10.13. Youth Strategic Plan

AUTHOR	Greg Nikoletos, Youth Services & Partnerships Co-ordinator
ENDORSED BY	Marcelo Occhiuzzi, Director Community, Planning and Environment
ATTACHMENTS	1. Youth Strategic Plan [10.13.1 - 24 pages]
	2. Submissions [10.13.2 - 2 pages]
CSP LINK	1. Our Living Environment
	1.4 Well utilised open space and recreational facilities
	2. Our Built Infrastructure
	2.1 Infrastructure and assets meet diverse community needs
	4. Our Social Vitality
	4.1 North Sydney is connected, inclusive, healthy and safe
	5. Our Civic Leadership
	5.1 Lead North Sydney's strategic direction
	5.3 Community is engaged in what Council does

PURPOSE:

The purpose of this report is to present the feedback received in relation to the exhibition of the Draft Youth Strategic Plan 2023-2027 and seek adoption of the final Plan.

EXECUTIVE SUMMARY:

- The Youth Strategic Plan outlines how North Sydney Council will support, empower, and advocate for young people in its community. It seeks to guide the design and delivery of youth services provided by Council and informs youth services delivered by government and not-for-profit organisations.
- The development of the Plan was based on extensive research and community consultation, which has informed the Plan's themes, priority areas, key directions, and actions.
- The Plan reaffirms Council's commitment to young people as valued and participating community members through the clear directions set in the strategies.
- Public exhibition occurred from 18 July to 28 August 2023 (42 days), during which time
 effort was made to ensure widespread stakeholder awareness of the opportunity to
 provide feedback on the plan. This post exhibition report includes statistics detailing the
 'inform' reach, demonstrating significant stakeholder awareness of the opportunity to
 provide feedback during the exhibition period.
- One submission was received in response to the exhibition. It encouraged Council to provide more cycle paths.

- It is recommended that the final Youth Strategic Plan 2023-2027 be adopted. Following adoption, the Youth Strategic Plan will be published on the Council's website and limited copies will be printed and made publicly available. Copies of the plan will be provided to the relevant youth networks and organisations.
- All submitters will be acknowledged and advised whether the plan was amended in response to their feedback.

RECOMMENDATION:

- **1. THAT** the summary of submissions be noted, and all submitters thanked.
- 2. THAT Council adopt the final Youth Strategic Plan 2023-2027.

Background

Council, at its meeting of 26 June 2023, resolved:

- 1. THAT the draft Youth Strategic Plan 2023-2027 be endorsed for public exhibition for a minimum period of 42 days.
- 2. THAT a further report be provided to Council following the conclusion of the public exhibition period for the purpose of considering any submissions received and adopting the Youth Strategic Plan 2023-2027.

The discussion below outlines the public exhibition process undertaken and the feedback provided in response.

Report

Pre-exhibition consultation

Council has drawn on stakeholder feedback in preparation of the Youth Strategic Plan 2023-2027, including young people, families, and service providers ,and involved online and in person surveys, focus groups, and one-on-one interviews.

A total of 486 surveys were completed, 34 people participated in focus groups, and, six people participated in one to one interviews.

The consultation process was extensive and employed a multifaceted approach to gather the perspectives and insights from a diverse mix of young people and youth services on a range of youth topics.

This resulted in broad representation, experiences, and opinions and laid the foundation for in depth, varied and tangible responses that shaped the preparation of the draft Strategic Plan prior to its exhibition.

Public Exhibition

Public exhibition of the Draft Plan occurred from 18 July to 28 August 2023 (42 days) in accordance with Council's engagement practices.

"Inform" Reach

Effort was made to ensure widespread awareness of the opportunity to provide feedback on the plans during the public exhibition period. The following summary details the methods used to increase awareness of the draft plan and the reach:

- Web page 136 views, including 25 downloads of the Plan
- Direct letters/emails to State agencies, and local schools/education institutions, community centre and community groups, and sporting clubs including:

- Direct emails to the 4 Youth Interagencies in the Northern Sydney District. (Northern Beaches, Lower Noth Shore, Ryde Hunters Hill and Hornsby Ku-ring-gai. Approximately 664 members in total)
- Council's newsletters:
- eNews: 886 recipients, 2 unique link clicks
- Posts on Council's social media accounts:
- Facebook: 372 impressions, 334 reach, 7 engagements
- Instagram: 513 impressions, 468 reach, 4 engagements
- Memorandum to Precinct Committees
- Advertisements in 60+ bus shelters across North Sydney.

Submissions

Exposure to the draft Strategic Plan during the exhibition stage was far reaching with outreach efforts targeting the full range of youth services and schools as well as utilising the various social media platforms to extend the reach to the broader community but responses and submissions were minimal. In this case, this does not necessarily represent a low level of engagement amongst target groups.

