



Our Community - Leading Change

Gladstone Regional Council Deputation – Tuesday 19
August 2025

Gladstone Region engaging in action Together

Acknowledgement

Gladstone Region engaging in action Together acknowledge the Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda peoples as the Traditional Owners of the land on which we live, work and learn.

We pay our respect to Elders past, present and emerging, and would like to extend this respect to all other First Nations peoples.

We recognise First Nations peoples' knowledge and continuing connection to land, place, and waters.

Our community's vision is to achieve opportunity, equity, and quality of life for everyone.

Together, with every voice, we can create a better future.



Our Vision

Opportunity, equity, and quality of life for everyone in our community



Foundation Assumption

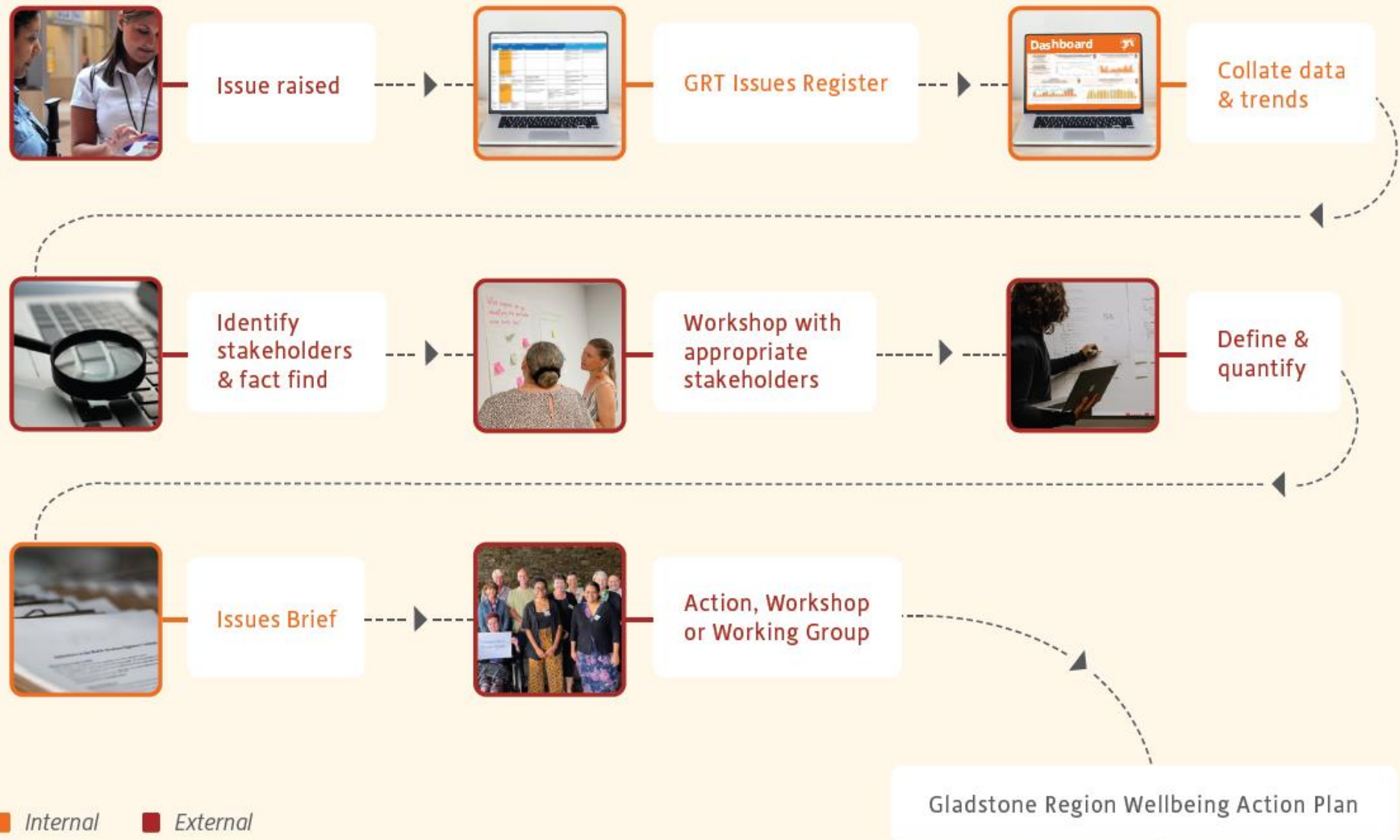
Children born into safe homes with happy, healthy parents are statistically more likely to have a happy healthy life and access to employment and education opportunities.

