

2018 - 2021

BANYULE CITY COUNCIL YOUTH PLAN



Developed by Banyule City Council
Youth Services in partnership with
the Banyule Community



Banyule
CITY COUNCIL



BanyuleYouthServices

FOREWORD BY MAYOR

I am pleased to present the Banyule City Council Youth Plan 2018-2021, a document that will guide and influence the planning and delivery of programs, activities, services and events for Banyule's young people over the next four years.

This service plan was developed following extensive consultation with a diverse range of over 860 young people, community members and local service providers to ensure it represented the voice of local Banyule young people aged 12-25 years. Young people were consulted via our biennial Youth Summit, surveys and discussion groups.

Young people told us they feel safe in Banyule; they believe and value that Banyule is culturally diverse and green, and they want us to continue to support youth programs, events and groups. Young people were also very clear that they wanted to maintain an active voice in their community, and wanted opportunities to be heard and to participate.

Young people also told us what their concerns were - mental health, relationships, pathways to future employment and education outcomes were on their mind.

Council takes its commitment to young people seriously and will continue to work alongside the community, youth sector and all levels of government to ensure that Banyule's young people are best represented as active citizens within our community.



Cr Mark Di Pasquale
Mayor - Banyule City Council

ACKNOWLEDGMENT OF WURUNDJERI WILLAM PEOPLE

Banyule City Council acknowledges the traditional owners of the land on which Banyule is situated, the Wurundjeri people, and pays respect to their Elders, past and present.



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EXECUTIVE SUMMARY

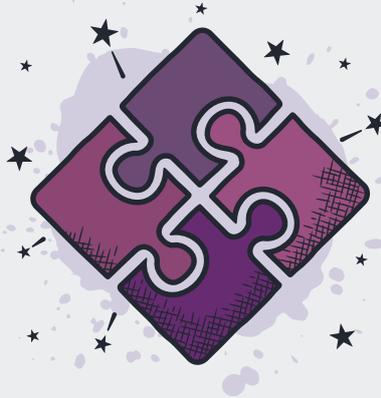
Banyule City Council's Youth Plan 2018-2021 provides an integrated approach to ensuring that Council continues to value and incorporate young people in the work that they do, recognising them as engaged, active and contributing community members. The Banyule City Council Youth Plan was informed by extensive community consultation with over 860 individuals and sets out the Strategic Objectives for the next four years' planning and delivery.

According to the 2016 ABS Census there are 19,705 young people residing in Banyule, representing 16% of Banyule's total population. Forecast data indicates that the number of youth in Banyule will gradually increase by the year 2021. Banyule has a higher than average socio-economic profile that includes lower unemployment rates, higher median household income, home ownership and education levels compared to Greater Melbourne. There are significant pockets of the municipality that are among Victoria's most vulnerable and disadvantaged communities, particularly the suburbs of Heidelberg West, Bellfield and Heidelberg Heights.



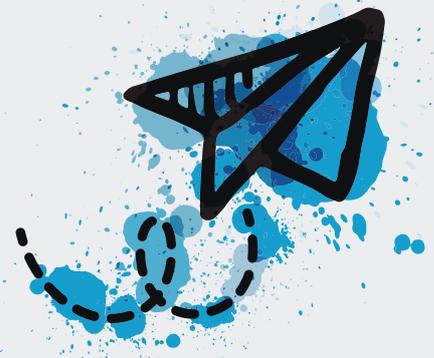
1. To support and promote positive health and wellbeing

Banyule Youth Services is committed to improving young people's mental, physical and social wellbeing by facilitating access to appropriate information and services.



2. To advocate and collaborate

Banyule Youth Services is dedicated to active advocacy to ensure the best outcomes for our young people. We are committed to coordinating and participating in local networks, brokering partnerships and modelling youth sector best practice. We aim to keep up to date and respond to current trends and developments.



3. To build life skills and strengthen pathways

Banyule Youth Services recognises the importance of learning and skill development for young people. We facilitate a range of opportunities for personal growth, educational and employment pathways.

The work of Banyule Youth Services (BYS) is underpinned by several key guiding principles enabling us to work in a way that increases young people's sense of belonging and connectedness to their community. In our work we:

- **Value young people**
- **Seek improved outcomes**
- **Meaningfully engage**
- **Actively Empower young people**
- **Value Diversity**
- **Enhance social connectedness for young people**

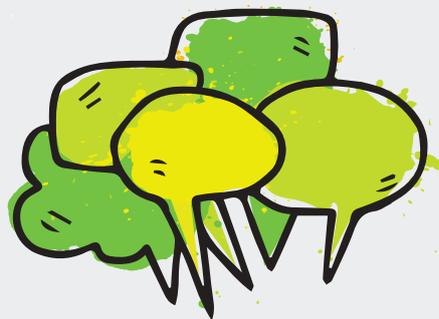
Through analysis of consultation data, research and sector priorities, five service level objectives have been identified that will guide the planning, operation, delivery and evaluation of Banyule Youth Services' actions throughout 2018-2021.

Under each of these strategic objectives, a number of actions have been identified to be undertaken over the next four years in order to deliver the identified objectives. An annual action plan will be developed to accompany the current plan and will further identify and refine supporting actions, time-frames, key performance indicators, responsibilities, and partners in delivering the plan's objectives.



4. To recognise and celebrate

Banyule Youth Services works to ensure young people are acknowledged and recognised as valued contributing members of their communities, through the positive showcasing of their talents and achievements. We work to foster greater understanding and respect of youth culture and individuals.



5. To lead meaningful consultation and participation

Banyule Youth Services recognises the importance of young people's proactive role as key stakeholders in their community through collaborative consultation and action.



EXECUTIVE SUMMARY
WHAT MATTERS TO YOUNG PEOPLE?

27% want us to use **SOCIAL MEDIA** to educate young people



35% believe that we should be working with **LGBTIQ** young people



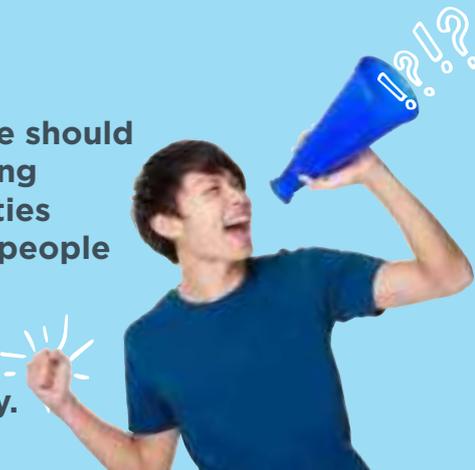
41% identify **MENTAL HEALTH** as a concern



23% are concerned about **DRUG USE**



35% thought we should be providing opportunities for young people to have a **VOICE** within the community.



38% identify **BULLYING** as an issue



28% want us in **SCHOOLS** to cover some of the topics not in the curriculum

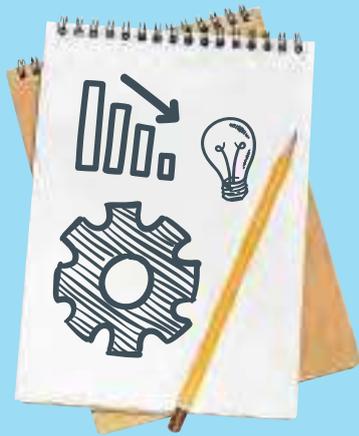


34% want us to advocate for & work with young people with **DISABILITIES**



Through our extensive consultation with over 860 Banyule young people we've developed a picture of what's important to them, what they want to know more about, what they want to see us advocate for, and what opportunities they'd like to be a part of. We asked young people what their top three issues were. Some of the things that mattered to them included:

35%
thought BYC should be assisting them with future **JOB SKILLS**



19%
are concerned about **RELATIONSHIPS**



35%
are worried about **GENDER EQUALITY**



36%
thought we should be **SPEAKING UP** for the rights of young people



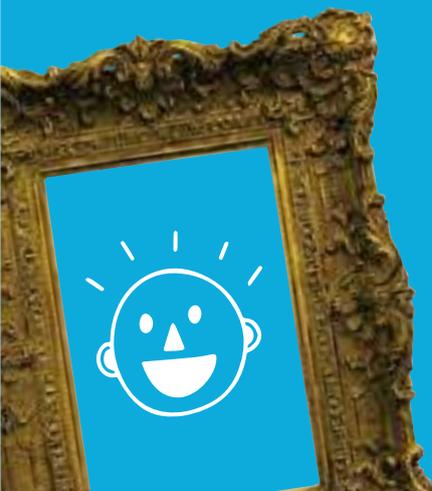
35%
identify **RACISM** as an important issue



40%
want us to provide relevant **INFORMATION** to local young people



42%
think we should **SHOWCASE** successful young people



37%
thought we should be delivering **EVENTS, ACTIVITIES & PROGRAMS**



HOW WILL WE LISTEN & ACT?

We have heard our young people. Throughout the next three years just some of the work we will undertake will include:

Health & Wellbeing

- Maintaining a 'no wrong door' approach, providing short term supported referral to young people via face to face, phone and social media.
- Supporting the mental health and wellbeing of young people through the development and delivery of responsive leadership, artistic, creative, inclusive programs and school workshops. We will continue to deliver a range of accessible recreational opportunities with the aim of promoting positive wellbeing and social connectedness.
- Offering an after-hours outreach program in Banyule where youth workers provide referral, support, information and advocacy to young people.
- Maintaining & providing accurate, accessible, updated & timely information via a range of online communication tools and brochures.



