

WHAT  
WE

EARLY YEARS  
STRATEGY  
2026-2031

MAKE  
IT

IMPLEMENTATION PLAN

# THEME 1

**Our community has a variety of year-round activities, programs, and events that support family wellbeing and child development in the early years (0-5 years).**

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>1.1 Provide year-round activities, programs, and events that are accessible, inclusive, and family-friendly, supporting child development, celebrating local Aboriginal culture and language, and incorporating family-friendly amenities</b>	1.1.1 Audit current programs and events to identify seasonal gaps for families and early years	Community Experience	2026/27	Salary only	Audit completed and submitted to Community Experience leadership group.
	1.1.2 Expand indoor activities for early years during summer period	Community Experience	2026/27 - 2030/31	Salary Only	Deliver one 0-5 yrs Summer Story Time session at Dampier, Karratha and Wickham Libraries. Increase promotion of existing daily passive activities available at all libraries over Summer. Expand summer passive activities to have more of a 0-5 yrs focus.
	1.1.3 Embed Aboriginal culture, language and family-friendly amenities into City-led events	Community Experience	2026/27 - 2030/31	\$25,000	Inclusion of Aboriginal culture, language, and family-friendly amenities at City events.
	1.1.4 Expand activities that support early years development domains	Community Experience	2027/28 - 2030/31		Expand activities that support early years development domains at KLP creche services.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>1.2 Increase community awareness of child development and the importance of the early years</b>	1.2.1 Develop consistent early years messaging across City led events	Community Experience	2026/27 - 2030/31	Salary only	Early years messaging included in communications for City events and programming.
	1.2.2 Deliver an annual Early Years development awareness campaign	Community Experience	2026/27 - 2030/31	\$5,000	Annual communication campaign, including community workshops, delivered.
<b>1.3 Support service providers with funding, resources, training, and data-sharing to embed child development outcomes into partnerships, funding submissions, and program design</b>	1.3.1 Strengthen partnerships through KASEYN and other networks	Community Experience	2026/27 - 2030/31	Salary only	Participation in KASEYN meetings.
	1.3.2 Deliver training workshops for early years and community services providers covering: - Using AEDC, Closing the Gap, ACYWA, and child development data in program design - Evidence-based approaches to early language, cognition, and social development - Outcome measurement and evaluation for funding submissions	Community Experience	2026/27 - 2030/31	\$12,000	Workshops delivered in partnership with KASEYN.
	1.3.3 Partner with service providers to understand available early years data and advocate for improved access to regional data where gaps exist	Community Experience	2027/28 - 2030/31		Sector accessing data to support advocacy.

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<b>1.4 Align local early years actions with national child development targets, including the AEDC and also Closing the Gap targets for Aboriginal children, to improve equity and ensure children in the City of Karratha are supported to thrive</b>	1.4.1 Advocate to State agencies to resource Aboriginal-led program design, delivery and evaluation rather than short-term or transactional engagement	CEO Office	2026/27 - 2030/31	Salary Only	Included in advocacy platform.
	1.4.2 Use AEDC and local data to identify priority localities and population groups experiencing higher developmental vulnerability and target additional investment and tailored programming in these areas	Community Experience	2026/27 - 2030/31	Salary only	Data used to inform program development.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>1.5 Target early child development program delivery with a focus on language and cognitive skills, aiming to bring children in the City of Karratha above the national average in the AEDC</b>	1.5.1 Implement an early language and literacy program, including shared reading, storytelling, music, rhyme, and parent coaching across all library facilities	Community Experience	2026/27 - 2030/31	\$20,000	Library programming enhanced to support early language and literacy.
	1.5.2 Empower local workforce development to build long-term capacity in language development strategies, trauma-informed and culturally responsive practice, early identification of developmental delay		2027/28 - 2030/31		Deliver capacity building workshops.
	1.5.3 Partner with playgroups to support cognitive development through creating language rich environments that encourages problem solving, curiosity, and numeracy, while building parent capacity to support learning at home	Community Experience	2027/28 - 2030/31		Provide resources and programs to support playgroups.
<b>1.6 Encourage co-design of activities, programs and events</b>	1.6.1 Encourage co-design principles, as defined within the engagement framework, into Council's planning processes for programs, events and infrastructure, where practicable	Community Experience	2026/27 - 2030/31	As per project budget	Implement Engagement Framework in planning processes.

