



## Colac Otway Shire Municipal Public Health and Wellbeing Plan 2017-2021

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*This Plan should be read in conjunction with the adopted Council Plan 2017-2021*

## Foreword by the Mayor

This plan has been developed to meet the legislative requirements of the Victorian Government. To achieve this, Council needs to prepare and adopt a Municipal Public Health and Wellbeing Plan within 12 months of a new Council being elected. This plan is closely aligned to the Colac Otway Shire Council Plan 2017–2021 and actions are linked to the Council Plan themes.

Our Council understands that there are many ways that people in Colac Otway can stay healthy, active and connected to their friends, family and community. We have a beautiful, natural environment including forests, beaches, plains and a network of open spaces in which we enjoy a healthy and active lifestyle. It's wonderful that we have an increasingly diverse community from which come new ideas, aspirations and prosperity. How we understand, recognise and celebrate our cultures, heritage and diversity is important, especially for our Aboriginal community.

The process of community engagement used to develop this plan was extensive. There were 380 people who responded to our 'Make your voice heard' survey. More than 250 young people between 12 and 25 years responded to a survey on their health and wellbeing needs. As our school retention and year 12 attainment levels are relatively low we wanted to know more about the community's attitude towards education. More than 420 people, including 137 young people, were involved in this research. We also met with 83 older people from across the municipality to discuss their health and wellbeing needs.

This health and wellbeing plan is inclusive in its approach and recognises the strengths and resilience of our Colac Otway communities. Council plans and works with partners to support each life stage from birth to workforce, and from parenthood into retirement. How people stay connected and valued is fundamental to their mental and physical health, as to, is reducing harmful substance abuse and gambling addictions. How as a community we respond to family violence and gender inequity is something we all need to consider.

We know that some of our communities have gone through tough times in the recent past due to fire, flood and other natural and man-made emergencies. Council is committed to improving the resilience of the community to respond to, withstand and recover from adverse situations.

I am confident that by implementing the commitments in this plan over the next four years Council will, together with you and our partners, help make a significant contribution to the health and wellbeing of our community, and make Colac Otway a healthier and more connected community.



*Mayor – Cr Chris Potter*

*Colac Otway Shire acknowledges the Traditional Owners and custodians of the lands in our region and pays respect to their Elders both past and present*

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## EXECUTIVE SUMMARY

Council has developed this Municipal Public Health and Wellbeing Plan (this Plan) during the preparation of the Council Plan 2017-2021. Together they provide the intent of Council at that time and should be read in conjunction with each other. Each priority within this Plan considers one or more of the four themes of the Council Plan, these being Our Prosperity, Our Places, Our Community, Our Leadership and Management. These four themes will align Council's planning, services and advocacy roles across the entire organisation.

This Plan is a key document that shows how Council can influence better health and wellbeing outcomes for all of our community. It is particularly important that Council understands and provides advocacy and support for those groups/individuals that experience some form of vulnerability through disadvantage, racism or isolation. These groups/individuals include: Aboriginal and Torres Strait Islander residents, people from culturally and linguistically diverse (CALD) backgrounds, refugees and asylum seekers, people on low income, people with disabilities and/or mental illness, older adults, people from the Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) community and people living in isolated and/or vulnerable circumstances.

Although these groups/individuals are not specifically mentioned in each health and wellbeing priority Council will provide a lens over each priority to ensure that the needs and aspirations of these vulnerable people are considered and reflected within the objectives within this Plan.

Extensive consultation has been held within the community, health and wellbeing service planners, funders and providers to ensure that Council has a good understanding of how our community can be supported now and into the future.

Council recognises that it needs to work in partnership with many other health and wellbeing providers to ensure better outcomes for our community, especially supporting families to assist their children to reach their full potential. Council recognises that the State Government has legislated that the 'Royal Commission into Family Violence' recommendations for local government be included and implemented through this Plan. The following priorities have been identified and will guide Council's health and wellbeing direction over the next four years.

- Embed key health and wellbeing enablers
- Plan together for an ageing population
- Healthy eating and active living
- Culture, heritage and diversity
- Young people and their families
- Family violence
- Mental health and connectedness
- Alcohol, tobacco and other drugs

## INTRODUCTION

This Council's approach to promoting good health and wellbeing begins within its Council Plan. The strategic themes of this current Council Plan are **Our Prosperity, Our Places, Our Community, Our Leadership and Management**. These set a clear direction of influences within our social, built, economic and natural environments which can provide positive health and wellbeing outcomes for each person within our shire.

Each Council in Victoria is required by the Victorian Public Health & Wellbeing Act 2008 to develop a municipal public health and wellbeing plan that is consistent with its Council Plan and its Municipal Strategic Statement. This Municipal Public Health & Wellbeing Plan 2017-2021 (this Plan) has applied a health and wellbeing lens over the Council Plan and clearly aligns its priorities within the themes of the Council Plan. With data-based evidence of the health status and health determinants within our communities we have prioritised goals and strategies to maximise health and wellbeing.

This Plan has carefully considered the priorities within the current Victorian public health and wellbeing plan of 2015-2019 and the outcomes framework that the State Government will use to measure success. Many of the priorities within this Plan reflect those priorities within the State plan.

In developing this Plan Council has provided numerous opportunities through multiple surveys, planning sessions and workshops for community and agency input. A key theme within this Plan is to provide regular feedback to our partners and the community on what we are doing and how we are progressing. An annual report card will be provided on our successes and achievements, and what we need to improve or change to make more of an impact.

Council has over many years worked in close partnership with the Department of Health and Human Services and other agencies which undertake public health initiatives, projects and programs to accomplish better outcomes for our community. This also happens at a municipal and a regional level, especially within the G21 Geelong Regional Alliance. It is extremely important that these partnerships continue and increase their collective understanding and capacity to continue supporting our increasingly diverse community within their most vulnerable of life stages and circumstances, as well as providing healthier options and opportunities.

Although the priorities are identified individually they are interconnected and cross-over. It is important to consider this when planning for the health and wellbeing of our communities.

A number of key health and wellbeing professionals, who work in and support Colac Otway communities, have identified that they attend a number of meetings, often with the same people and seeing duplication in work under various funded initiatives. These meetings are often for work that is interconnected and essentially addressing issues for the same cohort in our communities, particularly vulnerable children, young people and their families.

A Colac Otway based community governance structure has been identified as a priority moving forward. This will result in more efficient use of resources, and facilitate a more integrated collective impact approach for the key stakeholders that work across a number of projects/alliances/initiatives in Colac Otway.

The following collective impact programs currently exist in Colac Otway. These programs have a number of aligned/common themes at strategic and operational levels.

- Colac-Corangamite Child & Family Alliance
- Preventing Childhood Obesity
- Communities that Care
- Beyond the Bell
- Colac GROW

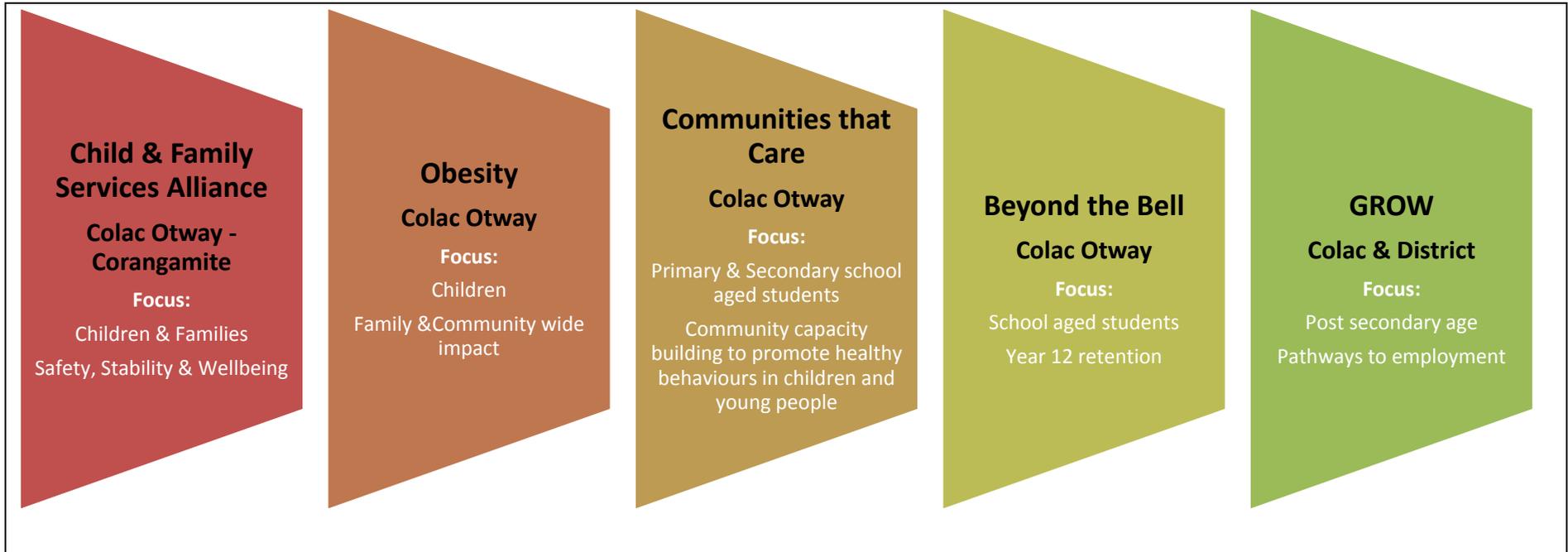
It is proposed that a coordinated leadership group, comprising of managers from council, local community and health services and state government officers, would provide an overall Governance structure for these programs that support the concept of communities working together for positive change in the lives of children, young people and families.

Core objectives proposed:

- Establish a shared community vision for children, youth and families of Colac Otway.
- Develop strategic direction for the children youth and families of Colac Otway.
- Sign-off on priorities of action.
- Define clear and measurable outcomes that can be tracked over time and ensure accountability.
- Identify and allocate resources and program sustainability.

Figure 1 shows the continuum of collective impact life-stage developmental phases provided within local programs. It is critical that these phases have transitional arrangements for all children and young people between these support programs and that there is a feedback advisory loop from the later stages to the earlier stages.

Figure 1



## COUNCIL PLAN THEMES

The strategic themes and the outcomes of the Council Plan 2017-2021 are reflected within priorities of this Plan.

### ***Our Prosperity***

*We work together to improve the prosperity of our people, businesses and community partners by working to promote to our beautiful shire as an attractive place to invest, live and work.*

### ***Our Places***

*Our places are well-planned. We work with local and government partners to plan healthy, safe environments which promote community life and enhance well-being. Our infrastructure assets are managed so that they are sustainable for the long term.*

### ***Our Community***

*We work to know our community and to understand their needs and aspirations. We plan our assets and services to meet community need and foster a culture of good service and partnership with others.*

### ***Our Leadership & Management***

*We will work together with our community to create a sustainable future. We will deliver value for money for ratepayers in everything we do and we will achieve long term sustainability and transparent community leadership.*

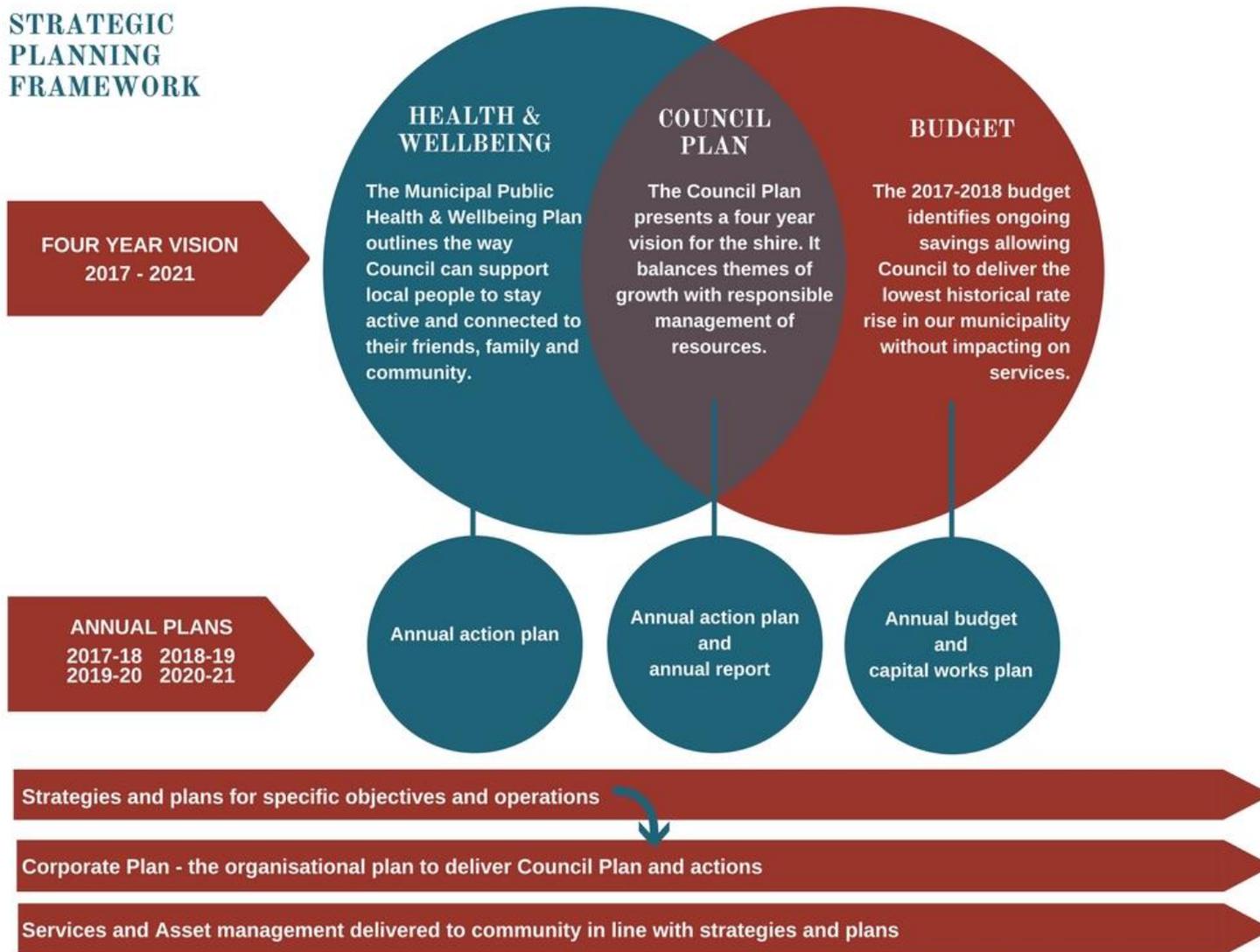
## MUNICIPAL STRATEGIC STATEMENT

It is important that this Plan is consistent with Council's Municipal Strategic Statement (MSS) in regards to the MSS's health and wellbeing direction. The MSS does not currently have general health and wellbeing considerations across the whole municipality. It is recommended that subsequent reviews of the Colac Otway Planning Scheme could include the following:

- Facilitate healthier places through land use planning considerations of design, layout, liner and safer access to public recreational places that encourage active lifestyle.
- Use contributions to upgrade the existing and or to create new public open spaces that encourage active and healthier lifestyle.
- Create high quality accessible and safer public places and social and community infrastructure (including transport infrastructure) through land use planning.
- MSS and local policies in the Planning Scheme provide strategic directions to create safer and accessible places that encourage active, healthier lifestyles and discourage car dependency.
- Effective management of wastewater in unsewered areas.

# STRATEGIC PLANNING FRAMEWORK

## STRATEGIC PLANNING FRAMEWORK



## PREPARING THIS PLAN

### Learnings from the previous plan 2013-2017

It is important that consideration is given to the previous plan on what worked, what didn't work, what can be improved and what should be included in this Plan. Following are general reflections from discussions with partner agencies on the key priorities for the time.

Firstly, it is important that the Councillors and staff have an understanding of the health and wellbeing needs and aspirations of our community and is considered and integrated into all planning, advocacy and service delivery. However, before this occurs there needs to be clarity of why this is important and how it involves all functions of Council.

Secondly, during the time of the previous plan Council was within the G21 Geelong Region Alliance and the Great South Coast Alliance. This created demands on health and wellbeing initiatives that were beyond the capacity of Council. With Council now solely aligned to the G21 Geelong Region Alliance there is a greater capacity to achieve agreed outcomes. Two specific G21 Geelong Region Alliance outcomes discussed further in this Plan involve Healthy Eating and Active Living (HEAL) and the Preventing and Addressing Violence Against Women and Children in the G21 Region 2016-2020.

Thirdly, working with local partners requires capacity and commitment around processes to ensure, as partners, we fully understand the issues, and can make a difference. To achieve this we could better share knowledge and evidence, increase capacity through workforce training together, and most importantly have governance and leadership within each partner organisation committed to achieving agreed outcomes.

Other reflections of the previous Plan include:

- too many internally focussed actions. To overcome this issue there needs to be processes that can focus on actions from partners
- too aspirational and required additional resources and increased capacity to be fully achieved. This Plan will look at developing capacity across Council and with partners to achieve outcomes
- limited reference to the need of developing capacity. Workshopping with partners has identified the importance of getting our joint processes and capacity right and aligned to become more effective
- developed 6 months after the Council Plan. This time, both the Council Plan and this Plan are being prepared in the same timeframe. Although these are two separate plans they need to complement each other around Our Community, Our Prosperity, Our Leadership and Our Places and the need to consider health and wellbeing issues in all decision making
- structure and format that was easy to read and understand.

## **This Plan**

This Plan has been informed by the following processes:

- A review of demographic and health profile data for the Colac Otway Shire
- A review of the surveys and planning sessions with our community
- The development of the Colac Otway Shire Council Plan 2017-2021
- The development of a G21 Geelong Region Alliance health and wellbeing key priorities for 2017 and beyond
- A review of Council plans and strategies from a health and wellbeing perspective
- Planning sessions with representatives from key partner organisations.

This Plan needs to outline enabling strategies and actions to increase Council's capacity across all of its functions to improve the public health and wellbeing of people within the municipality. A health and wellbeing impact lens needs to be applied to all of Council's plans, strategies and activities to consider and provide good health and wellbeing for our community.

The priorities identified in this Plan are divided into the following themes:

- Embed key health and wellbeing enablers
- Young people and their families
- An ageing population
- Family violence
- Healthy eating and active living
- Mental health and connectedness
- Culture, heritage and diversity
- Alcohol, tobacco and other drugs.

## POLICY CONTEXT

### Victoria

The State *Public Health and Wellbeing Act 2008* is legislation to promote and protect the health and wellbeing of Victorians. As a requirement of this Act, the second Victorian Public Health and Wellbeing Plan 2015-2019 was developed. The plan articulates the government's vision for a Victoria free of the avoidable burden of disease and injury, so that all Victorians can enjoy the highest attainable standards of health, wellbeing, and participation at every age. Its overarching aim is to reduce inequalities in health and wellbeing. The plan identifies areas that government and partners work on together to improve the health and wellbeing of all Victorians.

Priorities for Victorian Public Health and Wellbeing Plan 2015-2019 are:

- Healthier eating and active living
- Tobacco free living
- Reducing harmful alcohol and drug use
- Improving mental health
- Preventing violence and injury
- Improving sexual and reproductive health.

Actions to respond to priorities identified in the State plan will take account of the needs of different population groups at different stages of life. Preventive and supportive action taken early at each stage and transition points in the life course can provide multiple benefits. The State plan includes a focus on health and wellbeing from the pre-natal period, the early years, through adolescence and youth, the adult years and into older age.

Other legislation to be considered in this Plan includes:

- The *Climate Change Act 2010* which requires the Department of Health and Human Services and local councils to consider climate change in state and municipal public health and wellbeing plans and sets out how this consideration should occur.
- The *Transport Integration Act 2010* includes objectives to support social and economic inclusion through promoting forms of transport with greatest benefit for health and wellbeing.

- The *Tobacco Act 1987* led to banning of smoking in cars carrying children (2010); prohibited the display of tobacco products at retail point of sale (2011); introduced outdoor smoking bans on patrolled beaches (2013); and smoking bans around children’s recreational areas such as playgrounds and sporting venues (2014); and prohibiting smoking at entrances to schools, childcare centres, public hospitals and community health centres, and some Victorian Government buildings (2015) and to ban smoking in outdoor dining areas and regulate e-cigarettes and shisha tobacco in the same way as tobacco products from 1 August 2017. Council officers play an important role in the roll-out of these legislative requirements.
- The *Sport and Recreation Act 1972* (amended in 2008) aims to promote the fitness and general health of the people of Victoria through encouraging active participation, encouraging higher standards of safety, improving the facilities available to the people of Victoria for leisure-time pursuits, and encouraging and assisting with the provision of additional opportunities for recreation.
- The *Charter of Human Rights and Responsibilities*, introduced in 2006 commits parliament to promoting awareness and understanding of human rights in Victoria. A human rights culture ensures that the rights of all people are protected and promoted through policy, legislation and service delivery. The charter guides the work of the Victorian Government and informs its approach to public health and wellbeing.

The 2016 Royal Commission report into Family Violence recommended that local government report on the measures that they propose to take to reduce family violence and respond to the need of victims. The Victorian Government has legislated that councils include these measures and responses into their health and wellbeing plans. Information sessions will be provided by the Municipal Association of Victoria to ensure a consistent local government approach to the royal commission recommendation.

## **Regional**

### **Barwon Regional Partnership**

In 2016 Regional Partnerships were formed by the State Government in nine regions in rural and regional Victoria. The Barwon Region Partnership consists of the four municipalities of Colac Otway Shire, Surf Coast Shire, the City of Greater Geelong and the Borough of Queenscliffe.

The Regional Partnerships will bring together representatives from local business, education, social services and community groups with the three tiers of government.

Each Regional Partnership will communicate directly with a Rural and Regional Ministerial Committee. This means that priorities identified by regional areas will have a direct and clear pathway into the resourcing decisions made by departments and Ministers. The Government will work with communities to design new policies and services.

Below are key recommendations that will have impacts on the health and wellbeing throughout Victoria. A tick (✓) is marked against each recommendation that is included in this Plan, Council's health and wellbeing sub-plans and/or other Council initiatives such as *Beyond the Bell*, *KEYS* and *GROW*.

- Ensuring climate ready rural and regional businesses and communities (✓)
- Addressing socio-economic disadvantage (✓)
- Early childhood education (✓)
- Educational attendance and attainment rates (✓)
- Better pathways from school to work (✓)

The Barwon Region Partnership has defined the local initiatives as:

- Ensuring an inclusive, safe, healthy and resilient community for us all
  - Reducing homelessness and increasing employment and training of disadvantaged young people
  - Improving the resilience of the Aboriginal community (✓)
  - Fund a youth accommodation support model that also supports young people to access education, training and employment in Colac (✓) and in Geelong
  - Fund projects to support the Aboriginal community such as a 'gathering place' in Colac (✓)
  - Commit to local procurement and employment of local workers wherever possible in all government project expenditure in Barwon and support the GROW partnership to increase coverage of private businesses (✓)
- Enabling our children and young people through education and training
  - Progress Geelong Digital learning hub
  - Alternative programs outside of school to lift engagement (✓)
  - The short, medium and long term priorities need to interlink and work simultaneously to achieve education, training and employment outcomes in the Barwon region (✓)
  - Facilitate a broad range of educational opportunities skills gap to support transition from low skilled high volume manufacturing to high skilled low volume high tech niche manufacturing (✓)

- Climate change
  - Planning for the long term (50-100 years) (✓)
  - Address long term effects of climate change, fire, water security, land use (✓)
  - Build resilience (✓)
  - Increase adaptability programs for farmers and water bodies.

## **G21 Geelong Region Alliance**

The G21 Geelong Region Alliance includes Colac Otway Shire, Surf Coast Shire, the City of Greater Geelong, the Borough of Queenscliffe, and the Golden Plains Shire. 'The Geelong Regional Growth Plan - a sustainable growth strategy' is a comprehensive and widely supported sustainability plan. The plan looks towards 2050 and addresses the challenges and opportunities the G21 region will face in the areas of environment, settlement, land use, community strength and the economy. This plan is the foundation of all G21 activities and projects.

The G21 Health and Wellbeing Pillar and the G21 Primary Care Partnership are key stakeholders in the implementation of Council's health and wellbeing initiatives over the next four years. There are two priority projects identified by the G21 Health and Wellbeing Pillar to be addressed from 2017 which will lead actions within this Plan. These are:

- ***Preventing and addressing violence against women and children***

The G21 Strategic Plan for 'Preventing and addressing violence against women and children 2016-2020' which was launched in December 2016. Representatives across the G21 region attended an Action Planning Workshop in January 2017 to provide advice and discussion around the implementation of the Strategic Plan and to inform local planning initiatives within each municipality.

- ***Healthy Eating and Active Living***

Member organisations of the G21 Health and Wellbeing Pillar, in partnership with regional Department of Health and Human Services, have identified Healthy Eating and Active Living as a health and wellbeing priority for the future. It is envisaged that the G21 Sport and Recreation Pillar, which supported the development of Council's Physical Activity Strategy, will be an active participant within this priority project.

## Local

The Colac Otway Shire's Council Plan 2017-2021 is the key document that will guide direction and activities during the four year term of our current Council. It sets out our Shire's vision and identifies the themes, priorities and strategies we will pursue. Below are key documents that provide guidance for this Plan.

- Colac Otway Shire Public Health Plan & Wellbeing Plan 2013 - 2017
- Colac Otway Shire Public Open Space Strategy 2011
- Colac Otway Shire Early Years Plan 2015 - 2017
- Colac Area Health – Integrated Health Promotion Plan 2013 - 2017
- Colac Otway Shire Access, Equity and Inclusion Plan 2015 - 2025
- Colac Otway Shire Environment Strategy 2010 - 2018
- Colac Otway Shire 50+ Plan 2015 - 2025
- Colac Otway Shire Climate Change Adaptation Plan 2017
- Colac Otway Shire Municipal Emergency Management Plan
- Colac Otway Shire Physical Activity Strategy 2014 - 2017
- Colac Otway Shire Active Transport Strategy 2013 - 2023

## CONSULTATION

The consultation process to develop this Plan has involved a number of approaches to gain a clear understanding of health and wellbeing issues within our communities and stakeholders. We needed input and direction from Council staff, government departments, local health and wellbeing agencies, organisations, networks and alliances. These are people who on a daily basis meet with, support, provide interventions, counsel and serve our local communities. Health and wellbeing issues and needs are regularly discussed amongst these people at established local network meetings. It is because of these ongoing discussions that the local health and wellbeing context is well understood.

