

**Glenorchy City Council
Youth Policy and Youth
Plan
2006 – 2010**

1. The Glenorchy Community Plan and the Glenorchy Youth Plan

Glenorchy has led the way in community consultation and participation and in 1999 we became the first City in Tasmania to develop a Community Plan.

The Community Plan was revised in 2004, leading to the Glenorchy Community Plan 2005 – 2025, and the 2003 – 2008 Strategic Plan.

Council's Community and Strategic Plans contain a range of strategies, which relate to the needs, issues and aspirations of young people.

The Community Plan and Strategic Plan are guided by a vision for the City along with a mission statement and values developed, by the Community, Aldermen and Council staff.

Our Vision is

'To ensure Glenorchy is the best place in Tasmania to live, work and play; both now and into the future. We want Glenorchy to be a City where we all care for each other and act together to improve our lifestyle and environment through a strong sense of community.'

Our Mission states that

'The Glenorchy City Council exists to represent the local community and ensure that quality services are provided to meet the present and future needs.'

Our Values

Our *Values* are centred on People, Diversity, Progress, Prosperity and Environment:

- **People:** each person is equal and has a positive contribution to make. The rights and opinions of all are heard, valued and respected.
- **Diversity:** we value differences that enrich our community and the positive contributions everyone can make in improving the quality of community life
- **Progress:** we value innovation, flexibility and imagination in building a better and sustainable community
- **Prosperity:** we commit ourselves to achieving social and economic prosperity for all
- **Environment:** we work together to improve our city so we can enjoy a safe and healthy environment and a good quality of life. We respect our heritage and have pride in our city.

This *review and development of Youth Policy and Youth Plan* for 2006-2010 provides a specific youth dimension to complement and add value to the Community Plan, and develops strategies to enhance the participation of young people in every aspect of the City's life.

2. Purpose – Youth Policy and Youth Plan

The City of Glenorchy Youth Policy and Plan has been developed to:

1. Provide direction for Council's activities in relation to young people
2. Demonstrate Council's commitment to the development and support of young people in the City, and
3. Detail strategies that Council intends to undertake in order to achieve specific outcomes with young people and the community.

3. Process of Developing the Youth Policy and Youth Plan

This Youth Policy and Plan has been developed during the period March to October 2006, and has involved consultation with young people, the Glenorchy Youth Task Force (GYTF), Precinct Youth Task Forces, the Youth Action Network of Glenorchy (YANG), Service providers, Government organisations and Council staff.

The 2003-2006 *Youth Policy* was reviewed, in consultation with over 200 young people and key stakeholders. These young people and other stakeholders were then involved in providing input into the perceived service gaps, issues and needs of young people as part of the development phase for the 2006-2010 Youth Policy and Youth Plan.

The Youth Policy and Youth Plan was then drafted, and forwarded to the Glenorchy Youth Task Force, Precinct Youth Task Forces and the Youth Action Network of Glenorchy for further comment, prior to presentation to Council for endorsement.

4. Defining Young People

This Youth Policy and Youth Plan applies to young people between the ages of 12 and 25 years old, who live, work and visit the City of Glenorchy, and aims to provide opportunities for the growth and development of all young people.

Some strategies refer to all young people, however, others relate to specific population groups and/or young people with characteristics, which make their health and well being vulnerable if particular services and support are not available.

Young people make up a significant proportion of the City's population. The 2000 Australian Bureau of Statistics (ABS) Census data indicates the diversity of young people in Glenorchy in social, economic and cultural terms:

- 17.7% of Glenorchy's population was aged 12-24 years
- 46.7% of the Aboriginal community being under 18 years of age

- 20.3% of young people (1,677 15 to 24 year olds) were unemployed
- 549 Glenorchy young people were in receipt of the Young Homeless Allowance (the second highest in Tasmania)
- 3927 young people were receiving Centrelink payments
- A school retention rate of 55.4% compared to the State average of 62.1%.

