

# Melton: A City for All People 2017–2021

*community*





# A plan for people with a disability, children, youth and older people

## Acknowledgement of Traditional Owners






The City of Melton acknowledges the traditional custodians of the land, the Kulin Nation. The Council celebrates its rich Indigenous history, the diversity of its people and their important on-going connections to Country.

We acknowledge the past injustices faced by our First Peoples and are committed to play our part in ensuring that these injustices are not repeated. We appreciate that we still have a long journey ahead of us.

City of Melton advocates for Aboriginal and Torres Strait Islander peoples' right to self-determination.

## Melton Council Statement of Commitment

# Contents

<b>A message from Council</b>	<b>02</b>	<b>What we want for people with a disability, children, young people and older people</b>	<b>19</b>
<b>What is <i>Melton: A City for All People</i>?</b>	<b>04</b>	Our vision	19
How was it developed?	05		
Council's role and the role of our partners	05		
<b>Policy context</b>	<b>08</b>	 <b>THEME 1</b>	
Council strategic alignment	08	Being inclusive _____	20
<b>Melton City 2036 – The City We Imagine</b>	<b>09</b>	 <b>THEME 2</b>	
<b>Our growth and community</b>	<b>10</b>	Being connected _____	21
<b>Commitment to wellbeing</b>	<b>12</b>	 <b>THEME 3</b>	
<b>Guiding principles</b>	<b>13</b>	Being happy and healthy _____	22
<b>What is important to people with a disability?</b>	<b>14</b>	 <b>THEME 4</b>	
<b>What is important to children?</b>	<b>15</b>	Being all you can be _____	23
<b>What is important to young people?</b>	<b>16</b>	 <b>THEME 5</b>	
<b>What is important to older people?</b>	<b>17</b>	Being heard _____	24
<b>What people told us?</b>	<b>18</b>		
		<b>How will it be implemented and monitored?</b>	<b>25</b>

# A message from Council

**It is a pleasure to present *Melton: A City for all People*, a unique vision that demonstrates Council's commitment to the improvement of the quality of life of people with disabilities, children, young people, older people and people who live, learn, work or play in the City of Melton.**

*Melton: A City for all People* is an integrated plan that combines four individual Council strategies, specifically the Disability Action Plan (recognising disability can be present at any age), the Municipal Early Years Plan (0-12 years), Youth Strategy (12-25 years), and the Ageing Well Strategy (50+ years) into one, all-encompassing document.

This is the first time these documents have been combined and in doing so, Council formally recognises the interconnection between all ages and life stages, and the continuum in which our community live their lives—from child to parent, worker, carer to retiree.

It's a document for all people, within a City for all people.

Community engagement was one of the key, underpinning factors in the development of *Melton: A City for all People*, with Council using feedback gathered during the creation of our community vision, *Melton City 2036: The City We Imagine* and our Council and Wellbeing Plan 2017-2021, to inform this innovative strategy. Consultation was further supplemented by engagement with staff, various advisory committees including the Early Years Partnership Committee, Youth Advisory Committee, Disability Advisory Committee, and other key partners such as the Melton Youth Advisory Network, and

Service Provider Network; as well as aligning with relevant State and Federal public policies and reforms.


The vision for *Melton: A City for all People* is that people of all ages and abilities are able to grow and thrive within a community that's supportive, accepting, safe and accessible. It's a document built on the foundation of five themes:

- Being inclusive
- Being connected
- Being happy and healthy
- Being all you can be
- Being heard

By focussing our activities on these five themes, Council will be better placed to deliver services, programs, facilities and infrastructure that are timely, cost effective and meet the needs of everyone who calls our wonderful City home.

The health and wellbeing of every member of our community is of primary importance to Melton City Council, and we as an organisation will continue to work to improve the quality of life of all residents, irrespective of which life stage they are currently experiencing.

*Melton: A City for all People* is a triumph for some of our most vulnerable and deserving community members, and we are proud to present this plan as our roadmap to the future. *Melton: A City for all People* goes a long way towards ensuring that our Council vision is delivered to the highest standard, and that our City truly is a thriving community where everyone belongs.