Community-Led Community Voice

GRT's vision, goals and actions are those of our community, informed by many voices on an ongoing basis

For us, community includes everyone who lives, participates, impacts or is impacted by activity in the Gladstone Region Local Government Area

Issues Identification Pathway



Working Groups

Topic-Specific Working Groups

- First Nations Working Group
- Child Development Working Group
- Gladstone Region Systems Leaders Working Group
- Health Bodies Working Group
- Housing Round Table
- Industry Working Group
- Shared Decision-Making Working Group
- Skills Attraction Working Group

Measurement and Evaluation

- Data and Evaluation Working Group



Gladstone Region Wellbeing

Action Plan

- Our families have access to life's basics, feel independent, and have purpose.
- Our children feel safe, happy, and loved, growing up at home with their families.
- Our children are starting school ready to learn and on track to thrive.



Gladstone Region Wellbeing Measurement Framework



Gladstone Region Wellbeing Data and Evaluation Working Group measures the impact of our community’s collective efforts in shifting the dial for improved wellbeing in the region.

Gladstone Region Wellbeing Measurement Framework

The Gladstone Region Wellbeing Measurement Framework includes measurement to assess change across four key elements related to the supports system that we provide to enable our families and children to thrive:

Enabling Conditions help assess dynamics and interactions between stakeholders in the system, measuring factors such as transparency, adaptability, trust, courage and participation, that enable a collective impact approach to be effective and the system to function.

System Support includes KPI style measures to ensure that projects designed to improve the health of the system, are achieving the identified goals and objectives they set out to achieve. With the overall aim being for the system to include the right balance of supply and demand, to enable the right support at the right time for our children and families, and the right mix of supports, to ensure access to effective prevention supports and the earliest possible intervention strategies.