Importantly, the State Government department representatives that attend these meetings and networks gain clarity on local health and wellbeing issues within Colac Otway. In many cases these State Government departments provide funding to local health and wellbeing initiatives and services. Working in this relationship contributes to developing focussed place based, funded strategies.

Workshops have been held with Councillors and the Executive Management Team to develop a level of understanding and an opportunity for discussion prior to this Plan being released in draft form to our communities. Consultation and conversations undertaken to develop the Council Plan has provided a significant level of context to this Plan. Validation sessions were conducted with local stakeholders to ensure that this Plan was understood and accurately reflected the actions to take.

### **Colac Otway Workshop**

On 24 January 2017 a workshop was conducted with 30 participants from local health and community agencies that provide health and wellbeing services and support. Through the process of considering a number of local health and wellbeing issues the following were identified as priorities to consider.

- An ageing population
- Reduce and prevent violence against women and children
- Gender equity
- Alcohol and drug issues
- Healthy eating and active living
- Physical activity
- Obesity Prevention
- Mental health

- Social connectedness
- Youth engagement
- Early years supports
- Culturally safe Aboriginal spaces.

Following further discussions with members for the original workshop and a review of state, regional and local plans this group of priorities was refined to those included in this Plan.

### **‘Make your voice heard’ – Colac Otway Shire Survey**

A community survey to tell Council what was important to them in the municipality and what Council should do over the next 4 years was open between 16 December 2016 and 28 February 2017. Three hundred and eighty-nine responses were received and collated. Women 60%, men 38.6% and other 1.4% responded to the survey. The most supported responses focussing on health and wellbeing are provided below.

- **Community Services:** Providing opportunities locally for young people was ranked the highest, followed by improving conditions for the elderly; improving conditions for people with disabilities; and Council as a provider and funder of community services.
- **Social Responsibility:** Having pride in where I live was rated as the highest, followed by a sense of community; affordable housing; and knowing my neighbour.
- **Health and Wellbeing:** Preventing violence against women and children was rated as the highest, followed by supporting young people to remain engaged in their education; and supporting mental health and connectedness.
- **Celebrating Arts and Culture:** Funding buildings and other facilities for active recreation activities was rated as the highest, followed by supporting local community groups providing arts, culture and recreation; and promoting local artists and cultural activities.
- **Community Safety:** Feeling safe where I live was rated as the highest, followed by improving public safety on our streets; and reducing wildfire risk.
- **Respect for Tradition:** Protecting historic buildings and places was rated as the highest, followed by protecting indigenous heritage; and protecting old trees.
- **Infrastructure:** Safe roads were rated as the highest, followed by accessible footpaths, facilities and transport for people of all abilities; and safe footpaths.

## **Youth Engagement Project Survey**

A health and wellbeing survey of young people in Colac Otway was conducted in late 2016<sup>1</sup>. There were 254 respondents from across the shire aged between 12 and 25. 60% of respondents were female, 40% male. Most concerns were linked to coping with stress, body image, bullying and emotional abuse, school and study problems and environmental health. The majority of young people didn't see alcohol, drugs, gambling, suicide, youth gangs or youth crime as important issues. It is encouraging to see that 83% of young people would go to their parents for help on important issues in their lives. 23% would like more volunteering opportunities and more say on local issues. 51% would like more places in their communities to hang out with friends. 16% of young people do not feel safe in their community. 38% have witnessed or experienced unfair treatment or discrimination due to gender, race, sexuality, religion or other reasons. These survey results will provide important information to the Beyond the Bell and Communities that Care collective impact partnerships.

## **Attitudes to Education Survey**

As part of the Beyond the Bell work plan a research project, including a survey, was conducted by the Brotherhood of St. Laurence to understand community attitudes to education in the Colac Otway Shire<sup>2</sup>. This was in response to the low level of Year 12 attainment and retention within the shire compared to the state average, and if community attitudes to education impact on low school attainment and retention levels. Between September and November 2016 more than 420 people, including 135 under 18 years, shared their views on education through surveys, interviews and focus groups.

In summary education is valued, but it's sometimes not the most important consideration when competing against other family priorities. Parents are seen as the most important source of advice and information on career directions for young people, but, bridge-building between schools, parents and the community is needed. Poor attendance and completion rates are linked mostly to home life and personal issues. Key recommendations to improving education attainment include better access to a wider range of options; parental engagement in education; promoting interschool and community-wide collaboration; improving schools capacity to respond; and providing better career guidance through schools and employers on employment and training pathways both within and beyond the municipality.

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<sup>1</sup> This 2016 survey was funded by the Department of Health and Human Services through its Rural and Regional Local Government Youth Engagement Program; auspiced by Colac Otway Shire and undertaken by Colac Area Health.

<sup>2</sup> Research commissioned by Beyond the Bell Colac Otway Local Action Group, supported by Regional Development Victoria and the Colac Otway Shire.

## Age Friendly and Dementia Inclusive Urban Design

The aim of the Age Friendly and Dementia Inclusive Communities Project was to investigate how the Alzheimer's Australia Victoria's Creating Dementia-Friendly Communities Checklists can be applied in the Colac Otway local government area to improve the physical and social built and natural environments for older people and people with dementia. This would also provide universal accessibility for other community members including people a disability, those with short and long term physical impairments, and people pushing prams and strollers. The project also considered the World Health Organisation Age Friendly Cities guide to inform the project actions and recommendations.

Focus groups were held across the Shire with 83 people participating. Topics were: Open Spaces and Buildings, Transportation, Housing, Social Participation, Respect and Social Inclusion, Civic Participation and Employment, Community and Health Services.

Key issues raised by all groups included the lack of affordable housing options for older people – particularly rental properties; access to and knowledge of technology to get information is an issue particularly with a move by government to more web based systems (NDIS, MyAgedCare, MyGov); concern for smaller communities that they will become 'defacto' retirement villages (with no housing availability, no services, no transport and no work), that will lose younger community members with little opportunity to attract other younger people; information for and communication with older people; and footpaths and seating.



## HEALTH AND CLIMATE CHANGE

The *Climate Change Act 2017* outlines local government's duty, as a decision maker and action implementer, to have regard to climate change in the Municipal Public Health and Wellbeing Plan.

Since the last decade Council has been developing its understanding of the impacts of climate change within the region and the actions that need to be taken to reduce the effects of these impacts. It is acknowledged that the Barwon South West region of Victoria has been getting warmer and drier and that in the future the region can expect:

- Temperatures to continue to increase year round
- Less rainfall in the winter and spring
- Harsher fire weather and longer fire seasons
- Increased frequency and height of coastal inundation due to sea level rise and storm surge
- More hot days and warm spells, and fewer frosts
- More frequent and more intense rainfall events, increasing erosion and landslides
- Rising sea level.<sup>3</sup>

The Colac Otway Shire Climate Change Adaptation Plan 2017-2027 (CCAP) was developed by Council to plan for and respond to the impact of a changing climate on community, business, the built and natural environments across Council's planning, operations and services. These sorts of challenges will have considerable impacts on Council operations and therefore Council will need to start embedding climate change considerations into operational decision making.

It is important to understand that the CCAP focuses on Council operations, opposed to being a broader, community based adaptation plan. However, Council recognises that it should play a leadership role to the broader community and where possible facilitate local community action for managing climate change impacts.

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<sup>3</sup> Climate-Ready Victoria, Barwon South West, State of Victoria Department of Environment, Land, Water and Planning, November 2015

A number of plans, mentioned under supporting documents, have been developed to describe the impacts of climate change and the actions to be taken to protect the health and increase the resilience of our community, built and natural environments and Council services, operations and infrastructure.

The new normal for Council will be to consider and plan for the predicted impacts of climate change across all Council operations and where possible for the municipality as a whole. Below are some key climate change public health and wellbeing considerations and actions that Council can take.

### ***Prosperity***

- Resilience and adaptation within the agricultural, industrial and tourism sectors to withstand the impact of climate change and the financial and mental wellbeing of our community who work within these industries.

### ***Our Community***

- Heatwaves have multiple impacts on our community and public utilities. Council provides, through its services, information and support to young families and older people on how to remain safe during heatwave events
- Identifying triggers that will restrict Council services during heatwaves and develop contingency plans to ensure the community health and wellbeing is not compromised
- Building community awareness of bushfire management
- Ensuring that VicPol has access to information on the location of vulnerable people, especially those in bushfire prone areas. Council maintains such a list of vulnerable people and provides information and encouragement for them and their families on leaving-early strategies
- The 2015 Christmas bushfire impact on Wye River and Separation Creek has had a profound and long term impact on the community, and their physical and mental wellbeing; and the environment and infrastructure within and around their hamlets. Council has a significant role in supporting our communities affected by climate impact emergencies and to plan for future emergency events
- The 2016 floods and severe rain events in the Colac district, Birregurra and along the Great Ocean Road have highlighted future need to plan for and respond to the impact of more intensive rainfall events
- Anticipated impacts on fauna and flora will require planning for changes to our ecosystems. Bird, mosquito and bat migration and habitat patterns, plagues, and more exotic pests, plants and diseases could all have incremental and extreme impacts on our health and wellbeing.

### ***Our Places***

- Improving and maximising shade and water availability in both the public and private sphere will become more important for outdoor activities
- Developing technical and scientific solutions, such as increasing thermal performance standards for buildings or modifying sports fields and open spaces to better cope with drought conditions
- Revising planning standards for vulnerable areas and sustainable water usage
- Integrated water cycle management planning
- Resilient infrastructure design, construction and location to withstand the impacts of climate change.

### ***Leadership & Management***

- The predicted impacts of climate change in the Colac Otway region will require Council, together with other levels of government and service providers to plan and develop over time the capacity to anticipate and respond to the impacts of climate change in the future.

### **Supporting Documents**

- ***Victoria's Climate Change Adaptation Plan 2017-2020, Victoria State Government Department of Environment, Land, Water and Planning***
- ***Municipal public health and wellbeing planning, Having regard to climate change, State of Victoria, Department of Health, 2012.***
- ***Regional Report - Climate Resilient Communities of the Barwon South West – Phase 1 , Victorian Adaptation & Sustainability Partnership, State Government Victoria, 2014***
- ***Colac Otway Shire Climate Change Adaptation Plan 2017***
- ***Colac Otway Shire Heatwave Plan 2010***

**Goal: Adapting to Climate Change**

**Council Plan Theme:**

**Our Places**

Emergency management is coordinated locally and on a regional basis.

CCAP Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>OUR COMMUNITY</b> Raise awareness of the needs, challenges and opportunities that climate change presents for Council and community, and of the local actions being undertaken to adapt	Build community awareness through community based fire planning on bushfire management by: <ul style="list-style-type: none"> <li>Integrating bushfire risk management approaches into fire resilient landscaping booklet</li> <li>Creating information pack to provide community and Council staff with clear steps to mitigate bushfire risk to the home and Council assets. Include information about retrofitting homes to meet relevant standards</li> <li>Working with tourism operators and holiday rental owners to raise awareness and build capacity of the sector to understand bushfire risk</li> </ul>	Leader	CFA DELWP	Landscape booklets launched with integrated bushfire risk management approaches. Landscaping plans assessed against the booklet Completed information pack distributed to community and Council staff 20 holiday rentals with emergency procedures in place	Staff time Existing Budget External Funding - (Sought)
	Consider the health and wellbeing implications of a changing climate and how these can be reduced			A health and wellbeing lens is used on all climate change considerations	Staff time Existing Budget External Funding - (Secured)
<b>OUR PLACES</b> Provide clear, prioritised actions for Council to increase the resilience of services and assets against climate change. Introduce a risk based approach for managing climate change in Council operations	Incorporate climate change projections into risk assessments for various situations including flood, fire and coastal erosion Implement the Colac Urban Forest Strategy, Integrated Water Catchment Management Plan, Lake Colac Foreshore Master Plan and CBD and Entrance Strategy	Leader	DELWP VicRoads	Tangible actions from each of the plans either commenced or completed Promotion of these outcomes to the community	Staff time Existing Budget External Funding - (Secured)

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>OUR LEADERSHIP &amp; OUR PROSPERITY</b> <b>Partner with key agencies, land managers and stakeholders to inform decision making and enable integrated action for high risks which are outside of council control alone</b>	Incorporate climate change projections into future flood studies and integrate into our flood management and inundation management, responses and policies.	Leader	CCMA	Drainage studies incorporate projected climate change Climate projections are integrated into flood and inundation management, responses and policies Updated flood mapping included within Planning Scheme	Staff time Business Case
	Participate in the state and regional resilience planning projects.	Advocacy	DHHS	Engagement and participation in DHHS resilience planning program. Implementation of resilience planning	Staff time

## PRIORITIES

### Embed key health and wellbeing enablers

#### **Governance & leadership**

*Governance and leadership involves ensuring strategic policy frameworks exist and are combined with effective oversight and understanding, coalition building, the provision of appropriate regulations and incentives, attention to system-design, and accountability. Leadership involves highest levels of representation in an organisation and across any governance structures.*

To improve outcomes for our community's health and wellbeing it is important that key enablers are embedded within and across Council's leadership, governance, planning, operational and service delivery activities.