Council received one submission during the exhibition period. Attachment 2 collates the submission received which is proactively released in accordance with Council's Access to Information Policy.

The nature of the submission was in relation to cycle paths and information is to be provided to the submitter that in July of this year, Council has opened the first stage of the West Street cycleway which includes a 100 metre, two-way bike lane between Ridge Street and the Pacific Highway in North Sydney.

Amendments

The submission did not require the Youth Strategic Plan to be amended.

Due to the specific cycle path nature of the submission, the feedback has been relayed to Traffic and Transport Operations who will be refreshing the Integrated Cycle Strategy in the next six months and to Landscape Planning and Design who are currently undertaking an Open Space and Recreation Needs Study.

Promotion and Awareness

Once adopted, the Youth Strategic Plan will be published on Council's website and promoted though relevant networks to notify organisations of its adopted status.

This report recommends that the draft Strategic Youth Plan be adopted. The plan can be implemented within existing budget and resource allocations and enables a response to identified youth social and developmental needs and the greater empowerment of young people in our community.

Consultation requirements

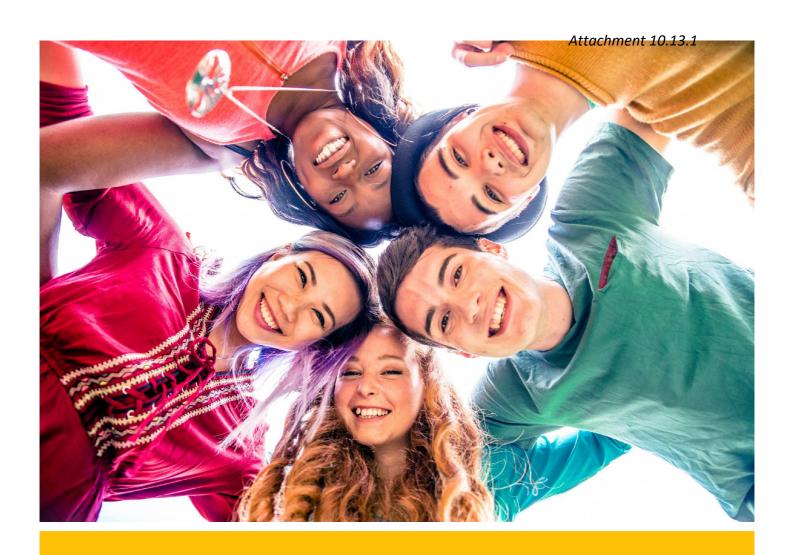
Community engagement has occurred in accordance with Council's *Community Engagement Protocol*. The detail of this report provides the outcomes from the engagement for Council to consider prior to adoption.

Financial/Resource Implications

The Youth Strategic Plan strategies will be implemented within current budget and resource allocations.

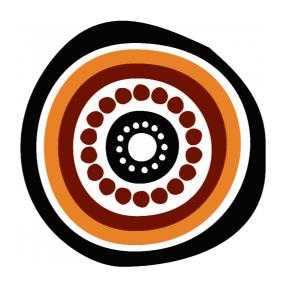
Legislation

The Children and Young Persons (Care and Protection) Act 1998 and Child Protection (Working with Children) Act 2012 are relevant to the Youth Strategic Plan and the provision of services to young people.



YOUTH STRATEGIC PLAN 2023-2027





RECOGNITION OF THE CAMMERAYGAL PEOPLES

We respectfully acknowledge the Traditional Custodians of the land and waters of North Sydney local government area, the Cammeraygal People.

We are committed to showing respect for Cammeraygal and all First Nations Peoples through the acknowledgement of country at ceremonies, meetings, functions and events.



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MAYOR'S MESSAGE

The Youth Strategic Plan is an important document which reaffirms Council's commitment to supporting and engaging with young people in the North Sydney local government area (LGA).

We want young people in our community to feel valued, to have opportunities for connection and fun, and to have confidence that we are creating a supportive and sustainable environment for the future. The Youth Strategic Plan outlines the strategies and initiatives we will undertake to ensure we are best supporting their needs.

In preparing this Plan, Council spoke to more than 500 local youth who live, study, work or visit the North Sydney LGA, to find out what they are concerned about and their current challenges and hopes. Three priority areas became apparent: Connection, Wellbeing and Opportunity. Over the next five years, we as a Council, and through partnerships with youth-focused organisations, will be committed to providing programs, activities and initiatives that support these focus areas.

Young people are the changemakers and thought leaders of today and tomorrow. Our aim is to provide support and opportunities that assist them to live up to their full potential.

PURPOSE

The Youth Strategic Plan 2023-2027 sets out Council's key commitments to the young people who live, work, visit and study in the North Sydney local government area.

It provides a framework and a clear direction for Council and partners to achieve improved outcomes for young people and to better meet their needs, interests, and aspirations.

