander partners to drive implementation of the Priority Reforms. Further, there has been a greater focus on the interrelatedness of the socio-economic targets, to provide a more holistic and strength-based approach, with a view to mature cross-cutting and consolidated effort into the future.

Important partnership mechanisms are emerging across Queensland to drive key reforms and transformations across government. While not an exhaustive list, some of these include:

- Ministerial and Government Champions program
- Path to Interim Truth and Treaty Body
- First Nations Consultative Committee
- Local Thriving Communities Joint Coordinating Committee
- Community Justice Groups
- Queensland First Children and Families Board



- Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee
- First Nations Health Improvement Advisory Committee
- First Nations Early Childhood Education, Education and Training Consultative Body.

**Policy Partnerships** (National Agreement Clause 38) – [Refer also to Attachment 1](#)

### **Justice Policy Partnership**

The Justice Policy Partnership is focussed on reducing the disproportionate rate at which Aboriginal and Torres Strait Islander people are incarcerated. The Justice Policy Partnership relates to:

- **Target 10:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.
- **Target 11:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.

The Justice Policy Partnership is the most mature policy partnership. Led by the Department of Justice and Attorney-General (DJAG) in Queensland, the Justice Policy Partnership Executive Governance Group (the Governance Group) and the Justice Policy Partnership Cross Agency Working Group support the Queensland Government’s commitment to the Closing the Gap justice targets. Both Groups were established to align with Priority Reform One. The Governance Group, co-chaired by the Chief Executive Officer (CEO) of the Aboriginal and Torres Strait Islander Legal Service, includes QATSIC members, Senior Executive representatives from across government and non-government Aboriginal and Torres Strait Islander leaders, and is responsible for monitoring the implementation of a Queensland-specific Justice Policy Partnership Work Plan that acknowledges that solutions to incarceration rates lie across the service system and cannot be isolated to the criminal justice sector. This Group meets quarterly and has progressed actions that contribute to implementation of the National Agreement to achieve progress towards the justice targets and outcomes. The Justice Policy Partnership Working Group, co-chaired by the DJAG and the Queensland Indigenous Family Violence Legal Service, meets monthly and is responsible for the design and development of initiatives to be implemented as part of the Queensland Justice Policy Partnership Work Plan.

The Justice Policy Partnership framework in Queensland acknowledges that pro-social connections such as education, employment and training, appropriate housing and community belonging are central to disrupting poverty and increasing social capital. The approach of the Governance Group recognises that a broad and effective public service system, along with an engaged partnership with the community, non-government organisations (particularly Aboriginal and Torres Strait Islander community-controlled organisations) and individuals, is the key to reduce Aboriginal over-representation and achieve the Closing the Gap targets.

The Queensland Justice Policy Partnership has undertaken a breadth of work that contributes to progressing justice outcomes, including hosting a co-design workshop to inform the development of a whole-of-government and community strategy; development, consideration and feedback for a range of discussion papers such as sharing data with Aboriginal and Torres Strait Islander communities.

In Queensland, progress related to the Justice Policy Partnership includes:

- Establishment of the First Nations Justice Office (FNJO), including 11 permanent full-time equivalent positions, with eight FNJO staff identifying as an Aboriginal person and/or Torres Strait Islander person.
- Inaugural First Nations Justice Officer – an identified permanent position to support the work of the FNJO to lead reforms and improve the cultural capability of the justice system.



- Government, non-government and community engagement and consultations across Queensland in June 2023 to inform development of the co-designed ‘whole of government and community justice strategy’. Consultations will inform future direction and actions to promote rehabilitation, reintegration and healing for First Nations peoples involved in the justice system.
- A Justice Reinvestment Framework is under development to inform investment to establish community-led, place-based Justice Reinvestment initiatives aimed at addressing the underlying causes of youth crime and reduce over-representation of First Nations people in Queensland’s criminal justice system.

### Social and Emotional Wellbeing Policy Partnership

The Social and Emotional Wellbeing Policy Partnership (SEWB) Policy Partnership aims to develop a joined-up approach to Aboriginal and Torres Strait Islander led outcomes in social and emotional, mental health and suicide prevention. It focuses on issues and actions to improve social and emotional wellbeing and mental health and reduce suicide rates. The SEWB Policy Partnership specifically relates to Target 14: By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.

In Queensland, progress related to SEWB Policy Partnership includes:

- *Better Care Together* – to improve early identification and care for people at risk of suicide by expanding the *Zero Suicide in Healthcare* initiative. Suicide prevention care pathways developed in Hospital and Health Services will consider the holistic needs of different consumers, including First Nations consumers. *Better Care Together* will expand hospital-based supports for people experiencing a mental health crisis and suicidality, including Crisis Support Spaces. It will also expand *Head to Health* services to make it easier for people experiencing a mental health crisis or suicidality to access early support in their local community. These services are expected to be locally co-designed, have a diverse workforce, and be welcoming to all community members, including First Nations peoples.
- Queensland Health hosts or participates in a wide range of forums designed to create a joined-up approach to wellbeing, mental health, and suicide prevention. The *Better Care Together Implementation Reference Group* is one such forum, providing guidance on the implementation of the Queensland Government’s five-year plan for state funded mental health, alcohol, and other drug services to 2027. The Queensland Aboriginal and Island Health Council is a member of this group.
- Queensland Health Services strive to address drivers of mental ill-health, trauma, and suicidality for First Nations people within the health system. Information on Queensland Health’s Health Equity Strategies are publicly available at <https://www.health.qld.gov.au/public-health/groups/atsihealth/making-tracks-together-queenslands-atsi-health-equity-framework>.

### Housing Policy Partnership

The housing sector is critical to improving outcomes for Aboriginal and Torres Strait Islander people. Increasing Aboriginal and Torres Strait Islander peoples’ access to safe and appropriate housing is fundamental to improving outcomes across their lives. The Housing Policy Partnership relates to:

- **Target 9a:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent.
- **Target 9b:** By 2031, all Aboriginal and Torres Strait Islander households:
  - i. within discrete Aboriginal and Torres Strait Islander communities receive essential services that meet or exceed the relevant jurisdictional standard.

The Department of Housing is working in consultation with Aboriginal and Torres Strait Islander Housing Queensland and Aboriginal and Torres Strait Islander community-controlled housing sector representatives to establish the Queensland Housing Policy Partnership by the end of 2023.

In Queensland, progress related to the Housing Policy Partnership includes:

- The *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023* committed \$67.1 million to actions that strengthen joint decision-making and enable community-led and place-based responses between government and First Nations peoples.
- Through the Remote Capital Delivery Program overcrowding in First Nations housing in remote and discrete communities, is being addressed in partnership with Aboriginal and Torres Strait Islander Local government, by delivering new homes, extensions, and land lot developments.

### Early Childhood Care and Development (ECCD) Policy Partnership

The ECCD Policy Partnership is focussed on issues and actions encompassing several sectors including early childhood education, childcare, maternal and child health, child safety and children and families. The ECCD Policy Partnership relates to:

- **Target 2:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.
- **Target 3:** By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YVFS) early childhood education to 95 per cent.
- **Target 4:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australians Early Development Census (AEDC) to 55 per cent.
- **Target 12:** By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.
- **Target 13:** By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero.

In Queensland, progress related to ECCD Policy Partnership includes:

- *Kindy for All* – a new kindergarten funding program implemented in 2023 with a focus on reducing families' out of pocket costs and maximising participation in kindergarten, particularly for hard-to-reach cohorts. Children identifying as Aboriginal or Torres Strait Islander are eligible for Kindy Plus under Kindy for All. Kindy Plus is designed to offset a family's kindergarten fees and further reduce out-of-pocket fees for the kindergarten program to ensure that cost is not a barrier to participation.
- *Kindy uplift* – Working in partnership with Early Childhood Aboriginal and Torres Strait Islander experts and leaders to develop guidance materials for over 2000 Kindergartens and Kindy uplift advisors to support services and deliver kindergarten programs that are culturally responsive and culturally safe. As part of our commitment to Closing the Gap in Queensland, from 2024, all Kindy uplift plans will need to include a focus on Strengthening Aboriginal and Torres Strait Islander perspectives in the kindergarten program and supporting the inclusion of all First Nations children.
- Engagement with Aboriginal and Torres Strait Islander Community Controlled Organisations to learn from expertise and knowledge on how to grow a larger, stronger and sustainable Aboriginal and Torres Strait Islander Community Controlled sector in Queensland. This will enable community to design and deliver early childhood learning and development services that meet the needs of that community.

## **Aboriginal and Torres Strait Islander Languages Policy Partnership**

The Languages Policy Partnership aims to develop a joined-up approach to ensuring Aboriginal and Torres Strait Islander languages are strong and vibrant in communities, spoken across generations within homes and across all aspects of life, and are supported and celebrated by all levels of government and by all Australians. The primary objective is to ensure that Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing. The Languages Policy Partnership relates to Target 16: By 2031, there is sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

The Language Policy Partnership in Queensland is undertaking early foundational work, including working with the Queensland Indigenous Languages Advisory Group around scoping processes to establish a peak body, and working with agency partners to establish an officer level Queensland level working group to contribute to Target 16 outcomes. The purpose of the working group is to outline how to best implement language actions within the current policy framework for the Queensland Government and how Queensland's work can contribute to the Language Policy Partnership.

This work is supported by the Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy and recently released Second Action Plan 2023–2025 designed to strengthen, acknowledge, maintain and increase accessibility for all Queenslanders to Aboriginal and Torres Strait Islander languages.

### **Place-based Partnership** (National Agreement Clause 39)

In agreement with the community and endorsed through Joint Council, Doomadgee is the location for Queensland's first place-based partnership under the National Agreement. Under the place-based partnership, shared decision making will be driven through a community-developed Local Decision Making Body for community decision making leading community-identified projects to meet local aspirations.

Gunawuna Jungai Ltd has been established as the interim local decision-making body, with funding of \$563,000 allocated to the project through the 2022–23 Budget. An initial funding allocation has been provided, and in line with the principle that place-based partnerships are community-led, Gunawuna Jungai Ltd will work with the Doomadgee community to identify priorities of the place-based partnership. Additional funding is also being provided to assist with community engagement and to support Gunawuna Jungai Ltd as the interim local decision-making body to operate and build its governance, capacity and capability.

In collaboration with Gunawuna Jungai, the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts developed a unique Cooperation Agreement to embed the place-based partnership, and this was signed by all relevant parties in April this year. Queensland is currently meeting with Doomadgee stakeholders to finalise its partnership agreement, including discussion of the future community data project.

A place-based partnership working group (Working Group) has been established which includes members from Gunanwuna Jungai Ltd (including their legal representatives), QATSIC, National Indigenous Australians Agency representatives and the Department of Treaty, Aboriginal and Torre Strait Islander Partnerships, Communities and the Arts.

The Working Group is working towards an Agreement which will outline the governance and accountability principles, identify issues relevant to the place-based partnership, and outline how work will progress to support the priority areas identified by community, including health, early childhood care and development, housing, disability, child protection, justice, economic participation and development and data.

## Partnership Stocktake (National Agreement Clause 37)


A comprehensive Partnership Stocktake, undertaken in 2022, provided a robust baseline of formal partnerships in place between the Queensland Government and Aboriginal and Torres Strait Islander partnering organisations and communities so that Aboriginal and Torres Strait Islander people and organisations can have a direct say in how policy and programs are developed. It provided a comprehensive baseline understanding of the number of and characteristics of partnerships between Queensland government agencies and Aboriginal and Torres Strait Islander communities and organisations. It was a valuable starting point for deeper analysis of each partnership arrangement to assess the strength of partnership elements, and contribute to future review and understanding of what has been achieved through each partnership.

Clause 36 of the National Agreement required that in 2023, governments review and strengthen partnerships to move beyond advisory, input or consultation towards those that embody shared decision making by consensus. The *Queensland Closing the Gap Partnership Stocktake 2023* tightens the definition of what is considered a genuine partnership between the Queensland Government and Aboriginal and Torres Strait Islander communities and organisations, including only those partnerships arrangements that meet the strong partnership elements specified in the National Agreement.

Further analysis of the Partnership Stocktake 2023 will occur to determine the next steps required to mature and grow existing and new partnerships and build understanding across government regarding what constitutes a genuine partnership and characterised by strong partnership elements.

## Key highlights for Priority Reform 1

- The *Path to Treaty Act 2023* – passed in Queensland Parliament in May 2023, this legislation was co-designed with the Interim Truth and Treaty Body and provides for a Truth-telling and Healing Inquiry and a First Nations Treaty Institute.
- The *Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee (QATSJETAC)* – QATSJETAC provides advice on First Nations early childhood education, education, training and higher education matters. A Statement of Shared Commitment between the Department of Education and QATSJETAC, outlining the support that the department will provide QATSJETAC to pursue their priorities, has been agreed.
- The Department of Education has investigated opportunities to support the establishment of an independent, community-led and managed Queensland Aboriginal and Torres Strait Islander Early Childhood Education, Education and Training consultative body that may choose to seek membership of QATSIC and the National Aboriginal and Torres Strait Islander Education Council.
- The *Discrete Communities Renewal Program* – this Department of Education program focuses on providing better and culturally appropriate learning infrastructure for children located in Queensland's discrete communities. Investment will support educational facilities servicing 18 Aboriginal and Torres Strait Islander communities from the Torres Strait to Cherbourg.
- *First Nations health equity reform agenda* – drives improvements across the health system by implementing a First Nations health equity reform agenda to achieve health equity, eliminate institutional racism and attain the national goal of life expectancy parity by 2031 in partnership with the Aboriginal and Torres Strait Islander community-controlled health sector.
- Queensland Health forums designed to create a joined-up approach to wellbeing, mental health, and suicide prevention e.g. the *Better Care Together Implementation Reference Group* provides guidance on the implementation of the government's five-year plan for state



funded mental health, alcohol, and other drug services to 2027. The Queensland Aboriginal and Island Health Council is a member of this group.

- Local Thriving Communities reform – seeks to build on communities’ strengths, embracing existing leadership structures to enable communities to establish Local Decision Making Bodies (LDMBs) that can work in partnership with government to influence and co-design delivery of services, ensure investment makes community stronger and maximises opportunities for local service and industry partnerships. The membership and model for each LDMB is determined by community, with a range of leadership models emerging that build on existing community strengths, including advisory committees to councils and new or existing community structures.
- The Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts is working with QATSIC to refresh Queensland’s Closing the Gap governance arrangements to elevate the focus, to coordinate our efforts and shared decision-making, and to enhance accountability. Further engagement with the QATSIC and other First Nations peaks, organisations and advisory bodies is planned in early 2024.



## Priority Reform 2

***Priority Reform 2:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.*

**Target:** Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations

Priority Reform Two commits the Queensland Government to increasing services delivered by the Aboriginal and Torres Strait Islander Community Controlled sector. It is underpinned by the principles that Aboriginal and Torres Strait Islander Community Controlled services achieve better results and employ more Aboriginal and Torres Strait Islander people. These services are also frequently preferred by Aboriginal and Torres Strait Islander peoples over mainstream offerings.

Queensland has made notable progress on Priority Reform Two in the past year, as outlined below.

**Sector Strengthening** (National Agreement Clause 45) – [Refer also to Attachment 2](#)

Queensland is committed to building a strong Aboriginal and Torres Strait Islander community-controlled sector and organisations in line with the strong sector elements. Priority Reform Two commits Parties to identify sectors for joint national strengthening efforts every three years through Sector Strengthening Plans.

The Early Childhood Care and Development, Health, Housing and Disability Sector Strengthening Plans inform and support Queensland's prioritisation of different actions at different times, depending on the requirements of the sectors in Queensland. These plans are valuable resources to inform prioritisation, partnering and negotiating of respective beneficial sector-strengthening strategies.

Clause 45 of the National Agreement specifies that strong community-controlled sector elements are:

- sustained capacity building and investment in Aboriginal and Torres Strait Islander community-controlled organisations
- dedicated and identified Aboriginal and Torres Strait Islander workforce (that complements a range of other professions and expertise) with wage parity
- strong governance and policy development influencing capability supported by a Peak Body
- a dedicated, reliable and consistent funding model.

The Queensland Government is currently working with QATSIC and sector strengthening leads to agree sector-strengthening priorities and co-design initiatives and cross-cutting opportunities to address these priorities.