A photograph of two young girls. The girl in the foreground is smiling warmly at the camera while holding a black marker and drawing on a piece of paper. She is wearing a white sweater with a colorful rainbow and polka dot pattern on the sleeve. The girl in the background is looking off to the side with an open-mouthed, surprised expression, holding a small object. She is also wearing a white sweater. The background is a plain, light-colored wall.

Families and children  
experiencing vulnerability  
often require additional  
support



# What is *Melton: A City for All People*?

***Melton: A City for All People* is a four year plan that provides a holistic and strategic approach to ensuring people of all ages and abilities are able to grow and thrive throughout all life stages.**

It is a combination of four previous separate strategic documents:

- *The Disability Action Plan* strengthened the voice of people with a disability and supported the significant role that families and carers play. It guided decision making to achieve positive outcomes for people with disability. It also met Council's requirements under the Victorian State Government Disability Act 2006.
- *The Municipal Early Years Plan (MEYP)* set the strategic direction for Council and service providers across a range of sectors to give children aged 0-12 years living in the City of Melton the best possible start in life.
- *The Youth Strategy* guided Council's youth programs and initiatives for people aged 12-25. The strategy ensured services delivered were considered, purposeful and relevant for young people in the City of Melton.
- *The Ageing Well Strategy* provided a whole-of-Council and broad community approach to services that have positive benefits to older people in the City of Melton.

## Why combine these documents?

This is the first time these documents have been combined into one overarching strategy. It recognises the interconnection between the various ages and life stages and the continuum in which we live our lives – from child, parent, worker, carer to retiree. It recognises the similarities as well as the differences between people and sets out key themes, objectives and strategies that have been identified as the most important areas to work towards in the next four years.

***Melton: A City for All People* focuses on the whole municipality including children (0 up to 12 years), young people (12 up to 25 years) and older people (50+ years). It also focuses on people with a disability, which is not defined by age or life stage. This plan recognises all people with a disability living with a sensory, physical, or neurological impairment, acquired brain injury or mental illness, and their carers.**

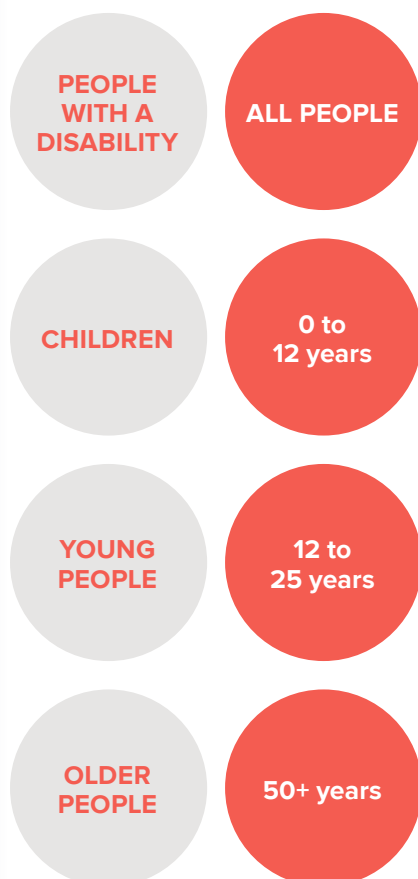


## How was it developed?

People and their needs, ideas and hopes are at the core of ***Melton: A City for All People***. The community was asked about what is important to them and the barriers they faced. Input from the community and partner agencies such as advisory committees and state departments shaped the plan and determined its focus. Council also used primary and secondary public data sources.

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The Plan is for all people with a specific focus on




## Council's role and the role of our partners

Local government is ideally placed to positively influence the lives of its community. Local government has many roles, including service provider, advocate, facilitator, planner, builder and funder. However, on its own Council will not achieve the outcomes of ***Melton: A City for All People***.

Service providers, together with the community, have a collective responsibility to provide the best opportunities for children, young people, older people and people with a disability to grow and thrive in the City of Melton. Our advisory committees, local and regional service sector, community groups and Federal and State government will all play a part in achieving the outcomes of ***Melton: A City for All People***.

