

A Fair Hobsons Bay for All

2019–23





September 2019

Acknowledgements

Council acknowledges all language groups of the Kulin Nation as the traditional owners of these municipal lands. We recognise the first people's relationship to this land and offer our respect to their elders past and present.

Council acknowledges the legal responsibility to comply with the Charter of *Human Rights and Responsibilities Act 2006* and the *Equal Opportunity Act 2010*. The Charter of *Human Rights and Responsibilities Act 2006* is designed to protect the fundamental rights and freedoms of citizens. The Charter gives legal protection to 20 fundamental human rights under four key values that include freedom, respect, equality and dignity.

For further information, or to receive a copy of this document in an alternate format, contact Council on (03) 9932 1000.



MAYORS MESSAGE



Welcome to A Fair Hobsons Bay for All 2019-23, a social policy that guides Council activities through an equity lens.

A Fair Hobsons Bay for All builds on the success and achievements of previous social policies, and looks to the future to ensure equity and fairness are part of all Council decisions and activities.

This is more than a document, it is a way forward that both Council and the community can own and be proud of. You have told us what a fair and equitable Hobsons Bay looks like and I am proud to present this policy as the roadmap to achieve that vision.

Council's commitment to our diverse population is stronger than ever and I am grateful for the time taken by community representatives to provide both input and feedback.

A Fair Hobsons Bay for All sets out five clear themes that will inform the way we operate as an organisation as well as guide equitable opportunities for the Hobsons Bay community. The themes address the design of our built environment, inclusivity, our economic environment, accessibility to our natural environment and a local government organisation that leads the way in all of these areas.

The policy also acknowledges priority populations such as young people; older people; people from culturally and linguistically diverse backgrounds; Aboriginal and Torres Strait Islander Peoples; people with a disability; women and girls; and anyone identifying as part of the Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual (LGBTIQA+) and gender diverse communities.

A Fair Hobsons Bay for All complements the Hobsons Bay 2030 Community Vision for an inclusive, resilient and healthy community. By identifying barriers to inclusivity and the needs of our community, we can create a society that is truly equitable.

I encourage you to read the policy and join us in creating a fairer Hobsons Bay for all.

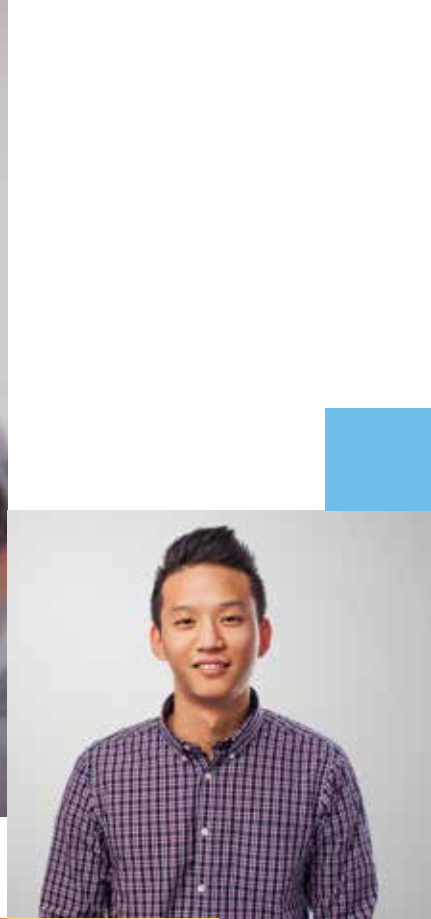
I look forward to breaking down barriers and opening doors.

Mayor of Hobsons Bay
Cr Jonathon Marsden



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INTRODUCTION

A Fair Hobsons Bay for All 2019-23 is Hobsons Bay City Council's first integrated social policy. The purpose of the policy is to build on the achievements of past social policies and ensure equity is considered and embodied in Council activities.

The policy strives to influence the social conditions for those who live, work, learn and play in Hobsons Bay and prioritises populations who may be more likely to experience disadvantage.

A Fair Hobsons Bay for All 2019–23 replaces the:

Ageing Well Strategy (AWS) 2007–17

Disability Access and Inclusion Strategy (DAIS) 2013–17

Children and Young People's Plan (CYPP) 2014–18

Multicultural Policy (MP) 2016–20

Gender Equity (GE) Policy Statement 2014

An integrated social policy acknowledges that people may relate to multiple identities (in relation to gender, sex, intersex status, sexuality, race, culture, faith, disability, age and other attributes or status) and therefore can experience layers of inequality, discrimination and marginalisation¹. For more information about the priority populations, see page 21.

The development of an integrated social policy to replace the policies mentioned in figure 1 aims to reduce duplication across policy documents, provide alignment across Council, identify nuances within population groups, address policy gaps, and to ensure effective and efficient monitoring and evaluation. The policy also ensures Council continues to meet requirements of the *Disability Act 2006*.

The integrated social policy was informed by the Social Policies Review Background Paper, past social policies and consultations, community consultation and staff consultation. These documents can be found on Hobsons Bay City Council's website.

Figure 1. Former population-based social policies

¹ International Women's Development Agency. What does intersectional feminism actually mean? (Published 11 May, 2018) <https://iwda.org.au/what-does-intersectional-feminism-actually-mean/>

ABOUT HOBSONS BAY

Hobsons Bay is located at the northern end of Port Phillip Bay and is home to the suburbs of Altona, Altona Meadows, Altona North, Brooklyn, Laverton, Newport, Seabrook, Seaholme, South Kingsville, Spotswood, Williamstown and Williamstown North.

Each of these suburbs has its own unique character from the historic seaport of Williamstown, with its range of heritage buildings, to the more recently developed residential areas of Altona Meadows and Seabrook.

Hobsons Bay's rich natural environment is one of its greatest assets. The area boasts over 20 kilometres of beaches and foreshore areas and is home to significant coastal wetlands, five creek systems, remnant native grasslands and important flora and fauna habitats.

In 2016, the Estimated Resident Population (ERP) of Hobsons Bay was 93,445.² Hobsons Bay's population is forecast to grow by just over 20 per cent (around 19,000 people) in the next 20 years, an average annual growth rate of around 1 per cent.

Altona Meadows, the suburb with the largest land area, has the highest population (20,106 people), while Brooklyn has the smallest (1,953 people).

In relation to SEIFA³, Hobsons Bay is the ninth most disadvantaged local government area in Melbourne, with some areas more disadvantaged than others. The suburbs within Hobsons Bay with the lowest SEIFA index score are Laverton, Altona North, Altona Meadows and Brooklyn, suggesting that there may be a need for focussed planning and activities in those areas to bridge the index gap.



² The ERP is the Australian Bureau of Statistics' official population of an area. It differs from (and is usually higher than) actual census counts as it factors in population missed by the census and people overseas on census night.

³ The Socio-Economic Indexes for Areas (SEIFA), developed by the Australian Bureau of Statistics, is a tool that ranks areas in Australia according to relative socio-economic advantage and disadvantage. A higher score on the index means a lower level of disadvantage. A lower score on the index means a higher level of disadvantage. The index is derived from a range of indicators such as income, educational attainment, unemployment and jobs.



VISION

A Hobsons Bay that enables equitable opportunities for the community to access resources, be valued, contribute and belong.

Principles

This policy is based on the principles of social justice which encompass equity, access, participation and human rights.⁴

The principles promote fair access to resources and services, fair opportunity to participate, fair treatment by upholding human rights (such as the right to a standard of living adequate for health and wellbeing, freedom from discrimination), and promote equity to reduce social disadvantage.

Equity refers to “the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically.”⁵

⁴ Hobsons Bay City Council (2018). Social Policy Review Background Paper.

⁵ World Health Organisation. Equity. <https://www.who.int/healthsystems/topics/equity/en/> Accessed 3 March 2019.

Overview of policy

Vision

A Hobsons Bay that enables equitable opportunities for the community to access resources, be valued, contribute and belong.

Theme 1

Designing and building for fair access

Objective 1.1

To ensure access for all people within amenities, public infrastructure, community facilities, housing and neighbourhoods

Theme 2

An inclusive and equitable place

Objective 2.1

To facilitate and enable equitable opportunities for social inclusion, participation and contribution

Theme 3

Fair opportunities for participation in the economic environment

Objective 3.1

To facilitate equitable opportunities to access lifelong learning, employment, volunteering and business development

Theme 4

A natural environment that can be accessed and enjoyed by all

Objective 4.1

To ensure that everyone has equitable opportunities to access the foreshore, green space and open space

Theme 5

Leadership as a socially just organisation

Objective 5.1

To demonstrate leadership as a socially just organisation which upholds and advocates social, cultural, economic and environmental rights

THEME 1

DESIGNING AND BUILDING FOR FAIR ACCESS

Objective 1.1

To ensure access for all people within amenities, public infrastructure, community facilities, housing and neighbourhoods

Strategies

1.1.1	Ensure priority populations are considered in the planning of safe, accessible, connected, walkable and rideable neighbourhoods
1.1.2	Advocate for greater access across all forms of public transport for people of all abilities
1.1.3	Work in partnership to understand homelessness within Hobsons Bay and increase the amount of affordable housing*
1.1.4	Design Council services to provide a welcoming and accessible environment for priority populations

*According to the *Planning and Environment Act 1987*- Sect 3AA, affordable housing is housing, including social housing that is appropriate for the housing needs of any of the following-(a) very low income households; (b) low income households; (c) moderate income households.

