



Family and Children's Services Strategy 2018-2024



October 2018



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MAYOR'S MESSAGE

When I was first elected to Council 18 years ago it was common for young couples to move out to the suburbs to raise their families. Today, they are much more likely to remain in the inner city and to trade off a large backyard against being close to work and the many cultural activities that city life offers.

As a result we've seen increased pressure on a range of children's services including child care, schools and sports clubs. Not surprisingly, our local family services are much loved and well supported by the community including playgroups, story time in Stanton Library and festivals and events such as the Twilight Food Fair.

Our Family and Children's Services Strategy identifies core priorities for Council to address in the coming years, including supporting affordable child care through our grants and subsidies program, maintaining and upgrading playground facilities and supporting our Family Day Care educators to meet National Quality Framework targets.

Our thanks to the individuals and groups who contributed to the preparation of this Strategy. Council will continue to work in partnership with community groups, service providers and our residents to implement the goals we have set.

I have great pleasure in commending North Sydney Council's Family and Children's Services Strategy 2018-24 to you.

Jilly Gibson
MAYOR



EXECUTIVE SUMMARY

For this Strategy Council undertook research and engaged with its community. It is a response to the growing number of families and children and the existing and forecast development taking place in the Local Government Area (LGA) and surrounds. The intention of the strategy is to identify actions that enhance belonging and wellbeing for families and children and allow their aspirations to be met. North Sydney is acknowledged as a great place to live, work, be educated and visit; and is developing as a place to shop. Council's Community Strategic Plan (CSP) aims to make our LGA inclusive, healthy and safe.

In 2016, the resident population was 72,037, an increase of 5,290 people, or 7.9% in five years. The forecast population for 2036 is 84,422. State Government Policies are a major factor in this growth, as well as the attractiveness of the area for young adults seeking inner city accommodation close to employment, services, facilities, education and entertainment. North Sydney is increasingly providing medium and high density housing. Families are more prepared to live in apartments to take advantage of proximity to schools, work, services, facilities, parks, recreation spaces, transport and amenities.

Between 2011 and 2016, the number of households in North Sydney with children increased by 1,352. The main family trends within this are:

- Parents and homebuilders, aged 35 to 49, increased by 1,630
- Couples with children under 15 years increased by 1,090
- An additional 492 children aged 0-4 years
- An additional 895 children aged 5-11 years

These population characteristics fed into the key issues, identified as

- Childcare
- Health and wellbeing
- Education
- Child and family safety
- Community connectedness, inclusion and family support
- Housing

In summary there will be increased demand for childcare, particularly for children aged under the age of two, early childhood health centre services, services for children with a disability, primary school places, Out of School Hours services, information and support for new parents on parenting and networks to assist them, including parents from culturally and linguistically diverse backgrounds.

82% of people surveyed did not consider current childcare options to be affordable.

The three highest priority issues for families and children were school and education, parks, reserves and sporting facilities and lastly crime and personal safety.

There will be increasing pressure on the recreational and leisure facilities that families currently use heavily, including parks, playgrounds, playgroups, swimming and water facilities, bushland, picnic areas and sports facilities.

While North Sydney families value the parks, reserves, sports facilities and open spaces, access to the Harbour and the range of playgrounds, it is generally felt that there are insufficient play spaces for organized sport.

Local families and children are generally satisfied with the range of health services and cultural activities, both within the North Sydney LGA and sub-regionally.

The North Sydney LGA is serviced by 11 public and private primary schools. Play space and space for Before and After School care is constrained. While school fees are generally high, more affordable educational opportunities are increasing with a State High School being built and a foreshadowed increase in co-educational Catholic Systemic School opportunities.

Council's Stanton Library has an important role in educational support and engagement with children and families, from the infant stage through to the various developmental stages of preschool, primary and high school.

Housing will need to be flexible to cater to the changing economic and demographic trends.

Families and children have access to a range of health services, two Early Childhood Health Centres, the Mater

Private Hospital, the Royal North Shore Hospital, the nearby Greenwich Hospital, the Community Health Centre in St Leonards, Blue Knot Foundation in Cremorne and Relationships Australia at Neutral Bay. Northern Sydney Local Health District (NSLHD) has identified obesity as a significant childhood issue. There are suburbs of the LGA such as Milsons Point and Kirribilli without a general practitioner.

From 2009 to 2015 there was an overall increase in the percentages of children with developmental risks and vulnerabilities as measured by the Australian Early Development Census (AEDC). Examples include children with disabilities and those with language

delays and who have had limited exposure to English at home coming from a culturally and linguistically diverse family; and vulnerability to mental illness, as 13% of North Sydney residents report mental and behavioural issues, slightly higher than the NSW average of 12.6%.

Bullying, including cyberbullying is rapidly increasing with research showing that one in five young Australians, aged 8 to 17 years, experience cyberbullying each year.

A range of services are involved in responding to domestic violence including police, Women's Domestic Violence Court Advocacy Service (WDVCAS), family support services, refuges, shelters and other housing

agencies, health and legal services, Centrelink, counsellors, and community groups. A local women's refuge opened its doors in North Sydney for the first time in November 2016, funded primarily from voluntary and philanthropic sources.

Children represent 11.5% of all pedestrian injuries and 14.3% of passenger injuries in the North Sydney LGA.

Council is already engaged in addressing many of these issues. New and emerging challenges are also identified, arising from research and the community's feedback. Council is the key driver of many of the strategies and needs to work in partnership with all community stakeholders to implement the adopted recommendations.

PRIORITY ACTIONS IDENTIFIED ARE:

1. Continue to make a contribution to affordable child care options (maintain current grants and subsidies program).
2. Keep children safe through playground audits and maintenance, arborists' reports and tree maintenance; operating Vacation Care through a high quality contractor; and co-ordination of Family Day Care Educators to meet National Quality Framework targets.
3. Continue to implement the Strategies in the Recreation Needs Study 2015.
4. Refurbish North Sydney Olympic Pool and monitor further opportunities to expand existing recreation facilities to meet projected demand.
5. Work with Kelly's Place Children's Centre's Board to manage to manage impacts arising from the Crows Nest/St Leonards Metro development due for completion in 2024.
6. Refurbish Cremorne Early Childhood Centre to meet community expectations.
7. Monitor affordable opportunities to expand Long Day Care Centres' capacity to sustainable numbers.
8. Revitalize centre-based playgrounds to meet community expectations.
9. Commission an architectural review of Forsyth Park Community Centre as a potential Before and After School Care site



THE FAMILY AND CHILDREN'S SERVICES STRATEGY LINKS TO COUNCIL'S COMMUNITY STRATEGIC PLAN 2018-2028 (CSP)

Council's CSP sets out a number of strategies as part of developing Social Vitality. The most pertinent for this Strategy are to:

- Provide services, facilities and information to meet the needs of North Sydney's diverse communities (including children, young people, older people, residents and workers)
- Improve access to early childhood care facilities
- Plan for future social infrastructure and health services to support healthy communities
- Promote physical activity, healthy eating and preventative health care
- Improve the safety of North Sydney's public environment A note on definition of Families and Children

A NOTE ON DEFINITION OF FAMILIES AND CHILDREN

The Convention on the Rights of the Child notes that the family is "the fundamental group of society and the natural environment for the growth and well-being of all its members and particularly children"¹. In this Strategy children are defined as aged 0 to 12 years. Interested readers are also referred to Council's *Youth Work Action Strategic Plan 2016-2021* which sets out Council's key commitments to young people aged 12 to 24².

INTRODUCTION

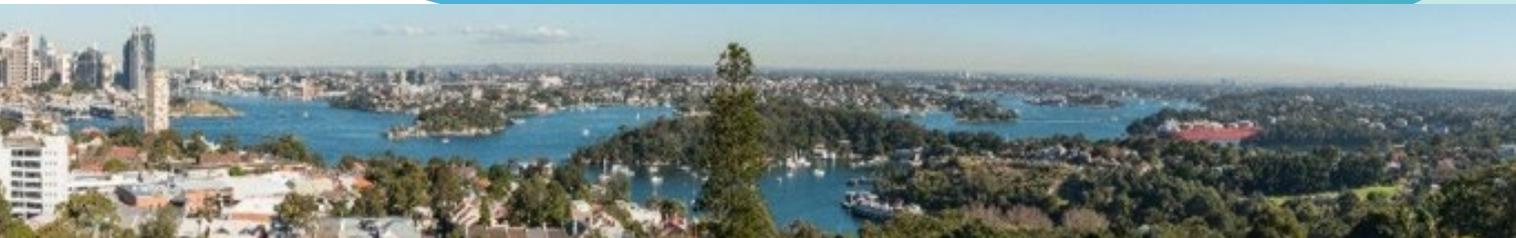
The *Family and Children's Strategy, 2018-2024* is based on research and community engagement. Arising from this, the following issues have been identified as important in North Sydney:

- Childcare
- Health and wellbeing
- Education
- Child and family safety
- Community connectedness, inclusion and family support
- Housing



¹ See *Convention on the Rights of the Child*, <http://www.ohchr.org/Documents/ProfessionalInterest/crc.pdf>

² *Youth Work in North Sydney: an action plan for development and early intervention. 2016 – 2021, North Sydney 2016* See www.northsydney.nsw.gov.au/Council_Meetings/Policies_Plans/Plans_of_Management/Social_amp_Cultural_Plans



SNAPSHOT OF NORTH SYDNEY

The North Sydney Local Government Area is located on the northern side of Sydney Harbour, three kilometers north of the Sydney CBD to which it is linked by the Harbour Tunnel and the Sydney Harbour Bridge. Its harbourside border winds through 20 kilometres in length marking tranquil bays, sheltered parks, the Olympic Pool and bushland at Balls Head. Its land border is 7.7 kilometres long and is shared with three other Council areas. North Sydney is bisected by the Warringah Freeway and also traversed, north to south, by the Pacific Highway.

The Central Business District is in North Sydney, with an increasingly high rise, largely residential, precinct at Crows Nest/ St Leonards. Low rise residential areas are prominent, and suburbs are marked by village centres. North Sydney's parks support organized sport and passive recreation and are provided with well-maintained children's playgrounds and a skate facility. Major community facilities include North Sydney Oval, North Sydney Olympic Pool, Stanton Library and Community Centres at North Sydney, Kirribilli and Crows Nest.

North Sydney is well served by public transport, with three heavy rail stations, all accessible, two metro stations under construction, buses, ferries and Council's community transport program for those who need it.

CHARACTERISTIC	2016	2011
Population	72,037	66,747
Land area	1,049 hectares (10sq km)	1,049 hectares (10sq km)
Population density ³	64.50 persons per hectare	59.38 persons per hectare

Table 1: Key Statistics, Census 2016

OUR RESIDENTS

The resident population increased by 5,290 people, or 7.9%.

Females outnumber males.



52.8% female



47.2% male

THE WORKFORCE

48,769 residents were in the workforce, of whom 25% work in North Sydney. The total North Sydney workforce is 72,245, including the resident workers.

AGES OF CHILDREN IN THE NORTH SYDNEY LGA

Age-years	Males	Females	Persons
0	500	455	957
1	426	413	837
2	380	359	740
3	341	303	653
4	306	356	664
Total 0-4 years	1,960	1,886	3,846
5	289	277	568
6	258	301	560
7	284	279	563
8	264	252	520
9	232	247	481
10	232	250	484
11	180	198	381
12	182	180	361
Total 5-12 years	1,921	1,984	3,918

Table 2: Age structure: children in North Sydney, Census 2016

³ Sydney Greater Metropolitan Area has an average density of 3.9 PPH while Sydney CBD has a PPH of 76.83.

NORTH SYDNEY POPULATION AND HOUSING CHARACTERISTICS



The proximity to rail transport and other services, as well as the addition of large numbers of new dwellings, particularly in Crows Nest/St Leonards and North Sydney will continue to contribute to the rental stock (apartments) which is attractive to young professionals, new parents, homebuilders and people seeking to live independently on their own.