This document sets a clear direction for Council, other levels of government, service providers and the community to work together to achieve the outcomes of ***Melton: A City for All People***.





People of all ages  
and abilities want to  
lead happy, healthy  
and safe lives





# Policy context

There are numerous current and pending international, national, state and local public policy frameworks that have been considered in the development of **Melton: A City for All People**. These will continue to be considered throughout implementation and reporting stages.

Among these public policy frameworks are:

- United Nations Universal Declaration of Human Rights
- Convention on the Child and Global Age Friendly Cities Guide
- UNICEF Building Child Friendly Cities
- Plan Melbourne
- Victorian Department of Health and Human Services Strategic Plan
- Victorian State Public Health and Wellbeing Plan
- Free from Violence: Victoria's strategy to Prevent Family Violence and all Forms of Violence Against Women

- Victorian Early Years Strategic Plan
- Youth Policy: Building Stronger Youth Engagement in Victoria
- Victorian's Vulnerable Children: Our Shared Responsibility Strategy
- National Disability Strategy
- Absolutely Everyone State Disability Plan
- Victorian Homelessness Action Plan.

In addition, there are several reforms that will impact on **Melton: A City for All People** such as Child Safe Standards, the Early Childhood Reform, Roadmap for Reform, National Disability Insurance Scheme (NDIS) and Aged Care Reforms.

## Council strategic alignment

**Melton: A City for All People** is closely aligned with *Melton City 2036 - The City We Imagine* and the *Council and Wellbeing Plan 2017-2021*.



# Melton City 2036 - The City We Imagine

**Melton City 2036 - The City We Imagine** describes the community's vision for the future – how they want it to look and feel and what they want it to offer in the next 20 years. This vision is described within four domains:

- ➔ Our safe and socially connected City
- ➔ Our thriving natural environment
- ➔ Our strong local economy
- ➔ Our well-built City

## Council and Wellbeing Plan 2017-2021

The *Council and Wellbeing Plan 2017-2021* is Council's primary strategic planning document. It outlines high level priorities and directions for the next four years. The vision statement, *A Thriving Community Where Everyone Belongs*, will be achieved through the implementation of five themes:



### Theme one

A proud, inclusive and safe community



### Theme two

A thriving and resilient natural environment



### Theme three

A well planned and built City



### Theme four

A strong local economy and lifelong learning City



### Theme five

A high performing organisation demonstrating leadership and advocacy

**Melton: A City for All People** builds on these two key Council strategic documents. It gives more detailed direction for capitalising on the opportunities available to Council to help people identified in the strategy. It aims to address the challenges faced by people in the early years, youth, older people and people with a disability cohorts.

There is a range of specific plans and strategies within Council that will complement and interact with **Melton: A City for All People** such as:

- ➔ Intercultural Plan 2017-2021
- ➔ Safer City Plan 2015-2017
- ➔ Reconciliation Action Plan
- ➔ Council's commitment to Prevention of Violence Against Women and Children.

These and other Council plans will influence **Melton: A City for All People** annual plans and the how it achieves the objectives in its themes.





# Our growth and community

The City of Melton is a diverse and vibrant place with a rapidly growing population. The City's residential population has grown from 52,029 in 2001 to an estimated 144,457 in 2017.

Population projections indicate that the City's population will be more than 381,987 by 2041, making it almost the size of Canberra today, when the City reaches its ultimate population it will have more than 400,000 people.

This sustained growth across all age groups has significant implications for service planning and delivery, community infrastructure provision, programming, social connectedness and personal fulfilment.

The City of Melton has a high proportion of families, with 43 per cent of households are made up of couples with children. This includes 11,020 couples with young children, accounting for 25 per cent of households.

The cultural diversity of the municipality continues to increase with 30 per cent of the population born overseas and 32 per cent speaking a language other than English at home.