## Key highlights for Priority Reform 2

### Early Childhood Care and Development Sector Strengthening:

- *First Nations Procurement Plan* – includes annually incremented targets for direct expenditure with First Nations businesses.
- *Early Childhood Workforce Strategy* – includes initiatives specifically aimed at increasing the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector and providing ongoing support for the Aboriginal and Torres Strait Islander workforce through mentoring, on the job staff development and avenues for career development and progression. Data from 2021 National ECEC Workforce Census data informed development of the Workforce Strategy.
- *Child Protection and Family Support Workforce Strategy* – the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) has been funded to provide professional services to oversee development of the workforce strategy.
- Work is occurring in Kowanyama to deliver new infrastructure to support the delivery of early childhood education and care services in collaboration with the local Aboriginal Shire Council. New infrastructure investment will assist the Council to respond to an identified need in the community.
- *Discrete Communities Program* – the Department of Education is working with communities to identify where infrastructure support may be required to deliver priority programs for Aboriginal and Torres Strait Islander peoples.
- Guidance and training under development for Authorised Officers to support implementation of the new version of the Approved Learning Frameworks which make a stronger connection between the frameworks and National Quality Standards in areas including the importance of Aboriginal and Torres Strait Islander ways of being, knowing and doing and inclusion.
- Engagement with Aboriginal and Torres Strait Islander Community Controlled Organisations to learn from expertise and knowledge on how to grow a larger, stronger and sustainable Aboriginal and Torres Strait Islander Community Controlled sector in Queensland, to enable community to design and delivery of early childhood learning and development services that meet the needs of that community. An initial workshop has been held with key Aboriginal and Torres Strait Islander Community Controlled Organisations currently funded by the Department of Education to provide early childhood care and development services. Outcomes from the workshop will be used to guide next steps on what is required to further support Aboriginal and Torres Strait Islander Community Controlled Organisations to provide early childhood care and development services that meet the needs of their community.
- Preliminary investigations and scoping underway to support a pilot for Joint Commissioning of Early Childhood funding from multiple government agencies to Aboriginal and Torres Strait Islander Community Controlled organisations based in South East Queensland.
- The Queensland Government is delegating authority for decisions under the *Child Protection Act 1999* to the CEOs of Aboriginal and Torres Strait Islander organisation in two early adopter sites, with funds allocated to support a statewide roll-out.
- The Department of Education is considering the establishment of an Indigenous Education Consultative Body. The Queensland Family and Child Commission has been engaged to undertake initial consultation work with Aboriginal and Torres Strait Islander stakeholders, as well as key stakeholders from the early childhood, education and training sectors. The consultation will determine community views on the establishment of a consultative body in Queensland and what its functions should be. Next steps for the establishment of the consultative body will be determined based on the outcomes of consultation.

## Health Sector Strengthening:

- Purchasing Incentive – offered in 2023–24 to Hospital and Health Services (HHS) designed to support the expansion of First Nations workforce capacity and capability with the goal of reducing the number of patients who discharge against medical advice or fail to attend appointments. A total of \$3.5 million is available for allocation for this incentive, with allocations weighted towards a small number of rural and regional HHS. For these HHS, additional funding is available towards complementary strategies beyond staff recruitment of Indigenous health practitioners and liaison officers to improve patient outcomes, including the upskilling of First Nations workers, promoting telehealth utilisation, advancing health workforce cultural capability training, and fostering greater community partnerships.
- The Health Protection Branch in Queensland Health (QH) facilitates an Aboriginal and Torres Strait Islander Environmental Health program supported by Environmental Health Worker and Animal Management Workers employed by Aboriginal and Torres Strait Islander local governments. This program is supported by a Certificate III in Aboriginal and Torres Strait Islander environmental health qualification that QH intends to manage through the Cunningham Centre Registered Training Organisation (RTO). This program will be supported by environmental health staff from public health units that will:
  - facilitated a panel of service providers including veterinary medicines to improve community access to cost effective veterinary services.
  - is facilitating co-design environmental health programs that are place-based and informed by community priorities. These plans will be supported by an overarching state Aboriginal and Torres Strait Islander Environmental Health Plan.
  - funded the Health Protection and Regulation Branch to establish a First Nations program officer to provide support to the community programs and public health units.
- Queensland Health is working with Queensland Ambulance Service's RTO to develop and deliver the Certificate III in Aboriginal and Torres Strait Islander Primary Health Care and Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice to increase the number of Aboriginal and Torres Strait Islander Health Workers and Health Practitioners providing care across the state. The training program has Australian Skills Quality Authority (ASQA) approval and will be piloted in Townsville and West Moreton HHS and Children's Health Queensland.
  - is supporting the Institute for Urban Indigenous Health (IUIH) to become an accredited community-controlled RTO offering health and health-related training courses to First Nations students.
  - continues to engage with QAIHC on whole-of-sector workforce strategy to value, invest in, and grow Aboriginal and Torres Strait Islander workforces across the health system.
  - through the *Growing Deadly Families (GDF) Services Strategy 2019–2025*:
    - invested scholarships for First Nations undergraduate and postgraduate student in maternal and child health fields, in partnership with the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives. Funding of \$0.4 million has been provided in 2022–23 and \$0.4 million in 2023–24 for distribution to First Nations students.
    - investigated cadetship models with \$0.2 million allocated to GDF cadetships in 2023–24.
    - invested in establishment and growth of First Nations models of care which aim to improve access to timely, culturally safe maternity and birthing services to support improved maternal pregnancy and birth outcomes.
- In 2022–23 Queensland Health delivered in full of 126 projects reaching practical completion across the state, including a large proportion of projects in rural, remote and regional Queensland.

- *Torres and Cape Health Care* commissioning fund project is a joint commitment between Torres and Cape communities, the QAIHC and the Australian and Queensland Governments for health system reform for the Torres and Cape region.
- *South East Queensland Health Equity partnership* – in partnership with Aboriginal and Torres Strait Islander leaders across the public health system and the Aboriginal and Torres Strait Islander Community Controlled Health Services, the First Nations Health Office in QH is driving a suite of legislative, policy and service delivery reforms across the health system to achieve health equity, eliminate institutional racism and attain First Nations life expectancy parity by 2031.
- 16 HHS have an Aboriginal and Torres Strait Islander board member each appointed as active members which was enacted through the health equity legislative amendments.

#### **Housing Sector Strengthening:**

- There has been sustained investment into the housing sector through the establishment of Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ) and the execution of a multi-year service agreement until 2025.
- The Department of Housing is working with ATSIHQ to deliver and support active, structured, and supported collaboration between the Indigenous Community Housing sector and government. This includes a \$5.5 million investment over five years to support sector development for Indigenous Community Housing Organisations to improve housing outcomes for First Nations Queenslanders.
- ATSIHQ continue to consult the wider community with a conference planned for 2023–24 to discuss future strengthening of the community-controlled housing sector and managing other challenges to Closing the Gap.

#### **Disability Sector Strengthening:**

- The Queensland Government is undertaking state-wide engagement in 2023 to inform the co-design of a peak model for First Nations Peoples with disability.
- On 29 September 2023, the recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability was released. The Queensland Government is working to review and consider its recommendations, in partnership with the Commonwealth and other state and territory governments.

## Priority Reform 3

**Priority Reform 3:** Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people, including through the services they fund.

**Target:** Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism

Priority Reform Three commits the Queensland Government to changing the way it works so it better meets the needs of Aboriginal and Torres Strait Islander peoples. It is underpinned by the principles of elimination of racism; embedding cultural safety; delivering services in partnership; increasing transparency and accountability for funding; supporting the cultures of Aboriginal and Torres Strait Islander peoples; and increasing engagement with Aboriginal and Torres Strait Islander peoples.

Queensland has made significant progress on Priority Reform Three in the past year, as outlined below.

### **Aboriginal and Torres Strait Islander people employed in government mainstream institutions and agencies**

In March 2023, 7526 Aboriginal and Torres Strait Islander peoples were employed in the Queensland Public Service, equating to 2.55 per cent of the workforce, up from 2.5 per cent (7067 employees) in September 2021 and 2.0 per cent five years earlier.

### **Aboriginal and Torres Strait Islander representation in governance positions in government mainstream institutions and agencies**

The Queensland Department of the Premier and Cabinet continues to progress work to collect consistent information on the diversity characteristics of all people appointed to boards to allow it to analyse the diversity of members and report publicly on how boards reflect the diversity in the broader community.


### **Reconciliation Action Plan**

The Queensland Government recognises it is our collective effort and responsibility to ensure equality, recognition, and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of life.

Our vision for reconciliation is to foster and maintain respectful, trusting and mutually beneficial relationships based on an understanding and acknowledgement of past hurts that Aboriginal peoples and Torres Strait Islander peoples have endured and to move forward on a shared journey towards reconciliation where all Queenslanders are equal. Reconciliation is a long-term commitment to building a better future for all Queenslanders.

Launched during National Reconciliation Week, the *Reconciliation Action Plan 2023–2025* (RAP) strengthens the Queensland Government's commitment to advancing reconciliation in genuine partnership with Aboriginal and Torres Strait Islander peoples. It strengthens a commitment to achieving meaningful, measurable outcomes that increase social and economic equity and support self-determination under a bold new plan to advance reconciliation in Queensland.

Central to the RAP is a commitment to co-design policies, programs and initiatives; create a culturally capable public sector; increase First Nations staff and representation on boards and major governance structures; and harness funding to deliver outcomes for Aboriginal and Torres Strait Islander peoples.



The RAP outlines 24 actions in four key areas to advance reconciliation – relationships, respect, opportunities, and accountability. These actions include supporting efforts to preserve, revive and promote Aboriginal and Torres Strait Islander languages; increasing spend with First Nations-owned businesses; and growing the number of First Nations employees in leadership roles.

The plan outlines the steps all government agencies will take over the next two years to advance equity through a reframed relationship with Aboriginal and Torres Strait Islander peoples. All Queensland Government agencies must acknowledge the impacts of past and current policies and take action to address this and improve their cultural capability. Many of the reconciliation measures are already underway, including progressing the Path to Treaty and Local Thriving Communities reforms.

### Key highlights for Priority Reform 3

- *Public Sector Act 2022* – The *Public Sector Act 2022* (PS Act) commenced on 1 March 2023 and was developed in consultation with Aboriginal and Torres Strait Islander stakeholders. The PS Act provides for the role of public sector entities in supporting a reframed relationship, including recognising the importance of the right to self-determination and promoting distinct cultural rights across the public sector. It creates chief executive responsibilities to support a reframed relationship, including to develop and publish a “reframing the relationship plan” to enhance the cultural capability of departments, hospital and health services, the police services, and entities prescribed by regulation. While various planning requirements already exist, the PS Act gives them legislative status and enhances transparency and accountability by making them publicly available. The PS Act establishes the Public Sector Governance Council as a sector wide oversight body and empowers it to appoint a public sector employee as a head of practice area, including for the reframing the relationship provisions.
- *Reconciliation Action Plan 2023–2025* – The *Reconciliation Action Plan 2023–2025* (RAP) commits the Queensland Government to advancing reconciliation in genuine partnership with Aboriginal and Torres Strait Islander peoples to achieve meaningful, measurable outcomes that increase social and economic equity and support self-determination. The RAP holds at its core a commitment to co-design policies, programs and initiatives; a culturally capable public sector; increased First Nations staff and representation on boards and major governance structures; and harnessing funding to deliver outcomes for Aboriginal and Torres Strait Islander peoples.
- *Gurra Gurra Framework 202–2026* – the *Gurra Gurra Framework 2020–2026* supports the Department of Environment and Science in reframing relationships with First Nations peoples by holding Country and People at the centre of all they do, from policies and programs to service delivery.
- *Yhurri Gurri Framework 2021–2024* (the Framework) – the Framework is an integral part of the Department of State Development, Infrastructure, Local Government and Planning’s day-to-day operations and sets out the department’s ongoing commitment to have a positive impact on First Nations businesses, communities and peoples.
- Elevated focus on First Nations education priorities by creating a First Nations Strategy and Partnerships Division within the Department of Education, led by an identified Deputy Director-General, to act as a system steward and ensure outcomes for First Nations students are embedded across all departmental priorities.
- Co-evaluation of the Department of Education’s *Aboriginal and Torres Strait Islander Workforce Strategy 2019–2021* with the report findings used to co-design the next workforce strategy.



## Priority Reform 4

**Priority Reform 4:** *Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.*

**Target:** *Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development*

Priority Reform Four commits the Queensland Government to sharing local data and information with Aboriginal and Torres Strait Islander communities and organisations. It is underpinned by the principle that by enabling Aboriginal and Torres Strait Islander peoples to gain a comprehensive understanding of what is happening in their communities, that this will support decision making to drive community-led priorities. It is also underpinned by principles of facilitating Aboriginal and Torres Strait Islander data sovereignty and data governance around data about Aboriginal and Torres Strait Islander peoples and communities.

Queensland's progress on Priority Reform Four in the past year is outlined below.

### Indigenous Data Sovereignty and Indigenous Data Governance

Indigenous Data Sovereignty and Indigenous Data Governance principles inform governments of the ethical considerations that need to underpin the collection, treatment, access, use and retention of data about Aboriginal and Torres Strait Islander people. Aboriginal and Torres Strait Islander people must become key partners in the development, stewardship, analysis and dissemination of data.

To facilitate Aboriginal and Torres Strait Islander communities to participate as equal partners with government to close the gap, Aboriginal and Torres Strait Islander decision making, with regard to the collection, analysis and reporting of data about Aboriginal and Torres Strait Islander peoples, needs to be advanced.


An example of progress in this area includes a workshop hosted through Queensland State Archives in relation to the *Public Records Act Review*, focused on 'First Nations and the Queensland Public Records Act – Have your say', which included discussions and surveys on a range of matters relating to First Nations peoples and data, including key discussions around Indigenous data sovereignty and governance.

### Data Sharing and Accessibility

The Queensland Government currently supports formal data sharing arrangements between government agencies and Aboriginal and Torres Strait Islander people/organisations through its hosting of a range of regional profile tools, including:

- *Know Your Community* – a publicly available census profile tool containing data at a range of Queensland geographies including Indigenous Localities, Local Government Areas, State Electoral Districts and Statistical Areas 2  
<https://statistics.qgso.qld.gov.au/datsip/profiles>
- *StatShot* provides targeted statistical reports covering a range of wellbeing outcomes to remote and discrete Aboriginal and Torres Strait Islander communities to facilitate engagement in local decision-making
- *Queensland Regional Profiles* containing a mix of Census, demographic and administrative data <https://statistics.qgso.qld.gov.au/qld-regional-profiles>
- *Queensland Housing Profiles* containing the latest housing, demographic, social and economic data <https://statistics.qgso.qld.gov.au/hpw/profiles>.





The Local Thriving Communities *Action Plan 2022–24* includes a focus on investment mapping, data sharing and monitoring and evaluation, standing up Local Decision Making Bodies, whole-of-government capacity building and mapping existing legislative and procurement frameworks. The Queensland Government continues the work with Queensland Treasury Corporation on investment mapping and data sharing with 11 remote and discrete communities.

The Queensland Government is also committed to making data more accessible and usable for Aboriginal and Torres Strait Islander communities and organisations. Exploratory work is being undertaken to develop an interactive online dashboard tool, the Local Thriving Communities Dashboard, to further improve data accessibility, engagement and usability for local decision-making beyond the current capabilities of *StatShot*. We are ready to engage with selected communities in relation to user testing and discussion around additional data needs. *StatShot* will continue until the Local Thriving Communities dashboard is fully operational. The dashboard will provide detailed reporting of the Closing the Gap Targets where local data exists. In addition, as part of our commitment to share data, a Closing the Gap portal has been developed. The portal complements the published annual Closing the Gap Snapshot, and contains detailed reports for each of the targets, including data and information about their drivers and other contextual information where possible. These target reports will be updated annually. Further, Queensland's Open Data Policy Statement and departmental strategies commit to release Queensland Government data to allow it to be freely used by the public. The Open Data Portal operationalises this commitment, containing almost 3000 datasets. The Queensland Globe enables interaction with spatial data.

The Queensland Aboriginal and Torres Strait Islander Burden of Disease and Injury series provides state-wide data about which conditions, age groups, and geographic areas contribute the most to the disease and injury burden experienced by Aboriginal and Torres Strait Islander people in Queensland.

### **Community Data Project**

Doomadgee has been endorsed by Joint Council as Queensland's location for the inaugural community data project. The Queensland Government is committed to principles of co-design and shared decision-making with the Doomadgee community. To fulfil this commitment, decisions about the community data project and any future actions will occur in partnership with the Doomadgee community, Queensland Treasury and other relevant government agencies.

Subsequently, Queensland's community-led Place-based Partnership in Doomadgee will inform development and next steps of the community data project. Planning at this stage has been focussed on undertaking the community engagement and administration that will inform co-design aspects required to establish the place-based partnership. Community consultation will be led by the Doomadgee community, once the approach and priorities for the community data project have been determined by the Doomadgee community.

The Queensland Government continues to meet with Doomadgee community stakeholders and has signed the initial cooperation agreement and provided funding for the place-based project. The Queensland Government is currently meeting with Doomadgee stakeholders to finalise its partnership agreement, including discussion of the data project.

Approaches towards supporting data capability building will be decided in partnership between the Doomadgee community and the Queensland Government, once community-led priorities and data needs and requirements are determined by the Doomadgee community. Allowing adequate time for consideration and consultation where decisions are required facilitates better decision-making in true partnership with the community, represented by the peak organisations with which we consult.

## Key highlights for Priority Reform 4

- *Local Thriving Communities Investment Mapping* – the *Local Thriving Communities Action Plan 2022–24* commits to key priority areas of investment mapping and data sharing and monitoring and evaluation. Investment mapping is progressing for interim Local Decision Making Bodies including developing a consistent methodology for determining direct, regional, and universal service funding for communities.
- Improved accessibility and useability of local data through renewed data approaches and developments such as *Statshot* redevelopment towards a *Closing the Gap Data Dashboard*, so that Aboriginal and Torres Strait Islander peoples and communities are better informed to influence policy and community-led program decisions to facilitate better outcomes.
- Increased understanding, consideration of and commitment to the principles of Indigenous Data Sovereignty and Indigenous Data Governance, as evidenced through increased discussions and embedding of these foundational notions in actions occurring around future data collection, analysis and reporting of data about Aboriginal and Torres Strait Islander peoples and communities e.g. *Queensland Public Records Act Review*.
- *First Nations Health Equity monitoring and evaluation framework* – development of a state-wide First Nations Health Equity monitoring and evaluation framework co-designed in partnership with QAIHC and the Queensland Aboriginal and Torres Strait Islander Clinical Network to measure the effectiveness of the Health Equity Strategies and the broader First Nations health equity reform agenda. The framework is underpinned by the principles of Aboriginal and Torres Strait Islander data sovereignty to respect the voices and lived experiences of First Nations peoples.

