

## APPENDIX 4

## LIST OF RECOMMENDATIONS

### LAND AND HERITAGE

It is recommended that:

- 1 Education about and access to solar power and other renewable energy resources is made accessible in Gibb River communities to support family groups that are moving to small, remote settlements. Increase resources for and promotion of the Bushlight Program following its review in 2006.
- 2 Funding is identified to promote the Aboriginal cultural heritage of the Derby region through partnerships between Aboriginal organisations (such as Nunga Designs, Mowanjum Arts Centre and the Nyikina Association) the Kimberley Development Commission and the Shire of Derby-West Kimberley.
- 3 Partnerships are formed between Aboriginal organisations and sponsors to hold Aboriginal art and craft exhibitions in Derby.
- 4 The efforts of the Nyikina Association and other traditional owner groups are supported to expand opportunities for Aboriginal people in Derby and the West-Kimberley region (also see 'Family and Social Services' recommendations).
- 5 A strengths-based approach to Aboriginal heritage and land management skills is promoted in Derby, including the employment of Aboriginal people in looking after country activities via natural resource management forums and organisations (both government and non-government).

### FAMILY AND SOCIAL SERVICES

#### *Family and Social Service Delivery*

It is recommended that:

- 6 The DIA assist the Human Services Regional Managers to take a supportive role in family and social service activities and outcomes in Derby, through:
  - the implementation of the MAGA;
  - formalising networks and reporting arrangements with Jayida Burru and non-government agencies; and
  - assisting the FDVU to formalise the relationship between the Kimberley Regional Domestic and Family Violence Committee and Jayida Burru.
- 7 The Kimberley Regional Managers forums hold meetings in Derby on a rotational basis with other key Kimberley centres.
- 8 Operational linkages between Strong Families and Jayida Burru, are investigated and formalised, based on the post-Gordon Inquiry MOU with Aboriginal communities in Kimberley and the Gordon Inquiry

recommendation to expand concepts similar to the Kimberley Aboriginal Family Violence Education Project.

- 9 Top-up funding is identified to support the continued employment of the Jayida Burru coordinator commencing July 2005, via the Office for Mental Health and Office for Aboriginal Health.
- 10 Funding arrangements for community organisations are reviewed to ensure funding stability for pilot programs for at least three years and provide assistance with program monitoring and evaluation processes – similar to the Federal Mentoring and Evaluation Scheme provided under the National Aboriginal Family Violence Grants Partnership program.
- 11 The WA Anti-Poverty Strategy includes initiatives that respond to the specific issues of Aboriginal poverty in regional and remote areas.

### *Families*

It is recommended that:

- 12 Resources are identified to improve security at the Family Healing Centre including: security cameras, intercoms and a new fence to shield the back of the compound from the adjacent empty block.
- 13 Support is provided for local efforts to improve interagency data collection to reduce family violence and to target programs to those in need, including people living in remote communities.
- 14 The Department of Health (DOH) investigates opportunities to increase the availability of visiting mental health services to Derby, with a focus on drug and alcohol issues. In recognition of the across portfolio nature of the issue, it is also recommended that agencies such as Department of Community Development (DCD), Family and Children's Services (FACS), Department of Education and Training (DET) and the Shire of Derby-West Kimberley discuss options for the joint resourcing of a community development and prevention approach to mental health problems, particularly among Aboriginal youth in Derby. Funds may be available through the WA Mental Health Strategy.
- 15 The operating hours of Garl Garl Walbu (Sobering up Shelter) are extended to maximise use of the facility.
- 16 Department of Indigenous Affairs (DIA), Drug and Alcohol Office (DAO), Derby Local Drug Action Group (LDAG), Derby Aboriginal Health Service (DAHS) and the Sobering up Shelter work together to increase support for the Numbud Patrol and its staff via training and better pay with the potential for development of an outreach service.
- 17 DAHS and the Sobering Up Shelter investigate establishing overnight childcare facilities for children with parents in the Shelter.

- 18 To support financial management and assist in reducing poverty amongst Aboriginal families and communities in Derby:
  - Additional funding be sought to extend and coordinate the provision of existing financial management programs and possibilities for new proactive programs (such as the IFM training package); and
  - The WA Anti-Poverty Strategy considers and responds to Aboriginal poverty in regional communities.
- 19 The DOH, DAHS and DCD investigate establishing a training program for Aboriginal mediators to work with families on conflict prevention and resolution prior to and during formal agency involvement and justice processes.
- 20 The re-development and extension of the Men's Centre and related services are supported.