5. Ethical and Legislative Framework

The frameworks, which have been taken into account in the development of this Youth Policy and Youth Plan, include the following:

- Universal Declaration of Human Rights 1948 (binding on all UN members)
- Office of the High Commissioner for Human Rights - Convention on the Rights of the Child and Declaration of the Rights of the Child
- Commonwealth Racial Discrimination Act 1975
- Commonwealth Sex Discrimination Act 1984
- Commonwealth Disability Discrimination Act 1992
- Tasmanian Anti Discrimination Act 1998
- United Nations – World Program of Action for Youth to the Year 2000 and beyond
- Tasmanian Government – City of Glenorchy Partnership Agreement

6. Policy Principles

The principles, which underpin this Youth Policy and Youth Plan, include:

- **Access** – ensuring young people can obtain needed services
- **Participation and consultation** – providing for young people's involvement and ability to influence decisions being made which affect them and their community
- **Inclusiveness** – ensuring all young people have equal opportunity to be involved and participate
- **Building on diversity** – identifying and using the characteristics and qualities of diverse young people to add to the social, environmental and economic well being of the community
- **Equity** – ensuring equality of outcomes by eliminating discriminatory policies and practices
- **Respect** – recognizing the absolute dignity of every young person and treating them accordingly
- **Communication** – ensuring that young people know the services that are available and know their rights and responsibilities - and that young people have an opportunity to shape their community and the services they can access within the community
- **Responsiveness** – being sensitive to the needs of young people and providing appropriate and timely responses to these needs
- **Effectiveness** – focusing on meeting needs in a results-oriented manner
- **Efficiency** – optimising the use of resources to meet the needs of young people
- **Building community capacity** – increasing the capacity of individuals and organisations to respond to the current and future needs of their community
- **Confidentiality** – ensuring that all people are in control of any information which is disclosed about them to any other person
- **Accountability** – being open to scrutiny and being able to explain and justify all actions undertaken.

7. The Youth Policy and Plan – Glenorchy City Council

YOUTH STRATEGY THEME 1: CONSULTATION AND PARTICIPATION

Community/Strategic Plan Theme:
Community Leadership and Participation

Community/Strategic Plan Outcome:
An empowered Community
An Informed Community

Community Plan Action References:

- 1.1.4 Continue to develop Council’s youth participation model that enhances youth involvement in decision making at the citywide and precinct level and maintain Council’s leadership role in this regard
- 1.1.5 Using the “local government guide to youth participation” as a framework, continue to develop a range of strategies to engage young people from specific population groups
- 1.1.9 Continue to work with the Youth Action Network of Glenorchy (YANG), young people and the community to develop a range of strategies that support and strengthen relationships between young people and different sections of the community.

- **Council is committed to the active engagement of young people in the civic, social, political and cultural life of the community.**

Strategies	Indicators (some indicators apply to more than one strategy, and therefore are not aligned in the table)
<p>(a) Investigate a range of models for the development and expansion of the Precinct Youth Task Forces and explore opportunities to increase youth participation throughout the Glenorchy Local Government area in partnership with State Government, Service providers, Precinct committees, the Youth program of Council, other Council officers and the community.</p> <p>(b) Support and resource the Glenorchy youth Task Force (GYTF) as a Special Committee of Council including community leadership and development opportunities for the Task Force members.</p> <p>(c) Provide support across Council to ensure all Departments actively engage young people in their consultation processes</p>	<ul style="list-style-type: none"> • Glenorchy Youth Task Force and Youth Precinct Groups initiate and be involved in at least 3 community youth projects/events each year • Regular input into Council and community decision making processes by Glenorchy Youth Task Force and Precinct Youth Task Forces. • Increased representation by specific population groups on the Glenorchy Youth Task Force and Youth Precinct Groups • The number of young people participating in Council committees and within the Community organisations