THEME 2

AN INCLUSIVE AND EQUITABLE PLACE

Objective 2.1

To facilitate and enable equitable opportunities for social inclusion, participation and contribution

Strategies

2.1.1	Understand service gaps within Hobsons Bay and improve access to services where needed
2.1.2	Plan and advocate for improved access to mental health and wellbeing services and programs for priority populations
2.1.3	Support and champion diversity in community leadership for all priority populations
2.1.4	Celebrate diversity and challenge discrimination to foster a socially inclusive community that welcomes people regardless of gender, sex, intersex status, sexuality, race, culture, faith, disability and age
2.1.5	Plan and facilitate a variety of affordable active and passive recreational activities and spaces that enable and encourage people to participate, socialise, and express themselves through arts and culture, regardless of gender, sex, intersex status, sexuality, race, culture, faith, disability and age
2.1.6	Work with children, young people and their families to create a gender equitable community which fosters respectful relationships and reduces violence against women and children

THEME 3

FAIR OPPORTUNITIES FOR PARTICIPATION IN THE ECONOMIC ENVIRONMENT

Objective 3.1

To facilitate equitable opportunities to access lifelong learning, employment, volunteering and business development

Strategies

3.1.1	Facilitate and advocate for affordable and flexible education and training for priority populations to prepare for future employment opportunities
3.1.2	Facilitate and build community capacity to access the internet, build digital literacy and prepare for new technologies
3.1.3	Work with education, training and employment stakeholders to provide accessible training, work experience, volunteering and paid work for those in the community experiencing social disadvantage

THEME 4

A NATURAL ENVIRONMENT THAT CAN BE ACCESSED AND ENJOYED BY ALL

Objective 4.1

To ensure that everyone has equitable opportunities to access the foreshore, green and open space

Strategies

4.1.1	Plan and advocate for improved accessible green and open space in alignment with the Open Space Strategy priorities
4.1.2	Proactively engage and partner with Aboriginal and Torres Strait Islander Peoples on local knowledge regarding the preservation and enrichment of cultural heritage and land management
4.1.3	Build capacity for community to improve access to healthy affordable foods and remove barriers to producing food locally
4.1.4	Increase opportunities for the community to experience and engage with the natural environment
4.1.5	Celebrate community diversity through the provision of spaces and plants that promote belonging and connection to different cultures

THEME 5

LEADERSHIP AS A SOCIALLY JUST ORGANISATION

Objective 5.1

To demonstrate leadership as a socially just organisation which upholds and advocates social, cultural, economic and environmental rights

Strategies

5.1.1	Support priority populations to engage in civic processes, be heard, share knowledge and foster new ideas
5.1.2	Build an inclusive workplace in respect to gender, sex, intersex status, sexuality, race, culture, faith, disability and age
5.1.3	Provide continuous improvement opportunities for staff to ensure service delivery is inclusive of gender, sex, intersex status, sexuality, race, culture, faith, disability and age
5.1.4	Ensure Council's budget is allocated to enable equitable resources across the municipality and within the built, natural, social and economic environments
5.1.5	Support and champion equity within Council media and communications
5.1.6	Partner with and advocate to the State and Federal Government on policy issues that relate to priority populations to support the wellbeing of our community



HOBSONS BAY POLICY CONTEXT

A Fair Hobsons Bay for All 2019-23 is guided by Hobsons Bay 2030 Community Vision and the Council Plan 2017-21.

Hobsons Bay 2030 Community Vision is the community's long term vision and aspiration for the municipality. The document, developed by the community, sets the vision that: 'by 2030, embracing our heritage, environment and diversity, we – the community of Hobsons Bay – will be an inclusive, empowered, sustainable and visionary community, led and supported by a progressive Council of excellence.'

A Fair Hobsons Bay for All 2019-23 supports the implementation of Hobsons Bay 2030 by ensuring Council resources are addressing disadvantage across the municipality and enabling inclusion of all. It does this through informing Council's work across departments and across other strategic policies (figure 2).

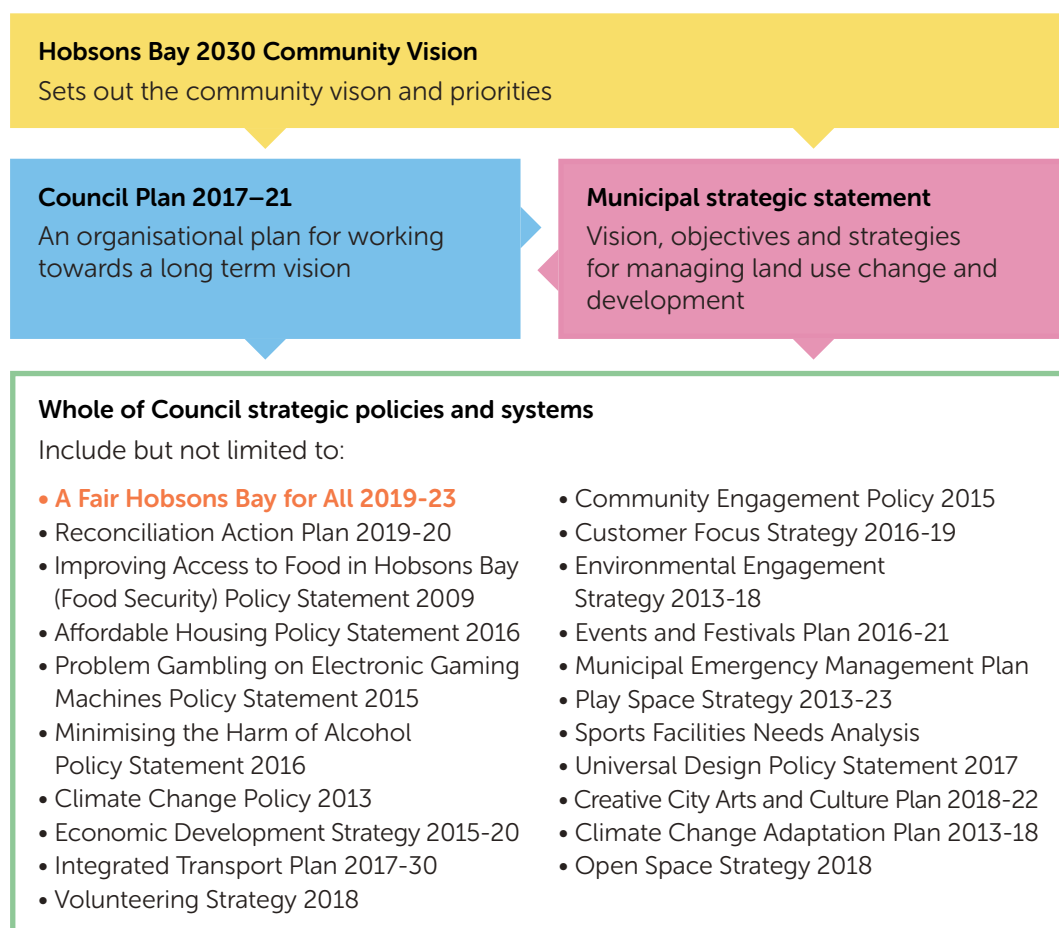
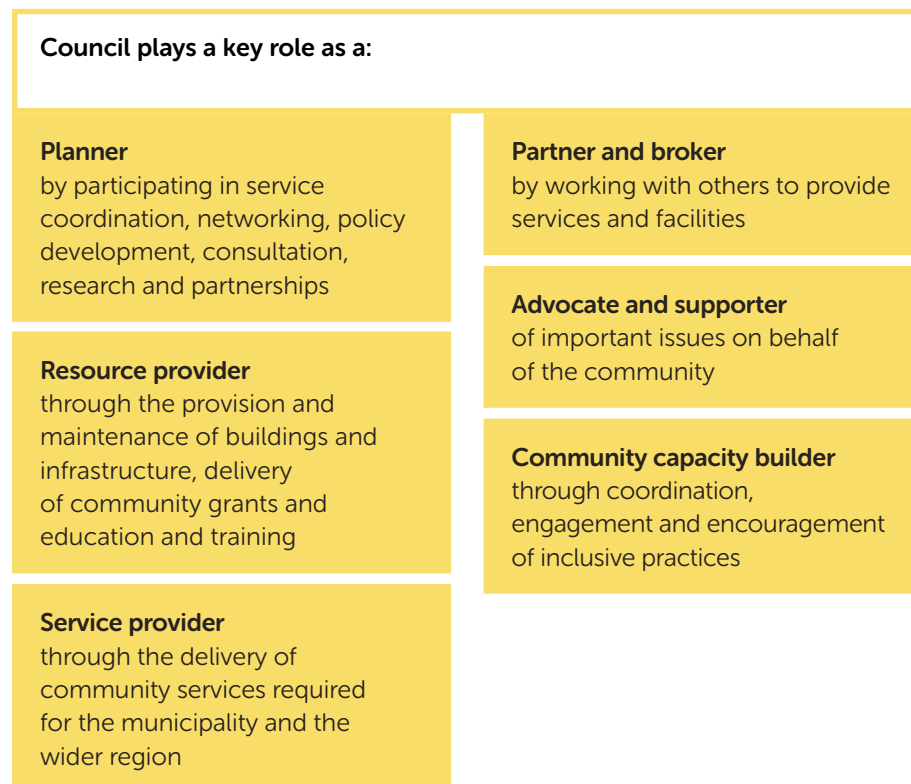


Figure 2. Hobsons Bay policy context

COUNCIL'S ROLE

Under the *Local Government Act 1989*, the primary objective of councils is to work towards improving the overall quality of life of people in the local community. *The Public Health and Wellbeing Act 2008* further provides councils with the role to “seek to protect, improve and promote public health and wellbeing”. As the closest level of government to the community, local government is best placed to know, understand, plan and advocate for local and diverse community needs and concerns.





PRIORITY POPULATIONS

Populations at higher risk of social disadvantage are considered priority populations for this policy. These populations include but are not limited to:

Children and young people (0-25 years)

Older people (55 years and over)

People from Culturally and Linguistically Diverse (CALD) backgrounds

Aboriginal and Torres Strait Islander Peoples

People living with a disability

Women and girls

Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual (LGBTIQ+) and gender diverse communities

While the intent of including priority populations in this policy is to ensure they are considered when implementing Council strategies, the policy is not exclusive to these populations and can accommodate other socially disadvantaged populations that may emerge over time. Key demographics of the priority populations are described on the following pages. It highlights the differences between these groups while acknowledging intersectionality for example, a young person, who identifies as a woman, could also be a person living with a disability who is same sex attracted. This information was used to inform the directions of this policy.

Children (0 to 11 years)

Population

There are 13,671 children aged up to 11 in Hobsons Bay, making up 15.4 per cent of the Hobsons Bay Population.⁶ This is similar to the percentage of children in this age group in greater Melbourne.

Between 2012 and 2016, Hobsons Bay experienced a 10 per cent increase in birth notifications. This rate of growth is slightly higher than metropolitan Melbourne (8.6 per cent) and Victoria (7.1 per cent) over the same period. In 2017-18, there were 1,299 birth notifications, a marginal increase of four babies from the previous year.⁷

Place

The neighbourhoods with the highest number of children up to 11 are Altona Meadows (2,656), Altona North (1,911), Williamstown (1,789) and Altona-Seaholme (1,728).