North Sydney is increasingly embracing medium and high density housing.

- The total number of households in North Sydney Council area increased by 1,494 between 2011 and 2016
- 89.2% of the dwellings are medium or high density, compared to 44% in Greater Sydney.
- Between 2011 and 2016, the number of households with children increased by 1,352
- Of all the Local Government Areas in Australia, North Sydney ranks 9th at 11.4%, in terms of the highest concentrations of children living in apartments.
- There is also proportionally a higher number of lone person households (32.4%) and group households (6.1%) - significantly higher than the Greater Sydney averages (20.4% and 4.5% respectively).
- 43% of households were purchasing or fully owned their home, 47.4% were renting (mostly privately) and 1.6% were in social housing in 2016.

FAMILY CHANGES IN NORTH SYDNEY 2011 TO 2016

Census categories may with advantage to analysis be broken into 'service age groups'. For families, these move from babies and pre-schoolers to parents and homebuilders, which correspond with predictable issues which arise such as the need for childcare services and schooling:

NORTH SYDNEY COUNCIL	2016		2011		CHANGE 2011 to 2016
	Number	%	Number	%	
Service age group (years)					
Babies & pre-schoolers (0 to 4)	3,846	5.7	3,354	5.4	+492
Primary schoolers (5 to 11)	3,562	5.3	2,667	4.3	+895
Secondary schoolers (12 to 17)	2,269	3.4	1,932	3.1	+337
Tertiary education & independence (18 to 24)	4,156	6.1	4,322	6.9	-166
Young workforce (25 to 34)	16,352	24.2	16,569	26.6	-217
Parents & homebuilders (35 to 49)	16,767	24.8	15,137	24.3	+1,630

Table 3: Service age group from babies and pre-schoolers to parents and homebuilders

When North Sydney LGA is compared to Greater Sydney, the higher proportions of the young workforce (25 to 34 years) and parents and homebuilders (35 to 49 years) is noticeable.

AGE STRUCTURE - SERVICE AGE GROUPS, 2016

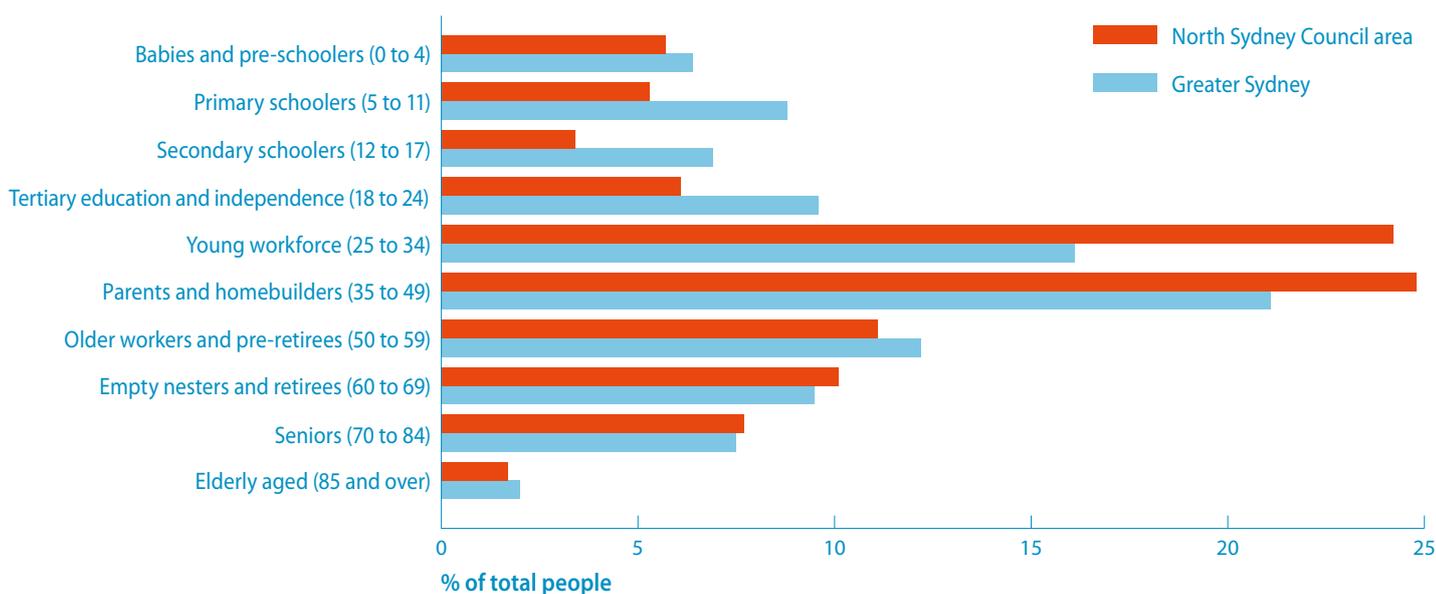


Chart 1: Service age groups in North Sydney LGA compared to Greater Sydney, 2016

Each year North Sydney mothers give birth⁴ to around 1,000 babies; the most of the four Lower North Shore LGAs.

NORTH SYDNEY LGA	2015	2014	2013	2012	2011	TOTAL
Births each year	1,070	1,063	1,011	1,028	1,057	5,229

Table 4: Total births in North Sydney LGA - 2011-2015

The 30-39-year age range is the predominant child bearing age for mothers from the North Sydney LGA⁵.

AGE RANGE IN YEARS	PROPORTION
19 & under	0.1%
Aged 20-24	1.0%
Aged 25-29	11.7%
Aged 30-34	44.0%
Aged 35-39	33.9%
Aged 40-44	8.0%
Aged 45 & over	1.1%
Total	100%

Table 5: Age of Mothers giving birth in 2015: North Sydney Aged Range in years

The typical new parent in North Sydney is likely to be part of a couple who are starting families with the mother above 30 years of age. They have delayed parenthood in order to study, establish careers or businesses, provide stability around accommodation and pursue life aspirations.

⁴ Information on birth and age of mothers is from NSW Health Data. 2015 figures are the latest available. See www.healthstats.nsw.gov.au/Indicator/mab_mbth/mab_mbth_lgamap

⁵ Source: NSW Health CaSPA FlowInfo 17 (accessed July, 2018).

RECENT TRENDS AND EXPECTED DEMAND

Emerging key issues to address and expected demand are for:

- Early Childhood Health Centre (EHC) services – who provide consultation/ counselling and home visiting to ensure that mothers and babies are thriving in the home, are vaccinated, and health related issues are addressed. For mothers this can cover post-natal depression, infections, pregnancy induced diabetes or high blood pressure; and for babies, this can cover premature birth, breast-feeding, bonding and low body-weight. Developmental stages also need to be monitored to ensure that children are on a typical growth and development trajectory.
- Diagnostic and assessment service for children born with a disability or young children born with global developmental delays such as an autism spectrum disorder.
- Childcare for children under the age of 6 and not yet at school,
- Primary School places to cater for growing families and those who move into the area,
- Complementary services of Before and After School Care (BASC) and Vacation Care,
- Information and support for new parents on parenting and networks to assist them in developing skills and supports, parents from culturally and linguistically diverse backgrounds, parents with a child with a disability and families who have unexpected crises,
- Housing options which allow for flexible arrangements to accommodate the changing economic and demographic trends of the diverse community of North Sydney, including less affluent residents and 'key workers'.
- Recreational and leisure facilities that families can access including parks, playgrounds, playgroups, swimming and water facilities, bushland, picnic areas, sports facilities, etc.



THE RESEARCH, ENGAGEMENT AND CONSULTATION PROCESS

Council’s Community Engagement included surveys, a stakeholder workshop held in February 2018, meetings with several playgroup sessions, and at Community Centres and Stanton Library, feedback at information sessions, face-to-face contact with stakeholders, (e.g. interviews, site meetings/visits), posting information on social media (Facebook/Twitter), emailing information to networks for feedback and publishing

a Fact Sheet as a discussion starter. From November 2017 to April 2018 a ‘Quick Survey’ was completed by 218 people and gave a snapshot of the issues. Twelve participants, drawn from the general public and service providers, joined a focus group. Three submissions were received online and 21 childcare service provider surveys were completed.

RESULTS OF THE QUICK SURVEY ENGAGEMENT PROCESS

The six key questions of the Quick Survey give an interesting snapshot of what is important in relation to families and children. People were asked to rate three priority issues and the

chart below shows that school and education is the primary concern, parks, reserves and sporting facilities was next and third, crime and personal safety.

QUESTION 1:

MOST IMPORTANT FAMILY AND CHILDREN’S ISSUES IDENTIFIED?

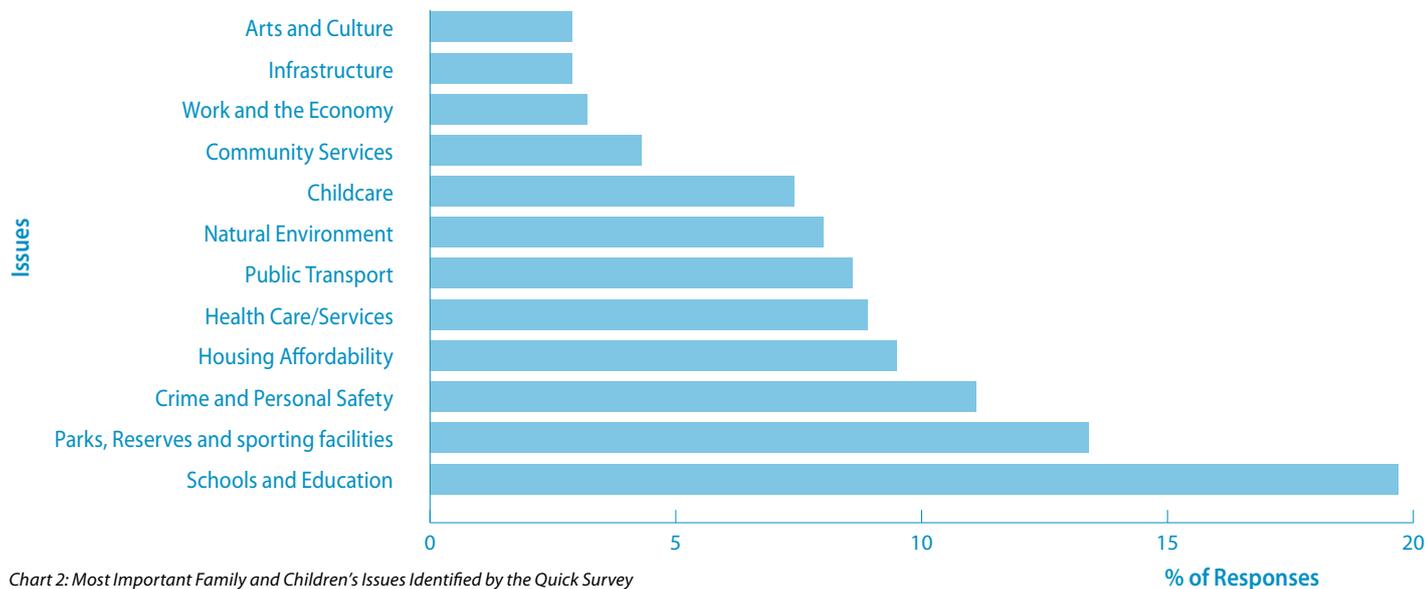


Chart 2: Most Important Family and Children’s Issues Identified by the Quick Survey

Other issues, from housing affordability to childcare, were also considered important.