Collaborate & Advocate

- Providing safe, supportive social and advocacy opportunities for LGBTIQ young people.
- Delivering a range of inclusive skill building programmatic responses and supportive social opportunities for young people with disabilities.
- Supporting the Banyule Culturally and Linguistically Diverse (CALD) community by creating strategic opportunities, developing community links and delivering inclusive programs.
- Participating in and providing executive support to the Banyule Nillumbik Youth Services Network (BNYSN) and advocating for identified priority issue areas.

“I love youth service activities. I can always be who I am and feel able to be loved and respected.”



Lifeskills & Pathways

- Providing a range of free creative and technical training and pathways opportunities for young people to work in the music, communication, creative arts and event management industries.
- Providing opportunities for young people to undertake work experience placements to provide them with opportunities to develop skills and employment pathways.
- Encouraging and providing young people with diverse opportunities to engage further with their communities and promoting opportunities for volunteering, leadership and civic participation.
- Delivering various programs to enhance employability and life skills.



Recognise & Celebrate

- Working with young people to create an engaging and contemporary annual youth festival to celebrate the contributions young people make to the community.
- Promoting and celebrating youth culture via the delivery of programs giving young people opportunities for recognition, leadership, planning and skill development.

“There’s always a variety of different things to do and learn. You can create whatever you want at Jets”



Consult & Participate

- Delivering a biennial Youth Summit working alongside a diverse representation of young people from Banyule and working with them in partnership to advocate for and/or deliver their Summit recommendations.
- Committing to undertaking ongoing consultation with a diverse range of local young people in various settings to ensure young people in Banyule continue to maintain an active voice in all youth planning.



The purpose of this plan is to provide an evidence based, realistic and practical direction for Council to meet the needs of Banyule's young people for the next four years. The Youth Plan will provide the framework to progress and implement the strategic objectives and key themes. An annual action plan will be developed to accompany this plan for young people and will further identify and refine actions, time-frames, key performance indicators, responsibilities and partners in delivering the plan.

“Our vision for Banyule is that all young people are valued, empowered and engaged in our community”



INTRODUCTION

Banyule Youth Services values, engages and empowers people between the ages of 12-25 years who are living, going to school, working or socialising in the Banyule community. Banyule Youth Services consists of a vibrant team of committed Youth Engagement professionals who oversee a number of strategic and delivery portfolios, and includes Jets Creative Arts facility, alongside a team of responsive casual outreach and program support officers.

Throughout 2015-2017, Banyule Youth Services (BYS) facilitated a range of consultation efforts including surveys, focus groups and the Banyule Youth Summit. During this time, Banyule Youth Services consulted with over 860 diverse young people alongside service providers in the youth sector and the community in regards to the needs of young people, service gaps and more. Youth consultation was an essential aspect in the creation of the Youth Plan, providing young people with the opportunity to express their needs, visions and ideas of how Banyule City Council can continue to make Banyule a more youth inclusive community. This document outlines current trends in research combined with what young people have told us on a local level.



The Banyule City Council Youth Plan aims to place young people at the centre of program development, activities, events and policy. This will provide insight into what young people are concerned about, what their needs are, and innovative ways Banyule Youth Services can continue to operate in partnership with young people, the community and service providers.

The Banyule Youth Services unit has a strategic and philosophical commitment to community engagement, development and capacity building. The Banyule City Council Youth Plan will guide the planning and delivery of services and programs over the next four years for young people aged 12 -25 years who live, work, study, recreate in, or visit Banyule. It outlines our commitment to young people and provides a guide to respond to and direct future opportunities and challenges for young people in our municipality. The Banyule City Council Youth Plan aims to focus and guide Banyule Youth Services' work in a dynamic environment in order to provide an effective and responsive service with a united, informed and empowered youth team.



THE POLICY CONTEXT

FEDERAL STRATEGIC APPROACHES

The Nest framework of the Australian Research Alliance for Children and Youth (ARACY)¹ state their vision for Australia's children and youth as an Australia where:

All young people are loved and safe, have material basics, are healthy, are learning and participating and have a positive sense of identity and culture. Due to the complexity of the factors impacting young people, ARACY propose a shared integrated framework which, when delivered through coordinated action, can support improved outcomes for children and young people.

Vision

All children and youth are loved and safe, have material basics, are healthy, are learning and are participating and have a positive sense of culture and identity.

Loved and safe	Material basics	Healthy	Learning	Participation
<ul style="list-style-type: none"> Positive, supportive family environment Positive parenting practices Positive, trusted peer relationships and communication Community safety Children not placed in care Youth not in detention 	<ul style="list-style-type: none"> Material wellbeing Income equality Parenting employment Youth in employment/training/education Internet access Educational possessions Housing amenity and stability 	<ul style="list-style-type: none"> Healthy birthweight Immunisation rates Nutrition, activity and healthy weight Healthy physical development Dental health Good mental health Reduced injury deaths Reductions in teenage pregnancies Reduced substance use Reduced youth violence 	<ul style="list-style-type: none"> Early childhood education participation Reduced early childhood developmental vulnerability Parental engagement in child learning Performance in English, Maths and Science (at Year 4 and 15 years) School retention rates Youth participation in education 	<ul style="list-style-type: none"> Youth feeling able to have a say Voting enrolment Use of engagement of technology and social media Involvement in organised activities Membership of social, community or civic groups

The **National Strategy for Young Australians (2010)**² is part of the Australian Government's strategy in ensuring that young people have a voice in decisions that affect them. It is an important part of including a youth perspective on the Government's broader agenda of a stronger, fairer, healthier and more inclusive Australia.

The Strategy focuses on young people aged between 12 and 24 years and highlights eight priority areas for Government. The eight priority areas are:

- **health and wellbeing**
- **education**
- **families and wellbeing**
- **communities**
- **online**
- **work**
- **early intervention**
- **safety**



VICTORIAN STRATEGIC APPROACHES

Victorian Youth Policy

In 2016, the Victorian Government reframed its policy position in recognition of the benefit of transparency and engaging community in the core design of services, policies and programs.

Contemporary Victorian Government policy aims to 'empower young people to input into government services, policies and programs that are important to them'. The 'Building Stronger Youth Engagement in Victoria' (2016)³ outlines a Youth Engagement Charter founded on six core principles:

- **Recognition and respect for young Aboriginal people**
- **Valuing cultural diversity and showing cultural respect and sensitivity**
- **Treating all young people fairly and respecting their rights**
- **Supporting the role of young people in decision making**
- **Promoting inclusivity and celebrating diversity**
- **Empowering young people to shape decision making.**

Priority action areas for youth engagement are:

- **Amplifying the voice of Victorian youth in government priority setting**
- **Increasing youth participation in youth-focused policy, program and service design**
- **Empowering individual young people in their own care.**

This policy direction complements the Victorian Child Friendly Cities and Communities Charter.⁴ It aims to promote the principles of UNICEF's Child Friendly Cities and Communities⁵ and uphold the rights afforded to young people through the United Nations Convention on the Rights of the Child (1990)⁶, and the Victorian Human Rights and Responsibilities Charter (2006)⁷.



YACVic Code of Ethical Practice

The promotion of consistent, ethical and evidence based youth work practice has been supported by the publication of the Code of Ethical Practice – A first step for the Victorian Youth Sector (2007)⁸. The Code was developed by Youth Affairs Council of Victoria (YACVic), in partnership with the Victorian youth sector, and provides a clear framework for youth work practice. Building The Scaffolding – Strengthening Support for Young People in Victoria (2013)⁹, was a research project conducted by the Victorian Council of Social Services (VCOSS) and YACVic and highlights the need for stronger planning, coordination and partnerships between all the services that support young people.

The YACVic strategic approach indicates the importance of many of the findings of the Youth Plan and reinforces the strategic direction and objectives of the Banyule Youth Services in addressing identified gaps and strategies for strengthening the service systems for youth people.

Some of the relevant suggested ways to strengthen the youth sector in Victoria that Banyule Youth Services respond to include:

- **Safe and affordable housing options from crisis accommodation though to private rental**
This has been identified as a priority advocacy area for the Banyule Nillumbik Youth Services Network (BNYSN) for 2018-2019.
- **Generalist youth services that can link young people to specialist supports as required**
The barrier of prescriptive funding often does not allow for a holistic service response. Banyule Youth Services maintains a “a no wrong door” policy and provides a supported referral process to ensure young people can access a facilitated pathway into appropriate service systems.

- **Recreation options — both structured and unstructured**
Banyule Youth Services recognises the importance of unstructured recreation options not delivered by other service providers locally, and aims to mitigate as many barriers as possible with the provision of free, accessible and inclusive activities throughout the year.
- **Support for young people with disabilities and mental health issues**
With the loss of Department of Health & Human Services (DHHS) funding due to changes with the National Disability Insurance Scheme (NDIS), Banyule City Council has made a commitment to continue to support a range of inclusive programs to provide opportunities for the exploration of creative arts, life skills and pathway development. Banyule Youth Services also delivers a range of support options for young people to address mental health, including the provision of supported referrals and wellbeing workshops in schools.
- **Culturally appropriate and competent support services**
Banyule Youth Services continues to work intensively with identified CALD groups in Banyule with programs including the African Women’s Action Group (AWAG) and partnering with local agencies such as the Somali Australian Council of Victoria (SACOV), to strengthen services locally and deliver culturally accessible opportunities.
- **Service availability including after-hours and weekend support for young people**
Banyule Youth Services continues to deliver an innovative, responsive after-hours Outreach and program/event service providing information, referral and support to young people.