The areas that are forecast to have the highest percentage increase of children up to 11 by 2022 are Laverton (by 38.6 per cent), Brooklyn (by 35.6 per cent), and Williamstown North (by 30.1 per cent).⁸ Seabrook is forecasted to have a 13.3 per cent decline in children up to 11 by 2022.⁹

Intersectionality

There are 102 children in Hobsons Bay who identify as Aboriginal or Torres Strait Islander, an increase from 89 in 2011. An estimated 2.6 per cent of children aged zero to four have a disability, equating to around 157 people.¹⁰ A further 8.8 per cent of children aged five to 14 are estimated to have a disability, equating to around 905 people.

Early learning

Between 2009 and 2015, participation rates in four-year-old kindergarten in Hobsons Bay improved from 91.1 per cent to 98.4 per cent.¹¹ This improvement reflects a broader trend across Victoria, where the rate increased from 90.5 per cent to 96.9 per cent over the same period. From 2020–21, state government kindergarten funding will extend to three-year-olds. This will create additional demand for the service.

Although local government has a role in early learning and maternal and child health services for children, state government owns and operates schools at both primary and secondary levels. Further consideration is needed to ensure continuous and integrated health and wellbeing support is provided as children transition from early years into primary and secondary school.

⁶ Unless otherwise noted, all statistics in this section are sourced from ABS, Census of Population and Housing (2016), compiled and presented in profile.id, <https://profile.id.com.au/hobsons-bay>

⁷ Hobsons Bay City Council (2018) Annual Report 2017-18, published in September 2018.

⁸ Sourced from ABS, Census of Population and Housing (2016), compiled and presented in forecast.id, <https://forecast.id.com.au/hobsons-bay>

⁹ Ibid

¹⁰ Australian Bureau of Statistics (2015) Survey of Disability, Ageing and Carers Cat. No. 4430.0. ABS, Canberra

¹¹ Statistical Data for Victorian Communities (2018), Attendance at kindergarten by 4 year olds, <http://www.socialstatistics.com.au>, accessed December 2018

Health and wellbeing

In 2017-18, immunisation rates in Hobsons Bay were as follows: 12 to 15 months (94 per cent), 24 to 27 months (90 per cent) and 60 to 63 months (95 per cent).¹²

In relation to dental health, data for children who attend public dental health services show positive results in comparison with state averages.¹³ Children aged zero to five have fewer decayed, missing or filled teeth, when compared to the average for Victorian children of the same age group (19 per cent vs 31 per cent). The rate for Hobsons Bay children aged from six to eight is on par with Victoria (57 per cent), while the rates for children aged nine to 12 and 13 to 17 are slightly lower than for Victoria (61 per cent vs 64 per cent and 61 per cent vs 70 per cent respectively).

The Australian Early Development Census (AEDC) measures how children in prep are progressing in relation to their health and wellbeing, social skills, emotional ability, language, communication skills and general knowledge. These are known as domains. In Hobsons Bay, 19.5 per cent of children are developmentally vulnerable on one or more AEDC domains, similar to the Victorian rate of 19.9 per cent. A total of 8.7 per cent are developmentally vulnerable on two or more domains, slightly below the Victorian rate of 9.9 per cent.¹⁴

What children told us

The children of Hobsons Bay published a book 'The Past is Behind us, the Future is Ahead' as part of the Hobsons Bay 2030 consultation. The children expressed that they wanted a place where everyone could belong, feel safe, and be free of discrimination, poverty and homelessness. They expressed their joy in accessing the natural environment, in particular the foreshore, Cherry Lake, and the parks. They suggested that park designs should include a range of activities that are suitable for children of various ages. In addition, the children envisioned a Hobsons Bay with healthier food options and gardens to provide free food.

¹² Hobsons Bay City Council (2018) Annual Report 2017-18, published in September 2018.

¹³ Dental Health Services Victoria, 2016, City of Hobsons Bay Oral Health Profile

¹⁴ Australian Early Development Index (2015) A Snapshot of Early Childhood Development in Australia – AEDI Hobsons Bay Community, Victoria, Australian Government, Canberra. Note: Laverton data not available for Hobsons Bay due to ABS geographic boundaries used by AEDC

Young people (12 to 25 years)

Population

There are 13,562 young people aged 12 to 25, comprising 15.3 per cent of the Hobsons Bay population.¹⁵ This is below the average for greater Melbourne (18.3 per cent). The number of 12 to 25-year-olds declined by 3.7 per cent (518 persons) between 2011 and 2016.

Anecdotal evidence from a local service supporting young people experiencing or at risk of homelessness have noted a small transient population temporarily living in the municipality that may not be accurately accounted for in the Census due to the difficult nature of measuring this population group.

Place

The neighbourhoods with the highest number of young people aged 12 to 25 are Altona Meadows (3,110), Altona North (1,758), Williamstown (1,755) and Altona-Seaholme (1,574).

Young people are a diverse cohort experiencing different stages of life (i.e. education and employment). These differences are observed in the projected growth. It is anticipated that there will be an increase of 14.6 per cent for 12 to 17-year-olds, and an increase of 1.5 per cent for 18 to 25-year-olds across Hobsons Bay by 2022.¹⁶

Neighbourhoods with the highest predicted percentage increase of 12 to 17-year-olds by 2022 are Williamstown (by 39.8 per cent), Spotswood-South Kingsville (by 27.9 per cent), Altona-Seaholme (by 24.9 per cent), and Altona North (by 21.7 per cent).¹⁸ Within those aged 18 to 25, it is anticipated the

highest percentage increases by 2022 will be within Spotswood-South Kingsville (by 36.7 per cent) and Altona-Seaholme (18 per cent).

The forecasts indicate that there will also be a decline in young people by 2022 within Seabrook (by 22.1 per cent), Altona Meadows (by 5.4 per cent), and Altona North (by 3.2 per cent).²⁰

Intersectionality

A total of 3,707 young people aged between 12 and 24 migrated to Hobsons Bay between 2009 and 2016. Of these, 46 came via humanitarian migration as refugees, 934 arrived via family migration and a further 2,727 young people came via skilled migration.²¹

In 2016, there were 112 young people in Hobsons Bay who identify as Aboriginal or Torres Strait Islander.

There are an estimated 878 young people aged between 15 and 24 with a disability living in Hobsons Bay.²² Within this, 320 young people have a need of assistance with a core activity (e.g. communication, self-care mobility).

In 2016, there were 18 young mothers aged between 15 and 19 and 188 aged between 20 and 24.

¹⁵ Unless otherwise noted, all statistics in this section are sourced from ABS, Census of Population and Housing (2016), compiled and presented in profile.id, <https://profile.id.com.au/hobsons-bay>

¹⁶ Sourced from ABS, Census of Population and Housing (2016), compiled and presented in forecast.id, <https://forecast.id.com.au/hobsons-bay>

¹⁸ ibid

²⁰ ibid

²¹ Department of Home Affairs (2018) Settlement Reports, 09 to 16 inclusive, located at <https://www.data.gov.au/dataset/settlement-reports>. Accessed June 2018

²² Australian Bureau of Statistics (2015) Survey of Disability, Ageing and Carers, Catalogue No. 4430, ABS, Canberra

²³ Department of Education and Training (2014). Victorian Child and Adolescent Monitoring System (VCAMS) Indicators, Victorian Government, Melbourne.

Education and employment

Over half of 19 to 25-year-olds are not engaged in further education, and 39 per cent attend a university, other tertiary institution or TAFE. Young people in Hobsons Bay have a higher rate of high school completion than Victoria, however a higher percentage of school leavers are still unemployed six months after leaving school (22 per cent) when compared to Victoria (17 per cent).²³ Almost 10 per cent (1,052) of young people aged 15 to 25 are not engaged in employment, education or training.

Health and wellbeing

Young people who have support are at less risk of becoming disengaged from education, employment, and homelessness. In addition they are less likely to engage in risk taking behaviours such as tobacco, alcohol, and drug misuse.²⁴

Research indicates that adolescence is the peak period for the onset of mental health disorders.²⁵ On par with Victoria, 15 per cent of young people in the Western Metropolitan Region of Melbourne experience high levels of psychological distress.²⁶ However, with a lack of locally based services in Hobsons Bay, accessing treatment is difficult, especially for young people. Waiting lists for Council's Youth Counselling service are also increasing.²⁷

In relation to sexual health, in 2012 only 39 per cent of sexually active adolescents in Hobsons Bay practiced safe sex with a condom, lower than the Victorian average of 58 per cent.²⁸

What young people told us

Consultation findings indicate that young people want to live in a place that welcomes diversity and opposes discrimination. They care about social issues such as access to public housing, shelter for people experiencing homelessness, and mental health services. Young people indicated that they want better access to public transport services, highlighting the need for more reliable transport and upgrades at Laverton Station to be more accessible for people who are unable to use stairs. They want more spaces that they can use for recreational activities outdoors (playgrounds, skate parks) as well as indoor spaces to shelter from the weather. Young people are supportive of social events such as sporting activities and competitions at libraries. They also crave spaces where they can express themselves through arts and culture.

Affordability was a common theme with young people suggesting it would be helpful to have free public transport, free internet access and affordable recreational activities for families. Young people also expressed a need for more support to prepare them for employment, including information on employee rights and ways to gain employment with little to no experience. Young people showed an appreciation for the natural environment, commenting on beach quality and ways to reduce litter. They also want to see more trees and have access to drinking fountains.

²⁴ Queensland Health (2001) Social Determinants of Health: The Role of Public Health Services. Brisbane: Queensland Health

²⁵ Kessler, R, C et al, 2008, 'Age of onset of mental disorders: A review of recent literature', Author Manuscript, National Institutes of Health Public Access, <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1925038/pdf/nihms25081.pdf>

²⁶ Department of Education and Training (2018) On Track 2018 Survey Results (Hobsons Bay), Victorian Government, Melbourne, located at <http://www.education.vic.gov.au/Documents/about/research/OnTrack%20LGA%20reports/otlghobsonsabay.pdf> Accessed November 2018

²⁷ Hobsons Bay City Council (2018), Internal reporting unpublished data

²⁸ Women's Health West. (2016) Women in the City of Hobsons Bay. https://whwest.org.au/wp-content/uploads/2016/06/HobsonsBay_EMAIL.pdf

Older people (55 years and over)

Population

The 2016 Census²⁹ shows that Hobsons Bay has an ageing population. This trend is common across Australia. There are 23,047 residents aged 55 or older living in Hobsons Bay, accounting for over a quarter of the total population (26.2 per cent). This compares with 23.7 per cent in 2006. Since 2006, the number of residents aged 55 years and over has increased by 19 per cent overall. However, “baby boomers” (55 to 69-years-old) increased by 26 per cent, and those aged 85 and over by 60 per cent (albeit from a smaller base).