## Progress in Socio-economic Outcomes and Targets

*The Productivity Commission's Data Dashboard (the Dashboard) and Annual Data Compilation Report provide key information to inform the planning, monitoring and evaluation of Queensland's progress towards closing the gap (Clause 118a). While Queensland draws data from the Dashboard, it also chooses to assess progress against the national target and applies statistical testing to assess measures of progress.*

In addition to this Annual Report, the Queensland Government produces the *Queensland Closing the Gap Snapshot Report* (Snapshot Report) which is an annual snapshot on how Closing the Gap targets are tracking in Queensland. The Snapshot Report provides an accessible, user-friendly account of progress to date towards priority reforms and socio-economic targets. To support broad use of the snapshot, socio-economic outcomes are grouped under the cluster headings of long and healthy lives, thriving children achieving their potential, strong economic participation and development, strong and safe families and communities, and flourishing cultures and languages.

The Snapshot Report is available at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

### Queensland Progress towards Targets

	Baseline data and progress against target for Queensland <sup>1</sup>
<p><b>Outcome 1:</b> Aboriginal and Torres Strait Islander people enjoy long and healthy lives.</p> <p><b>Target 1:</b> Close the gap in life expectancy within a generation, by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 2005–2007 2015–2017: Male: 72.0 years (Gap: 7.8 years) Female: 76.4 years (Gap: 6.8 years)</p>
<p><b>Outcome 2:</b> Aboriginal and Torres Strait Islander children are born healthy and strong.</p> <p><b>Target 2:</b> Increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent by 2031.</p>	<p>ON TRACK</p> <p>Baseline: 89.1% in 2017 89.4% in 2020</p>
<p><b>Outcome 3:</b> Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years.</p> <p><b>Target 3:</b> Increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) <b>early childhood education</b> to 95 per cent by 2025.</p>	<p>TARGET MET<sup>2</sup></p> <p>Baseline: 82.2% in 2016 <b>95.2%</b> in 2022 Not significantly different from Target</p>

<sup>1</sup> At the time of the report's compilation, there were no additional data beyond the baseline for Targets 13, 14, 16 and 17.

<sup>2</sup> The percentage cited for Target 3 currently uses 2016 Census based Indigenous population estimates. The 2021 Census showed higher than expected growth rates for Aboriginal and Torres Strait Islander persons. Revised 2021 Census based population estimates will be published by the Australian Bureau of Statistics in 2024 and will include revised estimates for the years 2011 onwards, in addition to projections out to 2036. It is anticipated that the preschool participation rates will decrease once these new population estimates are applied.

Baseline data and progress against target for Queensland<sup>1</sup>

<p><b>Outcome 4:</b> Aboriginal and Torres Strait Islander children thrive in their early years.</p> <p><b>Target 4:</b> Increase the proportion of Aboriginal and Torres Strait Islander children assessed as <b>developmentally on track</b> in all five domains of the Australian Early Development Census (AEDC) to 55 per cent by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 33.5% in 2018</p> <p><b>33.8%</b> in 2021</p>
<p><b>Outcome 5:</b> Aboriginal and Torres Strait Islander students achieve their full learning potential.</p> <p><b>Target 5:</b> Increase the proportion of Aboriginal and Torres Strait Islander people (age 20–24) <b>attaining year 12 or equivalent</b> qualification to 96 per cent by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 69.5% in 2016</p> <p>Improvement to <b>75.0%</b> in 2021</p>
<p><b>Outcome 6:</b> Aboriginal and Torres Strait Islander students reach their full potential through further education pathways.</p> <p><b>Target 6:</b> Increase the proportion of Aboriginal and Torres Strait Islander people aged 25–34 years who have <b>completed a tertiary qualification</b> (Certificate III and above) to 70 per cent by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 42.4% in 2016</p> <p>Improvement to <b>47.2%</b> in 2021</p>
<p><b>Outcome 7:</b> Aboriginal and Torres Strait Islander youth are engaged in employment or education.</p> <p><b>Target 7:</b> Increase the proportion of Aboriginal and Torres Strait Islander youth (15–24 years) who are <b>in employment, education or training</b> to 67 per cent by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 55.4% in 2016</p> <p>Improvement to <b>58.1%</b> in 2021</p>
<p><b>Outcome 8:</b> Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities.</p> <p><b>Target 8:</b> Increase the proportion of Aboriginal and Torres Strait Islander people aged 25–64 who are <b>employed</b> to 62 per cent by 2031.</p>	<p>ON TRACK</p> <p>Baseline: 52.1% in 2016</p> <p>Improvement to <b>57.2%</b> in 2021</p>
<p><b>Outcome 9:</b> Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and needs.</p> <p><b>Target 9a:</b> increase the proportion of Aboriginal and Torres Strait Islander people living in <b>appropriately sized (not overcrowded)</b> housing to 88 per cent by 2031.</p> <p><b>Target 9b:</b> By 2031, all Aboriginal and Torres Strait Islander households:</p> <p>i. within discrete Aboriginal or Torres Strait Islander <b>communities</b> receive <b>essential services that meet or exceed</b> the relevant jurisdictional standard.</p> <p>ii. <b>in or near to a town</b> receive <b>essential services that meet or exceed</b> the same standard as applies generally within the town (including if the household might be classified for other purposes as a part of a discrete settlement such as a ‘town camp’ or ‘town-based reserve’).</p>	<p>Target 9a: NOT ON TRACK</p> <p>Baseline: 79.4% in 2016</p> <p>Improvement to <b>81.2%</b> in 2021</p> <p>Target 9b: Not able to be reported against as there is no data source currently available.</p>
<p><b>Outcome 10:</b> Aboriginal and Torres Strait Islander adults are not over-represented in the criminal justice system.</p> <p><b>Target 10:</b> Reduce the rate of Aboriginal and Torres Strait Islander adults held in <b>incarceration</b> by at least 15 per cent by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 1,815 per 100,000 in 2019</p> <p><b>2,047</b> per 100,000 in 2022</p>

Baseline data and progress against target for Queensland<sup>1</sup>

<p><b>Outcome 11:</b> Aboriginal and Torres Strait Islander young people are not over-represented in the criminal justice system.</p> <p><b>Target 11:</b> Reduce the rate of Aboriginal and Torres Strait Islander young people (10–17 years) in <b>detention</b> by at least 30 per cent by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 41.2 per 10,000 in 2018–19</p> <p><b>40.9</b> per 10,000 in 2021–22</p>
<p><b>Outcome 12:</b> Aboriginal and Torres Strait Islander children are not over-represented in the child protection system.</p> <p><b>Target 12:</b> Reduce the rate of over-representation of Aboriginal and Torres Strait Islander <b>children in out-of-home care</b> by 45 per cent by 2031.</p>	<p>NOT ON TRACK</p> <p>Baseline: 37.0 per 1,000 in 2019</p> <p><b>45.0</b> per 1,000 in 2022</p>
<p><b>Outcome 13:</b> Aboriginal and Torres Strait Islander families and households are safe.</p> <p><b>Target 13:</b> The rate of all forms of family <b>violence and abuse</b> against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero, by 2031.</p>	<p><i>NO ADDITIONAL DATA</i></p> <p>Baseline: 2018–19</p> <p>6.4% women reported violence or threatened violence</p>
<p><b>Outcome 14:</b> Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing.</p> <p><b>Target 14:</b> Significant and sustained reduction in <b>suicide</b> of Aboriginal and Torres Strait Islander people towards zero.</p>	<p><i>NO ADDITIONAL DATA</i></p> <p>Assessment can be made when 2019–2023 data are released.</p> <p>Baseline: 24.2 per 100,000 in 2014–2018</p> <p><b>28.1</b> per 100,000 in 2017–2021</p>
<p><b>Outcome 15:</b> Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.</p> <p><b>Target 15a:</b> A 15 per cent increase in Australia’s <b>landmass</b> subject to Aboriginal and Torres Strait Islander people’s legal rights or interests by 2030.</p> <p><b>Target 15b:</b> A 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people’s legal rights or interests in the <b>sea</b> by 2030.</p>	<p>ON TRACK</p> <p>Baseline: 2020</p> <p>Land: <b>33.0%</b> in 2022, up from 30.7%</p> <p>Sea: <b>20.3%</b> in 2022, up from 19.7%</p>
<p><b>Outcome 16:</b> Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing.</p> <p><b>Target 16:</b> There is a sustained increase in number and strength of Aboriginal and Torres Strait Islander <b>languages</b> being spoken by 2031.</p>	<p><i>NO ADDITIONAL DATA</i></p> <p>Baseline: 2018–19</p> <p>26 languages spoken (with 5 considered strong)</p>
<p><b>Outcome 17:</b> Aboriginal and Torres Strait Islander people have access to information and services enabling participation in informed decision-making regarding their own lives.</p> <p><b>Target 17:</b> By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion.</p>	<p><i>NO ADDITIONAL DATA</i></p> <p>Baseline: 2014–15</p> <p>76.1% accessed internet at home</p>



## Key highlights to progressing improvement towards socio-economic targets

### Long and healthy lives

- Health and Wellbeing Queensland's draft *Equity Framework* – aims to redress inequitable life outcomes across all sub-population groups and intersects, including Aboriginal and Torres Strait Islander people and encourages understanding the problem differently, working together differently and intervening differently to remove systemic barriers contributing to inequities.
- *Queensland's remote food security agenda and draft Strategy and Action Plan* (currently undergoing government consideration) – responds to the community-identified food security priorities of local food production, freight and supply chain, healthy communities and healthy housing. To address these priorities, the Strategy and Action Plan fosters collaboration and mobilisation of coordinated action across many sectors through strong governance and collective leadership with community. Agriculture, horticulture, aquaculture and fishing have been identified as playing a key role in the economies and cultures of remote Queensland regions.
- *Gather + Grow program* – a multi-strategic approach to address food insecurity in remote First Nations communities in the Torres Strait, Lower Gulf and Cape York.
- *Gather + Grow Healthy Stores* - is working to build the capacity and capability of remote food stores and is working in partnership with Community Enterprise Queensland store managers and staff to improve in-store environments to support healthy food and drink purchasing behaviour.
- *Gather + Grow Healthy Communities* – Health and Wellbeing Queensland is partnering with the Aboriginal and Torres Strait Islander Community Controlled sector to identify community priorities and implement community actions to improve access to healthy food and drinks by building the capacity of the sector through investment in staffing.
- *Institute for Urban Indigenous Health* delivery of the *Deadly Choices Healthy Lifestyle* program and health services that encourage holistic health and wellbeing. This includes a partnership with Deadly Choices Broncos, Cowboys, Titans and Redcliffe Dolphins from 1 January 2023.
- *First Nations health equity reform agenda* – to drive improvements across the health system by implementing a First Nations health equity reform agenda to achieve health equity, eliminate institutional racism and attain the national goal of life expectancy parity by 2031 in partnership with the Aboriginal and Torres Strait Islander community-controlled health sector.
- *First Nations Community Palliative Care Program* – providing care coordination and multidisciplinary palliative care supports for eligible individuals.
- *Gindaja Treatment and Healing Indigenous Corporation* – developing a Residential Rehabilitation - Capital Infrastructure Upgrade.
- *Oral Health Services* – providing an integrated model of care to Aboriginal and Torres Strait Islander peoples and their respective non-Aboriginal and Torres Strait Islander family members who meet adult eligibility criteria for public oral health services (aged 15 years and over).
- *Rheumatic Heart Disease: Queensland's First Nations Strategy 2021–2024* (\$4.5 million in 2021-2024) – provides a pathway to a whole-of-system response to eliminate Rheumatic Heart Disease among First Nations people and was co-designed with the Aboriginal and Torres Strait Islander Community Controlled Health Sector.
- *Deadly Choices Healthy Lifestyle program* (\$27.23 million over three years from 1 July 2021 to 30 June 2024) – funding the Institute for Urban Indigenous Health to deliver the Deadly Choices Healthy Lifestyle program, a broadly recognised campaign supported by programs and health services to encourage health and wellbeing in a holistic way.



- Queensland Health *Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025* (Up to \$19.9 million will be available from 2021-2022 to 2023-2024) – to support progress to ensuring every woman in Queensland giving birth to Aboriginal and/or Torres Strait Islander babies has access to high quality, clinical and culturally capable maternity services.
- *Local Thriving Communities Social and Emotional Wellbeing Program* (over \$3 million) – initiatives which have been co-designed with local leadership to improve mental health and social and emotional wellbeing outcomes, respond to substance misuse, and reduce rates of suicide in Aboriginal and Torres Strait Islander communities.
- *Aboriginal and Torres Strait Islander Housing Action Plan* (\$67.1 million) – to deliver new housing, as jointly agreed with communities under local housing plans. This commitment includes and supports place-based, local decision-making principles and a commitment of a Queensland Government funded \$40 million Interim Capital Works program; alongside \$105 million Forward Capital Program funded by the Australian Government.
- *Queensland Health Aboriginal and Torres Strait Islander Public Health Program* (\$34.5 million) – to drive improvements to environmental health conditions in First Nations Local Government Areas and reduce the burden of disease. This commitment includes the local employment of Indigenous Environmental Health Workers and Indigenous Animal Management Workers to oversight and deliver on environmental health initiatives for their communities with support from Public Health Unit staff.

#### **Thriving children achieve their potential**

- *A Great Start to Kindergarten* – supports the successful transition of children aged three years (by 30 June) who were not currently attending an early childhood education and care program, into an approved kindergarten program the following year.
- *Queensland Early Childhood Workforce Strategy* – finalisation of the strategy and implementation initiatives that specifically aim to increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector.
- Engagement of Aboriginal and Torres Strait Islander project officers to develop and deliver cultural capability training for internal early childhood staff based across Queensland, helping to build positive relationships between Department of Education staff and kindergarten services.
- *Free Kindy* advertising campaign – to communicate free kindy from 2024 through the following media channels will be used (and not limited) to support access of information for First Nations families: Aboriginal Health Television, delivered on 40 screens in Aboriginal medical services and health organisations; and First Nations radio, across eight stations.
- *Kindy Uplift program* – expansion of the program to provide additional funding to all approved kindergarten services from January 2024. This will increase the number of services that benefit from approximately 900 to more than 2000 services, including services with high enrolment of Aboriginal and Torres Strait Islander children. The funding enables services to invest in evidence-based approaches to enhance learning program quality and outcomes; build the capability of educators to enhance cultural safety, healing and truth telling; and trial early childhood data snapshots to support services to better understand and respond to local community strengths and challenges.
- Engagement with Aboriginal and Torres Strait Islander Community Controlled Organisations – to learn from expertise and knowledge on how to grow a larger, stronger and sustainable Aboriginal and Torres Strait Islander Community Controlled sector in Queensland. This will enable community to design and deliver early childhood learning and development services that meet the needs of that community.

- Review of the Queensland kindergarten learning guideline – to align to the new national *Early Years Learning Framework - Belonging, Being and Becoming* to include more explicit embedding of First Nations perspectives.
- Supporting regions and schools' systems and processes to improve outcomes for Aboriginal and Torres Strait Islander state school students – supplying data to regions and schools to support students in the senior phase of learning to achieve a Queensland Certificate of Education or Queensland Certificate of Individual Achievement at the end of Year 12.
- *Youth Engagement Strategy* – to improve responses to children and young people who have disengaged or are at risk of disengaging from education through a range of strategies to support students to stay at school; reconnect them if they disengage; and strengthen their transition to further study or work. These strategies have been evaluated as effective in strengthening outcomes for participants, including Aboriginal and Torres Strait Islander young people.

### **Strong economic development**

- *Link and Launch* – supporting Year 12 completers not in education, training or employment to make a successful transition to study or work in 30 targeted sites. Based on positive outcomes across 30 schools, the initiative will be expanded in 2023 into a further six sites. School-based officers work with agencies and service providers to assist young people. This initiative has delivered strong transitions for participants, including Aboriginal and Torres Strait Islander young people, who have completed Year 12 to transition to further study or work.
- Queensland Health is working with Queensland Ambulance Service's Registered Training Organisation to develop and deliver the Certificate III in Aboriginal and Torres Strait Islander Primary Health Care and Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice to increase the number of Aboriginal and Torres Strait Islander Health Workers and Health Practitioners providing care across the state.
- *Growing Deadly Families Strategy* – First Nations cadetships to grow and support a pipeline of Aboriginal and Torres Strait Islander midwives and health professionals to increase the First Nations workforce.
- *Growing Deadly Families Program* – scholarships for Queensland Aboriginal and/or Torres Strait Islander undergraduate and postgraduate students currently enrolled in midwifery, child health, perinatal mental health courses aligned to the Growing Deadly Families workforce.
- *First Nations Training Strategy* – to support First Nations people to be better connected with training and skilling opportunities that link to sustainable jobs.
- *Paving the Way: First Nations Training Strategy* – supporting the development of Queensland's Aboriginal and Torres Strait Islander workforce and improving job outcomes through training and skills development to help First Nations trainees kick start their careers in ICT through the First Nations Digital Careers Program.
- Accessible and affordable vocational education and training (VET) programs that support individuals to participate in training and develop skills that lead to sustainable employment. VET investment targets key industry areas and priority cohorts to build the collective capacity to meet workforce needs. This includes and not limited to First Nations people, young people, and people with barriers to participation.
- *VET Investment which supports First Nation adults who are in contact with the justice system* – higher concessional government subsidies are available when the student is an adult prisoner. Department of Youth Justice, Employment, Small Business and Training partners with Queensland Corrective Services to support the delivery of VET programs in Queensland correctional centres.