### ***Youth***

It is recommended that:

- 21 The Derby Youth Coordination Network, Nyikina Association and the Shire of Derby West Kimberley work together to:
  - engage key representatives of relevant Aboriginal communities in the operation and direction of the new Youth Centre and the activities of the Youth Worker; and
  - ensure that there is a funding strategy in place to continue the Youth service following the current three year commitment.
- 22 The Enterprise Class, Derby High School, Jalaris, Jayida Burru and Youth Coordination Network seek partnerships with local organisations to develop and promote youth self-esteem projects.
- 23 The Office for Seniors Interests and Volunteering and DIA consult with the Nyikina Association on developing cultural activities and resources linking children, young adults and older people.
- 24 The Departments of Justice, Education and Indigenous Affairs to improve support for and/or liaison with the Derby YCN.

### ***Disability Services***

- 25 It is recommended, pending the success of DSC activities in Fitzroy Crossing to improve the accessibility of disability services and to train, support and promote carers that these are extended to Derby.

## **HEALTH**

### ***Primary Health Care***

It is recommended that:

- 26 Closer collaborative working relationships and partnership arrangements are formed between DAHS, NWMHS, the Derby Regional Hospital and community/non-government agencies to address specific Aboriginal health issues in a holistic and coordinated manner, and where appropriate, to develop joint funding and monitoring models.
- 27 The DAHS, the DOH and other stakeholders consult with young Aboriginal people to develop incentives to support the recruitment and training of local people into health service positions in Derby.
- 28 A timely decision about the future of Numbla Nunga Nursing Home is made and an appropriate process is established to ensure Aboriginal residents of the home and their families have input into the design and location of the new residence.
- 29 Options are considered to extend the availability of emergency and longer-term accommodation for new mothers and young families in Derby and to provide appropriate counselling and social support services to this group.
- 30 WA Country Health Services – Kimberley advocate to increase the availability of dental services provided in Derby and to have a social worker position established at the Derby Regional Hospital.

### ***Health Promotion and Community Care***

It is recommended that:

- 31 The primary role that environmental health plays in health prevention is promoted through increased resourcing and improved coordination in Derby (see 'Housing and Infrastructure').
- 32 Data collection is improved at an agency level to identify the gaps in Aboriginal health services and to document the positive outcomes being produced by community and non-government providers.
- 33 A community partnership for sexual health is formed, involving key Aboriginal health and education providers and youth networks under the auspices of the WA Aboriginal Sexual Health program 2005-2008.

### ***Mental Health***

- 34 The partnership of Derby health providers discussed in ‘Primary Health Services’:
- work together with the Department of Housing and Works and the Department for Community Development to increase accommodation options and support services for people with mental health needs in Derby;
  - develop a joint service plan for youth and family mental health and wellbeing;
  - liaise with the Office of Aboriginal Health and the Drug and Alcohol Office to extend early intervention and alcohol and drug services in Derby;
  - negotiate with the Office of Aboriginal Health to:
    - improve suicide prevention programs available to children and young people in Derby; and
    - identify funding for counsellor training and development positions to encourage local Aboriginal people to work in these areas.

### **HOUSING AND INFRASTRUCTURE**

#### ***Town Housing and Tenancy Support***

- 35 The In-Home Practical Support Program currently being piloted in remote communities be made available to Aboriginal tenants in Derby.
- 36 That the proposed Supported Housing Assistance Program be reviewed within 6 months of establishment in order to assess the adequacy of resources compared to the number of families in need.
- 37 That a coordinated case management approach be adopted for those families housed by Homeswest but which experience a range of social and behavioural problems. To this end strong links should be established between the proposed SHAP program and the Strong Families initiative coordinated by DCD (see ‘Family and Social Services’).
- 38 DHW develop appropriate materials and approaches to improve awareness among Aboriginal people of housing polices and waiting times in order to encourage prospective clients to register early and to reduce pressure on emergency housing options.
- 39 Emama Nguda be required and supported to provide direct debit arrangements for CDEP participants in order to assist clients with their financial management.

### ***Town Reserve Communities***

It is recommended that:

- 40 The increased housing need demonstrated by town based communities be acknowledged and addressed through the Regional Housing and Infrastructure Plans being developed by DHW.
- 41 DHW work with Emama Nguda, the ALT, the Shire and town communities to resolve outstanding maintenance issues as soon as possible. Maintenance arrangements should:
  - Ensure that the adequacy of housing maintenance and management is the primary consideration.
  - Seek to reward communities doing the right thing.
  - Clearly identify and promote the role of the DHW funded housing maintenance provider as a fee-for-service available to communities.
  - Ensure appropriate monitoring and accountability of housing management providers.
- 42 The Regularisation of essential and municipal infrastructure in the town based communities is given a high priority.