Place

Altona Meadows (5,256), Altona-Seaholme (3,984), Altona North (3,656), and Williamstown (3,220) have the highest number of residents aged 55 or older. It is anticipated that the population of residents aged 55 and older will increase by 10.1 per cent across Hobsons Bay by 2022.³⁰ The areas forecasted to have the highest percentage increase of residents aged 55 and older are Seabrook (by 24.6 per cent), Spotswood-South Kingsville (by 18.4 per cent), and Williamstown (by 15.5 per cent).³¹

Intersectionality

A total of 29 per cent of Hobsons Bay residents aged 55 or older were born overseas and have English as a second language. While 68 per cent indicate they speak English well or very well, 32 per cent indicated that they do not speak English well or at all.

The incidence of disability increases with age. Data derived from the ABS Survey of Disability, Ageing and Carers indicates that an estimated 10,346 or 42 per cent of residents aged 55 and over have a disability.³²

Education and employment

Thirty two per cent of residents aged 55 or older finished school in Year 12 or equivalent. A total of 36.2 per cent of residents aged 55 and over possess a post school qualification, compared to 50.7 per cent of the total population.

Sixty per cent of residents aged 55 or older are not currently in the labour force, with retirement being the main contributing factor.

A high incidence of older residents live on very low incomes with 35 per cent of residents aged 55 or older having gross incomes under \$400 per week. This has significant implications for those residents who still have mortgages or who are in the private rental market. In 2016, 86 per cent of sole renters aged 65 and over in Hobsons Bay were living in rent-related financial stress,³³ which could put them at a higher risk of homelessness.

²⁹ Unless otherwise stated, statistics in this section are sourced from ABS, Census of Population and Housing (2016), compiled and presented in profile.id

³⁰ Sourced from ABS, Census of Population and Housing (2016), compiled and presented in forecast.id, <https://forecast.id.com.au/hobsons-bay>

³¹ *ibid*

³² Australian Bureau of Statistics (2015) Survey of Disability, Ageing and Carers Australia, Summary of Findings 2015, Cat. No. 4330.0, ABS, Canberra.

³³ Statistical Data for Victorian Communities (2018). Indicators of Health and Wellbeing. <http://www.greaterdandenong.com/document/18464/statistical-data-for-victorian-communities> Accessed 12 March 2019

Health and wellbeing

Data from the 2016 Census shows that 15 per cent of residents aged over 55 need assistance with core activities that affect their mobility, self-care or communication. This proportion continues to increase with advancing age.

What older people told us

Older people told us that they want to be able to move about the city freely and safely. They suggested that the design of the built environment be suitable for people of all abilities to reach, utilise and share spaces.

Limited income from superannuation and pensions was an issue, with older people suggesting the need for more job opportunities for their age group, affordable housing, lower rates on essential services (e.g. power) to alleviate the cost of living, and affordable transport. They wanted to see more activities that enable older people, younger people and children to participate together. A range of recreational options that are both active and non-active, including gardening spaces is appealing. Older people expressed a desire for more opportunities to participate in Council decisions affecting older residents.

People from Culturally and Linguistically Diverse (CALD) backgrounds

Population

Data from the 2016 Census³⁴ shows that just over 30 per cent (27,024 people) of the Hobsons Bay population was born overseas, with residents coming from over 130 different countries and speaking more than 100 different languages. This is lower than both the Western Metropolitan Region (38 per cent) and metropolitan Melbourne (34 per cent). Residents from non-English speaking countries are primarily from India (2.9 per cent of the Hobsons Bay population), Italy (1.7 per cent), Vietnam (1.6 per cent), Malta (1.3 per cent) and Greece (1.2 per cent).

More recently, in the 18 months prior to the 2016 Census, Hobsons Bay welcomed almost 1,500 people, primarily from India (27.9 per cent), New Zealand (8.4 per cent), China (6.7 per cent) and the Philippines (6.4 per cent).³⁵

The language groups with the largest number of people with low or no English proficiency are Vietnamese (533 people), Arabic (417 people), and Greek (416 people). Substantial percentage of some language groups have low or no English proficiency including Karen (60.1 per cent), Vietnamese (30.2 per cent), and Mandarin (27.6 per cent).

Almost 24,000 residents (27 per cent) are Roman Catholic. The most common other faiths in Hobsons Bay are Anglican (7 per cent), Islam (5 per cent) and Greek Orthodox (4.1 per cent).

More recent data available on asylum seekers indicates that there were 51 asylum seekers in Hobsons Bay in 2018.³⁶

Place

The neighbourhoods with the highest number of residents born in non-English speaking countries are Altona Meadows (5,482), Altona North (3,966), Altona-Seaholme (2,317) and Laverton (2,163).

As indicated earlier, a noticeable percentage of residents who speak Vietnamese, Arabic, Greek, Karen, or Mandarin in Hobsons Bay have low or no English proficiency. The neighbourhoods with the highest population of Vietnamese, Arabic, and Greek speaking residents are Altona North and Altona Meadows. The neighbourhood with the highest population of Karen speaking residents is Laverton. The neighbourhoods with the highest population of Mandarin speaking residents are Altona Meadows and Seabrook.

Intersectionality

Cultural diversity includes culture, language, race, faith and ethnicity differences arising from Australia's migration program.³⁷ People from culturally diverse backgrounds may also face additional challenges in relation to gender, sexuality, disability, and age.

In 2016, there were 2,187 residents (8.5 per cent) from non-English speaking countries who were also living with a disability. In 2016, 5,284 residents were considered recent arrivals (i.e. arriving within five years prior to 2016). The largest age group of recent arrivals was 25 to 29-year-olds (19.8 per cent) followed by 30 to 34-year-olds (17.8 per cent).

³⁴ Unless otherwise stated, data in this section is sourced from ABS, 2016 Census of Population and Housing, compiled and presented in profile.id <https://profile.id.com.au/hobsons-bay>

³⁵ Statistical Data for Victorian Communities (2018) <http://www.greaterdandenong.com/document/18464/statistical-data-for-victorian-communities> Accessed June 2018

³⁶ Statistical Data for Victorian Communities (2018). Asylum seekers by gender, age and birthplace. <http://www.greaterdandenong.com/document/18464/statistical-data-for-victorian-communities> Accessed June 2018

³⁷ Municipal Association of Victoria (2012) MAV Statement of Commitment to Cultural Diversity

Education and employment

Victorian data from May 2018 shows that people who arrived in Australia in the past five years are more than twice as likely to be unemployed than people born in Australia (9.5 per cent vs 4.4 per cent). Some groups have particularly high rates of unemployment, including people arriving from North Africa and the Middle East (28.2 per cent).³⁸

Cultural diversity brings both economic and social benefits to a community. This includes strengthened connections with the global marketplace, supporting the education sector through international students, providing diversity within retail and hospitality, building community resilience and tolerance and building vibrant communities. These benefits can however be impacted by racism, discrimination and decreased social cohesion within the community.³⁹

Health and wellbeing

Refugees and people who seek asylum are at greater risk of developing mental health problems and suicidal behaviours, compared to the general Australian population.⁴⁰ In addition, Victorian data also shows that people from non-English speaking backgrounds have higher rates of doctor-reported diabetes, insufficient physical activity, and high or very high levels of psychological distress.⁴¹

More generally, people from CALD backgrounds are more vulnerable to a range of issues including low socio-economic status, social isolation, barriers to accessing services and lack of recognition of qualifications leading to poor employment options. CALD residents, particularly those who are newly arrived, are also more vulnerable to accessing inappropriate and insecure housing.

What people from CALD backgrounds told us

People from CALD backgrounds told us that they want public transport services to be more reliable and they want more opportunities to work locally. They want ways to better recognise and harness the existing skills of newly arrived communities, learning or mentoring opportunities and information on employee rights. They also want more communal food growing spaces for accessing healthy foods.

The CALD community indicated that they want to live in a place that is free of racism and is inclusive of people who speak different languages. They want opportunities to socialise through community facilities as well as the opportunity to maintain cultural traditions through cultural celebrations and events which are inclusive of young people.

³⁸ Australian Bureau of Statistics (2018) Labour force Australia detailed (Cat No. 6291.0.55.001)

³⁹ SGS Economics and Planning. (2016). Economic benefits of cultural diversity. Retrieved from SGS Economics and Planning: <https://www.sgsep.com.au/publications/economic-benefits-cultural-diversity>

⁴⁰ Mental Health in Multicultural Australia (2014) Framework for Mental Health in Multicultural Australia: Towards culturally inclusive service delivery, published in March 2014

⁴¹ Department of Health (2012) Victorian Population Health Survey 2011-12, data supplied to Council in 2015

Aboriginal and Torres Strait Islander Peoples

Population

Data from the 2016 Census⁴² shows there are 490 residents in Hobsons Bay who identify as Aboriginal and Torres Strait Islander. They represent 0.6 per cent of the population, a marginally higher proportion than greater Melbourne (0.5 per cent) and an increase of 101 people since 2011. The Aboriginal people who lived in what we now know as the City of Hobsons Bay are known as the Yalukit-willam. The language of the Yalukit-willam people, includes three dialects, Daung wurrung, Woi wurrung, and Boon wurrung, and is part of a group of related languages collectively known as the Kulin group of languages, or the Kulin Nation.⁴³

Place

The neighbourhoods with the highest number of Aboriginal and Torres Strait Islander Peoples in Hobsons Bay are Altona Meadows (129), Altona-Seaholme (69), Williamstown (55), and Laverton (49).

Intersectionality

The Aboriginal and Torres Strait Islander population is diverse in “gender, age, languages, backgrounds, sexual orientations, religious beliefs, family responsibilities, marriage status, life and work experiences, personality and education levels”.⁴⁴ This diversity is highly valued, however these factors can also interact and intensify the effects of racism and discrimination.⁴⁵

7.6 per cent of Aboriginal and Torres Strait Islander residents in Hobsons Bay are also living with a disability.⁴⁶ 45 per cent of Aboriginal and Torres Strait Islander residents are aged under 25, and 14 per cent are aged 55 and older in Hobsons Bay.