- *Indigenous Capacity Building (ICB) Project* (Action under the First Nations Training Strategy) – to work with remote First Nations councils to build capability and grow the local workforce (assisting 17 remote Indigenous communities and five communities with high Indigenous populations). The aim of ICB is to increase workforce capacity and capability in Indigenous communities in Queensland, to help address workforce challenges (e.g. labour shortages, difficulty attracting and retaining skilled staff, access to skills development and training opportunities). ICB incorporates place-based approaches, which inform the development of skills unique to each local community, and a “grow your own” focus.
- Development of *Queensland First Nations Health Workforce Strategy* – co-designed in partnership between Queensland Health and the Aboriginal and Torres Strait Islander community-controlled health sector. The strategy will be the first integrated Aboriginal and Torres Strait Islander health workforce developed for the health system in Queensland and will deliver targeted initiatives to value, invest in and grow Aboriginal and Torres Strait Islander health workforces.
- *Back to Work* – this program provides businesses the confidence to employ Queenslanders who have experienced a period of unemployment and help workers facing disadvantage in the labour market. The revitalised program specifically focuses on supporting young people (aged 15- 24 years), Aboriginal and Torres Strait Islander peoples, people with disability, and long-term unemployed people (unemployed 52 weeks or longer).
- *Skilling Queenslanders for Work* – helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.
- *Department of Housing’s Aboriginal and Torres Strait Islander Traineeship Program* – out of the 64 trainees recruited to the program, a total of 27 have transitioned into full-time employment within the public service or Non-Government Organisations and an additional 17 trainees are on track to complete the program this financial year.

### **Strong and safe families and communities**

- Department of Housing is working in partnership with Queensland Health to develop housing solutions to support improved health outcomes, including responding to chronic illness with an initial focus in discrete communities. This action recognises the importance of housing as a key determinant of health for First Nations communities. Working in partnership with Queensland Health and QBuild delivery on this commitment is through the Department of Housing’s \$1.1 million investment in the program.
- Department of Housing is working with Aboriginal and Torres Strait Islander communities to deliver new housing, jointly agreed with communities. 641 new homes and 80 extensions and studios for families, along with 297 newly developed lots of land for further housing, have been delivered in remote Indigenous communities in partnership with Aboriginal and Torres Strait Islander Local Government Authorities since 2015.
- *Aboriginal and Torres Strait Islander Kinship program* – partner with Queensland Aboriginal and Torres Strait Islander Child Protection Peak to develop and implement an Aboriginal and Torres Strait Islander Kinship program, inclusive of relevant services, that connect children in care with kin and culture, enable and support kin to care for children to prevent ongoing statutory intervention and enable children who require ongoing statutory intervention to be cared for by kin.
- *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037* – the Queensland Government and the Aboriginal and Torres Strait Islander community-controlled sector are progressing a range of initiatives under *Our Way* to build a culturally responsive child and family support system where services are designed with and for Aboriginal and Torres Strait Islander children, young people and families.

- *Women's Safety and Justice Taskforce* (\$363 million funding package) – implementation of recommendations from Report 1 of the Women's Safety and Justice Taskforce.
- *Youth Justice Taskforce Multi-agency panels* – establishment of 18 intensive multi-agency collaborative panels throughout Queensland to provide a holistic approach to address recidivist youth offending, noting a significant proportion of this cohort identify as First Nations children.

### **Flourishing cultures and languages**

- *Indigenous Languages Grants Program* – supporting a range of activities across Queensland, jointly funded and implemented by the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts and the Department of Education.
- *Arts Statutory body, State Library of Queensland* – delivery of Indigenous Languages programming supporting Aboriginal and Torres Strait Islander communities to revive, document and preserve traditional languages through the Indigenous Language Project using the collections of the State Library of Queensland and Queensland, State Archives and the research of the Community and Personal Histories Unit, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts. This program directly contributes to the discovery, preservation and maintenance of Queensland Aboriginal and Torres Strait Islander languages.
- *Arts Queensland* – programs and initiatives that strengthen organisations and support the First Nations arts sector to create and present new arts and cultural work.

### **Department of Education**

- Promotion of the study of Aboriginal and Torres Strait Islander histories, cultures and languages through the Aboriginal and Torres Strait Islander Languages and Aboriginal and Torres Strait Islander Studies senior syllabuses, and the Ancient History and Modern History senior syllabuses which include opportunities for students to study complementary units.
- Aboriginal and Torres Strait Islander Studies syllabus revision panel, which consisted of Aboriginal and Torres Strait Islander educators and community members to provide design advice and recommendations on the senior syllabus.
- Professional learning and resources that show the value of the Aboriginal and Torres Strait Islander Histories and Culture cross-curriculum priority (CCP) within the Australian Curriculum and how schools may effectively embed this CCP within P–10 curriculum and assessment programs.



## Additional reportable actions

### Communications Strategy

The Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts and QATSIC are currently negotiating on the best approach to support the work on a Queensland Communication Strategy, in line with the *National Agreement on Closing the Gap Ongoing Joint Communications Strategy* (clauses 132 to 136).

We are exploring options to partner to develop the Queensland Closing the Gap Communication Strategy. The Queensland Government identified that potential deliverables would need to include:

- leading the development and implementation of a co-designed First Nations Closing the Gap communications campaign between QATSIC and the Queensland Government about the progress being made under the National Agreement, noting the Queensland Communication Strategy will need to be First Nations led.
- provision of support and policy advice on media and engagement related matters as part of our broader program of joint work with QATSIC.

### Reprioritisation of effort and investment

Queensland is committed to developing an understanding of the government funding landscape to inform identification of reprioritisation opportunities, particularly to Aboriginal and Torres Strait Islander community-controlled organisations (Clauses 113 and 114). Through embedding of Priority Reforms and evidence informed decision making—including through data and monitoring and evaluation of initiatives—Queensland aims to improve identification of reprioritisation opportunities. Our key Aboriginal and Torres Strait Islander partners are crucial to shared decision making around effort and improving approaches to reprioritisation of effort and investment.

The Queensland Government is currently progressing a new scope of work for a phased approach to Queensland's Indigenous Expenditure Review (IER), developed by the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships and supported by Queensland Treasury, to deliver on our commitments under the National Agreement. Phase 1 of this work focussed on investment mapping for 11 remote and discrete communities as part of the Local Thriving Communities reform (inclusive of Doomadgee as the Closing the Gap place-based location). Phase 2 will focus on Indigenous specific, that is targeted services state-wide, noting that this is supported by First Nations Peaks. Phase 3 will capture non-targeted, that is universal services. A draft report outline for Queensland's IER is currently under development.

Related work continues in remote and discrete communities funding under the Local Thriving Communities work program (building on the initial Productivity Commission review of services and investment in remote and discrete communities). Phase 1 of the Local Thriving Communities project included investment mapping in 11 priority remote and discrete communities: Aurukun, Doomadgee, Hope Vale, Kowanyama, Mapoon, Napranum, Northern Peninsula Area, Palm Island, Woorabinda, Wujal Wujal and Yarrabah. These communities either had interim Local Decision Making Bodies (LDMBs) or were in the process of establishing interim LDMBs. Phase 1 utilised the framework developed for the Mornington Island service audit which collected information across the community building blocks of health, employment, economic development, early childhood development, schooling, housing, community services including aged care and children and families, justice, and safety.

The *Implementation Plan 2023*, at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg) provides an overview of actions, effort and investment around the Priority Reforms and Socio-economic Outcomes and Targets, to close the gap.



## Next steps

### Priority Reforms

Based on progress to date against the Priority Reforms and feedback from key partners, our next steps are to:

- further engagement to finalise the Reframing the Relationship Governance Framework to accelerate progress on Closing the Gap
- further mature the transformative relationship and genuine partnership between the Queensland Government, QATSIC and First Nations communities
- support self-determination for Aboriginal and Torres Strait Islander peoples through shared decision-making and First Nations voices in the design, development and delivery of policies, programs and services that impact Aboriginal and Torres Strait Islander peoples
- increasingly invest in the Aboriginal and Torres Strait Islander community-controlled sector
- strategically implement sector strengthening plans for Early Childhood Care and Development, Health, Housing, and Disability, including leveraging cross-cutting actions across sectors, where possible
- progress the community-led Doomadgee place-based partnership and community data project, in partnership with Gunawuna Jungai Ltd and the Doomadgee community
- advance initiatives through the Policy Partnerships for Justice, Social Emotional and Wellbeing, Early Childhood Care and Development, Housing and Aboriginal and Torres Strait Islander Languages.

For further information on Queensland's initiatives to address the Priority Reforms, please refer to the *Queensland Closing the Gap Implementation Plan 2023* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg).

### Socio-economic outcomes

The Queensland Government acknowledges that while there has been progress towards targets for some socio-economic outcome areas, more needs to be done. Real and sustainable progress can only be made when we work together in partnership with Aboriginal and Torres Strait Islander peoples, communities and organisations.

Based on progress to date in socio-economic outcomes areas, our next steps are to:

- Further engagement on the draft *Reframing the Relationship Governance Framework* to accelerate progress on Closing the Gap
- continue to embed the Priority Reforms as the foundation of and the approach to the 'how' actions and initiatives are determined and implemented, in order to drive real and sustainable improvements in socio-economic outcomes
- increase understandings of the interdependencies between socio-economic outcomes, including intersecting direct and indirect drivers of outcomes
- leverage Policy Partnerships and Sector Strengthening Plans to identify opportunities for improved intersectionality and cross-cutting of efforts and actions against socio-economic outcomes
- continue to more effectively use data (including monitoring and evaluation) to inform evidence-based and shared decision making on approaches, actions and initiatives aimed at improving progress towards socio-economic targets.

For further information on Queensland's initiatives to progress socio-economic outcome areas, please refer to the *Queensland Closing the Gap Implementation Plan 2023* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg).



## Strengthening partnerships

While Queensland continues to see improvements in certain outcomes for Aboriginal and Torres Strait Islander people, others are worsening or not progressing at the rates required to meet targets – more needs to be done.

The only way real and sustained progress can be made is in partnership with Aboriginal and Torres Strait Islander organisations and communities. Accordingly, over the next 12 months the Queensland Government will continue to work with QATSIC and First Nations peoples, communities and organisations to:

- finalise and embed the new Closing the Gap Governance structure
- develop, in partnership with QATSIC, an approach to a Communications Strategy on Closing the Gap
- undertake an Indigenous Expenditure Review to support identification of opportunities for reprioritisation of efforts and investment
- identify an appropriate option for the Independent Monitoring of changes needed in support of Priority Reform 3.

# Attachment 1: Delivery on the key areas for action identified in Policy Partnerships

## **Priority Reform One: Formal partnerships and shared decision-making**

Under Clause 38 of the National Agreement, Parties committed to establishing five policy partnerships by the end of 2022: Justice, Social and Emotional Wellbeing (SEWB), Early Childhood Care and Development (ECCD), Housing, and Aboriginal and Torres Strait Islander Languages.

The National Agreement states that policy partnerships should include the strong partnership elements articulated at Clauses 32 and 33 unless Aboriginal and Torres Strait Islander people, communities and organisations choose not to pursue elements (Clause 35).

In their annual reports, jurisdictions, in collaboration with relevant stakeholders, provided progress reports on implementing Policy Partnerships. Progress on key Queensland actions from the Policy Partnerships is outlined below.

## Justice Policy Partnership

Focus	Scope	Actions	Resources	Report on progress to date
Issues and actions that will deliver progress towards Outcomes 10 and 11 of the National Agreement:	<i>Socio-economic Outcome 10:</i> Aboriginal and Torres Strait Islander People are not over-represented in the criminal justice system.	<ul style="list-style-type: none"> <li>Justice Reinvestment (JR) in Queensland to establish community-led, place-based JR initiatives in Queensland aimed at addressing the underlying causes of youth crime and reduce over-representation of First Nations people in Queensland's criminal justice system</li> </ul>	\$5 million (over four years from 2023–24)	Queensland JR framework is being developed to help inform this investment as part of a systematic approach to JR.
		<ul style="list-style-type: none"> <li>Commenced development of a co-designed 'whole of government and community justice strategy'</li> </ul>		Government, non-government and community consultations commenced across Queensland in June 2023 to inform development of the Strategy.
	<i>Socio-economic Outcome 11:</i> Aboriginal and Torres Strait Islander young people are not over-represented in the criminal justice system.	<ul style="list-style-type: none"> <li>Justice Reinvestment (JR) in Queensland to establish community-led, place-based JR initiatives in Queensland aimed at addressing the underlying causes of youth crime and reduce over-representation of First Nations people in Queensland's criminal justice system</li> </ul>	\$5 million (over four years from 2023–24)	Queensland JR framework is being developed to help inform this investment as part of a systematic approach to JR.
		<ul style="list-style-type: none"> <li>Commenced development of a co-designed 'whole of government and community strategy' (the Strategy)</li> </ul>		Government, non-government and community consultations commenced across Queensland in June 2023 to inform development of the Strategy.
Topics for consideration ( <i>respond as appropriate</i> )	Issues and actions that progress the objectives of the JPP including establishing a joined-up approach to overincarceration, reducing gaps and duplication, and giving effect to the transformational Priority Reforms of the National Agreement.	<ul style="list-style-type: none"> <li>Establishment of the First Nations Justice Office (FNJO)</li> </ul>		Recruitment of 11 permanent FTEs with eight FNJO staff identifying as Aboriginal and / or Torres Strait Islander.
		<ul style="list-style-type: none"> <li>Inaugural First Nations Justice Officer</li> </ul>		Identified permanent position to support the work of FNJO to lead reforms and improve the cultural capability of the justice system.
	Issues and actions that can be directly linked to progressing the socio-economic targets and indicators related to incarceration in the National Agreement.	<ul style="list-style-type: none"> <li>Queensland Government has invested \$5 million over four years from 2023–24 to establish community-led, place-based JR initiatives aimed at addressing the underlying causes of youth crime and reduce over-representation of First Nations peoples in the Queensland criminal justice system.</li> </ul>	\$5 million over four years from 2023–24	Queensland JR framework is being developed to help inform this investment as part of a systematic approach to JR.

Focus	Scope	Actions	Resources	Report on progress to date
	<p>Issues and actions that progress the Priority Reforms as they relate to incarceration. This may include:</p> <ul style="list-style-type: none"> <li>• Review of existing, or creation of new partnerships related to justice, including place-based partnerships</li> <li>• Review of the community-controlled justice sector and plans to strengthen the sector</li> <li>• Transformation of mainstream agencies such as police or corrections</li> <li>• Issues relating to the structure and operation of the justice system that disproportionately and unfairly impact Aboriginal and Torres Strait Islander people</li> <li>• Review of data available and needed to develop evidence-based and locally responsive policies</li> </ul>	<ul style="list-style-type: none"> <li>• JPP Executive Governance Group was established to align with Priority Reform One, specifically the strong partnership elements.</li> <li>• The parties committed to work in partnership to reduce over-representation of Aboriginal and Torres Strait Islander peoples in the justice system.</li> <li>• The Executive Governance Group meets quarterly and consists of a broad cross-section of Queensland Government agencies (Deputy Directors-General level representation) and Aboriginal and Torres Strait Islander non-government agencies (Chief Executive Officers - CEO).</li> <li>• Non-government representatives include CEOs of the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) members, Commissioner of the Queensland Family and Child Commission, CEO of Aboriginal and Torres Strait Islander Housing Queensland, and two members of the Queensland First Children and Families Board. QATSIC members include: <ul style="list-style-type: none"> <li>- Aboriginal and Torres Strait Islander Legal Service (Ltd)</li> <li>- Queensland Indigenous Family Violence Legal Service</li> <li>- Queensland Aboriginal and Torres Strait Islander Child Protection Peak, and</li> <li>- Queensland Aboriginal and Islander Health Council.</li> </ul> </li> </ul>	<p>Within existing resources</p>	<p>The Governance Group meet quarterly and progressed actions that contribute to supporting efforts to implement the National Agreement on Closing the Gap to achieve progress towards the justice targets and outcomes.</p> <p>The JPP Executive Governance Group contributed to the development of a Commonwealth JPP Strategic Framework.</p>



Focus	Scope	Actions	Resources	Report on progress to date
		<ul style="list-style-type: none"> <li>JPP Cross Agency Working Group provides support to the JPP Executive Governance Group, consisting of officer-level representatives from the member organisations of the JPP Executive Governance Group.</li> <li>The Cross Agency Working Group's role is to identify and develop initiatives to reduce the incarceration of Aboriginal and Torres Strait Islander adults and young people in Queensland.</li> </ul>	Within existing resources	<p>The Cross Agency Working Group meets monthly and developed/implemented actions to deliver on progress towards the justice targets and outcomes.</p> <p>The Cross Agency Working Group established a working group to explore options to expand the Licence Muster initiative to communities outside the Northern Peninsula Area.</p>
		<ul style="list-style-type: none"> <li>Commenced development of a co-designed 'whole of government and community strategy'</li> </ul>		<p>Government, non-government and community consultations commenced across Queensland in June 2023 to inform development of the Strategy.</p> <p>Consultations will inform future direction and actions to promote rehabilitation, reintegration and drive community-led outcomes/initiatives for First Nations peoples involved in the justice system.</p>
		<ul style="list-style-type: none"> <li>Justice Reinvestment in Queensland</li> </ul>	\$5 million over four years from 2023–24	Queensland JR framework is being developed to help inform this investment as part of a systematic approach to JR.
	Issues and actions related to prevention and early intervention	<ul style="list-style-type: none"> <li>Commenced development of a co-designed 'whole of government and community strategy'</li> </ul>		<p>Government, non-government and community consultations commenced across Queensland in June 2023 to inform development of the Strategy.</p> <p>Consultations will inform future direction and actions to promote rehabilitation, reintegration and healing for First Nations peoples involved in the justice system.</p>