**QUESTION 2:
IS CHILDCARE AFFORDABLE?**

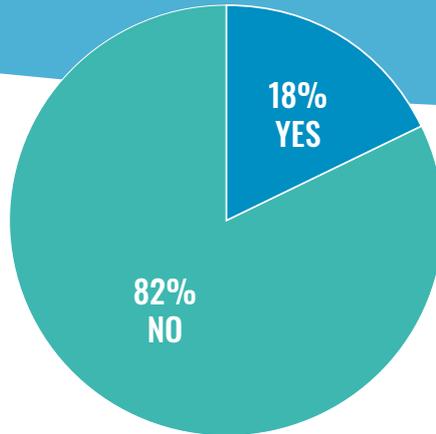


Chart 3 "Do you think that childcare services are affordable at present?"

**QUESTION 3
MAIN BARRIER ENGAGING IN FAMILY-RELATED ACTIVITIES?**

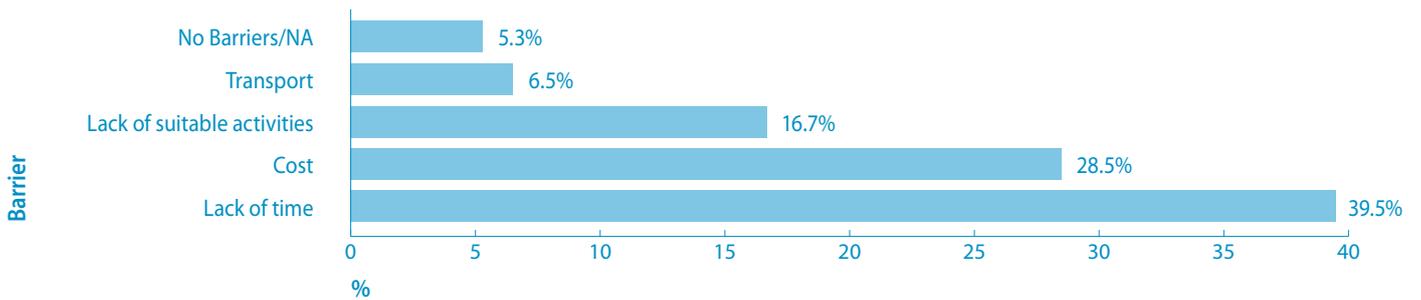


Chart 4 What is your main barrier (if any) in engaging in family-related activities?

**QUESTION 4:
THE MIX OF PARKS AND RESERVES FOR FAMILIES TO ENJOY IN NORTH SYDNEY?**

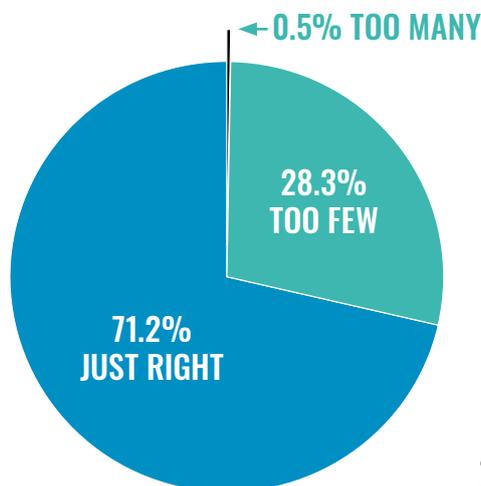


Chart 5: "What do you think of the mix of parks and reserves for families to enjoy in North Sydney?"

“ IN THIS MODERN WORLD, TIME IS SHORT SO YOU CAN ONLY DO A FEW THINGS. A LOT ENDS UP COSTING TOO MUCH WITH ACTIVITIES, FOOD, TRANSPORT. IT’S HARD.”

QUESTION 5:

PERCENTAGE OF PEOPLE CONFIDENT OF FINDING PROFESSIONAL HELP TO DEAL WITH A SOCIAL PROBLEM?

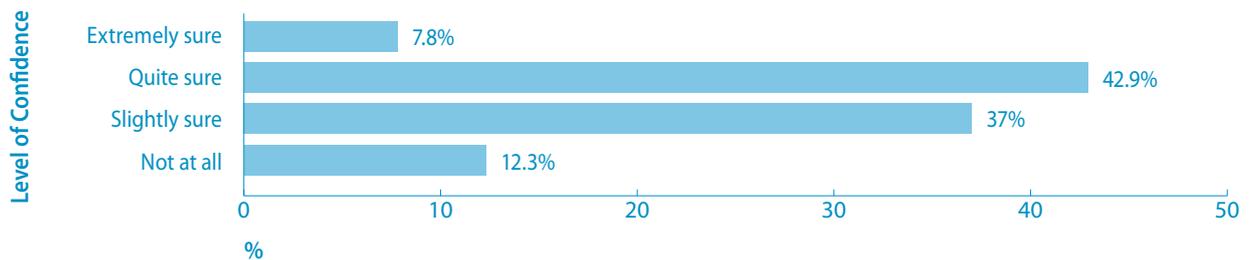


Chart 6: “How confident are you that if you had a pressing social problem, that you could find professional help to deal with it?”
Just over 50% of people were confident about finding assistance.

QUESTION 6:

STANDARD AND ACCESS TO LOCAL HEALTH SERVICES?

The Quick Survey asked how people would rate the standard of, and access to, local health services. Only 6% of people considered it unsatisfactory.

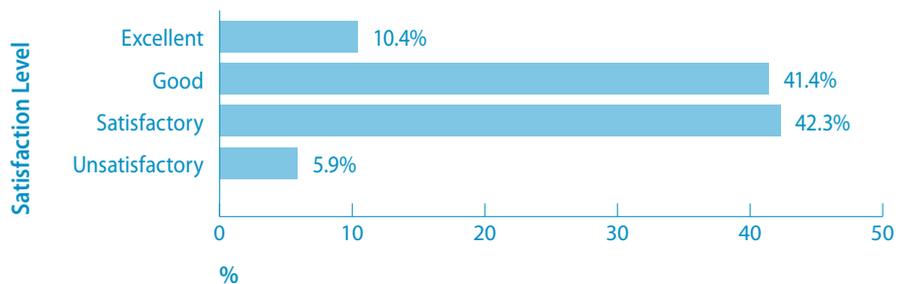


Chart 7 “How would you rate the standard and access to local health services?”



KEY FAMILY AND CHILDREN'S ISSUES IDENTIFIED IN THE NORTH SYDNEY LGA

The research and engagement process allowed Council to identify six key issues.

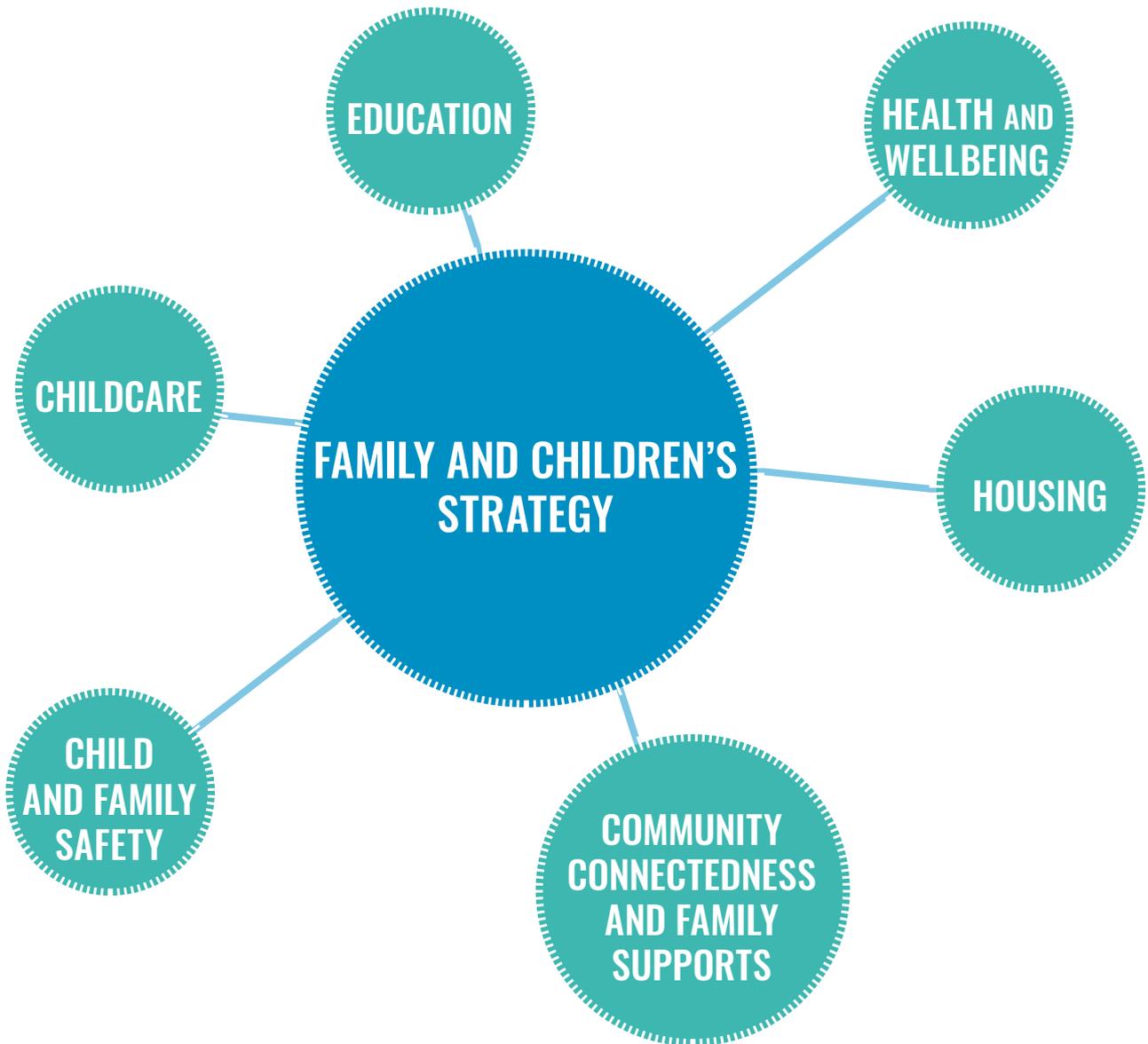


Chart 8: Key Family and Children's Issues Identified in the North Sydney LGA

CHILDCARE

COUNCIL'S CURRENT ROLE IN CHILDCARE

Currently Council:

- Auspices the North Sydney Family Day Care Scheme with over 30 educators providing affordable childcare in their homes.
- Provides childcare facilities for community organisations to run preschools, long day care and occasional care. For example, the Greenwood Long Day Care Centre, Montessori Preschool, Kelly's Place Children's Centre, Kids Nest Occasional Care, McMahons Point Community Preschool and Early Learning Centre, KU Grandstand Kids Care, KU Cammeray Preschools and Cammeray Child Care Centre run from Council owned buildings.
- Supports Before and After School Care (BASC) services such as those run at North Sydney Community Centre for 5-12 year olds.
- Subsidises a crèche at North Sydney Olympic Pool.
- Funds Vacation Care services run during school holiday periods from three Council centres.

- Provides other Vacation Care Activities for children during school holidays including through Stanton Library and the Bushcare Team.

Comment:

1. Council's Kelly's Place Children's Centre is in an ageing building but a fine playground and is located adjacent to the South portal of the Crows Nest St Leonards Metro due to completion in 2024.
2. Greenwood Long Day Care Centre is in good standard accommodation but has an ageing playground. It has a low capacity (28 places).
3. McMahons Point Community Preschool also has a low capacity (28 places), and an ageing building, but with a new playground due to be completed in 2018.
4. An opportunity to improve the Crèche facilities at the Pool presents itself in the upcoming refurbishment of the whole Pool.