## POPULATION GROWTH



PEOPLE

5,846  
per year

112  
per week

16  
daily



FAMILIES

1,980  
per year

38  
per week

5  
daily



BABIES

2,352  
per year

45  
per week

6  
daily





Projections  
indicate that the  
City's population  
will be more than  
381,987 by 2041

# Commitment to wellbeing

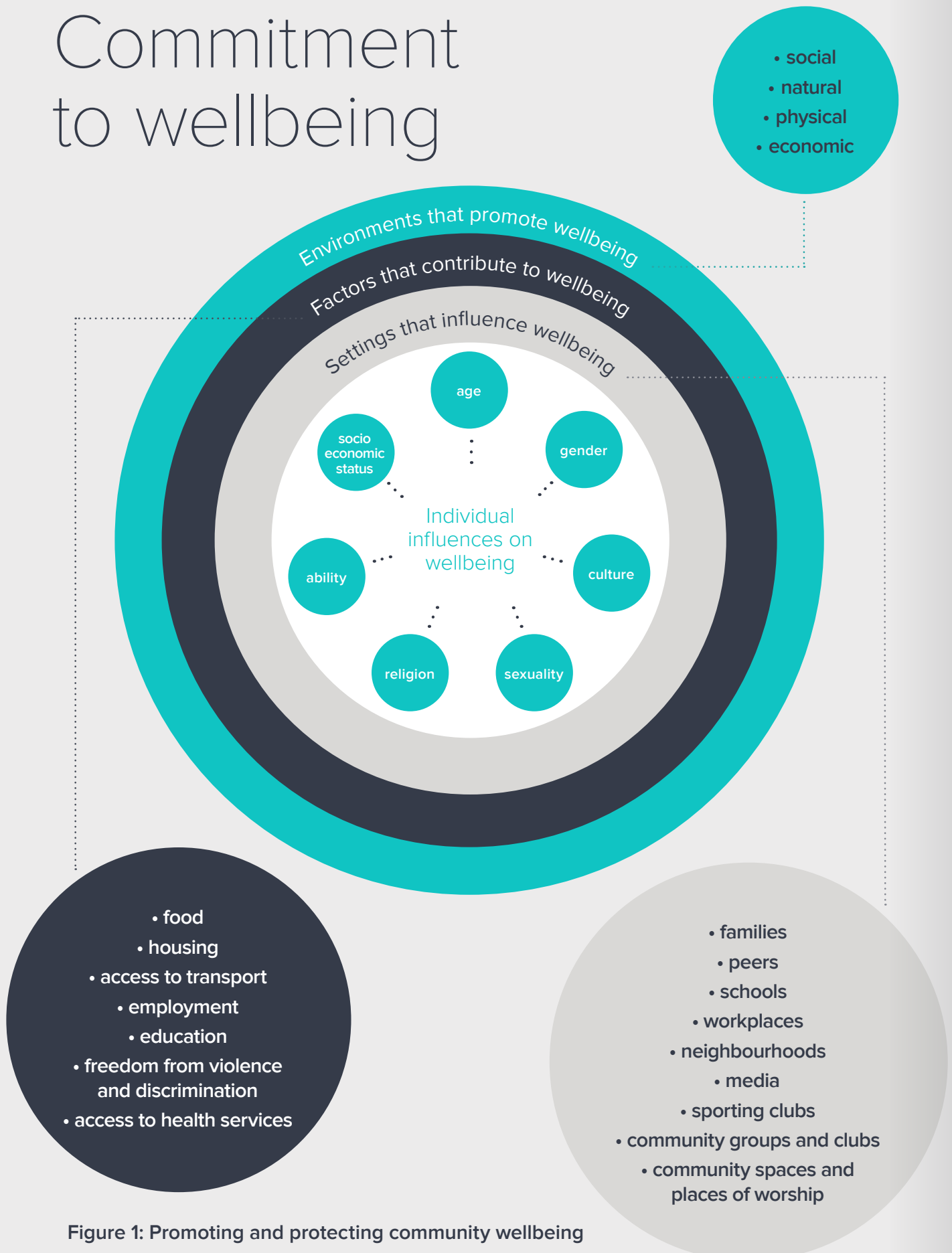
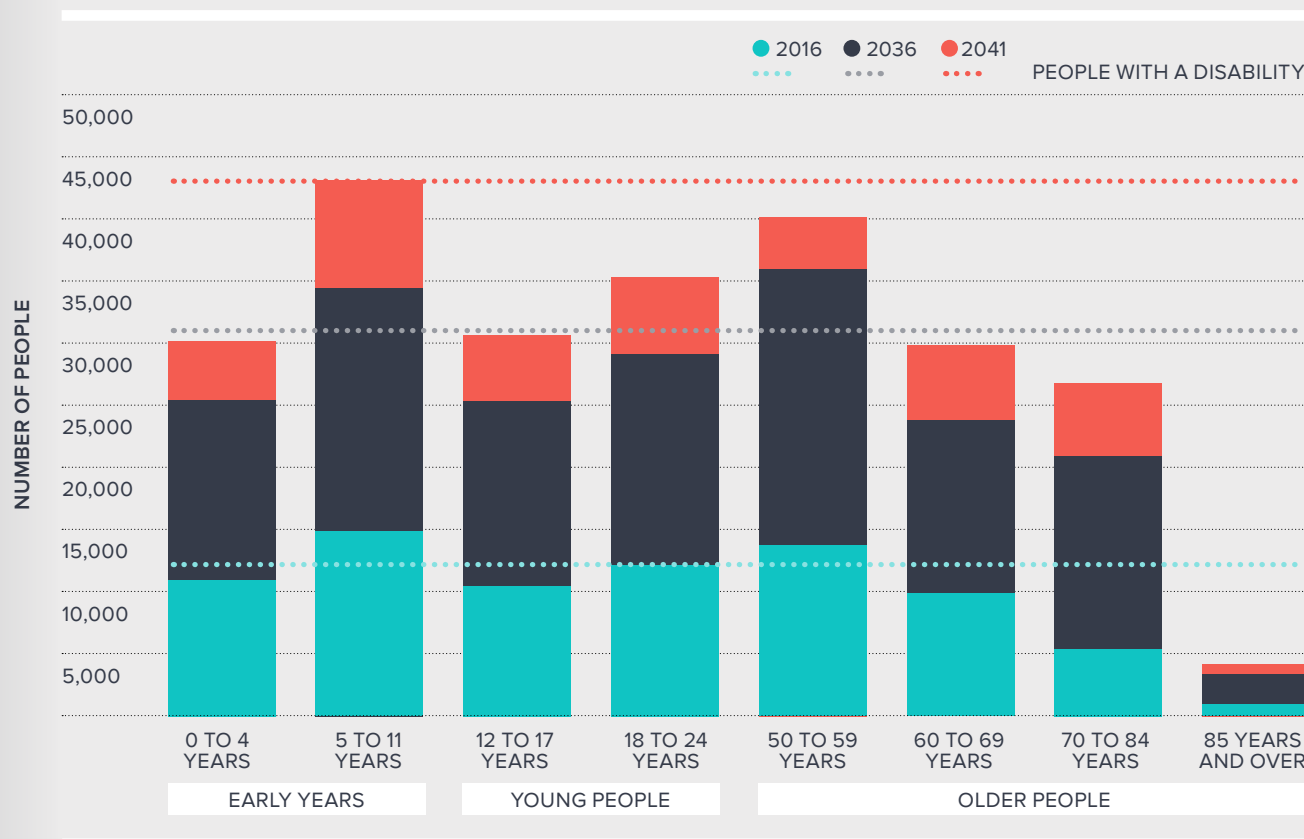