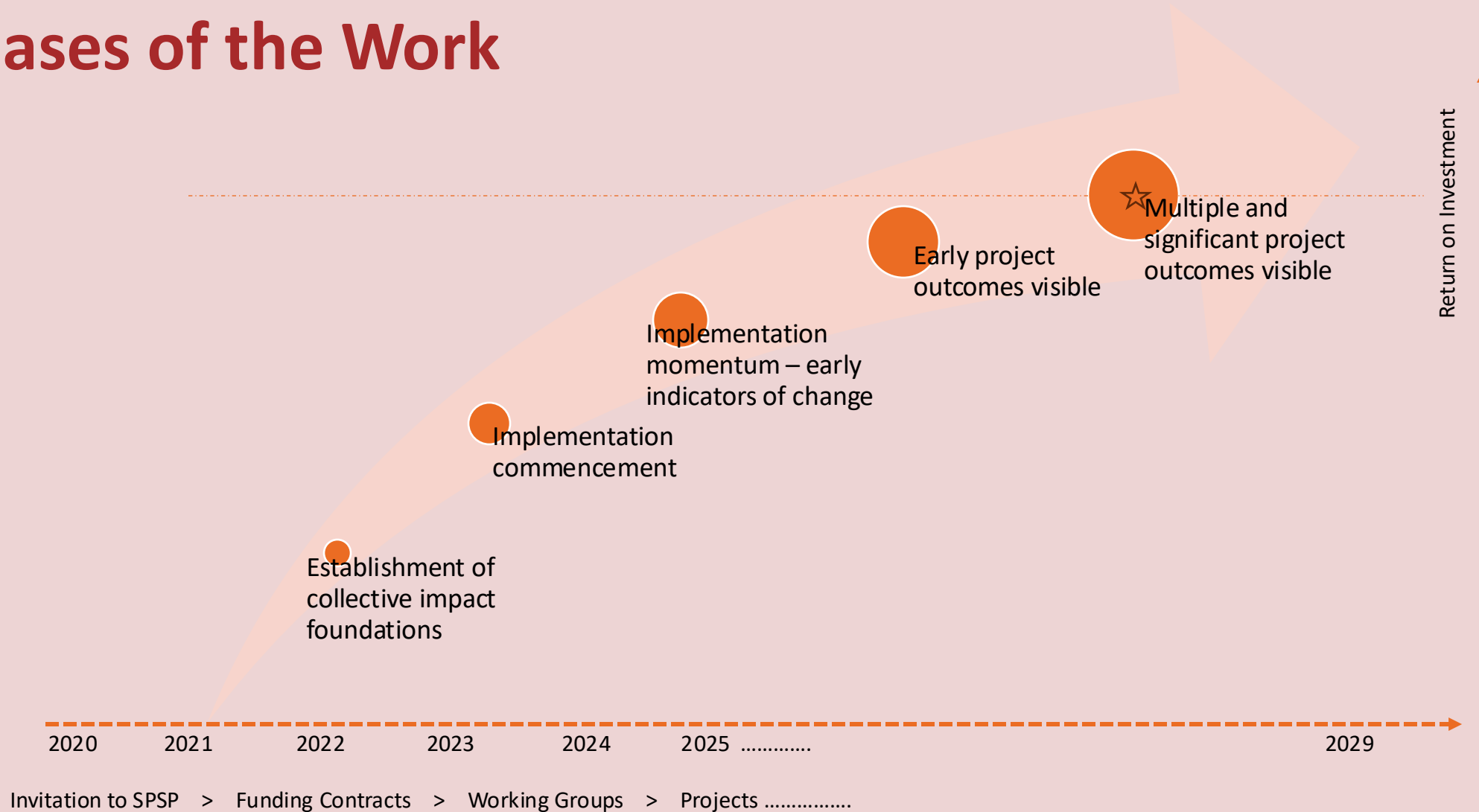
Early Indicators of Change utilise local and population-level data to measure participation of families and children in preventative activities and protective behaviours that enable wellbeing.

Long-Term Population Impact Outcomes measure our overall community wellbeing, assessing our progress and our effectiveness in ensuring our families have access to life’s basics, feel independent and have purpose, and our children feel safe, happy and loved growing up at home with their families, and are starting school ready to learn and on track to thrive.

Change Element	Enabling Conditions	System Support	Early Indicators of Change	Long-Term Population Impact Outcomes
How are we measuring?	Progress Mapping cycle	Action Plan Project Measures (KPIs)	Local and population-level data	Population level data
How often are we measuring?	Annually	Quarterly	Quarterly where available	Annually where available
What are we measuring?	Open, transparent information sharing and evaluation of outcomes for individuals	Progress and outcomes of projects in achieving the system support goals they set out to achieve for improved health integration and effectiveness of the system	Our families have access to housing ↓ % rental stress ↓ # Specialist Homelessness Service clients ↓ # rent assistance payments Our families have access to employment ↑ % participation (work, study or training) ↓ % unemployment ↓ # Jobseeker welfare recipients ↓ # food provisions required ↓ # financial assistance required	Our families have access to life's basics, feel independent and have purpose ↓ #, % homeless persons aged 0-14 years ↑ #, % of families where one parent is employed full-time ↓ % families earning less than \$650 per week ↓ % children in low-income welfare dependent families
	Community voice is listened to for lived experience and stories behind statistics			
	Adaptability to respond to changing socio-economic environments			
	Community trust and participation, acting together now for a better future		Our parents have parenting confidence, healthy lifestyles and access to supports (We are connected to culture, community and self-identity) ↑ # participation in parenting programs ↑ # participation in early intervention programs and supports ↑ # parents reporting change in parenting confidence ↓ # domestic violence orders, where a child is named ↓ # mental health referrals and presentations for children and parents	Our children feel safe, happy and loved, growing up at home with their families
	Courage to challenge the status quo, and creativity to dream big and to change entrenched norms		Our children have quality early educational support ↑ % parents reading to children at home ↓ % children requiring further assessment ↓ % children developmentally vulnerable across 5 domains Our children have a healthy start to life ↓ % women who are overweight or obese during pregnancy ↓ % women smoking before and after 20 weeks gestation ↑ % women attending antenatal visit during first trimester (before 14 weeks) ↑ % children fully immunised	Our children are starting school ready to learn and on track to thrive ↑ % pre-school enrolments ↑ % children developmentally on track (prep year) ↓ % babies born with low birthweight ↓ % babies born with APGAR score <7 at 5 minutes ↓ % admissions to Intensive Care Unit/Special Care Nursery (on birth) ↓ rate of perinatal death



