

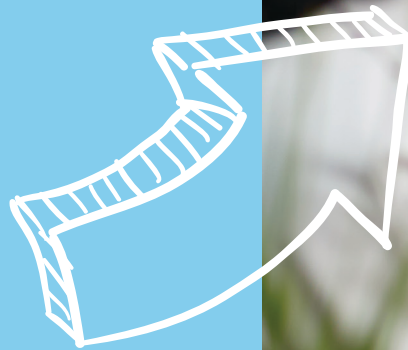
BANYULE YOUTH SERVICES ACTION PLAN 2024



Organisational context

The Council Plan 2021-2025 is Council's strategic document that identifies key priority and focus areas for the following four years. Its purpose is to expand upon the actions Council will take to strive toward Banyule's community vision, and the measurements used to assess progress towards this goal. Banyule's Community Vision is:

“we in Banyule are a thriving, sustainable, inclusive and connected community. We are engaged, we belong, and we value and protect our environment.”



Organisational context

While the 2021-2025 plan relates specifically to the four years, it intends to align with previous, and future plans – enhancing the long-term opportunities of the Banyule community, whilst fostering new and innovative ways for growth.

The city plan outlines how we will protect, improve, and promote public health and wellbeing within the municipality through maintaining focus on the priority themes of; Inclusive and Connected Community; Sustainable Environment; Well-Built City; Community Assets and Facilities; Thriving Local Economy; Trusted and Responsive Leadership. Banyule Youth service's operational and strategic work is underpinned by the Council Plan 2021-2025 and has direct linkages with the primary activities of Youth Service's annual action plans.

The Child, Youth, and Family Framework is our commitment to children and young people from pre-birth to 25 years. It will help us develop strategies and initiatives to support children and young people, so they get the best start in life.

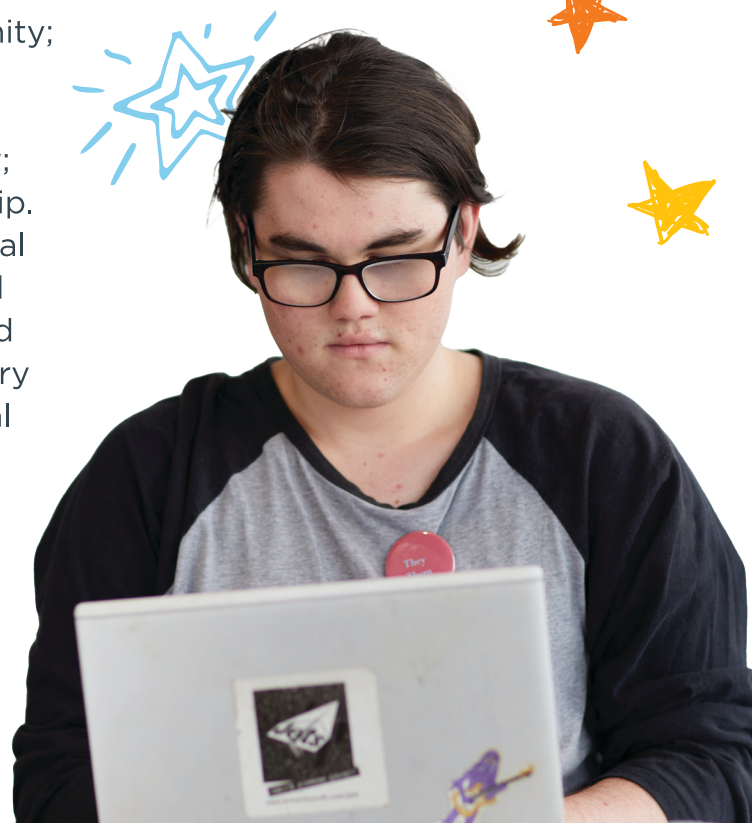
The framework builds on the existing strengths of people and communities and finds creative ways to address challenges.

The Framework looks at improving:

- ▶ **Physical assets** - parks and open spaces, and community infrastructure
- ▶ **Social supports** - focusing on supporting families, services, and networks; and
- ▶ **Emotional supports** - on an individual level, supporting children and young people by building cultural support, supporting equality, and resilience.

The Child and Youth Framework 2021-2031 uses a life stage approach where we will develop a plan to achieve goals for each stage of a child or young person's life

The Banyule Youth Services 2024 Action plan sits within The Child, Youth and Family framework as well as the broader Council Plan and outlines the 5 key objective areas that guide service provision.



Overview of Banyule Youth Services (BYS)

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

In our work we:

- ▶ **Meaningfully engage and value young people**
- ▶ **Support improved and individualised outcomes**
- ▶ **Actively Empower young people**
- ▶ **Celebrate Diversity**
- ▶ **Enhance social connectedness for young people.**

Banyule Youth Services offer information, activities, resources, and support options for young people and their families, whilst providing strategic and operational advice to the sector and other Council service units on issues that affect young people.

The Youth action plan provides insight into the issues that young people are concerned about. Moreover, it outlines innovative ways that BYS, young people, and local services can work together to address these areas and their associated needs. This plan will provide a framework for BYS to assist young people (especially those without supportive adults in their lives) to navigate challenges, develop pro-social coping skills, and access specialist services where needed. BYS have a unique opportunity to connect young people a wide range of supports, connections, and skill-building opportunities in an age-appropriate setting that is welcoming, non-clinical, and accessible.