LOCAL POLICY & SERVICE CONTEXT

The Banyule City Council Youth Plan is underpinned by the Council Plan 2017-2021. The Council Plan contains 5 primary objectives, three of which have direct linkages with the primary activities of the Youth Services Plan:

- **People**
Strong, Healthy & Inclusive Communities - Support and strengthen the health and wellbeing of the Banyule community
- **Participation**
Engagement & Advocacy - Engage meaningfully and advocate for the broader interests of the community
- **Performance**
Efficiency & Good Governance - Manage our resources wisely to achieve Council's strategic objectives

The key Banyule Youth Services directions related to these areas are:

People

- 1.1 Support and promote health and wellbeing
- 1.2 Provide a range of services for people at important life stages
- 1.3 Support a connected, inclusive and involved community
- 1.4 Develop and promote safety and resilience in our community
- 1.5 Enhance quality of life and connection through arts and culture

Participation

- 4.1 Engage meaningfully with our community and encourage participation in issues and opportunities
- 4.2 Advocate for our community
- 4.3 Communicate effectively with our community

Performance

- 5.1 Provide exceptional customer service
- 5.2 Deliver best value services and facilities

Child, Youth and Family Plan 2016 - 2020

The Child, Youth and Family Plan is a municipal plan that creates ecological-based collaborative conditions for organisations and groups that supports programs or services for children and young people. The plan contains four shared strategic directions:

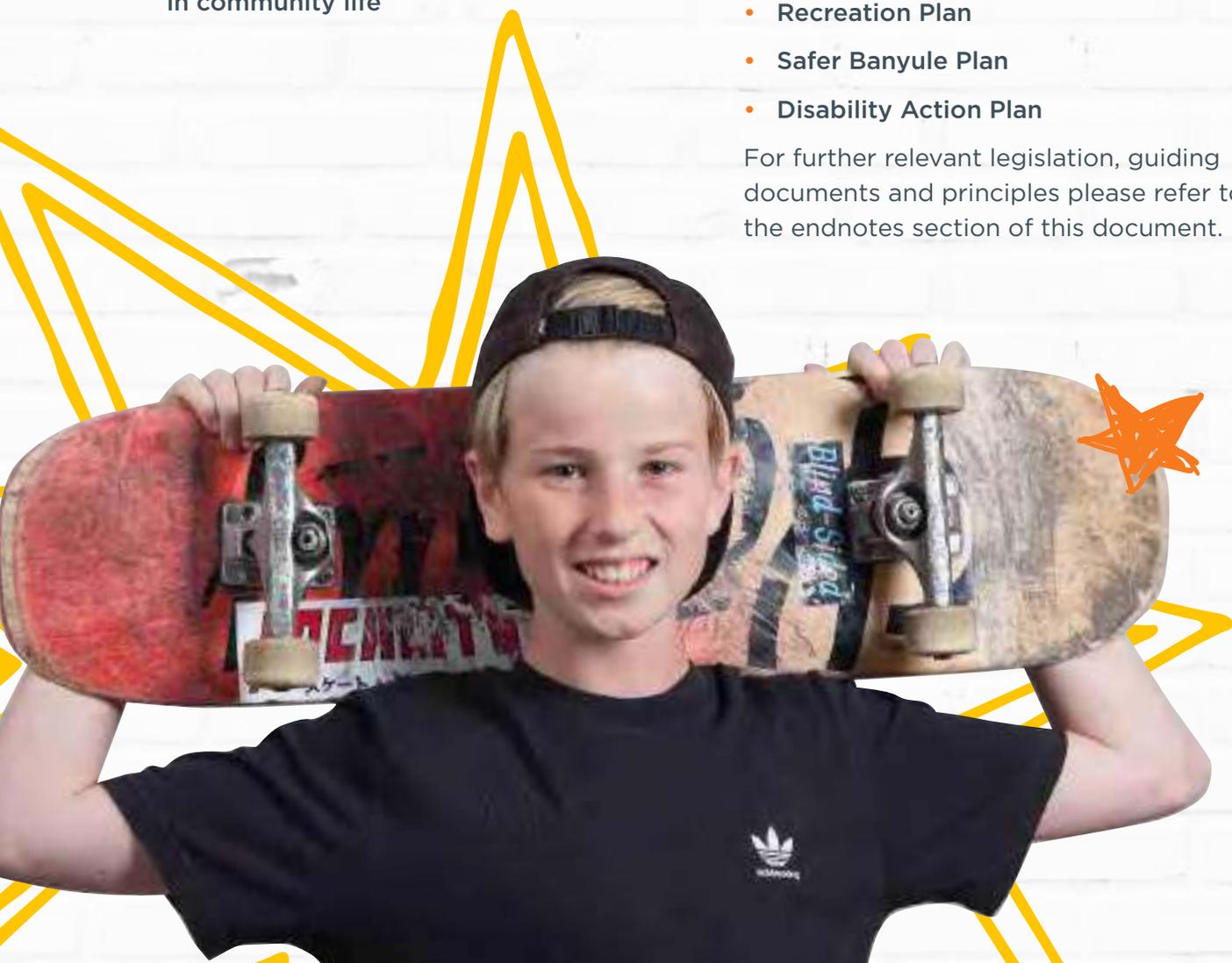
- **Build the capacity of children, young people, their families and the community**
- **Promote health, wellbeing and development**
- **Develop and sustain connections and partnerships**
- **Engage children and young people in community life**

Banyule Youth Services acts as a partner in the delivery of the Child, Youth and Family Plan and supports the implementation of the plan while facilitating internal and external partnerships.

The Youth Services Plan also has integrated and linked actions within the following Council specific plans:

- **Banyule People: Health and Wellbeing Policy and Strategy**
- **Banyule Multicultural Plan**
- **Banyule Council Aboriginal and Torres Strait Islander Plan**
- **Lesbian, Gay, Bisexual Transgender and Intersex (LGBTI) Plan**
- **Arts Plan**
- **Recreation Plan**
- **Safer Banyule Plan**
- **Disability Action Plan**

For further relevant legislation, guiding documents and principles please refer to the endnotes section of this document.



YOUNG PEOPLE IN BANYULE

Banyule summary

The Banyule community is situated approximately 15 kilometres from Melbourne's CBD, covering an area of 63 square kilometres. Banyule's estimated resident population for 2016 is 127,693, with the population forecast to grow to 147,098 by 2036. Banyule has an ageing population and its cultural and linguistic diversity is changing, aligning more closely with that of Greater Melbourne. Banyule is home to residents from over 140 countries, with a considerable number of residents with European ancestry, and an increasing population with Asian and African ancestry.

Banyule has a higher than average socio-economic profile that includes lower unemployment rates, higher median household income, home ownership and education levels compared to Greater Melbourne. However there are pockets of disadvantage within the municipality. Banyule's West Precinct (i.e. suburbs of Heidelberg West, Bellfield and Heidelberg Heights) has a high concentration of social housing and a socio-economic profile that is lower than the State and national average.

Selected statistics for youth in Banyule compared to Greater Melbourne (aged 12-25 years)



Banyule's Young People (aged 12-25 years)
Banyule young people compared to young people in Greater Melbourne



LIVING IN FULLY OWNED HOUSING

24% Banyule
18% Greater Melb



BORN OVERSEAS

15% Banyule
26% Greater Melb



SPEAK A NON ENGLISH LANGUAGE AT HOME

19% Banyule
32% Greater Melb



LIVING IN SOCIAL HOUSING

4.3% Banyule
2.3% Greater Melb



AGED 15-25 VOLUNTEER

16.4% Banyule
15.7% Greater Melb



UNEMPLOYED YOUTH

13.5% Banyule
14.9% Greater Melb



AGED 19-25 COMPLETED YEAR 12 OR EQUIVALENT

84% Banyule
80% Greater Melb





Youth Population

As of the 2016 Census, there were 19,705 young people residing in Banyule, representing 16% of Banyule's total population. Forecast data indicates that the number of young people in Banyule will gradually increase by the year 2021.

In the 2016 Census, 203 young people (1% of Banyule's youth population) identified as Aboriginal or Torres Strait Islanders (ATSI). The actual number is likely higher because the ATSI community is under-represented in Census data.

The number of young people aged 15-24 years, with a disability is estimated at 1,253. The number (aged 12-25 years), requiring assistance with daily core activities (communication, mobility and personal care) due to a severe or profound disability is 460 (2.3% of Banyule's youth population).



Households

Banyule's youth population is spread across the municipality, with the largest number of young people residing in Greensborough, followed by Ivanhoe and Bundoora.

In the 2016 Census, around two thirds (66%) of Banyule's young people were in a dwelling that was fully owned or mortgaged. In the municipality's West Precinct, around one third (34%) were in a dwelling that was fully owned or mortgaged and nearly one in four (24%) were in social housing. Whilst the majority of Banyule's young people were in a household classified as couple/family with children (60%), close to one in five (18%) were in a one parent family household.

Education

The proportion of Year 5, 7 and 9 students in Banyule who met the national benchmark for reading and numeracy was marginally higher compared to students in Victoria. A higher proportion of females consistently met the national minimum standards compared to males.