Figure 1: Promoting and protecting community wellbeing

From now until 2041, there will be a projected increase in all age groups:



The *Council and Wellbeing Plan 2017-2021* outlines Council's wellbeing commitment. Council is committed to promoting and protecting the wellbeing of the community – a commitment underpinned by principles of social justice and equity. **Melton: A City for All People** recognises the many factors that contribute to the quality of life for people with a disability, children, young people and older people.

### Guiding principles

The following guiding principles are at the core of **Melton: A City for All People**:

- Upholding human rights
- Implementing social justice and equity
- Continuous improvement and best practice
- Providing quality and person-centred services and programs
- Providing affordable and accessible services and programs
- Developing and fostering strong partnerships
- Being transparent and accountable
- Commitment to co-design processes

# What is important to people with a disability?

**In 2017, there were over 24,000 residents in the municipality with a disability; approximately 18 per cent of the population.**

The likelihood of living with a disability increases with age, with two out of five people aged 65 years or older having a disability. Between 2011 and 2016, the number of people reporting a need for assistance in their daily lives due to a disability increased from 4,488 people (4.1 per cent) to 6,614 people (4.9 per cent), consistent with that of Greater Melbourne.

*People with a disability face substantial challenges in achieving employment, with only 46 per cent of people, of working age with a disability, being employed.*

The local education system is struggling to meet the growing needs of the community that is demonstrating a rising number of children with Autism Spectrum Disorder within the catchment. Students with all types of disability require support to reach their full potential, and local schools remain under-resourced and staff members are largely untrained to support students with complex disabilities. There is a high need for specialised schools within the municipality to support children with Autism Spectrum Disorder, and increased access to specialist services across all age groups is a priority for Council.

The NDIS represents a significant growth opportunity for existing and new providers of disability supports in Melton. Brimbank and Melton are forecast to have 7,100 participants in the NDIS by June 2019.



**ONLY 46%**  
**OF PEOPLE, OF WORKING**  
**AGE WITH A DISABILITY,**  
**ARE EMPLOYED**



# What is important to children?

**In 2017, there were 31,712 children aged 0 to 12 years living in the municipality, representing about 22 per cent of the population.**

This number is predicted to increase to 77,591 by 2041, with the proportion of children aged 0 to 12 years growing to 20.5 per cent of the municipality's population, over the same period.

Generally, children are well supported by their families to learn and develop, however there are some families that face challenges that affect this.

Families and children experiencing vulnerability often require additional support that is accessible and coordinated to ensure that the opportunity to reach their full potential is equitable. The focus on engaging families, particularly Aboriginal families and those experiencing vulnerability, in universal services such as Maternal and Child Health, and quality early education and care services, is a priority with strong evidence to support this as a key factor in children getting the best start in life.

Immunisation rates within the City of Melton are around the State average with slightly more children fully immunised at five years, and whilst breastfeeding rates have increased, our children are much less likely to be breastfed compared with the Victorian average.

.....  
*As children grow more independent, it's important for them to be and feel safe in the community, increasing their opportunities to be physically active and connected with others.*  
.....

Children have said that they like opportunities to spend time in parks, playgrounds, shopping centres, and participating in water activities.



# What is important to young people?

**In 2017, there were 27,934 young people aged 12 to 25 in the municipality, representing about 19 per cent of the population.**

This number is predicted to increase to 70,449 by 2041. The proportion of young people aged 12 to 25 years will also be around 18.5 per cent of the municipality's population, over the same period.

*Our young people experience significant challenges in achieving sustainable employment with a higher than average rate of unemployment compared to greater Melbourne.*

School retention continues to be problematic, with trends indicating a need for targeted intervention to be enhanced and young people and their families to be better supported through key life transitions. The increased access to specialist services is welcomed and ongoing access to these services remains a priority for young people to flourish.

In talking to young people, they indicated that they are interested in the use of new technologies in learning environments, supplementing traditional learning methods. Access to programs that teach about entrepreneurship and how this links to employment in the future is also desirable. As the employment market demands change, so do young people.

Young people have nominated their top issues as being:

- substance usage
- mental health
- education
- future employment opportunities.



# What is important to older people?

**In 2017, there were 34,005 people aged 50+ years in the municipality, representing about 22 per cent of the population.**

This number is predicted to increase to 99,742 by 2041. The proportion of 50+ year olds will also grow to 20.5 per cent of the municipality's population, over the same period.

Health concerns are a priority for the ageing population of Melton. Currently, our community experiences the second highest growth rate of dementia in Victoria. On a state level, there are around 45,000 hospitalisations for injuries due to falls for older people. These concerns are leading to an increased demand for support services.

The City of Melton's older population is experiencing difficulty navigating online systems and are struggling with referral pathways to access important services.