<p>(d) Maintain a leadership role in representing the interests of young people to the broader community and other youth service providers</p> <p>(e) Identify and remove barriers to participation by young people from specific population groups</p> <p>(f) Advocate for the needs of young people with a disability, by removing the barriers to being involved in Council youth participation processes and other programs and activities</p> <p>(g) Facilitate consultation processes to ensure the needs of young people are taken into account in the design and development of public spaces and facilities. Support community groups to develop their capacity to involve young people in their programs and activities</p> <p>(h) Facilitate the provision of opportunities for leadership development of young people, including mechanisms such as membership of Council and community committees.</p> <p>(i) Seek resources to develop a range of training opportunities and resources, (including a Leadership Development and Training Manual), to assist in the development of the Glenorchy Youth Task Force, Precinct Youth Task Forces and Community Youth Groups.</p> <p>(j) Participate in forums and consultation processes relating to young people at a Government and non-Government level.</p>	<ul style="list-style-type: none"> • Funding obtained and resources developed for young people's leadership and participation development • Levels of participation in youth policy development and consultation processes in the State, Commonwealth and peak body spheres
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YOUTH STRATEGY THEME 2: PARTNERSHIPS, NETWORKS, SERVICE COORDINATION AND SERVICE DEVELOPMENT

Community/Strategic Plan Theme:

Community Leadership and Participation
Social
Economic

Community/Strategic Plan Outcome:

An empowered Community
A safer community
A caring community
A healthy community
An innovative job creating community

Community Plan Action References:

- 1.1.9 Continue to work with the Youth Action Network of Glenorchy (YANG), young people and the community to develop a range of strategies that support and strengthen relationships between young people and different sections of the community
- 3.1.3 Work in partnership with Youth Justice, other Government and non-Government Youth Services and the community to develop and implement challenging and meaningful programs for young offenders and young people at risk
- 3.1.4 Work in partnership with the Community, Government and non-Government agencies to identify and implement early intervention initiatives, family support programs, school based crime prevention programs, youth programs, and community capacity building initiatives which respond to identified risk factors related to violence and crime
- 3.2.6 Continue to support the ongoing development of inter-agency groups to facilitate partnerships between service providers, to address service gaps, undertake needs identification, foster collaborative responses and promote access to funding opportunities
- 3.2.7 Continue to develop and co-ordinate the provision of family support programs for those at risk including parenting skills programs and early intervention support for families, children and young people.
- 3.2.10 Facilitate the development of mentoring programs within the City, including schools
- 3.2.12 Using the findings of the Glenorchy Youth, Sport and Recreation Report, develop sustainable strategies for redressing the current lack of youth specific recreational activities within the City
- 3.2.13 Investigate the needs of single parent families within the City and develop a proposal to meet these needs
- 3.3.1 Develop partnerships with local health providers and peak promotion organisations such as Tasmanian Health Foundations, Quit Tasmania, and the Cancer Council to develop effective strategies and health education campaigns aimed at reducing the incidence of preventable diseases and fostering health and well-being
- 3.3.5 Support the ongoing development of the PULSE Youth Health Centre in partnership with the Department of Health and Human Services.

- Council will actively identify and pursue opportunities for the development of partnerships to ensure co-ordinated and integrated services, which meet the identified needs of young people, are available in the Glenorchy Local Government area.