An increasing proportion of young people in Banyule have completed, or are completing Year 12 or equivalent (up from 81% in 2011 to 84% in 2016). Females were more likely to complete Year 12 or equivalent than males (87% compared to 80%).

Destination data from the 2016 On Track Survey indicates Banyule students have a higher rate of entry into university compared to students across Victoria (61% compared to 54%).

Cultural diversity

Banyule is home to young people from around 70 countries. The main overseas countries of birth for Banyule's young people are China, India, England, New Zealand and Vietnam. The suburbs with the greatest diversity are Bundoora and Heidelberg West.

Of all 79 local government areas in Victoria, Banyule has the second largest Somali youth population with 323 young people speaking Somali at home (City of Melbourne has the largest with 335 speaking Somali at home). The majority of Banyule's Somali young people (86%) are concentrated in the municipality's West Precinct, in the suburbs of Heidelberg West, Bellfield and Heidelberg Heights.

Most young people in Banyule speak English at home (77%), while over 3,700 (19%) speak a language other than English. The most common non-English languages spoken at home are Mandarin, Somali, Greek, Italian and Vietnamese. The number of young people with low English proficiency is 247, of which 40% speak Mandarin.

The most common religious affiliations amongst Banyule's young people are:

- **Christianity**
decreased from 53% in 2011 to 44% in 2016
- **No religion**
increased from 31% in 2011 to 40% in 2016
- **Islam**
increased from 3.0% in 2011 to 3.3% in 2016.

Unemployment

As seen below, the youth unemployment rate is more than double the general unemployment rate. Banyule's youth unemployment rate increased from 7.6% in 2010 to 12.6% in 2015, in line with increased rates across the State.

At the suburb level, the highest youth unemployment according to the 2016 Census was in Heidelberg West (26%), followed by Heidelberg Heights (20%). The lowest youth unemployment rate was in Yallambie (8%).

12.6%
OF BANYULE'S
UNEMPLOYED ARE
YOUTH

4.5%
GENERAL
UNEMPLOYMENT



Data source: Unless otherwise specified, data is sourced from the 2016 Census. ¹⁷

Youth Plan Consultation

The development of the Banyule Youth Services Plan was informed by extensive consultation with young people, local sector representatives and current research contributing to a robust evidence base. Banyule Youth Services has conducted a range of consultation efforts including focus groups, surveys, and interviews with young people in a range of settings. These consultation opportunities gave young people direct input into the construction of the strategic framework of the 2018-2021 Banyule City Council Youth Plan.

This information gathered through consultation gives Banyule Youth Services a direct understanding of young people's needs, emerging issues and areas of interests. Consultation has also indicated what opportunities for improvement remain, as well as reaffirming that Banyule Youth Services is continuing to steer its programs and services in the right direction in regards to the needs of young people.



DEVELOPING THE YOUTH PLAN

Consultation process

Throughout 2015-2017, Banyule Youth Services facilitated a diverse range of consultation efforts. During this time, Banyule Youth Services consulted with over 860 diverse young people (plus a further 776 at YouthFest in 2015), alongside service providers in the youth sector and the community in regards to the needs of young people, service gaps and more. This comprehensive approach recognises that young people are their own best experts and gives Council the opportunity to take a holistic approach to issues that affect Banyule's young people.

The Banyule City Council Youth Plan aims to place young people at the centre of program development, events and policy. It provides insight into what young people are concerned about, what young people's needs are and innovative ways Banyule Youth Services can continue to operate in partnership with young people, the community and service providers.

Consultation efforts Banyule Youth Services undertook across 2016-2017 included:



- **Youth Summit**

Banyule's Youth Summit 2016, brought together 100 young people from across Banyule to discuss important issues such as the environment, social media, cultural diversity and much more. Young people devised a number of recommendations to Council on how to address these issues.

- **Focus Groups**

A number of focus groups were facilitated with a diverse range of young people and community stakeholders represented, including program users, young people with disabilities, Somali Australian young people, LGBTIQ young people and ATSI young people.

- **Survey**

An online survey was completed throughout 2016/17 by 541 young people at schools, during youth outreach, via youth events and through program delivery. This includes YouthFest, Malahang Festival, Skate competitions, school holiday programs, Jets creative arts programs and more.

- **Shaping Banyule**

An online platform for the community and sector stakeholders to contribute via discussion posts, feedback and an online survey.

- **Banyule City Council**

Selected internal departments and Banyule Councillors were also consulted.



**OUR VISION
FOR BANYULE
IS THAT ALL YOUNG
PEOPLE ARE VALUED,
EMPOWERED AND
ENGAGED IN OUR
COMMUNITY.**



MISSION STATEMENT:

**BANYULE YOUTH SERVICES VALUES,
ENGAGES AND EMPOWERS YOUNG
PEOPLE BETWEEN THE AGES OF 12-25
YEARS WHO ARE LIVING, GOING TO
SCHOOL, WORKING OR SOCIALISING
IN THE BANYULE COMMUNITY.**



BANYULE YOUTH SERVICES PRINCIPLES

The work of Banyule Youth Services is underpinned by several key guiding principles enabling our service to work in a way that increases young peoples sense of belonging and connectedness to community.

Through our work we will:

Value young people:

Young people's strengths, abilities, and voices are heard, valued and celebrated.

Seek improved outcomes:

We will actively advocate and work towards better outcomes for young people.



Meaningfully engage:

Young people are actively engaged in decision making processes that affect them.

Actively empower young people:

We will recognise young people as agents of change via a strengths based approach.

Value diversity:

We will recognize the differences in young people as an advantage, and will promote diversity, inclusiveness and accessibility within our community.

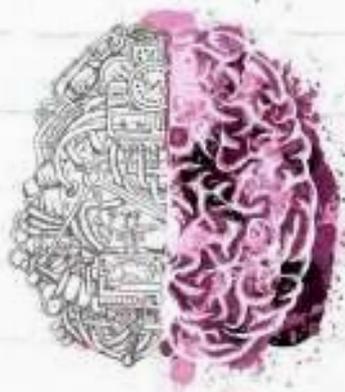
Enhance social connectedness for young people:

We will appreciate the importance of social connectedness to family, friends and community and its positive impact on the resilience and wellbeing of young people.



BANYULE YOUTH SERVICES STRATEGIC OBJECTIVES

Through analysis of consultation data, research and sector priorities; five strategic objectives have been identified that will guide the planning, operation, delivery and evaluation of Banyule Youth Services' actions throughout 2018-2021.



1. To support and promote positive health and wellbeing

Banyule Youth Services is committed to improving young people's mental, physical and social wellbeing by facilitating access to appropriate information and services.

2. To advocate and collaborate

Banyule Youth Services is dedicated to active advocacy to ensure the best outcomes for our young people. We are committed to coordinating and participating in local networks, brokering partnerships and modelling youth sector best practice. We aim to keep up to date and respond to current trends and developments.



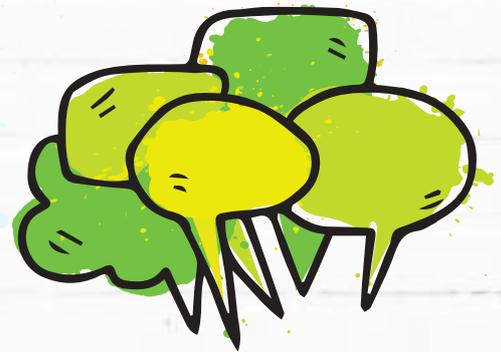
3. To build life skills and strengthen pathways

Banyule Youth Services recognises the importance of learning and skill development for young people. We facilitate a range of opportunities for personal growth, educational and employment pathways.



4. To recognise and celebrate

Banyule Youth Services work to ensure young people are acknowledged and recognised as valued contributing members of their communities, through the positive showcasing of their talents and achievements. We work to foster greater understanding and respect of youth culture and individuals.



5. To lead meaningful consultation and participation

Banyule Youth Services recognises the importance of young people's proactive role as key stakeholders in their community through collaborative consultation and action.

STRATEGIC OBJECTIVE ONE TO SUPPORT AND PROMOTE POSITIVE HEALTH AND WELLBEING

Australian Research Alliance for Children and Youth (ARACY) Directions

- Loved & Safe
- Healthy

What young people told us:

- They believe Banyule is safe.
- They love how green Banyule is, and enjoy using local parks and recreation spaces.
- They want access to supported programs, events and groups that contribute to their mental, physical and social wellbeing.
- Young people are very concerned about mental health, relationships and access to accurate information and support.

What the Community & Service Providers told us:

- **Information, access & collaboration**
Partners believe that BYS should keep up to date with the current needs of young people and emerging research. They believe it is important for BYS to continue to offer accessible services that meet the needs of young people whilst working across the sector to achieve better outcomes.
- We should support young people to access services and assistance.
- Our service providers had greater concerns about family conflict and drugs and alcohol than our young people. 67% of our service providers and community responses indicated that they thought family conflict was a significant issue for local young people. 54% indicated that they thought drug use was a significant issue facing local young people, both these responses are much higher than what was identified by young people – possibly due to the cohorts providers are working with and the greater drug use evidenced in these groups.
- They felt that outreach support in the sector should be focused on anxiety, school refusal, and housing.

KEY THEMES:

Mental Health

Mental health was the top issue of importance identified by young people surveyed. Almost half of the survey participants (41.2%) believe mental health is an issue that is important to themselves and/or their friends.

Mental Health was also one of the top issues identified by young people at the last Banyule Youth Summit.



