



DETAILED ACTION PLAN

Youth Action Plan 2020-2024

July 2019



7

destinations



Safe & Strong

A proud inclusive community that unites, celebrates and cares

Safe & Strong documents are guided by the Social Inclusion Lead Strategy. Supporting Plans, Action Plans and Policies cover such themes as being a child friendly City, children's services, community safety and crime prevention, inclusiveness, community services, universal access, reconciliation, ageing, community harmony and youth.



Clean & Green

A clean and sustainable city with healthy waterways and natural areas

Clean & Green documents are guided by the Environmental Sustainability Lead Strategy. Supporting Plans, Action Plans and Policies cover such themes as managing our catchments and waterways, natural resources, hazards and risks, emergency management, biodiversity and corporate sustainability.



Prosperous & Innovative

A smart and evolving city with exciting opportunities for investment and creativity

Prosperous & Innovative documents are guided by the Prosperity and Innovation Lead Strategy. Supporting Plans, Action Plans and Policies cover such themes as revitalising our centres, employment, investment, being SMART and creative, and providing opportunities for cultural and economic growth.



Moving & Integrated

An accessible city with great local destinations and many options to get there

Moving & Integrated documents are guided by the Transport Lead Strategy. Supporting Plans, Action Plans and Policies cover such themes as accessibility, pedestrian and cycling networks, pedestrian and road safety, transport hubs, and asset management.



Healthy & Active

A motivated city that nurtures healthy minds and bodies

Healthy & Active documents are guided by the Health and Recreation Lead Strategy. Supporting Plans, Action Plans and Policies cover such themes as lifelong learning, active and healthy lifestyles, and providing quality sport and recreation infrastructure.



Liveable & Distinctive

A well designed, attractive city which preserves the identity and character of local villages

Liveable & Distinctive documents are guided by the Liveable City Lead Strategy. Supporting Plans, Action Plans and Policies cover such themes as preserving the character and personality of centres, heritage, affordable housing, and well managed development.



Leading & Engaged

A well- governed city with brave and future focused leaders who listen

Leading & Engaged documents are guided by Council's Lead Resourcing Strategies. Supporting Plans, Action Plans and Policies cover such themes as open government, managing assets, improving services, long term funding, operational excellence, monitoring performance, being a good employer, civic leadership, and engaging, educating and communicating with our community.

Strategic Planning Framework Summary

The Strategic Planning Framework (SPF) maps out the role of all current and future Council strategies and plans that work to deliver the vision for the City. The framework works from the highest level of strategic direction in the Community Strategic Plan through to more detailed plans that will eventually drive works projects and programs on the ground. The framework is comprised of the following levels:

The **COMMUNITY STRATEGIC PLAN (CSP)** is our highest level plan and translates the community's desired outcomes for the city into key destinations. The CSP includes community suggested actions which can be tested in the development of all other plans.

1 **LEAD STRATEGIES** are Council's response to the CSP and provide high level strategic direction on key challenges facing the City. They are informed by a sound evidence base that considers key trends and an understanding of the implications of key issues and opportunities on the City.

2 **SUPPORTING PLANS** break down broad theme areas discussed in LEAD STRATEGIES into smaller themes providing high level actions. SUPPORTING PLANS identify broad works projects and programs required to deliver on these actions. Supporting plans include indicative costing and resourcing requirements and delivery timeframes.

3 **DETAILED ACTION PLANS** take actions from SUPPORTING PLANS and identify specific works projects and programs required to deliver on these actions. Supporting plans include detailed costing and resourcing requirements and delivery timeframes.

4 **GUIDELINES, POLICIES AND CODES** provide detailed information, rules for activities or guidance for specific works on Council or other lands.

Acknowledgment

The City of Canterbury
Bankstown acknowledges
the traditional country of the
Daruk (Darag, Dharug, Daruk,
Dharuk) and the Eora People.

We recognise and respect
their cultural heritage, beliefs
and relationship with the land.

We acknowledge they are
of continuing importance to
Aboriginal and Torres Strait
Islander people living today.







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01

Message from the City

The City of Canterbury Bankstown is home to around 65,000 young people aged 12 to 24, making up about 17% of the total population. Young people are a valuable part of our community and contribute to our city in a range of ways; they are active members of local community, cultural, creative and sporting groups, volunteers, students and workers.

The Youth Action Plan is underpinned by our Community Strategic Plan: *CBCity 2028*, which outlines a vision for the future of the city as *Thriving, Dynamic and Real*. The Youth Action Plan is structured around objectives that contribute to building the resilience of young people and improving their connection to the community and Council. Young people are not only our City's future, they are our present, and it is important that we have a plan that supports them to reach their full potential and reflects their needs, priorities and ambitions as our city continues to grow and change.

The Youth Action Plan highlights Canterbury-Bankstown's youth as highly culturally diverse, open-minded and supportive of each other, focusing on what unites and connects them. They have enormous talent, great ideas and a broad range of skills. They are resilient and bounce back quickly in the face of challenges. They are optimistic and excited about the future, and the future of our City. As such, this plan emphasises the need for Council to work together with young people, local stakeholders and government to take a holistic approach, and the need to take a strategic leadership role in seeking the best outcomes for young people in our City.



02 Context

Purpose and objectives

The Youth Action Plan is a tool and resource that will guide Council in its work with young people, the community, youth service providers and other stakeholders to meet the needs of local young people and build a youth-friendly city.

The purpose of the Youth Action Plan is to:

- Identify the needs of Canterbury-Bankstown's young people including services, facilities and programs;
- Build upon existing initiatives and identify opportunities to work collaboratively with a whole-of-Council approach to ensure young people meet the outcomes envisioned in *CBCity 2028*; and
- Advocate on areas of concern for young people.

The Plan outlines objectives and actions under the following seven key priorities:

- Services and programs;
- Youth friendly places and spaces;
- Health and wellbeing;
- Education and employment;
- Cultural diversity;
- Civic participation; and
- Inclusion.





Strategic context

This Youth Action Plan works alongside the seven destinations identified in *CBCity 2028* by outlining a set of priorities that contributes to our vision of making Canterbury-Bankstown a place that is thriving, dynamic and real. It includes a list of actions which will guide Councils work in ensuring young people are Safe and Strong.

A key focus of *CBCity 2028*, is becoming a Child Friendly City. The United Nations Convention on the Rights of the Child identifies a Child Friendly City as being committed to improving the lives of children and young people by realising their rights. The four core principles of the convention are non-discrimination; devotion to the best interests of the child; the right to life, survival and development; and respect for the views of the child.

This Plan draws on the Child-Friendly Cities framework and works alongside Council's Child Friendly City Action Plan, while also acknowledging that children (aged under 12 years) and young people (aged 12 to 24 years) have different interests, priorities and needs. Moreover, young people across the 12 to 24 age group have a spectrum of changing needs and aspirations across life stages from primary school to young adulthood, for example an increasing focus on independence from parents, tertiary education and employment opportunities. Recognising and responding to these varying needs is key in developing appropriate and meaningful community engagement and services for Canterbury-Bankstown's young people.

For the purposes of the plan, Council have defined young people as those aged between 12-24 respective to disability, background, culture, religion, sexuality and gender identity. In line with the United Nations Rights of the Child, at Canterbury- Bankstown, we see a youth-friendly city in practice as a city in which the voices, needs, priorities and rights of young people are an integral part of public policies, programs and decisions.

It is a city where young people:

- Are protected from exploitation, violence and abuse;
- Have a good start in life and grow up healthy and cared for;
- Have access to quality social services;
- Experience quality, inclusive and participatory education and skills development;
- Express their opinions and influence decisions that affect them;
- Participate in family, cultural, city/community and social life;
- Live in a safe, secure and clean environment with access to green spaces;
- Meet friends and have places to enjoy themselves; and
- Have a fair chance in life regardless of their ethnic origin, sexuality, religion, income, gender or ability¹.

1. Adapted from UNICEF, "What is a child-friendly city?", childfriendlycities.org/what-is-a-child-friendly-city/, accessed 29 March 2019.

The Youth Action Plan acknowledges the priorities of the NSW Strategic Plan for Children and Young People 2016 – 2019, which outlines a set of agreed objectives and indicators for NSW government policies and services for children and young people. The NSW Strategic Plan outlines actions for agencies such as the Department of Education, Family and Community Services, Juvenile Justice and NSW Health. The NSW Strategic Plan's goal is for children and young people in NSW to be safe, connected, respected, healthy and well, with opportunities to thrive and have their voice heard in their communities. The Plan includes six guiding principles to inform implementation: Innovation; Localisation; Collaboration; Prevention; Transitions; and Addressing Disadvantage.



03 Young people in Canterbury-Bankstown

There are over 65,000 young people in Canterbury-Bankstown, making up 17% of the total population. This is predicted to increase by around 4,000 young people in the 4 years of this plan. In total, there is forecast to be over 77,000 young people living in Canterbury-Bankstown in 2036.

While Council acknowledges the strengths, skills, contribution and participation of young people to the community of Canterbury-Bankstown, many young people in the City face challenges that affect their ability to reach their full potential.

Through an extensive community and stakeholder engagement process and direct consultation with young people and youth services, Council has identified a range of issues including but not limited to income inequality, unemployment, poor health and mental health, stresses at home and at school, language and cultural barriers, and housing insecurity.

Demographic snapshot

Age Group	2016		2023		2036
Aged 12 to 17 years	26,245		30,395		33,973
Aged 18 to 24 years	36,101	→	38,952	→	43,418
Total 12 to 24 years	62,346		69,347		77,391
Total population Canterbury-Bankstown	361,554		407,352		463,311

Canterbury-Bankstown's young people are a diverse group, with many different interests, backgrounds, lifestyles, plans and needs.

Compared to Greater Sydney, Canterbury-Bankstown has:

- A higher proportion of people who speak a non-English language at home (60% vs 36%). The most common languages are Arabic, Mandarin, Vietnamese, Greek and Cantonese;
- A higher proportion of people born overseas (44% vs 36.7%);
- A higher proportion of social housing rentals (8% vs 5%);
- A lower proportion of households with an internet connection (76% vs 81%);
- Higher rates of youth unemployment (16% vs 13%);
- Lower rates of formal volunteering (12% vs 17%) however, there are a significant amount of young people providing unpaid care for relatives and/or friends;
- A lower proportion of people who identify as Aboriginal and Torres Strait Islander (0.7% vs 1.5%) and
- A higher proportion of people who reported needing help in their day-to-day lives due to disability (6.7% vs 4.9%).

What does Council do now?

Council has a dynamic youth team that are primarily responsible for delivering a range of services for young people specifically, including (but not limited to) the provision of Belmore Youth Resource Centre, school holiday programs, Twilight Sports, educational workshops, recreation activities and youth events.

Across all departments, Council delivers (either directly or indirectly) services and programs, facilities, infrastructure used by young people and acts as an advocate for outcomes that support for young people and the future of the City. Council is also an employer of young people, and provides work experience and volunteering opportunities.

Council convenes a Youth Reference Group, which aims to represent the needs of young people in the local area by providing advice and recommendations to Council in relation to local youth issues and needs.

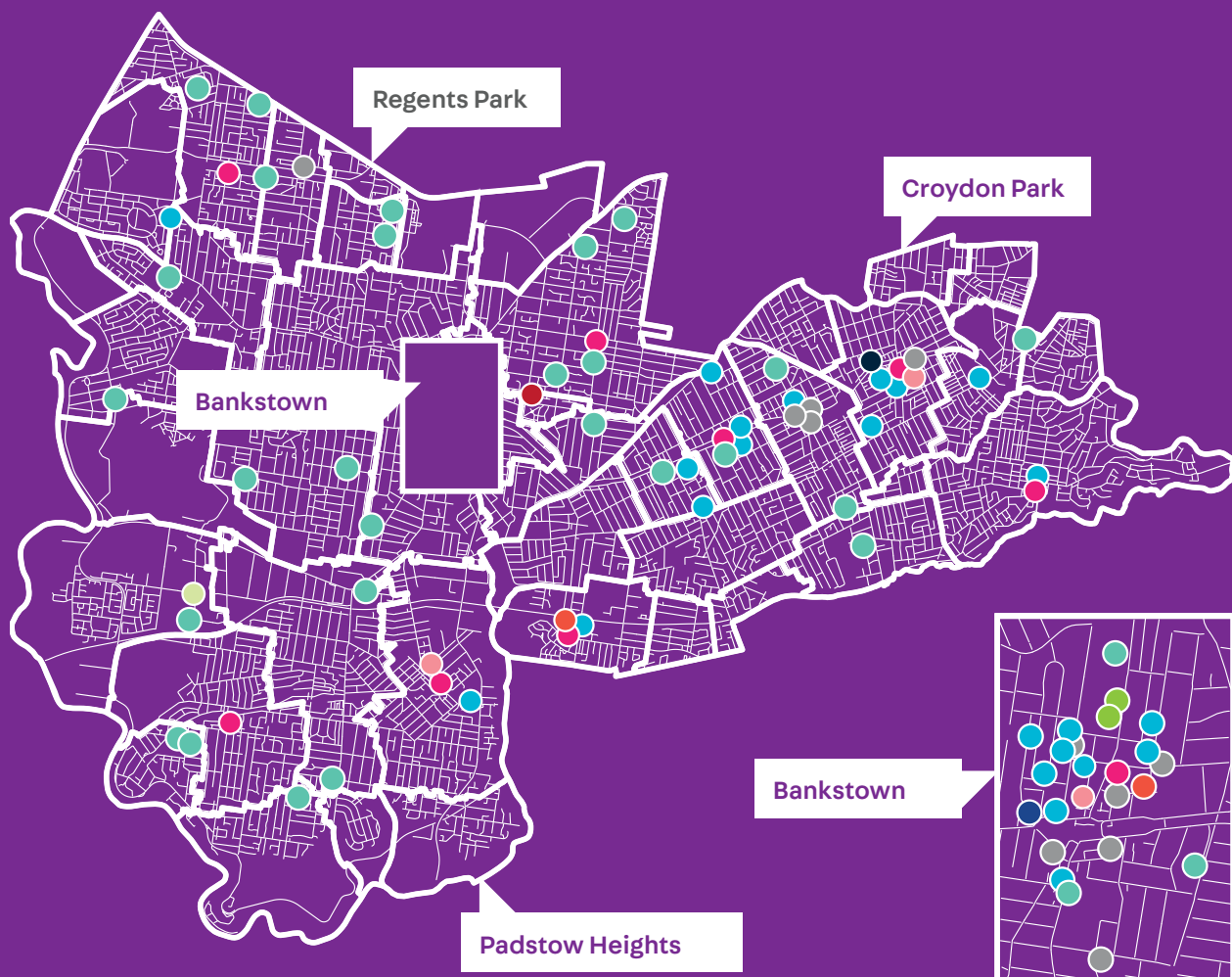
Council also convenes the Canterbury-Bankstown Workers with Youth Network (CBWWYN), the local interagency of youth service providers. These services often work in partnership to help young people achieve positive outcomes for themselves and the local community by providing resources, information, professional development and opportunities for collaborative projects.

What do we have?

Services

There is a well-developed and connected youth services sector in Canterbury-Bankstown, with around 43 services currently providing programs and services for young people in the LGA.

- Tertiary and vocational education
- High schools
- Social enterprise
- Police stations
- Community services with youth services
- Library and Knowledge Centres
- Employment services
- Youth services



Facilities

There are a range of facilities available for young people in Canterbury-Bankstown, including youth-specific community centres and drop-in spaces. Council coordinates the Belmore Youth Resource Centre, which is a one-stop shop for young people. Based at Belmore, it provides a range of services for young people including drop-ins, school holiday programs, counselling services, legal advice, health services and referrals to more specialist services as required. In addition, young people are users of facilities including parks, library and knowledge centres, leisure and aquatic centres and sports and recreation facilities. Council's Library and Knowledge Centres provide access to technology and there is free WiFi in public places throughout Canterbury-Bankstown.

- Leisure and Aquatic Centres
- Free WiFi
- Library and Knowledge Centres
- Youth recreational areas (Skate Parks)
- Youth spaces
- Other facilities







04 What you told us



Community engagement with young people, parents and carers, youth service providers, and Council staff formed a key part of the development of this Youth Action Plan. In addition, background research included:

- Understanding the community profile of young people living in Canterbury-Bankstown and forecast future population;
- Reviewing national, state, regional and local planning and policy for young people;
- Auditing and mapping of local youth and community facilities;
- Auditing and mapping of local youth service providers;
- Analysis of findings from direct community engagement; and
- Reviewing best practice planning, service and public space responses to identified needs.

The full details of the community engagement process, the methodology undertaken by Council and key findings are outlined in the *'Youth Plan Background and Needs Report 2019'*.

"I would like more social events to allow people to make more friends and get out and socialise, and even events encouraging people to showcase their talents in front of friends and family."

"More places to hang out which are relatively cheap or free of charge. A safe place which is open later."

"The parks bring people together"

"I feel comfortable and relaxed – you are welcome here"





Key findings

What young people said

Some of the things that make Canterbury-Bankstown a great place to live include:

- Parks;
- Library and Knowledge Centres;
- Sports and recreation facilities; and
- A strong sense of community.

Some of the main concerns for young people in Canterbury-Bankstown are:

- Mental health;
- Drug and alcohol use and abuse;
- Bullying and peer pressure;
- Education;
- Employment;
- Racism and discrimination; and
- Feeling safe in public places.

Young people think the best ways to let them know what's going on in Canterbury-Bankstown are via:

- Social media (Facebook, Instagram and Snapchat);
- Through school; and
- Posters and flyers.

What youth services said

Our local youth service providers are external partners that work with young people to enhance their lives and achieve positive outcomes for the local community. Youth Services described young people in Canterbury-Bankstown as highly culturally diverse, open-minded, talented, skilled, resilient, optimistic and supportive of each other.

They identified that some of the main issues facing young people in Canterbury-Bankstown are:

- Mental health, including due to intergenerational and cultural pressures and conflict, academic pressure and increasing levels of anxiety and stress;
- Employment and financial challenges, including difficulty finding a job, lack of job readiness, and young people who come from socioeconomic disadvantaged backgrounds and are struggling;
- Education, including high expectations from society, families and themselves to perform well at school; and
- Drug and alcohol use, including use of inhalants.

Opportunities identified

Popular ideas for new and improved spaces and places include:

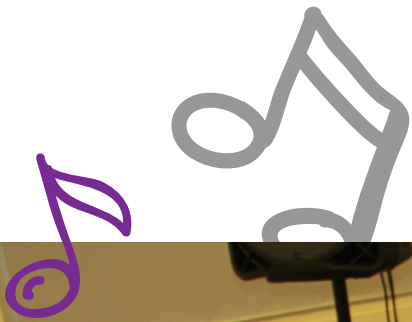
- Providing places with free Wi-Fi;
- Increasing or improving access to sports fields and courts;
- Increasing or improving access to outdoor fitness equipment;
- Providing safe spaces for women and girls; and
- Increasing provision of parks and green space.

Popular ideas for new and improved services and programs include:

- Support in finding a job;
- Study skills programs;
- Mental health support;
- Financial literacy programs;
- Sport, recreation and fitness activities; and
- Things to do after school and on the weekends.

Challenges identified

- Limited resources and access to ongoing funding;
- Ability to form and sustain partnerships with other organisations;
- Communication across different levels of Government; and
- Working across council boundaries.



05 What we will do

How the Plan will work

The Youth Action Plan includes seven key priorities which respond to the needs of young people in Canterbury-Bankstown as identified through community engagement and background research.

Each priority includes a number of objectives, which are in turn broken down into actions for Council, community organisations and other key stakeholders to deliver. For each action, the following has been identified:

- Delivery responsibility indicating the lead team/department who has the primary responsibility for delivering the action. However, most actions will require the involvement of a range of people, Council teams and external partner organisations; and
- Time frame indicates the priority of actions within each of the objectives. They are categorised as: Ongoing; Short term (0-24 months); and medium term (2-4 years).

Transformation actions

- **CBCity resources:** Expand existing website that provides information on youth services, programs and events.
- **Female Welcome Spaces:** Dedicated public spaces that are welcoming to young women.
- **Clearing the Fog:** A flagship program to increase young people's understanding of mental health and wellbeing, including amongst parents and within culturally and linguistically diverse communities.
- **Life After School 101:** Upskilling young people around education and employment pathways.
- **Youth Speaks:** A Youth-led forum/expo to communicate the challenges and benefits of intergenerational relationships, family cultural expectations, and volunteering.

Key priorities

The Youth Plan outlines objectives and actions under the following seven key priorities:

- Services and programs;
- Youth friendly places and spaces;
- Health and wellbeing;
- Education and employment;
- Cultural diversity;
- Civic participation; and
- Inclusion.



Priority 1. Services and programs

Council plays an important coordination, facilitation and advocacy role to support local services. Although there is a well-developed and connected youth services sector in Canterbury-Bankstown, with a growing population, there will be increased demand for youth services, programs and activities. Innovative approaches to improve outcomes and reach more young people – with less resources – will be increasingly important. Services can also play a role in promoting the strengths and successes of local young people.



Objective		Action		Delivery Responsibility	Time Frame
1.1	Coordinate and support existing services to expand service delivery and foster innovative approaches that reach more young people.	1.1.1	Convene the Canterbury Bankstown Working With Youth Network (CBWWYN).	Children and Youth Team	Ongoing
		1.1.2	Update and distribute the Working with Youth Network kit and identify opportunities for wider distribution (i.e. produce in multiple languages).	Children and Youth Team	Ongoing
		1.1.3	Investigate opportunities to improve promotion of existing services, programs and events for young people, with a focus on promotion through social media channels (Facebook, Snapchat, Instagram) and through schools.	Communications Children and Youth Team	Short
		1.1.4	Utilise and promote the "Our Local" website to inform children and young people about local opportunities.	Children's Services, Children and Youth Team	Short
		1.1.5	Develop a youth service information kit (similar to the CBWWYN kit) which can be accessible online, specifically targeting young people and including a focus on LGBTQIA+ support.	Children and Youth Team	Medium
		1.1.6	Provide networking opportunities to connect schools and service providers to support increased collaboration and deliver shared outcomes.	Children and Youth Team	Short
1.2	Deliver youth programs and services that respond to the needs of local young people.	1.2.1	Investigate opportunities to provide new social and recreation activities, including after hours and on weekends for young people.	Children and Youth Team Recreation and Community Facilities	Medium
		1.2.2	Support the delivery of free or affordable programming and events for young people in community facilities, public spaces, parks and private facilities, especially social and recreation and creative and cultural activities that build cross-cultural connections.	Community and Cultural Services	Ongoing
		1.2.3	Deliver affordable swim sessions for young people in summer months.	Aquatics Children and Youth Team	Short
1.3	Celebrate the stories of local young people, including creative and cultural participation, academic achievements, sporting excellence etc.	1.3.1	Convene the annual Youth Awards.	Children and Youth Team	Ongoing
		1.3.2	Partner with local cultural and creative services to deliver programs in high schools, particularly those located in areas with higher levels of socioeconomic disadvantage and/or new migrants to build capacity and wellbeing.	Community and Cultural Services External Partners	Medium
		1.3.3	Identify existing and new opportunities for creative and cultural activities, such as talent support programs that engage and connect young people in the area to share and celebrate their culture, stories and creativity.	Community and Cultural Services External Partners	Short

Priority 2. Youth friendly places and spaces

Young people play many roles in the city, as residents, students, workers, visitors and consumers. To support young people in the city there is a need for spaces where young people feel safe and welcome. Our consultation identified a particular need for safe places for young women and girls. As our population grows and lifestyles change with an increase in high density living, youth friendly public space will become more important as a place away from home for relaxation, socialisation and study. Young people identified the strength of the community as one of the great things about living in Canterbury-Bankstown. Spaces that help to enhance community connection are important, as well as addressing housing affordability to support young people to remain living in the area.

Objective		Action		Delivery Responsibility	Time Frame
2.1	Create welcoming and inclusive youth-friendly public places throughout the city.	2.1.1	Convene programs and drop in services at Belmore Youth Resource Centre and identify opportunities to improve existing service delivery.	Children and Youth Team	Ongoing
		2.1.2	Ensure new public domain and future upgrades consider the needs of young people and how they use space. This could include elements such as provision of comfortable seating and shade and access to technology.	City Design	Ongoing
		2.1.3	Identify opportunities for the inclusion of outdoor study areas, areas with seating for large groups, multi-purpose courts (full or half), or skateable elements (e.g. concreted surfaces) within existing and future public domain within walking distance of town centres and major public transport stations so that young people can access them.	City Plan City Design Recreation and Community Facilities	Medium
		2.1.4	Actively involve young people in the participatory co-design of new public places, facilities and Council's major public projects.	Children and Youth Team City Plan Community Engagement City Design	Medium
		2.1.5	Develop a Community Facilities Strategy which considers current opening hours at community centres, youth centres and Library and Knowledge Centres and explore opportunities for extended opening hours and resources to support use by young people, including during exam periods, after school and on the weekend.	City Plan	Medium
		2.1.6	Explore opportunities to improve existing public free WiFi to support access for young people.	Information Services	Ongoing
		2.1.7	Identify opportunities to improve existing youth recreation areas (e.g. skate parks, multipurpose courts, murals, and/or street art), that include collaboration with schools and artists.	City Design City Plan	Medium
		2.1.8	Identify locations for additional multipurpose courts that are located within walking distance of town centres and major public transport stations so that young people can access them, including through joint use partnerships with schools.	City Plan	Medium

Objective		Action		Delivery Responsibility	Time Frame
2.2	<p>Ensure public places are welcoming for women and girls including:</p> <ul style="list-style-type: none"> • Addressing street harassment. • Safety in public places. • Women-specific places and spaces. • Education of boys and young men. 	2.2.1	Develop initiatives, with the local community, groups and services aimed at making public places more comfortable and welcoming for all girls and women (e.g. murals focussed on women, experiment with use of colour, outdoor performance spaces).	Community and Cultural Services External Partners	Short
		2.2.2	Review public spaces and, where necessary, implement improvements that embed Crime Prevention through Environmental Design principles, with a particular focus on creating safe places for young women.	Community and Cultural Services City Design	Medium
		2.2.3	Explore opportunities to deliver female-only youth programs across Canterbury-Bankstown.	Children and Youth Team External Partners	Short
		2.2.4	Work with local services to expand the LoveBites program to more schools with a focus on raising awareness of, and bringing about an attitudinal change towards, violence and assault and promote respectful relationships.	Children and Youth Team External Partners	Ongoing
2.3	Improved relationships between young people and police.	2.3.1	Local police provide a regular update on activities, opportunities and issues at CBWWYN to provide a positive platform for information sharing, collaboration and problem solving between local police and services.	Children and Youth Team External Partners	Ongoing
2.4	Ensure young people are able to remain living in the area and maintain a strong connection to family, friends, the wider community and place.	2.4.1	Develop an affordable housing policy as part of Council's new planning framework.	Spatial Planning	Medium
		2.4.2	Council to consult with its cultural reference group and youth reference group on the design of new public recreation spaces.	City Plan Community Planning and Development	Ongoing

Priority 3. Health and wellbeing

Young people in Canterbury-Bankstown are already making healthy choices, with low rates of alcohol use and many young people participating in sport. However, there are opportunities to work with health services to address obesity in alignment with the NSW Premiers priority to tackle childhood obesity, sedentary lifestyles, alcohol and other drug use including inhalants, and education about healthy relationships.

Emotional wellbeing is a high priority challenge for young people in Canterbury-Bankstown. Many young people experience poor emotional wellbeing from stigma, pressure, anxiety and stress related to education, employment, family conflict, bullying, racism, discrimination including on the basis of sexuality, and relationships.

Objective		Action		Delivery Responsibility	Time Frame
3.1	Improve physical health outcomes for local young people, focusing on identified needs including healthy eating, living and physical exercise.	3.1.1	Deliver the Twilight Sports and Twilight Plus program.	Children and Youth Team	Ongoing
		3.1.2	Support the delivery of accessible and affordable sport and recreation programs for young people, including by prioritising these activities through Community Grants and Events Sponsorship Programs.	Community and Cultural Services	Ongoing
		3.1.3	Work with young people, schools, local service providers and/or other Councils to develop and deliver workshops/events that promote walking and cycling, including cycling education amongst culturally and linguistically diverse communities, as a cost-effective alternative transport option, increase knowledge and safe riding habits and to improve physical health.	Children and Youth Team Recreation and Community Facilities	Medium
		3.1.4	Provide services and programs that educate children, young people and their families on issues such as alcohol and drug use, healthy eating and food security, improved health literacy among CALD communities, sexual health education and accessing disability services.	Children's Services Children and Youth Team External Partners	Ongoing
3.2	Improve young people's awareness around the safe use of technology and in particular around cyberbullying.	3.2.1	Work with schools and youth services to facilitate and promote safe use of technology for young people and parents.	Children and Youth Team External Partners	Short
3.3	Improve youth emotional wellbeing outcomes including: <ul style="list-style-type: none"> • Addressing mental health stigma and increasing understanding of emotional wellbeing • Promoting youth emotional wellbeing services and empowering young people to seek help • Empowering parents to support young people experiencing poor emotional wellbeing 	3.3.1	Investigate opportunities to deliver emotional wellbeing workshops as part of study skills programs run by Council or local services providers.	Community and Cultural Services External Partners	Medium
		3.3.2	Work with schools and services to develop and deliver programs reducing mental health stigma, focusing on increasing young people's understanding of emotional wellbeing, including amongst parents and carers and within culturally and linguistically diverse communities.	Children and Youth Team External Partners	Medium
		3.3.3	Promote Council's Mental Health Directory and facilitate access to mental health awareness programs through local networks.	Children and Youth Team Communications	Ongoing
		3.3.4	Identify opportunities for and delivery of new services and programs to support young parents, including teenage parents and parents aged 20 to 24 years.	Children and Youth Team Children's Services External Partners	Medium
		3.3.5	Advocate for programs targeting bullying to be funded in the local area and an improved state wide response to bullying issues.	Children and Youth Team	Short

Priority 4. Education and employment

Many young people in Canterbury-Bankstown have high aspirations for education and employment. Young people focused on education see opportunities for more support to achieve their goals, while also recognising that study-related pressure and stress can contribute to poor mental health.

Young people are looking to the future, and see a role for services in financial education and other life skills, as well as support in looking for employment. There is a desire for more information about life after school, including understanding the process of leaving school early and tertiary education and career opportunities.

Objective	Action	Delivery Responsibility	Time Frame
4.1 Support for students' success and wellbeing.	4.1.1 Work with youth services to expand and improve study skills programs for young people, including homework help programs.	Community and Cultural Services External Partners	Ongoing
	4.1.2 Identify opportunities for extended opening hours at community facilities to support access for young people during exam periods.	Community and Cultural Services	Short
	4.1.3 Review technology resources and activities at Library and Knowledge Centres to ensure it is adequate, relevant and accessible to young people.	Community and Cultural Services Information Services	Short
	4.1.4 Work with schools, local service providers and/or other Councils to deliver programs focusing on "life skills" education for young people, on subjects such as financial literacy, as well as other skills-training such as coding.	Children and Youth Team External Partners	Medium
4.2 Support access to information about life after school.	4.2.1 Council to deliver a 'Life after school 101' seminar series focusing on up skilling young people around education and employment pathways, including pathways other than university and TAFE.	Children and Youth Team	Medium
	4.2.2 Explore opportunities through Council's programs, events and communication to connect positive local role models and ambassadors (i.e. from Western Sydney) to inspire young people to reach their potential.	Children and Youth Team	Ongoing
	4.2.3 Develop and facilitate workshops focused on helping young people to complete university and TAFE applications.	Children and Youth Team External Partners	Medium
	4.2.4 Work with local services to identify opportunities to engage with early school leavers and support them in the transition to work.	Children and Youth Team External Partners	Short
4.3 Support accessing employment.	4.3.1 Work with local services to identify opportunities to engage with early school leavers and support them in the transition to work and expand job readiness programs for young people, including help with job searches and applications, access to work experience programs and traineeships.	Children and Youth Team Economic Development	Medium
4.4 Provide education, training and employment opportunities for young people within Council.	4.4.1 Provide training and employment opportunities for young people at Council, including an annual work experience program and Trainee and Graduate program.	Human Resources Talent Management	Ongoing
4.5 Build and leverage existing relationships with tertiary educational institutions.	4.5.1 Invite local tertiary education institutions to be actively involved in the Canterbury-Bankstown Working with Youth Network, including representatives for the new Bankstown CBD Western Sydney University Campus.	Children and Youth Team	Ongoing
	4.5.2 Encourage and advocate for the continued provision of outreach programs within Canterbury-Bankstown by tertiary education institutions (e.g. such as the UNSW Aspire program at multiple schools in the LGA).	Children and Youth Team	Ongoing

Priority 5. Cultural diversity

The cultural diversity of the Canterbury-Bankstown community is recognised by young people as one of its great strengths. Young people here are welcoming and accepting of other cultures and religions.

Some challenges young people may experience include family conflict where cultural expectations differ, as well as racism and discrimination. Residents in Canterbury-Bankstown include international students, young workers and refugees who may need extra support.

Objective		Action		Delivery Responsibility	Time Frame
5.1	Celebration of the diversity of young people in Canterbury-Bankstown and the strength that this brings to the community.	5.1.1	Partner with local organisations and businesses to develop a variety of creative and social programs that enable culturally diverse young people to share their stories, celebrate their culture and contribute to the richness of the local Canterbury-Bankstown community.	Community and Cultural Services Events External Partners	Medium
		5.1.2	Deliver a youth-specific event during Harmony Day to celebrate the talents, diverse cultures and interests of local young people.	Community and Cultural Services External Partners	Short
5.2	Support for Aboriginal and Torres Strait Islander young people and reconciliation in Canterbury-Bankstown.	5.2.1	Deliver youth-related actions in alignment with Council's Reconciliation Action Plan.	Community and Cultural Services	Short
5.3	Support for recently arrived young people.	5.3.1	Liaise with local education institutions to identify opportunities to support international students.	Children and Youth Team External Partners	Medium
		5.3.2	Work collaboratively with services to support young people who are refugees and seeking asylum with wrap-around services and to connect them into the community.	Children and Youth Team External Partners	Medium
5.4	Support for young people to manage intergenerational relationships and family cultural expectations including: <ul style="list-style-type: none"> • Young people who translate for their parents. • Cultural expectations around education and careers. 	5.4.1	Work with young people and services to develop a youth-led community project (i.e. short film, mural, and storytelling) translated into community languages that communicates the challenges and benefits of intergenerational relationships and family cultural expectations.	Community and Cultural Services External Partners	Medium
		5.4.2	Develop a pilot program that aims to build intergenerational relationships to encourage community connection and cross-cultural understanding, minimise social isolation and increase learning opportunities by and for young people.	Community and Cultural Services External Partners	Medium
5.5	Addressing racism and discrimination and promoting cross-cultural connections including to address bullying.	5.5.1	Investigate opportunities for programs that aim to promote cross-cultural connections, tolerance and understanding as well as educate and address issues that young people face specific to racism and discrimination.	Children and Youth Team	Short

Priority 6. Civic participation

Young people in Canterbury-Bankstown are proud of where they come from and are optimistic about the future of their area. Building young people's capacity to participate in the decisions that affect them will lead to better outcomes. Some young people are highly engaged, and reaching and reflecting the diversity of young people in decision making is important.

Objective		Action		Delivery Responsibility	Time Frame
6.1	Meaningful and engaging opportunities for young people to be involved in Council decision-making, including extending engagement to hard-to-reach groups.	6.1.1	Convene a biennial Youth Summit.	Children and Youth Team	Ongoing
		6.1.2	Support capacity-building of Council's Youth Reference Group.	Children and Youth Team Governance	Ongoing
		6.1.3	Ensure the Youth Reference Group is consulted in the preparation of Council's policies and major projects.	Children and Youth Team Governance	Ongoing
		6.1.4	Review terms of reference of Council's Youth Reference Group to ensure it is representative and to encourage participation from a diversity of young people of Canterbury-Bankstown.	Children and Youth Team Governance	Ongoing
		6.1.5	Develop and implement training for Council staff to support meaningful youth participation through service delivery, community engagement activities and events.	Cooperate Development	Medium
6.2	Opportunities for young people to volunteer in their local communities.	6.2.1	Convene a roundtable with young people and local voluntary organisations to identify barriers to volunteering and develop ways to make participation more accessible.	Children and Youth Team External Partners	Medium
		6.2.2	Build the capacity of youth-led organisations to deliver programs that address the identified needs of local young people, with facilitation training, grant application training and brainstorming workshops to development new ideas.	Children and Youth Team External Partners	Ongoing

Priority 7. Inclusion

Some young people in CBCity are particularly vulnerable. These include those young people who are:

- Disengaged from school;
- Geographically isolated;
- From culturally and linguistically diverse and/or migrant/refugee backgrounds;
- Of Aboriginal and Torres Strait Islander background;
- Gay, lesbian, bisexual, transgender and intersex; and
- Unemployed; young carers; and those living with disability.

It is important access to facilities, services and programs in Canterbury-Bankstown is equitable and inclusive of all young people. Council can support this through direct service delivery, coordination of services, advocacy, promotion, role modelling acceptance and inclusion.

Objective	Action	Delivery Responsibility	Time Frame
7.1 Support for young people of all abilities.	7.1.1 Work with services to build understanding of and identify opportunities to support young people providing unpaid care.	Community and Cultural Services External Partners	Ongoing
	7.1.2 Partner with service providers to deliver social and recreational programs for young people with disability.	Community and Cultural Services External Partners	Short
7.2 Creating a more inclusive environment and supporting LGBTI young people.	7.2.1 Work collaboratively with services and local networks to promote greater visibility and celebration of LGBTQIA+ young people within the local area, including the delivery of a forum bringing together young people identifying as LGBTQIA+ to discuss issues and opportunities in the LGA (e.g. see Inner West Council "Rainbow Roundtable").	Community and Cultural Services External Partners	Medium
	7.2.2 Targeted support for LGBTQIA+ young people for example peer support, activism/advocacy opportunities and mentorship.	Community and Cultural Services External Partners	Short
	7.2.3 Greater visibility and celebration of LGBTQIA+ young people (i.e. through Council events, local media) within the local area.	Community and Cultural Services External Partners	Short
7.3 Building an understanding of youth homelessness in the LGA and opportunities to address this issue.	7.3.1 Establish a service providers working group to build an understanding of youth homelessness in the LGA, including couch surfing.	Children and Youth Team External Partners	Medium
	7.3.2 Advocate for youth homelessness initiatives and services to be delivered locally, including increased funding for youth crisis services.	Children and Youth Team External Partners	Medium
7.4 Building an understanding of domestic violence in the LGA and opportunities to address this issue.	7.4.1 Work collaboratively with service providers to organise a forum focussed on building an understanding of issues related to young people and domestic violence in the LGA, bringing together services, schools, and police.	Community and Cultural Services External Partners	Medium
	7.4.2 Work collaboratively with local service providers to organise a Domestic Violence information sheet for young people, including information about how to get help and legal issues.	Community and Cultural Services External Partners	Short



**WHERE
INTERESTING
HAPPENS**

SUBMISSIONS TABLE: YOUTH ACTION PLAN EXHIBITION

ID	SUPPORT FOR PLAN	SUMMARISED COMMENTS	COUNCIL'S RESPONSE	CHANGES TO PLAN
1	Yes	Young people living with a disability need to be better represented.	<p>Although Council hadn't sort to mention any specific group, we do agree with feedback, that it is important to recognise young people living with a disability.</p> <p>Given feedback, we are going to make changes to the strategic context and the community profile section. We are also going to source a photo of young people living with a disability that we have taken and have permission to use.</p>	<p>+ Source a photo of young people living with a disability to include in the plan.</p> <p>+ Change wording in the strategic context to better define young people</p> <p>+ Add a stat to the community profile section to include people living with a disability</p>
2	Yes	Recommendation: Council to work closer with schools and TAFE	This comment will be addressed in the following Action Points: 1.1.6, 2.2.4, 3.1.3, 3.2.1, 3.2.2, 4.1.4, 4.2 and 4.5.1.	N/A
3	Yes, partial	<p>Gave list of actions that are supported and why.</p> <p>Highlighted that mental health is a serious concern for young people.</p> <p>Highlighted impact of climate change on health and wellbeing.</p> <p>Recommended that Council take a more integrated and coordinated approach to addressing issues of urban design, climate change, and the physical and mental health of our City's young people.</p>	<p>We agree with feedback that mental health is an area of serious concern. It was also a key finding out of our consultations. Therefore, we have made mental health as one of our five transformation actions. Action points regarding mental health are outlined under priority 3 Health and Wellbeing.</p> <p>We will pass feedback regarding urban design and climate change on to our Strategic Planning team and Environment & Sustainability team.</p>	N/A

ID	SUPPORT FOR PLAN	SUMMARISED COMMENTS	COUNCIL'S RESPONSE	CHANGES TO PLAN
4	Yes	<p>Advocate for businesses to be more open to having young people with a disability undertake work experience.</p> <p>Recommended that Council offer work experience to young people living with a disability.</p>	<p>Council's Disability Inclusion Action Plan (DIAP) outlines a strategy to increase the employment rate of people with disability within Canterbury-Bankstown Council. One of the actions is to offer five student placement</p> <p>Council is also involved in the Zero Barriers initiative which is to educate and support local businesses in becoming more inclusive of people with disability.</p> <p>We will pass feedback on to our Diversity and Inclusion Officer.</p>	N/A
5	Yes	Include local services and networks in the delivery responsibilities for actions regarding LGBTIQ+	Given feedback, we have decided to make changes to Priority 3.1.4 and 7.2.1 to include local networks and external partners.	<p>+ Add local networks to Priority 7.2.1</p> <p>+ Add external partners to delivery responsibility to Priority 3.1.4</p>
6	Yes	Change plan delivery to 2020-2024	Given feedback, we will change the delivery dates to 2020-2024.	+ Change delivery dates to 2020-2024
7	Yes	Would like O'Neil Park to be assessed and upgraded	We will pass feedback on to our Recreation and Parks Team for further consideration.	N/A
8	Yes, partial	General comment about road traffic injuries.	N/A	N/A
9	Yes, partial	General comment supporting diversity and development in Bankstown.	N/A	N/A
10	Yes	Plan does not mention neurodiverse or physical disability community	Although Council hadn't sort to mention any specific group, we do agree with feedback, that it is important to recognise young people living with a disability.	<p>+ Try and source a photo of young people living with a disability to include in plan.</p> <p>+ Change wording in the strategic context to better define young people</p>

ID	SUPPORT FOR PLAN	SUMMARISED COMMENTS	COUNCIL'S RESPONSE	CHANGES TO PLAN
			Given feedback, we are going to make changes to the strategic context and the community profile section. We are also going to source a photo of young people living with a disability that we have taken and have permission to use.	+ Add a stat to the community profile section to include people living with a disability
11	Yes	General expression of interest in supporting plan rollout.	Noted.	N/A
12	Yes	Highlighted the importance of outdoor facilities for young people and benefits of an active lifestyle.	Council agrees that it is important to explore opportunities for outdoor sporting and recreation facilities. This will be addressed in Action Point 2.1.3.	N/A
13	Yes	General expression of interest in supporting plan rollout.	Noted.	N/A