Strategies	Indicators (some indicators apply to more than one strategy, and therefore are not aligned in the table)
<p>(a) Further develop YANG by ensuring participation by the widest possible range of service providers and relevant stakeholders, including the establishment of working groups to address the identified needs of young people from diverse cultural, economic and family backgrounds</p> <p>(b) Actively participate in and support networks such the Youth Action Network Glenorchy (YANG) and Glenorchy Action Inter-agency Network (GAIN) to facilitate partnerships between service providers, to address service gaps, undertake needs identification, foster collaborative responses and promote access to funding opportunities</p> <p>(c) Support the involvement of YANG in guiding and developing agencies to work with young people aged between 6 to 13 years through programs such as the Community Supporting Families Project</p> <p>(d) Continue to undertake, refine and develop needs assessment and planning processes which will underpin Council's capacity to advocate and lobby for the needs and aspirations of young people</p> <p>(e) Contribute to the development of policy by peak bodies such as Tasmanian Council of Social Service, Youth Network of Tasmania, Office of Children and Youth Affairs, Tasmanian Youth Consultative Committee</p> <p>(f) To support Youth Services to identify opportunities and initiatives aimed at the extending their capacity to provide outreach and after hours services and activities through-out the Glenorchy Local Government area</p> <p>(g) To work with other Service Providers and young people to develop innovative and effective ways to increase awareness of available services and service information to young people, for example, through multi media strategies</p>	<ul style="list-style-type: none"> • Participation in YANG and YANG youth issue working Groups by the majority of Youth Service providers in the Glenorchy Local Government area • Identification of issues and needs of young people and development of effective responses by Service providers, Schools, Community organisations and other relevant Council Committees • Opportunities for advocacy relating to young people identified and undertaken by Council • Increased provision of outreach and after hours youth services by providers in the Glenorchy Local Government area • Number and type of programs and activities which engage young jobseekers and/or young people who are not attending school • Development of sustainable early intervention strategies for families, young offenders and young people 'at risk' • Examples of innovative ways to increase young people's awareness of available services • Number of community service order project initiatives developed and implemented • Increased availability of Community Legal Services • Feasibility of a Glenorchy Police and Community Youth Club is determined

- (h) To work collaboratively with Tasmania Police and other Government Agencies through the Glenorchy Inter Agency Team to develop early intervention strategies for young people and families at risk and young offenders
- (i) Continue to support the development and sustainability of *Chance on Main* as an early intervention initiative for young people 'at risk'
- (j) Work in partnership with Youth Justice and Tasmania Police (Glenorchy) to assist in developing meaningful ways for young people to achieve the requirements of their community conferencing, community service order, and Police Diversion Contracts
- (k) Review and seek to expand the availability of legal advice services to young people in the Glenorchy Local Government area
- (l) Continue to work with Tasmania Police and other key stakeholders to establish the feasibility of a Police and Community Youth Club in the Glenorchy Local Government area
- (m) Work with YANG to develop local community initiatives aimed at the creation of training, employment and educational opportunities for young people
- (n) Work with the co-ordinator of the Glenorchy Library and On-line Access Centre to develop and implement programs and activities which meet the identified needs of young people
- (o) Explore and develop a range of partnership arrangements which promote educational excellence through a range of strategies including role modelling and mentoring programs for young people within school communities
- (P) Support the development and implementation of a range of programs and activities which engage young people, jobseekers, and/or young people who are not attending school.

YOUTH STRATEGY THEME 3: HEALTH & WELLBEING

Community/Strategic Plan Theme:

Infrastructure
Social

Community/Strategic Plan Outcome:

A well maintained City
A caring community
A healthy community

Community Plan Action References:

- 2.1.2 Develop strategies to maintain and improve the use of parks, public open spaces, sports grounds, public amenities and recreation facilities in line with the Council's Sport and Recreation Strategy.
- 3.2.8 Increase the provision of services to deal with critical social issues such as alcohol and other drugs and homelessness
- 3.3.4 Implement the recommendations of the final report of the Partnership Agreement Schedule 4.6.2 Services for Young People 0 to 24 years old with mental health problems and alcohol and other drugs through the provision of additional community based mental health and alcohol and other drug services within the City
- 3.3.5 Support the ongoing development of the PULSE Youth Health Centre in partnership with the Department of Health and Human Services.