Phases of the Work



Data and Evaluation Group Purpose

Focus: Has the community-led work of GRT impacted wellbeing outcomes for our community?

Role: Answer the Key Evaluation Questions:

KEQ 1: Has the initiative improved wellbeing in the region across the focus areas of the Theory of Change that we intended to shift? Where have the results made a difference?

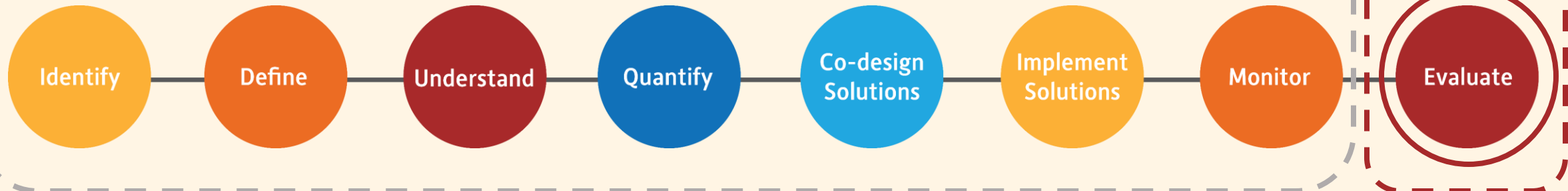
KEQ 2: Is the impact effective, sufficient, sustainable and enduring? What improvements have been enabled in the systems?

KEQ 3: To what degree have the outcomes justified the investment?

**Data and
Evaluation
Working
Group**

Evaluate
Outcomes
(at a point in
time)

Topic Specific Working Groups

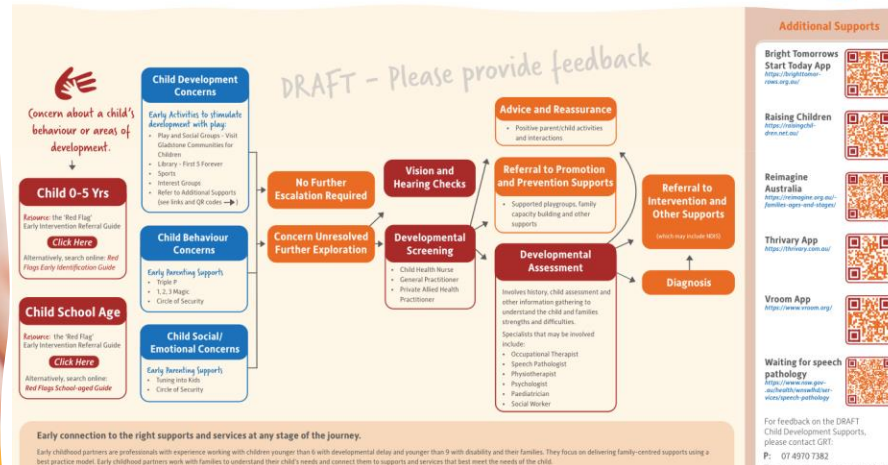


Together in Action 2025: A movement of shared community pride and a celebration of local stories



Collective efforts make Early Childhood Development Supports easier to access.