OVERVIEW

TYPE	DESCRIPTION
Long Day Care ⁶ (LDC)	A LDC centre generally operates long hours usually between 8 and 12 hours per day primarily to provide support to families who work or study. There are 32 LDC services in North Sydney.
Pre-schools ⁷ (PS)	PS services are centre-based facilities catering to children aged 3-5 years generally in the year or two prior to attending formal school. Their operational hours have been historically 6-7 hours a day and are consistent with the public school term dates and hours. However, some PS are now known as "extended hours" PS and operate throughout the year similar to LDC with the option of education and care for up to five days a week. There are 7 PS services in North Sydney.
Family Day Care ⁸ (FDC)	FDC is care provided in the family day care educator's own home for small groups of children from birth to under 12 years of age. The main operator of FDC in North Sydney is North Sydney Council, administrating the service since 1974 and responsible for approving, supporting, training and advising over 30 educators. North Sydney also has educators who operate under the auspices of other parent organisations.
Occasional Care (OC)	OC is provided at a centre for short periods of time for children under school age. They are generally used for a range of reasons so carers can attend appointments, work part-time, meet study commitments, have respite from full-time parenting or they may wish their child to have social experiences. Operational hours and fees vary. North Sydney has one dedicated Occasional Child Care Centre, KidsNest, in Crows Nest which charges an hourly fee.

Table 6: Types of Childcare

cont. overleaf

⁶ For a map of their location, see www.mychild.gov.au

⁷ For a map of their location, see www.mychild.gov.au

⁸ For a map of the location of educators & their auspices, see: <https://www.familydaycare.com.au/findchildcare>

TYPE	DESCRIPTION
Out of School Hours (OOSH) and Before and After School Care (BASC)	<p>OOSH is centre-based education and care services for primary school aged children outside of normal school hours. The purpose “is to extend and enrich the wellbeing and development of school aged children through opportunities to engage in leisure and play-based experiences, while meeting the care requirements of families⁹”.</p> <p>These services are generally broken into three types:</p> <ul style="list-style-type: none"> • <i>Before School Care (BSC)</i> – generally operate between 7am-9am during Department of Education (DE) school terms • <i>After School Care (ASC)</i> – generally operate between 3pm-6pm during DE school terms • <i>Vacation Care (VC)</i> – usually operate during DE school holidays between 8am-6pm.

Table 6: Types of Childcare

Another significant source of childcare is “informal” care¹⁰. Active grandparents can play a significant childcare role while their adult children are working. It means that parents save on childcare fees at the same time that the grandparents enhance their relationship with their grandchildren.

CHILDCARE SUPPLY AND DEMAND IN NORTH SYDNEY

The Labour force participation rate in North Sydney is 71.3% compared to 61.6% for Greater Sydney, having flow on effects for child care.

From Council’s review of Children’s Services in 2014¹¹ and Children’s Education & Care Services Forum in 2015¹², together with the research undertaken as part of the Family and Children’s Strategy, it can be noted that:

- There is a large concentration of work-related LDC services in Central Business Districts (CBD’s) of North Sydney LGA with a high proportion of places being taken up by children of parents residing outside but working inside the LGA.
- There is undersupply of Long Day Care (LDC) for children under 2 years old, but an oversupply for those

aged 3-5 years with some services recording vacancies.

- Some services approved to provide care for children under 2 years old, do not fill their numbers as the high cost of care for this age group is prohibitive¹³.
- There is an undersupply of affordable LDC services for local residents which is also borne out by the quick survey where 82% of people surveyed do not think that childcare services are affordable at present.
- A growing number of young couples prefer to remain in units and apartments. Reasons include parents choosing to live closer to their place of work and supports, public transport issues and long, expensive commutes to and from the outer

suburbs of Sydney, and parents from culturally diverse backgrounds are accustomed to apartment living.

- Demand for childcare will continue in the short-term as both the supply of apartment stock and commercial floor space leading to employment ear-marked in the North Sydney CBD and the St Leonards and Crows Nest area come on board¹⁴.
- Those who need care rely on both formal (approved children’s services) and informal care (care from grandparents, relatives, friends, etc.) which spreads costs and also means that not all full-time working parents require 5-day care¹⁵.

9 <http://networkofcommunityactivities.org.au/> See *Establishing an Outside School Hours Care (OSHC) Service in NSW*

10 The ABS defines informal care as “Non-regulated care either in the child’s home or elsewhere. It includes paid or unpaid care by: (step) brothers or sisters, grandparents, other relatives (including a non-resident parent), other (unrelated) people such as friends, neighbours, nannies or babysitters and other organisations (e.g. crèche at gyms and health centres)”. See 4402.0 - *Childhood Education and Care, Australia, June 2014*

11 *North Sydney Council Children’s Services Review 2014, North Sydney, 2014*

12 *Children’s Education Care Services Forum Report, Prepared for North Sydney Council by SNC – Social Needs Consulting, February 2016*

13 See *Children’s Services Review, p. 8-9.*

14 See NSW Department of Planning and Environment, *St Leonards and Crows Nest Station Social Infrastructure and Open Space Study: Background Review, Arup Pty Ltd, Sydney, February 2017, p. 1.*

15 See Australian Bureau of Statistics, 4402.0 – *Childhood Education and Care Australia, June 2014*

Extensive private and not for profit childcare opportunities are available to North Sydney parents. Council's role also includes assessment of Development Applications for childcare centres and must consider all relevant planning issues including, noise traffic and parking impacts on neighbours. Centres must comply with the National Quality Framework (NQF) and are rated, not by Council, against quality practices within childcare. The Australian Children's Education and Care Quality Authority (ACECQA) is the national body that works with the state and territories to implement the NQF and the NSW Department of Education (DET) regulates the centres for compliance to standards. There have been a growing amount of regulations and compliance standards placed on local services. Any review of Council's Childcare Development Control Plan would take these into consideration.

MANAGEMENT MODELS		
Private for profit	21	49%
Private not-for-profit	19	44%
School (including preschool)	2	5%
Council Managed (FDC)	1	2%
Total	43	100%

Table 7: Management of Services for Children aged 0-6 years - North Sydney LGA¹⁶

The Australian Childcare Alliance (ACA) NSW, the peak body for privately-owned early childhood education and care services in New South Wales reports that some centres are struggling to fill childcare vacancies, while others have a waiting list. ACA suggests that across the Lower North Shore there is an undersupply of places in North Sydney and Mosman while there is an oversupply in Lane Cove and Willoughby¹⁷.

SURVEY OF CHILDREN'S SERVICES BASED IN THE NORTH SYDNEY LGA

Of the 21 children's services surveyed (49% of services returned surveys):

- 57% (12 services) had vacancies which varied from as small as 4-5 per week to up to 80;
- Of the 43% of services with a waitlist, for LDC services, all except one which catered to the 0-6 years' age range, reported highest demand in the under 2 year olds,
- For pre-school services with a waitlist, the factors that appeared to be significant and attractive to parents were cost (i.e. reasonable and lower than the average fees) and the smaller number of children taken by the centre.

TYPE OF CARE	FEES UP TO 24 MONTHS	FEES 2 YEARS - 36 MONTHS	FEES 3 - 6 YEARS
Long Day Care	\$192 - \$122	\$176 - \$122	\$152 - \$ 115.30
Family Day Care ¹⁸	\$85 - \$140	\$85 - \$140	\$85 - \$140
Occasional Care	\$15 per hour	\$15 per hour	\$15 per hour
Preschools	NA	NA	\$41 - \$ 115

Table 8: Rates of childcare fees for the different types of care in North Sydney

¹⁶ Source: ACECQA (Australian Children's Education & Care Quality Authority), National Quality Framework (NQF) Snapshots Childcare Services North Sydney as at 31 December 2017, See www.acecqa.gov.au/nqf/snapshots

¹⁷ Australian Childcare Alliance (ACA) NSW, Draft State Environmental Planning Policy (SEPP) (Educational Establishments and Childcare Facilities) 2017 can create more childcare oversupply, Submission to NSW Planning, Sydney, April 2017, see https://nsw.childcarealliance.org.au/images/Documents/Submissions/2017-04-07 - ACA_NSW_submission_to_NSW_Planning_re_Draft_SEPP.pdf

¹⁸ The majority of the FDC Educators in North Sydney are overseen by North Sydney Council and these services have fees starting at \$85. However, other FDC providers also operate in the North Sydney area, as management is not restricted by geographic location.

“ DAY-CARE IN THE NORTH SYDNEY AREA CAN BE OVER \$200 PER CHILD PER DAY! THE DAY-CARE I CURRENTLY USE IS \$175 PER CHILD PER DAY. AFTER THE GOVERNMENT REBATE I’M STILL OVER \$33,000 OUT OF POCKET AND THAT’S WITH AFTER TAX MONEY. HOW CAN THIS BE JUSTIFIED? ”

CHILDCARE AFFORDABILITY

Between 2002 and 2014 working parents spent an increasing share of income on childcare for children not yet at school. In most years, approximately 80% of households reported experiencing difficulties. North Sydney and Mosman were rated as two of the least affordable areas for childcare in Australia¹⁹.

The Federal Government provides eligible families help with approved and registered childcare service fees. From 2 July 2018, Child Care Subsidy (CCS) and Additional Child Care Subsidy (ACCS) replaced the existing childcare payments offered. Parents currently receiving childcare fee assistance for approved childcare will need to have completed a Child Care Subsidy assessment online to access entitlements. The annual cap has changed. The level of Child Care Subsidy will be determined by a family’s income, an activity test and the type of childcare service²⁰. It is not clear if this change will assist affordability for parents. Its merit has been promoted as making things simpler

with all payments handled at the one point. North Sydney parents with too high a combined income will be ineligible for subsidy.

Council’s contribution to affordability includes rental and cash subsidies to parent-run and not-for-profit centres in Council buildings. These subsidies are declared in Council’s Annual Subsidies and Grants report and placed on public exhibition each year alongside the Council Estimates for the following year. The program of subsidies and grants covers all categories of childcare: Family Day Care, Vacation Care, Long Day Care, Preschool, Occasional Care, Playgroups and a crèche. Council’s ability to contribute in this way is limited by the supply of Council facilities and other demands on the subsidies and grants budget.

BEFORE AND AFTER SCHOOL CARE SERVICES (BASC)

With continued growth in the child population and local primary schools catering to increasing numbers, there is a flow-on effect for BASC places connected to the schools and some are experiencing a critical shortage. The State Government commissioned Deloitte Access Economics in 2017 who identified the North Sydney LGA as one of the ten Sydney metropolitan “hotspots” where demand significantly out-stripped supply.

Officers of the Department of Education met with School Principals and Council representatives to consider ways to better meet the demand.

Current school enrolments for 2018 stand at 3,343 children. This is an increase from 2,849 in 2016 of 494 children, or about 17%.

PUBLIC SCHOOLS	PROVIDER	2018 SCHOOL NUMBERS	CURRENT CHILDREN IN BASC	CHILDREN ON WAITING LIST
North Sydney Demonstration School	KU Demcare Kids Care (at school)	870	102 in ASC 60 in BSC	Nil
	KU Bay Road Kids Care (2nd Campus at School)		35 in ASC No BSC	
	KU Grandstand Kids Care (Off Campus)		40 in ASC No BSC	
	North Sydney Community Centre (Off Campus)		105 in ASC No BSC	
ANZAC Park School	Jigsaw	569	198 in ASC 130 in BSC	30

Table 9: Children in Public Primary Schools and BASCs and Waiting Lists²¹

¹⁹ Phillips, Ben, *Child Care: Affordability in Australia, Income and Wealth Report Issue 35, National Centre for Social and Economic Modelling, University of Canberra, June 2014: p. 19*

²⁰ See www.education.gov.au/ChildCarePackage for more information about subsidy rates and the annual cap.

²¹ Figures derived from phone calls to schools and BASC providers on 23/03/18 and 26/03/18.