The Plan has been informed by a consultation process with young people and the youth services sector and it aligns with State and Federal initiatives ensuring that young

people are considered in a consistent manner across all government priorities.

The Strategic Plan reaffirms Council's commitment to young people that they are valued and are an integral part of the North Sydney community with their needs afforded the same attention as the rest of the community.

While Council is not able to resource the provision of all services to young people it does play a crucial role in planning and collaborating with relevant partners to provide a comprehensive range of services and programs to the local region.

ROLE OF COUNCIL

FACILITATE the strategic planning, development and management of services for young people to cater for identified current and future community needs.

Development of strategies and policies to support and address the gaps including identification of funding support.

PROVIDE direct delivery of Youth Services, including programs and events through direct funding, shared funding, and facilitated funding arrangements. Provide a range of youth focused infrastructure to be utilised by the community.

people and their families, service providers, and other stakeholders with the development and enhancement of services and educational opportunities for young people.

WORK with the community, service providers, young people, community services and government sectors, to ensure that, programs and services for young people meet the needs of the community.

provide leadership to the community when advocating to potential service providers, State and Federal government departments and funding bodies. Council also plays a role in recognising the outstanding achievements of young people in the LGA.

networks facilitate networks and partnerships with government and nongovernment agencies, to build capacity and to deliver programs and services to young people in an integrated and coordinated manner.





POLICY CONTEXT

COUNCIL PERSPECTIVES

- Community Strategic Plan
- Delivery Program
- Arts and Culture Strategic Plan
- Disability Inclusion Action Plan
- Library & Historical Services Strategy
- · Family & Children's Services Strategy

STATE PERSPECTIVES

- NSW Strategic Plan for Children and Young People
- NSW Youth Health Framework
- Living Well A Strategic Plan for Mental Health
- Office of the Children's Guardian Child Safe Scheme
- NSW Premier's Priorities
- Australian Research Alliance for Children and Youth (ARACY) - Better Systems, Better Chances: A Review of Research and Practice for Prevention and Early Intervention

FEDERAL PERSPECTIVES

- Australian Youth Development Index
- · Australia's Youth Policy Framework
- Safe and Supported The National Framework for Protecting Australia's Children 2021 - 2031