“[Workers] need to be authentic, they need to be able to relate to young people.”

“It would be good to have a program that addresses mental health and self-care.”

STRATEGIC OBJECTIVE ONE TO SUPPORT AND PROMOTE POSITIVE HEALTH AND WELLBEING

41%

identify
**MENTAL
HEALTH**
as a concern



31%

want to see
**SUPPORT
SERVICES**
provided



29%

consider
BODY IMAGE
a concern



92%

of stakeholders
indicated
MENTAL HEALTH
is the leading
issue for young
people



Mental Health (continued)

31.3% of young people thought it was important for Banyule Youth Services to be providing support to young people having a difficult time.

29.8% of young people surveyed in Banyule thought **Body image** was of concern (a slight increase from 26.9% in 2015).

91.7% of our stakeholders and community responses indicated that they thought mental health was the biggest issue facing young people.

What the research says:

- **Coping with stress and body image** were also in the top three personal issues in the Mission Australia survey, 2016.¹⁰
- 20.6% thought mental health was a significant concern in the 2016 Mission Australia survey.¹⁰
- Young people in Victoria account for higher levels of community mental health care service contacts and residential mental health care than young people nationally.¹¹
- Half of all lifetime mental health disorders emerge by the age of 14.¹⁰
- Almost 75% of mental health problems commence before the age of 25.¹²
- Over a five year period, young females were almost twice as likely as males to have a probable serious mental illness.¹⁰

“We need group programs that are not too formal for mental health.”

Relationships – family,
peer & intimate

“There is no safe
places to go after
family conflict..”

“...sex ed needs to be
delivered by someone other
than our teachers because
it feels uncomfortable
asking them stuff.”

“I have feelings
of alienation due
to mismatched
family values”



STRATEGIC OBJECTIVE ONE TO SUPPORT AND PROMOTE POSITIVE HEALTH AND WELLBEING

31%
identify
BULLYING
as an issue



19%
of young
people were
concerned about
RELATIONSHIPS



18% are concerned about
FAMILY CONFLICT



Relationships – family, peer & intimate (continued)

Bullying came in a close second to mental health with **38.2%** of young people surveyed by Banyule Youth Services believing it is an important issue that young people face. During focus groups young people qualified bullying as being more about **concerns with peer relationships**.

19.5% of young people surveyed in Banyule were concerned about relationships (viewed as romantic relationships). In focus groups young people expanded significantly on this discussing sexual health & pressure to be sexually active.

17.8% of young people in Banyule were concerned about **family conflict**. This concern was also raised in all focus groups as an issue.

What the research says:

- Approximately 10% of young people indicated that they had concerns about family relationships in the Mission Australia survey.¹⁰

The top reasons for not seeking support with bullying were stigma, embarrassment, fear of being seen as 'weak', feeling that they could handle it on their own and a perception that the problem wasn't serious enough to seek help.

**“Talking to
parents can be
like talking to
a stranger.”**

Drugs & Alcohol

22.9% of young people were concerned about **drug use** locally, but only 10.9% put **alcohol** as an issue of concern.

Drug use was one of the most popular topics for young people to express their concerns about in our **focus groups**.

Most young people are generally concerned for their peers but often do not report specific concerns with specific friends or individuals. Young people suggest the need for more access to accurate information, awareness of services and harm-minimisation approaches to assist in their decision making.

What the research says:

Alcohol and drugs was a top concern nationally (28.7%)¹⁰

¹⁰This is the top issue for young men.

“...we need more complete information and education on harm-minimisation in school.”

“We need more access to and awareness of services we can use.”

23% are concerned about **DRUG USE**



11% are concerned about **ALCOHOL USE**



STRATEGIC OBJECTIVE ONE TO SUPPORT AND PROMOTE POSITIVE HEALTH AND WELLBEING

40%

want us to
provide relevant
INFORMATION



28%

want us in
SCHOOLS
to cover some of
the topics not in
the curriculum



27%

want us to use
SOCIAL MEDIA
to educate young people



Information Access

39.6% of young people want us to **provide relevant information** to local young people.

27.9% of Banyule's young people want us to **go into schools** and cover some of the topics not addressed in the curriculum.

27.3% of young people want us to **use social media** to educate and promote information to young people.

What the research says:

46.4% of young people nationally still go to the internet for help with important issues – ensuring accurate relevant information is important.¹⁰

“There is heaps of info out there but sometimes you don't know what to trust.”

“If you google info too much comes up – I don't always know what it means or which is legit. It's easier to ask friends but sometimes they are wrong and it becomes even more confusing.”

Recreational Opportunities

37.2% of local young people thought Banyule Youth Services should be delivering events, activities and programs specifically for local young people.

Community and Service sector organisations identified that more local spaces that are Youth specific and safe are required.

What the research says:

Recreation has been found to be an important contributor to adolescent development, assisting with the positive formation of a young person's identity and minimising drug and alcohol abuse. Unstructured recreational opportunities have also been found to assist with better psychological health outcomes for young people.¹⁵



37%
thought we should
be delivering
**EVENTS,
ACTIVITIES
& PROGRAMS**

“Some stuff is crazy expensive, it's so good when there are cheap things for teenagers.”

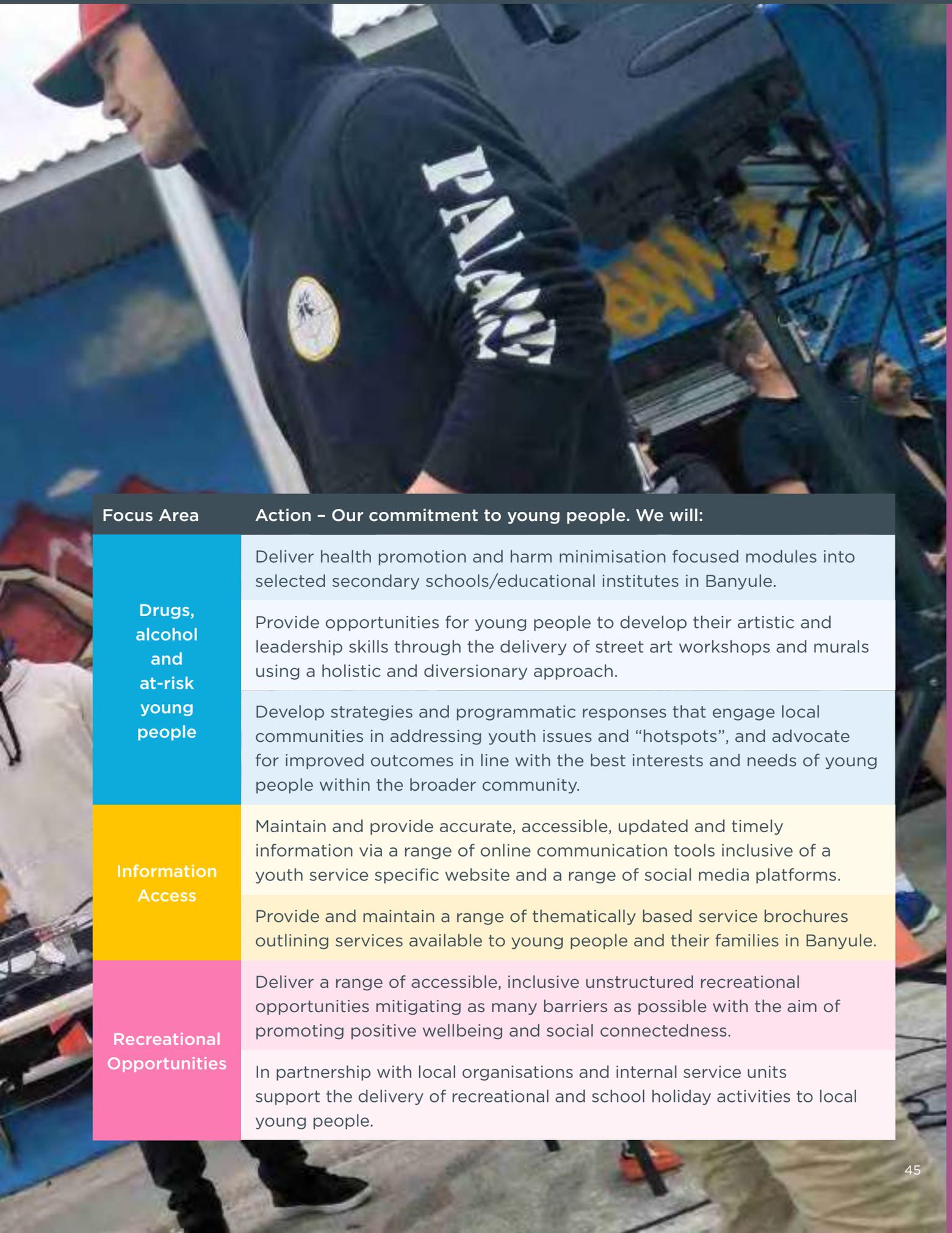
“I like it when it's flexible and people understand you can't make it every week. Stuff comes up sometimes.”



