



Melton City Council

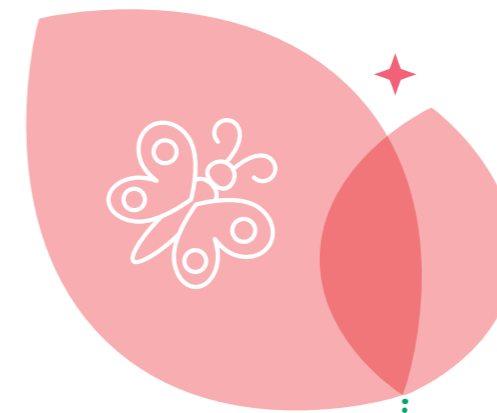
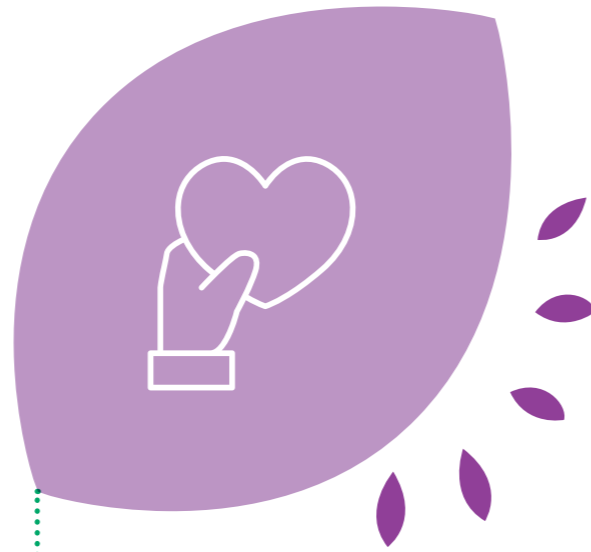
GROWING & THRIVING

2022
- 2026

A STRATEGY FOR ALL ABILITIES AND ALL AGES >>

Acknowledgement of Country

Melton City Council acknowledges Aboriginal and/or Torres Strait Islander peoples living and working in Melton. Council recognises the people of the Kulin Nations as the original custodians of the land now known as the City of Melton. On behalf of the municipality Council pays respect to their Elders, past, present, and future.



CONTENTS

Mayor’s message	2	How this Strategy was developed	10	What children and their families said was important	19	Next steps	29
CEO foreword	3	Overview	10	What young people said was important	20	Implementation	29
Executive summary	4	Policy and planning considerations	12	What older people said was important	21	Monitoring and evaluation	29
Introduction	6	Policy context	12	How do we get there?	22	Conclusion	29
The purpose	6	Council’s policy context	13	Theme 1: A safe and inclusive City where everyone feels they belong	23	Appendix 1 Glossary	30
An integrated approach	7	Consultation approach	14	Theme 2: A self-contained, accessible City	24	References	33
The language used in this Strategy	7	what the community told us	17	Theme 3: A vibrant and healthy community that promotes social connectedness and participation	26		
Background	8	Key common themes across all cohorts	17	Theme 4: An organisation that meaningfully engages and embeds accessibility and inclusion in everything it does	28		
Melton a City for all People	8	Feeling accepted and included (a sense of belonging)	17				
City of Melton community	9	Infrastructure and access	17				
		Spaces, places, and involvement	17				
		What people with disability and their carers said was important	18				

MAYOR'S MESSAGE



CR LARA CARLI

Mayor
City of Melton

I am pleased to present *Growing and Thriving*, a strategy for people of all abilities and all ages in the City of Melton, which highlights Council's commitment to progressing the strategic priorities outlined in our *Council and Wellbeing Plan 2021-2025* through a tailored approach for members of our community who have unique needs.

Growing and Thriving was developed through consultation with 780 community members, and articulates priorities put forward by the community members most impacted by it. It will enable Council to strive for a 'vibrant, safe, and liveable City accessible to all', where no one is left behind in the development and delivery of community support services, infrastructure and programs.

As demonstrated by the *Council and Wellbeing Plan 2021-2025*, Council is committed to building a community where all people, irrespective of age or ability, feel safe, included, and valued; where they can access everything they need, and get to where they want to go in ways that suit them best.

Council is dedicated to promoting the health and social connectedness of people of all abilities and ages so they can participate equitably and build strong social networks in our community and feel that they belong.

At the core of this whole-of-Council Strategy is a commitment to ensuring our residents are supported to live their best lives.

CEO FOREWORD

Growing and Thriving, is an integrated strategy for people of all abilities and all ages, and builds on Council's strengths in the delivery of community services, programs and infrastructure that meet the needs of our residents across all life stages and abilities.

The target cohorts for these services are:

- people with disability
- children (0 to 12 years)
- young people (13 to 25 years)
- older people (50+ years)
- and carers, parents and guardians.

Key legislative requirements outlined under the *Disability Act (2006)* and Council's commitments through [supporting children and families in the Early Years Compact](#) will be delivered through the implementation of this strategy. Further to this, it delivers on Council's commitment to meeting the needs of young people and older people in our community.

In partnership with our stakeholders, *Growing and Thriving* drives collective action across the community in key focus areas identified by people with disability, children, young people, older people, and carers, parents and guardians.

This includes priorities in the services and programs delivered across our City and provides a strategic framework that will support collaboration with a diverse range of stakeholders.

As identified by members of our community, and consistent with the policy context in which we operate, *Growing and Thriving* focuses on safety, inclusion, participation, and health, underpinned by the priority of accessibility of the built environment and community services.

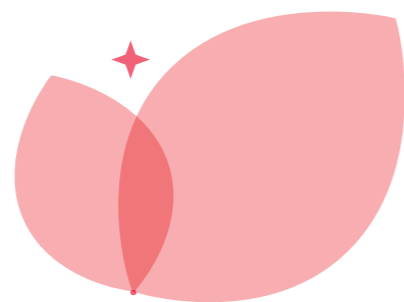
To deliver this, Council will continue to build its reputation as an organisation that undertakes meaningful engagement with people of all ages and abilities, and embeds accessibility and inclusion in everything we do.