Education and employment

Aboriginal and Torres Strait Islander Peoples living in Hobsons Bay are much less likely to have completed Year 12 or equivalent (43.5 per cent), compared to the non-Aboriginal population (59.4 per cent). Similarly, a much lower percentage of Aboriginal people (15.7 per cent compared to 30.2 per cent) have a Diploma (or higher) as their highest qualification.

Slightly fewer Aboriginal and Torres Strait Islander people (55 per cent) are employed in full and part-time work, compared to the non-Aboriginal population (61 per cent). Slightly more Aboriginal people (35.5 per cent) than non-Aboriginal people (33.6 per cent) are not in the labour force. However, the unemployment rate (i.e. those looking for both full and or part time work) for Aboriginal people is more than double that of non-Aboriginal people (8.6 per cent vs 4.2 per cent).

Almost four in 10 Aboriginal and Torres Strait Islander people (39.3 per cent) have a weekly gross income of less than \$400, compared to 30.9 per cent of the non-Aboriginal population. Similarly, a smaller proportion of Aboriginal people receive \$1,000 or more per week compared to the non-Aboriginal population (22.4 per cent vs 35.7 per cent).

⁴² Unless otherwise stated, data in this section are sourced from ABS, Census of Population and Housing (2016), compiled and presented in profile.id, <https://profile.id.com.au/hobsons-bay>

⁴³ The Yalukit-willam: The First People of the City of Hobsons Bay. (2010)

⁴⁴ Commonwealth of Australia, 2013, National Aboriginal and Torres Strait Islander Health Plan 2013-23, [http://www.health.gov.au/internet/main/publishing.nsf/content/B92E980680486C3BCA257BF0001BAF01/\\$File/health-plan.pdf](http://www.health.gov.au/internet/main/publishing.nsf/content/B92E980680486C3BCA257BF0001BAF01/$File/health-plan.pdf) accessed 14 August 2018.

⁴⁵ Department of Health and Human Services, 2017, Korin Korin Balit-Djak: Aboriginal Health, Wellbeing and Safety Plan 2017-27, Victorian Government, <https://www2.health.vic.gov.au/about/health-strategies/aboriginal-health/korin-korin-balit-djak> accessed 14 August 2018.

⁴⁶ Statistical Data for Victorian Communities (2018). Prevalence of disability among Indigenous residents. <http://www.greaterdandenong.com/document/18464/statistical-data-for-victorian-communities> Accessed 12 March 2019

Health and wellbeing

Aboriginal and Torres Strait Islander Peoples have poorer health outcomes than the non-Aboriginal population, in fact, they have on average 2.3 times the burden of disease.⁴⁷

While there are many strengths within the Aboriginal and Torres Strait Islander community, the following are some of the areas which demonstrate the gap in health outcomes between Victorian Aboriginal and non-Aboriginal people:

- family violence is 45 times more likely, and is one of the key drivers of homelessness—women are 15 times more likely to seek crisis accommodation
- children are eight times more likely to be the subject of a child protection substantiation, and 88 per cent of children in out-of-home care have experienced family violence
- Aboriginal Victorians are more likely to be in prison
- tobacco use is at three times the rate of non-Aboriginal Victorians
- presentation at emergency departments for alcohol-related causes are four times the rate of other Victorians
- Aboriginal Victorians are three times more likely to experience high to very high psychological distress—admissions to emergency departments for self-harm is four times the rate of other Victorians; Aboriginal LGBTIQ+ Victorians are at a higher risk of mental health problems
- Aboriginal Victorians have higher rates of obesity and dietary risk factors, and are three times more likely to have diabetes
- Aboriginal Victorians are more likely to have a disability
- Aboriginal Victorians experience a higher rate of blood borne viruses and sexually transmitted infections, and women are more likely to develop cervical cancer

- Aboriginal Victorians have a life expectancy gap of 9.5 years for women and 10.6 years for men. Perinatal mortality rates for Aboriginal children are double⁴⁸

What Aboriginal and Torres Strait Islander Peoples told us

Extensive consultations were held with the Aboriginal and Torres Strait Islander community in the development of the Hobsons Bay Reconciliation Action Plan (RAP) 2019-21 which outlines specific actions in response to community feedback. This policy does not aim to duplicate the RAP, rather to complement and add value.

In addition to the RAP we have heard from Aboriginal and Torres Strait Islander Peoples who wanted to see mainstream services be more inclusive and welcoming of their culture and other cultures. They also expressed a desire to have access to flexible and affordable training, support for starting small businesses and a better bus network. Aboriginal and Torres Strait Islander Peoples want to see more spaces and opportunities that encourage engagement between groups from different cultures, as well as affordable venues and recreational activities. They want better promotion of Council services and activities to reach people who are currently disengaged and a stronger representation of Aboriginal and Torres Strait Islanders employed at Council. Aboriginal and Torres Strait Islander Peoples also want to see greater inclusion and involvement of their community in consultation on the natural environment. Additionally, feedback from the broader community consultations also showed a desire to recognise traditional owners, their contribution, and the diversity of Aboriginal Australians.

⁴⁷ Close the Gap Campaign Steering Committee for Indigenous Health Equality, 2018, Close the Gap 2018: A ten-year review, https://www.humanrights.gov.au/sites/default/files/document/publication/CTG%202018_FINAL-WEB.pdf, accessed 14 August 2018.

⁴⁸ Department of Health and Human Services, 2017, Korin Korin Balit-Djak: Aboriginal Health, Wellbeing and Safety Plan 2017-27, Victorian Government, <https://www2.health.vic.gov.au/about/health-strategies/aboriginal-health/korin-korin-balit-djak> accessed 14 August 2018.

People with a disability

Population

The range of disabilities that people can experience are broad and can include physical, intellectual, psychiatric, neurological, learning and sensory disabilities. Based on the ABS Survey of Disability, Ageing and Carers (2015),⁴⁹ it is estimated that 18.5 per cent (17,630) of Hobsons Bay residents have a disability. This has increased slightly since the previous survey in 2010 which found 17 per cent (14,825) of the total Hobsons Bay population had a disability.

Of Hobsons Bay residents with a disability, almost one third are estimated to have a disability that is profound or of severe nature. This means that they always or sometimes need help with the core activities of communication, mobility or self-care.

Data from the 2016 Census⁵⁰ shows that over 4,950 residents or 5.6 per cent of the Hobsons Bay population reported needing help with their day-to-day lives due to disability. This is higher than the greater Melbourne rate of 4.9 per cent.

Place

The neighbourhoods with the highest number of residents needing assistance with core activity are Altona Meadows (1,258), Altona North (1,099) and Altona-Seaholme (655). While forecast data by disability status is not available, we know that there is a strong relationship between older age and disability, which suggest that the trends in locations for people with a disability might be similar to that observed for older people.

Intersectionality

Disability can affect anyone of any age, gender, sexuality, or cultural background. Data from the 2016 Census suggests that 44.2 per cent of residents needing assistance with core activity are from a non-English speaking background. The data also suggests that young people aged under 25 make up 11.8 per cent, and older people aged 55 and older make up 73.5 per cent of the Hobsons Bay population who have a disability.

Furthermore, according to the ABS Survey of Disability, Ageing and Carers (2015), people with a disability aged 15 to 24 are 10 times more likely to report experiencing discrimination compared to those aged 65 and over.⁵¹

Education and employment

There are two Autism specific schools in Hobsons Bay, both are located in Laverton. 70 per cent of people with a disability aged 15 and over in Hobsons Bay have no post-high school qualification compared to 40 per cent of people in the same age group without a disability.

Fifty-two per cent of people with a disability aged 15 and over in Hobsons Bay have a weekly income of \$399 or less compared to 29 per cent of people without a disability. The median individual income for people with a disability in Australia was \$399 per week, compared with \$650 for people without a disability. The median individual income for people who provided care to a person with a disability in Hobsons Bay was \$574.50 per week, compared with \$724.50 for people who did not provide such care.

⁴⁹ Australian Bureau of Statistics (2015) data derived from Disability Ageing and Carers, Australia (Cat.no. 4430.0)

⁵⁰ Unless otherwise stated, data in this section are sourced from ABS, Census of Population and Housing (2016), compiled and presented in profile.id, <https://profile.id.com.au/hobsons-bay>

⁵¹ Ibid

National figures show that people aged between 15 and 64 with disability have both lower participation in employment (53 per cent) and higher unemployment rates (9.4 per cent) than people without disability (83 per cent and 4.9 per cent respectively).

Despite having the ability and willingness to work, many people with a disability still do not receive the same opportunity to enter the workforce as the rest of the community. This could be due to negative attitudes or misconceptions about people with a disability from employers or the lack of opportunity to access meaningful education.

Health and wellbeing

A report⁵² published by VicHealth has indicated that people with a disability (when compared to people without a disability) in Victoria:

- were 50 per cent less likely to feel safe walking alone during the day
- were 25 per cent less likely to feel positive about their local neighbourhood
- were 40 per cent less likely to be physically active
- were one third more likely to eat takeaway food regularly
- had significantly lower levels of resilience, an indicator of mental wellbeing

The National Disability Insurance Scheme (NDIS) aims to assist individuals with a disability to have choices about their services. It has been estimated that the NDIS will have capacity for 460,000 participants at full roll out in 2019-20, with 64,000 people expected to have a primary psychosocial disability requiring support. However, a report published by The University of Sydney and Community Mental Health Australia has estimated that this means 91 per cent of people with severe mental illness, or between 166,000 to 626,000 people will have to rely on non-NDIS community mental health services.⁵³ The report also indicates that the market may not have the expertise to provide effective services. This will need to be closely monitored over time.⁵⁴

What people with a disability told us

People with a disability value being able to access places they want to go, and suggest that the main barriers they face often lie within the public realm and within residential developments. Cost of living was also an issue raised by people with a disability. Ideas presented by broad community consultations specific to people with a disability included the need for more accessible local businesses, train stations (in particular at Laverton and Newport), more accessible parking to be available during peak times of use, and the natural environment to be more accessible for people with a disability. Furthermore they wanted to see local employment opportunities for people with a disability.

⁵² VicHealth (2016) VicHealth Indicators Survey 2015 Supplementary report: Disability.