STRATEGIC OBJECTIVE ONE TO SUPPORT AND PROMOTE POSITIVE HEALTH AND WELLBEING

Our Actions – What We Will Do

Focus Area	Action – Our commitment to young people. We will:
Mental Health	Maintain a ‘no wrong door’ approach, providing short term supported referral to young people in the context of parents/carers/families with a focus on the outcome of supported referral to appropriate specialist services.
	Deliver a supported referral process for young people via a number of mechanisms inclusive of face to face, phone and social media in a timely manner.
	Continue to partner with local mental health providers in the delivery of programs and services for young people.
	Provide organisations/schools/families information and secondary support about topical youth issues.
	Support the mental health and wellbeing of young people through the development and delivery of responsive school workshops, including workshops on wellbeing, body image and social media.
	Provide a sense of connection and belonging for young people at Jets, through the provision of inclusive programs which respond to their areas of interest and include opportunities for networking and social engagement.
Relationships	Embed a positive relationship framework across our range of events, activities and programs to promote and support healthy interpersonal relationships.
	Maintain a focus on encouraging healthy romantic relationships for our young people.
	Work to help prevent violence against women in our community by increasing gender equality and empowerment, through challenging stereotypical roles and opposing permissive attitudes of violence against women.
	Work in partnership with local education institutions to deliver parent/ carer information sessions to encourage positive discourse between parents/carers and young people.
	Deliver an after-hours outreach program in Banyule using an assertive outreach model where youth workers engage respectfully with young people providing referral, support, information and advocacy during need, transition and crisis.



Focus Area	Action – Our commitment to young people. We will:
Drugs, alcohol and at-risk young people	<p>Deliver health promotion and harm minimisation focused modules into selected secondary schools/educational institutes in Banyule.</p> <p>Provide opportunities for young people to develop their artistic and leadership skills through the delivery of street art workshops and murals using a holistic and diversionary approach.</p> <p>Develop strategies and programmatic responses that engage local communities in addressing youth issues and “hotspots”, and advocate for improved outcomes in line with the best interests and needs of young people within the broader community.</p>
Information Access	<p>Maintain and provide accurate, accessible, updated and timely information via a range of online communication tools inclusive of a youth service specific website and a range of social media platforms.</p> <p>Provide and maintain a range of thematically based service brochures outlining services available to young people and their families in Banyule.</p>
Recreational Opportunities	<p>Deliver a range of accessible, inclusive unstructured recreational opportunities mitigating as many barriers as possible with the aim of promoting positive wellbeing and social connectedness.</p> <p>In partnership with local organisations and internal service units support the delivery of recreational and school holiday activities to local young people.</p>

STRATEGIC OBJECTIVE TWO TO ADVOCATE AND COLLABORATE

ARACY Directions

- Loved & Safe
- Participating

What young people told us:

- **36.4%** of young people surveyed in Banyule thought we should be speaking up for the rights of young people. Young people believed it was important for Banyule Youth Services to advocate on behalf of them and their peers.
- Young people want us to continue to address inequity and stigma within the community. Young people believe and love that their community is diverse and want us to continue to work with, and advocate for culturally diverse young people, LGBTIQ young people and young people with a disability.
- Young people want us to continue to work to ensure that young people's rights are heard and acted upon and they have genuine opportunities to discuss their concerns and develop youth led solutions.
- Young people want us to advocate for better services particularly in training and employment opportunities, and free/low cost recreation opportunities (especially for culturally diverse young women).

What the Community & Service Providers told us:

- We should continue to listen to and advocate for young people - continue to involve young people in the discussion in a genuine, meaningful way, "ensure structures for input and feedback from a diverse range of young people throughout the year and throughout all aspects of service planning and implementation".
- Ensure our service is constantly keeping up to date with current needs of young people, while working across relevant services to achieve better outcomes for young people.
- Advocate for improved services for local young people in terms of service access and long wait lists for services, housing and mental health services.



"More police involvement to break barriers that stereotype the Somali community. We need to provide opportunities for the Somali community to showcase and promote their culture - all cultures to come together."

KEY THEMES:

Supporting Equity & Reducing Discrimination

“I love coming to JETS, it’s a place I can be myself and everyone accepts me.”

“It’s important that our young people get leadership opportunities to stop the negative stereotypes. We want everyone to come together and understand we all want the same things.”

STRATEGIC OBJECTIVE TWO TO ADVOCATE AND COLLABORATE

35%

identify
RACISM
as an important
issue to them



35%

are worried
about
**GENDER
EQUALITY**



35%

believe that
we should
be working
with **LGBTIQ**
young people



34%

believe that
we should
be working
with young
people with
DISABILITIES



Supporting Equity & Reducing Discrimination (continued)

Racism was third in our results with **34.9%** of young people surveyed noting that racism was an important issue to them. Young people are very worried about stereotyping and want opportunities for our diverse community to showcase and promote their culture in order to address stigma. **30.6% said we should be working with young people of different cultural backgrounds.**

Not far behind racism, **34.5%** of young people surveyed indicated **gender equality** is an important issue for them, this was also a top issue at the last Banyule Youth Summit.

34.7% of young people believed that Banyule Youth Services should be working with and advocating for **LGBTIQ** (Lesbian, Gay, Bisexual, Transgender, Intersex & Queer) young people through programs and events.

33.8% of the young people we surveyed believe it is **important for Banyule Youth Services to work with and advocate for young people with disabilities.**

What the research says:

- **27%** of respondents thought equity and discrimination (covering both racism and sexism) was a significant issue in the Mission Australia, 2016 survey. "This was the top issue for young women."¹⁰
- In an education setting, only one in five young people attended a school that they felt was mainly supportive or very supportive of their sexuality.¹⁶

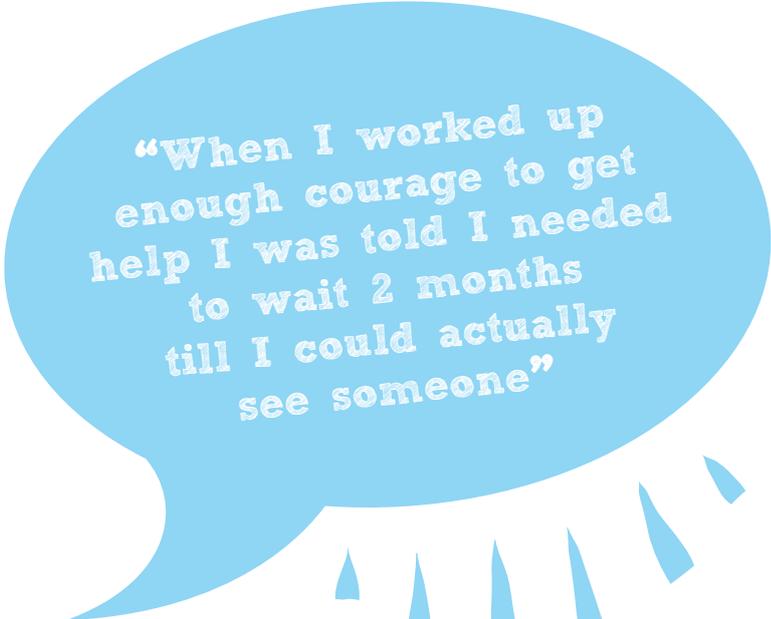
Advocating & collaborating for improved Service Access and Outcomes for young people

Our partners in the Youth Sector believe that Council's role as an advocate and leader is unique and essential. Some of their advocacy priorities included:

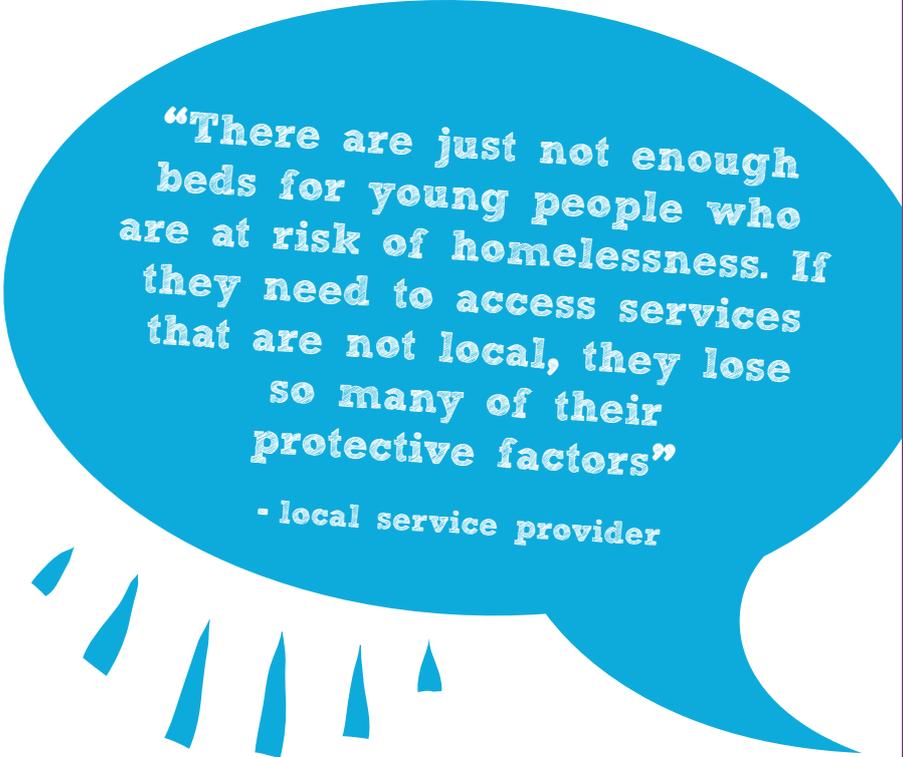
- Ensure Banyule Youth Services is **aware of what the current needs** and demographics are for young people (including emerging research).
- Have a **whole Council approach** when advocating for Banyule's young people.
- Advocate for **more local services** for young people (particularly where there are gaps).
- Advocate for more **mental health services & homelessness/housing services** for young people in Banyule (significant gaps identified).