GLOBAL PERSPECTIVES

- UN Convention of the Rights of the Child
- UN Declaration of Human Rights

OUR YOUNG PEOPLE



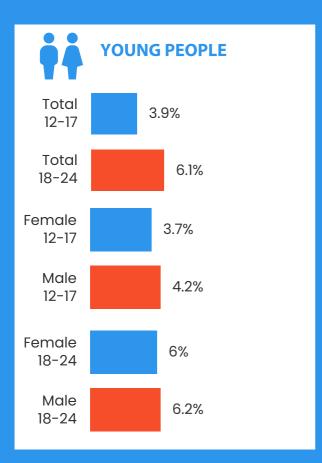
NET MIGRATION 2012 to 2021

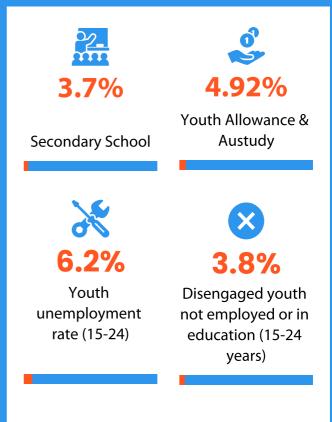
12 to 17 years -227



18 to 24 years +1,089





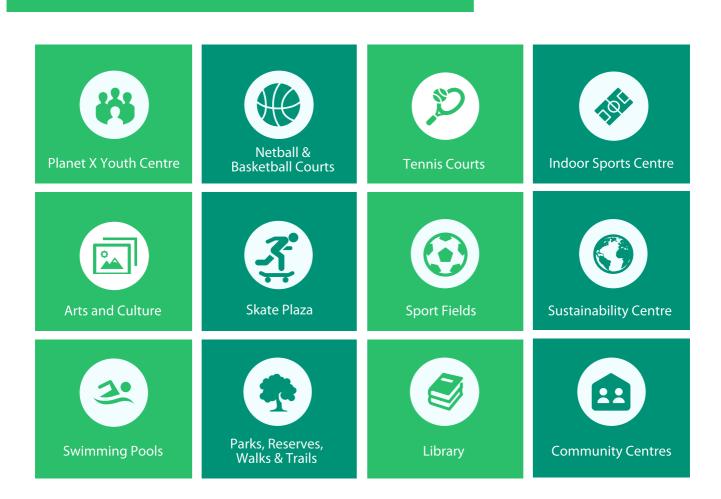


10 High Schools - 11 Primary Schools

Data compiled from profile.id.com.au/north-sydney. ABS Census 2021



WHAT COUNCIL OFFERS





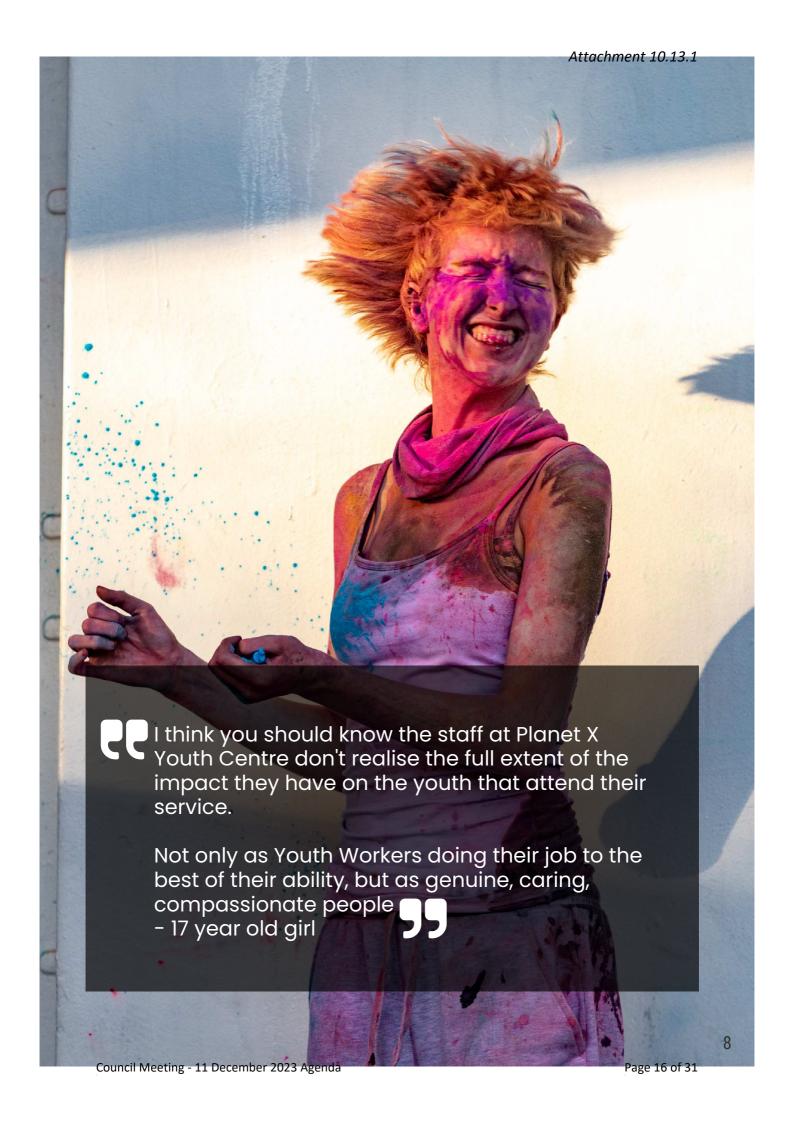
PARTNERSHIPS

Partnerships are crucial in providing youth services as they allow young people access to a comprehensive range of resources, experiences, and opportunities.

Collaborative and integrated partnerships also align with current Federal and State directives and strategies to work in a coordinated manner to better improve outcomes for young people.

Council plays a leading role in the coordination of service delivery in the North Shore region and will continue to build on the strong partnerships it has developed over time.







CONSULTATION - Services*

ISSUES AFFECTING YOUNG PEOPLE

87%

MENTAL HEALTH **1**

PRESSURE EXPECTATIONS UNCERTAINTY

78%

RELATIONSHIPS**



75%

RESPECT EQUITY

Council's community friendliness and their openness to collaborations and partnerships is greatly appreciated.

The Youth Workers go above and beyond for the young people in the region.

Department of Community and Justice

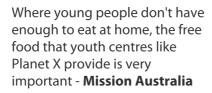
Health recognises the strong relationships Planet X has with young people and this is has been an important component to the various partnerships that Health has had, and continues to have, with North Sydney Council.

Social Wellbeing Program - Health Department

CONSULTATION - Services

WHAT WORKS WELL

Good range of youth facilities and options - **Dept of Community** and **Justice**



Council youth services are a key partner in the delivery of services

- Dept of Community and Justice.



Council facilitating monthly Youth Interagency meetings very useful and important.

Appreciate the lead taken to coordinate youth services in the region - **Health Dept.**



One of the real strengths of North Sydney Council has been to provide venue support to **Dept of Community & Justice** and to other community groups and services.

This is a real positive of Council and would love to see it continue.



Really value the relationship and partnerships with Planet X.

Ongoing for over two decades.

Strong support to each other and young people, particularly the vulnerable, high needs, and the disadvantaged - **Taldumande Youth Accommodation Services**

It has been beneficial engaging with Council and the Youth Workers.