PUBLIC SCHOOLS	PROVIDER	2018 SCHOOL NUMBERS	CURRENT CHILDREN IN BASC	CHILDREN ON WAITING LIST
Neutral Bay Public School	Neutral Bay Creative Activities Group	970	200 in ASC 100 in BSC	200
Cammeray Public School	The Nanyima Centre	934	170 in ASC 60 in BSC	70
TOTAL		3343	850 (ASC) 350 (BSC)	300

Table 9: Children in Public Primary Schools and BASCs and Waiting Lists²¹

Comments:

1. Schools have generally reached space capacity for classrooms and do not have on-site options to increase BASC place.
2. In some cases, the original Development Application has imposed conditions that limit any increase in places due to noise and traffic considerations.
3. A lack of off-site options for children to go to a BASC service. BASC service buildings need to suitably comply with the legislative requirements and regulations. In some cases, BASC services have reached their approved capacity.
4. Two of Council's buildings (Grandstand Kindergarten and North Sydney Community Centre) host after school care. Only Forsyth Park Community Centre has been identified in the remainder of the community properties portfolio as having the potential to make a contribution to BASC. A solution has not been found, however, for Cameragal Montessori's reasonable requirement, as the current tenant, to not have to pack up on a daily basis.

It is generally agreed for reasons of safety and convenience for parents, among other factors, that the best place for BASC is the school the children attend. Despite this, on the basis that ANZAC Park Public School will greatly expand in numbers in coming years Council has recommended to the Department of Education that more BASC places be provided for the ANZAC school BASC overflow on the new school campus for Cammeraygal High in West Street, due to open by 2020.

VACATION CARE

Council's Centre based Vacation Care provides opportunities for children to engage in a range of arts, sports, science, maths and literacy programs. Excursions include sports, bowling, movies, bushwalking and stage shows. Fees are considered affordable and are comparable with other Lower North Shore Council operated vacation Care programs. Gowrie NSW will begin operating Council's 3-centre based program from August 2018.

A number of private providers also offer vacation care services such as camping, music and soccer activities. The North Sydney PCYC runs activities from its facilities.



HEALTH AND WELLBEING

COUNCIL'S CURRENT ROLE IN HEALTH AND WELLBEING

Currently Council:

- Participates in a joint venture with NSW Health through its early childhood centre facilities at Crows Nest and Cremorne, where NSW Health-employed nurses provide health services for babies and children, advice to parents on child development and parenting, new mother's groups, screening and referral, diet assistance and counselling.
- Supports Tresillian Guthrie Long Day Care Centre at Wollstonecraft, in association with Tresillian's own range of parenting programs for families with children from birth to 12 months.
- Maintains and upgrades over 30 parks with playgrounds, ranging from traditional swing-sets and climbing equipment to sophisticated custom-designed playgrounds as well as an extensive range of ovals, reserves and bushland areas.
- Supports Relationships Australia and Blue Knot Foundation in Neutral Bay and Lifeline in Kirribilli.

Comments:

1. In 2017 Council completed a fit-for purpose adaption of Level 4 of the Crows Nest Centre as the principal Early Childhood Centre for North Sydney (4 nurses). The Cremorne premises are jointly owned with Mosman Council and it is agreed that they are below standard. A refurbishment program began in 2018.

OVERVIEW

World Health Organization (WHO): "Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity²²". Families and children in North Sydney have access to a range of health services, in addition to Council supported ones, such as the Royal North Shore Hospital, the Mater Hospital, the nearby Greenwich Hospital, and the Community Health Centre in St Leonards. Identifying a child's wellbeing allows services to monitor child development over the years before they start school. Establishing healthy lifestyles which includes a good diet, sleep, meaningful mental and physical activity and preventing and reducing rates of obesity promote well-being.

Council no longer provides immunisation services. A risk management review in 2016 concluded that NSW Health is better placed than Council to employ nurses and support general practitioners to supply this service.

North Sydney is part of the Northern Sydney Local Health District (NSLHD). The NSLHD has adopted a Strategic Plan 2017-2022 which includes child and family health issues as also identified in the NSW State Plan. Obesity was identified as a significant childhood issue for 17.1% of the NSLHD (compared to the NSW average of 21.9%). Obesity is addressed through such NSW Health programs as the Munch and Move programme which targets children's services to increase children's healthy eating and physical activity and limit small screen recreation, Live Life Well @ School which aims to increase physical activity and healthy eating among primary school children and Go4Fun which aims to increase physical activity and healthy eating among children aged 7 – 13 years who are above a healthy weight. The Health services reported in 2016-17, that it had 111,000 children participating in healthy eating and active living programs.

²² Constitution of WHO, see www.who.int/about/mission/en/



EARLY CHILDHOOD HEALTH CENTRE (EHC) SERVICES

Council provides accommodation for Early Childhood Health Centres (EHCs) in Crows Nest and in partnership with Mosman Council in Cremorne²³. Now known as *Child and Family Health Centres*, this service is also in partnership with NSW Health who employ the nurses. It is a free community-based service for parents and care-givers offering a one-to-one session (either drop-in or appointment) and home visiting. EHCs provide support, information and group programs on parenting

issues for 0-5 years through individual clinic appointments, group programmes and information sessions. This includes support groups for new parents, toddler issues, age specific information and treatment groups for parents experiencing post-natal depression. Universal Health Home Visits to families are made for a new baby to assess how the baby and family are developing and coping in their own environment.

CENTRE	UNIVERSAL HEALTH HOME VISITS - BABIES	OTHER ASSESSMENTS BABIES & CHILDREN	GROUP ATTENDANCES - MOTHERS/PARENTS
Cremorne C&FHC	726	2,636	3,850
Crows Nest C&FHC	801	2,559	3,850
Total	1,527	5,195	7,700

Table 10: Cremorne and Crows Nest Child & Family Health Centres - 2017

North Sydney Council refurbished level 4 of the Crows Nest Centre in 2017 to NSW Health specifications, increasing the capacity of the EHC by one nurse to four. Cremorne's premises have been acknowledged as also needing refurbishment as commented by a parent through the engagement process:

“OUR LOCAL EARLY CHILDHOOD CENTRE AT CREMORNE IS REALLY RUN DOWN, VERY OLD AND SHABBY AND NEEDS TO BE REBUILT.”

While North Sydney and Mosman Councils are currently making improvements to the Centre it is unlikely to be completely rebuilt in the short term.

The physical and psychological changes experienced in becoming a parent can also affect mood and feelings leading to perinatal depression. Depression may also return in a following pregnancy or after the birth of another child²⁴. Local services Tresillian Family Care Centre in Wollstonecraft and the Gidget Foundation in North Sydney offer support. Up to one in seven women (almost 16 per cent) experience postnatal depression, which develops between one month and up to one year after the birth²⁵. In recognition that clinical care of a more intensive nature may be needed, Tresillian and the Gidget Foundation are currently looking to expand their services in North Sydney.

²³ See <http://www.nslhd.health.nsw.gov.au/Services/Directory/Pages/Early-Childhood-Health-Centre-Cremorne.aspx>
<http://www.nslhd.health.nsw.gov.au/Services/Directory/Pages/Early-Childhood-Health-Centre-Crows-Nest.aspx>

²⁴ Perinatal depression covers the whole period from conception until a baby is 12 months old. See <https://healthyfamilies.beyondblue.org.au/pregnancy-and-new-parents/maternal-mental-health-and-wellbeing/depression>

²⁵ Tresillian Annual Report 2017, Sydney. See www.tresillian.org.au/media/1525/1651_tresillian_ar2017_v12.pdf Information also provided by discussions with Tresillian Nurse on 14/05/18



AUSTRALIAN EARLY DEVELOPMENT CENSUS

The Australian Early Development Census²⁶ (AEDC) is an Australian Government initiative which shows how young children develop as they start their first year of school. The early environments and experiences children are exposed to shape their development. The AEDC is considered to be a measure of how well children and families are supported from conception through to school age. In North Sydney from 2009 to 2015 there was an overall increase in the percentages of children with developmental risks and vulnerabilities and the most significant increases identified were the percentage of children demonstrating underdeveloped emotional maturity between 2009 and 2015. Social competence and language and cognitive skills were quite high, particularly compared to the NSW percentages. Parents, family workers, health professionals and early childhood educators can become better partners in monitoring and promoting children's development and targeting services.

Vulnerable categories are children with disabilities and those who have language delays due to limited exposure to English at home.

MENTAL HEALTH

Of all children in Australia, 23.3% have a parent with a non-substance mental illness; 20.4% of mental health service users have dependent children and 14.4% have at least one parent with a mental illness²⁷. Parents with a mental health issue are also over-represented in Children and Young People (CYP) Concern Reports, with 13% of reports including a parent with a mental illness²⁸. Children of a parent with a mental illness are at risk of "emotional, behavioural and intellectual difficulties, as well as developmental delays, school achievements problems, deficits in social functioning, and later drug and alcohol abuse. They are at greater risk for mental illness themselves, both as children and adolescents, and later in life. However, the risks are minimised when these children learn the facts about mental illness and when they receive the emotional support

and understanding of a mental health professional"²⁹.

13% of North Sydney residents report mental and behavioural issues, slightly higher than the NSW average of 12.6% and the highest of any LGA across northern Sydney³⁰. Bullying, including cyberbullying is rapidly increasing with research showing that one in five young Australians aged 8 to 17 years experience cyberbullying each year. The lasting effects of cyberbullying lead to low self-esteem, mental health issues, depression and anxiety³¹. Presentations for self-harm makes up 32% of mental health related presentations. The Child and Youth Mental Health Service attached to St Leonard's Community Health Centre works with children aged 0-17 years (18 if still at school) with severe and complex mental health problems. There is support available too from a Children of Parents with a Mental Illness (COPMI) consultant who can support children and families where a parent experiences a mental illness. While the Northern Sydney area is well serviced with mental health facilities in comparison to other areas, these services are well utilised and need to be maintained.

26 AEDC Community Profile 2015 – 1: About the Australian Early Development Census. See www.aedc.gov.au/data/data-explorer?id=62073 Accessed on 14/05/18

27 Maybery, Darryl & Andrea E. Reupert, "Prevalence of parental mental illness in Australian families" in *Psychiatric Bulletin*, Volume 33, Issue 1, January 2009, pp. 22-26

28 NSW Department of Family and Community Services, *Parent with Mental Health Issues: consequences for children and effectiveness of interventions designed to assist children and their families*, FACS, Sydney, November 2008

29 Integricare. *Parent Mental Illness and Children Fact Sheet*

30 Sydney North Health Network (SNHN), *Needs Assessment 2016/2017*, Sydney, 2017, p. 49. See: <http://sydneynorthhealthnetwork.org.au/wp-content/uploads/2016/07/SNHN-Needs-Assessment-Report-2016.pdf>

31 Katz, I., Keeley, M., Spears, B., Taddeo, C., Swirski, T., & Bates, S (2014). *Research on youth exposure to, and management of, cyberbullying incidents in Australia: Synthesis report (SPRC Report 16/2014)*. Sydney: Social Policy Research Centre, UNSW Australia.

RECREATION AND LEISURE

The families of North Sydney value the parks, reserves and open spaces and access to the harbour and the range of playgrounds. Practically all residents live within 400m of some public open space. Council's Recreation Needs Study³² from 2015 outlines a comprehensive strategy relating to recreational and leisure facilities. What families said in that document about parks as a place for social and family recreation (e.g. by using play facilities, picnicking, kicking a ball, etc.) is supported by feedback received as part of the Families and Children's Strategy engagement process. While there is a good range of recreation facilities in the North Sydney area, maintaining an adequate supply in view of future demand is an ongoing challenge³³. Family and children's outdoor spaces should "be accessible, intergenerational spaces, with physical and social opportunities as well as natural elements³⁴". Comments highlighted that the improvements needed include an increase of playgrounds/parks in the Crows Nest area and an upgrade to Civic Park. In terms of new facilities to cater for families, a water play park, a park with equipment for teenagers and a park which has shaded soft-fall and equipment for babies. Council has a continuous program of improvements and upgrades to its parks, playgrounds and recreation facilities, most recently, Kesterton Park.