⁵³ Smith-Merry et al. (2018). Mind the Gap: The National Disability Insurance Scheme and psychosocial disability. Final Report: Stakeholder identified gaps and solutions. The University of Sydney and Community mental Health Australia.

⁵⁴ *ibid*

Women and girls

Population

Data from the 2016 Census⁵⁵ shows that there are 45,146 females in Hobsons Bay, comprising 50.9 per cent of the population. 28 per cent of females are aged zero to 24, 44 per cent are aged 25 to 54 and 28 per cent are aged 55 and over. These proportions are largely consistent with the Greater Melbourne average, with the exception of 12 to 24-year-olds (13.2 per cent in Hobsons Bay and 16.2 per cent in greater Melbourne).

Intersectionality

Approximately 31 per cent of females in Hobsons Bay (or 13,941 people) were born overseas. Just under 19 per cent of females born overseas (2,624 people) are newly arrived to Australia, having arrived between January 2011 and August 2016. There are 6.3 per cent of women with a disability in Hobsons Bay. Of women aged 15 to 54, 8 per cent reported they were single parents. 27 per cent of women aged 55 and over live alone.

Education and employment

A total of 57.4 per cent of women in Hobsons Bay have completed Year 12 or an equivalent level of education, compared to 55.3 per cent of men. A higher percentage of women aged 25 or above are more likely to possess a university level qualification (31 per cent) than men (26 per cent). In 2016, there were 11.9 per cent of women in Hobsons Bay who were employed as managers compared to 16.6 per cent of men.

A higher proportion of women (34 per cent) have a weekly individual income of \$399 or less compared to men (24.7 per cent) in Hobsons Bay.

The full-time average weekly earnings of Australian women are 15.3 per cent less than equivalent earnings for men, which is equivalent to 85 cents in every dollar.⁵⁶ In 2013–14, the average amount of superannuation savings for males aged 15 and over was \$98,535 compared to \$54,916 for females. This disparity decreased over the two years to 2015–16 but a significant gap still exists.⁵⁷

Health and wellbeing

Men's violence against women is the leading burden of disease for women aged 18 to 44, higher than other well-known risk factors like tobacco use, high cholesterol or use of illicit drugs.⁵⁸ Police call-outs for family violence incidents have increased in Hobsons Bay over the past decade, as they have in many parts of metropolitan Melbourne.

The ABS Personal Safety Survey (2016)⁵⁹ found there is an inverse relationship between age and the experience of violence. For example, 12 per cent of women aged 18 to 24 experienced violence in the previous 12 months, compared to 4 per cent of 35 to 44-year-old women and 1.2 per cent of women aged 65 and over. Women and girls with a disability are twice as likely as women and girls without a disability to experience violence throughout their lives.⁶⁰

⁵⁵ Unless otherwise noted, all statistics in this section are sourced from ABS, Census of Population and Housing (2016), compiled and presented in profile.id, <https://profile.id.com.au/hobsons-bay>

⁵⁶ Workplace Gender Equity Agency (2018) 'Australia's gender pay gap statistics', published February 2018, <https://www.wgea.gov.au/fact-sheets-and-research-reports/fact-sheets-and-statistics>

⁵⁷ Association of Superannuation Funds of Australia Limited (2017) Superannuation account balances by age and gender, published in October 2017, https://www.superannuation.asn.au/ArticleDocuments/359/1710_Superannuation_account_balances_by_age_and_gender.pdf.aspx?Embed=Y

⁵⁸ VicHealth (2016) VicHealth Indicators Survey 2015: Selected findings, Victorian Health Promotion Foundation, Melbourne.

⁵⁹ Australian Bureau of Statistics (2017) Personal Safety, Australia 2016, (Cat. No. 4906.0), Australian Bureau of Statistics (ABS), Canberra.

⁶⁰ Women with Disabilities Australia, University of New South Wales & People with Disability Australia (2013) 'Stop the Violence: Improving Service Delivery for Women and Girls with disabilities', October 2013

Women aged over 50 are the fastest growing group of people experiencing homelessness and the main reason for these women to seek assistance often relates to family violence.⁶¹

In 2014–15, the national hospitalisation rates for Aboriginal and Torres Strait Islander family violence-related assaults was 530 females per 100,000 female population, 32 times the rate for non-Aboriginal females after adjusting for differences in population age structures.⁶²

Council recognises the importance of prevention work to address men's violence against women and are participating in a number of partnerships.

In addition to men's violence against women, there are a number of other areas of health and wellbeing relevant to this priority population to consider. Young women are twice as likely as young men to have serious mental illness.⁶³ They are also more likely to be at greater risk for eating disorders, which is the third most common chronic illness among adolescent women.⁶⁴

Forty per cent of eligible women aged 20 to 24 participated in pap screening between 2012 and 2013, higher than the Western Metropolitan Region average of 32 per cent.⁶⁵ In 2014, 18.1 per 10,000 women living in Hobsons Bay were diagnosed with the sexually transmissible infection chlamydia, lower than the Western Metropolitan Region (25.3 per 10,000).⁶⁶

What women told us

In relation to the built environment, women told us they wanted more public transport, as well as access to off-road cycling paths and walking paths. It was also raised that the general designs for accessibility should also benefit pram users. Traffic and industrial air pollution was an area of concern for women as well as wanting to feel safe in public spaces, particularly at night. In relation to the social environment, women wanted to see traditional stereotypes being challenged and better support for new parents.

⁶¹ Australian Human Rights Commission (2019). Older Women's Risk of Homelessness: Background Paper Exploring a growing problem. Australian Human Rights Commission.

⁶² Steering Committee for the Review of Government Service Provision (2016) Overcoming Indigenous Disadvantage: Key Indicators 2016, Productivity Commission, Canberra

⁶³ Mission Australia (2017). Youth mental health report. Youth Survey 2012–16. Mission Australia in association with Black Dog Institute.

⁶⁴ Yeo, Michele, and Elizabeth Hughes (2011). Eating disorders: early identification in general practice. Australian family physician. 40.3 108.

⁶⁵ Women's Health West. (2016) Women in the City of Hobsons Bay. https://whwest.org.au/wp-content/uploads/2016/06/HobsonsBay_EMAIL.pdf

⁶⁶ Ibid

Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual (LGBTIQA+) and gender diverse communities

Population

Access to local level data for LGBTIQA+ and gender diverse communities is limited. We will continue to review data when more becomes available to inform planning and will continue to advocate for more robust data collection. At a national level, between five and 16 people per 100,000 identified as being of an 'other' gender in the 2016 Census.⁶⁷ Difficulties with analysing responses to this question, mainly in relation to the possibility for confusion between 'sex' and 'gender', has meant that this is only an indication. Data at a Local Government Area level is not available.

Research suggests that:

- same sex attracted women make up 15 per cent of the population
- same sex attracted men make up 9 per cent of the population
- transgender prevalence rates are between 1:1,500 and 1:11,500
- intersex prevalence rates are between 1:200 to 1:2,000
- same sex attracted young people make up 9 per cent of young people aged between 14 and 21; gender diverse young people at least 3 per cent⁶⁸

However estimates have varied in different studies due to limited data collection and research. For example, international research suggests that the trans and gender diverse population can be as high as one in 500. Furthermore the Royal Children's Hospital in Melbourne estimates 1 per cent of children and adolescents experience gender identity concerns.⁶⁹

Intersectionality

People of various ages, cultural backgrounds and abilities are part of the LGBTIQA+ community. Based on limited research in Australia, it is estimated that 18 per cent of LGBTIQA+ young people aged 14 to 21 identify as CALD.⁷⁰ Twenty seven per cent of people with an intersex variation aged 16 and over identified as having one or more disabilities.⁷¹

Education and employment

The only relevant dataset we can analyse at a local level is the number of people living together as part of a same-sex relationship. This applied to just over 650 people in Hobsons Bay. This is almost certainly an underestimate of the total LGBTIQA+ population as it does not include people who are not in a relationship and/or do not live together.

More than 80 per cent of people living with a same-sex partner have completed Year 12 or equivalent studies, compared to 63.1 per cent of living with an opposite-sex partner. Similarly, a substantially higher percentage of people living with a same-sex partner (58.6 per cent vs 31.4 per cent) have a diploma (or higher) as their highest qualification.

Almost five in every six people living with a same-sex partner (83 per cent) is employed, compared to 62.9 per cent of people living with an opposite-sex partner.

⁶⁷ Unless otherwise stated, data in this section are sourced from ABS, Census of Population and Housing (2016), compiled and presented in profile.id, <https://profile.id.com.au/hobsons-bay>

⁶⁸ Witthaus, D, 2015 Out is In – A Report on the GLBTIQ 'Out is In' Forum, National Institute for Challenging Homophobia Education.

⁶⁹ Department of Health. (2014). Transgender and gender diverse health and wellbeing. Background paper.

⁷⁰ National LGBTI Health Alliance. The Statistics at a glance: the mental health of lesbian, gay, bisexual, transgender and intersex people in Australia. <https://lgbtihealth.org.au/statistics/> accessed 15 Feb 2019.

⁷¹ Ibid

Health and wellbeing

Research has found that a substantial percentage of lesbians (23 per cent) and gay men (26 per cent) reported verbal abuse in the past 12 months. These rates increase significantly for trans women (37 per cent) and trans men (47 per cent).⁷²

Both gay men (53 per cent) and lesbian, gay or bisexual women (35 per cent) are more likely to drink at levels that put them at risk of short-term harm (five or more drinks in one session), when compared to heterosexual men (41 per cent) and women (20 per cent).

Mental health and wellbeing is a particular concern for the LGBTIQ+ community, in particular transgender young people.⁷³ When compared to the general population, LGBTIQ+ people are more likely to have thoughts of suicide, self-harm or attempt suicide in their lifetime. In particular, LGBTIQ+ young people aged between 16 and 27 are five times more likely, and transgender people aged 18 and over are 11 times more likely, to attempt suicide. Research indicates that “these health outcomes are directly related to experiences of stigma, prejudice, discrimination and abuse on the basis of being [LGBTIQ+]”.⁷⁴

Despite the *Sex Discrimination Act 1984* which includes protection against discrimination on the basis of a person’s sexual orientation, gender, identity and intersex status, six in 10 LGBTIQ+ people experience verbal homophobic abuse and two in 10 experience physical homophobic abuse.⁷⁵ More recently, research has estimated that 71 per cent of LGBTIQ+ Australians did not reach out to crisis support services during their most recent personal or mental health crises, with the anticipation of discrimination identified as one of the key barriers.⁷⁶

What people from the LGBTIQ+ community told us

The number of people who disclosed during the consultation as LGBTIQ+ was low. Of those that we have heard from they indicated that they wanted to participate more in Council’s decision making process, have further opportunities to find a stable job that matches their level of qualification, to feel safe in public, and have better access to reliable public and active transport options. Council will continue to engage with this community to ensure a strong understanding of their needs is built.