Have experienced the benefit of Planet X and the work they do with students - **School Support Officer**

Services like Planet X talks to vulnerable young people earlier than Health which is vital to engaging them and getting the message out and providing referrals - **Health Dept.**







Youth services consultation, Lower North Shore Youth Interagency, 2022

CONSULTATION - Services

IMPROVEMENTS

Huge need for more study spaces -**School Support Officer**

Allowing sports fields to operate at night offers more community options - **Health Dept.**

Council could consider increasing the size of their Youth Services - **Dept of Community** and Justice.



Could always do with more parks, sport and recreational facilities as it has such positive impacts on the community - **Health Dept.**



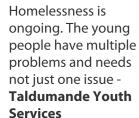
Support for an alternative education campus - **Phoenix House Youth Services**

Essential youth options like
Basketball courts and Skate Parks
need to be maintained and not
lost. Incredibly good for mental
health, connection, socialisation Health Dept.



Creating plazas, closing off street to traffic, pedestrianising. Council has been good with this, let's have more - **Northern Sydney Primary Health Network**

There's a whole cohort of young people who still haven't re-engaged with school/society due to the effects of Covid.





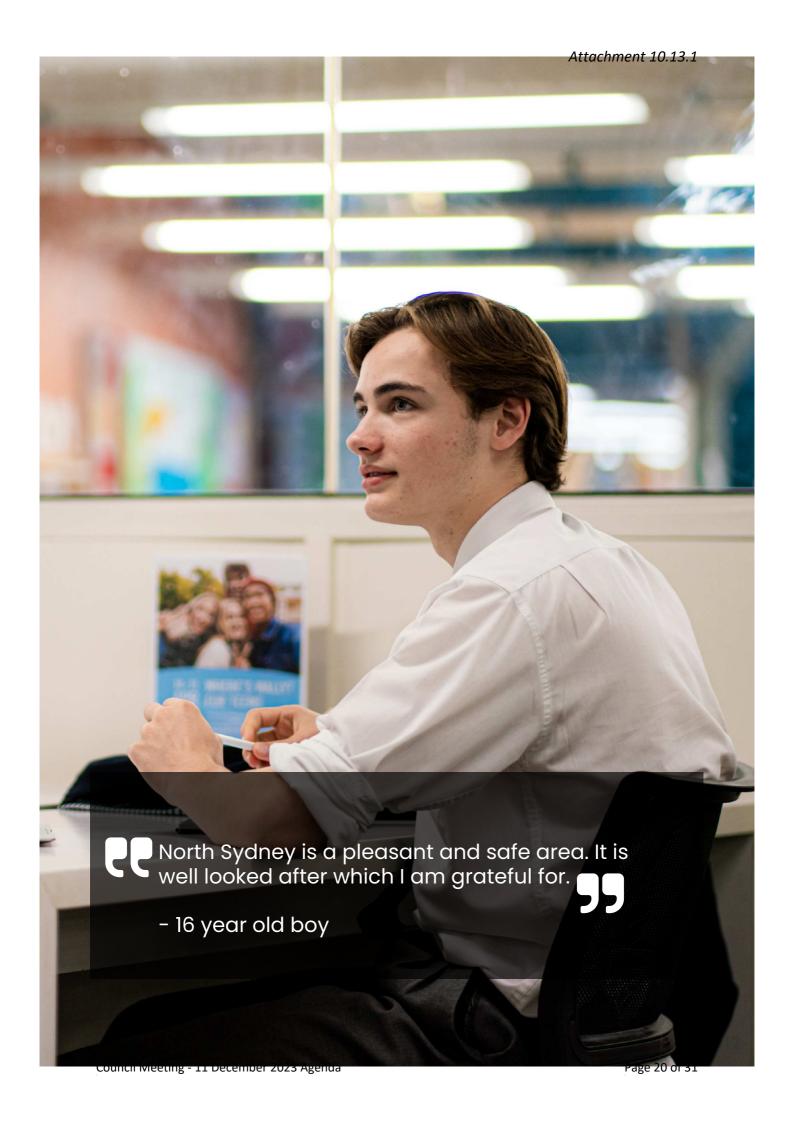
Any Council assistance appreciated - **School Support Officer**

Schools don't have the capacity to assist LGBQTIA+ students. Councils are well placed to assist