What the research says:

- Nearly one in seven young people have spent time away from home because they couldn't return - an indicator of couch surfing.¹⁰
- Building The Scaffolding (YACVic) identified specialist services, particularly in housing, flexible education options, mental health issues and the availability of generalist youth support services to be service gaps in Victoria.⁹



“When I worked up enough courage to get help I was told I needed to wait 2 months till I could actually see someone”



“There are just not enough beds for young people who are at risk of homelessness. If they need to access services that are not local, they lose so many of their protective factors”
- local service provider

**STRATEGIC OBJECTIVE TWO
TO ADVOCATE AND COLLABORATE**



Our Actions – What We Will Do

Focus Area	Action – Our commitment to young people. We will:
Supporting Equity & Reducing Discrimination	Provide safe and supportive social and advocacy opportunities for LGBTIQ young people and promote positive gender and sexual diversity through advocacy, information provision and celebration.
	Provide a range of inclusive skill building programmatic responses and supportive social opportunities for young people with disabilities.
	Support the Banyule CALD community by creating strategic opportunities, developing community links, developing and delivering programs and providing individual support or referral as identified.
Advocating & Collaborating for improved Service Access and outcomes for young people	Participate in and provide executive support to Banyule Nillumbik Youth Services Network (BNYSN) and advocate for identified priority issue areas.
	Participate in Banyule City Council internal working groups on matters relating to, impacting, or implicating young people, in order to build organisational capacity and policy development.
	Provide support to external community organisations in advocating for the needs and interests of young people to increase community capacity.
	Maintain key external partnerships with stakeholders and continue to advocate for the needs of young people at local, state and federal government levels.

STRATEGIC OBJECTIVE THREE TO BUILD LIFE SKILLS AND STRENGTHEN PATHWAYS

ARACY Directions

- Material Basics
- Learning

What young people told us:

- Young people want more opportunities to participate in free training, employment opportunities and work experience/placement.
- Young people want “real world” opportunities to assist them to develop understanding of jobs and develop better practical skills.
- Our culturally and linguistically diverse young people identify support around navigating employment & education pathways as their greatest need.

What the Community & Service Providers told us:

- **45.8%** of our stakeholder and community responses indicated that they thought getting or keeping a job was the greatest challenge facing Banyule’s young people. They want more programs, activities and events for young people to participate in and gain employment skills.
- We should facilitate and advocate for accessible pathway opportunities for young people – job skills, education, employment & job initiatives.
- Support young people who are disengaged from a mainstream school setting to make sure they don’t slip through the gaps.
- Encourage and advocate for better employment pathways, internships and support for young people to get jobs.
- School disengagement and refusal was flagged as an issue.



“It’s confusing – they say the job market is changing but I don’t know where to look.”



“We need help getting jobs, and helping employers look past the name on the application.”

KEY THEMES:
Skills & Pathways



**“No one
wants to give
you a start.”**

STRATEGIC OBJECTIVE THREE TO BUILD LIFE SKILLS AND STRENGTHEN PATHWAYS

35%
thought **BYS**
should be
assisting them
with future
JOB SKILLS



20%
are concerned
about getting
or keeping a
JOB



17%
are concerned
about
MONEY



17%
need help
deciding
what to
do after
SCHOOL



Skills & Pathways (continued)

34.6% of Banyule's young people thought Banyule Youth Services should be assisting them with **future job skills**.

20.4% of young people surveyed in Banyule indicated they were concerned about "**getting or keeping a job**".

In **focus groups**, young people spoke about their **challenges in navigating the employment and tertiary education sector**. They want more diverse training and employment opportunities to fill the gaps in transition.

Culturally diverse young people want placement and traineeship opportunities.

16.79% of Banyule young people were concerned **with money worries** and **16.69%** needed help with **deciding what to do after school**.

What the research says:

- School or study problems were in the top three personal issues in the Mission Australia survey.¹⁰
- Banyule's youth unemployment rate increased from 7.6% in 2010 to 12.6% in 2015 in line with the state average of 13%.¹⁷
- Youth unemployment is as much as three times higher than the national average in areas with high CALD resident numbers.¹⁸

Our Actions – What We Will Do

Focus Area	Action – Our commitment to young people. We will:
<p>Skills and Pathways</p>	<p>Maximise the Jets facility and resources in order to provide a range of free creative and technical training and pathways opportunities for young people to work in the music, creative arts and event management industries via: supported internships, on the job training in AV operation, film & media making, studio recording, event planning & delivery, performance and other creative arts opportunities.</p>
	<p>Provide opportunities for young people to undertake work experience placements to provide them with opportunities to develop skills and employment pathways.</p>
	<p>Provide skill development, employment and training pathways for young people in journalism and photography as a vehicle to convey and celebrate youth culture.</p>
	<p>Encourage and provide young people with diverse opportunities to engage further with their communities and promote opportunities for recognised volunteering, leadership and increased civic participation.</p>
	<p>Deliver various programs to enhance employability and life skills.</p>



STRATEGIC OBJECTIVE FOUR TO RECOGNISE AND CELEBRATE

28% want us to promote & **CELEBRATE** youth culture



42% think we should **SHOWCASE** successful young people



ARACY Directions

- Healthy
- Loved & safe
- Participating

What young people told us:

27.5% of Banyule Young People want us to promote and celebrate the positive things about youth culture.

42% of young people think that it's important to showcase successful young people.

What the Community & Service Providers told us:

We should provide activities and events that value young people.

We should challenge negative stereotypes.

What the research says:

In order to thrive, young people require a range of personal attributes that support them to make positive choices. Evidence indicates that a young person's attributes both protect them from risky behaviours and promote positive attitudes and actions. A belief that they are valued and competent builds on participants' strengths and are a stronger predictor of whether a young person will engage in negative risk-taking behaviour than either their social or demographic profile.¹⁹

"There is so much anti-teenager stuff in the media, you never hear the good things we do, only the bad."

Our Actions – What We Will Do

Focus Area	Action – Our commitment to young people. We will:
Recognise & Celebrate	Work with young people to create an engaging and contemporary annual youth festival to celebrate the contribution young people make to the community.
	Celebrate and highlight young people and positive youth culture.
	Promote and celebrate youth culture via the delivery of a number of programs giving young people opportunities for leadership, planning and skill development.
	Highlight and support the positive engagement of young people in the community and where possible nominate and advocate for increased recognition of their achievements.



STRATEGIC OBJECTIVE FIVE

TO LEAD MEANINGFUL CONSULTATION & PARTICIPATION

35%

thought we should be providing opportunities for young people to have a **VOICE** within the community.



Banyule youth want a **DIVERSE RANGE** of young people to participate in consultation



ARACY Directions

- Participating
- Learning

What young people told us:

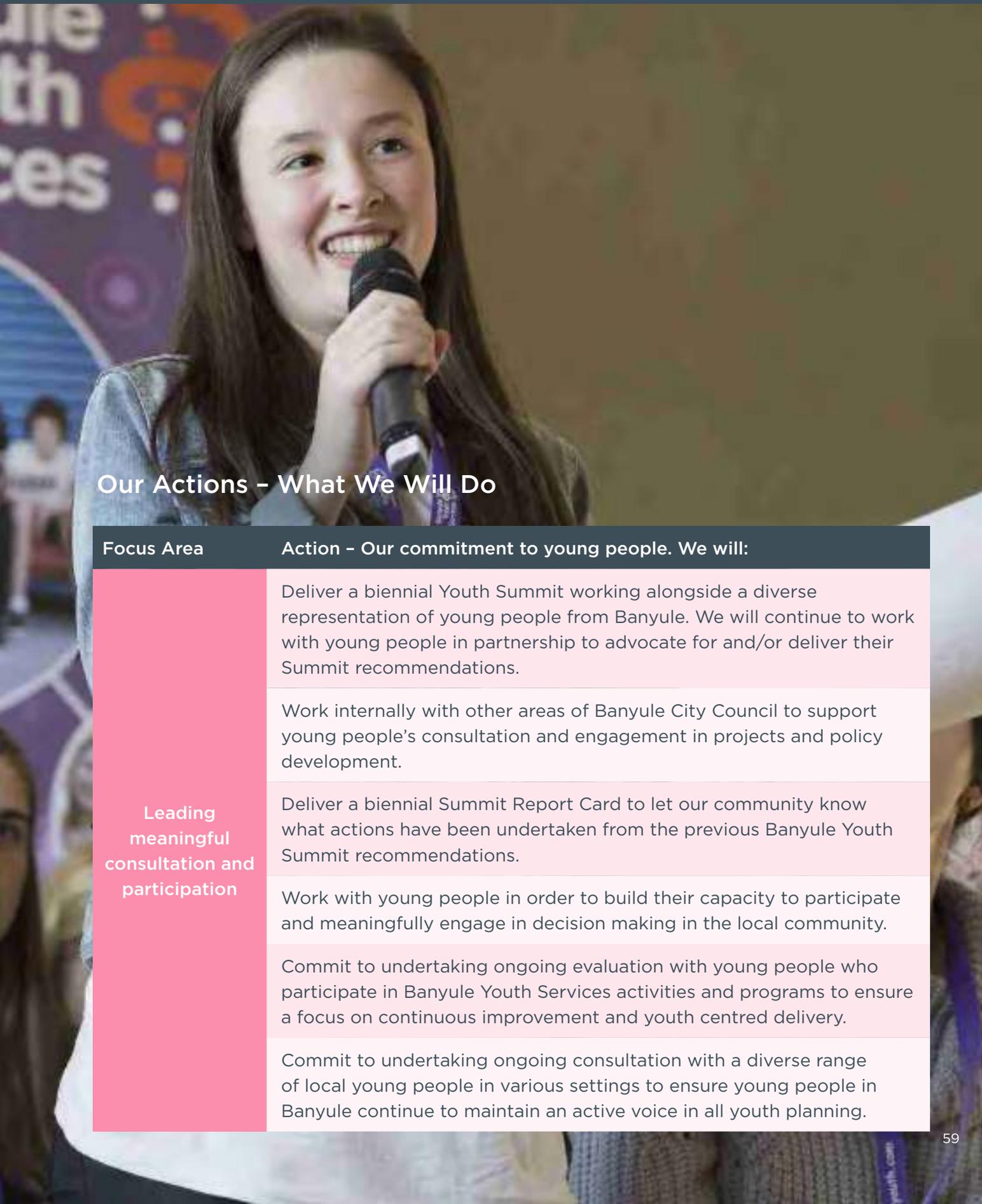
34.2% thought that Council should be providing opportunities for young people to be consulted and have a voice within the community.