ROSLYN WAI

Chief Executive Officer
Melton City Council

EXECUTIVE SUMMARY



Growing and Thriving is a four-year Strategy for people of all abilities and all ages (the Strategy) that aligns Council's planning and service delivery for key life stages and support needs.

The bringing together of priorities for people with disability, children, young people, and older people, and carers, parents and guardians, enables a collective approach to life, development and ageing in the City of Melton with the integration of disability through the lens of each life stage. Council's Disability, Early Years and Youth Advisory Committees were integral stakeholders who informed the development of this Strategy.

This Strategy identifies how Council will provide a tailored approach to the delivery of the priorities in the Council and Wellbeing Plan to ensure that people of all abilities

and all ages are not left behind. It was developed through a four-stage approach, starting with assessing what worked well in the past, policy review, then consultation and lastly bringing together this information to develop 'areas of focus'.

Council delivers a range of services under legislation or funding agreements with both the State and Federal Governments. Building on the previous plan, *Melton a City for all People*, this Strategy incorporates recent community feedback and updated policy frameworks. Relevant international, national, state, and local public policy frameworks have been reviewed and considered in the development of this Strategy.

In total over 780 community members and stakeholders participated through the online survey, targeted conversations, and engagement forums. Three clear consistent themes emerged from the consultation:

FEELING	Feeling accepted and included (sense of belonging)	Diversity, safety, welcoming, civic pride, sense of ownership, shared experiences
ACCESSING	Infrastructure and Access	Healthcare, self-contained city, service provision, transport, affordability
DOING	Spaces, places and involvement	Community participation, social opportunities, public parks, green spaces for social connection

This Strategy presents the following themes and objectives that will support people of all abilities and all ages to grow and thrive within a community that's supportive, accepting, vibrant and safe:



THEME 1

A safe and inclusive City where everyone feels they belong

OBJECTIVE 1.1: A safe and connected community where people feel they belong

OBJECTIVE 1.2: A community that is inclusive, celebrates diversity, where everyone feels valued

THEME 2

A self-contained, accessible City

OBJECTIVE 2.1: A self-contained City of 20-minute neighbourhoods

OBJECTIVE 2.2: Tailored health, education, community, and commercial services are accessible locally

Objective 2.3: A City with accessible infrastructure for all

OBJECTIVE 2.4: A City where all people can move freely within their own community

THEME 3

A vibrant and healthy community that promotes social connectedness and participation

OBJECTIVE 3.1: A City that promotes positive health and wellbeing outcomes for all people

OBJECTIVE 3.2: A City that provides a wide variety of community participation opportunities for all people

OBJECTIVE 3.3: A City that provides spaces and places for people to come together and build social networks

THEME 4

An organisation that meaningfully engages and embeds accessibility and inclusion in everything it does

OBJECTIVE 4.1: An organisation that embeds accessibility and inclusion in everything it does

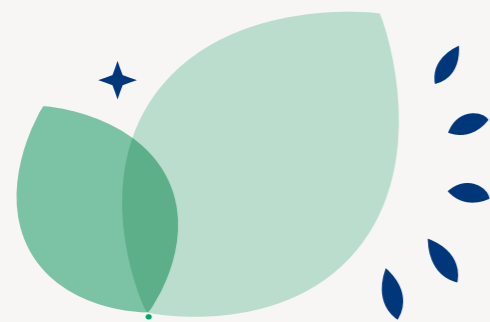
OBJECTIVE 4.2: An organisation informed by robust consultation processes tailored to the needs of all people

Each objective has a number of strategies, of which actions are identified on an annual basis for implementation through implementation plans. There will be four implementation plans in total, three of which will deliver actions and initiatives that are tailored to each life stage. The fourth stand-alone disability implementation plan will complete the set, cross referencing the embedded actions for disability in the life stage plans, and identifying further actions that seek to address the challenges put forward by people with disability of all ages.

The information provided by community and stakeholders has provided the foundations to develop this Strategy. It will guide planning, advocacy and delivery of services, programs, and events for people with disability, children, young people, and older people, and carers, parents, and guardians in the City of Melton, over the next four years. It will strive to ensure all residents have an opportunity to participate, grow and thrive in the municipality regardless of their ability or age.

INTRODUCTION

Council is committed to strategic and inclusive planning to enable Council to deliver outcomes for all people who live, learn, work, or spend time in the City of Melton. In order to fulfil this commitment, it is integral that Council supports everyone to achieve this together.



The purpose

The Growing and Thriving Strategy for people of all abilities and all ages (the Strategy) is a four-year Strategy designed to bring together many areas of Council for collective action to ensure the most efficient use of resources.

This is an integrated Strategy for the following community cohorts:

- people with disability
- children (0 to 12 years)
- young people (13 to 25 years)
- older people (50+ years)
- and carers, parents, and guardians.

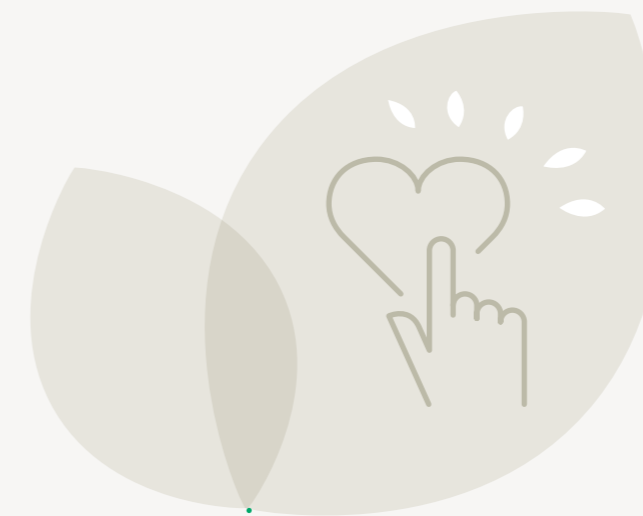
At the heart of this Strategy is a commitment to ensuring people of all abilities and all ages in the City of Melton have their needs met and are supported to live their best lives.