#### **Partnerships**

*This is where health and wellbeing interventions are primarily delivered through collaborative relationships and formal arrangements that demonstrate a cross sectoral and integrated approach.*

To achieve great outcomes from a partnership perspective there must be agreed and shared health and wellbeing outcomes and an understanding on how these are implemented. Through leadership and the implementation the Council Plan 2017-2021, this Plan and other strategic documents Council can ensure the health and wellbeing of our community are considered at all times.

#### **Community capacity**

*An engaged, inclusive approach to building community understanding of the inter-related issues, needs and experiences and the current or desired assets needed in the community to improve health and wellbeing outcomes for everyone. This includes deliberative community engagement, development, planning and empowerment; and integrated, strategic planning and reporting.*

This has been achieved through the strengthening of Alliances (for example, Colac Otway and Corangamite Child and Families Services Alliance (COCCFSA) and the Collective Impact partnership initiatives for COCCFSA, Beyond the Bell, GROW<sup>4</sup>). Further development of partnerships requires ongoing support from the leadership within each partner. Deliberative community engagement has been used for the development of this Plan with input from the Council community survey, the youth survey and conversations with older people across the municipality.

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<sup>4</sup> Geelong Region Opportunities for Work

It is also important that the entire spectrum for IAP2<sup>5</sup> is used, from providing information through to empowerment. A good example of empowerment is the ILOP<sup>6</sup> Positive Ageing Ambassadors who, as older people living across the municipality, volunteered to survey their peers; identified local issues; use seeding funds to undertake local initiatives; and advise Council of further needs.

### **Workforce development**

Establishing capacity to develop and sustain a more integrated practice to health and wellbeing planning as described, requiring an inter-professional approach with planners to contribute to the regional preventive health workforce.

Many of the current partnerships have undertaken specific training for decision makers (e.g. Collective Impact workshops) and operational sector workforce training (e.g. Assessment for Learning, which was to support early years providers across the municipality). Pooling limited resources within partnerships allows for investing in key initiatives (e.g. a part time community support worker to provide further support for vulnerable families attending Council's maternal and child health services).

### **Information systems (evidence focus)**

A well-functioning health information system is one that ensures the production, analysis, dissemination and use of reliable and timely information on health determinants, health system performance and health status. There is demonstrated uptake of evidence in decision making at policy, strategy, program, intervention and activity levels.

Evidence is continually collected and analysed amongst partners to monitor and direct partnership initiatives (i.e. evidence gave COCCFSA confidence to choose Earlier Interventions and Family Violence as the two key initiatives to focus service support for young families)

### **Financing & resource allocation**

*A system that, based on data, priorities and evidence-based interventions, allocates funds for health and wellbeing related services and programs, as well as analyses how other resource allocations impact either positively or negatively on desired health and wellbeing outcomes.*

Pooling limited resources within partnerships allows for investing in key initiatives. For example: a part-time early years support worker has been funded to focus on identifying, engaging and working with vulnerable families, at the earliest possible stage, who attend Council's maternal and child health services).

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<sup>5</sup> International Association for Public Participation

<sup>6</sup> Improving Livability for Older People

<b>Goal: Embed key health and wellbeing enablers</b>				
<b>Council Plan Themes</b>	<b>Our Prosperity</b> <i>We work together to improve the prosperity of our people, businesses and community partners by working to promote to our beautiful shire as an attractive place to invest, live and work.</i>	<b>Our Places</b> <i>Our places are well-planned. We work with local and government partners to plan healthy, safe environments which promote community life and enhance well-being. Our infrastructure assets are managed so that they are sustainable for the long term.</i>	<b>Our Community</b> <i>We work to know our community and to understand their needs and aspirations. We plan our assets and services to meet community need and foster a culture of good service and partnership with others.</i>	<b>Our Leadership &amp; Management</b> <i>We will work together with our community to create a sustainable future. We will deliver value for money for ratepayers in everything we do and we will achieve long term sustainability and transparent community leadership.</i>

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Council has key strategic documents that align with and support each other</b>	Align this Plan to the Council Plan Align the Municipal Strategic Statement to this Plan	Leader	Internal	This Plan is aligned to and supports the Council Plan A review of the Municipal Strategic Statement includes strategic health and wellbeing objectives	Staff time Existing Budget
<b>Council has procedures and practices that consider and create health and wellbeing outcomes for our community</b>	An Action Plan is developed and implemented to include health and wellbeing in all considerations and decision making	Leader Org. Dev.	Internal	Health and wellbeing of our community is considered in all reports, planning and decision making processes	Staff time Existing Budget
<b>Holistic, collective and connected systems to support our community in their stages of life</b>	Continue to work in partnership with local and regional health and wellbeing service funders, planners and providers	Facilitator Advocate	Health services Community services G21 State Govt.	Commitment to partnerships and a regular review of the direction, approach and impact through a Health and Wellbeing Compact	Staff time Existing Budget External Funding
	Develop an agreed connection between stages of life based partnerships	Facilitator Advocate	Health services Community services	A clear and agreed life stage overview of partnership initiatives is documented through a Health and Wellbeing Compact	Staff time Existing Budget

<b>Objectives</b>	<b>Actions</b>	<b>Council's Role</b>	<b>Partners</b>	<b>Indicators</b>	<b>Resource Implications</b>
<b>Engaged governance and leadership</b>	Commitment by each partner to understand, support and report on collective initiatives to their boards, executives and staff	Partner	Health services Community services G21 State Govt.	Council and each partner, agree through a Health and Wellbeing Compact, to support, embed health and wellbeing enablers and report to their leaders on a regular basis	Staff time Existing Budget
	Implement this Plan	Leader	Health services Community services State Govt.	Annual review is conducted and reported to Council and partners	Staff time Existing Budget
<b>Use state-wide long-term health and wellbeing measurements</b>	<b>Document and utilise the Victorian public health and wellbeing outcomes framework measurements</b>	Leader	Health services Community services G21 State Govt.	Review of health and wellbeing changes when new measurements are released	Staff time Existing Budget

## Young people and their families

The support that children and young people receive early in life is critical for their long-term health and wellbeing, educational, social and economic outcomes as adults (Schweinhart et al. 2005; Shonkoff, Boyce & McEwen 2009)<sup>7</sup>. Child abuse and neglect are major contributors to poorer outcomes later in life, and therefore an important focus of government intervention.

Getting it right in the early years reduces the need for remedial education and the likelihood of school failure, poor health, mental illness, welfare dependency, substance misuse and crime. It is most cost effective to invest in early intervention that resolves issues as they emerge and are malleable, rather than responding to crisis, toxic stress and trauma, which is both more challenging and more expensive to resolve<sup>8</sup>.

Key transitions during a child's life include beginning at childcare, the start of kindergarten and primary school, and the beginning of puberty and secondary school.

Adolescence and young adulthood is a significant period of transition. Many of the physical, emotional and neural changes and development that occur can impact on health and wellbeing (Australian Institute of Health and Welfare 2014a). Youth is a critical time for developing modifiable risk factors (such as smoking) and protective factors (such as sports participation and healthy eating) because the patterns that develop when people are young often continue into adulthood. These factors can determine whether a person becomes a healthy adult, develops chronic illnesses or experiences the consequences of injury<sup>9</sup>.

A review of the implementation of priorities and actions in the Municipal Early Years Plan 2015-2017 is planned for later in 2017. An action plan for the 2017-2021 period will be prepared following this review.

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<sup>7</sup> Victorian public health and wellbeing plan 2015–2019 - Schweinhart LJ, Montie J, Xiang Z, Barnett WS, et al. 2005, *Lifetime effects: The High/Scope Perry Preschool study through age 40 (Monographs of the High/Scope Education Research Foundation, 14)*, MI: High/Scope Press, Ypsilanti.

Shonkoff JP, Boyce WT, McEwen BS 2009, 'Neuroscience, molecular biology, and the childhood roots of health disparities: building a new framework for health promotion and disease prevention', *The Journal of the American Medical Association*, vol. 301, no. 21, pp. 2252–2259.

<sup>8</sup> Fox, S., Southwell, A., Stafford, N., Goodhue, R., Jackson, D. and Smith, C. (2015). *Better Systems, Better Chances: A Review of Research and Practice for Prevention and Early Intervention*. Canberra: Australian Research Alliance for Children and Youth (ARACY)

<sup>9</sup> Victorian public health and wellbeing plan 2015-2019 - Australian Institute of Health and Welfare 2014a, *Australia's Health 2014*, cat. no. AUS 178, Australian Institute of Health and Welfare, Canberra.

## Evidence

### Whole of Community Disadvantage Indicators

Colac Otway Shire's Socio-Economic Indexes for Areas (SEIFA) measures the relative level of socio-economic disadvantage based on a range of Census characteristics. It is a good place to start to get a general view of the relative level of disadvantage in one area compared to others and is used to advocate for an area based on its level of disadvantage.

The Colac Otway SEIFA score is 965. It breaks down the small areas within Colac Otway and shows the four areas that make up Colac as having the lowest scores with Elliminyt as the highest. The Victorian average SEIFA is 1010.<sup>10</sup>

### Early Years at Risk Indicators

The Australian Early Development Census (AEDC) compares the level of development of prep year students across Australian communities. The Index measures five developmental areas (called domains). These include physical health and wellbeing, language and cognitive skills, social competence, emotional maturity, and communication skills and general knowledge.

The most recent AEDC for 2015 makes comparisons with results from similar data in 2009 and 2012. It is pleasing to note that there has been a reduction in the children developmentally at risk in physical health and wellbeing, and language and cognitive skills. However, there has been a significant increase in the developmental risk of children around social competence and emotional maturity.

### Youth Survey 2016

A Colac Otway Youth Survey was conducted between October and December 2016. There were 254 survey responses. Results of these can be found on page 19.

## Supporting Documents

- ***Australian Early Development Census 2015*** – provides emerging trends on the developmental risk of 5 year old children in Colac Otway and compares with region, state and national results.

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<sup>10</sup> Sources: Australian Bureau of Statistics, Census of Population and Housing 2011. Compiled and presented in profile.id by .id, the population experts, accessed 8 July 2013.

- **Colac Otway Shire Municipal Early Years Plan 2015 – 2017** – focusses on earlier, integrated, quality services to meet local needs in suitable facilities.
- **Community Attitudes to Education in the Colac Otway Shire, December 2016** – a survey of over 400 people within Colac Otway on attitudes towards education and year twelve attainments.
- **Colac Otway and Corangamite Child and Family Services Alliance- Catchment Plan 2017** - - this plan is to improve safety, stability and wellbeing of vulnerable children, young people and their families through strong partnerships and collaborative effort that identifies and responds to community need.



<b>Goal:</b>	<b>Support families to provide the best start for their children</b>		
<b>Council Plan Themes:</b>	<b>Our Prosperity</b> Strengthen partnerships with key stakeholders to benefit the whole community.	<b>Our Places</b> <i>Assets and infrastructure meet community needs.</i>	<b>Our Community</b> Increase social connection opportunities and community safety. Opportunity for the community to participate in lifelong learning. Community planning informs provision of Council services and social infrastructure.
<b>State Strategy:</b>	<i>Improvements at every stage of life - Starting well &amp; Resilient adolescence and youth (Victorian public health and wellbeing plan)</i>		

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Work from a detailed Municipal Early Years Action Plan for the term of this Council</b>	Review progress of the Municipal Early Years Plan 2015-2017	Leader	Health services Community services DET DHHS	Report prepared of the review of the Municipal Early Years Plan 2015-2017	Staff time Existing Budget
	Prepare a Municipal Early Years Action Plan for 2017-2021	Leader	Health services Community services DET DHHS	Action Plan prepared and adopted by Council in 2017	Staff time Existing Budget
<b>Improved safety, stability and wellbeing of vulnerable infants, children, young people and their families</b>	Maintain strong partnerships and a collaborative effort that identifies and responds to the needs of young families	Partner	CAH Corangamite Shire BCYF State Govt.	Colac Otway and Corangamite Child and Families Services Alliance Catchment Plan to be developed in 2017	Staff time Existing Budget External Funds - (Secured)
<b>Services are designed and delivered to meet the needs of residents and communities</b>	Undertake a Business Review of Council's Family and Children's Services to ensure quality early years planning and services, including Family Day Care, are delivered	Leader	CAH Corangamite Shire BCYF State Govt. DET	Agreement is reached for a seamless systems approach to support infants, children, young people and their families	Staff time Existing Budget External Funds - (Secured)

<b>Objectives</b>	<b>Actions</b>	<b>Council's Role</b>	<b>Partners</b>	<b>Indicators</b>	<b>Resource Implications</b>
<b>Increased Year 12 attainment rates</b>	Reinvigorate the Colac Otway Beyond the Bell Local Action Group to develop its next short-term strategy	Partner	Schools DET RDV DHHS SWLLEN Beyond the Bell Ltd.	An agreed Action Plan is developed for the next two years	Staff time Existing Budget External Funds - (Secured)
<b>Focus on the importance of reading to young children</b>	Maintain an emphasis on early childhood reading within the maternal and child health and family day care <i>Let's Read</i> programs and our library services	Partner Provider	BCYF CAH Libraries	Report on initiatives to improve reading to and by young children through the <i>Let's Read</i> program and library service activities such as <i>Storytime</i>	Staff time Existing Budget
<b>Better understand the needs and aspirations of young people</b>	Document the results of the 2016 Youth Survey to provide a better understanding of the needs and aspirations of our youth	Partner	CAH DHHS	Report document completed, issues identified and agreed actions implemented	Staff time Existing Budget
<b>Easy access to community services and supports information</b>	Develop a web-based platform where people can seek information on services and supports	Partner	BCYF CAH	The CHEWS app is released in 2017  Measure usage of the CHEWS app	Staff time Existing Budget
<b>Support various roles of education and development for children and young people</b>	Understand the needs and support future opportunities for the Colac Specialist School, trade school, home schooling and other alternative programs	Advocate	DET BCYF CAH State Govt. Schools	Meet with the Department of Education and Training and local schools to discuss these education and development programs  Report on the future needs of these programs	Staff time Existing Budget

## Plan together for an ageing population

Healthy ageing is about enabling older people to enjoy a good quality of life. Healthy ageing strategies should create the conditions and opportunities for older people to have regular physical activity, healthy diets, social relations, participation in meaningful activities and financial security. This involves holistic approaches that address both mental and physical health, as well as a cross-sectoral approach to improve the social determinants of health, such as safe living environments, a flexible pension system and related retirement policies. Healthy ageing can therefore not be achieved through a single initiative, but requires a range of actions and approaches at individual and societal level that work together to achieve this outcome. Healthy ageing also requires a structural paradigm change, as older people must desire and maintain the ability to play an active role in society, while society must in turn encourage and accommodate this.<sup>11</sup> Not all of these enabling factors are within Council's control, however, Council can support a number of positive ageing approaches in its 50+ Plan 2012-2025 (phase 1).

