

DRAFT A FAIR HOBSONS BAY FOR ALL 2024-28

SUMMARY

Council is seeking feedback on the Draft A Fair Hobsons Bay for All 2024-28, which has been developed to ensure that fairness and equity¹ are embedded in all Council decisions and activities. It updates and replaces A Fair Hobsons Bay for All 2019-23.

What is A Fair Hobsons Bay for All?

A Fair Hobsons Bay for All is Council's integrated social policy framework. It aims to achieve greater fairness and inclusion for everyone who lives, works, studies, visits and plays in Hobsons Bay by addressing the barriers we face in our everyday lives.

A Fair Hobsons Bay incorporates Council's Disability Action Plan, which is a requirement of the *Disability Act 2006*. It also recognises Council's responsibility to complete Gender Impact Assessments, as required by the *Gender Equality Act 2020*. More broadly, it supports Council's efforts to 'protect, improve and promote public health and wellbeing', as required under the *Public Health and Wellbeing Act 2008*.



Who are the 'priority populations'?

The Draft A Fair Hobsons Bay for All 2024-28 ('the Draft Policy') focusses on nine priority populations that are at higher risk of social disadvantage, including:

- Children (0-11 years)
- Young people (12-25 years)
- Older people (60 years and over)
- People from culturally and linguistically diverse (CALD) communities

¹ The World Health Organisation defines 'equity' as 'the absence of unfair, avoidable or remediable differences among groups of people' (see <https://www.who.int/health-topics/health-equity>)

- First Nations people
- People with a disability
- Women and girls
- Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual (LGBTIQ+) and gender diverse communities
- People in low-income households

The Draft Policy adopts the concept of 'intersectionality' that highlights that people may experience overlapping forms of discrimination and disadvantage based on different attributes.² It also acknowledges that efforts to increase fairness and equity should consider 'locational disadvantage', including the places where people live, work, study and visit.



What did we learn in preliminary engagement?

Focus groups, interviews and follow up meetings were conducted with more than 90 representatives from priority population groups, alongside a community survey that attracted more than 150 responses. A range of organisations also supported or participated in preliminary engagement.

The following key themes emerged:

- improving access to Council facilities
- promoting respect for diversity
- managing the increased cost of living
- access to mental health services
- opportunities for employment and volunteering
- awareness of local programs and services
- inclusive events and safe spaces
- access to sustainability programs
- better communication and engagement
- advocacy for local needs

² Commission for Gender Equality in the Public Sector (2022) Applying intersectionality, <https://www.genderequalitycommission.vic.gov.au/applying-intersectionality>



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How is the Draft Policy structured?

Council's Draft A Fair Hobsons Bay for All 2024-28 is underpinned by a vision and five key principles of social justice: access, equity, diversity, participation, and human rights. It also sets out five themes that aim to address various social determinants of health (see diagram, below).

Each theme also articulates an objective and related outcome, to be pursued through a range of strategies. All strategies respond to the preliminary engagement and feedback from priority population groups. Implementation, monitoring and evaluation will occur through annual reporting against the policy's intended outcomes and by tracking 'indicators of change' to monitor trends and identify emerging issues.



What are the key changes?

The Draft A Fair Hobsons Bay 2024-28 adopts a similar structure to the previous policy. It includes a vision, themes, objectives, strategies, and indicators of change. It no longer includes a fixed four-year action plan. Instead, Council will deliver a range of activities that contribute toward achieving the policy's desired outcomes. This approach is more flexible and allows Council to better respond to new and emerging issues.

Most strategies in the Draft Policy have been retained from the previous document with minor changes to clarify and consolidate wording. Some strategies have been added, updated, or incorporated elsewhere in the document in response to feedback from preliminary engagement.



Vision

A fair Hobsons Bay built on inclusion and belonging, where everyone can thrive, contribute, feel safe and valued.

Theme 1 Accessible and connected neighbourhoods	Theme 2 Inclusive and supportive communities	Theme 3 Learning and economic opportunities	Theme 4 Enjoying and adapting to nature	Theme 5 A Fair Council for All
Objective	Objective	Objective	Objective	Objective
Outcome	Outcome	Outcome	Outcome	Outcome
Strategies	Strategies	Strategies	Strategies	Strategies
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Each theme aims to address one or more social determinant of health, e.g. health services, housing, employment

Implementation, Monitoring and Evaluation

Annual Reporting Key Achievements Case Studies	Indicators of change Monitor trends and identify issues Final evaluation
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New strategies

- **Early childhood education and care** – new strategy (3.1) to reflect Council's increased role in early childhood education and care.
- **Business development** - new strategy (3.4) to provide focus on business development opportunities.
- **Financial independence** - new strategy (3.5) to provide focus on cost of living and need for financial independence.
- **Climate change** - new strategy (4.5) to provide focus on adapting to climate change.
- **Information** - new strategy (5.5) to provide focus on Council's role in promoting information about relevant programs and services.



Updated strategies

- **Affordable Housing** - updated strategy (1.3) to include reference to the Hobsons Bay Affordable Housing Trust as the key mechanism to increase the supply of affordable housing in Hobsons Bay.
- **Homelessness** - updated strategy (1.4) to expand the previous aim to "understand homelessness".
- **Gender equity** – updates strategy (2.6) to include a focus on gender representation and consideration of gender in Council's operations.



Incorporated strategies

- **Digital Literacy** – incorporated into updated strategy (3.2) relating to lifelong learning and education.
- **Spaces and plants** – incorporated into updated strategy (2.4) relating to celebrating diversity and challenging discrimination.

- **Council's budget** – rather than 'ensuring' outcomes, focus has shifted to providing opportunities to contribute feedback and has been incorporated into strategy (5.1) relating to opportunities to share knowledge, foster new ideas and engage in civic processes.



How can I provide my feedback?

We are seeking feedback on Council's Draft A Fair Hobsons Bay for All 2024-28 from Monday 18 September until Monday 16 October 2023. To view the Draft Policy and provide your feedback, please visit participate.hobsonsbay.vic.gov.au/fairhb

If you have any questions or need more information, please contact Council's Social and Strategic Planning Team at socialplanning@hobsonsbay.vic.gov.au or by calling 1300 179 944.

What happens next?

After the consultation process, all feedback will be considered, and a Final Draft will be presented to Council for consideration and adoption later in 2023.



**HOBSONS BAY
LANGUAGE LINE**

9932 1212

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