Referral Pathways Guide Child Development Supports



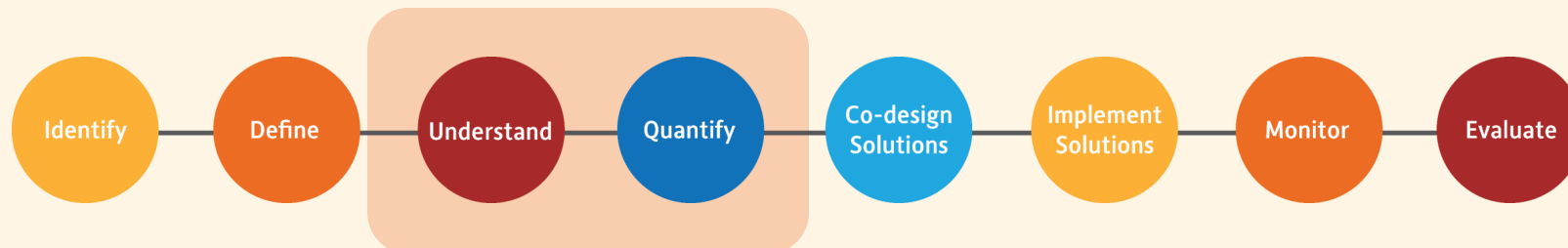
Local Early Childhood Development Supports Workshop

Our Children Have Access to Quality Education Support

27 of 27 local ECEC Centres have participated in a recent survey to update collective understanding of access and availability of quality early childhood development and learning for children in our community.

Integrity of findings have been validated by participating ECECs.

Report to be shared with wider community for collective understanding and co-design of solutions development.



Gladstone Region Housing Round Table

Housing continues to be a critical social impact for Gladstone.