*The vision of the 50+ Plan is to..... 'Create an age-friendly Colac Otway where the health and wellbeing of older people is enhanced through empowerment, respect, social connectedness, active participation, independence and a good quality of life'.*

A summary of the implementation of phase 1 priorities and actions of the 50+ Plan 2015-2025 is planned for later in 2017, followed by the preparation of phase 2 for the 50+ Plan 2012-2025 being developed for the 2017-2021 period.

### Evidence

Planning sessions have been held with eighty-three older people in Colac across seven townships within the municipality to consider their local needs for age friendly and dementia inclusive urban design. Issues include the need for more accessible footpaths, limited rental housing for older people, transport issues in rural communities, more seating (with arm rests) and designated road crossings that allow time for older people to use confidently and safely.

#### Snapshot – Ageing Australia in 2055<sup>12</sup>

- Male life expectancy 95.1 years and female life expectancy of 96.6 years
- Around 40,000 people over 100 years
- In 2015 the ratio of Australians between 15 and 64 to those over 65 was 4.5:1, by 2055 this will be 2.7:1

<sup>11</sup> healthy and active ageing - A report commissioned by The Federal Centre for Health Education Bundeszentrale für gesundheitliche Aufklärung (BZgA), Brussels, January 2012

<sup>12</sup> 2015 Intergenerational Report, Australian in 2055, Australian Government 2015

- Population projected to be 39.7 million
- People over 65 participating in the workforce in 2014-2015 were 12.9%, by 2054-2055 this will be 17.3%

Dementia is the second-highest leading cause of death, behind heart disease but there is no national strategy to address it. The direct costs for people with dementia living in the community are about \$45,400 in the first year after diagnosis. This includes hospitalisations, paid care and doctor visits<sup>13</sup>. The number of people with dementia in Colac Otway in 2016 was 466. It is expected at current growth rates this will increase to 1,503 by 2050. This is an annual growth rate of 3.5% per year<sup>14</sup>.

Current data shows that Colac Otway Shire's population over 70 years of age is 12.6% of the total population. This is over 28% greater than the Victorian average of 9.8%. Our ageing profile as predicted by *.id, the population experts* shows the age group which is forecast to have the largest proportional increase (relative to its population size) by 2021 is 70-74 year olds, who are forecast to increase by 53.3% to 1,242 persons. The predominant household type in the shire is a lone person household, reflecting our older demographics. The percentage of persons aged 75+ who live alone is 41.6% compared to the Victorian measure of 35.9%. Of these people 76.4% are female.<sup>15</sup> The percentage of persons aged 70+ who receive Home and Community Care (HACC) services is 34% of the target population of persons over 70. This is significantly higher than the Victorian measure of 20%.<sup>16</sup> Aged care places for low care within the eligible population, is 6.2% compared to the Victorian average of 4.6%. High care aged care places are similar to the Victorian average.<sup>17</sup>

## Supporting Documents

- ***Colac Otway Shire 50+ Plan 2015-2025 (Phase1)***
- ***Colac Otway Shire Positive Ageing Ambassadors Toolkit (an age-friendly resource)***
- ***2015 Intergenerational Report – Australia in 2055 – was commissioned by the Commonwealth Government and contains analysis of the key drivers of economic growth - population, participation and productivity***
- ***Healthy and active ageing - A report commissioned by The Federal Centre for Health Education Bundeszentrale für gesundheitliche Aufklärung (BZgA), Brussels, January 2012***

<sup>13</sup> The Age, 'A person diagnosed with dementia has no chance' disease a growing cost for families and society, Miki Perkins, 15 Feb. 2017

<sup>14</sup> NATSEM, University of Canberra, January 2016. *Commissioned by Alzheimer's Australia Vic.*

<sup>15</sup> Government of Victoria, Department of Health, 2012, Modelling, GIS and Planning Products Unit: *Colac Otway Shire Profile.*

<sup>16</sup> Government of Victoria, Department of Health, 2012, Modelling, GIS and Planning Products Unit: *Colac Otway Shire Profile.*

<sup>17</sup> Government of Victoria, Department of Health, 2012, Modelling, GIS and Planning Products Unit: *Colac Otway Shire Profile.*

- **Department of Health** – the latest national roll-out of Ageing and Aged Care called *Increasing Choice in Home Care* commenced on 27 February 2017. This is based on consumer centred care which allows for more choice, control and centralised access.



<b>Goal:</b>	<b>Healthy Ageing</b>	
<b>Council Plan Themes:</b>	<b>Our Places</b> <i>Assets and infrastructure meet community needs.</i>	<b>Our Community</b> Increase social connection opportunities and community safety. Opportunities for the community to participate in lifelong learning. Foster an inclusive community. Community planning informs provision of Council services and social infrastructure.
<b>State Strategy :</b>	<b>Improvements at every stage of life - Active and healthy ageing (Victorian public health and wellbeing plan)</b>	

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Work from a detailed 50+ Action Plan for the term of this Council</b>	Review progress of the 50+ Plan 2015 – 2025 (phase1)	Leader	Health services DHHS	Report prepared of the review of the 50+ Plan (phase1) in 2017	Staff time Existing Budget
	Prepare a 50+ Plan 2015 – 2025 (phase2) for 2017-2021	Leader	Health services DHHS	Action Plan prepared and adopted Council in 2017	Staff time Existing Budget
<b>Understand the needs and aspiration of older people</b>	Identify the needs and aspirations of older people through conversations, surveys and forums to inform future strategies around our ageing population	Facilitator	Older People	Findings from these are included in decision making	Staff time Existing Budget
<b>Older people are empowered to participate in decision making that enhances their quality of life</b>	Recruit volunteer Positive Ageing Ambassadors to represent the communities in which they live on issues around healthy ageing	Facilitator	Older People	Positive Ageing Ambassadors are recruited through processes developed in Council's Positive Ageing Ambassador Toolkit	Staff time Existing Budget External Funding - (Sought)
<b>Our urban design meets the needs of older people and those with dementia</b>	Complete the Age Friendly and Dementia Inclusive Communities project	Leader	Older People Health services DHHS	Findings from this report are included in the 50+ Plan 2015 – 2025 (phase2)	Staff time Existing Budget External Funding - (Secured)
<b>Services are designed and delivered to meet the needs of residents and communities</b>	Undertake a Business Review of Council's Older Person's and Ability Support Service (OPASS)	Leader	Older People Health services DHHS Consultant	A report is prepared on the review findings and recommendations are made on the most appropriate business model	Staff time Existing Budget

## Family violence

Family violence occurs when a perpetrator exercises power and control over another person. It involves coercive and abusive behaviours by the perpetrator that are designed to intimidate, humiliate, undermine and isolate; resulting in fear and insecurity. It covers a wide spectrum of conduct that involves an escalating spiral of violence. These behaviours can include physical and sexual abuse, as well as psychological, emotional, cultural, spiritual and financial abuse.

A key contributory factor for violence against women is gender inequity. There is a need to promote and normalise gender equity in public and private life. Mutually reinforcing actions are needed through legislation, policy and program responses. Local government has an important role in providing for gender equity and prevention and addressing of violence against women and children.

An environment of gender inequity can foster discriminatory attitudes and behaviours that condone violence and allow it to occur. For this reason, addressing gender inequality and discrimination is at the heart of preventing family violence, and other forms of violence against women such as non-intimate partner sexual assault.

Although every experience is unique, family violence is not a one-off incident for most victim survivors. It is a pattern of behaviour that can occur over a long period of time. It does not always end when the victim ends the relationship—this period can be a very dangerous time as there is a heightened risk that the violence will escalate.

While both men and women can be perpetrators or victims of family violence, overwhelmingly the majority of victims are women and children, and the majority of perpetrators are men. The most common and pervasive instances of family violence occur in intimate (current or former) partner relationships, perpetrated by men against women.<sup>18</sup>

While there is no single cause that leads to domestic violence, there are a number of risk factors associated with perpetrators and victims of domestic violence. For example, perpetrators' alcohol and drug use, and victims' experience of child abuse, pregnancy and separation may all increase the risk of domestic violence. Financial stress, personal stress and lack of social support are also strong correlates of violence against women.<sup>19</sup>

In 2016 the Royal Commission into Family Violence proposed 227 recommendations which the Victorian State Government accepted. Recommendation 94 requires local governments to report on the measures it proposes to take to reduce family violence and respond to the needs of victims. The Victorian

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<sup>18</sup> "Ending family Violence Victoria's Plan for Change" – Victorian Government's Plan recommended by the Royal Commission into Family Violence 2016

<sup>19</sup> Domestic violence in Australia—an overview of the issues – Department of Parliamentary Services

Government requires local governments to prepare this by 22 October 2017. Assistance will be provided by the Department of Health and Human Services and the Municipal Association of Victoria on developing guidelines to assist councils implementing this recommendation.

G21 Geelong Regional Alliance has prepared the '*Strategic Plan – Preventing violence against women and children in the G21 Region 2016-2020*'. Implementation commences in 2017.

## **Evidence**

- More than 80% of single-parent households are headed by women<sup>20</sup>
- 52% of females and 35% of males live on an income below the minimum wage<sup>21</sup>
- Only 31% of managers and professionals within the Colac Otway Shire municipality are female<sup>21</sup>
- 327 family violence offences in Colac Otway 2015-2016 (120% increase over 5 years)<sup>22</sup>

## **Supporting Documents**

- ***Strategic Plan – Preventing violence against women and children in the G21 Region (2016-2020), G21 Geelong Regional Alliance*** - this will provide guidance around the themes of strengthening leadership, increasing capacity, community key messages, and building the evidence base
- ***Royal Commission into Family Violence 2016*** – has made 227 recommendations to prevent family violence in the future
- ***Gendered Data & Health Planning, A resource for local government, Colac Otway Shire, Women's Health and Wellbeing, Barwon South West Inc.*** – this provides local evidence and advice on promoting gender equity and prevalence of family violence with Colac Otway.

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<sup>20</sup> Gendered Data & Health Planning, A resource for local government, Colac Otway Shire, Women's Health and Wellbeing, Barwon South West Inc.