³² See @leisure Planners, *North Sydney Recreation Needs Study, North Sydney 2015*.

³³ *Ibid*, p. 3

³⁴ *Ibid*, p. 35

EDUCATION



COUNCIL'S CURRENT ROLE IN EDUCATION

Currently Council:

- Liaises with school principals on local issues and produces an Educational Institutions Working Group Bulletin.
- Supports programmes which facilitate children's access to the sustainability events including the Coal Loader.
- Oversees the Green School Grant Program to support pre-schools, childcare centres, primary and high schools in North Sydney to develop, implement, review and celebrate school-based environmental projects which has led to the installation of garden and rain water tanks at schools, biodiversity trails and incorporating sustainability modules into the curriculum.
- Incorporates within Stanton Library a Children's and Young Adult Library section with children's resources, including events and a wide collection of e-resources, books, CDs, DVDs and audio books available for loan. Offers, through Stanton Library, study spaces seven days a week, educational and social learning activities to children, including preschool story time, a program for reading development for pre-schoolers which includes stories, music, songs and rhymes, holiday activities, Children's Book Week, the Young Writers Award, Summer Reading Club and meet the author events. Mothers, fathers, grandparents, sisters, brothers, carers all participate with the children.
- Provides an extensive Local Studies program including walks, talks and tours for school children.
- Offers local schools the opportunity to learn more about their local Council by participating in its Mock Council Programme and mentoring opportunities.

OVERVIEW

North Sydney LGA is serviced with a range of public and private school providers: 11 institutions providing infant and primary school care, of which four are public schools:

PUBLIC SCHOOLS	2018 SCHOOL NUMBERS
North Sydney Demonstration School	870
ANZAC Park School	569
Neutral Bay Public School	970
Cammeray Public School	934
TOTAL	3,343

Table 11: Public Primary Schools in the North Sydney LGA 2018

North Sydney's newest primary school, Anzac Park Public School opened in 2016. Student numbers grew from 75 in 2016 to 569 in 2018. A survey of the seven private schools in 2015 showed that of the 2,055 students enrolled, 1,406 were from outside the LGA, which represents 68% of total attendees. Non local students attending schools ranged from 5% at Cammeray Public School to 89% at St Aloysius.

NORTH SYDNEY RESIDENTS ATTENDING EDUCATION INSTITUTIONS

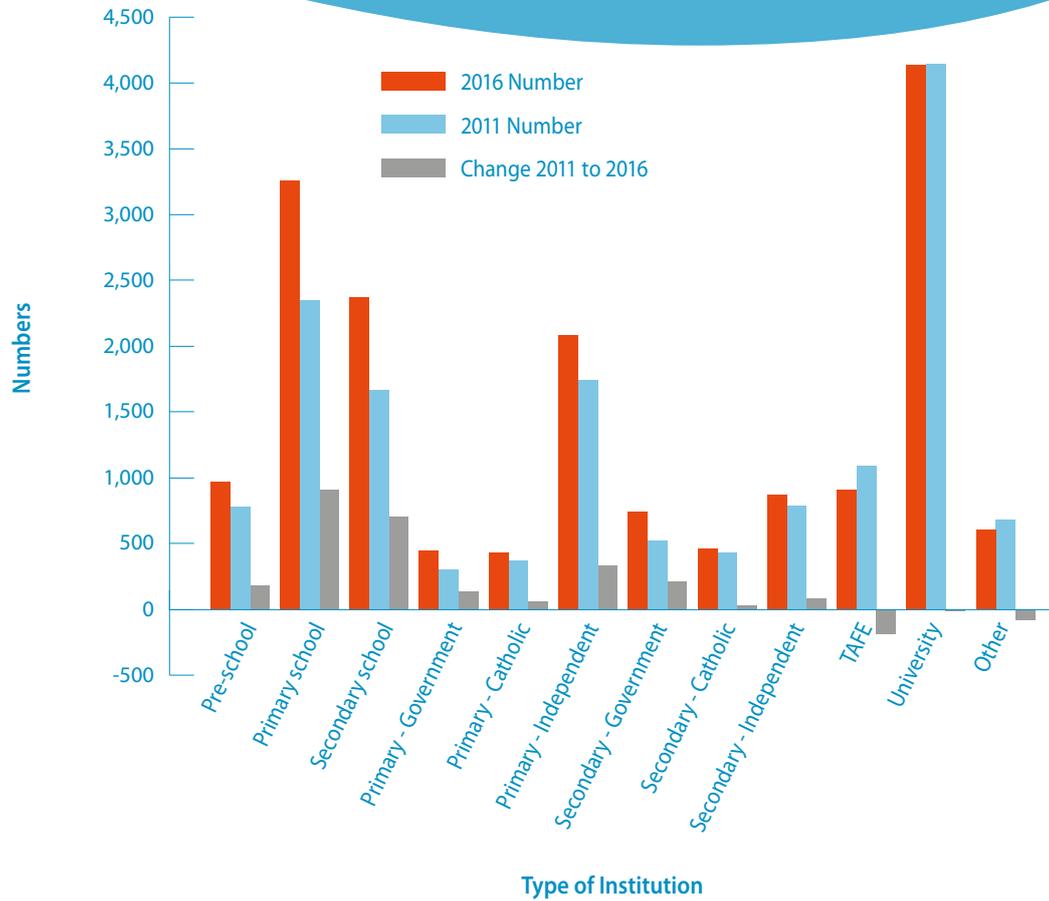


Chart 9: Changes in Numbers of North Sydney residents attending educational institutions between 2016 and 2011 ABS Census Periods



CHILD AND FAMILY SAFETY

COUNCIL'S CURRENT ROLE IN CHILD AND FAMILY SAFETY

Currently Council:

- Plays an active role in Lower North Shore Domestic Violence (DV) Network, contributing to the Network's projects and events.
- Supports a local women's refuge through the annual Subsidies and Grants program.
- Works with other North Shore Councils (Lane Cove, Kur-ring-gai, Hornsby, Ryde, Willoughby and Northern Beaches) to conduct Road Safety Campaigns.
- Provides free child restraint checking days twice a year so that parents and carers of babies and young children can receive advice and be assured that their child restraint for their cars are fitted professionally and meet Australian Standards.
- Conducts a variety of Road Safety Campaigns to promote better road safety liaising with schools and children's services to increase parent and child awareness.
- Contributes to year round care opportunities for local children through crèche, occasional care, long day care, Family Day Care and vacation care.
- Conducts quarterly safety audits of playgrounds in parks and Council-owned centres.

OVERVIEW

The Australian Government released the findings of the *Royal Commission into Institutional Responses to Child Sexual Abuse*³⁵ in December 2017, documenting systemic failures in child protection. The NSW Government, through its State Plan, aims to:

- reduce domestic violence, with the proportion of domestic violence perpetrators who re-offend to be reduced by 25 per cent by 2019.
- improve protection of children by decreasing the percentage of children and young people re-reported of being at risk of significant harm by 15 per cent by 2019³⁶.



33% of all women aged over 15 yrs **HAVE BEEN PHYSICALLY ABUSED BY A PARTNER**

³⁵ <https://www.childabuseroyalcommission.gov.au>

³⁶ NSW Health, *Annual Report 2016-17, North Sydney, 2017*, p. 13. See <http://www.health.nsw.gov.au/annualreport/Publications/annual-report-2017.pdf>

FAMILY AND DOMESTIC VIOLENCE

Family and domestic violence and domestic abuse are behaviours that occur in a family or close personal relationship which are violent, threatening, coercive or controlling, and causes a victim to live in fear³⁷. Domestic and family violence is the principal cause of homelessness for women and their children. In Australia, one in four children are exposed to domestic violence. A woman killed by her partner, is most likely to be killed in her home³⁸.

Women in greatest need require immediate crisis accommodation to escape domestic violence. On any one night in Australia it has been estimated that at least one in every two women who approach agencies to receive immediate accommodation are turned away³⁹. A range of services are involved in responding to domestic violence including police, Women's Domestic Violence Court Advocacy Service family support services, refuges, shelters and other housing agencies, health and legal services, Centrelink, counsellors, and community groups.

Until recently there was no local women's refuge in North Sydney, the nearest being at Lane Cove. In November 2016 Mary's House opened, a local independently-operated, non-Government refuge, staffed by a full-time refuge manager and part-time caseworkers. The refuge provides accommodation for five women and their children (up to 19 in total) at one time and also accommodates single women. The refuge is an initiative of the North Shore Women's Benevolent Association ("NSWBA") a non-denominational, not-for-profit organisation.



Council recently adopted a staff Domestic Violence Policy whereby Council is supportive of staff experiencing and escaping domestic violence. It includes provisions whereby staff can access counselling services and be accommodated when they require time off for medical, legal, counselling appointments and for court appearances.

CHILD PROTECTION

The NSW Family and Community Services (FACS) Department is charged to help, protect, keep safe and care for children and young people at risk or who are unable to live with their families. They are "committed to the safety and wellbeing of children and young people and protecting them from risk of harm, abuse and neglect⁴⁰". Children and young people have a right to be safe at home and in the community, and live without violence and abuse. A child or young person (CYP) concern report is a report to FACS where there is a suspected risk requiring assessment. The rate of CYP concern reports to Helplines from 2011 to 2015 for North Sydney is shown in the table below.

³⁷ See <http://www.northshoredomesticviolence.org.au> the website of the LNS DV Network.

³⁸ Mary's House, Annual Report 2017, North Sydney, 2018, p. 2.

³⁹ Mary's House Information Booklet, Flinders Institute for Housing, Urban and Regional Research, Women, Domestic and Family Violence and Homelessness: A Synthesis Report, Adelaide, 2008. See www.dss.gov.au/our-responsibilities/women/publications-articles/reducing-violence/women-domestic-and-family-violence-and-homelessness-a-synthesis-report?HTML#4j

⁴⁰ See www.facs.nsw.gov.au/families

AREA	2011-12	2012-13	2013-24	2014-15
North Sydney LGA	15	15	21	20
NSW	58	60	63	64

Table 12: North Sydney LGA - Rate of CYP concern reports per 1,000 compared to NSW from 2011-12 to 2014-15⁴¹

The rate of CYP concern reports per 1,000 in North Sydney remained constant from 2011 to 2013, at approximately one quarter of the rate of reports seen across NSW, but jumped from 2014 to 2015 to approximately one-third.

Risk factors include previous abuse or neglect of a brother or sister, family history of violence, physical or mental health issues for the parent or caregiver including their abuse of alcohol or other drugs⁴².

CRIME DETECTION AND PREVENTION

Results from the Family and Children's Services Strategy 2018-2024 community engagement survey ranked community safety as the third most important issue. This is a useful reminder that not all issues identified in the Strategy are there because they are considered a current problem. In fact, North Sydney is considered by its community to be a very safe place to live. In Council's Customer Satisfaction Survey 2016, 89% of the community "felt safe in North Sydney"⁴³.

Crime statistics indicate this perception is well founded. The Bureau of Crime Statistics and Research's 2017 report on 27 crime categories in 130 Local Government Areas lists North Sydney as ranked highly in few areas (that is, performing poorly against the rest of the State per 100,000 resident population), with incidents in only eight categories occurring often enough for North Sydney to be placed in the top 50% of LGAs in the State. These and their rankings are

- Liquor offences (3)
- Fraud (15)
- Steal from person (15)
- Transport regulatory offences (26)
- Robbery (36)
- Offensive conduct (39)
- Steal from dwelling (49)
- Steal from retail store (53)

It will be noted that none of these are offences of violence. Marked changes in the last 5 years are that the final two categories, both concerning stealing, have worsened since 2013 when North Sydney was ranked 101st and 77th in the State, respectively.

