









Gold Coast Primary Health Network

FIRST NATIONS HEALTH EQUITY STRATEGY 2025 - 2028

OVERVIEW

GCPHN has developed a First Nations Health Equity Strategy based on [Gold Coast Hospital's First Nations Health Equity Strategy \(2025-2028\)](#), and, the [South East Queensland First Nations Health Equity Strategy 2021-31](#) led by the Institute Urban Indigenous Health (UIH). Six key results and priority areas have been agreed for our region and guide the activities in this Health Equity Strategy.

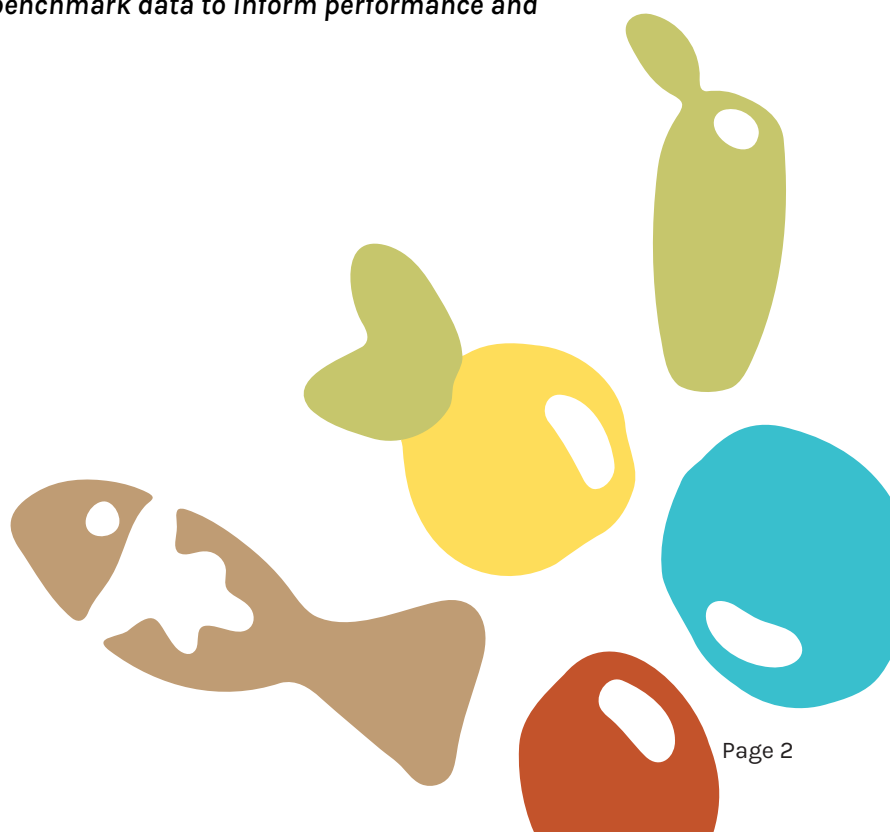
Key Result and Priority Areas are:

-  KRA1: Cultural Safety – First Nations clients, carers, and workforce feel culturally safe, respected, and free from racism.
-  KRA2: Access – Increase access to healthcare services.
-  KRA3: Determinants – Influence the social, cultural, and economic determinants of health.
-  KRA4: Service and Data Enhancement – Deliver sustainable, culturally safe, and responsive healthcare services.
-  KRA5: Service Delivery and Partnerships – Work with First Nations people, communities, and organisations to design, deliver, monitor, and review health services.
-  KRA6: Strong and Capable Workforce – Strengthen the First Nations workforce.

This Health Equity Strategy will be reviewed every three years and refined to reflect emerging policies, priorities, and opportunities of both State and Commonwealth government, ensuring First Nations feedback and needs from the local area are integrated along the way.

New initiatives will be added as appropriate and continually informed by data, needs analyses and community perspectives. Performance will be continually monitored, and progress against indicators reported annually.

Year 1 of the strategy will focus on establishing benchmark data to inform performance and outcomes for subsequent years.



IDENTIFIED PRIORITIES

1. Cultural Safety and Capability

First Nations clients, carers, and workforce feel culturally safe, respected, and free from racism

Objectives

1. Establish robust First Nations governance structures within GCPHN including establishment of a Steering Group comprising GCPHN, Kalwun Corporation, and Gold Coast Health (GCH).
2. Co-design and implement a First Nations strategy and workplan in partnership with GCH and Kalwun Corporation.
3. Develop and deliver the GCPHN First Nations Annual Calendar to promote and coordinate events and initiatives to the community.
4. Increase GCPHN participation in local First Nations events, awards nights, and gala celebrations to foster community engagement.
5. Host an annual event at GCPHN celebrating Indigenous culture and food to promote cultural understanding and respect.

Measures

1. Steering Group established.
2. Strategy developed and implemented.
3. Workplan developed and implemented.
4. Annual calendar developed and promoted to the community.
5. # First Nations events and galas attended by GCPHN staff.
6. GCPHN Celebration of Indigenous Food and Culture Annual Event.