- **Council will promote optimum health and well being outcomes for young people.**

Strategies	Indicators (some indicators apply to more than one strategy, and therefore are not aligned in the table)
<p>(a) Continue to work with the Department of Health and Human Services in the development and implementation of projects and programs which respond to the identified health and well-being needs of young people in the Glenorchy Local Government area</p> <p>(b) Develop partnerships with key health providers and health promotion organisations, including Pulse Youth Health Centre to develop and implement specific projects that target health and well being risk factors for young people, including mental health, youth suicide and depression, drug and alcohol, substance abuse, nutrition and life style issues</p>	<ul style="list-style-type: none"> • Increase in the range of health related services and strategies provided to young people and their families in the Glenorchy Local Government area • Number of partnerships established and operating which target health and well-being factors • Increased capacity and level of response to health and well-being needs and issues by organisations and groups at a local community and precinct level

<p>(c) To encourage and support community organisations and groups in Glenorchy to develop and implement programs and activities that respond to health and well-being issues identified at the local precinct level</p>	<ul style="list-style-type: none">• Increased amount of Government, corporate and philanthropic funding received within the Glenorchy Local Government area to meet the health and well-being needs of young people• Conduct of a number of local events aimed at promoting positive health and wellbeing choices by young people in Local Government area
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- (d) Work with service providers and community organisations to assist them identify and access funding and resources which increases their capacity to provide a range of sports, leisure, recreation, social and cultural programs and activities that contribute to the health and well-being of young people
- (e) Identify and support partnerships to facilitate access to affordable and appropriate housing and accommodation for young people
- (f) Support the implementation of the recommendations of the 'Making Choices Project' for improving the sexual health and choices of young people around pregnancy and parenting
- (g) Work in partnership with a range of other organisations, including the Department of Education, to develop a range of projects and activities that promote positive body image, healthy eating, physical activity and self esteem amongst young people
- (h) Advocate and lobby to other spheres of Government on the needs of young people living in the Glenorchy Local Government area based on research and consultation findings
- (i) Support and promote the development of a range of physical activity programs and activities by young people in the Glenorchy Local Government area

YOUTH STRATEGY THEME 4: COMMUNITY CAPACITY BUILDING

Community Plan Theme:
Community Leadership and Participation

Community Outcome:
An empowered Community

Community Plan Action References:

- 1.1.6 Develop community capacity building programs in local areas to enhance neighbourhood relationships and promote community pride, belonging and connectedness
- 1.1.11 Develop strategies to facilitate access to funding for sporting and community groups.
 - **Council will develop the capacity of the community to respond to the identified needs of young people.**

Strategies	Indicators (some indicators apply to more than one strategy, and therefore are not aligned in the table)
<p>(a) Provide information and support to Community Organisations and Service Providers to develop activities which assist young people to contribute to the social, cultural, economic, natural and heritage environments of the City</p> <p>(b) Assist community organisations and services to identify funding sources, prepare quality submissions and implement and manage effective programs and activities for young people</p> <p>(c) Work with Youth Service Providers, Youth Service Provider Networks and the community to promote, co-ordinate, and/or deliver youth specific events and forums (including National Youth Week events and activities)</p> <p>(d) Encourage and support the business sector and the community to create opportunities for young people as employees, leaders and contributors to the community and community life</p>	<ul style="list-style-type: none"> • Levels of information and support provided to Community Organisations and Service Providers • Number of successful funding submissions leading to a range of programs, activities and support for young people • Promotion of and participation in National Youth Week events and activities, and other events and forums on an annual basis • Number of leadership opportunities created for young people

YOUTH STRATEGY THEME 5: COMMUNITY CONNECTEDNESS

Community Plan Theme:

Infrastructure
Social

Community Outcome:

A well planned, people friendly City
Safer Community

Community Plan Action References:

- 2.2.14 Develop strategies that support the provision of integrated and sustainable transport services in Glenorchy, including private and public transport, bicycles, and pedestrian
- 3.1.1 Support the operation and development of community consultation to identify community safety issues and implement appropriate initiatives in partnership with the community
- 3.1.2 Implement and evaluate initiatives that respond to crime and safety issues identified through Police crime data and through community consultation
- 3.1.5 Develop specific initiatives to address the fear of crime among specific population groups.