North Sydney is ranked the 3rd worst LGA for liquor offences (314 in 2017). There is little cause for alarm however, as in comparison, it can be noted that the City of Sydney LGA, with 2,275 incidents for the same period, is not ranked at all, on the grounds that the high number of non-residents in the City distorts the picture. North Sydney's CBD population doubles each working day and Council could make a request that it should be treated in the same way as the City and not ranked at all.

A similar allowance can be made for the over 50% increase since 2013 in the reported use of recreational drugs, with for example, North Sydney's 259 cases of possession and/or use of ecstasy compared with City of Sydney's 2,734. Both figures are for 2017⁴⁴.

Council monitors and participates in crime reduction and safety strategies through:

- the Harbourside Liquor Accord (with licensees from Mosman as well as North Sydney)
- the North Shore Police Area Command Community Safety Precinct Committee (including Willoughby, Mosman, Ku-ring-gai and Lane Cove)
- Lower North Shore Domestic Violence Network, and the
- Northern Sydney Homeless Network

Council's 2016 Customer Satisfaction Survey identified lighting on streets and in public places as the main improvements that would lead residents to feel safer⁴⁵.

⁴¹ Ready for Life – Ready for Success, Local Community Data Profiles, Lower North Shore, Sydney, 2017

⁴² www.facs.nsw.gov.au/families/Protecting-kids/reporting-child-at-risk/harm-and-neglect/chapters/signs-of-abuse

⁴³ Every two to three years Council engages the services of a research company to conduct its Customer Satisfaction Survey, to determine community attitudes towards our services and facilities. See https://www.northsydney.nsw.gov.au/CouncilMeetings/Community_Engagement/Customer_Satisfaction

⁴⁴ See Local Government Area Ranking Tool: <http://www.bocsar.nsw.gov.au>

⁴⁵ See https://www.northsydney.nsw.gov.au/CouncilMeetings/Community_Engagement/Customer_Satisfaction

ROAD AND PEDESTRIAN SAFETY

In the five-year period 2012-2016, there were 1,336 crashes in the North Sydney LGA, of which seven were fatal. Speed, fatigue and alcohol were contributory factors. Alcohol was the lowest contributing factor to these figures locally, regionally and across the state and marginally lower in North Sydney (3.2%) than in Sydney (3.3%) and NSW (4.7%)⁴⁶.

No children aged 0-12 years were included in the fatalities on North Sydney's roads in the period. Fifteen passengers aged 0-12 years and six pedestrians aged 0-12 years were casualties. Children represented 17% of all passenger casualties and 4.7% of all pedestrian casualties in the North Sydney LGA.

In 2017 Council issued over 700 penalty notices in school zones⁴⁷. School Principals and Parents groups are active in supporting Council's enforcement policy. Council backs a zero-tolerance and parking enforcement program around all schools and childcare services in the interests of children's safety.



⁴⁶ Kite, Cassie, *Crash Analysis Report - North Sydney LGA, 2012 – 2016, North Sydney, January 2018*

⁴⁷ North Sydney Council, *Road Safety Newsletter, Term 1, 2018*.

COMMUNITY CONNECTEDNESS, INCLUSION AND FAMILY SUPPORT

COUNCIL'S CURRENT ROLE IN COMMUNITY CONNECTEDNESS, INCLUSION AND FAMILY SUPPORTS

Currently Council:

- Supports three local Neighbourhood Centres with premises and funds to provide services for the community including families and children, viz. The Crows Nest Centre (CNC), North Sydney Community Centre (NSCC) and the Kirribilli Centre (KC).
- Supports local organisations offering playgroups so children aged 0-5 years play and learn and parents and carers have an opportunity to socialise, e.g. the Explorers Playgroup at NSCC, Forsyth Park Playgroup and the Kirribilli Centre Playgroup.
- Funds a range of community groups through the annual community grants program which supports the delivery of services, programs, special events and other activities.
- Provides accommodation for EarlyEd Inc. which provides family-centred early intervention for children aged 0-12 with disabilities or developmental delay.
- Provides accommodation for the Community Development Officer/

Caseworker of Sydney Multicultural Community Services who provides settlement services for newly arrived migrant and refugee families.

- Supports local initiatives celebrating and valuing diversity and inclusion through a range of events such as the Gai-mariagal Festival, Harmony Day and Diwali.



- Plays an active role in the Lower North Shore (LNS) Child and Family Interagency and the LNS Multicultural Network.
- Provides a range of arts and cultural experiences for children and families including the children's community arts projects and organises various activities and creative workshops during Children's Week, held annually in October.

- Provides local activities and events such as an Annual Children's Festival, New Year's Eve Family Fun Night, the Sunset Cinema, and Twilight Food Fair.
- Supports the Nutcote Museum and its programs.
- Produces the Children's Services Guide booklet and a suite of information pamphlets including on Schools, Community Centres, Sport and Recreation Facilities and Volunteering in North Sydney.
- Produces plain English and a limited range of translated information aimed at the culturally and linguistically diverse communities:
- Maintains 60 community notice boards across the LGA.
- Maintains the North Sydney Community Directory (the LINCS - Local Information Network for Community Services database) with online listings about local organisations and services updated annually
- Promotes seminars and workshops to inform people on topical family and children's issues.
- Utilises the three community centres - Crows Nest Centre, Kirribilli Centre, North Sydney Community Centre - as hubs of community information and activities.



OVERVIEW

A sense of belonging and feeling connected helps develop a child's and parent's resilience, improves learning and protects against mental health issues arising. Families who are connected with their community are motivated to find information, form networks and interact, and seek support when needed. Informally, many mothers, fathers and grandparents caring for babies and toddlers, particularly in good weather, socialise in local parks and reserves. Local playgroups are another important source of support. By bringing children together to play, and allowing parents and carers to exchange ideas and experiences, they reduce isolation and offer an important form of social support at a low cost. There is a good range and mix of playgroups in North Sydney with North Sydney, Kirribilli and Forsyth Park Community Centres facilitating playgroups. The Crows Nest Centre runs a number of multicultural playgroups for Japanese and Spanish mothers, and the playgroups operating from North Sydney Community Centre and the Kirribilli Centre have diverse multicultural involvement from children and families.

FAMILY SUPPORT SERVICES

Families in North Sydney have access to a variety of support services both in the area and through regional services such as Relationships Australia, CatholicCare and the Northern Centre. Relationships Australia at Neutral Bay Community Centre supports individuals and couples who wish to work on their relationships. Domestic violence, parenting issues, anxiety and depression are all common presenting problems. The groups that have been run at Neutral Bay were in response to the presenting needs of the community: Circle of Security; Women, Choice and Change; and Making Step-Families Work. CatholicCare at Naremburn supports families where children are at risk of abuse or neglect, through home visits, advocacy, personal skills development for parents and referrals to other services. The Northern Centre at Ryde provides personalised case management, counselling and support groups. It assists families experiencing issues due to separation, parenting difficulties, children with developmental or emotional issues, financial stress or cultural integration difficulties.

FAMILIES AFFECTED BY ALCOHOL AND OTHER DRUGS

When the problematic use of alcohol and other drugs occurs within the complex social environment of a family it impacts the health of all. North Sydney has a relatively high density of pubs and clubs. Council participates in the local Liquor Accord and implements in selected areas Alcohol Free Zones (on streets) and Alcohol Prohibited Areas (in parks). Council's Youth Centre, Planet X, provides an environment of informal counselling and referral for young people affected by alcohol and drugs.

Consultations for this Strategy encountered concern from parents about drinking and drug taking among young people.

31% of domestic violence orders are alcohol related and North Sydney as well as the Sydney North Health Network (SNHN) region has a higher rate of alcohol attributable hospitalisations compared to NSW⁴⁸.

There are a range of services which deal with drug and alcohol issues in North Sydney and regionally. The Lower North Shore Drug and Alcohol Counselling Service in St Leonards, based at the Community Health Centre, provides assessment, early intervention, ongoing treatment, and prevention of drug and alcohol and gambling problems⁴⁹. In 2017, the Sydney Drug Education and Counselling Centre (SDECC) opened to service the region with a family-inclusive model to empower young people, families and their community to minimise the harms associated with the problematic use of alcohol and other drugs and any mental health issues⁵⁰. The SDECC model focusses on counselling and support services for young people



48 Sydney North Health Network (SNHN), Needs Assessment 2016/2017, Sydney, 2017. See: <http://sydneynorthhealthnetwork.org.au/wp-content/uploads/2016/07/SNHN-Needs-Assessment-Report-2016.pdf>

49 See <http://www.nslhd.health.nsw.gov.au/Services/Directory/Pages/DrugAlcoholLNS.aspx>

50 See www.sdecc.org.au



aged 14 to 25 years to keep them safe, out of hospital, out of the criminal justice system, contributing to their community and achieving their potential.

Mission Australia works with families and children, young people and people experiencing alcohol and drug issues and provide specialist services where people have multiple needs, including homelessness, disability and mental health issues. Other local services include an Al-Anon Family Group at St Johns Uniting Church in Neutral Bay for relatives and friends of alcoholics and SMART (Self-Management and Recovery Training) at the Kirribilli Centre which is a self-help group that assists individuals to recover from alcohol and drug use. Council's Community Centre at Neutral Bay hosts several AA and Al-Anon services.

EARLY INTERVENTION FOR CHILDREN WITH DISABILITIES

Early intervention programmes support children with disabilities or developmental delays and their families particularly from birth until the early years of primary school. Within North Sydney, the Early Childhood Health Centres often act as a referral point.

The National Disability Insurance Scheme (NDIS) is the current vehicle for providing support for people with a disability, their families and carers. People are eligible when their disability is likely to be life-long and substantially impacts on their everyday activities. The Cerebral Palsy Alliance is the Partner organisation delivering the Early Childhood Early Intervention (ECEI) services for children aged 0-6 years, including those residing in North Sydney under the NDIS. All funding for direct services to children and young people will progressively transition from FACS to the NDIS as existing clients begin participating in the NDIS.

Another key local provider is EarlyEd Inc., based in North Sydney and providing family-centred early intervention for children aged 0-12 years with disabilities or developmental delay. Their services include groups and individual intervention sessions, support to childcare and schools, transition to school, and family support.

The Benevolent Society with an office in Chatswood offers a range of support services available to children and families during the early childhood years, providing learning and development support through play and specialist programs to help children and parents thrive. A range of services that run program providing support such



Northcott Disability Services are located quite a distance from North Sydney but can still deliver services locally.

FAMILIES AND CHILDREN FROM CULTURALLY AND LINGUISTICALLY DIVERSE (CALD) COMMUNITIES

North Sydney has 23% of its community from countries where English is not the first language. North Sydney's fastest growing non-English speaking background arrivals are from China, India and the Philippines which is consistent with Australia's general CALD immigration

numbers. Though we have high numbers of people from Japan, there has been a small decrease in this population. Most new arrivals have immigrated under skilled migration or family visas and many are studying. North Sydney is also home to a significant number of people born in the United Kingdom, New Zealand, South Africa and the United States of America.

The largest changes in the spoken languages of the population in North Sydney Council area between 2011 and 2016 were for those speaking Mandarin (+782 persons), Portuguese (+264 persons), Spanish (+239 persons) and Hindi (+176 persons). Other languages spoken include Cantonese, Japanese, French, Italian, Thai and German.

CULTURAL ACTIVITIES AND INFORMATION

Council recognises that all community members benefit from participating in arts experiences. Creative expression promotes a better understanding of self, relaxation and sense of wellbeing and adds to better health outcomes. *The North Sydney Arts and Cultural Strategic Plan 2018-21* demonstrates Council's, its Library's and its community centres' commitment to public participation in the arts, from joint art projects with schools, TAFE and disability and other groups to wellbeing and other programs featuring public participation in photography, painting, pottery, writing, music and performing⁵¹. The Annual Grants and Subsidies program provides essential infrastructure and financial support where needed to make this participation possible.