- School Support Officer

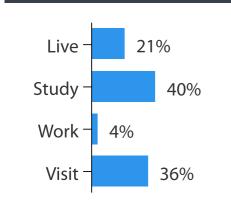


Youth services consultation, Lower North Shore Youth Interagency, 2022

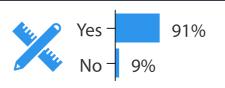




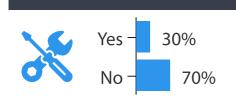
CONNECTION TO NORTH SYDNEY

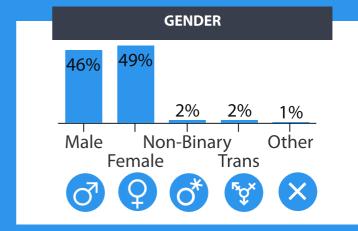


STUDYING



EMPLOYED





TOP 3 PERSONAL CONCERNS



TOP 3 CONCERNS FOR FRIENDS/FAMILY



TOP 3 ISSUES AT PLANET X



*Family, friends and intimate relationships

TOP 6 ISSUES AFFECTING YOUNG PEOPLE IN THE LOCAL AREA

MENTAL

HEALTH

STUDY

PRESSURE

59%

RELATIONSHIPS

RESPECT **EQUITY**

SUBSTANCE USE

ENVIRONMENT

DO YOU FEEL VALUED IN YOUR COMMUNITY?



Yes



59.52%

No



40.48%

Valued



Connected - things are going well with:

- Friends
- Family
- School
- Work

Not Valued



Disengaged - things not going well with:

- Friends
- Family
- School
- Work

Being:

- Liked
- Accepted

Being:

- Not listened to
- Not taken seriously
- · Ignored
- Judged

Knowing that there is:

- Hope
- Opportunity

Feeling that there is:

- No hope
- · No opportunity

WHAT WOULD YOU LIKE TO SEE MORE OF IN NORTH SYDNEY?



Study spaces



Events



Skate parks



Sporting facilities



Combined youth spaces with drop-in/chill-out areas, sports, skating, art, music which are central and easily accessible



Mental health facilities/programs

A lot of the infrastructure is near to a train station which is good.

Amenities are well located such as Luna Park and North Sydney Oval.

Council Skate Park. 7



More skate parks needed.



Increase pedestrian crossings.



What I like about Planet X is that no one cares who you are. Everyone is accepted.

The Youth Worker at Planet X saved my life.

More help for homeless kids. We are doing it tough.



We don't have enough to eat at home.

Free or cheap food.

Sometimes the more young people are vocal the less they feel they aren't heard.

A lot of people forget that we are still experiencing the lockdown effects and the extra workload.

There is a "everything is normal" mentality.

Mental health services keep rejecting young people as they're seen as too complex.

We are extremely privileged.

I like being a young person in North Sydney.

We are so privileged to live and spend time here.

Thank you for the facilities doing a good job, I have lived in plenty of areas, North Sydney is by far the best and most accessible to youth programs



More areas for water stations.

It would be great to have more rubbish and recycling bins – there is an increase in littering in crowded areas.



The amount of pressure put on students these days is pretty crazy – a lot of young people feel alone in that feeling.

It should be that it's not about your job status and the money that you earn that makes you worthwhile.



A parent education system about young people.



There are not enough adequate resources and funding to give the support we need.

Underlying foundation around mental illness – we are living in a society built and valued on efficiency.

Ironic paradox we are decreasing the quality of life – trying to change the mentality of young students – go into education to earn money – it's always about the finance and efficiency.

Make libraries open for longer on the weekend for students studying for HSC.

More study spaces



There is not enough support around nuerodivergent students – this can be especially exhausting.

Young people being heard and (adults) actually doing something with it.

Important to consider the average young person who won't care about social justice or politics all the time.