## Housing Policy Partnership

Focus	Scope	Actions	Resources	Report on progress to date
<p>Issues and actions that will deliver progress towards Outcome 9 of the National Agreement:</p>	<p><i>Socioeconomic Outcome 9:</i> Aboriginal and Torres Strait Islander people secure appropriate (not overcrowded), affordable housing that is aligned with their priorities and need.</p>	<ul style="list-style-type: none"> <li>The Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023 committed \$67.1M to actions that strengthen joint decision-making and enable community-led and place-based responses between government and First Nations peoples.</li> </ul>	<p>\$67.1M for Aboriginal and Torres Strait Islander Housing Action Plan 2019-2023</p>	<p>Actions have either been delivered in full or are being actively delivered:</p> <ul style="list-style-type: none"> <li>providing additional funding of \$51.3M over four years for the second Aboriginal and Torres Strait Islander Housing Action Plan, Our Place: A First Nations Housing and Homelessness Action Plan 2024–2027, with a focus on progressing Closing the Gap initiatives, enhancing culturally safe services and delivering innovative housing supply.</li> <li>ensuring Council-led decision-making on priorities and housing outcomes to be delivered through the programs, including housing design, and that Councils are leading construction management of the programs to maximise local employment and empower community decision-making under these investment programs.</li> <li>investing in the First Nations housing sector through an investment of \$5.5M over five years to Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ). This investment is building a strong, resilient, and culturally responsive housing sector which will support closing the gap.</li> <li>supporting 208 residents of remote and discrete communities to achieve home ownership by working with Trustees, councils and communities to seek resolution of outstanding entitlements to home ownership under the <i>Land Holding Act</i> leases and through 99-year home ownership leases.</li> <li>delivering a range of products and services to help all First Nations Queenslanders to find and secure housing in the private market.</li> </ul> <p>From 1 July 2019 to 30 June 2023, 60 new dwellings, 24 one-bedroom and two-bedroom extensions and 20 new residential allotments have been completed</p>
		<ul style="list-style-type: none"> <li>Through the Remote Capital Delivery Program overcrowding in First Nations housing in remote and discrete communities, is being addressed in partnership with Aboriginal and Torres Strait Islander Local Government, by delivering new homes, extensions, and land lot developments.</li> </ul>	<p>\$105M Forward Remote Capital Program</p>	
		<ul style="list-style-type: none"> <li>The 2023-24 budget outcomes allocated \$77M over four years (with \$2.5M in 2023-24) to continue delivery of our existing targets to increase the supply of homes in remote and discrete Aboriginal and Torres Strait Islander communities.</li> </ul>	<p>2023–2024 Budget</p>	

Focus	Scope	Actions	Resources	Report on progress to date
				through State and Federal funding for housing outcomes.
		<ul style="list-style-type: none"> <li>The second Aboriginal and Torres Strait Islander Housing Action Plan, Our Place: A First Nations Housing and Homelessness Action Plan 2024–2027, with a focus on progressing Closing the Gap initiatives, enhancing culturally safe services and delivering innovative housing supply solutions.</li> </ul>	\$51.3M for Our Place: A First Nations Housing and Homelessness Action Plan 2024–2027	<p><i>Our Place: A First Nations Housing and Homelessness Action Plan 2024–2027</i>, will have a focus on progressing Closing the Gap initiatives, enhancing culturally safe services, and delivering innovative housing supply solutions.</p> <p>The consultation and co-design approach has been developed in partnership with Aboriginal and Torres Strait Islander Housing Queensland.</p> <p>Consultation for the next action plan, Our Place: A First Nations Housing and Homelessness Action Plan 2024–2027, is underway. Community consultation occurred across June and July 2023, and this feedback is being built on with a broad range of stakeholders, communities, and partners as we co-design the new Action Plan.</p>

### Early Childhood Care and Development Policy Partnership

Focus	Scope	Actions	Resources	Report on progress to date
Noting that other socio-economic outcomes impact early childhood care and development and that intersections with other outcome areas will require	<i>Socio-economic Outcome 2</i> : Aboriginal and Torres Strait Islander children are born healthy and strong.	n/a		
	<i>Socio-economic Outcome 3</i> : Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years	<ul style="list-style-type: none"> <li>Implement the Kindy for all program, including free kindergarten for all children.</li> <li>Continue to implement Kindy Uplift which has been expanded to be available to all kindergarten services from January 2024.</li> <li>Deliver the Targeting Quality Program</li> </ul>	Kindy for all - \$2billion investment over 4 years. Kindy uplift - \$28million over 4 years Targeting Quality Program -	<p><b>Kindy for all</b></p> <p>A new kindergarten funding program - Kindy for All – has been implemented in 2023 with a focus on reducing families’ out of pocket costs and maximising participation in kindergarten, particularly hard to reach cohorts. Funding is provided to all eligible kindergarten program providers, including community-controlled organisations in some communities.</p>

Focus	Scope	Actions	Resources	Report on progress to date
<p>consideration, the ECCD Policy Partnership will focus on issues and actions that will deliver progress towards Outcomes 2, 3, 4, 12 and 13 of the National Agreement.</p>			<p>\$3million over 3 years</p>	<p>Children identifying as Aboriginal or Torres Strait Islander are eligible for Kindy Plus under Kindy for All. Kindy Plus is designed to offset a family's kindergarten fees and further reduce out-of-pocket fees for the kindergarten program to ensure that cost is not a barrier to participation.</p> <p>Kindy for all has evolved into the launch of a more extensive program in 2024, Free Kindy. Under Free Kindy, the government is investing an additional \$645 million, taking the total investment in kindergarten to \$2 billion over 4 years. All eligible children, including children identifying as Aboriginal and Torres Strait Islander, will be able to access a free kindergarten program at services opting into Free Kindy.</p> <p>Funded kindergarten program providers are required to use the QKLG (or other accredited program) to deliver a kindergarten program. As part of this, services are required to follow cultural protocols to connect respectfully with local Aboriginal and Torres Strait Islander community organisations to help develop staff cultural competence and to create opportunities for the organisation.</p> <p><b>Kindy uplift</b></p> <p>Working in partnership with Early Childhood Aboriginal and Torres Strait Islander experts and leaders to develop guidance materials for over 2,000 Kindergartens and Kindy uplift advisors to support services deliver kindergarten programs that are culturally responsive and culturally safe through the Kindy uplift funding program. Ongoing consultation will support Kindy uplift advisors to strengthen their work with kindergartens. As part of our commitment to Closing the Gap in Queensland, from 2024, all Kindy uplift plans will need to include a focus on Strengthening Aboriginal and Torres Strait Islander perspectives in the kindergarten program and supporting the inclusion of all First Nations children.</p>

Focus	Scope	Actions	Resources	Report on progress to date
				<p><b>Targeting Quality Program</b></p> <p>Budget of \$3 million allocated over three years to provide a new program of targeted quality support to services rated Working Towards National Quality Standard. A grant program is in its final stages of approval to support the delivery of this program across Queensland, including four components:</p> <p>Intensive support for priority services which are not meeting the National Quality Standard, particularly services in vulnerable communities.</p> <p>Targeted support for a broader cohort of services which are not meeting or are considered by the regulatory authority to be in danger of not meeting, the National Quality Standard.</p> <p>Education and Care Services Act (ECS Act) service support for services which currently fall outside the scope of the National Quality Framework  <i>Professional development for authorised officers</i></p>
	<p><i>Socio-economic Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years.</i></p>	<ul style="list-style-type: none"> <li>• Implement the Kindy for all program, including free kindergarten for all children.</li> <li>• Continue to fund Aboriginal and Community Controlled Organisations to deliver Early Years Services that meet the needs of community.</li> <li>• Continue to implement Kindy Uplift which has been expanded to be available to all kindergarten services from January 2024.</li> </ul>	<p>Kindy for all - \$2billion investment over 4 years.</p> <p>Kindy uplift - \$28million over 4 years</p>	<p><b>Kindy for all</b></p> <p>Aboriginal and Torres Strait Islander children can currently access low or no cost kindergarten under Kindy for All.</p> <p>Under Free Kindy in 2024, all eligible children, including Aboriginal and Torres Strait Islander children, will be able to access a free kindergarten program at services opting into Free Kindy.</p> <p>The department has also engaged the Institute for Urban Indigenous Health to deliver an Indigenous-led and designed program providing families in identified priority locations who have not participated in kindergarten services, with intensive wrap-around support to engage with kindergarten. Services will be delivered in addition to those provided to families under the Deadly Kindies campaign. The objective of the initiative is to increase kindergarten enrolments for Aboriginal and Torres Strait Islander children.</p>



Focus	Scope	Actions	Resources	Report on progress to date
				<p><b>Kindy uplift</b></p> <p>Budget of \$28 million through the Kindy uplift program to all kindergarten services in Queensland. This is needs based funding differentiated where there is the greatest opportunity to improve early learning outcomes. Kindy uplift provides additional funding directly to services to support children enrolled who are more likely to experience educational disadvantage, services with higher proportions of First Nations children attending receive a higher loading of funding.</p> <p>Kindy uplift provides the opportunity for services to fund programs, resources, supports and professional development to build educator capability, strengthen the cultural responsiveness of services and improve children’s learning and development in kindergarten.</p> <p><b>Early Years Services</b> (including Early Years Places):</p> <p>Through leveraging the engagement with Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCO), to learn from expertise and knowledge on how to grow a larger, stronger and sustainable ATSICCO sector in Queensland, which enables community to design and deliver early childhood learning and development services that meets the needs of the community.</p> <p>In prioritised communities, partnerships have ensured services, programs and systems are driven by the priorities of the local community. Collaboration with communities and services have helped to strengthen integration and responsiveness of services for young children and their families through the implementation of priority actions.</p> <p>For example, the Department of Education (DoE) has funded an Early Years Place (EYP) for Palm Island to support children from birth to eight years old and their families in early development, learning and</p>

Focus	Scope	Actions	Resources	Report on progress to date
				<p>wellbeing. Palm Island Community Centre (PICC) is the funded organisation operating the EYP. The partnership and funding arrangement with PICC leverages the community engagement and development approaches and provides DoE the opportunity for co-design and co-delivery of early childhood programs services for families with other organisations inside and outside of the EYP. PICC currently provides a range of services and activities including playgroup, child and maternal health (allied health and visiting health services, parenting and family supports and transport.</p> <p>DoE is progressing a place-based consultation process to hear community voice regarding Early Childhood Services on Palm Island. Both users and non-users of the services across the community will be part of the consultation to determine the reasons for and barriers to service usage. The primary purpose is to discuss the objectives and outcomes of the community consultation session with PICC as the funded Early Years Place provider. Consultation is continuing with other early childhood providers operating on Palm Island including the State and Catholic Schools, the Long Day Care services and other funded childhood providers. The outcome of the consultation will be a codesigned plan for Early Childhood reimaged on Palm Island.</p>
	<p><i>Socio-economic Outcome 12:</i> Aboriginal and Torres Strait Islander children are not over-represented in the child protection system.</p>	n/a		
	<p><i>Socio-economic Outcome 13:</i> Aboriginal and Torres Strait Islander families and households are safe.</p>	n/a		
<p>Topics in scope for consideration</p>	<p>Issues and actions that progress the objectives of the ECPP, including establishing a joined-up approach to supporting Aboriginal and Torres Strait</p>			

Focus	Scope	Actions	Resources	Report on progress to date
<i>(respond as appropriate)</i>	Islander children in their early years, reducing gaps and duplication, and giving effect to the transformational Priority Reforms of the National Agreement.			
	Issues and actions that can be directly linked to progressing the socio-economic targets and indicators related to early childhood care and development in the National Agreement.	See above. <ul style="list-style-type: none"> <li>Kindy for all</li> <li>Kindy Uplift</li> <li>Early Years Services</li> </ul>		
	<p>Issues and actions that progress the Priority Reforms as they relate to early childhood care and development. This may include:</p> <ul style="list-style-type: none"> <li>Review of existing, or creation of new partnerships related to early childhood care and development, including place-based partnerships to support Priority Reform One</li> <li>Review of the community-controlled early childhood care and development sector and plans to strengthen the sector in line with Priority Reform Two</li> <li>Embedding Priority Reform Three by pursuing transformation of mainstream agencies, including across the portfolios of early childhood education and care; maternal and child health; child protection and safety; and children and families, as well as connection to cross-cutting issues (such as disability and housing)</li> <li>Issues relating to the structure and operation of the mainstream institutions and services that disproportionately and unfairly impact Aboriginal and Torres Strait Islander people, also under Priority Reform Three</li> </ul>	Engagement with Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCOs) to learn from expertise and knowledge on how to grow a larger, stronger and sustainable ATSICCO sector in Queensland, to enable community to design and deliver early childhood learning and development services that meet the needs of that community.	Currently being met with existing budget and resourcing	Initial workshop scheduled for 4 October 2023 in Cairns with key Aboriginal and Torres Strait Islander Community Controlled Organisations, currently funded by the DoE to provide early childhood learning and development services. Objectives of the workshop are to apply a strength-based approach to leverage the success of existing ATSICCO to grow the ATSICCO sector.

Focus	Scope	Actions	Resources	Report on progress to date
	<ul style="list-style-type: none"> <li>Review of data available and needed to develop evidence-based and locally responsive policies in accordance with Priority Reform Four.</li> </ul>			
	Issues and actions that relate to the drivers of early childhood care and development outcomes, including socio-economic drivers and targets that have a direct and tangible effect on improving early childhood outcomes for Aboriginal and Torres Strait Islander children.	See above. <ul style="list-style-type: none"> <li>Kindy for all</li> <li>Kindy Uplift</li> <li>Early Years Services</li> </ul>		
	Issues and actions related to prevention and early intervention.	n/a		

### Social and Emotional Wellbeing Policy Partnership

**Note:** The following response includes updates on actions committed to by Queensland Health's as part of Better Care Together: a plan for Queensland's state-funded mental health, alcohol and other drug services to 2027. It is recognised that improving social and emotional wellbeing requires actions beyond state-funded mental health, alcohol, and other drug service system.

Focus	Scope	Actions	Resources	Report on progress to date
Issues and actions that will deliver progress towards Outcome 14 of the National Agreement:	<i>Socio-economic Outcome 14:</i> Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing.	Better Care Together will help improve early identification and care for people at risk of suicide by expanding the Zero Suicide in Healthcare initiative. It is an expectation that suicide prevention care pathways developed in Hospital and Health Services will consider the holistic needs of different consumers, including First Nations consumers.	\$7.195M/5 years	Additional Zero Suicide in Healthcare funding has been allocated to Hospital and Health Services, with a project leader now funded in all Hospital and Health Services except Central West and South West. Negotiations with these two Western Queensland HHSs are continuing.
		Better Care Together will expand hospital-based supports for people experiencing a mental health crisis and suicidality, including Crisis Support Spaces. It is an expectation	\$67.98M/5 years	Six of seven hospital-based Crisis Support Spaces have expanded to operate seven days (Cairns, Townsville, Ipswich, The Prince Charles, Princess Alexandra, Hervey Bay). New Spaces are being established in Bundaberg, Logan, Redlands, and

Focus	Scope	Actions	Resources	Report on progress to date
		that these services be locally co-designed and designed in a way that is welcoming to all community members including First Nations peoples.		Sunshine Coast. An evaluation will consider how well Spaces are meeting the needs of different community members.
Topics for consideration ( <i>respond as appropriate</i> )	Issues and actions that progress the objectives of the Social and Emotional Wellbeing (SEWB) including establishing a joined-up approach to policy related to social and emotional wellbeing, mental health, and suicide prevention	<p>Queensland Health hosts or participates in a wide range of forums designed to create a joined-up approach to wellbeing, mental health, and suicide prevention.</p> <p>The Better Care Together Implementation Reference Group is one such forum, providing guidance on the implementation of the Queensland Government's five-year plan for state funded mental health, alcohol, and other drug services to 2027.</p> <p>The Queensland Aboriginal and Island Health Council is a member of this group. Agencies with responsibility for supporting a whole of government approach to mental health and suicide prevention are also represented including the Queensland Mental Health Commission.</p>	N/A	Better Care Together Implementation Reference Group is meeting monthly. The Queensland Aboriginal and Island Health Council remains an active member and contributor to shaping implementation of the five-year Better Care Together plan.
	Visibility of the implementation of policy and reform relating to social and emotional wellbeing, mental health, and suicide prevention, including the implementation of the Gayaa Dhuwi Declaration, the National Aboriginal and Torres Strait Islander Suicide Prevention Strategy, and the refresh of the National Aboriginal and Torres Strait Islander Social and Emotional Wellbeing Framework 2013-23	Queensland Health welcomes advice from the Social and Emotional Wellbeing Policy Partnership on opportunities to improve the visibility of the Declaration, Strategy and Framework through its work.	N/A	N/A