# THEME 2

Places and spaces in our community support child development and play, are inclusive, accessible, and safe so families can use them all year round.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>2.1 Design outdoor play spaces for year-round use to enhance fun, safety, socialising and learning</b>	2.1.1 Develop local design standards for outdoor play spaces, including: <ul style="list-style-type: none"><li>• Shade coverage and tree canopy requirements</li><li>• Heat-mitigating surfaces and materials</li><li>• Water, misting, and cooling elements suitable for extreme temperatures</li><li>• Lighting to support early evening and twilight use</li></ul>	Project & Infrastructure	2027/28	As per Playground Renewal Program	Deliver on the Playground Renewal Program.
	2.1.2 Incorporate early learning elements, such as nature play and sensory exploration, into new and upgraded outdoor play spaces	Project & Infrastructure	2027/28	As per Playground Renewal Program	Deliver on the Playground Renewal Program.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>2.2 Maximise affordable and accessible City-managed indoor spaces and events year-round, with pricing and programs that reflect local climate</b>	2.2.1 Partner with community groups, Aboriginal organisations, and service providers to deliver affordable indoor activities in City facilities that encourages intergenerational social connection	Community Experience	2027/28 - 2030/31		Increase community led programming accessing community facilities.
	2.2.2 Investigate options for tiered pricing, fee waivers, and off-peak incentives that support families with young children to access City facilities and events	Community Experience	2026/27	Salary only	Participant stats presented to Council.

# THEME 3

All families have access to the essentials for health, wellbeing, learning and development.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>3.1 Improve access to health, child development and community services by advocating for increased availability of town-based services and access to facilities</b>	3.1.1 Use local data, including AEDC results, service mapping and population growth projections, to support evidence-based advocacy	CEO Office Community Experience	2026/27	Salary only	Data included in advocacy platform.
	3.1.2 Support KASEYN early years service coordination to improve referral pathways, reduce duplication, and identify opportunities for shared service delivery	Community Experience	2026/27 - 2030/31	Salary only	Increased collaboration between KASEYN members.



Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>3.2 Collaborate on early years sector workforce strategies to support the availability of high-quality, early childhood education and care, health and community services</b>	3.2.1 Partner with KASEYN to identify workforce shortages, recruitment barriers, and retention challenges specific to the City of Karratha	Community Experience	2027/28		Workforce report presented to ELT and KASEYN members.
	3.2.2 Advocate for region-specific early years workforce measures tailored to Pilbara conditions, including incentives, scholarships, training pathways and housing support, informed by the evidence base developed under Action 3.1.1	CEO Office	2026/27	Salary only	Included in advocacy platform.
<b>3.3 Advocate to increase early education and care options, including new facilities, home-based family day care, occasional care, and outside-school-hours care</b>	3.3.1 Undertake an analysis of current and projected demand for early education and care and use findings to inform land use planning, advocacy, and infrastructure investment	Community Experience	2026/27	Salary only	Analysis provided to ELT.

# THEME 4

Families are welcome, included, informed and connected.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>4.1 Develop a centralised digital information hub with interactive maps to showcase the local amenities, service locations, events and programs</b>	4.1.1 Investigate the procurement of a digital hub to provide consolidated information on local services, ensuring content is searchable, regularly updated and aligned with accessibility standards	Community Experience	2026/27	\$15,000	Digital hub sourced and implementation plan developed to support community participation.
	4.1.2 Establish content-sharing agreements with service providers and community organisations to keep information current	Community Experience	2027/28		Agreements in place.
<b>4.2 Deliver a welcome and orientation program that provides families, community members, potential residents and visitors with clear information about the area, amenities, events, and services</b>	4.2.1 Partner with local businesses, community organisations, and Aboriginal groups to produce town-specific welcome packs reflecting local amenities, services, and cultural context, for distribution through libraries, childcare centres and health services	Community Experience	2027/28 - 2030/31		Packs are available through community hubs, libraries, and community facilities.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>4.3 Enhance the visibility, accessibility, and consistency of City communications (digital and physical) to ensure all families are well-informed about programs, events, services, and opportunities in every town</b>	4.3.1 Implement a multi-channel communications approach, using digital platforms, physical signage, and community noticeboards, tailored to different towns and communities	Community Experience	2026/27 - 2030/31	\$10,000	Implement multi-channel communication for City programs, events, and services.
	4.3.2 Develop a Family-Friendly Communications Standard to guide City communications, including requirements for: - Plain language - Consistent branding and naming - Accessibility and translation	Community Experience	2026/27	\$5,000	Family-friendly communication standard developed and implemented.
<b>4.4 Foster community connections across generations and cultures for young children and their families to learn and share together (aligned with the Reconciliation Action Plan development and Age Friendly Strategy 2021-2026)</b>	4.4.1 Deliver regular intergenerational activities that bring together families and older residents	Community Experience	2026/27 - 2030/31	\$10,000	Promote existing family/all-ages sessions, such as after-school and school holiday activities, early childhood author events, Rhyme Time and Story Time as 'grandparent-friendly'. Deliver one targeted Grandparent's Story Time session per library during tourist season. Promote passive daily library activities as something grandparents can do all year with their grandchildren.