Chronic isolation and loneliness is also a real concern for many older people, particularly amongst those over 60, with international research consistently identifying that the experience of loneliness for an older person is a significant risk factor for morbidity comparable to smoking, alcohol consumption and obesity.

However, defying the stereotypes, over one third of older people are embracing the internet, and social networks, however people aged over 65 are more likely to be a victim of financial fraud both on and offline.

.....  
*Many older people find value and purpose in volunteering their time to help others, and there are more volunteers in this demographic now, than when compared to previous generations.*  
.....



**22%**  
of the municipality's  
population is aged  
50+ years

# What people told us?

People are at the heart of this Plan and as such, their needs, ideas, hopes and aspirations have formed its foundation.

## What people with a disability and their carers said was important

- Feeling engaged and included
- Having access to services
- Having access to education and training
- Feeling socially connected
- Being able to maintain their independence
- Having accessible facilities and spaces

## What children and families said was important

- Having access to information and programs
- Feeling and being safe
- Having parks and playgrounds close by
- Having access to early education and flexible care options
- Having access to affordable care, programs and services

## What young people said was important

- Feeling socially connected and having opportunities to volunteer
- Living in a multicultural society
- Having access to programs that deliver sport, health and fitness, arts, gaming and computer play, and dance
- Being able to get around via public transport, walking and cycling
- Feeling and being safe from bullying and violence
- Having drug and alcohol education and awareness
- Having access to education and employment
- Having access to youth mental health services

## What older people said was important

- Feeling and being safe
- Having access to open spaces and the environment
- Having access to public transport
- Having access to services
- Feeling socially connected
- Being healthy and fit
- Being able to financially plan and have financial security
- Being independent



A photograph of a middle-aged man with glasses and a yellow neck brace, smiling and leaning on a wooden table in a workshop. He is wearing a grey t-shirt. The background shows a workshop environment with various tools and equipment.

# What we want for people with a disability, children, young people and older people

## Our vision

Council's vision is for people of all ages and abilities living and working in the City of Melton to be able to grow and thrive.

Our themes to achieve the vision are:

Theme 1: Being inclusive

Theme 2: Being connected

Theme 3: Being happy and healthy

Theme 4: Being all you can be

Theme 5: Being heard

## THEME 1

# Being inclusive



The community has agreed that local spaces, places and services need to be universally accessible. The City of Melton's built and natural environments need to be safe and inclusive for all ages and abilities. Likewise, services need to be timely, flexible in their service provision, welcoming and age and culturally appropriate. Council wants to ensure it is providing the right types of services for all ages, life stages and abilities and that those services are of a high quality.

### OBJECTIVE

A City with physical spaces, services and programs that are safe, high quality, accessible, inclusive and responsive to the needs of all ages and abilities.

### STRATEGIES

- 1.1 Advocate for, attract and support high quality, person centred, coordinated and integrated services that are responsive to all people's needs, particularly vulnerable people
- 1.2 Ensure spaces are accessible and welcoming, aim to provide universal access and reflect diversity and individual needs
- 1.3 Provide and plan facilities and services according to evidence based needs and future growth
- 1.4 Provide a variety of communication options that connect people to information and services
- 1.5 Provide natural environments that encourage relaxation, interactive play and discovery
- 1.6 Facilitate the provision of a range of partnerships and networking opportunities that support integrated planning and delivery of services

## THEME 2

# Being connected



The community has said that being physically, socially and digitally connected is important for people with a disability, families, children, young people and older people. Being able to safely and easily move around the City via public transport, cycling, walking or car is essential to being able to access education, employment, services and recreation. Feeling and being connected and included in the community through local neighbourhoods, community groups or virtual groups is also important.

### OBJECTIVE

A City that encourages and enables opportunities for people of all ages and abilities to connect to each other and their destinations of choice and need.