2. Access

Increase access to health care services

Objectives

1. Joint Regional Needs Assessment (JRNA) specifically considers and articulates needs for First Nations people including workforce competency/s and service delivery needs.
2. Incorporate First Nations perspectives in the design and enhancement of GCPHN commissioned services ensuring they demonstrate a welcoming, culturally sensitive and safe environment.
3. Ensure safe and ready access to primary care services for First Nations people.

Measures

1. GCPHN utilises First Nations expertise when reviewing First Nations service models 100% of the time.
2. JRNA defines First Nations priorities.
3. Develop a GCPHN First Nations commissioning framework that defines key principles that guides how GCPHN identifies and incorporates First Nations perspectives in the design and enhancement of GCPHN commissioned services.
4. Percentage of people accessing GCPHN commissioned services that identify as First Nations year on year.



3. Determinants

Influence the social, cultural, and economic determinants of health

Objectives

1. JRNA that outlines needs and priorities for First Nations people in our region.
2. GCPHN commissioned services to effectively collaborate with services such as housing, relationships Australia, legal aid, corrections, domestic violence agencies to link with/support First Nations people.

Measures

1. JRNA developed in partnership with Kalwun, Gold Coast Health First Nations Directorate and Qld Ambulance Service.
2. Rate of GCPHN commissioned services who report working arrangements with services such as housing, relationships Australia, legal aid, corrections, domestic violence agencies.



4. Service and Data Enhancement

Deliver sustainable, culturally safe, and responsive healthcare services

Objectives

1. Establish benchmark indicators for GCPHN First Nations Health Equity Strategy (integrate RAP into this strategy).
2. Ensure all GCPHN commissioned services are delivered within First Nations cultural safety context.
3. Utilise data to monitor and measure health specific to First Nations People (e.g. Mental Health, AOD, Suicide, diabetes, cancer, cardiovascular disease, respiratory illness, chronic kidney disease).

Measures

1. Benchmark indicators established and implemented between GCPHN, GCH and Kalwun Corporation.
2. Annual Performance Report for commissioned services outlines cultural safety in commissioned services.
3. Develop a process to track progress of activities related to First Nations health needs as identified in the JRNA.

5. Service Delivery and Partnerships

Working with First Nations people, communities, and organisations to design, deliver, monitor and review health services

Objectives

1. Participate in relevant and meaningful governance committees and advisory groups.
2. Leverage established partnerships with Indigenous organisations and communities to collaboratively develop and implement culturally appropriate improvements across GCPHN and its associated activities and services.
3. Develop and facilitate a regional stakeholder collaboration session to enhance information sharing of cultural practices in GCPHN commissioned services (share “best practice” ideas).

Measures

1. Participation in relevant and meaningful First Nations Governance Committees and Groups.
2. Formal partnership arrangements with Kalwun and other First Nations agencies as appropriate and relevant to GCPHN First Nations strategy and outcomes.
3. Regional stakeholder collaboration event delivered.



6. Strong and Capable Workforce

Strengthen the First Nations health workforce

Objectives

1. Enhance the cultural intelligence of GCPHN staff through education program/s that extend beyond standard online First Nations awareness training.
2. Strengthen the cultural competency of GCPHN commissioned services by providing education that goes beyond basic online awareness education.
3. Define opportunities to enhance First Nations cultural safety in General Practice.

Measures

1. Define annual Learning and Development Program for First Nations cultural safety within GCPHN.
2. Suitable education program for GCPHN staff to be identified and delivered to:
 - a. All Staff (foundational)
 - b. Commissioning, PHC and Communications team (comprehensive)
3. Opportunities to enhance First Nations cultural safety in General Practice defined in partnership with Kalwun Integrated Team Care program.

GLOSSARY OF TERMS

Co-design

A collaborative process where First Nations people are involved from the beginning in designing, delivering, and evaluating services. Co-design is not a one-off consultation-it is an ongoing commitment to shared leadership and mutual respect.

Source: *Gold Coast Health First Nations Health Equity Strategy 2025-2028*

Cultural Capability

The ongoing development of knowledge, skills, behaviours, and systems that enable individuals and organisations to work respectfully and effectively with Aboriginal and Torres Strait Islander peoples. It includes mandatory training, cultural design integration, and role-specific learning.

Source: *Queensland Health Cultural Capability Framework 2010-2013*

Cultural Safety

An outcome where Aboriginal and Torres Strait Islander people feel respected, seen, and safe in every interaction-free from racism, judgement, or bias. Cultural safety is defined by the experience of the person receiving care, not the intent of the provider.

Source: *Gold Coast Health First Nations Health Equity Strategy 2025-2028*

Gold Coast Joint Regional Needs Assessment (JRNA)

This assessment provides a comprehensive view of the evolving needs of the Gold Coast's diverse community during a period of unprecedented growth. Building on previous local and regional needs assessments, it strengthens the established partnership between Gold Coast Health, the Gold Coast Primary Health Network (GCPHN), and Kalwun Development Corporation, while also expanding to include the Queensland Ambulance Service (QAS).

Source: *Gold Coast Joint Regional Needs Assessment (JRNA) 2024-2026*





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GOLD COAST

An Australian Government Initiative

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