# THEME 5

The City of Karratha champions early childhood development as a community priority, ensuring children aged 0-5 and their families are supported to thrive.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>5.1 Actively advocate and influence at local, state, and national levels by sharing local evidence and data, and calling for increased investment, policy reform, and place-based solutions</b>	5.1.1 Participate in regional and state forums, inquiries, and consultations related to early years, health, education, and community services	Community Experience	2026/27 - 2030/31	Salary only	Attend meetings as available.
	5.1.2 Seek support from neighbouring local governments and regional bodies to amplify collective advocacy	CEO Office	2026/27 - 2030/31	Salary only	City advocacy position presented to other Pilbara LGAs and key stakeholders for consideration and support.
	5.1.3 Partner with KASEYN to investigate place-based early years pilots that respond to local challenges and test innovative service models	Community Experience	2026/27 - 2030/31	Salary only	Early years KASEYN led pilot projects support.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>5.2 Implement the Early Years Strategy 2026-2031 as a success measure of the Council Plan 2025-2035 (Goal 3)</b>	5.2.1 Establish an Early Years Implementation Working Group with representation from relevant City portfolios, to resolve barriers, coordinate delivery, and monitor outcomes	Community Experience	2026/27 - 2030/31	Salary only	Working group meets quarterly.
	5.2.2 Report progress through the Council Annual Report	Community Experience	2026/27 - 2030/31	Salary only	Progress included in annual report.
<b>5.3 Embed the early years as a core strategic priority across all relevant City portfolios</b>	5.3.1 Investigate training needs of implementation working group and suitable suppliers	Corporate & Commercial	2026/27 - 2030/2031	\$5,000	Training provided to working group.
<b>5.4 Provide, advocate for, and leverage funding opportunities from government, business, and philanthropy to address inequity and deliver targeted, evidence-based opportunities</b>	5.4.1 Support local service providers to access funding through grant readiness workshops	Community Experience	2026/27 - 2030/31	\$12,000	Workshops provided bi-annually.
	5.4.2 Support early years applications for City grant funding that aligns with evidence, equity, and local need	Community Experience	2026/27 - 2030/31	Salary only	Increased applications for grant funding.
	5.4.3 Investigate opportunities to partner with ECEC services and philanthropy to access funding through the Building Early Education Fund (BEEF)	Community Experience	2026/27	Salary only	ECEC services access BEEF.

Program	Action	Lead	Timeframe	26/27 Proposed Budget	Measure
<b>5.5 Child safety is embedded in the City of Karratha's services, leadership, governance and culture, supporting the implementation of the National Principles for Child Safe Organisations</b>	5.5.1 Adopt a Child Safe Policy aligned with the National Principles for a Child Safe Organisations	Community Experience	2026/27	Salary only	Policy adopted.
	5.5.2 Identify departments/ staff to include in compulsory child safety training. Identify training requirements/course scope through the training needs analysis	Corporate & Commercial	2026/27 - 2030/31	\$30 000	Compulsory training delivered for identified departments/staff.
	5.5.3 Establish reporting pathways and response protocols for child safety concerns	Corporate & Commercial	2026/27 - 2027/28	Salary only	Reporting pathways established following development of policy in 5.5.1.







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