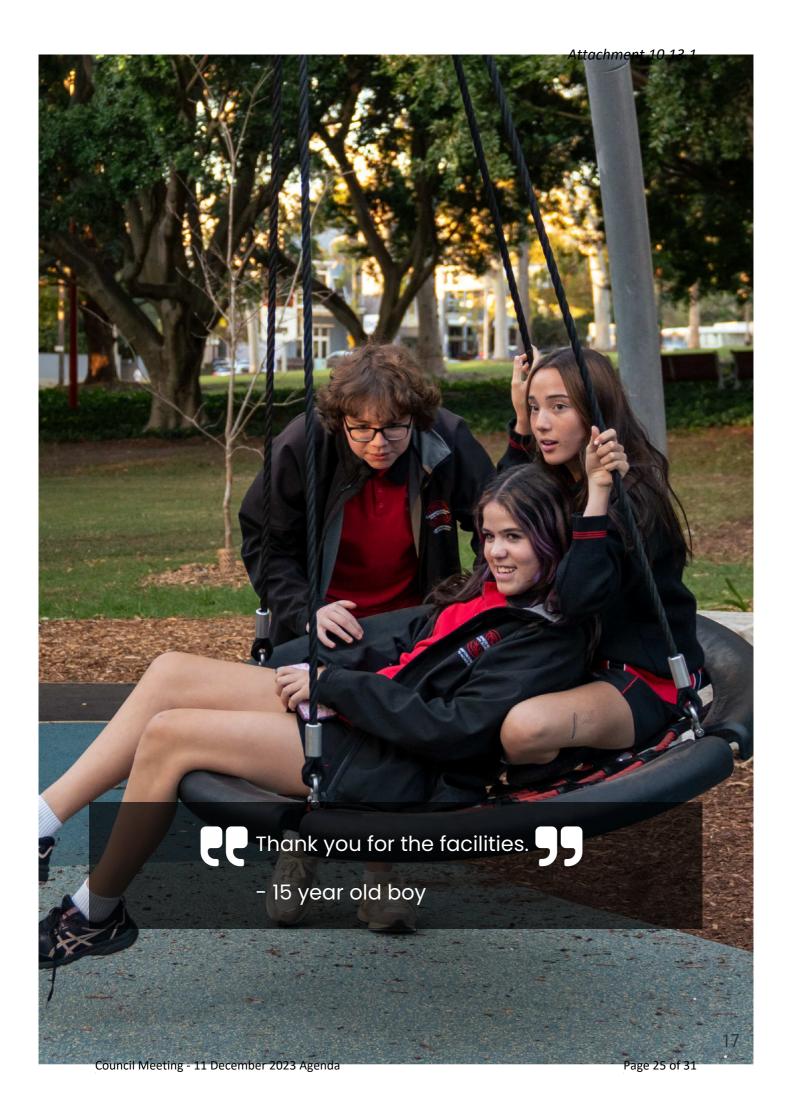


The system is difficult – getting good clinicians is a gamble.

Mental health support should be free or cheap and accessible. Not adequate currently.

We want to participate with the rest of the world.

More support and validation that we are not the problem and giving solutions about how we can support ourselves including coping, managing stress and expectations that we are put under.





CONSULTATION SUMMARY

Our consultation and research tells us that young people in North Sydney are doing comparatively well and this is testament to the strong commitment by Council to ensure that North Sydney is an attractive and prosperous place to live, study, work, visit and play in.

The data reflects the findings of similar academic and Government research which show that issues like mental health, study pressure, relationships and youth friendly/fun options are concerns affecting young people across the board.

The consultation process reflects congruent results that young people are still experiencing adversities and vulnerabilities such as homelessness, substance use, trauma, and family breakdown/conflict which have a significant impact on their wellbeing.

We also know that "disadvantage is not only based on low socio-economic areas and that

high socio-economic areas can still be vulnerable against one or more domains" *The Australian Early Development Index, 2020 (p8).*

What is apparent, is that meaningful connection is a major protective factor which prevents or helps to overcome difficulties and challenges, improves wellbeing and allows for positive participation in society.

Conversely, a lack of connection results in disengagement, a loss of purpose and hope, resulting in risk factors and behaviours.

Council's Youth Strategic Plan will therefore provide a range of strategies and initiatives under three domains, Connection, Wellbeing and Opportunity and will work closely with partners to provide a combination of direct service, youth development and infrastructure options to meet the needs and aspiration of young people.

Research has shown that programs which build individual self regulation, resilience and capability have been successful in assisting children and young people, including the most disadvantaged, to overcome adverse circumstances by building social and emotional wellbeing, ultimately leading to successful life outcomes. ARACY, Better Systems Better Chances Review, 2015 (p91).

1. CONNECTION

OUTCOME 1

Young people from all backgrounds, cultures and abilities feel a sense of belonging.

Objectives

- ★Increase the percentage of young people who feel a sense of belonging to North Sydney by 10% by 2027 from the 2024 baseline.
- ★Increase the number of young people who participate in Council's events by 10% by 2027 from the 2024 baseline.
- *Increase awareness of Child Safety Standards across Council.

STRATEGIC APPROACH

- **1.1** Include two youth related articles every year in Council's community newsletter, North Sydney News.
- **1.2** Two Council Strategic Plans are reviewed each year to ensure youth needs are reflected.
- **1.3** Undertake an annual youth satisfaction survey during Youth Week.
- **1.4** Promote the biannual Liveability Census to increase youth participation by 5%.
- **1.5** Promote the Community Awards Next Generation Award to young people in the LGA via schools, youth networks, social media.
- **1.6** Implement the annual Victor Chang Science Students Awards to recognise young people's achievements in the Sciences.
- **1.7** Implement annually mental health programs such as Aunty Time, Lost Bird Found and Need a Lift? to provide opportunities for young people to participate creatively.
- **1.8** Develop a checklist for Council staff that can be used to increase attendance of young people at Council events.
- **1.9** Develop and promote events and programs in consultation with young people.
- **1.10** Involve young people in the planning, promotion, and implementation of Youth Week events.
- **1.11** Work with the Child Safe Committee to ensure all staff are trained in Child Safe practices and are aware of Council's legislative requirements of the Children's Guardian Act 2019.
- **1.12** The Youth Services Child Safe Management Plan to be updated by July 2023 to reflect the requirements of the Children's Guardian Act 2019 and reviewed annually.