⁵¹ North Sydney Council, Arts & Culture Strategic Plan 2018-21, North Sydney

COMMUNITY INFORMATION

Families require up to date information about issues affecting them and use a range of options. In North Sydney, 91.9% of households have internet access (compared with the NSW average of 82.5%). That families are comfortable accessing specialist information online is borne out by the quick survey where 50.6% of people surveyed were confident that if they had a pressing social problem, that they could find professional help to deal with it. Council finds traditional strategies are still popular and effective: community notice boards, stalls at events, brochures and pamphlets which are displayed in public buildings. Stanton Library and the three major community centres act as hubs of community information as well as deliverers of community arts opportunities. Other methods such as social media, marketing, using various social networking sites and smartphone messaging and Apps are potential growth areas for providing information.



HOUSING

COUNCIL'S CURRENT ROLE IN HOUSING

Currently Council:

- Maintains a small but socially significant portfolio of social housing (125 units) and key worker housing (9 units) managed by Link Housing, a not-for-profit, Tier 1, accredited community housing manager. Preference is given to those on the waiting list with long term connections (5 years or more) to the North Sydney LGA
- Provides referral to housing support agencies, crisis counselling and can support where needed those completing 'Housing Pathways' application forms.
- Liaises with the NSW Department of Family and Community Services and their community housing provider, St George Community Housing, over tenancy issues (596 units) in State Government owned properties.
- Fulfils its statutory role in assessing housing development applications.
- Undertakes research in housing trends reflected in rents and price of purchase in North Sydney.
- Carries out Strategic Planning for housing such as the Military Road Corridor Planning Study.

AFFORDABLE HOUSING

The North Sydney LGA is prohibitive for first home buyers. Overall, New South Wales has the lowest proportion of first-home buyers in the nation, accounting for just 8.1 per cent of total sales, and the proportion continues to fall across time as shown below.

THE NUMBER OF FIRST-TIME BUYERS IN NSW HAS HALVED SINCE 2012



Chart 10: First-time home buyers NSW 2008-17

A Study of every Local Government Area (LGA) in Australia used ABS income data for the average combined salary for two people aged between 25-34, saving 20 per cent of their pre-tax income in a high-interest savings account. It takes Sydney first-home buyers much longer than those living in other capital cities to save the 20 per cent deposit for a median-priced home⁵².

In Sydney, buyers require 8.2 years to save the deposit required to purchase a median-priced house, three years longer than the national capital city average of 4.9 years – but in North Sydney, the wait is even longer - 12.9 years. This means that local housing is unaffordable for a high proportion of existing local residents and workers in the LGA⁵³, particularly, long-term older residents, younger families who are starting to have children, and low to moderate income 'key workers' in industries such as childcare, education, health and hospitality. Families on a single wage, are particularly vulnerable to 'housing stress' and those on low and moderate incomes are largely 'priced-out' of the market. Those that remain in the area are likely to be already living in community housing, or renting privately and unsustainably.

⁵² Diss, Kathryn & Ting Inga, A tale of two cities reveals vast gulf in housing affordability, ABC News, 5 December 2017. See http://www.abc.net.au/news/2017-12-05/how-long-does-it-take-to-save-a-home-deposit-in-australia/9225272?WT.mc_id=newsmail&WT.tsrc=Newsmail

⁵³ Housing is considered to be 'affordable' when it is priced so that other essential costs like food, clothing, transport and services can be adequately met. This is generally where housing costs are less than 30% of gross household income for low to moderate-income households (those whose income is up to 120% of median household income for their LGA). Low to moderate income households paying more than this on housing costs are generally deemed to be in 'housing stress' (at risk of 'after housing poverty').

CURRENT AND PROPOSED STRATEGIES: NORTH SYDNEY COUNCIL FAMILY AND CHILDREN'S STRATEGY, 2018-2024

ISSUE AREA	STRATEGIES	COUNCIL'S COMMUNITY STRATEGIC PLAN	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Childcare	Continue to Co-ordinate the North Sydney Family Day Care Scheme	4.1.1	•	•	•	•	•	•
	Continue current level of Subsidies and Grants to parent-run and not-for-profit long day care, occasional care, preschools, crèche and playgroups	4.1.5	•	•	•	•	•	•
	Continue to highlight, in appropriate forums, the shortfall in affordable places for the under 2-year age group	4.1.3	•	•	•	•	•	•
	Respond to Voluntary Planning Agreement opportunities as they arise where the opportunity to relieve issues of ageing childcare infrastructure and premises that are undersized for optimum sustainability	4.1.3 5.1.2	•	•	•	•	•	•
	Research Child Care Centres' DCPs of other Councils that have addressed the issues of above ground locations and maximum numbers of places, and advise Council's Strategic Planners of the results.	3.4.1 4.1.9		•				
	Continue to source expert reviews of development applications to Council for new or significantly altered childcare centres	4.1.9 5.1.2		•	•	•	•	•
Out of School Hours (OOSH) Care Services	Investigate options for providing Kelly's Place Child Care Centre with better amenity	4.1.2 4.1.3 5.1.2	•	•	•			
	Continue supporting existing Before and After School Care (BASC) services through leases with community groups in Council buildings	4.1.2	•	•	•	•	•	•
	Undertake an architectural review of whether after school care and the needs of the existing childcare services at Forsyth Park Community Centre can be reconciled	2.1.5 4.1.2 4.1.3		•				
	Continue to advocate with the Department of Education for on-site provision of spaces and facilities to meet the growing demand for Out of School Hours (OOSH) places attached to primary schools, in particular Cammeraygal High in West Street Cammeray due to open in 2020	4.1.9		•	•			

ISSUE AREA	STRATEGIES	COUNCIL'S COMMUNITY STRATEGIC PLAN	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	Continue to advocate with nongovernment schools for on-site provision of spaces and facilities.	4.1.9 5.1.2	•	•	•	•	•	•
	Continue providing Vacation Care activities for children during school holidays including through Stanton Library, the Bushcare Team, and through funding for community groups to provide activities.	4.1.2	•	•	•	•	•	•
Health and Wellbeing	Continue its joint venture with NSW Health to provide quality Early Childhood Health Centres facilities at Crows Nest and Cremorne.	4.1.3 4.1.9	•	•	•	•	•	•
	Continue its support for Guthrie Child Care Centre at Wollstonecraft.	4.1.5	•	•	•	•	•	•
	Support NSW Health's resourcing and promotion of healthy eating and active living programs for children through children's services, schools and within the community.	4.1.10	•	•	•	•	•	•
	Support the Department of Education's use of school counsellors to enable early intervention with children and families and provide programs to promote mental health and wellbeing.	4.1.9	•	•	•	•	•	•
	Support the Department of Education and non-Government schools zero tolerance approach to bullying and implementation of anti-bullying programs.	4.1.9	•	•	•	•	•	•
	Continues a risk management approach to parks, playgrounds, ovals, recreation and sporting facilities.	4.1.11	•	•	•	•	•	•
Education	Continue providing programmes which facilitate children's access to the Coal Loader, its events and activities and to other environmental and sustainability programmes.	1.1.2 1.2.3	•	•	•	•	•	•
	Continue to fund the Green School grant program to support pre-schools, childcare centres, primary and high schools in North Sydney to develop, implement, review and celebrate school-based environmental projects.	1.1.2 1.2.3	•	•	•	•	•	•
	Continue liaising with the Department of Education and school principals on local issues, and in particular, pressure on public primary schools from numbers of new students.	4.3.1	•	•	•	•	•	•

ISSUE AREA	STRATEGIES	COUNCIL'S COMMUNITY STRATEGIC PLAN	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	Continue Stanton Library's provision of activities, events and resources through the Children's and Young Adult Library, and Local History programs	4.3.2	•	•	•	•	•	•
	Continue to facilitate access for children and young people to resources and activities to support STEAM based learning.	4.3.2 4.3.3	•	•	•	•	•	•
	Monitor school curriculum to ensure library resources are developed to support local students	4.3.2 4.3.3	•	•	•	•	•	•
	Continue to develop the dual language picture book collection for children from culturally and linguistically diverse (CALD); and a range of resources celebrating Indigenous culture	4.3.2 4.3.3	•	•	•	•	•	•
	Deliver annual induction of parents into resources at Stanton Library to support family life	4.3.2 4.3.3	•	•	•	•	•	•
Child and Family Safety	Continue to lobby the State Government to extend its funding under the NSW Domestic and Family Violence Blueprint for Reform 2016-2021: Safer Lives for Women, Men and Children.	5.1.1	•	•	•	•	•	•
	Continue to support Mary's House Refuge through the Grants and Subsidies Program.	4.1.5	•	•	•	•	•	•
	Continue to support ongoing State Government funding of Women's Community Shelters	5.1.1	•	•	•	•	•	•
	Continue to support and be an active member of the LNS DV Network.	4.1.2	•	•	•	•	•	•
	Supports safety audits by the NSW Police as necessary	2.2.2 4.1.11	•					
	Continue to deliver free child restraint checking days.	2.3.5	•	•	•	•	•	•
	Continue to liaise with local schools to run Road Safety Campaigns	2.3.5	•	•	•	•	•	•
	Continue parking enforcement around all the schools in North Sydney.	2.3.5	•	•	•	•	•	•
	Continually improve paths of travel for pedestrians, including for prams, wheelchairs and scooters	4.1.1	•	•	•	•	•	•

ISSUE AREA	STRATEGIES	COUNCIL'S COMMUNITY STRATEGIC PLAN	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Community connectedness, Inclusion and Family Support	Continue to provide opportunities for the enjoyment of and participation in art for children and families	4.2.1	•	•	•	•	•	•
	Continue to implement the Strategies in the Recreation Needs Study 2015	1.4.3 2.1.1	•	•	•	•	•	•
	Refurbish North Sydney Olympic Pool and monitor further opportunities to expand existing recreation facilities to meet projected demand	1.4.3 2.1.1 2.1.6	•	•	•	•	•	•
	Continues to encourage NSW Health to offer parenting programs.	4.1.2	•	•	•	•	•	•
	Continue to provide the current range of strategies in disseminating information to families and about children's issues	5.3.2 5.3.3	•	•	•	•	•	•
	Encourages the Child and Family Interagency to consider a working group into promoting innovative methods to reach families through parenting programs.	5.3.2 5.3.3	•					
	Continue to support the three local Neighbourhood Centres with premises and funds to provide services for families and children, The Crows Nest Centre (CNC), North Sydney Community Centre (NSCC) and the Kirribilli Centre (KC).	4.1.2 4.1.5	•	•	•	•	•	•
	Continue to fund a range of community groups through the annual community grants program which supports the delivery of services, programs, special events and other activities which meet identified community priorities that benefit the North Sydney community.	4.1.5	•	•	•	•	•	•
	Continue to provide accommodation for Early Education (EarlyEd) Inc.	4.1.2 4.1.5	•	•	•	•	•	•
	Continue to provide premises for Government funded Sydney Multicultural Community Services while funded.	4.1.2 4.1.5	•	•	•	•	•	•
	Continue to support local initiatives celebrating and valuing diversity and inclusion.	4.1.6	•	•	•	•	•	•

ISSUE AREA	STRATEGIES	COUNCIL'S COMMUNITY STRATEGIC PLAN	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	Continue to produce plain English and translated information aimed at the culturally and linguistically diverse communities.	4.1.6 5.3.1	•	•	•	•	•	•
	Continue to play an active role in the Lower North Shore Child and Family Interagency and the LNS Multicultural Network.	4.1.2	•	•	•	•	•	•
	Work with stakeholders to promote inclusion for cultural groups and early intervention services for children with a disability.	4.1.2 4.1.9	•	•	•	•	•	•
Housing	Continue to support families in housing stress, by referral to housing support agencies, crisis counselling and by assisting in completing 'Housing Pathways' application forms.	4.1.2	•	•	•	•	•	•
	Continue support and future partnerships with Social and Key Worker Housing providers including Link Housing for families and children	3.4.7	•	•	•	•	•	•

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