<sup>21</sup> Colac Otway Shire Community Profile - <http://profile.id.com.au/colac-otway/home>

<sup>22</sup> Crime Statistics Agency Victoria

<b>Goal:</b>	<b>Reduce Family Violence and Increase Gender Equity</b>
<b>Council Plan Theme:</b>	<b>Our Community</b> Increase social connection opportunities and community safety. Foster an inclusive community. Community planning informs provision of Council services and social infrastructure.
<b>State Strategic Priority and legislation:</b>	<i>Preventing violence and injury (Victorian public health and wellbeing plan 2015-2019)</i> <i>Legislated requirement to implement Recommendation 94 - Royal Commission into Family Violence 2016</i>
<b>Regional Priority:</b>	<i>Strategic Plan – Preventing violence against women and children in the G21 Region 2016-2020 (G21 Region Alliance)</i>

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Implement Recommendation 94 of the Victorian Royal Commission into Family Violence</b>	Determine the measures to be taken with regard to the DHHS <i>"Family violence and municipal public health and wellbeing planning – Guidance for local government, May 2017"</i>	Regulator Leader Advocate Provider Org. Dev.	G21 DHHS MAV Women's H&W	To be determined by DHHS, MAV and the Strategic Plan – Preventing violence against women and children in the G21 Region (2016-2020)  Report on the measures taken to reduce family violence and respond to the needs of victims	Staff time Existing Budget External Funding - (Sought)
<b>Develop a regional approach to Preventing violence against women and children in the G21 Region</b>	To be developed in partnership with the G21 Health and Wellbeing Pillar	Leader Provider Org. Dev.	G21 DHHS Other Services Women's H&W	To be determined within the Strategic Plan – Preventing violence against women and children in the G21 Region (2016-2020)  Circulate the above Strategic Plan throughout the organisation	Staff time Existing Budget External Funding - (Sought)

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Develop strategies to promote gender equity</b>	Council develops a gender equity plan for internal and external use with recommendations from Women's Health and Wellbeing – Barwon South West W and G21 Strategic Prevention of Violence Against Women and Children Plan	Leader Advocate Provider Org. Dev.	G21 DHHS Women's H&W CAH	Gender Equity Plan adopted by Council	Staff time Existing Budget External Funding - (Secured)
	Promote gender equity as a priority consideration when determining community grants	Regulator Leader		Number of community grant applications received with a gender equity lens	Staff time Existing Budget
<b>Improve the screening and response to families experience violence</b>	Develop screening and response processes within the maternal and child health and family day care services	Partner Provider	Colac Otway and Corangamite Child Family Services Alliance	Report on initiatives to improve screening and responses to family violence	Staff time Existing Budget



## Healthy eating and active living

*“A nutritious diet and adequate food supply are central for promoting health and wellbeing. Excess intake contributes to the risk of obesity, cardiovascular diseases, diabetes, some cancers and dental caries. Increased consumption of fruit and vegetables helps reduce the risk of overweight and obesity, heart disease and certain cancers.*

*Low levels of physical activity and high levels of sedentariness are major risk factors for ill health and mortality from all causes. People who do not do sufficient physical activity have a greater risk of cardiovascular disease, colon and breast cancers, type 2 diabetes and osteoporosis. Being physically active improves mental and musculoskeletal health and reduces other risk factors such as overweight, high blood pressure and high blood cholesterol (Australian Institute of Health and Welfare 2015)<sup>23</sup>.*

*Over the past two decades adult obesity has increased by about 40 per cent in Victoria with over two million Victorians now overweight or obese (Australian Bureau of Statistics 2013f)<sup>24</sup>. Unless effective population-level interventions to reduce obesity are developed and implemented, the steady rise in life expectancy that has been observed may soon come to an end, followed by a reversal that may see the youth of today having shorter lives than their parents (Olshansky et al. 2005)<sup>25</sup>.*

Local Governments can make it easier for people to be physically active by addressing the way that the built environment and public realm is designed. Planning for a healthy built environment puts the needs of people and communities at the heart of Council decisions regarding spaces in which people live, work and play.<sup>26</sup>

The seven best investments to increase physical activity<sup>27</sup> are:

1. Whole of **school programs**.
2. **Transport policies and systems** that prioritise walking, cycling and public transport.
3. **Urban design** for equitable and safe access for recreational physical activity and recreational and transport-related walking and cycling across the life course.

<sup>23</sup> Victorian public health and wellbeing plan 2015-2019 - Australian Institute of Health and Welfare 2015, Physical inactivity, viewed 27 May 2015, <http://www.aihw.gov.au/risk-factors-physical-inactivity/>.

<sup>24</sup> Victorian public health and wellbeing plan 2015-2019 - Australian Bureau of Statistics 2013f, Profiles of Health, Australia, 2011–13, cat. no. 4338.0, Australian Bureau of Statistics, Canberra

<sup>25</sup> Victorian public health and wellbeing plan 2015-2019 - Olshansky S, Passaro D, Hershov R, Layden J, Carnes B, Brody J, Hayflick L, Butler R, Allison D, Ludwig D 2005, ‘A Potential Decline in Life Expectancy in the United States in the 21st Century’, The New England Journal of Medicine, vol. 352, no. 11, pp. 1138–1145

<sup>26</sup> Heart Foundation. *Creating heart healthy communities: Working with local government*. Accessed 24 June 2013 [www.heartfoundation.org.au/SiteCollectionDocuments/HF-Creating-Communities.pdf](http://www.heartfoundation.org.au/SiteCollectionDocuments/HF-Creating-Communities.pdf)

<sup>27</sup> The British Journal of Sports Medicine. (2012) Investments that Work for Physical Activity. British Journal of Sports Medicine, Volume 46, Issue 10, pages 709-712

4. Physical activity integrated into **primary health care systems**.
5. **Public education** to raise awareness and change social norms of physical activity.
6. **Community-wide programs** involving multiple settings and sectors.
7. **Sports systems and programs** that promote ‘sport for all’ across the lifespan.

The G21 Health and Wellbeing Pillar has identified Healthy Eating and Active Living as the regional priority project for all members over the next four years. Development of this project will commence in 2017. Furthermore, the G21 Sport and Recreation Pillar has identified physical activity as a pillar priority having completed the regional Physical Activity Strategy. Council has also adopted its municipal Physical Activity Strategy 2014-2017.

## Evidence

Households, receiving Centrelink support, that spend 30% or more of their income on food each week are considered at high risk of experiencing food insecurity. A food basket survey of 44 selected food items<sup>28</sup>, conducted in Colac Otway in 2016, showed that a typical family of 4 would be spending 31.87% of their income on food each week. A single parent family and a single male would be spending just under 30%. The food insecurity rate for Colac Otway is 4.6%<sup>29</sup>.

Physical inactivity is estimated to cost Australia \$13.8 billion annually and the health sector alone \$719 million<sup>30</sup>. 16,178 premature deaths can be attributed to physical inactivity each year<sup>31</sup>. From a workplace perspective, approximately 1.8 working days per employee per year are lost to physical inactivity, or the equivalent of \$458 per employee<sup>32</sup>.

### Colac Otway Healthy Eating – Adults<sup>33</sup>

8.3% met Australian vegetable consumption guidelines (5-6 serves daily)  
 45.7% met Australian fruit consumption guidelines (2 serves or more daily)  
 22.5% consumed sugar sweetened soft drink each day (Vic. average 11.2%)  
 4.6 average number of cups of water per day (Vic. average 5.4)  
 19.9% of adults are obese (Vic. average 18.8%)

### Colac Otway Active Living - Adults<sup>34</sup>

On average the rates for physical activity are better than those of other Victorians, however they are not ideal.  
 28.8% participated in any organised physical activity  
 71.1% participated in non-organised physical activity  
 53.7% did not meet physical activity guidelines

<sup>28</sup> Monash University *Victorian Healthy Food Basket Tool*

<sup>29</sup> Dept. of Health – Victorian LGA Statistical Profiles (Victorian Population Health Survey), 2014

<sup>30</sup> VicHealth (2010) Participation in Physical Activity: A Determination of Mental and Physical Health

<sup>31</sup> VicHealth (2010) Participation in Physical Activity: A Determination of Mental and Physical Health

<sup>32</sup> VicHealth (2010) Participation in Physical Activity: A Determination of Mental and Physical Health

<sup>33</sup> VicHealth Indicators Survey 2015, Colac Otway

<sup>34</sup> VicHealth Indicators Survey 2015, Colac Otway

### **Healthy Eating – Children<sup>35</sup>**

Research is currently being developed in Colac Otway on the eating habits of children. Indicative results show that children have low vegetable consumption, a high daily intake of sweet drinks and high rate of takeaway meals. Similarly to adults there is a high level of overweight or obesity.

### **Active Living - Children<sup>36</sup>**

Research is currently being developed in Colac Otway on the physical activity habits of children. Indicative results show that children have very low rates of physical activity and a moderate to high level of screen time.

### **Oral Health – Colac Otway Children<sup>37</sup>**

51% of 0-5 years have at least one decayed, missing or filled tooth (31% Vic. average) 2014-2016  
71% of 6-8 years have at least one decayed, missing or filled tooth (57% Vic. average) 2014-2016  
71% of 9-12 years have at least one decayed, missing or filled tooth (64% Vic. average) 2014-2016  
78% of 13-17 years have at least one decayed, missing or filled tooth (70% Vic. average) 2014-2016.

### **Supporting Documents**

- ***Victorian public health and wellbeing plan 2015-2019***
- ***VicHealth - Increasing participation in physical activity and reducing sedentary behaviour***, Local government action guide, 2016
- ***VicHealth - Supporting healthy eating***, Local government action guide, 2016
- ***G21 Regional Health and Wellbeing Plan 2013-2017*** – has identified Physical Activity as a regional health and wellbeing priority
- ***G21 Physical Activity Strategy 2014-2017***
- ***Colac Otway Shire Physical Activity Strategy 2014 – 2017***
- ***Colac Otway Shire Active Transport Strategy 2013 – 2023.***

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<sup>35</sup> Deakin University, Childhood Obesity in Colac Otway, 2017

<sup>36</sup> Deakin University, Childhood Obesity in Colac Otway, 2017

<sup>37</sup> Dental Health Services Victoria, Oral health profile, Colac Otway Shire, 2016

<b>Goal:</b>	<b>Healthy Eating and Active Living</b>	
<b>Council Plan Themes:</b>	<b>Our Places</b> <i>Assets and infrastructure meet community needs.  Towns and places are welcoming and attractive.</i>	<b>Our Community</b> Provision of resources to support physical activity by the community. Community planning informs provision of Council services and social infrastructure.
<b>State Strategic Priority:</b>	<i>Healthier Eating and Active Living (Victorian public health and wellbeing plan)</i>	
<b>Regional Priority:</b>	<i>Healthy Eating and Active Living (G21 Region Alliance)</i>	

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Increase active living through safe and accessible walking and riding for the whole of community</b>	Implement the G21 and COS Physical Activity Strategy 2014-2017 Implement actions within the COS Active Transport Strategy 2013-2023	Leader Partner	CAH OH HRH VicRoads Community	Document the results of these actions Review the COS Physical Activity Strategy achievements and develop new appropriate actions for the future	Staff time Existing Budget External Funding - (Sought) Business Case
	Plan, design and establish urban environments that encourage safe and accessible walking and cycling routes in built and natural environments	Leader	Community State Govt. Federal Govt.	Use best practice principles when planning urban designs	Staff time Existing Budget
	Promote and improve the quality, quantity and accessibility to the open space networks including Lake Colac, beaches, forests, open spaces, playgrounds and recreation facilities	Leader Provider	Community	Document implementation of the Colac Otway Open Space Strategy 2011 that increase active living	Staff time Existing Budget

<b>Objectives</b>	<b>Actions</b>	<b>Council's Role</b>	<b>Partners</b>	<b>Indicators</b>	<b>Resource Implications</b>
<b>Increased participation in sporting activities</b>	New and refurbished sport and recreation facilities adhere to sports facility guidelines and design principles suitable for all people	Facilitator Planner	Community State Govt. Federal Govt.	Access for all ages and abilities is considered when planning and undertaking works on all sporting facilities	Staff time Existing Budget
	Encourage more people to participate by providing welcoming, inclusive and flexible sports options	Advocate	Community Sporting Clubs G21 State Govt. Federal Govt.	Document implementation of the G21 sports specific plans for AFL, tennis, soccer and cricket	Staff time Existing Budget
<b>Participate in the G21 Healthier Eating and Active Living regional priority project</b>	To be developed in partnership with the G21 Health and Wellbeing Pillar	Leader Provider Org. Dev.	G21 DHHS Other Services	Project guidelines, shared measurements and indicators to be developed in 2017	Staff time Existing Budget
<b>Increased levels of healthier eating and the active living amongst boys and girls through the community based Obesity Project</b>	Work with partners to support healthier eating and active living amongst boys and girls	Partner Advocate	Families Health Services Schools Businesses Deakin University	Committee established and operational  Action Plan developed	Staff time Existing Budget External Funding - (Sought) Business Case
<b>Increased healthy food options in Council facilities</b>	Implement in Council run facilities including COPACC and Blue Water Leisure  Encourage committees of management of sporting clubs and/or other Council facilities to provide healthy food options and a decrease in sugar sweetened drinks  Provide healthy food options for staff  Develop a traffic light system, based on healthy food options, for operators within Council facilities	Regulator Partner	CAH	Decrease in the level of sugar sweetened drinks consumption  Traffic light system implemented for the increase of healthier food options in Council owned facilities	Staff time Existing Budget External Funding - (Sought)

## Mental health & connectedness

Mental health is a state of complete physical, mental, spiritual and social wellbeing in which each person is able to realise one's abilities, can cope with the normal stresses of life and make a unique contribution to one's community<sup>38</sup>.

Feeling connected to and valued by others, being able to cope with the usual stresses of life, having the opportunity and capacity to contribute to community and being productive are all critical to mental health. Mental health is an essential ingredient of individual and community wellbeing and significantly contributes to the social, cultural and economic life of our community<sup>39</sup>. Social exclusion is the process of being shut out from the social, economic, political and cultural systems which contribute to the integration of a person into the community<sup>40</sup>. Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear<sup>41</sup>. Social media misuse, including cyber bullying, stalking, sharing personal details or extreme views (leaving a permanent digital tattoo) and sexting can have a harmful impact on the wellbeing of both the sender and receiver, in extreme cases leading to mental ill-health, and in some cases suicide.

By providing opportunities for people to connect with others, join a group and be engaged in local activities, Council can improve the mental health and wellbeing of their residents. Communities with high levels of social cohesion, including participation by individuals in community organisations and activities, typically have better health than those with low levels<sup>42</sup>.