Housing Round Table

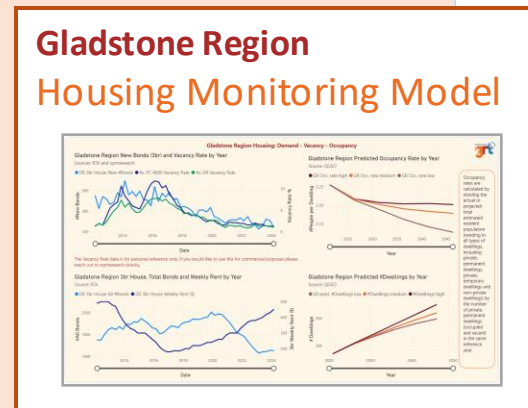
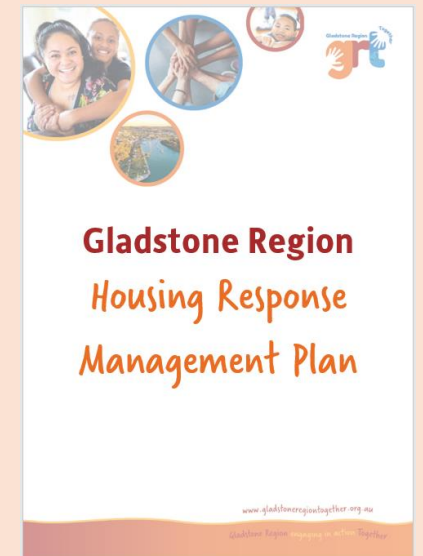
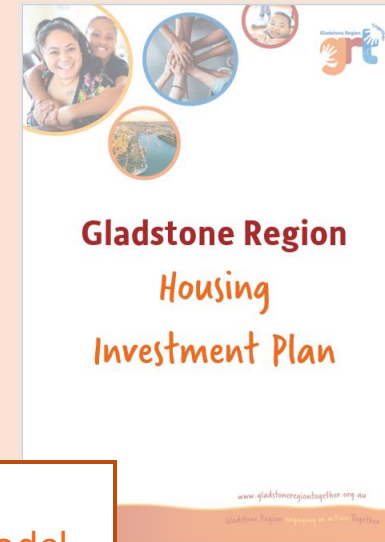
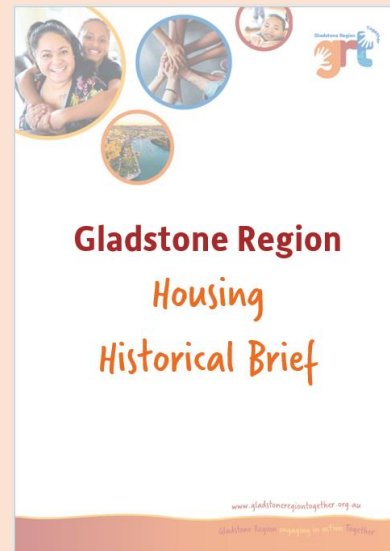
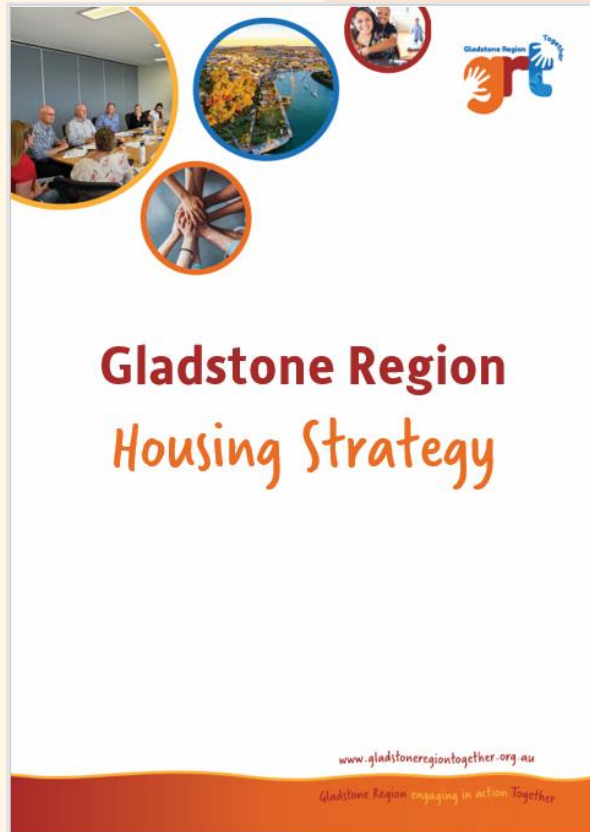
- Collaborate across 3 levels of government and non-government stakeholders
- Demonstrate a community-led high leverage activity responding to changes and impacts on the region.
- Coordinate a cross-sector, multi-government, whole-of-community approach
- Reconvene regularly to sustain collaboration and momentum
- Collate housing and population data to guide planning and solutions.
- Apply a “critical friends” approach to test assumptions and strengthen methodologies.

Housing Round Table
Meetings and Workshops
November 2023
to July 2025

20 Meetings/Workshops
42 individual persons

have attended at least one meeting
The Housing Round Table
meet every 4-6 weeks.

The Gladstone Region Housing Strategy



Gladstone Regional Council – Partnership

- GRT Leadership Group
- Annual planning and regular scheduled progress meetings
- Participation in Issue-specific Working Groups
 - Housing – Mayor, Councillors and Relevant Officers
 - Sector Capacity Building – Neighbourhood Centre and Interagency
- Collaborative Community Engagement
- Projects and Activities
 - Referral Tools and Program Mapping building on Community Services Directory
 - Early Childhood Supports – Library Programs
- Data sharing

Invitation - to keep you informed in your preferred format

- Deputations
- Online – project updates on GRT website
- Internally via GRC Teams involved in collaborative projects eg Skills Attraction, Housing
- Invitation to visit GRT office to meet your backbone team

Gladstone Region engaging in action Together belongs to our whole community ...

you are welcome to
participate!



Thank you - Questions

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