The Strategy will be implemented through four individual annual implementation plans, which will outline the specific actions and initiatives that will be delivered by Council for each cohort.

An integrated approach

The bringing together of priorities for people with disability, children, young people, and older people, and carers, parents, and guardians into one strategic document enables a shared approach to life, ageing, and disability in the City of Melton.

Further to the intersection of disability and life stage, an intersectional approach (intersectionality) has been applied to the strategic planning process. The Strategy prioritises the overlapping factors that require more targeted and innovative actions, starting with disability and age, to deliver equitable outcomes for everyone in the City of Melton community.



The language used in this Strategy

This Strategy refers to people of all abilities and all ages, when this reference is used it is referring to people with disability, children, young people, and older people, as well as their carers, parents, and guardians.

In line with the [State Disability Plan \(2022-2026\)](#), this Strategy uses person first language 'people with disability' which is used to emphasise a person's right to identity beyond their disability.



**State Disability Plan
(2022-2026)**

BACKGROUND

Melton a City for all People

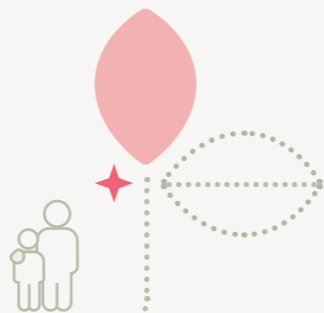
Melton a City for All People 2017-2021 (MACFAP) combined four previous Council plans. The *Disability Action Plan*, the *Municipal Early Years Plan (0-12 years)*, the *Youth Strategy (13-25 years)*, and the *Ageing Well Strategy (50+ years)* into one, all-encompassing document. The vision of MACFAP was that people of all abilities and all ages can grow and thrive within a community that's supportive, accepting, safe and accessible.

There were five themes by which a range of actions and initiatives were delivered:

- being inclusive
- being connected
- being happy and healthy
- being all, you can be
- being heard.

Moving into the next Strategy reflections were captured to identify the strengths of MACFAP and the opportunities to build on its approach. These reflections identified that the shared planning approach enabled the embedding of disability across all life stages, and strengthened internal partnerships and collaborative action, leading to the delivery of more innovative and broad-reaching programs and services.

Building on the previous plan, this Strategy incorporates the latest community feedback and relevant policy information. This revised Strategy will continue to provide a strategic overarching direction for the delivery of services and programs by Council, specific to the needs of people with disability, children, young people, and older people, and carers, parents, and guardians.



Further reflections can be found in the background paper *'Informing Council's strategy for all abilities and all ages'*.

City of Melton community

The City of Melton is home to three traditional owner groups, the Wurundjeri, Wadawurrung and Bunurong peoples, and is one of Australia's fastest growing areas. One per cent of residents identify as Aboriginal and/or Torres Strait Islander, with over 70,000 people born overseas, representing over 161 different nations. Over 9,495 people within the City of Melton (5.3 per cent) reported a need for assistance in their daily lives due to disability (.id Community, 2021), and the National Disability Insurance Scheme has 4,526 clients in the City of Melton (NDIS, 2022).

Currently home to more than 181,000 residents, by 2051, the population is expected to be more than 450,000 people (Forecast .id, 2021). Each week, the City's population increases by 129 people, including 49 babies, or 42 families (ABS, 2021), this equates to approximately **one** additional street being built, and the need for **two** additional kindergarten classes every week. The City of Melton remains one of the youngest regions in Australia with 52 per cent of residents under the age of 34, although over the next 20 years, the ageing population will increase by 146 per cent, with significant growth in those aged 75 and older (.id Community, 2021).



Read more about the City of Melton in the *Council and Wellbeing Plan 2021-2025*.



HOW THIS STRATEGY WAS DEVELOPED

Overview

There were four important stages in the development of this Strategy, each designed to ensure the Strategy accurately reflects the needs and aspirations of people of all abilities and all ages in the City of Melton and is consistent with the latest evidence and policy context.

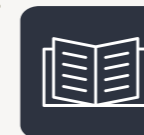


THE STRATEGY WAS DEVELOPED THROUGH THE FOLLOWING FOUR-STAGE APPROACH:

1. Assess what worked well in the past and what Council can build on
2. Conduct policy review, ensure Council adapts to the context in which it works
3. Consult with the community cohorts most impacted by the strategy
4. Bring together information to develop 'areas of focus'.

Evidence and information gathered during stage one and two were documented in the background paper 'Informing Council's Strategy for all abilities and all ages' and informed the community consultation approach. Stages 1-3 informed the final stage which involved developing 'areas of focus' for the Strategy.

All four steps were delivered under the guidance of an established internal Project Working Group (PWG). The PWG brought together Council officers from departments that would be responsible for the implementation of the individual implementation plans. These Officers all had experience and expertise in the delivery of Council services in relation to people with disability, children, young people, and older people, and carers, parents, and guardians.



Read more about the City of Melton in the Council and Wellbeing Plan 2021-2025.

Integral stakeholders in the development of this Strategy included:

- Disability Advisory Committee
- Early Years Partnership Committee
- Youth Advisory Committee
- The Seniors Brains Trust.

These committees and groups contributed their integral insights to the approach and the final document.



POLICY AND PLANNING CONSIDERATIONS

Policy context

Key legislative requirements outlined under the [Disability Act \(2006\)](#) and Council's commitments through the [supporting children and families in the Early Years Compact](#) are delivered through the implementation of this Strategy and its related implementation plans. Alongside these documents the approach to consultation unpinning the strategies development and its implementation is heavily informed by the [Local Government Act \(2020\)](#), and Child Safe Standards

Council delivers a range of services under legislation or funding agreements with both the State and Federal Governments. There are many international, national, state, and local public policy frameworks that have been reviewed and considered in the development of this Strategy.