The opportunities to gamble have increased considerably over the last 10 years from site-specific venues such as poker machines and TAB's to, wherever and whenever, through online betting. Once gambling becomes a problem it can impact on the individual, families and communities. A number of external and deliberate factors play a significant role in this public health issue; with outcomes that can include addiction; significant financial loss; health, social and economic impacts; and even suicide<sup>43</sup>. A summary of the implementation of phase 1 priorities and actions of the Council's Access, Equity and Inclusion Plan 2015-2025 is planned for later in 2017 followed by the preparation of phase 2 of the Access, Equity and Inclusion Plan for the 2017-2021 period.

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<sup>38</sup> THE MELBOURNE CHARTER for Promoting Mental Health and Preventing Mental and Behavioural Disorders, 2008

<sup>39</sup> Victorian public health and wellbeing plan 2015-2017

<sup>40</sup> Cappo D 2002, Social inclusion initiative. Social inclusion, participation and empowerment. Address to Australian Council of Social Services National Congress 28-29 November, 2002, Hobart.

<sup>41</sup> Victorian State Government, The Impact of Bullying, 2017, retrieved from <http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/impact.aspx>

<sup>42</sup> Stansfeld, S, 2006, 'Social support and social cohesion', in R Wilkinson & M Marmot (eds), *Social determinants of health* (2nd edn), Oxford University Press, Oxford, pp. 148-171.

<sup>43</sup> City of Monash Public Health Approach to Gambling, Policy Statement 2016-2020

## Evidence

People who are socially isolated and excluded are more likely to experience low self-esteem, depressive symptoms and have a higher risk of coronary heart disease<sup>44</sup>.

Evidence shows that the natural environment has three main effects on humans<sup>45</sup>. It:

- Increases physical activity
- Reduces chronic stress
- Strengthens communities.

As more Australians are living alone compared to previous generations<sup>46</sup> the level of isolation could be expected to increase. There are 28.8% of lone person households compared to all households in Colac Otway Shire with Colac - Central having the highest proportion of lone person households at 37.7%. This is higher compared to the Victorian rate of 26.8%<sup>47</sup>.

Compared with others, lesbian, gay, bisexual and transgender people have higher rates of mental health disorders. The most common disorders experienced by refugees and asylum seekers include depression, anxiety and post-traumatic stress disorder (Department of Health and Human Services 2015d). Adults who do not feel valued by society or do not trust other people are more likely to report psychological distress, low income and poor or fair self-reported health.

Aboriginal and Torres Strait Islander peoples living in Colac Otway do not currently have an Aboriginal community controlled organisation or a culturally safe Gathering Place. There is a lack of advocacy and cultural safety in health, community, family, education, and a range of other services which lead to a series of mental health and wellbeing issues.

The local Colac Local Aboriginal Action Group, along with the Wathaurong Aboriginal Co-operative, believe the answers to these community issues will be addressed with advocacy, service delivery, increased opportunities and engagement by creating a 'Gathering Place' on Gulidjan Country in the heart of Colac's central business district. This will allow for access to all residents.

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<sup>44</sup> Cornwell, E & Waite, L, 2009, 'Social disconnectedness, perceived isolation, and health among older adults', *Journal of Health & Social Behaviour*, vol. 50, no. 1, pp. 31–48.

<sup>45</sup> Health Parks Healthy People, International Congress 2010, see [www.hphpcentral.com](http://www.hphpcentral.com) for further information.

<sup>46</sup> Australian Bureau of Statistics, 2004, *Household and family projections: Australia 2001–2006*, cat. no. 3236.0, ABS, Canberra.

<sup>47</sup> Compiled and presented in profile.id for Colac Otway Shire by .id, the population experts.

Cyber bullying is a contributory to social media misuse. Bullying is a crucial issue for young people in Australia, with as many as 1 in 4 students reporting being bullied every few weeks or more<sup>48</sup>. Of the 1,000 14-25-year-olds surveyed by **REACHOUT.COM** in 2017, 23% had experienced bullying in the last 12 months. Many of the young people surveyed said they experienced bullying in multiple places. Over half (52%) of them experienced bullying at school, followed by the workplace (25.3%) and online (25.3%). Approximately half of the young people surveyed had sought help or support for their experiences of bullying.

The amount lost by players on the 110 poker machines in Colac in 2015/16 was close to \$7.7 million<sup>49</sup>. Poker machines are the greatest cause of gambling harm in Australia. 80% or more of those with a gambling problem have it because of their use of poker machines<sup>50</sup>.

### Supporting Documents

- ***VicHealth, Increasing social connections, Local government action guide no. 4*** - provides local governments with guidelines for actions addressing Social Connection
- ***Australian Government Social Inclusion Framework (2011)*** - Is a measurement and reporting framework incorporating social inclusion principles to identify areas where effort is required and identify success that can be built upon
- ***Beyondblue, Problem gambling and depression, Fact Sheet 45*** –looks at the links between depression and gambling problems
- ***Fifth National Mental Health Plan (draft)*** - More people will have good mental health and wellbeing; those with mental health issues will have positive experiences with care and support, have good physical health and/or recover and have a meaningful and contributing life. Fewer people will experience stigma and discrimination
- ***City of Monash Public Health Approach to Gambling, Policy Statement 2016-2020*** – the City of Monash is recognised as a statewide leader in pushing for gambling reform and in protecting their community from gambling harm
- ***Racism in Victoria and what it means for the health of Victorians, 2017*** – this report shows that racism is harmful to the health of those who are its victims.
- ***REACHOUT.COM, Bullying and Young Australians, Research Summary, 2017*** – this research provides national statistics and commentary bullying, which can happen in person or online, and it can be obvious (overt) or hidden (covert).

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<sup>48</sup> D. Cross, T. Shaw, L. Hearn, M. Epstein, H. Monks, L. Lester and L. Thomas, *Australian Covert Bullying Prevalence Study (ACBPS)*, Child Health Promotion Research Centre, Edith Cowan University, Perth, 2009.

<sup>49</sup> Victorian Commission for Gambling and Liquor Regulation, accessed 9 March 2017 - Department of Health and Human Services 2015d, Refugee and asylum seeker health, viewed 15 August 2015, <http://www.health.vic.gov.au/diversity/refugee.htm>

<sup>50</sup> Alliance for Gambling Reform 2015, Ka-Ching! Pokie Nation (pre-screening promotion pack), Alliance for Gambling Reform 2015

**Goal:** Take action to build resilient and socially connected individuals and communities

**Council Plan Theme:** *Our Community*  
 Increase social connection opportunities and community safety.  
 Connect people through events and activities.  
 Opportunities for community to participate in lifelong learning.  
 Foster an inclusive community.

**State Strategic Priority:** *Improving mental health (Victorian public health and wellbeing plan)*

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Work from a detailed Access, Equity and Inclusion Action Plan for the term of this Council</b>	Review the initial progress of the actions of the Access, Equity and Inclusion Plan 2015 – 2025	Leader	Health services DHHS	Report prepared of the review of the Access, Equity and Inclusion Plan in 2017	Staff time Existing Budget
	Develop a new four year action plan for (2017 – 2021) for the Access, Equity and Inclusion Plan 2015 – 2025	Leader	Health services DHHS	Action Plan prepared and adopted Council in 2017	Staff time Existing Budget
<b>Increased social connection opportunities</b>	Support community clubs, groups and associations to provide welcoming and inclusive environments for all members of our community within Council facilities	Advocate Leader Regulator	Diversitat Clubs and Groups Community	Set explicit goals and objectives to reduce inequities and promote social connections	Staff time Existing Budget
	Focus on building resilience in young people	Partner	CAH	Attendance at FReeZA events Document youth engagement initiatives	External Funding - (Secured & Sought) for CAH
<b>Care and support is available for people with mental health issues</b>	Together with partners, provide support services to our community that aim to provide good mental health and wellbeing	Advocate Provider	Health services Community services DHHS Police Schools	Post-natal depression support from maternal and child health Increase in physical activity Support our farming community during difficult times Support agencies, schools and families in their efforts to reduce the incidence of harmful social media	Staff time Existing Budget

	Conduct events and activities that link partners and community to discuss mental health and wellbeing issues and actions	Advocate Partner	Health services Community services	Undertake activities during Mental Health Week, Seniors Week and other times to promote mental health and wellbeing	Staff time Existing Budget External Funding - (Sought)
<b>Strengthening the community resilience to gambling related harm</b>	Develop a clear, consistent and decisive policy that reflects Council's public health position on gambling	Advocate Leader	State Govt.	Policy developed and implemented	Staff time Existing Budget



## Culture, heritage and diversity

The Victorian public health and wellbeing plan 2015-2019 sets out a new long-term agenda for improving all Victorians' health and wellbeing. This plan gives special attention to ensuring that the greatest improvements are realised among those whose health is poorest, including those who often have fewer financial and social resources than the rest of the population. These groups include but are not limited to some Aboriginal people, some groups of Victorians from culturally and linguistically diverse backgrounds, residents of rural Victoria, people with disabilities, refugees, asylum seekers, people who identify as lesbian, gay, bisexual, transgender or intersex, people who are homeless, and children in out-of-home care.

Protective factors can support transitions across the life course, such as social support networks for young people upon leaving home, and supportive family networks and workplaces in the event of birth, illness or bereavement. Protective factors also have a direct impact on health outcomes. The strength of social and community networks (or 'social capital') provides a protective safety net and is associated with better health, where the higher the degree of social connectedness generally means a lower death rate (Steptoe et al. 2013)<sup>51</sup>.

There are significant protective factors that are linked to strong cultural identity; social inclusion and respect for diversity across society. For Aboriginal people, connection to land, family, ancestry, culture and spirituality are protective factors that can provide a source of strength, resilience and empowerment (Kelly et al. 2009)<sup>52</sup>.

Colac Otway has been a destination place for migrants and refugees over many decades. These included immigrants from the United Kingdom and European/Scandinavian Countries include Germans, Italians, and the Dutch whose descendants still remain in the shire today. In the nineties there was an increase in farmers from Southern Africa. More recently there have immigrants from China, the Philippines and New Zealand and refugees/asylum seekers, predominantly Sudanese and Afghani who need support to understand and become part of our community. Many of these people have seen opportunities for themselves and their descendants to contribute to the culture, heritage and diversity of the shire.

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<sup>51</sup> Steptoe A, Shankar A, Demakakos P, Wardle J 2013, 'Social isolation, loneliness, and all-cause mortality in older men and women', *Proceedings of the National Academy of Sciences*, vol. 110, no. 15, pp. 5798–5801.

<sup>52</sup> Kelly K, Dudgeon P, Gee G, Glaskin B 2009, *Living on the edge: social and emotional wellbeing and risk and protective factors for serious psychological distress among Aboriginal and Torres Strait Islander people*, Cooperative Research Centre for Aboriginal Health, Darwin

## Evidence

- Median weekly rent: Aboriginal and Torres Strait Islander \$190, non-indigenous \$175<sup>51</sup>
- Median total income: Aboriginal and Torres Strait Islander \$363, non-indigenous \$498<sup>51</sup>
- Children aged 5-14 not enrolled in school: Aboriginal and Torres Strait Islander 14%, non-indigenous 10%<sup>51</sup>
- Median age of persons: Aboriginal and Torres Strait Islander 26, non-indigenous 42<sup>51</sup>
- 2011 Census Data shows that 182 people identified as Aboriginal and Torres Strait Islander and 780 did not state their status<sup>53</sup>.
- National Aboriginal and Torres Strait Islander Health Survey: 30 per cent of Aboriginal respondents reported high or very high psychological distress levels in the four weeks before the survey interview, which was nearly three times that of the non-Aboriginal rate<sup>54</sup>.
- Aboriginal people have a life expectancy 10 years lower than non-Aboriginal people and life expectancy varies by up to seven years between local government areas in Victoria<sup>55</sup>.
- Racism reduces access to employment, housing and education, resulting in low socioeconomic status. As socioeconomic status declines so does mental and physical health<sup>56</sup>.

There is limited data on the arrival and integration of new communities into this municipality. Many stay here for a short time then move on to find employment, education and like communities with people from their previous country. Council works closely with Diversitat, Colac Area Health, VicPol, community support agencies, schools and churches to understand the specific needs of each new culture and cater for their needs to shorten the time it takes to feel connected with our community.

## Supporting Documents

- ***Victorian public health and wellbeing plan 2015-2019*** – provides comprehensive information on the evidence and protective factors of acknowledging and celebrating culture, heritage and diversity
- ***Victorian Aboriginal and Local Government Action Plan 2016*** – presents an overarching framework to connect and support councils and Aboriginal communities across Victoria by recognising, celebrating and growing good practices.
- ***Racism in Victoria and what it means for the health of Victorians, 2017*** – this report shows that racism is harmful to the health of those who are its victims.

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<sup>53</sup> Australian Bureau of Statistics 2011: TO6 Indigenous status by age and sex

<sup>54</sup> Australian Bureau of Statistics 2013d

<sup>55</sup> Victorian public health and wellbeing plan 2015-2019

<sup>56</sup> Harrell, C.J et al (2011), 'Multiple pathways linking racism to health outcomes' Du Bois Review 8(1): 143.157. .