⁷² Australian Human Rights Commission (2014) Face the Facts: Lesbian, gay, bisexual, trans and intersex people, Sydney.

⁷³ Leonard, W et al (2012), Private Lives 2: The second national survey of the health and wellbeing of GLBT Australians

⁷⁴ National LGBTI Health Alliance (2017), <https://lgbtihealth.org.au/statistics/>

⁷⁵ Australian Human Rights Commission. Face the facts: Lesbian, Gay, Bisexual, Trans and Intersex People. <https://www.humanrights.gov.au/education/face-facts/face-facts-lesbian-gay-bisexual-trans-and-intersex-people> Accessed 7 March 2019

⁷⁶ Waling et al (2019). Understanding LGBTI+ lives in crisis. Australian Research Centre in Sex, Health & Society Lifeline Research Foundation.

IMPLEMENTATION, MONITORING AND EVALUATION

The policy will be implemented through the Action Plan over four years.

An internal Fair Hobsons Bay Working Group will meet regularly to oversee implementation, share knowledge and experiences and identify future opportunities.

Council's Portfolio Advisory Committees will also support the implementation and evaluation of the policy.

The Action Plan, provided in the next section, outlines key activities as well as the financial funding sources. In some cases funds are still to be secured and may include for example a business case and budget bid through council's budget process, submissions to grants (VicHealth, Victorian Multicultural Commission, and program areas across the Department of Health and Human Services) and other sources.

Evaluation of the policy will be undertaken via process evaluation as well as monitoring the key indicators of change.

The progress of the actions within the Action Plan will be reported on every six months with an annual progress report included within the Hobsons Bay Annual Report and made available on Council's website.

A final impact evaluation will be conducted at the end of the four years. This will include reviewing all aspects of the policy, including key achievements, level of change within the community and identifying opportunities for the future.

	Indicators of Change	Sources
Theme 1 Designing and building for fair access Objective 1.1 To ensure access for all people within amenities, public infrastructure, community facilities, housing and neighbourhoods	Increased satisfaction from priority population with access to public transport	Annual Community Survey
	Increased satisfaction from priority population with ability to walk to destinations and amenities in their neighbourhood	Annual Community Survey
	Increased number of affordable housing dwellings in Hobsons Bay managed by the Hobsons Bay Affordable Housing Trust	Internal records on Affordable Housing Trust
Theme 2 An inclusive and equitable place Objective 2.1 To facilitate and enable equitable opportunities for social inclusion, participation and contribution	Decreased reporting of having personally witnessed or experienced discrimination because of skin colour, ethnic origin or religion	Annual Community Survey
	Increased positive changes in attitudes relating to gender equity	Annual Community Survey
	Increased positive changes in attitudes relating to people with a disability	Annual Community Survey
Theme 3 Fair opportunities for participation in the economic environment Objective 3.1 To facilitate equitable opportunities to access lifelong learning, employment, volunteering and business development	Increased satisfaction from priority population with amount of opportunities to volunteer	Annual Community Survey
	Increased satisfaction from priority population with access to jobs and the level of economic investment in the local area	Annual Community Survey
Theme 4 A natural environment that can be accessed and enjoyed by all Objective 4.1 To ensure that everyone has equitable opportunities to access the foreshore, green space and open space	Increased satisfaction from priority population with provision and maintenance of parks, gardens, open space and the foreshore	Annual Community Survey
	Increased satisfaction from priority population with opportunities to get involved in local environmental activities	Annual Community Survey
Theme 5 Leadership as a socially just organisation Objective 5.1 To demonstrate leadership as a socially just organisation which upholds and advocates social, cultural, economic and environmental rights	Increased satisfaction from priority population with opportunities for community's voice to be heard on issues that are important to them	Annual Community Survey
	Increased satisfaction from priority population with Council's representation, lobbying and advocacy on behalf of the community	Annual Community Survey
	Increased satisfaction from priority population with staff's understanding of community's cultural needs	Annual Community Survey

ACTION PLAN



Theme 1

Designing and building for fair access


Objective 1.1

To ensure access for all people within amenities, public infrastructure, community facilities, housing and neighbourhoods

Key




 Capital Works

 Operational

 Grants such as those available through VicHealth, Vic Multicultural Commission, Department of Health and Human Services, Sports and Recreation Victoria, and other services




Strategy 1.1.1

Ensure priority populations are considered in the planning of safe, accessible, connected, walkable and rideable neighbourhoods

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Audit and map footpath networks to inform the 10 year Capital Works program to increase accessibility	Capital Works	2020-21	 OP	Within staff time
b) Investigate technology options for interactive digital wayfinding to enable all languages and abilities with instant translation of content	Information Services	2020-21	 OP	Within staff time
c) Implement municipal-wide roll out of the wayfinding signage strategy	Active Communities	2020-24	 CW	\$100,000 per annum over four years. The 2019-20 budget committed

Strategy 1.1.2

Advocate for greater access across all forms of public transport for people of all abilities

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Advocate to Public Transport Victoria and Metro trains to improve accessibility at Laverton and Newport Train Stations	Strategy and Advocacy	2019-20	 OP	Within staff time
b) Advocate for Public Transport Victoria to undertake an audit of local bus stops and ensure they comply with the Disability Discrimination Act	Strategy and Advocacy	2019-20	 OP	Within staff time
c) Advocate to Public Transport Victoria to increase accessibility of trains and buses used on the network within Hobsons Bay as well as the communication services used to access these services	Strategy and Advocacy	2019-20	 OP	Within staff time

Strategy 1.1.3

Work in partnership to understand homelessness within Hobsons Bay and increase the amount of affordable housing⁷⁷

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Understand the level of homelessness in Hobsons Bay including the drivers and types of homelessness	Strategy and Advocacy	2020-21	OP	Within staff time
b) Identify Council and State Government land suitable for affordable housing	Strategy and Advocacy	Ongoing	OP	Within staff time

Strategy 1.1.4

Design Council services to provide a welcoming and accessible environment for priority populations

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Integrate Universal Design Principles into the Capital Works Infrastructure Manual and Project Management Guide	Capital Works	2020-21	OP	Within staff time

⁷⁷ According to the Planning and Environment Act 1987- Sect 3AA, affordable housing is housing, including social housing that is appropriate for the housing needs of any of the following-(a) very low income households; (b) low income households; (c) moderate income households.

Theme 2

An inclusive and equitable place

Objective 2.1

To facilitate and enable equitable opportunities for social inclusion, participation and contribution

Key

CW Capital Works

OP Operational

G Grants such as those available through VicHealth, Vic Multicultural Commission, Department of Health and Human Services, Sports and Recreation Victoria, and other services

Strategy 2.1.1

Understand service gaps within Hobsons Bay and improve access to services where needed

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Consult with Commonwealth Home Support Program and Home and Community Care service users and other funded providers to identify service provision gaps and relevance of service models in line with current community needs, to provide funding bodies with recommendations	Community Life	2019-22	OP	Within staff time
b) Support seniors groups and other organisations such as U3A to develop continuity plans for the future	Community Life	2020-23	OP	Within staff time
c) Review community facilities for seniors, how they currently function and potential needs for the future	Community Life	2020-21	OP	Within staff time
d) Review general practitioner providers, allied health, and other services in Hobsons Bay to understand service gaps for priority populations	Strategy and Advocacy	2020-21	OP	Within staff time
e) Develop a framework that improves early years' service connectivity, ensuring children and families have access to services when needed	Community Life	2019-20	OP	Within staff time
f) Implement revised guidelines for enhanced maternal and child health services to increase support for vulnerable families	Community Life	2019-22	OP	Within staff time
g) Develop processes for enhanced maternal and child health referral and intake to increase access to support services for vulnerable families	Community Life	2019-22	OP	Within staff time

Strategy 2.1.2

Plan and advocate for improved access to mental health and wellbeing services and programs for priority populations

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Advocate for a satellite headspace at Newport Community Hub	Community Life	2019-20	OP	Within staff time
b) Increase promotion of Council programs that support young people, LGBTIQ+ and CALD communities	Communications and Engagement	Ongoing	OP	Within staff time
c) Facilitate creative opportunities that support the health and wellbeing of priority communities through Festivals and Events (e.g. Midsumma, Multicultural/ CALD Festivals and Events funding) and mentored Youth Programs (e.g. Mesh Mash)	Cultural and Economic Development	Ongoing	OP G	Within staff time \$27,000 grant received for street art Supplemental grants may be explored
d) Facilitate a 'Tuning into Teens' program for parents with a focus on gaming, LGBTIQ+ and CALD communities	Community Life	2020-21	OP G	Within staff time Supplemental grants may be explored for training staff

Strategy 2.1.3

Support and champion diversity in community leadership for all priority populations

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Roll out and evaluate the leadership program for sustainability champions that encourages participation from diverse communities	Strategy and Advocacy	2019-21	OP G	Within staff time Supplemental grants may be explored
b) Co-design and work with community to develop and implement the "Cultivate" leadership program for emerging leaders to support vulnerable populations and neighbourhood development	Learning Communities	2020-21	OP G	Within staff time \$30,000 within Operational budget Supplemental grants may be explored

Strategy 2.1.4

Celebrate diversity and challenge discrimination to foster a socially inclusive community that welcomes people regardless of gender, sex, intersex status, sexuality, race, culture, faith, disability and age

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Support Council teams in promoting diversity and challenging discrimination and social norms via Council's communication channels	Communications and Engagement	Ongoing	OP	Within staff time
b) Plan, promote and implement community activities to celebrate International Day for People with Disability	Strategy and Advocacy	Ongoing	OP G	Within staff time BIC grant
c) Engage with culturally diverse communities to increase usage of, and input into, the libraries bilingual children's collection	Learning Communities	2019-21	CW OP	Within staff time \$5,000 within Capital Works budget committed
d) Implement the Inclusive Clubs development program to remove barriers to women and girls participation in sport	Active Communities	2019-20	OP G	\$6,000 within Operational budget Further \$3,600 required via grants
e) Develop and present a creative culturally diverse program of events and programs ensuring high level participation that supports and advocates for an inclusive community	Cultural and Economic Development	Ongoing	OP G	Within staff time Supplemental grants may be explored