Focus	Scope	Actions	Resources	Report on progress to date
	<p>Issues and actions that can be directly linked to progressing the socio-economic targets and indicators related to social and emotional wellbeing, mental health and suicide prevention in the National Agreement. This includes issues and actions related to intersecting socio-economic targets, specifically relating to:</p> <ul style="list-style-type: none"> <li>• early childhood health, development, and education (National Agreement Targets 2-4)</li> <li>• justice (National Agreement Targets 10-11)</li> <li>• child protection (National Agreement Target 12)</li> <li>• family violence (National Agreement Target 13)</li> </ul>	<p>Queensland Government works with its government and non-government partners to support a whole-of-government and whole-of-community approach to health, education, justice, child protection, and family violence matters.</p> <p>Queensland Government updates on the actions being taken under the Closing the Gap Strategy is coordinated by the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities, and the Arts.</p>	N/A	N/A
	<p>Issues and actions that progress the Priority Reforms as they relate to social and emotional wellbeing, mental health, and suicide prevention. This may include the following actions for consideration by the SEWB Policy Partnership members:</p> <ul style="list-style-type: none"> <li>• Priority Reform One (formal partnerships and shared decision making): review existing partnerships to ensure Aboriginal and Torres Strait Islander organisations and communities inform policy and resources that are intended to support their social and emotional wellbeing.</li> <li>• Priority Reform Two (Building the community-controlled sector): review the community-controlled social and emotional wellbeing, mental health, and suicide prevention sector, and consider actions to build a strong, sustainable sector that meets the needs of</li> </ul>	<p>Queensland Government updates on the actions being taken under the Closing the Gap Strategy is coordinated by the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities, and the Arts.</p>	N/A	N/A



Focus	Scope	Actions	Resources	Report on progress to date
	<p>Aboriginal and Torres Strait Islander people across the country.</p> <ul style="list-style-type: none"> <li>• Priority Reform Three (Transforming government organisations): review government and other mainstream systems, structures, mindsets/attitudes/beliefs, behaviours, processes, and tools to ensure they are culturally safe and responsive and are not disproportionately or unfairly impacting Aboriginal and Torres Strait Islander people.</li> <li>• Priority Reform Four {Shared access to data and information at a regional level}: Government partners to work with Aboriginal and Torres Strait Islander organisations and communities to access and use the data they need to design, deliver, and advocate for social and emotional wellbeing outcomes for their communities.</li> </ul>			
	<p>Issues and actions that relate to the drivers of mental ill-health, trauma, and suicidality for Aboriginal and Torres Strait Islander people The socio-economic, cultural, and political drivers and targets that have a direct and tangible effect on social and emotional wellbeing and mental health outcomes and reducing suicide rates will be considered</p>	<p>Queensland Health services strive to address drivers of mental ill-health, trauma, and suicidality for First Nations people within the health system. Information on Queensland Health’s Health Equity Strategies are publicly available at <a href="https://www.health.qld.gov.au/public-health/groups/atsihealth/making-tracks-together-queenslands-atsi-health-equity-framework">https://www.health.qld.gov.au/public-health/groups/atsihealth/making-tracks-together-queenslands-atsi-health-equity-framework</a>.</p>	N/A	N/A
	<p>Issues and actions related to prevention and early intervention</p>	<p>Better Care Together will expand Head to Health services to make it easier for people experiencing a mental health crisis or suicidality to access early support in their local community. It is an expectation that these services be locally co-</p>	\$49M/4 years	<p>One of 20 services planned by the end of 2027 is now operational (Townsville). Ipswich and Kingaroy services are scheduled to open in late 2023. Co-design is commencing for Cairns, Sunshine Coast, Rockhampton, Gladstone, Redlands, and Logan services. Queensland Health will advocate for the Commonwealth-lead evaluation to consider how</p>

Focus	Scope	Actions	Resources	Report on progress to date
		designed, have a diverse workforce and be welcoming to all community members.		accessible and appropriate Head to Health services are for First Nations people.

### Aboriginal and Torres Strait Islander Languages Policy Partnership

**Note:** The Languages Policy Partnership (LPP) met in Hobart on 20-21 March 2023, Sydney on 21-22 June 2023, and in Broome 10-11 September 2023. The LPP will be meeting again on 12-13 December 2023.

Focus	Scope	Actions	Resources	Report on progress to date
Strategies and actions that will deliver progress towards Outcome 16 of the National Agreement	Socio-economic Outcome 16: By 2031, there is a sustained increase in the number and strength of Aboriginal and Torres Strait Islander languages being spoken	Under the Agreement to Implement, the Partnership reports to Joint Council annually on its activities, including: <ul style="list-style-type: none"> <li>any recommendations it has made</li> <li>actions being taken to implement recommendations</li> <li>progress against the objectives of the Partnership</li> <li>progress against any relevant Priority Reforms and socio-economic targets in the National Agreement</li> <li>any other updates.</li> </ul> To provide a framework of actions and activities for the Partnership to report against in its annual reports to Joint Council, the Partnership's high-level work plan has been operationalised and expanded into a more detailed 3-year strategic work plan, with key deliverables, meeting activities and out-of-session activities for consideration.		During the last meeting in September, the LPP considered a draft workplan which included key activities and deliverables proposed.

Focus	Scope	Actions	Resources	Report on progress to date
Topics for consideration ( <i>respond as appropriate</i> )	Issues and actions that progress the objectives of the LPP including establishing a joined-up approach to strengthening and stopping further attrition to Aboriginal and Torres Strait Islander languages	Supporting Queensland representative to the LPP.	Within existing resources	<p>The LPP have developed key governance and reporting documents to ensure the roles and responsibilities of the LPP continue.</p> <p>During the last LPP meeting, the key focus of discussion was Outcome 16 and Target 16 and the Closing the Gap Priority Reforms. This included:</p> <p>Barriers and opportunities highlighted by the Productivity Commission's Draft Report for the three-yearly review of the National Agreement on Closing the Gap.</p> <p>The need for Aboriginal and Torres Strait Islander communities to determine the definition of 'strong, supported and flourishing' and to actively shape and collect their own data across the country.</p> <p>The group agreed to establish a data subcommittee to provide detailed consideration of how language data should be collected and managed to ensure its benefit and relevance for people on the ground.</p> <p>The LPP have also been working to develop key strategic documents and further explored languages legislation.</p>
	Supporting the United Nations International Decade of Indigenous Languages 2022-2032	On 23 October 2023, Minister launched the whole of government Many Voices Languages Action Plan and Traffic Light Report (progress from the previous Action Plan) which has 40 actions that will contribute and support the goals of the United Nations International Decade of Indigenous Languages 2022-2032.		
	Actions relating to the intersection of languages across socio-economic targets in the National Agreement			

Focus	Scope	Actions	Resources	Report on progress to date
	<p>Issues and actions that progress the Priority Reforms as they relate to incarceration. This may include:</p> <ul style="list-style-type: none"> <li>• Review of existing, or creation of new partnerships related to Aboriginal and Torres Strait Islander languages, including place-based partnerships</li> <li>• Review of the community-controlled language sector and plans to strengthen the sector</li> <li>• Transformation of mainstream agencies such as education and health</li> <li>• Issues relating to the structure and operation of mainstream services that disproportionately and unfairly impact Aboriginal and Torres Strait Islander people</li> <li>• Review of data available and needed to develop evidence-based and locally responsive policies.</li> </ul>			
	Priority reform one (formal partnerships and shared decision making): review existing, or create new partnerships related to including Indigenous languages	Relevant agencies to ensure existing and creation of new partnerships relating to Indigenous languages and report back through whole of government process.	Within existing resources	Relevant agencies providing updates that cross agency information is being coordinated, through interagency working groups.
	Priority reform two (building the community-controlled sector): review the community-controlled language centres, and consider actions to build a robust and sustainable industry that meets the needs of Aboriginal and Torres Strait Islander people across the country			
	Priority reform three (transforming government organisations): review government and other identified relevant mainstream policies to ensure they are culturally safe, responsive, and not			

Focus	Scope	Actions	Resources	Report on progress to date
	disproportionately or unfairly impacting Aboriginal and Torres Strait Islander people and languages.			
	Priority reform four (shared access to data and information at a regional level): review data available and needed to develop evidence-based and locally responsive policies and actions to support Indigenous languages			As noted above.
	Strategies and actions that relate to the drivers of language attrition, including preservation of culture and equitable access to mainstream services by Aboriginal and Torres Strait Islander language speakers	On 23 October 2023, Minister launched the whole of government Many Voices Languages Action Plan and Traffic Light Report (progress from the previous Action Plan) which has 40 actions that will contribute to the drivers of language attrition.		



# Attachment 2: Delivery on the key areas for action identified in Sector Strengthening Plans

## Priority Reform Two: Building the community-controlled sector

National Agreement Clause 47: Government Parties will include in their Jurisdictional annual reports information on action taken to strengthen the community-controlled sector based on the elements of a strong sector, as outlined in Clauses 118 and 119.

In their annual reports, jurisdictions, in collaboration with relevant stakeholders, may prioritise implementation of different Sector Strengthening Plan actions at different times, depending on the requirements of the sector in a particular jurisdiction. Progress on implementing key Queensland actions from Sector Strengthening Plans, agreed in-principle by Joint Council, are outlined below.

## Early Childhood Care and Development Sector Strengthening Plan

### A. Workforce

#### Early Childhood Care and Development Workforce Development

No.	Action	Responsibilities	Resources	Report on progress to date
A1	Examine 2021 National ECEC Workforce Census data to develop an accurate picture of the current Aboriginal and Torres Strait Islander ECEC workforce across Australia, and the workforce for Aboriginal and Torres Strait Islander ECEC services	Australian Government  In collaboration with state and territory governments and sector representatives	Existing or to be determined by the parties	Data was considered to inform the development of the Queensland Early Childhood Workforce Strategy.
A2	Support Aboriginal and Torres Strait Islander career development through secondary school career engagement, preparation of the workforce, on the job staff development, mentoring, career development and progression	All governments and sector representatives	Existing or to be determined by the parties	The DoE is leading an Early Childhood Workforce Strategy. Included in the strategy are initiatives that specifically aim to increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector.  Initiatives include providing ongoing support for the Aboriginal and Torres Strait Islander workforce through mentoring, on the job staff development and avenues for career development and progression.
A3	Support for tertiary qualification pathway programs for Aboriginal and Torres Strait Islander early educators in line with promising practice	All governments and sector representatives	Existing or to be determined by the parties	The DoE is leading an Early Childhood Workforce Strategy. Included in the strategy are initiatives that specifically aim to increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector.  Initiatives include qualification pathways for Aboriginal and Torres Strait Islander early childhood educators and teachers.
A4	Development of long-term Aboriginal and Torres Strait Islander workforce development plan that identifies priorities and actions for Aboriginal and Torres Strait Islander workforce development.	All governments and sector representatives	To be determined by the parties	The DoE is leading an Early Childhood Workforce Strategy. Included in the strategy are initiatives that specifically aim to increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector. Initiatives align with those in the National Children's Education and Care Workforce Strategy.

#### Family support and child protection workforce development

No.	Action	Responsibilities	Resources	Report on progress to date
A6	Scope current Aboriginal and Torres Strait Islander and community-controlled child protection and family support workforce and projected workforce development needs in line with sector growth under Priority Reform Two of the Closing the Gap Agreement	DCSSDS and QATSICPP	\$2M per annum	A governance group has been established to oversee the development and implementation of an ATSICCO sector workforce strategy and funding has been provided to QATSICPP to engage professional services for this purpose. The procurement process for the professional services has been completed and contracts with the successful tenderer are being finalised.
A7	Develop and implement strategies for Aboriginal and Torres Strait Islander and community-controlled sector workforce development	DCSSDS	\$2M per annum	As above. Recurrent funding has been earmarked to enable the implementation of actions outlined in the strategy once it is developed.
A9	Assess the needs of and increase the involvement of Aboriginal and Torres Strait Islander community-controlled organisations in the child and family sector	DCSSDS		DCSSDS has committed to the explicit goal of ensuring that Aboriginal and Torres Strait Islander children and families can access their support and care through an ATSICCO within ten years. This will require much higher levels of investment in the ATSICCO sector.  QATSICPP and the department will work together to plan and schedule the transition of investment in order to achieve this goal.

## B. Capital Infrastructure

No.	Action	Responsibilities	Resources	Report on progress to date
B1	Identify capital infrastructure gaps for community controlled ECEC services and support capital infrastructure development through relevant programs to address gaps	All governments, in consultation with sector representatives	To be determined by the parties	The DoE is investigating options in Kowanyama to deliver new infrastructure to support the delivery of early childhood education and care services in collaboration with the local Aboriginal Council.  New infrastructure investment will assist the Council to respond to an identified need in the community.
B2	Scope service gaps to inform roll out of future community-controlled integrated early years' services in locations of high Aboriginal and Torres Strait Islander population and high child vulnerability	All governments and sector representatives	To be determined by the parties	The DoE is working with communities through the Discrete Communities Program to identify where infrastructure support may be required to deliver priority programs for Aboriginal and Torres Strait Islander peoples.
B3	Identify and plan for opportunities to transfer land and building ownership to community-controlled early years services to support their long-term sustainability and security	State and territory governments	To be determined by the parties	

## C. Service Delivery

### Early Childhood Education and Care Service Delivery

No.	Action	Responsibilities	Resources	Report on progress to date
C1	Undertake an assessment of the supporting materials and resources, and Authorised Officer training under the National Quality Framework and National Quality Standard to address gaps and ensure they provide quality, culturally appropriate and accessible supports to Authorised Officers and services for the regulation of the Aboriginal and Torres Strait Islander community-controlled sector.	All governments and sector representatives.  Australian Children's Education & Care Quality Authority (ACECQA), in collaboration with all governments and sector representatives, for elements of the action within	To be determined by the parties	Guidance and training under development for Authorised Officers to support implementation of the updated version of the Approved Learning Frameworks (ALFs). The new ALFs make a stronger connection between the frameworks and the National Quality Standard in areas such as sustainability, theoretical approaches, critical reflection, the importance of Aboriginal and Torres Strait Islander ways of being, knowing and doing, inclusion and the addition of three new principles.

No.	Action	Responsibilities	Resources	Report on progress to date
		their areas of responsibility.		
C2	Provide support to Aboriginal and Torres Strait Islander community-controlled organisations to operate within the scope of the National Quality Framework, where appropriate, and to meet and exceed standards against the National Quality Standard.	All governments and sector representatives, in collaboration with ACECQA.	Australian Government funding of \$1.5 million for the Quality and Safety Training Package Further resources to be determined	Budget of \$3 million allocated over three years to provide a new program of targeted quality support to services rated Working Towards National Quality Standard. A grant program is in its final stages of approval to support the delivery of this program across Queensland, including four components:  Intensive support for priority services which are not meeting the National Quality Standard, particularly services in vulnerable communities.  Targeted support for a broader cohort of services which are not meeting, or are considered by the regulatory authority to be in danger of not meeting, the National Quality Standard  Education and Care Services Act (ECS Act) service support for services which currently fall outside the scope of the National Quality Framework professional development for authorised officers
C3	Support for the Aboriginal community controlled ECEC sector through expansion of existing programs and services  (Note: Action overlaps significantly with E3 below)	All governments in consultation with sector representatives	Connected Beginnings \$81.8 million Community Child Care Fund Restricted (CCCFR) \$29.9 million State and territory support to be determined	Engagement has commenced with Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCO) to learn from expertise and knowledge on how to grow a larger, stronger and sustainable ATSICCO sector in Queensland, to enable community to design and deliver early childhood learning and development services that meet the needs of that community. An initial workshop is scheduled for 4 October 2023 in Cairns with key ATSICCO that are currently funded by the DoE to provide early childhood care and development services.  It is anticipated that outcomes from the workshop will be used to guide next steps on what is required to further support ATSICCO to provide early childhood care and development services that meet the needs of their community.



## Child Protection and Family Support Service Delivery

No.	Action	Responsibilities	Resources	Report on progress to date
C4	Develop and implement strategies to build community-controlled sectors to respond to child and family needs at levels aligned to engagement of Aboriginal and Torres Strait Islander children with child protection systems	DCSSDS and QATSICPP		<p>As noted above the department has committed to transitioning investment to the Aboriginal and Torres Strait Islander community-controlled organisations (ATSICCO) sector to ensure that First Nations children and families can obtain their support and care through an ATSICCO.</p> <p>Progress has been made with regard to family support (where 23% of funding is directed to ATSICCOs) and intensive family support (37% of funding to ATSICCOs).</p> <p>Additional funding was approved in the state budget for two programs delivered exclusively by ATSICCOs, the Family Participation Program and the Aboriginal and Torres Strait Islander Family Wellbeing Services. In addition, funding was allocated to pilot a new response to be delivered by ATSICCOs, 'Family Caring for Family.'</p> <p>QATSICPP and the department will work together to plan the transition of investment, taking account of the support that the sector might require to absorb and manage this rapid growth.</p>
C5	Identify opportunities to progressively transfer authority in child protection to community-controlled organisations.	DCSSDS	\$107.8 million over four years	<p>Queensland is delegating authority for decisions under the <i>Child Protection Act 1999</i> to the CEOs of Aboriginal and Torres Strait Islander organisations. Two early adopter sites have successfully been making decisions about aspects of the care and protection of Aboriginal and Torres Strait Islander children for several years, with positive outcomes for both children and their families.</p> <p>A blueprint to guide the broader implementation of Delegated Authority on a statewide basis has been released. Funds were allocated in the State Budget to enable the rollout of Delegated Authority on a statewide basis. QATSICPP has been leading engagement with the community-controlled sector to inform the scheduling of the rollout across a three-year period.</p>

## D. Governance

### Early Childhood Education and Care Governance

No.	Action	Responsibilities	Resources	Report on progress to date
D1	Investigate mechanisms to consolidate and streamline reporting and compliance requirements for community-controlled integrated early years services	All governments and sector representatives	To be determined by the parties	Preliminary investigations and scoping underway to support a pilot for Joint Commissioning of Early Childhood funding from multiple government agencies to ATSICCO based in SEQ.
D2	National, state and territory community-controlled peak organisations provide direct supports for quality governance development, with government resources and support	All governments and sector representatives	To be determined by the parties	The DoE is considering the establishment of an Indigenous Education Consultative Body. The Queensland Family and Child Commission has been engaged to undertake initial consultation work with Aboriginal and Torres Strait Islander stakeholders, as well as key stakeholders from the early childhood, education and training sectors. The consultation will determine community views on the establishment of a consultative body in Queensland and what its functions should be. Next steps for the establishment of the consultative body will be determined based on the outcomes of consultation.