By collecting and analyzing consultation data and sector research, BYS have identified five service level objectives. These objectives will be used to guide planning, operation, delivery and evaluation of Banyule Youth Services' actions moving forward.



Feedback from our young people

Banyule Youth Services facilitated a range of consultation approaches to best capture the diverse voices of young people in Banyule. Banyule Youth Services received 1010 survey responses to the 2022 Youth Survey, 651 responses to the 2023 Youth Survey and conducted several focus groups to expand on topics which young people had identified as being most important. This included topics such as social media, vapes and the environment. In May 2023, Banyule Youth Services held the biennial Youth Summit where 100 young people discussed trending areas of concern in round-table conversations to develop a series of recommendations to be put forward to council for the coming year.

The Youth Services Outreach Team identified avenues to seek input from marginalised and disengaged communities by attending hot spot areas and connecting with local community members to develop positive and trusting relationships.

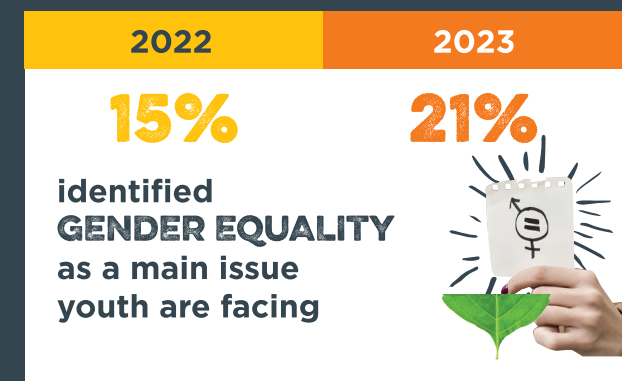
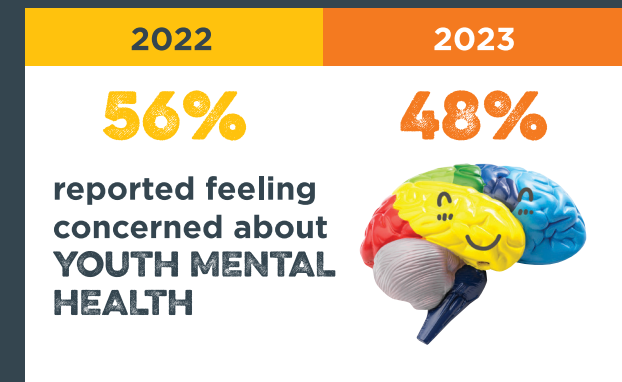
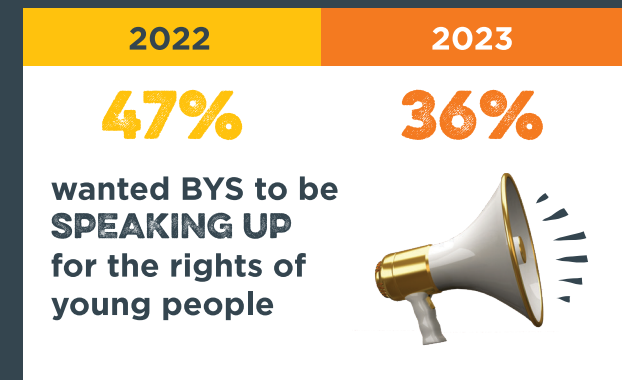
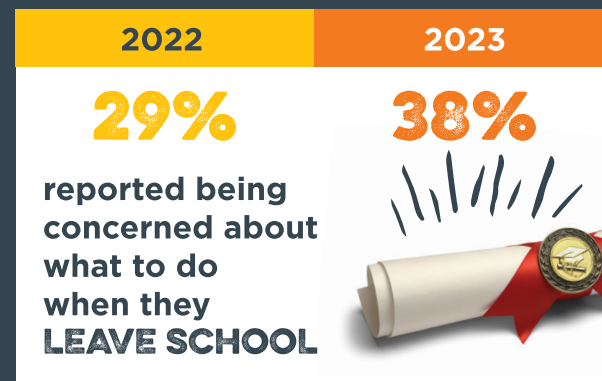
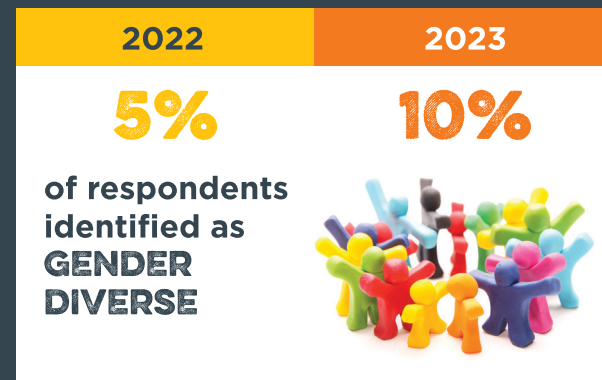
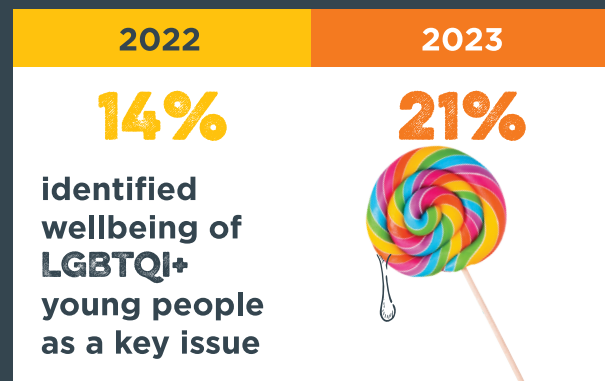
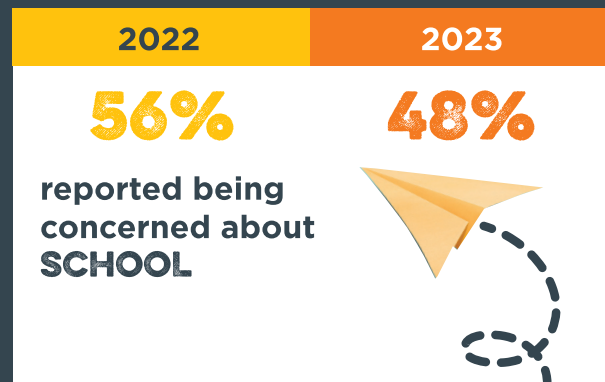
This varied approach recognised that young people hold differing levels of comfort in providing feedback to services and highlights the value of all young people being able to share their voices as the experts in their own lives. Noticeable trends in the data showed young people reporting significant concerns relating to mental health, sexism, racism and LGBTIQ+ discrimination.