- **Memorandum of Understanding, Between Diversitat and Council** - working arrangements as partners in the delivery of the Capacity Building and Participation Program: Strategic Partnerships until September 2020.



Australia Day photo by Nick Jenkin

**Goal:** Acknowledge and celebrate our community's culture, heritage and diversity

**Council Plan Theme:**

**Our Community**

Foster an inclusive community.

Community planning informs provision of Council services and social infrastructure.

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Acknowledge and celebrate our Aboriginal community's culture, history and aspirations</b>	Acknowledge, recognise and respect our Aboriginal community	Leader	Local Government Victoria	Adopted Statement of Commitment to our Aboriginal community Identify and implement initiatives from the Local Government Victoria – Aboriginal Implementation Plan for councils	Staff time Existing Budget
	Support the advocacy for the establishment of a Gathering Place for Aboriginal people in Colac Otway	Advocate Partner	Aboriginal community Wathaurong Aboriginal Co-op CAH DHHS	Effective in collaborating with partners on the advocacy for a Gathering Place for Aboriginal people in Colac Otway	Staff time Existing Budget
	Support and implement Koolin Balit (means Healthy People in Boonwuruung language), so that the length and quality of life for Aboriginal people will have improved significantly and measurably by 2022	Leader Provider	Aboriginal community Wathaurong Aboriginal Co-op CAH DHHS	Strengthen relationships with Aboriginal service providers  Increase the proportion of Aboriginal children attending maternal and child health services  Aboriginal people are considered in all actions of this Plan	Staff time Existing Budget

<b>Objectives</b>	<b>Actions</b>	<b>Council's Role</b>	<b>Partners</b>	<b>Indicators</b>	<b>Resource Implications</b>
<b>Culturally safe places for Aboriginals and Torres Strait Islanders</b>	In partnership with our Aboriginal community help to increase advocacy and cultural safety in existing health, community, family, education, and a range of other services	Advocate Provider	Aboriginal comm. Wathaurong Aboriginal Co-op CAH DHHS	Initiatives are developed and implemented	Staff time Existing Budget External Funding - (Sought)
<b>Define our community direction for Arts and Culture</b>	Develop an Arts and Culture Strategy that reflects our community's culture, heritage and diversity	Leader Provider Advocate	Community	Arts and Culture Strategy adopted by Council	Staff time Existing Budget
<b>Support diverse communities</b>	Acknowledge and support our culturally and linguistically diverse (CALD) communities including migrants, refugees and asylum seekers.	Advocate Provider Facilitator	Diversitat CAH Community services State Govt.	More events and programs that embrace, support, promote cultural diversity  Implement the Memorandum of Understanding with Diversitat to respond to the needs of migrants', in particular those of refugee and asylum seekers.	Staff time Existing Budget
<b>Understand and respond to the diversity of our community</b>	Support locally based community awareness campaigns to highlight the benefits of cultural and community diversity	Advocate	Diversitat CAH Community services State Govt.	Collect data and develop an understanding of the needs and aspirations of our new communities  Monitor and document services and planning, and events and activities that include and promote cultural and community diversity	Staff time Existing Budget

## Reduce harm from alcohol, tobacco and other drugs

Risky use of drugs and alcohol can have detrimental health impacts on health and wellbeing (chronic health conditions such as liver disease and cancer, heart attack, stroke, overdoses, poisonings, suicides, road trauma, falls and injuries and assaults). They can also often cause harm to others (i.e. transport accidents, child abuse and neglect, assaults, family violence, and disruption to family, friends, neighbourhoods and workplaces)<sup>57,58</sup>.

Research shows that long-term and regular alcohol consumption, not only binge drinking, is linked to disease, including some cancers and even cardiac illness. Long-term and frequent alcohol use is also a risk factor for alcohol-related dementia and other acquired brain injuries (Gao, Ogeil & Lloyd 2014)<sup>59</sup>.

Some drugs can trigger the onset of a pre-existing mental illness. Using frequent or large quantities of some drugs such as crystal methamphetamine ('ice') can cause drug induced psychosis. Alcohol and drug use is also closely associated with a range of mental health issues, and particularly anxiety and depression (Friel & Clarke 2011)<sup>60</sup>.

### Evidence

Just over one-third (35.9%) of Colac Otway residents were identified as being at risk of short-term harm from alcohol in a given month, greater than the Victorian estimate (29.4%)<sup>61</sup>. Compared to all Victorians, a similar proportion of Colac Otway residents was identified as being at very high risk of short-term harm each month (10.4%, Victoria = 9.2%)<sup>62</sup>. Just over one-quarter (25.9%) of residents living in Colac Otway agreed that getting drunk every now and then is okay. This is similar to the proportion of Victorians who agreed (27.9%)<sup>63</sup>. In the Barwon South West region 61% of adolescents aged 12-17 years reported that it is 'easy/very easy' to get alcohol<sup>64</sup>.

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<sup>57</sup> City of Greater Geelong draft Public Health and Wellbeing Plan 2013-2017

<sup>58</sup> VicHealth, *Reducing harm from alcohol: local government action guide no.9*, accessed 24 June 2013, [www.vichealth.vic.gov.au/localgovernmentguides](http://www.vichealth.vic.gov.au/localgovernmentguides)

<sup>59</sup> Victorian public health and wellbeing plan 2015-2019 - Gao C, Ogeil RP, Lloyd B 2014, *Alcohol's burden of disease in Australia*, Foundation for Alcohol Research and Education, VicHealth, Turning Point, Canberra.

<sup>60</sup> Victorian public health and wellbeing plan 2015-2019 - Friel M, Clarke D 2011, 'Meeting the challenging care of co-occurring disorders', *Medical Journal of Australia. Supplement: depression, anxiety and substance use*, vol. 195, no. 3, pp. S5-S6.

<sup>61</sup> Colac Otway LGA Profile - VicHealth Indicators Survey 2015 Results

<sup>62</sup> Colac Otway LGA Profile - VicHealth Indicators Survey 2015 Results

<sup>63</sup> Colac Otway LGA Profile - VicHealth Indicators Survey 2015 Results

<sup>64</sup> The Victorian Adolescent Health and Wellbeing Survey (HowRU 2009)

In the Barwon South West region 30.3% children aged under 2 years are exposed to tobacco while in utero.<sup>65</sup> In the Barwon South West region 24.3% of young persons have smoked cigarettes in the past 30 days<sup>66</sup>.

Compared to Victorian averages, the Colac Otway population had<sup>67</sup>:

- Higher rates of population with mental and behavioural problems (Males: 11.0 v's 9.9 per 100; and Females: 12.1 v's 11.6 per 100)
- Higher rates of alcohol consumption at risky/high-risk levels to health in short term (56% v's 45.3%)
- Higher rates of alcohol-related serious road accidents (7.33 v's 4.09 per 10,000)
- Much higher rates of alcohol/drug clients (9.2 v's 5.1 per 1,000)
- A much lower rate of Mental Health Care Plans prepared (5,100 v's 9,128 p/100,000)

In 2013 there were 8.8/1,000 people in Colac Otway receiving drug and alcohol treatment compared to 5.8/1,000 in Victoria<sup>68</sup>. Drug offences (includes use, possession, manufacturing and trafficking) within Colac Otway increased from 64 in 2015 to 141 in 2016 (120% increase) and within Colac from 51 in 2015 to 126 in 2016 (147% increase)<sup>69</sup>.

## Supporting Documents

- **Victorian public health and wellbeing plan 2015-2019** – provides a statewide approach into alcohol and other drug initiatives. These should be considered when developing the local action plan.
- **Reducing the alcohol and drug toll: Victoria's plan 2013 – 2017**- sets out how the Victorian Government will work with the community to bring down the alcohol and drug toll and deliver better health outcomes to thousands of Victorians who want to recover from the harm associated with alcohol misuse and drug use.
- **Quit Victoria Strategic Plan** - aims to reduce smoking rates, reduce smoking behaviours and reduce exposure to tobacco smoking and smoking behaviours.

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<sup>65</sup> The Victorian Adolescent Health and Wellbeing Survey (HowRU 2009)

<sup>66</sup> The Victorian Adolescent Health and Wellbeing Survey (HowRU 2009)

<sup>67</sup> Government of Victoria, Department of Health, 2013, Modelling, GIS and Planning Products Unit: *Colac Otway Shire Profile*.

<sup>68</sup> Government of Victoria, Department of Health, 2013, Modelling, GIS and Planning Products Unit: *Colac Otway Shire Profile*.

<sup>69</sup> Crime Statistics Agency, Victoria

- ***VicHealth, Reducing harm from alcohol, Local government action guide, 2016*** – builds on a ‘systems thinking’ perspective that recognises the complexity of health issues and the underlying causes of poor health and wellbeing.
- ***VicHealth, Preventing tobacco use, Local government action guide, 2016*** - builds on a ‘systems thinking’ perspective that recognises the complexity of health issues and the underlying causes of poor health and wellbeing.

<b>Goal:</b>	<b>Reduced harm from alcohol, tobacco and other drugs</b>
<b>Council Plan Theme:</b>	<b>Our Community</b> Community planning informs provision of Council services and social infrastructure. Increase social connection opportunities and community safety.
<b>State Strategic Priority:</b>	<i>Tobacco free living &amp; Reducing harmful alcohol and drug use (Victorian public health and wellbeing plan 2015-2019)</i>

Objectives	Actions	Council's Role	Partners	Indicators	Resource Implications
<b>Strategies and plans that reduce alcohol-related harm</b>	Develop an alcohol management plan to address alcohol-related harm in our community	Leader Facilitator Advocate Org. Dev.	Health services Comm. Services VicPol	Alcohol management plan adopted and implemented	Staff time Existing Budget
<b>Design safe physical environments that reduce alcohol-related harm</b>	Review and improve the amenity of public areas around licensed venues to reduce the risk of alcohol-related harm	Leader	Licensed venues	Review public areas around licensed venues including lighting, urban design, landscaping bins, safe road crossing	Staff time Existing Budget
<b>Changed alcohol cultures</b>	Use the <i>VicHealth Alcohol Culture Framework</i> to develop strategies to change alcohol cultural norms, beliefs and attitudes that influence alcohol consumption	Leader Facilitator Advocate Org. Dev.	Health services Comm. Services Sporting Clubs Event organisers	Strategies are developed and implemented  Reduction in harmful alcohol consumption	Staff time Existing Budget
<b>Build local partnerships that reduce alcohol-related harm</b>	Collaborate with others including councils, sporting clubs, police, licensees, community and health services to coordinate efforts and share resources and lessons for an integrated approach to the management of alcohol-related harm	Leader Facilitator Advocate	Health services Comm. Services Sporting Clubs Event organisers	Document joined-up initiatives	Staff time Existing Budget External Funding - (Sought)

<b>Objectives</b>	<b>Actions</b>	<b>Council's Role</b>	<b>Partners</b>	<b>Indicators</b>	<b>Resource Implications</b>
<b>Commitment to supporting people to quit smoking and live tobacco-free</b>	Support licensed venues operators and event organisers to meet legislative requirements	Regulator Advocate	CAH Health services	Inspection of premises and events and compliance rates	Staff time Existing Budget
	Inspection of premises to enforce regulations in accordance with the Tobacco Act 1987	Regulator	State Government	Monitoring, compliance and enforcement data is collected and reported to DHHS and Council	Staff time Existing Budget External Funding - (Secured)
	Council develops a policy on smoking within the civic precinct	Regulator		Policy adopted and implemented	Staff time Existing Budget
<b>Reduced harmful effects of drugs in our community</b>	Better understand and advocate for initiatives to reduce the harmful effects of drugs in our community	Advocate	VicPol Community Drug Support services State Govt.	Advocacy strategies are developed and implemented to support services for our community	Staff time Existing Budget
	Council develops a drug action plan	Leader Advocate	VicPol Community Drug Support services State Govt.	Drug action plan adopted and implemented	Staff time Existing Budget

## APPENDIX A – Abbreviations & Council’s role

BCYF	Barwon Child Youth & Family
CAH	Colac Area Health
CCMA	Corangamite Catchment Management Authority
CHEWS app	Community Health Education Wellbeing Social app
CFA	Country Fire Authority
DELWP	Department of Environment, Land, Water & Planning
DET	Department of Education & Training
DHHS	Department of Health & Human Services
G21	G21 Region Alliance
HRH	Hesse Rural Health
KEYS	Kids Early Years Services
MAV	Municipal Association of Victoria
OH	Otway Health
RDV	Regional Development Victoria
Women’s H&W	Women’s Health & Wellbeing – Barwon South West Inc.

### Council’s role

The Council has many roles. To deliver value for money for its community, Council will consider which role is the most appropriate in the work it does. These roles include the following broad categories:

Council’s role	Council will:	Example
Leader	Lead by example	Increase active living through urban design
Provider	Deliver services to meet community needs	Maternal Child Health service delivery
Partner	Contribute staff time or funds	G21 alliance
Facilitator	Promote the Shire, a service gap, or bring together people who have a stake in an issue	Older people are empowered to participate in decision making
Advocate	Proactively make representation to state and federal governments on key issues for the Shire	Advocate for a culturally safe place for Aboriginals
Regulator	Take direct legal responsibility	Conduct inspections of local food premises and issue licenses
Organisational Development	Implement internal policies and procedures for staff	Health & Wellbeing issues are considered in all reports, planning and decision making



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