The full scope of the policy review and related considerations can be found in the background paper 'Informing Council's strategy for all abilities and all ages'.



A policy review was conducted to develop a comprehensive understanding of the relevant policy context for each group represented by the Strategy. A total of 42 international, national, and Victorian policy documents were examined, identifying considerations for the City of Melton. These will continue to be considered throughout the strategies implementation.



This Strategy identifies how Council will provide a tailored approach to the delivery of the priorities in our *Council and Wellbeing Plan 2021-2025*

Council's policy context

[Melton City 2041 The City We Create](#) is the City of Melton community's vision. It is the pinnacle of Council's integrated planning framework. The community vision aims to shape the future of the City, clearly outlining shared aspirations and priorities for what Community want to see achieved over the next two decades. The community vision informs the [Council and Wellbeing Plan 2021-2025](#), a key document that sets out the strategic direction for Council and the community over the next four years, and reinforces Council's high-level commitment to promoting, improving and protecting public health and wellbeing.

This Strategy identifies how Council will provide a tailored approach to the delivery of the priorities in the Council and Wellbeing Plan to ensure that people of all abilities and all ages are not left behind. This Strategy presents a strategic framework for these community cohorts and outlines the Council and Wellbeing Plan outcomes that each focus area will contribute towards. These priorities intersect and align with many existing Council plans and strategies.



CONSULTATION APPROACH

This plan was developed following extensive consultation with community and stakeholders. The consultation approach was designed and delivered by Council in partnership with a consultant, and in accordance with the requirements of the [Local Government Act 2020](#).

In total over 780 community members and stakeholders participated in this engagement process, over a one-month period from 17 January 2022–17 February 2022.

The engagement methods included an online survey, targeted conversations, and targeted workshops. The impact of the COVID-19 pandemic meant opportunities for the usual face-to-face engagement were limited. While only a small portion of the engagement activities were delivered in-person, the consultation offered multiple avenues for engagement and ensured that these were accessible and tailored to promote participation.

Of the 780 community members that contributed their insights and experiences, 514 engaged via an online survey (also delivered over the phone for increased accessibility). Of those who engaged through the survey:



Further detail regarding who participated in the consultation, and what they told us, can be found in the full [Consultation Report](#).



20.9%

were (or cared for) a person with a disability



50.8%

were (or cared for) an older person



25.5%

spoke a language other than English at home

34.3%

were (or cared for) a young person



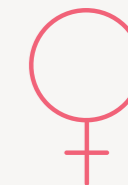
34.7%

identified as man or male



9.3%

were (or cared for) a child



63.7%

identified as woman or female

4.4%

identified as LGBTIQ+



2.6%

identified as Aboriginal and/or Torres Strait Islander

5 CONVERSATIONS

with children, and parents, guardians, and service providers



19 CONVERSATIONS

with older people, carers, and service providers

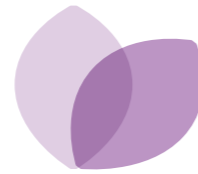
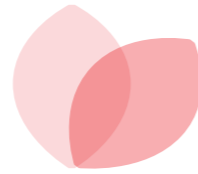


4 CONVERSATIONS

with older people with disability, carers, and service providers

10 CONVERSATIONS

with young people, and parents, guardians, and service providers



2 CONVERSATIONS

with children and young people with disability

There were 150 community members who participated through the targeted conversations, including:

15

stakeholders working in the early years

10

young people with disability

28

young people in secondary school

5

older people aged over 50 years

There were 116 community members who participated through the targeted workshops, including:

WHAT THE COMMUNITY TOLD US

Key common themes across all cohorts

A wide variety of community members and stakeholders provided feedback with three consistent themes emerging:

FEELING	Feeling accepted and included (sense of belonging)	Diversity, safety, welcoming, civic pride, sense of ownership, shared experiences
ACCESSING	Infrastructure and Access	Healthcare, self-contained city, service provision, transport, affordability
DOING	Spaces, places and involvement	Community participation, social opportunities, public parks, green spaces for social connection

FEELING ACCEPTED AND INCLUDED (A SENSE OF BELONGING)

The need to belong and feel safe in a place that felt like home was fundamental to many people's vision of a happy and healthy future and what it meant to live their best lives. Living in a diverse and inclusive community was also an important feature of this theme. Feedback referenced the importance of representation of all community cohorts and the importance of events that bring different people together and celebrate diversity. Participants reported that living in a community that supported them with their specific needs was essential to feeling accepted and included.

well-planned neighbourhoods that promote walking and cycling to all people, enable community members to move around freely, and ensure community and commercial services are accessible to everyone. Many community members pointed to the planned new hospital, an integrated transport network, and health and community services that were tailored to their needs, as services critical to the future of the City.

INFRASTRUCTURE AND ACCESS

The importance of living in a community with local and accessible infrastructure and services was the most notable theme to emerge from participants. Many comments highlighted the importance of living in

SPACES, PLACES, AND INVOLVEMENT

Community feedback indicated that social connection and group participation through the municipality's spaces, places and programs was essential to their future. By offering a variety of programs and facilities to support social connectedness, Council will continue to help foster a sense of community and unity critical to health and wellbeing. This will require tailoring community connection opportunities to account for those with additional needs, and to support people of all abilities and all ages to connect with others with shared experiences.



WHAT PEOPLE WITH DISABILITY AND THEIR CARERS SAID WAS IMPORTANT

- having access to tailored services
- having accessible and designated facilities and spaces
- living in a diverse and inclusive community that promotes a feeling of belonging
- having events that celebrate diversity
- activities and communications that increase the profile, visibility, and representation of people with disability in the City of Melton
- having opportunities to connect socially and share lived experiences
- having access to education and employment
- having tailored programs to promote community participation and independence.

“ They need to make disability more visible in the community.

“ Disability needs to be embedded into everything that Council offers.

“ I need more disability inclusion in the City of Melton for my child. More photos of people with disability used in promotion. A Melton Disability Facebook page to keep us up to date.

“ Melton specialist school has helped my daughter with autism grow so well and so much, it really is a good environment for her to thrive in.

“ More sporting programs for people with disability, more opportunities for people with disability to gain employment.

COMMUNITY FEEDBACK

“We would like disability to become a wider general knowledge and more connected into the community. I would love an available space for connection of teenagers with disability.”



WHAT CHILDREN AND THEIR FAMILIES SAID WAS IMPORTANT

- having access to tailored community and health services (particularly mental health)
- having access to a variety of educational and learning programs
- having accessible and family inclusive facilities, programs, and events
- feeling socially connected to friends and family
- having opportunities to be active in outdoor parks, gardens, and play spaces.

“ Bike tracks, parks for kids, free entertainment or festivals, sports days for kids.

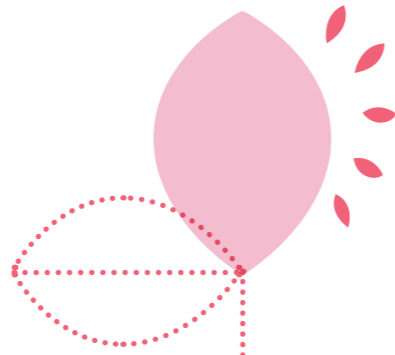
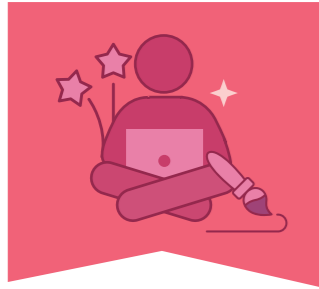
“ Support groups, having a good group of friends, having great teachers who support me, International Day of People with Disability celebrations, being recognised in the community.

“ Access to more services for therapy, more inclusive services and playgroups, extracurricular activities aimed at children, families and carers for people with disabilities.



COMMUNITY FEEDBACK

“Access to good playgrounds, various events organised by library for toddlers, pre-schoolers, kids”



WHAT YOUNG PEOPLE SAID WAS IMPORTANT

- having access to youth health services (particularly mental health)
- having access to education and employment
- being able to move freely around the community via public transport, walking and cycling
- having local and accessible community services
- having accessible and affordable youth programs and activities that deliver sport, recreation, arts, professional development, and leadership training
- having outdoor community events that enhance community life
- tailored and targeted communication of community participation opportunities.

- “ Feeling like I will get a job and be accepted in the community when I get older.
- “ Continue to ensure there are opportunities through programs for young people to be involved in community initiatives and activities to develop leadership and employment skills.
- “ More promotion of programs and activities offered.
- “ Better access to mental health support for young people in Melton.
- “ To be able to work better with kids and enable more opportunities for kids to play sport.
- “ More evening activities for older teens/young adults.

COMMUNITY FEEDBACK

“Continue to ensure there are opportunities through programs for young people to be involved in community initiatives and activities to develop leadership and employment skills.”



WHAT OLDER PEOPLE SAID WAS IMPORTANT

- living in a self-contained accessible City
- feeling safe and socially connected
- local and accessible health, medical and community services
- tailored programs that promote community participation and the sharing of lived experiences
- infrastructure planning that promotes accessibility
- community events that celebrate diversity and inclusion.

“Dinner dance for general community. Perhaps a Debutant ball where our young from all cultures can attend. Community BBQ at some of our great parks. Dedicated Indigenous Jamboree or festival.

- “ The ongoing support for the elderly through age care exercises, entertainment and many more enjoyable activities that are provided.
- “ Not accessible enough for people with mobility issues. e.g. High St shops have steps, footpaths are uneven. Fitness classes not suitable for people with disabilities especially mobility issues.
- “ Facilitating opportunities and culture for residents of all ages, abilities, sexual orientation and cultural backgrounds to be welcome, accepted and free to live authentic lives. One-off community events are a good start but embracing all of the above requires a far greater shift...looking to other communities, large and small, who have done this well, will help guide and inspire us.

COMMUNITY FEEDBACK

“Provision of more doctors and health services for the community. Even though I am a long-term client of my clinic (Westcare) it can take weeks to make a physical appointment.”

HOW DO WE GET THERE?



This Strategy presents the following themes, objectives and strategies that will support people of all abilities and all ages to grow and thrive within a community that's supportive, accepting, vibrant and safe. These themes capture what people with disability, children, young people, and older people, and carers, parents and guardians in the City of Melton want and will underpin the achievement of Council's vision to create a vibrant, safe, and liveable City that is accessible to all.

THEME 1

A SAFE AND INCLUSIVE CITY WHERE EVERYONE FEELS THEY BELONG

The City of Melton seeks to be a safe and inclusive environment in which every person feels they belong. For people of all abilities and all ages to feel accepted and included, it is essential every person feels represented in the work Council does and is able to identify tailored supports to address their needs. Communications materials will increase the visibility of people with disability, children, young people, and older people and carers, parents

and guardians, and opportunities to celebrate and recognise diverse communities. Council will ensure that all people in the City of Melton feel a sense of community in a place they can call home.

Actions related to this theme will contribute to *Council and Wellbeing Plan 2021-2025* Outcome one: *A diverse, equitable, safe, and connected City that people are proud to be a part of.*

OBJECTIVE 1.1

A safe and connected community where people feel they belong



- 1.1.1 Develop and embed safety actions and initiatives in the *Safe City, Proud Communities Plan* that are informed by people of all abilities and all ages
- 1.1.2 Deliver local actions and initiatives that foster community cohesion for people with disability, children, young people, and older people, and carers, parents, and guardians

OBJECTIVE 1.2

A community that is inclusive, celebrates diversity, where everyone feels valued



- 1.2.1 Reduce stigma and exclusion experienced by people with disability, children, young people, and older people, and carers, parents, and guardians
- 1.2.2 Ensure that people of all abilities and all ages are represented in communications materials and ensure these are tailored to meet their needs
- 1.2.3 Increase representation of people of all abilities and all ages within the City of Melton community
- 1.2.4 Provide opportunities for the celebration and recognition of cultural diversity and Aboriginal and/or Torres Strait Islander history and culture with people of all abilities and all ages

THEME 2

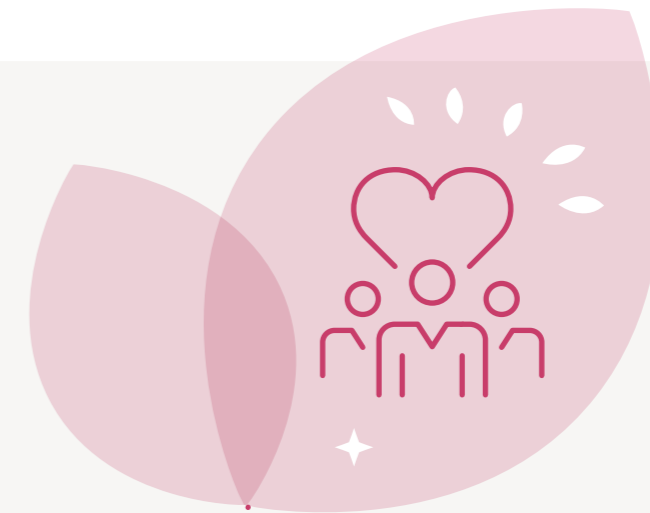
A SELF-CONTAINED, ACCESSIBLE CITY

The City of Melton community wants to live in a self-contained and connected City that is accessible to people of all abilities and all ages. They want to live in a well-planned neighbourhood that enable people of all abilities and all ages to move around freely and access facilities and open spaces. Local education and employment pathways for every person and accessible and affordable infrastructure, services and housing are fundamental to meeting community needs and providing the spaces and places for them to thrive. Council is committed to ensuring that

our self-contained City ensures every person has the capacity to access training and employment and has the skills and confidence to reach their full potential.

Actions related to this theme will contribute to Council and Wellbeing Plan 2021-2025 Outcomes 3 and 4:

- A City where growth and development occur in a strategic, fair, and sustainable way
- A City rich in local employment and education opportunities.



OBJECTIVE 2.1

A self-contained City of 20-minute neighbourhoods



- 2.1.1 Plan for the provision of open space that is tailored to the needs of people of all abilities and all ages
- 2.1.2 Inform Council's priorities for 20-minute neighbourhoods in consultation with people of all abilities and all ages
- 2.1.3 Utilise existing infrastructure to meet the needs of people of all abilities and all ages

OBJECTIVE 2.2

Tailored health, education, community, and commercial services are accessible locally



- 2.2.1 Identify and progress health and community service priorities that meet the needs of people with disability, children, young people, and older people, and carers, parents, and guardians in the City of Melton
- 2.2.2 Deliver tailored local education and employment actions and initiatives for people of all abilities and all ages
- 2.2.3 Inform Council's approach to economic development by consulting with people of all abilities and all ages

OBJECTIVE 2.3

A City with accessible infrastructure for all



- 2.3.1 Plan for future infrastructure that meets the needs of people of all abilities and all ages
- 2.3.2 Facilitate an integrated approach to secure suitable housing for people with disability, children, young people, and older people, and carers, parents, and guardians in the City of Melton

OBJECTIVE 2.4

A City where all people can move freely within their community



- 2.4.1 Facilitate a transport network that enables people of all abilities and all ages to get where they need to go
- 2.4.2 Support the development and activation of a pedestrian and cycling network that promotes accessibility for people of all abilities and all ages

THEME 3

A VIBRANT AND HEALTHY COMMUNITY THAT PROMOTES SOCIAL CONNECTEDNESS AND PARTICIPATION

Being happy, healthy, connected and involved is important for people of all abilities and all ages. People want the opportunity to meaningfully participate in community life in a way that supports their physical and mental health. They want to be able to come together in community places and spaces, connect with their local neighbourhood and share their lived experiences. They want to be informed of the latest available actions and initiatives and have the tools and resources to self-organise in their community. Council is committed to ensuring people of all abilities and all ages have tailored avenues for social connection and participation

and can be the happiest and healthiest version of themselves.

Actions related to this theme will contribute to *Council and Wellbeing Plan 2021-2025* Outcome 1, 4 and 6:

- A diverse, equitable, safe, and connected City that people are proud to be a part of
- A City rich in local employment and education opportunities
- A community that embraces volunteering and is encouraged and able to engage with Council.

OBJECTIVE 3.1

A City that promotes positive health and wellbeing outcomes for all people



- 3.1.1 Deliver actions and initiatives that promote positive mental health outcomes for people with disability, children, young people, and older people, and carers, parents, and guardians
- 3.1.2 Deliver actions and initiatives that promote positive physical health outcomes for people with disability, children, young people, and older people, and carers, parents, and guardians

OBJECTIVE 3.2

A City that provides a wide variety of community participation opportunities for all people



- 3.2.1 Ensure participation opportunities are accessible and tailored for people with disability, children, young people, and older people, and carers, parents, and guardians
- 3.2.2 Provide targeted participation opportunities that meet the needs of people with disability, children, young people, and older people, and carers, parents, and guardians
- 3.2.3 Strengthen Council's communication of actions and initiatives to better reach people of all abilities and all ages

OBJECTIVE 3.3

A City that provides spaces and places for people to come together and build social networks



- 3.3.1 Increase social networks by strengthening community groups led by people of all abilities and all ages
- 3.3.2 Facilitate opportunities for people of all abilities and all ages to come together and connect outdoors in their local neighbourhood
- 3.3.3 Improve accessibility for the community to engage with and utilise Councils facilities to foster connection

NEXT STEPS

THEME 4

AN ORGANISATION THAT MEANINGFULLY ENGAGES AND EMBEDS ACCESSIBILITY AND INCLUSION IN EVERYTHING IT DOES

People in the community want to share their ideas and opinions in different ways and Council will provide a variety of engagement and consultation approaches to ensure people of all abilities and all ages can meaningfully contribute. Council is committed to demonstrating civic leadership and working

towards organisational excellence to ensure our organisation, services and facilities are equitable and driven by continuous improvement.

Actions related to this theme will contribute to *Council and Wellbeing Plan 2021-2025 Outcome 6, An innovative, transparent, accountable, and sustainable organisation.*

OBJECTIVE 4.1

An organisation that embeds accessibility and inclusion in everything it does



- 4.1.1 Increase staff awareness and capacity for age and disability specific inclusion and accessibility
- 4.1.2 Develop systems, processes and resources that enable accessibility and inclusion
- 4.1.3 Ensure actions are evidence-based and driven by continuous improvement

OBJECTIVE 4.2

An organisation informed by robust consultation processes tailored to the needs of all people



- 4.2.1 Ensure engagement and consultation promote participation for people with disability, children, young people, and older people, and carers, parents, and guardians
- 4.2.2 Ensure Council departments decision-making, and actions are informed by the voices of people of all abilities and all ages

Implementation

Individual implementation plans will detail the specific actions and initiatives that will be delivered annually to drive the implementation of this Strategy for people with disability, children, young people, and older people, and carers, parents, and guardians. Implementation of actions will be a shared responsibility across Council reflecting a whole-of-Council commitment to improving outcomes for people of all abilities and all ages.

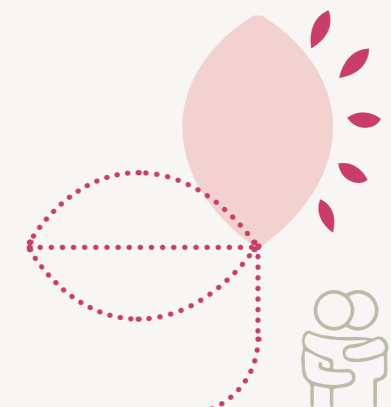
There will be four implementation plans in total, three of which will deliver actions and initiatives that are tailored to each life stage. The fourth stand-alone disability implementation plan will complete the set, cross referencing the embedded actions for disability in the life stage plans and identifying actions that seek to address the challenges put forward by people with disability of all ages.

Monitoring and evaluation

The Strategy will be monitored and implemented through the development of an annual implementation plans. Progress against annual implementation plans will be reported on via Council's related advisory committees including the Disability Advisory Committee, Early Years Partnership and Youth Advisory Committee, and via key networks that engage older people in the City of Melton.

A monitoring and evaluation framework will be developed with indicators to measure how people with disability, children, young

people, and older people, and carers, parents and guardians are faring in their health, wellbeing, and development. By measuring and understanding how we are tracking over the four years Council will be able to assess, alongside the implementation plan progress reports, the extent of the strategies impact.

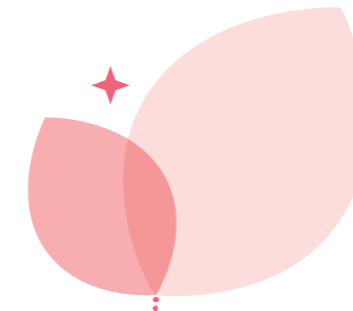


Conclusion

The information gathered through extensive community and stakeholder engagement has provided the foundations to develop this Strategy. It will guide planning, advocacy and delivery of services, programs, and events for people of all abilities and all ages in the City of Melton, over the next four years. Council will continue to strive to ensure all residents have an opportunity to participate, grow and thrive in the municipality regardless of their ability or age.

APPENDIX 1

GLOSSARY



Children	Children refers to someone from birth through to the age of 13 (inclusive of 12-year olds).
Cohorts	A cohort is a group of people with a shared characteristic.
Council plan	A plan setting out the medium-term strategic objectives, strategies, strategic indicators, and resources reflecting vision and aspirations of the community for the next four years. ¹
Disability	<p>As per the <i>disability discrimination Act (1992)</i> Disability, in relation to a person, means:</p> <ul style="list-style-type: none"> • total or partial loss of the person’s bodily or mental functions; or • total or partial loss of a part of the body; or • the presence in the body of organisms causing disease or illness; or • the presence in the body of organisms capable of causing disease or illness; or • the malfunction, malformation, or disfigurement of a part of the person’s body; or • a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or • a disorder, illness or disease that affects a person’s thought processes, perception of reality, emotions, or judgment or that results in disturbed behaviour. <p>and includes a disability that:</p> <ul style="list-style-type: none"> • presently exists; or • previously existed but no longer exists; or • may exist in the future (including because of a genetic predisposition to that disability); or • is imputed to a person. <p>To avoid doubt, a disability that is otherwise covered by this definition includes behaviour that is a symptom or manifestation of the disability.</p>

Diversity	<p>The City of Melton community is diverse. Promoting and supporting diversity is about respecting differences, supporting access and inclusion for all community members, and recognising human dignity across a range of individual attributes, including but not limited to:</p> <ul style="list-style-type: none"> • age • culture • disability • employment activity • educational attainment and fields • gender and sex • industrial activity • language • lawful sexual activity • marital status • parental status or status as a carer • physical features • political belief or activity • pregnancy and breastfeeding • race • religious belief or activity • sexual orientation.¹
Gender	A social and cultural concept. It is about social and cultural differences in identity, expression and experience as a man, woman, or non-binary person. Non-binary is an umbrella term describing gender identities that are not exclusively male or female. ¹
Inclusion	<p>Inclusion occurs when people feel, and are, valued and respected, regardless of their personal characteristic or circumstance, and where they:</p> <ul style="list-style-type: none"> • have the opportunity to fulfil their individual and combined potential • have access to opportunities and resources • can contribute their personal best in every encounter • can contribute their perspectives and talents to improve their organisation • can bring far more of themselves to their jobs • have a sense of belonging.¹

REFERENCES

Initiatives	Actions or projects that are one-off in nature and or lead to improvements in service. ¹
Intersectionality	Refers to a way of seeing people’s experiences as shaped by (but not limited to) their race, socio-economic background, sex, gender, and sexuality all at the same time. This overlap or combination of differences makes up a person’s unique identity. Identities within an individual may come, go, or converge, depending on time or place (for example life stages). The point of understanding intersectionality is to also understand the variety of privileges and/or forms of discrimination or exclusion that one may experience simultaneously at any given time (for example gender and race together). ¹
Objectives	The outcomes a council is seeking to achieve over the next four years. ¹
Older People	For the purpose of this strategy which focuses on Ageing well for the future health and wellbeing of older people in the City of Melton, the term older people are used to encompass those aged 50 and older.
Services	Assistance, support, advice, and other actions undertaken by a council for the benefit of the local community. ¹
Strategies	High level actions directed at achieving the strategic objectives. ¹
Themes	Themes are broad in scope and define what major strategic directions an organisation will pursue to achieve its vision. A theme is an area in which the organisation must excel in order to achieve its vision. ¹
Young People	Young people refer to people aged 13 to 25 (inclusive of those aged 24).

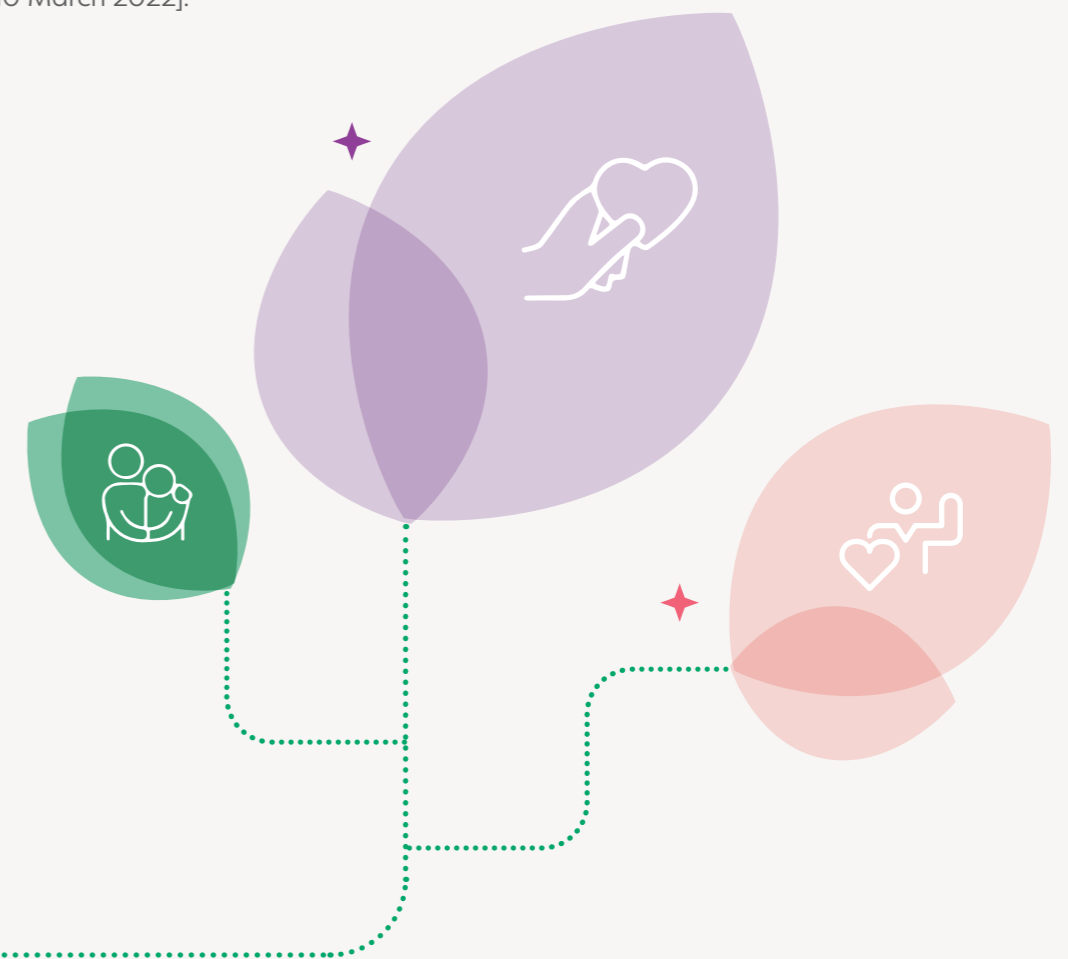
¹ Reference definition: [Council and Wellbeing Plan 2021-2025](#)

.id Community, 2021. *City of Melton Community Profile*. [Online]
Available at: <https://profile.id.com.au/melton>

Australian Bureau of Statistics , 2016. *City of Melton Community Profile*. [Online]
Available at: <https://profile.id.com.au>

Forecast .id, 2021. *City of Melton population forecast*. [Online]
Available at: <https://forecast.id.com.au/melton>

NDIS, 2021. *Explore Data*. [Online]
Available at: <https://data.ndis.gov.au/explore-data>
[Accessed 10 March 2022].



**Melton
Youth Centre**
193 Barries Road
Melton

**Caroline Springs
Library and
Learning Hub**
193 Caroline Springs
Boulevard
Caroline Springs

**Melton Library
and Learning Hub**
31 McKenzie Street
Melton

**Melton
Civic Centre**
232 High Street
Melton

**Taylors Hill Youth and
Community Centre**
121 Calder Park Drive
Taylors Hill

melton.vic.gov.au

T 9747 7200