2. WELLBEING

OUTCOME 2

Young people who are experiencing difficulties and challenges feel valued, engaged and supported.

Objectives

- *Continue to enhance the resilience and abilities of young people to deal with their challenges and personal circumstances.
- *Facilitate young people's access to services that support their physical, emotional, and mental well-being.
- ★ Determine young peoples' experiences on the services and assistance provided to them

STRATEGIC APPROACH

- **2.1** Provision at Planet X Youth Centre of ongoing wellbeing and mental health support and activities.
- **2.2** The Youth Workers at Planet X to continue to build relationships with young people which foster trust, respect, and acceptance and provide mentoring, wellbeing support and appropriate referral pathways.
- **2.3** Planet X Youth Workers and young people to codesign activities that are meaningful to them such as art, craft, music, sport, as well as social and living skills programs to engage, support and improve their resilience and wellbeing.
- **2.4** Coordinate the Lower North Shore Family Support Network to offer support options such as seminars, workshops, referral pathways to build resilience in families experiencing difficulties.
- **2.5** Through the Lower North Shore Youth Interagency coordinate access to services and program provision that address identified youth issues.
- **2.6** Work with the Dept of Community and Justice, Northern Sydney Local Health, local youth accommodation services and the Police to provide support pathways and build resilience in young people to manage their challenges and difficulties.
- **2.7** Engage and consult annually with young people to inform strategies and service delivery.

3. OPPORTUNITY

OUTCOME 3

Young people are provided with the tools, resources and opportunities to support their diverse wellbeing, social, recreational, educational and employment needs.

Objectives

- *Increase young peoples' and families' awareness of the services and programs that are available to them by 10% by 2027 from the 2024 baseline.
- *Continue to provide educational and employment support services to young people.

STRATEGIC APPROACH

- **3.1** Update and print annually the Youth Card Guide to be distributed to schools, services, parents and young people.
- 3.2 In partnership with Lower North Shore Youth Interagency, map services and create an online, digital and print youth services directory for the community by 2025.
- **3.3** Council's website and Community Directory are updated in a timely manner and promoted widely to provide opportunities for physical and social activities and access of wellbeing services.
- **3.4** Obtain evaluation feedback following activities and events.
- **3.5** Provide HSC support programs for students and their families at Stanton Library.
- **3.6** Investigate options for a multi-purpose youth space which includes additional study spaces.
- **3.7** Planet X to continue to provide young people with educational and employment assistance when required for homework, enrolments, appropriate educational pathways, resumes, job applications, interview skills and family support.
- **3.8** Re-establish student's participation in industry experience programs at Planet X and explore additional opportunities within Council.
- 3.9 Coordinate a regional youth strategic planning day to enhance collaboration, build capacity for service delivery and produce a collaborative youth needs and issues paper.
- **3.10** Participate in the Lower North Shore Youth Educational and Employment Networks to identify educational and employment opportunities.

	DRAFT YOUTH STRATEGIC PLAN - SUBMISSIONS SUMMARY		
Name and Address	Submission	Recommended Action/Response	Criteria
Jonathan Ward 16A Gadigal Avenue Waterloo	needs to include directions around "enabling youth to connect independently". The Netherlands has the happiest youth in the world because they are able to ride their bike to and from school to see their friends and do activities without relying on their parents and being stuck	which includes a 100 metre, two-way bike lane between Ridge Street and the Pacific Highway in North Sydney.	2b
	Jonathan Ward 16A Gadigal Avenue	Name and Address Jonathan Ward Waterloo Connection The connection section does a great job of making connection opportunities for youth once they reach a destination, but no talk of how they actually connect to the destination. A key indicator for youth happiness is independent mobility, and North Sydney is a hostile area for youth to get around independently. Suggest the Youth strategic plan needs to include directions around "enabling youth to connect independently". The Netherlands has the happiest youth in the world because they are able to ride their bike to and from school to see their friends and do activities without relying on their parents and being stuck in a big metal box. The council would be wise to build a safe separated cycleway network to enable youth to connect independently. Wellbeing Time outdoors and being active are key pillars to improving wellbeing for youth. WE have created an environment where most youth are more comfortable existing indoors. How does the council plan to enable the wellbeing of youth and enable outdoor activity in their daily lives? Suggest that again, independent mobility by bicycles is a key pillar in ensuring the wellbeing of youth in this area. Opportunity Opportunity Opportunity is key for youth and key to youth accessing opportunity is the ability to do so independently. Currently youth are shackled to their parents movements, limiting their opportunities. Suggest a safe, separated network of cycleways to key jobs in the areas would enable youth to access opportunity independently.	Name and Address Jonathan Ward Jonathan Jonathan Ward Jonathan Jonathan Ward Jonathan Jonat

the key role that council plays in enabling the independent mobility and activity of youth. Council must commit to building the cycleway network to enable the flourishing of their youth.
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