### Child Protection and Family Support Governance

No.	Action	Responsibilities	Resources	Report on progress to date
D4	Investigate mechanisms to consolidate and streamline reporting and compliance requirements for community-controlled child protection and family support services	DCSSDS and QATSICPP		<p>DCSSDS is working with QATSICPP to review its commissioning processes to ensure they facilitate the transition of funding to the ATSICCO sector and maximise opportunities for self-determination. This will ensure that investment, program design, procurement, implementation, monitoring and evaluation arrangements are fit for purpose when it comes to services for Aboriginal and Torres Strait Islander peoples.</p> <p>The department, QATSICPP and funded ATSICCOs are also working together to review the assessment tools and approaches and reporting arrangements for the Aboriginal and Torres Strait Islander Family Wellbeing Services. This will ensure that the tools are culturally sensitive, and reporting provides a meaningful indicator of the program's impact on the lives of Aboriginal and Torres Strait Islander children and families.</p>

No.	Action	Responsibilities	Resources	Report on progress to date
D5	Investigate the development of Aboriginal and Torres Strait Islander led standards for the community-controlled sector in each state and territory	All governments and sector representatives		QATSICPP developed standards for the ATSICCO sector in 2017 and has been training and supporting organisations to implement them since that time. The standards relate to good governance, membership, practice, cultural safety and partnerships.

### ***E. Consistent Funding Model***

#### **Early Childhood Education and Care (ECEC) Funding Model**

No.	Action	Responsibilities	Resources	Report on progress to date
E1	Review early childhood education and care program and funding arrangements, including in Implementation Plans, to determine and implement changes needed to support Aboriginal and Torres Strait Islander community controlled ECEC services	All governments and sector representatives	To be determined by the parties	Preliminary investigations and scoping underway to support a pilot for Joint Commissioning of Early Childhood funding from multiple government agencies to ATSICCO based in SEQ.
E2	Increased Aboriginal and Torres Strait Islander community-controlled service delivery.	All governments and sector representatives	Connected Beginnings \$81.8 million CCCFR \$29.9 million State and territory led efforts to be identified	Engagement has commenced with Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCO) to learn from expertise and knowledge on how to grow a larger, stronger and sustainable ATSICCO sector in Queensland, to enable community to design and deliver early childhood learning and development services that meet the needs of that community. An initial workshop was held on 4 October 2023 with key ATSICCO that are currently funded by the Department of Education to provide early childhood care and development services.  It is anticipated that outcomes from the workshop will be used to guide next steps on what is required to further support ATSICCO to provide early childhood care and development services that meet the needs of their community.
E3	Develop an agreed Aboriginal and Torres Strait Islander community-controlled early childhood education and care sector definition and scope to inform efforts to build and strengthen the sector	All governments and sector representatives	To be determined by the parties	Engagement has commenced with Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCO) to learn from expertise and knowledge on how to grow a larger, stronger, and sustainable ATSICCO sector in Queensland, to enable community to design and deliver early childhood learning and development services that meet the needs of that community. An initial workshop is scheduled for

No.	Action	Responsibilities	Resources	Report on progress to date
				<p>4 October 2023 in Cairns with key ATSI/CCO that are currently funded by the Department of Education to provide early childhood care and development services.</p> <p>It is anticipated that outcomes from the workshop will be used to guide next steps on what is required to further support ATSI/CCO to provide early childhood care and development services that meet the needs of their community.</p>
E4	Reduce service gaps and establish new Aboriginal and Torres Strait Islander community-controlled integrated early years' services in locations of high Aboriginal and Torres Strait Islander population	All governments and sector representatives	To be determined by the parties	Work is underway to identify locations to support the development of place-based responses to ensure partnership in the design and delivery of funded EYS.

### Child Protection and Family Support Funding Model

No.	Action	Responsibilities	Resources	Report on progress to date
E5	Develop jurisdictional plans for developing and resourcing community-controlled organisation functions aligned to the five elements of the Aboriginal and Torres Strait Islander Child Placement Principle	All governments and sector representative DCSSDS and QATSICPP		<p>See A9, C4 and C5</p> <p>Transitioning investment to the ATSI/CCO sector and authorising them to make decisions about Aboriginal and Torres Strait Islander children in care will significantly contribute to a child protection system that gives effect to the Aboriginal and Torres Strait Islander Child Placement Principle.</p>
E7	In line with the National Agreement on Closing the Gap, increase the proportion of services delivered by Aboriginal and Torres Strait Islander organisations	DCSSDS		See C4 above.

## F. Peak Body

### Early Childhood Education and Care Peak Body

No.	Action	Responsibilities	Resources	Report on progress to date
F1	Develop a national and state/territory intermediary model to strengthen and represent Aboriginal and Torres Strait Islander ECEC community-controlled services.	Sector-led action in collaboration with: <ul style="list-style-type: none"> <li>National Indigenous Australians Agency</li> <li>Commonwealth Department of Education, Skills and Employment</li> <li>State and Territory Governments</li> </ul>	Sector Strengthening Joint Funding Pool (pilot establishment and evaluation) to be supplemented by additional investment by other relevant portfolios and philanthropy.  Australian Government, state and territory Departments of Education	Engagement has commenced with Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCO) to learn from expertise and knowledge on how to grow a larger, stronger and sustainable ATSICCO sector in Queensland, to enable community to design and deliver early childhood learning and development services that meet the needs of that community. An initial workshop was held on 4 October 2023 with key ATSICCO that are currently funded by the Department of Education to provide early childhood care and development services.  It is anticipated that outcomes from the workshop will be used to guide next steps on what is required to further support ATSICCO to provide early childhood care and development services that meet the needs of their community.

### Child Protection and Family Peak Body

No.	Action	Responsibilities	Resources	Report on progress to date
F2	Develop a plan to support and enable community-led development of a peak body in each state and territory	DCSSDS		Queensland has had a funded peak body for the Aboriginal and Torres Strait Islander child protection sector since 2009.
F3	Support adequate and sustainable funding for existing peak bodies	DCSSDS		The Queensland Government currently provides core funding of \$4.7M per annum to QATSICPP, following enhancements announced in the State Budget to ensure it can offer competitive remuneration packages and provide ongoing support to the Queensland Family Matters campaign.



No.	Action	Responsibilities	Resources	Report on progress to date
F4	Develop a strong evidence base for best practice in Aboriginal and Torres Strait Islander community-controlled service delivery through peak bodies	QATSICPP DCSSDS		<p>QATSICPP has established a Centre for Excellence to establish and embed best practices in policy, practice and program delivery to significantly improve outcomes for Aboriginal and Torres Strait Islander children and families in Queensland. QATSICPP is working with researchers to undertake a meta synthesis of current research as a basis for the Centre for Excellence's work.</p> <p>Evaluations of initiatives such as the Family Wellbeing Services, the Family Participation Program and the Early Indigenous Response Collective, all led by Aboriginal or Torres Strait Islander researchers, are adding to the evidence base on effective responses to children and families. Work is also occurring on a Theory of Change relating to Delegated Authority to ensure that initiative can be evaluated for its impact on children and families.</p>

## Health Sector Strengthening Plan

### A. Workforce

No.	Action	Responsibilities	Resources	Report on progress to date
A4	Invest in a permanent, highly skilled, and nationally credentialed Aboriginal and Torres Strait Islander Environmental Health workforce	NACCHO Sector Support Organisations Australian Government State and Territory Governments	Within existing resources	<p>In financial year 2023-24, a Purchasing Incentive has been offered to Hospital and Health Services (HHS) designed to support the expansion of First Nations workforce capacity and capability with the goal of reducing the number of patients who discharge against medical advice or fail to attend appointments.</p> <p>A total of \$3.5 million is available for allocation for this incentive, with allocations weighted towards a small number of rural and regional HHSs. For these HHSs, additional funding is available towards complementary strategies beyond staff recruitment of Indigenous health practitioners and liaison officers to improve patient outcomes, including the upskilling of First Nations workers, promoting telehealth utilisation, advancing health workforce cultural capability training, and fostering greater community partnerships.</p>

No.	Action	Responsibilities	Resources	Report on progress to date
			Approximately \$40 million through to June 2029	<p>Queensland Health (QH) through Health Protection Branch:</p> <ul style="list-style-type: none"> <li>• Currently facilitates an Aboriginal and Torres Strait Islander Environmental Health program supported by Environmental Health Worker and Animal Management Workers employed by Aboriginal and Torres Strait Islander local governments. This program is supported by a Certificate III in Aboriginal and Torres Strait Islander environmental health qualification that QH intends to manage through the Cunningham Centre Registered Training Organisation (RTO). This program will be supported by environmental health staff from public health units.</li> <li>• Facilitated a panel of service providers including veterinary medicines to improve community access to cost effective veterinary services.</li> <li>• Facilitating co-design environmental health programs that are place-based and informed by community priorities.</li> <li>• These plans will be supported by an overarching state Aboriginal and Torres Strait Islander Environmental Health Plan.</li> <li>• Funded the Health Protection and Regulation Branch to establish a First Nations program officer to provide support to the community programs and public health units.</li> </ul>
A5	Build community-controlled RTO capacity and improve the quality of RTO training within or linked to community-controlled health organisations.	<p>Australian Government</p> <p>State and Territory Governments</p> <p>NACCHO</p> <p>Workforce peak bodies</p>	Within existing resources	<p>Queensland Health is working with the Queensland Ambulance Service's Registered Training Organisation to develop and deliver the Certificate III in Aboriginal and Torres Strait Islander Primary Health Care and Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice to increase the number of Aboriginal and Torres Strait Islander Health Workers and Health Practitioners providing care across the state. The training program has Australian Skills Quality Authority (ASQA) approval and will be piloted in Townsville and West Moreton Hospital and Health Services and Children's Health Queensland.</p> <p>Queensland Health is supporting the Institute for Urban Indigenous Health to become an accredited community-</p>

No.	Action	Responsibilities	Resources	Report on progress to date
				controlled Registered Training Organisation (RTO) offering health and health-related training courses to First Nations students.
A6	Convene a Clinical Workforce Taskforce to analyse and systematically address the full range of pertinent industrial, professional, socio-economic and employment impediments affecting the Aboriginal and Torres Strait Islander community-controlled health sector.	Australian Government Department of Health NACCHO Sector Support Organisations Workforce peak bodies	N/A	N/A- Nil Response from QH
A7	Resource permanent health career pathways co-designed in jurisdictions through partnerships between the Aboriginal and Torres Strait Islander community-controlled health sector, its Sector Support Organisation, relevant national Aboriginal and Torres Strait Islander health workforce peak bodies, governments, the Australian Health Practitioner Regulation Agency, and vocational training/tertiary institutions.	Australian Government State and Territory Governments NACCHO Sector Support Organisations Member services and partners as negotiated	Within existing resources	Queensland Health continues to engage with the Queensland Aboriginal and Islander Health Council on whole-of-sector workforce strategy to value, invest in, and grow Aboriginal and Torres Strait Islander workforces across the health system.
			Growing Deadly Families (GDF) Scholarships: \$400,000 2022–23; 400,000 in 2023–24 GDF cadetships \$200,000 2023–24 GDF ATSI/CHO sites = \$1.92 investment in 2023–24. Additional \$2.2 million investment in Birthing in our	Queensland Health through the Growing Deadly Families Services Strategy 2019 -2025 (the GDF Strategy): <ul style="list-style-type: none"> <li>invested in GDF scholarships for First Nations undergraduate and postgraduate student in maternal and child health fields, in partnership with the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM). Funding of \$0.4 million has been provided in 2022–23 and a further \$0.4 million in 2023–24 for distribution to First Nations students.</li> <li>investigating cadetship models with \$0.2 million allocated to GDF cadetships in 2023–24.</li> <li>invested in the establishment and growth of First Nations models of care which aim to improve access to timely, culturally safe maternity and birthing services to support improved maternal pregnancy and birth outcomes. There are currently 12 GDF funded sites across Queensland Hospital and Health Services and Aboriginal and Torres Strait Islander Community-Controlled Organisations. The majority of these GDF sites are employing First Nations</li> </ul>

No.	Action	Responsibilities	Resources	Report on progress to date
			Community (UIH) GDF Hospital and Health Service investment \$5.38m in 2023–24 \$2.5 million in 2023–24	health workers across a range of professions in alignment with the GDF Strategy’s priorities and recognition of the need to increase the First Nations midwifery and nursing workforces.

### B. Capital Infrastructure

No.	Action	Responsibilities	Resources	Report on progress to date
B1	Fund major and medium-size capital and physical infrastructure including permanent clinic builds and large-scale renovations, mobile clinics, maintenance, repairs, and extensions to ensure facilities meet building codes and accreditation standards	Australian Government  State and Territory Governments	\$2.5 million in 2023–24	The GDF program has allocated \$2.5 million in funding in 2023–24 to capital project costs including set up costs and planning for an accommodation upgrade to Mookai Rosie Bi-Bayan (Mookai Rosie), pending the outcomes of a feasibility study. Mookai Rosie is a culturally welcoming accommodation facility in Cairns providing co-located cultural support for women and families of Cape York and Torres Strait regions who need to transfer off country for birth.
			Within existing resources	Queensland Health best practice approach to managing capital program expenditure is delivered through a number of separate but distinctly integrated initiatives and activities across the project lifecycle. Through the initial feasibility stages and development of project business cases project cost plans are developed to industry standard by engaged practitioners to P50 and P90 certainty levels, benchmarked to industry data and future trend analysis to determine accurate cost estimate of project expenditure over the forecast.  In 2022-23 Queensland Health delivered in full 126 projects reaching practical completion across the state. This includes a large proportion of projects delivered in rural, remote, and regional Queensland. Progressively the 2022-23 construction program supported more than 3,572 full-time equivalent jobs across the state.

No.	Action	Responsibilities	Resources	Report on progress to date
B2	Fund staff accommodation required to ensure regional and remote communities have the stable health workforce they require with equitable access to staff accommodation for local Aboriginal and Torres Strait Islander health workforce	Australian Government Department of Health  WA Government	Within existing resources	Queensland Health has tendered six packages for staff accommodation under the Building Rural and Remote Health Program utilising QBuild's Modern Methods of Construction approach. In addition, Queensland Health has commissioned a review of Staff Accommodation across the state, with a focus on regional and remote facilities. The final report is expected in October 2023 and will identify areas for priority investment across the State to inform future planning.
B3	Fund reliable IT capacity and connectivity for electronic clinical information systems, telehealth, community engagement, and client connection with their community-controlled health service in every region (urban, regional, and remote) and equitable access to other technological and digital innovations to improve culturally safe, cost-effective service delivery.	Australian Government Department of Health	N/A	N/A

### C. Service Delivery

No.	Action	Responsibilities	Resources	Report on progress to date
C1	Rectify overburden of activity reporting to governments to allow the Aboriginal and Torres Strait Islander community-controlled health sector to focus on outcomes while maintaining accountability.	All jurisdictions	GDF ATSICCHO sites = \$1.92 investment in 2023–24. Additional \$2.2 million investment in Birthing in our Community (IUIH)	The GDF program funds six Aboriginal and Torres Strait Islander Community-Controlled Health organisations. The reporting requirements are set out through contract agreements. Monthly project reporting has been recently streamlined to reduce reporting documentation. Monthly meetings are offered to sites to provide support in the implementation of their site-specific project plans.
			Within existing resources.	Queensland Health has Service Agreement arrangements with Aboriginal and Torres Strait Islander community-controlled health services and ensures funding provided to non-government organisations for the delivery of community services is administered in a fully accountable, transparent, and responsible way.