### ***The Derby Camping Ground Proposal: Accommodating Visitors to Derby***

It is recommended that:

- 43 The Shire of Derby – West Kimberley, the ICC, DIA/ALT, DHW and potentially Aboriginal Hostels Ltd jointly sponsor a feasibility study and community consultation process that recommends an appropriate model and location(s) for visitor accommodation in Derby.
- 44 DEWR review the process for CDEP payments to ensure that those participants registered as working in one location are not collecting payments in another location. This review should look at systems to encourage participants to return home within specified timeframes in order to maintain their income.
- 45 That alternate accommodation options be developed for long term residents of the Kabayji Booroo Hostel and/or additional facilities be found to ease the current waiting list.

### ***Remote Community Housing***

It is recommended that:

- 46 A holistic approach to addressing housing needs in remote, town based and mainstream housing is adopted through a close working relationship between the AHIU and Homeswest. This approach should seek to meet current levels

of demand and to minimise the potential the “double dipping” with regard to housing allocations.

- 47 The Derby ICC liaise with the Department of Local Government and Regional Development, service agencies in Derby, Winan Ngari and Gibb River Road communities regarding options to establish an agency or “shop front” at a central location on the Gibb River Road.
- 48 A reliable, all weather airstrip be established at a central location on the Gibb River Road to provide services to outlying communities and a reliable link to service agencies in Derby and elsewhere.

### ***Environmental Health Services***

- 49 It is recommended that the Derby ICC, DIA, the AHID and the Shire of Derby - West Kimberley liaise in order to re-establish a regional environmental health and infrastructure coordination forum that meets the needs of the Shire. This should link to the role of the Human Services Regional Managers Forum and potentially include the Shire of Broome.

## **EDUCATION AND TRAINING**

### ***Education: Literacy and Truancy***

It is recommended that:

- 50 The DET consider
  - linking the role of the Youth Support Worker with that of the Level 3 AIEO’s in Derby, ensuring a close working relationship with the Retention and Participation Coordinator in the District Office; and
  - negotiating with Derby schools to ensure that AIEO’s are provided ready access to school vehicles to transport students to and from schools or, where this is not possible, appropriately reimbursed for use of private vehicles.
- 51 That a community working group including Aboriginal staff and school principals, parents and students is formed to advise Derby schools on issues relating to Aboriginal education, with a focus on building the capacity of Aboriginal students and parents and developing locally driven truancy prevention strategies in negotiation with the Retention and Participation Coordinator.
- 52 Develop the equitable representation and teaching of modern Aboriginal languages and cultures in Derby schools. To assist in this process:
  - introduce a staff check-list and induction program including compulsory cross-cultural training and emphasising child and family protection matters.
  - raise teacher and principal awareness of AIEO skills and provide opportunities for additional AIEO training, such the AIEO teaching conversion course at Curtin University

- 53 AIEO's and Aboriginal teachers work with Jalaris to investigate a 'Half-way-school-house' program for Aboriginal students entering or returning to school after a prolonged absence.
- 54 DEST and DCD ensure coordinated funding is available to provide regular meals for children at schools in Derby as required (with reference to the Commonwealth Parent School Partnership Initiative).
- 55 Derby Schools implement a more flexible and inclusive approach to uniforms (and explore ways to address this where safety is a requirement) and make attendance a priority.
- 56 DET seeks allocated funding to maintain the successful Enterprise Class, including employing a second teacher at the Enterprise Class to assist the coordinator with the teaching load and additional resources to split the class into upper and lower school groups for teaching purposes. DET also consider providing support for monitoring and evaluation of Enterprise Class programs as per the "Follow The Dream" program.
- 57 DET locates a School Psychologist in Derby to deal with issues relating to mental health and consequently school attendance and completion.
- 58 DET assists with extending the implementation and evaluation of the Talk Up 4 U program and support its extension to other schools in the Region in line with the State Domestic Violence Strategy.
- 59 A formal linkage is established between DET and the Jayida Burru Family Violence Committee to support the Problem Solving-Building Capacity Program, empower students and reduce truancy in Derby.
- 60 School-community connections are extended in Derby and in remote communities via art exhibitions, open days and sporting events that promote the talents and interests of students (ie between Croc Festival performances).
- 61 Conflict resolution and resilience programs are introduced into the local schools eg emotional IQ, conflict resolution skills and anti-racist education programs.
- 62 The BBC (Otitis Media) and Kimberley Challenge (Diabetes Type II) programs are implemented in Derby Schools. (The need for sexual health programs is dealt with in 'Health').