Strategy 2.1.5

Plan and facilitate a variety of affordable active and passive recreational activities and spaces that enable and encourage people to participate, socialise, and express themselves through arts and culture, regardless of gender, sex, intersex status, sexuality, race, culture, faith, disability and age

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Provide at least two events, including a mix of active and passive recreational activities, for older residents during seniors festivals	Community Life	Ongoing	OP G	Within staff time \$2,600 within Operational budget annually \$2,600 supplemental Senior week grant annually
b) Utilise Council facilities, cultural venues (such as Woods Street Arts Space, Laverton Old School) to present vibrant and participatory opportunities for engagement through facilitated creative workshops with priority populations	Cultural and Economic Development	Ongoing	OP	Within staff time

Strategy 2.1.6

Work with children, young people and their families to create a gender equitable community which fosters respectful relationships, and reduces violence against women and children

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Develop and implement a Social Worker role to provide information, support, referral and safety planning with families experiencing family violence	Community Life	2019-22	OP	Within staff time
b) Increase family violence screening and safety planning with women experiencing family violence	Community Life	2019-22	OP	Within staff time

Theme 3

Fair opportunities for participation in the economic environment


Objective 3.1

To facilitate equitable opportunities to access lifelong learning, employment, volunteering and business development

Key





 Capital Works

 Operational

 Grants such as those available through VicHealth, Vic Multicultural Commission, Department of Health and Human Services, Sports and Recreation Victoria, and other services





Strategy 3.1.1

Facilitate and advocate for affordable and flexible education and training for priority populations to prepare for future employment opportunities

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Facilitate a program that engages with young people to encourage local entrepreneurship	Cultural and Economic Development	Ongoing	 	\$20,000 within Operational budget for 2019-20 Supplemental grants may be explored
b) Review the Creative Tech Hub and articulate Council's role in supporting community in adapting to technology, including supporting older people	Learning Communities	2020-21		Within staff time
c) Ensure the business training program is inclusive of priority populations	Cultural and Economic Development	Ongoing		Within staff time

Strategy 3.1.2

Facilitate and build community capacity to access the internet, build digital literacy, and prepare for new technologies

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Facilitate experiential learning of emerging technology (e.g. smart cities, smart homes, robotics) with specific priority population groups identified and targeted each year	Learning Communities	Ongoing	 	Within staff time Supplemental grants may be explored
b) Develop intergenerational digital literacy learning programs (e.g. with young people and older people)	Learning Communities	2019-20	 	Within staff time Partnership with Altona P-9 College Supplemental grants may be explored (BeConnected grant program)

Strategy 3.1.3

Work with education, training and employment stakeholders to provide accessible training, work experience, volunteering and paid work for those in the community experiencing social disadvantage

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Work with education, training and employment stakeholders to identify and promote programs and volunteering that provide emerging employment pathways for people facing employment barriers	Cultural and Economic Development	2020-23	 	Within staff time Supplemental grants may be explored

Theme 4

A natural environment that can be accessed and enjoyed by all

Objective 4.1

To ensure that everyone has equitable opportunities to access the foreshore, green space and open space

Key

CW

Capital Works

OP

Operational

G

Grants such as those available through VicHealth, Vic Multicultural Commission, Department of Health and Human Services, Sports and Recreation Victoria, and other services

Strategy 4.1.1

Plan and advocate for improved accessible green and open space in alignment with the open space strategy priorities

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Increase the quality of open space in Brooklyn	Strategic Projects	2019-20	CW G	\$300,000 within Capital Works \$500,000 from grant funding
b) Identify additional green space opportunities within Spotswood via the Spotswood Structure Plan	Strategy and Advocacy	2019-22	OP	Within staff time
c) Plan and construct an inclusive play space at Cherry Lake Reserve in Altona	Active Communities	2019-22	CW	\$50,000 for consultation and detailed design. \$500,000 for Construction and installation
d) Work with the Environmental Protection Authority to ensure air quality monitoring devices are adequately monitoring air quality in Altona North, Brooklyn, Spotswood and South Kingsville	Planning, Building and Health	Ongoing	OP	Within staff time
e) Continue to participate in the Inner West Air Quality Community Reference Group and advocate for improved air quality in Altona North, Brooklyn, Spotswood and South Kingsville	Strategic Projects	Ongoing	OP	Within staff time

Strategy 4.1.2

Proactively engage and partner with Aboriginal and Torres Strait Islander Peoples on local knowledge regarding the preservation and enrichment of cultural heritage and land management

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Support opportunities for knowledge sharing around Aboriginal and Torres Strait Islander Peoples cultural heritage and land management	Learning Communities	Ongoing	OP	Within staff time Annual supplemental grants may be explored
b) Develop and implement opportunities, including interpretative signage, cultural programs, creative residencies, public art and opportunities for story telling that supports local First Nations history and heritage	Cultural and Economic Development	Ongoing	CW OP G	Within staff time Approx. \$10,000 within Operational budget Approx. \$10,000 within Capital Works Supplemental grants may be explored





Strategy 4.1.3

Build capacity for community to improve access to healthy affordable foods and remove barriers to producing food locally

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Promote the My Smart Garden program to priority communities	Strategy and Advocacy	Ongoing	OP	Within staff time
b) Construct and establish a community garden within the Altona-Seaholme area with the community	Active Communities and Learning Communities	2019-23	CW OP G	Construction support \$10,000
c) Support and promote the planting of food within nature strips	Strategy and Advocacy	Ongoing	OP	Within staff time
d) Provide information about food security for individuals and groups through the Altona Library Environment Centre	Learning Communities	2019-20	OP	Within staff time
e) Collate data from service providers to show the provision and demand for emergency food relief in the municipality	Strategy and Advocacy	2020-21	OP	Within staff time

Strategy 4.1.4

Increase the opportunities for the community to experience and engage with the natural environment

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Continue to explore and implement innovative ways to increase access to the natural environment including, accessible paths and boardwalks, shading and seating options	Strategy and Advocacy	Ongoing	  	Within staff time Capital Works and grant funding to be explored as ideas emerge
b) Increase accessibility of Williamstown Beach via the inclusion of an accessible changing facility	Strategy and Advocacy	2020-23		\$100,000

Strategy 4.1.5

Celebrate community diversity through the provision of spaces and plants that promote belonging and connection to different cultures

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Increase cultural arboretum (collection of trees) within reserves	Active Communities	Ongoing		Annual advanced Tree Planting program \$325,000

Theme 5

Leadership as a socially just organisation

Objective 5.1

To demonstrate leadership as a socially just organisation which upholds and advocates social, cultural, economic and environmental rights

Key

CW Capital Works

OP Operational

G Grants such as those available through VicHealth, Vic Multicultural Commission, Department of Health and Human Services, Sports and Recreation Victoria, and other services

Strategy 5.1.1

Support priority populations to engage in civic processes, be heard, share knowledge and foster new ideas

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Ensure that Portfolio Advisory Committees are accessible for all and diversity in participation is encouraged	Communications and Engagement	Ongoing	OP	Within staff time
b) Promote information about Council meeting processes and live stream access to priority populations via key community organisations and centres	Communications and Engagement	Ongoing	OP	Within staff time
c) Increase civic engagement with young people via the implementation of the Youth Consultation & Engagement Framework	Community Life	2019-23	OP	Within staff time

Strategy 5.1.2

Build an inclusive workplace in respect to gender, sex, intersex status, sexuality, race, culture, faith, disability and age

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Continue to strengthen diversity of employment within Council through actions such as placement of employment ads in diverse publications and the use of simple language	Organisation Development	Ongoing	OP	Within staff time
b) Promote initiatives that foster inclusion and diversity such as access to workplace adjustments, breast feeding room, prayer room, women in leadership programs, LGBTI network and the rainbow tick	Organisation Development	Ongoing	OP G	Within staff time Employee Assistant Government fund may be sought based on needs
c) Provide family violence training to managers and supervisors to support employees experiencing family violence	Organisation Development	Ongoing	OP G	Within staff time Approx. \$6,000 per year within corporate training budget

Strategy 5.1.3

Provide continuous improvement opportunities for staff to ensure service delivery is inclusive of gender, sex, intersex status, sexuality, race, culture, faith, disability and age

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Ensure priority populations are considered within Council processes and services	Customer Focus and Innovation	2019-20	OP	Within staff time
b) Coordinate staff training to raise awareness of inclusive service delivery where there are perceived gaps identified by relevant departments	Organisation Development	Ongoing	OP G	Within staff time Supplemental grants may be explored
c) Ensure the organisation adheres to the principles of child safety standards	Organisation Development	Ongoing	OP	Within staff time
d) Develop and collate a toolbox to support Council service design and delivery to be inclusive and accessible for all	Learning Communities	2019-20	OP G	Within staff time Grant funding required




Strategy 5.1.4

Ensure Council's budget is allocated to enable equitable resources across the municipality and within the built, natural, social and economic environments

Action	Lead department	Timeframe	Funding source	Funding estimate
a) Investigate and develop a tool to undertake an equity audit of Council budgets	Strategy and Advocacy	2019-23	OP	Within staff time
b) Work with priority populations to identify and break down barriers to support their application for community grants	Learning Communities	2019-20	OP	Within staff time

Strategy 5.1.5

Support and champion equity within Council media and communications

Action	Lead department	Timeframe	Funding source
a) Ensure Council publications feature equitable images and use of inclusive language	Communications and Engagement	Ongoing	 Within staff time
b) Support campaigns that promote awareness and change for equity (e.g. 16 days of Activism, International Women's Day, International Day Against Homophobia, Transphobia and Biphobia etc.)	Learning Communities	Ongoing	  Within staff time Supplemented by State Government grant \$70,000 for 2018-20 Further grants may be explored

Strategy 5.1.6

Partner with and advocate to the state and federal government on policy issues that relate to priority populations to support the wellbeing of our community

Action	Lead department	Timeframe	Funding source
a) Develop and implement annual Advocacy Priority Areas and ensure they include issues that relate to gender, sex, intersex status, sexuality, race, culture, faith, disability and age	Strategy and Advocacy	Ongoing	 Within staff time





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