They want a diverse range of young people to participate in consultation, and discuss ways to best support their community.

They want to be provided with opportunities for young people to have a voice – “providing youth with chances to speak up and have a say”.

What the Community & Service Providers told us:

- We need to empower young people by creating and providing meaningful opportunities for young people to engage by ensuring young people have a voice and are represented meaningfully with the outcomes fed back.
- Continue to listen to and advocate for young people. Continue to involve young people in the discussion in a genuine, meaningful way, “ensure structures for input and feedback from a diverse range of young people throughout the year and throughout all aspects of service planning and implementation”.
- Provide opportunities for young people to have a voice in the community – to be a part of decision making.



Our Actions – What We Will Do

Focus Area	Action – Our commitment to young people. We will:
Leading meaningful consultation and participation	Deliver a biennial Youth Summit working alongside a diverse representation of young people from Banyule. We will continue to work with young people in partnership to advocate for and/or deliver their Summit recommendations.
	Work internally with other areas of Banyule City Council to support young people’s consultation and engagement in projects and policy development.
	Deliver a biennial Summit Report Card to let our community know what actions have been undertaken from the previous Banyule Youth Summit recommendations.
	Work with young people in order to build their capacity to participate and meaningfully engage in decision making in the local community.
	Commit to undertaking ongoing evaluation with young people who participate in Banyule Youth Services activities and programs to ensure a focus on continuous improvement and youth centred delivery.
	Commit to undertaking ongoing consultation with a diverse range of local young people in various settings to ensure young people in Banyule continue to maintain an active voice in all youth planning.

CONCLUSION

Concerns about young people are often at the centre of many policy debates. The future wellbeing of our community depends on supporting and empowering a new generation of skilled, competent, and engaged adults. Young people in communities that are rich in opportunities experience reduced risk and show evidence of higher rates of positive development. We believe that the Banyule City Council Youth Plan showcases and celebrates the diversity of our young people and the positive opportunities available to them locally.



The purpose of this plan is to provide an evidence based, realistic and practical direction for Council to meet the needs of Banyule's young people for the next four years. The Youth Plan will provide a framework to progress and implement the strategic objectives, key themes and underpinning actions.

An annual action plan will be developed to accompany this plan for young people and will further identify and refine actions, time-frames, key performance indicators, responsibilities and partners in delivering the plan based on ongoing needs identified by the service through consultation and research. The action plan will be reviewed annually and will link to the Banyule City Plan process.

Banyule Youth Services will continue to collaborate with partners from external agencies and Government departments to seek improved outcomes for our local young people. Many focus area actions are already underway through responsive planning. Key Performance Indicators will be reported on through quarterly reporting to Council, and Banyule Youth Services will provide an annual overview of its highlights on the Banyule Youth Services website www.banyuleyouth.com.

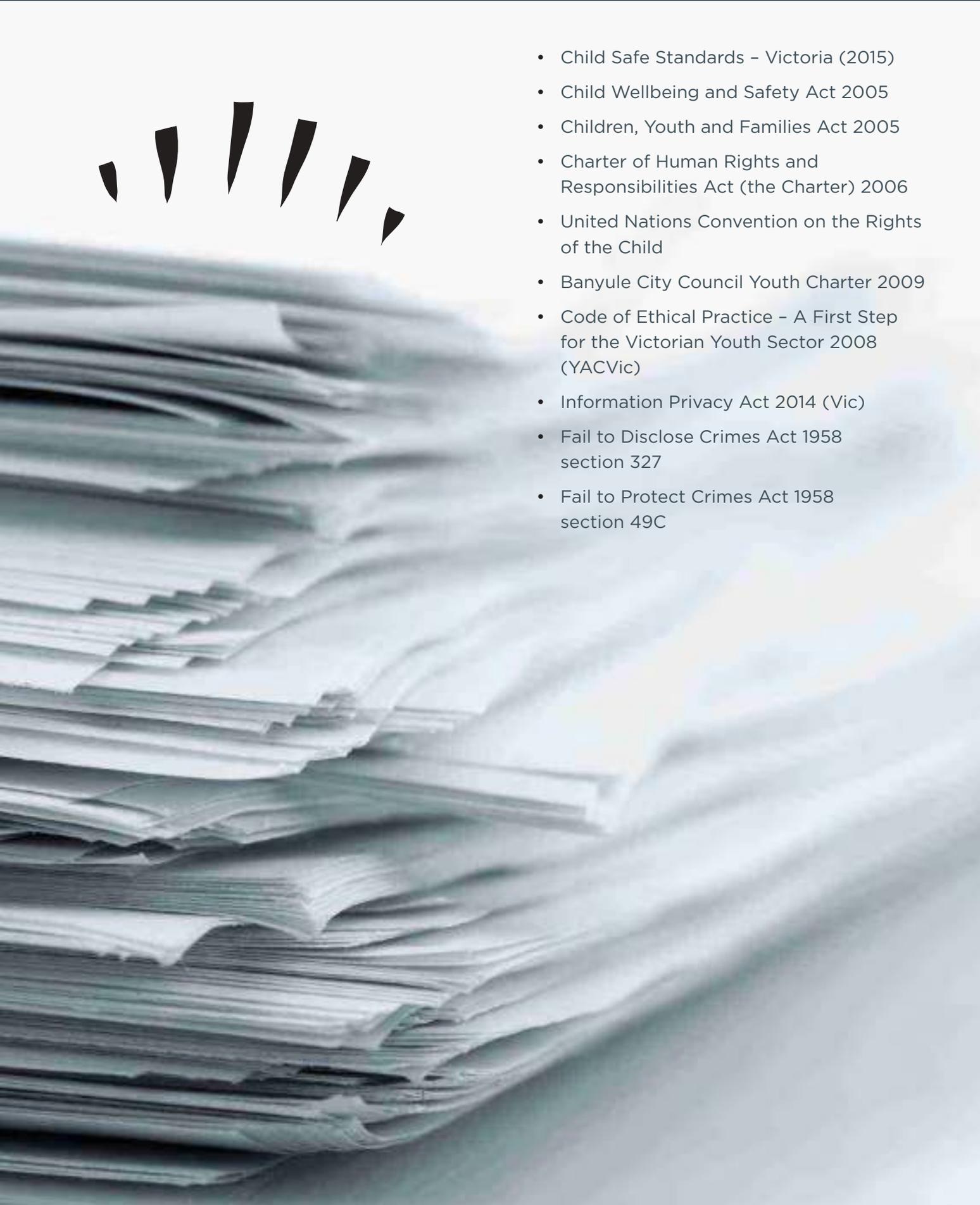


“Banyule Youth Services changed my life - they gave me a safe place to be who I am. I’ve learnt so much, I know I can succeed in whatever I try now. My eyes feel open.”

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18. Minority Youth and Social transformation in Australia: Identities, Belonging and Cultural Capital – Chaif, W, Collins, J, Jakubowicz, A & Reid, C 2014,
www.cogitatiopress.com/socialinclusion/article/view/162
19. Youth Development – Applying a Positive Approach
www.officeforyouth.sa.gov.au/_data/assets/pdf_file/0004/15772/Youth-Development-Applying-a-Positive-Approach.pdf

RELEVANT LEGISLATION & GUIDING DOCUMENTS AND PRINCIPLES

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- A large, artistic background image showing a stack of papers or documents, slightly blurred and angled. In the upper left quadrant, there is a black silhouette of a hand with fingers spread, as if holding or pointing to the list of documents.
- Child Safe Standards - Victoria (2015)
 - Child Wellbeing and Safety Act 2005
 - Children, Youth and Families Act 2005
 - Charter of Human Rights and Responsibilities Act (the Charter) 2006
 - United Nations Convention on the Rights of the Child
 - Banyule City Council Youth Charter 2009
 - Code of Ethical Practice - A First Step for the Victorian Youth Sector 2008 (YACVic)
 - Information Privacy Act 2014 (Vic)
 - Fail to Disclose Crimes Act 1958 section 327
 - Fail to Protect Crimes Act 1958 section 49C



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Supporting diversity,
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