- **Council will foster a community where all young people belong, feel safe and are respected and valued.**

Strategies	Indicators (some indicators apply to more than one strategy, and therefore are not aligned in the table)
<p>(a) Support campaigns and public awareness initiatives aimed at promoting community awareness understanding and acceptance of the needs and lifestyle choices of young people</p> <p>(b) Model the use of language and behaviour which demonstrates respect and acceptance, and promote the use of such language and behaviour within the Community</p>	<ul style="list-style-type: none"> • Number of initiatives aimed at increasing awareness of the needs and lifestyle choices of young people • Number of Community Projects which develop strong connections between young people and the Community and meet the social and cultural needs of young people • Introduction of the Cab-It pre-paid Taxi voucher scheme to Glenorchy

<p>(c) Facilitate and support the development and provision of community projects for young people that create a sense of community pride, belonging and connectedness.</p> <p>(d) Work with other service providers to increase the access to safe, affordable and accessible transport services, including the introduction of the Cab-It pre paid Taxi voucher scheme to Glenorchy.</p> <p>(e) Explore funding opportunities and partnerships to develop training and education programs to assist young people address issues of personal safety, bullying and harassment.</p> <p>(f) Support the ongoing development of programs and activities, which facilitate positive relations between young people, the Community and Tasmania Police.</p> <p>(g) Encourage, support and facilitate a range of innovative music, arts and cultural projects and events involving young people.</p>	<ul style="list-style-type: none"> • Levels of external funding accessed to provide programs and activities aimed at enhancing personal safety of young people and the Community • Examples of projects, activities or events that promote positive relationships between young people, Tasmania Police, and the Community
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YOUTH STRATEGY THEME 6: DIVERSITY

Community Plan Theme:

Community Leadership and Participation
Social

Community Outcome:

An empowered Community
A caring community

Community Plan Action References:

- 1.1.17 Develop new strategies including reconciliation and multi-cultural project which promote tolerance, understanding and respect between all members of the community
- 3.2.5 Work collaboratively to investigate and respond to service gaps for people from culturally and linguistically diverse backgrounds.

- **Council acknowledges that young people come from a diversity of backgrounds, have varying, needs, interests and aspirations, and is committed to enabling all young people to achieve their full potential.**

Strategies	Indicators (some indicators apply to more than one strategy, and therefore are not aligned in the table)
<p>(a) Explore funding opportunities and potential partnerships to enable co-ordination and implementation of a range of information, training and awareness activities designed to break-down attitudinal barriers and promote tolerance, understanding and respect amongst young people</p> <p>(b) Work with other Service Providers, to increase their capacity to provide services and support to young people, in a culturally appropriate manner</p> <p>(c) Encourage and support the re-location and/or expansion of service provision in the Glenorchy Local Government area for young people from diverse backgrounds</p>	<ul style="list-style-type: none"> • Funding obtained for partnership projects which promote tolerance, understanding and respect • Enhanced capacity of Council and Service Providers to support and provide appropriate services to young people from diverse backgrounds including new arrivals and refugees • Increased awareness of community facilities and services by young people from diverse backgrounds

<p>(d) Explore options for the production of maps, information and signage to increase community access and understanding by young people from culturally and linguistically diverse backgrounds</p> <p>(e) Support the establishment of, and participate in a Local Area Panel to coordinate the provision of settlement and support services to newly arrived refugee families</p> <p>(f) Support and work with Aboriginal communities and service providers to develop and implement appropriate responses to the identified needs of Aboriginal and Torres Strait Islander young people</p> <p>(g) Support projects and activities in partnership with key stakeholders which foster and encourage tolerance to gay, lesbian, transgender and bi-sexual young people</p> <p>(h) Encourage and support the community to organise events and activities that recognise and celebrate the contribution by young people from diverse backgrounds</p>	<ul style="list-style-type: none"> • Number of initiatives developed to respond to the identified needs of young Aboriginal and Torres Strait Islander people • Number of projects, activities and partnerships which support greater inclusion of young people from culturally and linguistically diverse backgrounds • Number of projects and activities aimed at increasing awareness of the needs and lifestyle choices of young people • Number of events, activities and celebrations which recognise the achievements and contribution of young people from diverse backgrounds
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