### ***Education: School Completion and Vocational Options***

It is recommended that:

- 63 DET and DOJ representatives attend the Youth Coordination Network meetings as regularly as possible in order to foster partnerships and develop a comprehensive approach to school and youth issues in Derby.
- 64 A network is established to develop and promote local school-to-work strategies based around mentoring and job experience to expose students to a range of employment options. This network should include students, the YCN, Derby District High School staff, Emama Nguda, Winun Ngari, the CCI and other relevant stakeholders, and consider:
  - developing flexible, accredited training programs recognised by mainstream employers to upper school students;
  - extending current school based traineeships to younger students.
- 65 The 'Follow The Dream' program is introduced in Derby to support students with an interest in completing year 12 for TAFE, University studies or employment purposes,
- 66 Ensure that Kimberley School of the Air is adequately resourced and promoted to remote Gibb River communities.

### ***Training: Accessibility***

It is recommended that:

- 67 The Department of Education and Training:
  - review current TAFE enrolment quota requirements in order to increase flexibility and better address the needs and realities of Aboriginal students, particularly those in remote communities; and
  - introduce an Aboriginal-specific stream into TAFE course accreditation guidelines to more accurately attract and address the demands of the Aboriginal student population (as promoted by the 'Australian National ATSI Strategy for Vocational Education and Training 2000-2005').
- 68 The Department of Education Science and Training review the enrolment practices of non-Kimberley based tertiary education institutions to ensure that Aboriginal people are not being enrolled merely to attract Commonwealth funding.
- 69 The proposed pilot program to provide on-site training for selected Gibb River communities in 2005 is supported (in the form of funding for IT and office equipment to make the pilot program viable) and evaluated to discern how best to proceed in improving resources and opportunities for training in Gibb River communities. Note also the potential for an administrative centre to be located on the Gibb River Road as recommended in 'Housing and Infrastructure'.

- 70 The availability of the TAFE Certificate in General Education for Adults (CEGA) course in Derby is extended by increasing lecturer hours to full time.

***Training: Relevance***

It is recommended that:

- 71 Targets are set to improve post-year ten enrolments in TAFE training courses in Derby by increasing the promotion and relevance of TAFE training to Aboriginal students.
- 72 Train-the-trainer projects in Aboriginal communities are extended on the basis of community-initiated projects in order that participation, motivation and completion become self-supporting through community and family relationships.
- 73 The Tidy Towns successes (eg Looma) are extended to other communities via a strategic partnership between TAFE, Department of Health, Department of the Environment and the Department of Local Government and Regional Development.

**INCOME, EMPLOYMENT AND ECONOMIC DEVELOPMENT**

It is recommended that

- 74 The Derby ICC, Emama Nguda, Winun Ngari, the Shire of Derby-West Kimberley and private sector organisations establish a partnership (possibly as part of the proposed Malarabah Regional Partnership Agreement) to:
- identify and promote training and economic development opportunities to Aboriginal communities in the Shire of Derby-West Kimberley (with the Kimberley Centre for Aboriginal Community & Economic Development);
  - develop a town-based employment program for Aboriginal youth (building on from the school-to-work strategy recommended in ‘Education and Training’);
  - work with TAFE and representatives of Gibb River communities to identify and develop economic and employment options in the Gibb River area;
  - assist the Derby Aboriginal Resource Centres to obtain additional funding and resources, possibly in partnership with Nirrumbuk in Broome, to develop and conduct training and work opportunities for young Aboriginal people and CDEP participants; and
  - develop culturally appropriate governance and training guidelines to assist Aboriginal community enterprise and leadership (this may itself develop into an Aboriginal enterprise and could be developed under the auspices of KCICED).

- 75 DEST establish the Australian Government's New Apprenticeship Access Programme (NAAP) in Derby to assist employers wishing to employ school leavers and other young people who require additional skills to take on apprenticeships.
- 76 On the basis of the youth of the Aboriginal population (and the number soon to reach school-leaving age) agencies such as the Office for Aboriginal Economic Development, the Kimberley Development Commission and the Department of Local Government and Regional Development must increase the presence of professional economic development officers in the Shire of Derby-West Kimberley.
- 77 DIA and KDC assist with the coordination and development of profiles of the experience of Aboriginal communities with land-based community and economic development projects as an information-sharing resource for Aboriginal communities.

## **JUSTICE, SAFETY AND SECURITY**

It is recommended that

- 78 The success of strategies such as the Numbud Patrol, the Sobering Up Shelter, the Alcohol Accord and the work of committees such as Jayidu Buru and the local drug action group be promoted in order to address negative perceptions of antisocial behaviour in Derby and to encourage increased resources.
- 79 Increased private sector support should be sought as well as Lotterywest funding for a replacement vehicle for the Numbud Patrol.
- 80 The issue of a designated drinking area to provide a controlled and supervised environment for outdoor drinking is explored in conjunction with the feasibility study recommended in 'Housing and Infrastructure'.
- 81 In recognition of the public concerns about safety and the high rate of Aboriginal victims of crime, the Derby AJP includes a further and dual aim to "promote community safety and security in Derby."