No.	Action	Responsibilities	Resources	Report on progress to date
				<p>Queensland Health contracts with Aboriginal and Torres Strait Islander Community Controlled Health services are under the whole-of-government social services agreement, as per State government requirements for robust contractual rights to monitor services, through for example, regular financial and service performance reporting, Accreditation standards compliance reporting and clinical standards compliance reporting.</p> <p>However, Aboriginal and Torres Strait Islander Community-Controlled Health services inform the State that there is a disconnect between the State and Commonwealth quantitative reporting, however with joint planning the collection and reporting of qualitative data could be streamlined.</p> <p>The State Government is committed to working with the Aboriginal and Torres Strait Islander community-controlled sector and the Commonwealth to streamline data and activity reporting for greater accountability.</p>
C2	Develop a national Aboriginal and Torres Strait Islander research agenda led by Aboriginal and Torres Strait Islander community-controlled organisations to secure funding for evidence generation the sector has prioritised	NACCHO Sector Support Organisations	N/A	N/A – Nil response from QH
C3	Leverage buying power and economies of scale in the Aboriginal and Torres Strait Islander community-controlled health sector nationally with minimum procurement targets to increase purchases /contracts from Aboriginal and Torres Strait Islander businesses and enterprises which train and employ Aboriginal and Torres Strait Islander people.	NACCHO Sector Support Organisations	N/A	N/A – Nil response from QH
C4	Fund health workforce leadership development programs and initiatives for Aboriginal and Torres Strait Islander staff working in or aspiring to work in the Aboriginal and Torres Strait Islander community-controlled health sector to maximize service impact and health outcomes	NACCHO	N/A	N/A – Nil response from QH



## D. Governance

No.	Action	Responsibilities	Resources	Report on progress to date
D1	Transition government-managed primary health clinics in Queensland, Northern Territory and Western Australia to community-controlled comprehensive primary health care services and identify locations in all jurisdictions where new community-controlled primary health care services are required to meet the needs of Aboriginal and Torres Strait Islander people.	Australian Government Department of Health NACCHO Sector Support Organisations	Current investment: GDF ATSICCHO sites = \$1.92 investment in 2023–24. Additional \$2.2 million investment in Birthing in our Community (IUIH) GDF Hospital and Health Service investment = \$5.38 million in 2023–24	The GDF Strategy has invested in the establishment and growth of First Nations models of care which aim to improve access to timely, culturally safe maternity and birthing services to support improved maternal pregnancy and birth outcomes. These models incorporate the three priorities expressed by consumers through the First Nations community forums in the GDF Strategy's development. These include partnerships and governance, continuity of carer and workforce. The latter reflecting both the need to grow the First Nations maternity and child health workforces and increase the cultural capability of the workforce. There are currently 12 GDF sites across Queensland Hospital and Health Services and Aboriginal and Torres Strait Islander Community-Controlled Organisations. The GDF program will expand to additional sites in 2023–24 based upon identified community needs.
D2	Fund Board corporate governance programs including needs assessment, capability development and support including independent expertise where required for CEO recruitment and essential criteria for CEOs across the Aboriginal and Torres Strait Islander community-controlled health sector	NACCHO Sector Support Organisations	N/A	N/A – Nil response from QH

## E. Consistent Funding Model

No.	Action	Responsibilities	Resources	Report on progress to date
E1	Develop a needs-based funding model in partnership with the Aboriginal and Torres Strait Islander community-controlled health sector	NACCHO Australian Government	\$4.56 million under the Health Innovation Fund to Queensland Health	The Torres and Cape Health Care (TORCH) commissioning fund project is a joint commitment between Torres and Cape communities, QAIHC, and the Australian and Queensland Governments for health system reform for the Torres and Cape region.

No.	Action	Responsibilities	Resources	Report on progress to date
		State and Territory Governments		<p>The TORCH project will establish an independent regional healthcare commissioner (the TORCH Entity), which will plan and buy health services based on evidence and local input. The TORCH Entity is envisaged as to be community-controlled and over the next 10 years will commission health services in the Torres and Cape region, using pooled funding from both Federal and State governments health service funding.</p> <p>The TORCH Entity is aiming to be established by 1 July 2024. The timing of the transition of commissioning responsibility, including needs-assessments, community consultation and a funding approach or model, and the order in which services are transitioned are still to be determined. Importantly, the transition cannot compromise patient care.</p>
E2	Re-prioritise Aboriginal and Torres Strait Islander health program funds being directed to mainstream non-government organisations, towards the Aboriginal and Torres Strait Islander community-controlled health sector. This includes current and new investments in mental health, drug and alcohol, aged care, and emerging health priorities for Aboriginal and Torres Strait islander people	Australian Government State and Territory Governments	Within existing resources (GDF expansion = \$3.4 million in 2023–24)	The GDF program will expand the currently funded GDF sites within the 2023–24 financial year to include both Aboriginal and Torres Strait Islander Community Controlled Health Organisations and the Hospital and Health Services sectors to prioritise investment in Aboriginal and Torres Strait Islander Community-Controlled Health Services.
			Within existing resources	South East Queensland Health Equity partnership - In partnership with Aboriginal and Torres Strait Islander leaders across the public health system and the Aboriginal and Torres Strait Islander Community-Controlled Health Services, the First Nations Health Office in Queensland Health is driving a suite of legislative, policy and service delivery reforms across the health system to achieve health equity, eliminate institutional racism and attain First Nations life expectancy parity by 2031.
E3	Optimise utilisation of Medicare in the Aboriginal and Torres Strait Islander community-controlled health sector	Australian Government Department of Health NACCHO Sector Support Organisations	N/A	N/A – Nil response from QH

### F. Peak Body

No.	Action	Responsibilities	Resources	Report on progress to date
F1	Expand independent Aboriginal and Torres Strait Islander representation on government and non-government bodies and other decision-making entities whose decisions affect the health of Aboriginal and Torres Strait Islander peoples.	Australian Government Department of Health	Within existing resources	16 Hospital and Health Services have an Aboriginal and Torres Strait Islander board member appointed as active members which was enacted through the health equity legislative amendments.
		NACCHO Sector Support Organisations	Within existing resources	Implementation of the Growing Deadly Families (GDF) Strategy is governed by the Growing Deadly Families Implementation Oversight Committee (GDF IOC) and the Growing Deadly Families Funding Assessment and Reporting Committee (GDF FAR). Both the GDF IOC and GDF FAR include QAIHC members, First Nations Elders and First Nations health staff.

### Housing Sector Strengthening Plan

#### F. Peak Body

No.	Action	Responsibilities	Resources	Report on progress to date
F1	The Queensland Government is investing in the First Nations Housing sector through an investment of \$5.5M over five years to Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ). This investment is building a strong, resilient, and culturally responsive housing sector which will support with closing the gap.		\$5.5M investment to QLD peak body ATSIHQ	Establishment of Aboriginal and Torres Strait Islander Housing Queensland, the peak body for First Nations housing in Queensland who are now working in partnership with the Indigenous Community Housing Sector and Aboriginal and Torres Strait Islander Councils to identify priorities and progress housing solutions for First Nations people.
				Regular meetings have been established and are providing forums for Chief Executive Officer's and Mayors of Aboriginal and Torres Strait Islander Councils, to identify issues and progress housing solutions.  Development of 19 community-led Local Housing Plans that are living plans to drive activity to address local priorities in remote and discrete communities.  The department is working with ATSIHQ to develop a model for the HPP that will consider best practice approaches to shared decision-making partnerships between government and First Nations peoples.

No.	Action	Responsibilities	Resources	Report on progress to date
				<p>Initial stakeholder mapping has been completed to identify high-interest stakeholder groups that may seek to hold membership on the HPP once established.</p> <p>Further work is underway to finalise the funding model in consultation with ATSIHQ.</p>

## Disability Sector Strengthening Plan

### A. Workforce

No.	Action	Responsibilities	Resources	Report on progress to date
A1	<p>Co-design with ATSICCO and Aboriginal and Torres Strait Islander child and family peaks (or leadership where no peak yet exists) a plan to strengthen ATSICCO, which considers their aspirations, evidence-based service models of culturally appropriate care, and workforce and infrastructure needs (Activity 2b under Investment in the Community Controlled Sector from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026; and relevant to Breaking Cycles 2023-2025, Action 2.2 and 6.1).</p> <p>Develop a market strategy to support ATSICCO capacity and establish market transition approaches that increase the proportion of services delivered by ATSICCO. This includes mapping the growth, spread and location of new ATSICCO and building the capability of existing ATSICCO against where the need is going to be across a jurisdiction (Activity 2c under Investment in the Community Controlled Sector from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026; and relevant to Breaking Cycles 2023-2025, Action 2.2 and 6.1).</p>	All jurisdictions and the Aboriginal and Torres Strait Islander Leadership Group	TBC	<p>In January 2023, the former Minister for Children and Youth Justice and Minister for Multicultural Affairs, other Community Services Ministers and the Aboriginal and Torres Strait Islander Leadership Group launched the Safe and Supported: First Action Plan (2023-2026) and the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan (2023-2026).</p> <p>Implementation of these activities is progressing under the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026 and will be reported on through Safe and Supported mechanisms.</p>
A4	Develop strategies to grow the Aboriginal and Torres Strait Islander workforce including to improve the cultural awareness and understanding of the workforce engaged with Aboriginal and Torres Strait Islander families, including Aboriginal and Torres Strait Islander children living with disability (Activity 4b under Workforce from the	All jurisdictions and the Aboriginal and Torres Strait Islander	TBD	In January 2023, the former Minister for Children and Youth Justice and Minister for Multicultural Affairs, other Community Services Ministers and the Aboriginal and Torres Strait Islander Leadership Group launched the Safe and Supported: First Action Plan (2023-2026) and the Safe and Supported:

No.	Action	Responsibilities	Resources	Report on progress to date
	<p>Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026; and relevant to Breaking Cycles 2023-2025, Action 2.2 and 6.1)</p> <p>Support and align actions under the Disability Sector Strengthening Plan to ensure that services are both culturally safe and disability-inclusive (Activity 4d under Workforce from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026; and relevant to Breaking Cycles 2023-2025, Action 2.2 and 6.1).</p>	Leadership Group		<p>Aboriginal and Torres Strait Islander First Action Plan (2023-2026).</p> <p>Implementation of these activities is progressing under the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026 and will be reported on through Safe and Supported mechanisms.</p>

\* N.B. While these actions are directed at the child and family support sector, they will inform sector-strengthening work with the disability sector and development of peak services models for First Nations disability community-controlled organisations and people with disability.

### B. Capital Infrastructure

Not applicable.

### C. Service Delivery

No.	Action	Responsibilities	Resources	Report on progress to date
C1	<p>Develop strategies to grow the Aboriginal and Torres Strait Islander workforce including to improve the cultural awareness and understanding of the workforce engaged with Aboriginal and Torres Strait Islander families, including Aboriginal and Torres Strait Islander children living with disability (Activity 4b under Workforce from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026; and relevant to Breaking Cycles 2023-2025, Action 2.2 and 6.1).</p> <p>Support and align actions under the Disability Sector Strengthening Plan to ensure that services are both culturally safe and disability-inclusive (Activity 4d under Workforce from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026; and Breaking Cycles 2023-2025, Action 2.2 and 6.1)</p>	All jurisdictions and the Aboriginal and Torres Strait Islander Leadership Group	TBD	<p>In January 2023, the former Minister for Children and Youth Justice and Minister for Multicultural Affairs, other Community Services Ministers and the Aboriginal and Torres Strait Islander Leadership Group launched the Safe and Supported: First Action Plan (2023-2026) and the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan (2023-2026).</p> <p>Implementation of these activities is progressing under the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026 and will be reported on through Safe and Supported mechanisms.</p>
C2 C3	Strengthen the interface between policies and service systems supporting children and families, and those addressing the social determinants of child safety and wellbeing. This includes to advocate and engage with	All jurisdictions and the Aboriginal and Torres Strait	TBD	In January 2023, the former Minister for Children and Youth Justice and Minister for Multicultural Affairs, other Community Services Ministers and the Aboriginal and Torres Strait Islander Leadership Group launched the Safe

No.	Action	Responsibilities	Resources	Report on progress to date
	<p>portfolio service systems in the areas of early childhood development, adult and youth justice, domestic and family violence, disability, health and mental health, drugs and alcohol, education, housing, social security and employment services (Activity 8a under Social Determinants for Child Safety and Wellbeing from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026).</p> <p>Actively support a holistic and coordinated response to the achievement of the targets under Closing the Gap. This includes the following Australian Government measure, as a first step, the Improving Multidisciplinary Responses for Aboriginal and Torres Strait Islander children, and families with multiple and complex needs (IMR) initiative. Governments and the Leadership Group will determine the priorities of this action over the course of the First Action Plan (Activity 8b under Social Determinants for Child Safety and Wellbeing from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026).</p> <p>Partner with Aboriginal and Torres Strait Islander communities and their organisations, including ATSIcco and peak bodies, on specific issues and supports required for children, young people, parents and/or carers who live with disability or developmental concerns (Activity 8c under Social Determinants for Child Safety and Wellbeing from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026).</p> <p>Governments will also collaborate and support the implementation of related disability initiatives, including the Disability Sector Strengthening Plan and Australia's Disability Strategy 2021-2031, to ensure that their application includes specific and dedicated actions to advance the safety and wellbeing of children and families (Activity 8d under Social Determinants for Child Safety and Wellbeing from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026).</p>	<p>Islander Leadership Group</p>		<p>and Supported: First Action Plan (2023-2026) and the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan (2023-2026).</p> <p>Implementation of these activities is progressing under the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026 and will be reported on through Safe and Supported mechanisms.</p>



No.	Action	Responsibilities	Resources	Report on progress to date
C2 C3	Actively support a holistic and coordinated response to achieving the targets under the National Agreement on Closing the Gap. This includes the following Commonwealth measures through the Improving Multidisciplinary Responses for Aboriginal and Torres Strait Islander children and families with multiple and complex needs initiative and by Governments collaborating and supporting the implementation of related disability initiatives, including the Disability Sector Strengthening Plan and Australia's Disability Strategy 2021–2031 (Activity 1a under Early Supports from the Safe and Supported: First Action Plan 2023-2026).	All jurisdictions and the Aboriginal and Torres Strait Islander Leadership Group	TBD	In January 2023, the former Minister for Children and Youth Justice and Minister for Multicultural Affairs, other Community Services Ministers and the Aboriginal and Torres Strait Islander Leadership Group launched the Safe and Supported: First Action Plan (2023-2026) and the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan (2023-2026).  Implementation of these activities is progressing under the Safe and Supported: First Action Plan 2023-2026 and will be reported on through Safe and Supported mechanisms.
C6 C7	<p>Governments actively support Aboriginal and Torres Strait Islander governance groups to identify the data needs of jurisdictions (including jurisdictional and national data requirements under Closing the Gap Priority Reform 4 and the ATSICPP indicators), and the ATSICCO sector and how this data can be shared to support best practice (Activity 3c under Data Sovereignty from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026).</p> <p>Establish a First Nations led Aboriginal and Torres Strait Islander Centre for Excellence in Child and Family Support, to increase access to research that is grounded in Aboriginal and Torres Strait Islander knowledge and theoretical frameworks and provides opportunities for First Nations led research. This could include consideration of building the evidence base for Aboriginal and Torres Strait Islander children, young people, parents and carers living with disability (Activity 3e under Data Sovereignty from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026).</p> <p>Support the review and evaluation of initiatives and knowledge sharing for Aboriginal and Torres Strait Islander people and organisations (Activity 3g under Data Sovereignty from the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026).</p>	All jurisdictions and the Aboriginal and Torres Strait Islander Leadership Group	TBD	In January 2023, the former Minister for Children and Youth Justice and Minister for Multicultural Affairs, other Community Services Ministers and the Aboriginal and Torres Strait Islander Leadership Group launched the Safe and Supported: First Action Plan (2023-2026) and the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan (2023-2026).  Implementation of these activities is progressing under the Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026 and will be reported on through Safe and Supported mechanisms.

*\*N.B. While these actions are directed at the child and family support sector, they will inform sector-strengthening work with the disability sector and development of peak services models for First Nations disability community-controlled organisations and people with disability.*

#### **D. Governance**

No.	Action	Responsibilities	Resources	Report on progress to date
D2	The Queensland First Child and Families Board provides independent oversight and reports annually to the Queensland Government on the implementation of the Our Way strategy and supporting action plans.  Under Safe and Supported, reporting burden is being considered through the governance mechanisms and as the National and Aboriginal and Torres Strait Islander Monitoring and Evaluation strategies are developed.	DCSSDS  All jurisdictions and the Aboriginal and Torres Strait Islander Leadership Group	TBA	The next Our Way annual progress report is due 2023–2024.
D3	Consider alignment of the Disability Sector Strengthening Plan with findings and recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (DRC) that relate to the Disability Sector Strengthening Plan, and other related strategic documents such as the National Disability Insurance Scheme (NDIS) Review.	DCSSDS	TBD	On 29 September 2023, the DRC Final Report was released. The Queensland Government is working to review and consider its recommendations, in partnership with the Commonwealth and other state and territory governments.  The NDIS Review has not yet been publicly released.

#### **E. Consistent Funding Model**

Not applicable

#### **F. Peak Body**

No.	Action	Responsibilities	Resources	Report on progress to date
F3	Undertake engagement to support the development of a peak services model for First Nations people with disability in Queensland.	DCSSDS	\$256, 758	DCSSDS is undertaking state-wide engagement in 2023 to inform the co-design of a peak model for First Nations Peoples with disability.
F3	Support First Nations disability-focused organisations to become community-controlled.	DCSSDS	\$70,000	DCSSDS provided \$70,000 in total over 2022-23 and 2023-24 to two organisations to support their establishment as community-controlled entities.

No.	Action	Responsibilities	Resources	Report on progress to date
F3	Support the establishment of peak bodies to deliver peak services for First Nations people with disability and community-controlled disability service providers in Queensland.	DCSSDS	TBD	The state-wide engagement will inform a grant process to identify suitable organisations to commence service delivery in 2024.

# Glossary

Agency acronyms referenced in this document.

QUEENSLAND GOVERNMENT AGENCIES	
<b>DAF</b>	Department of Agriculture and Fisheries
<b>DCSSDS</b>	Department of Child Safety, Seniors and Disability Services
<b>DoE</b>	Department of Education
<b>DEPW</b>	Department of Energy and Public Works
<b>DES</b>	Department of Environment and Science
<b>DoH</b>	Department of Housing
<b>DJAG</b>	Department of Justice and Attorney-General
<b>QCS</b>	Queensland Corrective Services
<b>QFES</b>	Queensland Fire and Emergency Services
<b>QH</b>	Queensland Health
<b>HWQ</b>	Health and Wellbeing Queensland
<b>QPS</b>	Queensland Police Service
<b>QT</b>	Queensland Treasury
<b>DRDMW</b>	Department of Regional Development, Manufacturing and Water
<b>DoR</b>	Department of Resources
<b>DPC</b>	Department of the Premier and Cabinet
<b>PSC</b>	Public Sector Commission
<b>DSDILGP</b>	Department of State Development, Infrastructure, Local Government and Planning
<b>DTIS</b>	Department of Tourism, Innovation and Sport
<b>DTMR</b>	Department of Transport and Main Roads
<b>DTATSIPCA</b>	Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts