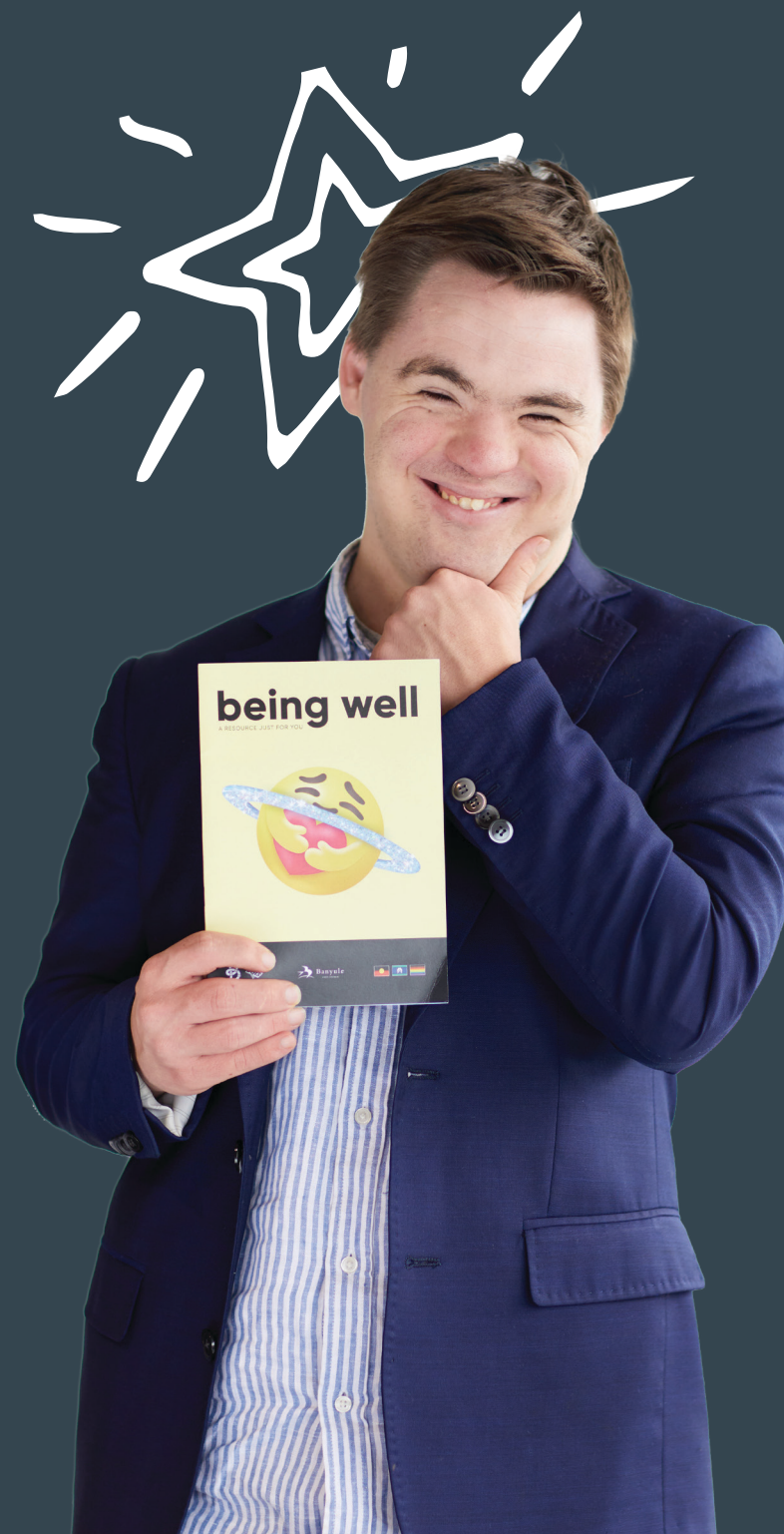
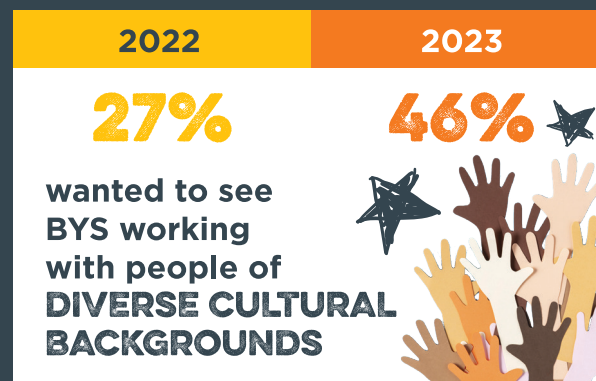
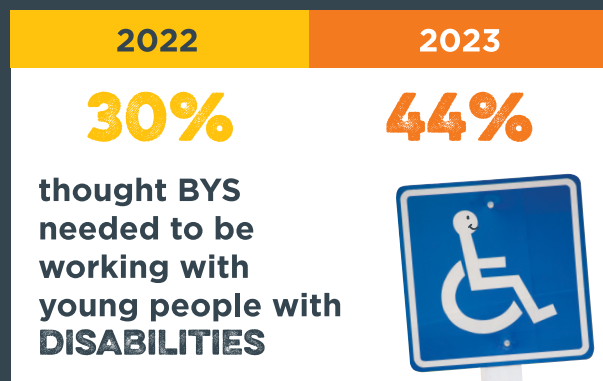
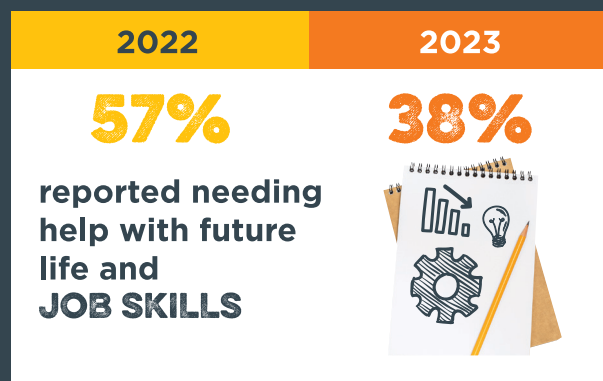
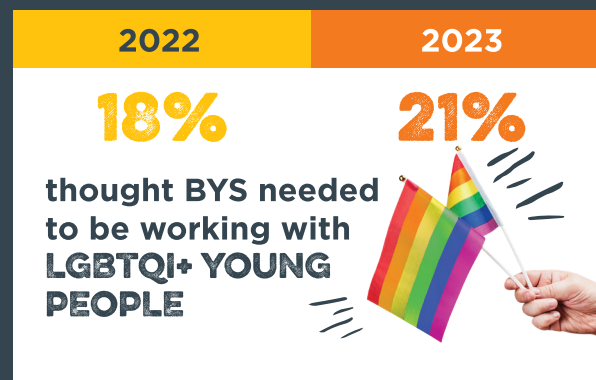
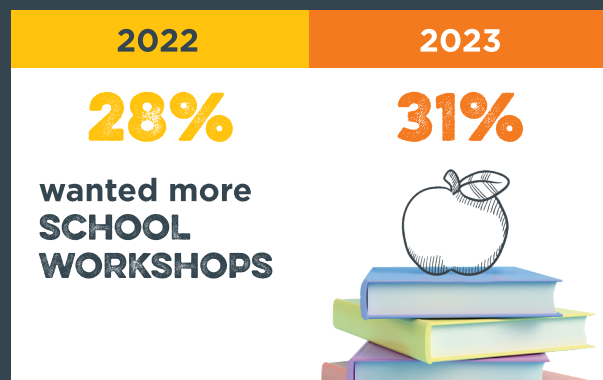
Regarding mental health, young people shared that they feel Banyule Youth Services should prioritise helping individual young people with their mental health concerns, while also teaching young people to support the mental health of their friends and family. Young people also shared that the biggest pressures they face in regard to education are in keeping up with their school work, closely followed by not knowing what to do when they finish school.



Feedback from our young people

The responses from our consultation showed us that:





Banyule's young people

The data collated from the most recent census (2021) estimated the resident population for the city of Banyule was 129, 387 with a forecast of reaching 137, 567 in 2022 and reaching 165, 256 by 2041. Young people between the ages of 12-24 make up 14.6% of this population.

The analysis of youth disadvantage in the Banyule region requires a specific breakdown to capture

the diverse experience spanning across suburbs. As an LGA, youth disadvantage rates (unemployment, low income, social housing, housing stress) present as similar if not higher to those in Greater Melbourne. At a closer look, it is evident that this is due to significantly higher/lower rates between suburbs such as Heidelberg West/Yallambie respectively.

For example, whilst the youth unemployment rate in Yallambie is 8.8% the analysis showed that areas such as the west precinct of Banyule had youth unemployment rates up to 10% higher than the rates in greater Melbourne (16.7%).





Banyule's young people

These percentages highlight the polarities in presenting needs within the Banyule area that promote targeted and individualized responses in vulnerable and disadvantaged communities, particularly the suburbs of Heidelberg West, Bellfield, and Heidelberg Heights.

In a similar theme, the Analysis of disadvantage in the Banyule area showed that within areas such as Heidelberg west and Heidelberg heights >20% of the population were classed as low-income households – earning less than \$650 per week before tax. Broader areas in Banyule were similar to those recorded in Greater Melbourne (16.7%) with some suburbs reaching percentages 10% lower. Linked to this level of income it was recorded that 3.6% of Banyule's population was living in a form of public/social housing (compared to 2.3% in greater Melbourne), with rates as high as 25.5% in areas between Heidelberg West and Bellfield.

Relevant Legislative and Policy context

Legislation

Governing legislation that applies to this department:

- ▶ Child Wellbeing and Safety Act 2005;
- ▶ Children, Youth, and Families Act 2005
- ▶ Charter of Human Rights and Responsibilities Act 2006

Guidelines and Standards

- ▶ Victorian Youth Work Code of Ethical Practice

Plans & policies

- ▶ Banyule Youth Charter (2009)
- ▶ Child, Youth and Family Framework 2021-2031
- ▶ Banyule Community vision 2041
- ▶ Inclusive Banyule Plan
- ▶ Child Safe Policy & Framework
- ▶ Graffiti strategy 2020-2024
- ▶ Public Art Policy 2020-2041
- ▶ Child safe policy and framework





The Banyule Youth Action Plan 2024

Banyule Youth Services seeks to value, engage and empower young people between the ages of 12-25 years who are living, going to school, working or socialising in the Banyule community.

The Youth services unit has a strategic and philosophical commitment to **community engagement, development** and **capacity building** via key service objectives: To support and strengthen health, wellbeing and social connection to community; To consult, advocate and collaborate for improved youth-led outcomes; To support a sustainable future, enhance life skills and strengthen pathways; To celebrate young people and recognise their value in our community; To embed inclusivity and create safe opportunities for our varied diverse communities.

Banyule Youth Services Strategic Objectives:



To support and strengthen health, wellbeing and social connection to community.

1

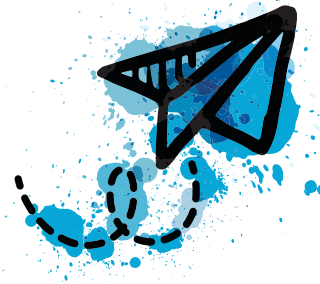
Banyule Youth Services is committed to improving young people's mental, physical and social wellbeing by facilitating access to appropriate information and services.



To consult, advocate and collaborate for improved youth-led outcomes.

2

Banyule Youth Services recognises the importance of young people's proactive role as key stakeholders in their community through collaborative consultation and action. Banyule Youth Services is dedicated to active advocacy to ensure the best outcomes for our young people. We are committed to coordinating and participating in local networks, brokering partnerships and modelling youth sector best practice.



To support a sustainable future, enhance life skills and strengthen pathways.

3

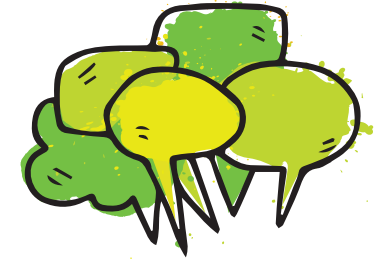
Banyule Youth Services recognises the importance of learning and skill development for young people. We facilitate a range of opportunities for personal growth, educational and employment pathways.



To celebrate young people and recognise their value in our community.

4

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



To embed inclusivity and create safe opportunities for our varied diverse communities.

5

Banyule Youth Services work to ensure that all young people are included, acknowledged and valued through the promotion of inclusivity and challenge of negative stereotypes, through the recognition of the unique barriers some young people face and through the development of inclusive and safe opportunities for Banyule's young people.

**STRATEGIC
OBJECTIVE ONE
TO SUPPORT AND
STRENGTHEN
HEALTH, WELLBEING
AND SOCIAL
CONNECTION
TO COMMUNITY.**



STRATEGIC OBJECTIVE ONE TO SUPPORT AND STRENGTHEN HEALTH, WELLBEING AND SOCIAL CONNECTION TO COMMUNITY

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

Maintain a 'no wrong door' approach, providing short term supported referral to young people in the context of parents/carers/families with a focus on the outcome of supported referral to appropriate specialist services.

Deliver & document a supported referral process via a number of mechanisms inclusive of face to face, phone, social media and email, responding to all enquiries in a timely manner.

Continue to partner with local mental health providers in the delivery of programs and services for young people that are consistent and predictable. Formalise referral pathways to ensure staff responses are strengths-based, consistent and building upon best practice.

Provide organisations/schools/families information and secondary support about topical youth issues.

Support the mental health and wellbeing of young people through the development and delivery of responsive school workshops addressing wellbeing, body image, and social media.



Work in partnership with local education institutions to deliver parent/carer information sessions to encourage positive discourse between parents/carers and young people.

Deliver an outreach program in Banyule using an assertive outreach model where youth workers engage respectfully with young people providing referral, support, information and advocacy during need, transition and crisis.

Provide opportunities for young people to develop their artistic and leadership skills through the delivery of street art workshops and murals using a holistic and diversionary approach. Provide development opportunities for participants to act as mentors through the delivery of workshops and murals.

Maintain and provide accurate, accessible, updated and timely information via a range of online communication tools inclusive of youth specific website and a range of social media platforms.

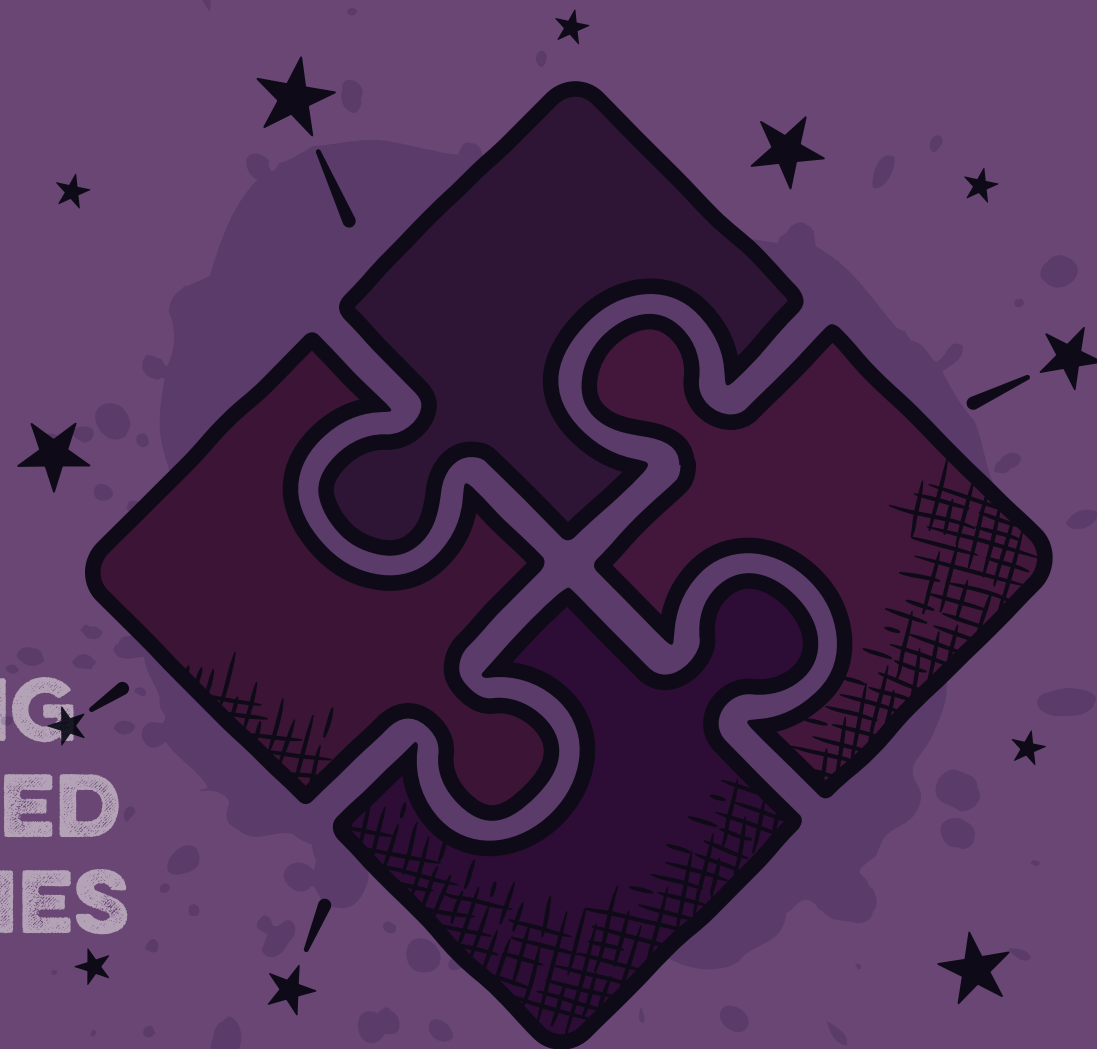
Provide and maintain a range of thematically based service brochures outlining services available to young people and their families in Banyule.

Deliver a range of accessible, inclusive, unstructured recreational opportunities mitigating as many barriers as possible with the aim of promoting positive wellbeing and social connectedness.

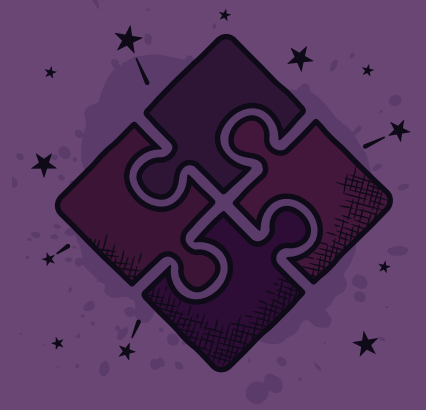
In partnership with local organisations and internal service units support the delivery of recreational and school holiday activities that are inclusive to a diverse range of local young people.

STRATEGIC OBJECTIVE TWO

**TO CONSULT,
ADVOCATE AND
COLLABORATE
WITH AND FOR YOUNG
PEOPLE FOR IMPROVED
YOUTH-LED OUTCOMES**



STRATEGIC OBJECTIVE TWO TO CONSULT, ADVOCATE AND COLLABORATE WITH AND FOR YOUNG PEOPLE FOR IMPROVED YOUTH-LED OUTCOMES.



Banyule Youth Services recognises the importance of young people's proactive role as key stakeholders in their community through collaborative consultation and action. Banyule Youth Services is dedicated to active advocacy to ensure the best outcomes for our young people. We are committed to coordinating and participating in local networks, brokering partnerships and modelling youth sector best practice.

Participate in and provide executive support to Banyule Nillumbik Youth Services Network (BNYSN) and advocate for identified priority issue areas that impact young people.

Continue to advocate for the needs of young people at local, state and federal government levels.

Deliver a biennial Youth Summit in partnership with a diverse representation of young people from Banyule. After the event, we will work collaboratively with young people to advocate for and/or deliver their Summit recommendations.

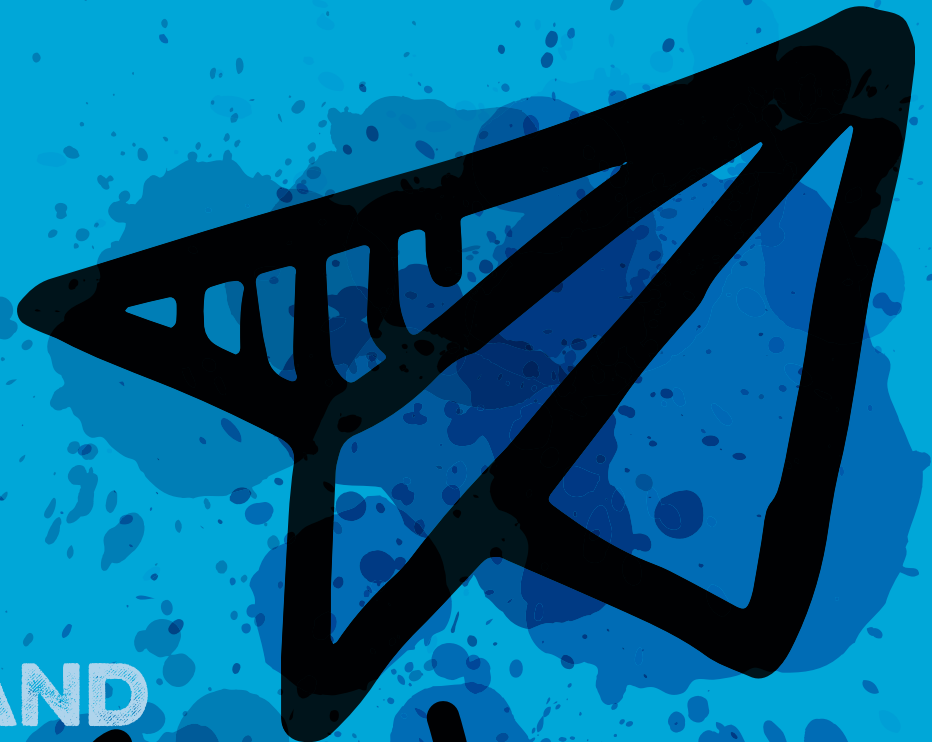
Work internally with areas of Banyule Council to ensure that youth voices are represented equitably in projects and policy development.

Deliver a biennial Summit Report Card to let our community know what actions have been undertaken from the previous Banyule Youth Summit recommendations that were made by young people.

Commit to undertaking ongoing evaluation with young people who participate in Banyule Youth Services activities and programs to ensure a focus on continuous improvement and youth-led delivery.

STRATEGIC OBJECTIVE THREE

TO SUPPORT A
SUSTAINABLE FUTURE,
ENHANCE LIFE SKILLS AND
STRENGTHEN PATHWAYS



STRATEGIC OBJECTIVE THREE TO SUPPORT A SUSTAINABLE FUTURE, ENHANCE LIFE SKILLS AND STRENGTHEN PATHWAYS



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

Maximise Jets studio in order to provide a range of strength based creative and technical training opportunities, personal development opportunities and pathways for young people.

Support the capacity of young people to work in the creative industries through workshops, event planning & delivery, production, performance and other creative opportunities.

Provide opportunities for young people to undertake work experience and tertiary placements to provide them with opportunities to develop a diverse range of skills, professional references, employment pathways and satisfy educational requirements.

Encourage and provide young people with diverse opportunities to engage further with their communities and promote recognised opportunities for volunteering, leadership and increased civic participation.

Model best practice in reducing environmental footprint through the running of Jets facility and local events, whilst providing opportunities for young people to access information, workshops and resources on environmentally friendly living.

Provide a safe space where young people are able to connect and explore their interests.

STRATEGIC OBJECTIVE FOUR

TO RECOGNISE AND
CELEBRATE BANYULE'S
YOUNG PEOPLE AND
ENSURE THEIR VOICE
IS REFLECTED IN OUR
COMMUNITY



STRATEGIC OBJECTIVE FOUR TO RECOGNISE AND CELEBRATE BANYULE'S YOUNG PEOPLE AND ENSURE THEIR VOICE IS REFLECTED IN OUR COMMUNITY



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

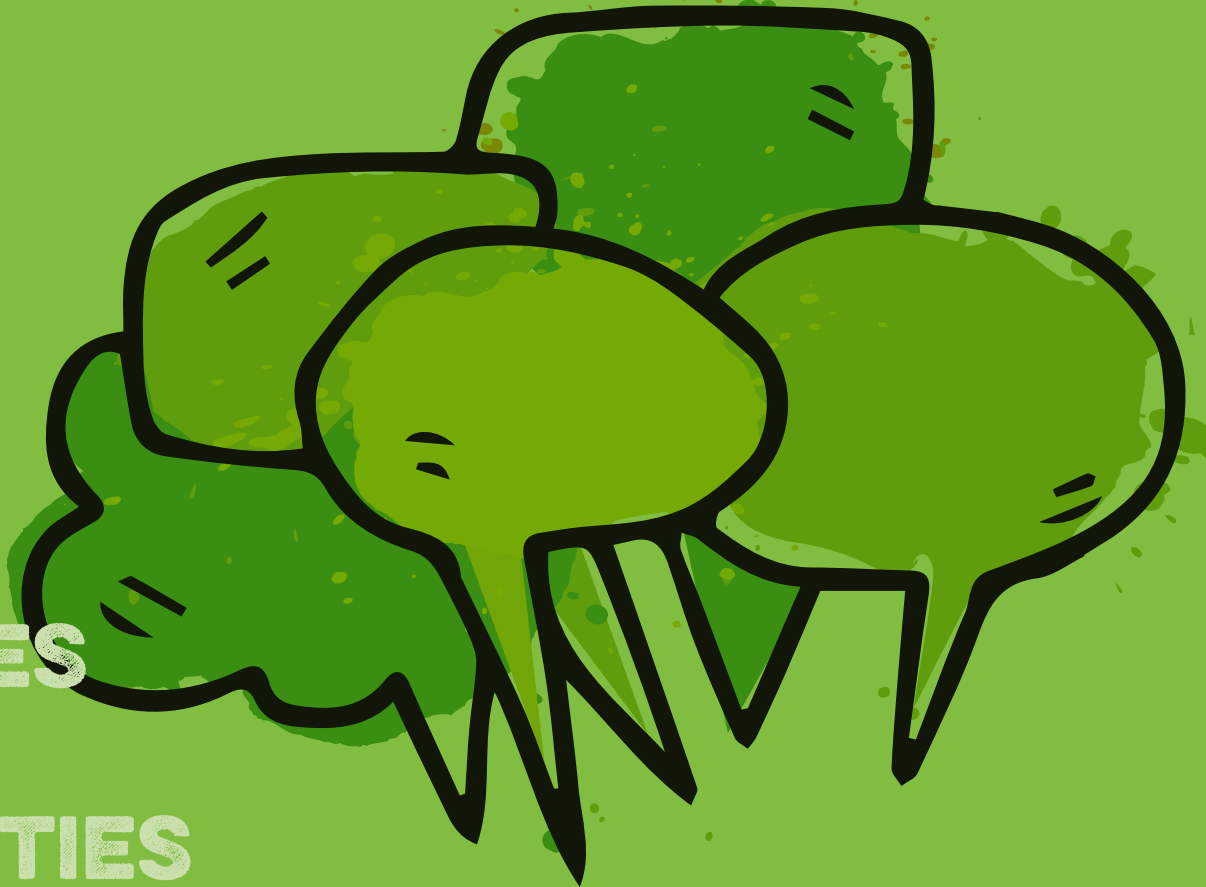
Collaborate with young people to create an engaging and contemporary annual youth festival to celebrate the contribution of young people make to the community.

Promote & celebrate youth culture through the delivery of programs giving young people opportunities for social connection, leadership, planning and skill development.

Support the development of visual/audio-based content reflecting activities/events/projects facilitated by BYS to promote accessibility to all persons and highlight outcomes.

STRATEGIC OBJECTIVE FIVE

TO IMPROVE
AWARENESS AND
CREATE SAFE
INCLUSIVE SPACES
AND OPPORTUNITIES
FOR OUR VARIED
DIVERSE COMMUNITIES
OF YOUNG PEOPLE





STRATEGIC OBJECTIVE FIVE **TO IMPROVE AWARENESS AND CREATE SAFE INCLUSIVE SPACES AND** **OPPORTUNITIES FOR OUR VARIED DIVERSE COMMUNITIES OF YOUNG PEOPLE.**

Banyule Youth Services work to ensure that all young people are included, acknowledged and valued though the promotion of inclusivity and challenge of negative stereotypes, through the recognition of the unique barriers some young people face and through the development of inclusive and safe opportunities for Banyule's young people.

Provide safe and supportive social and advocacy opportunities for LGBTQI+ young people across all BYS events and programs. Promote positive gender and sexual diversity through advocacy, information provision and celebration.

Provide a range of inclusive and skill building programmatic responses and supportive social opportunities for young people with disabilities.

Support culturally and linguistically diverse communities by creating culturally relevant activities/events, developing community links, creating opportunities for strategic advocacy.

Provide appropriate and culturally competent individual support, secondary consultation, and family support

Provide a sense of connection and belonging for young people at Jets through the provision of inclusive programs which respond to their areas of interest and include opportunities cross-program social engagement through joint events.

Provide a platform for best practice in hosting sensory friendly community events through tools such as access keys, communication tools, low sensory zones/times and sensory reduction accessories.

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BanyuleYouthServices

Supporting diversity,
inclusion & equity for all