### STRATEGIES

- 2.1 Provide and advocate for the provision of community spaces, infrastructure, transport options and the natural environment that are safe and accessible
- 2.2 Build resilient communities through fostering social connectivity and capacity building
- 2.3 Foster neighbourhood level connections through community led local programming and easy access to localised information
- 2.4 Strengthen intergenerational connections through activities that foster skill and knowledge sharing and transfer
- 2.5 Encourage and support participation in community events and celebrations
- 2.6 Develop and promote digital media communications and platforms



### THEME 3

## Being happy and healthy



Being happy, healthy, dignified and safe is important for people of all ages and abilities and builds strong communities. It is widely recognised that childhood is the time for laying foundations for future health outcomes. People in the community want to feel and be safe in their homes and public places. For their wellbeing, they want to have access to healthy choices and programs. The things people need to feel happy, healthy, safe and dignified change throughout the course of their lives. So, responses should be agile and deliberate.

#### OBJECTIVE

A City where people of all ages and abilities lead happy, healthy and safe lives.

#### STRATEGIES

- 3.1** Develop partnerships and programs that enhance physical, social, mental, and emotional health
- 3.2** Provide opportunities to value the diversity and significance of arts and cultural experiences
- 3.3** Create and promote a sense of safety in all settings including in the home, education settings, workplaces and public spaces
- 3.4** Provide programs that aim to increase the capacity and resilience of community members particularly those who are marginalised or vulnerable
- 3.5** Contribute to and provide leadership in the prevention of violence against women and their children and other forms of family violence
- 3.6** Provide opportunities to participate in prevention and intervention programs that improve health and wellbeing of all people
- 3.7** Provide support to build the capacity of the service sector and community to ensure that children, young people and vulnerable people are protected from harm



## THEME 4

# Being all you can be



Learning and development starts at birth and should be nurtured and encouraged for life. People learn and seek to learn in different ways. Access to a range of learning opportunities, including early year's education, schools and tertiary education, and pathways to relevant and appropriate training and employment, is very important to the City of Melton community. Self-care and development are important in ensuring our community reaches its potential and has the skills, knowledge and resilience to move through life.

### OBJECTIVE

A City that fosters growth and development for people of all ages and abilities supporting them to reach their full potential.

### STRATEGIES

- 4.1 Foster and support a love of lifelong learning starting from birth
- 4.2 Support key transition stages across the life stages
- 4.3 Provide leadership programs and opportunities that empower people of all ages and abilities to build skills, confidence and capacity
- 4.4 Encourage local and regional employment opportunities that are flexible and support individual needs
- 4.5 Support individuals to maximise their potential through the provision of programs and services that are person centred
- 4.6 Encourage and support engagement in key universal services with a focus on addressing barriers to participation

## THEME 5

# Being heard



The community is at the heart of everything Council does. Allowing people with a disability, children and their families, young people and older people to be heard should be central in Council's decision making. People in the community want to share their ideas and opinions in different ways and Council must ensure multiple and meaningful opportunities for engagement.

### OBJECTIVE

A City where people of all ages and abilities have the opportunity to be heard and respected and where all voices are equitably valued.

### STRATEGIES

- 5.1** Encourage and support people of all ages and abilities in ethical, respectful and transparent deliberative engagement, co-design and consultation processes
- 5.2** Enable all community members, including children, to have a voice through relevant, targeted and meaningful engagement avenues
- 5.3** Ensure relevant data, policy and community information is collected and used to inform decision making as part of the continuous improvement process
- 5.4** Encourage community consultation and engagement when planning for facilities, open spaces and services and programs
- 5.5** Foster community participation, leadership and ownership

# How will it be implemented and monitored?

The themes, objectives and strategies have been identified as the key directions to work towards over the next four years and will require a whole of community approach to achieve them.

An annual action plan will be developed for each of the four years covered by **Melton: A City for All People 2017-2021**.

The action plan will identify specific actions to undertake over that year across the four cohorts the plan represents: children, youth, people with a disability and older people. It will also recognise the cultural needs of the increasingly diverse and Aboriginal population.

This action plan will be presented to Council for its consideration at the start of each year and will drive the activities needed to achieve the objectives of **Melton: A City for All People**.

The action plans will be core documents used by Council's Advisory Committees and Partnership Groups as the basis for implementation by their specific age cohort.

A number of indicators will be measured for each cohort, along with the work of the Advisory and Partnership committees, for each year of the Plan. This will also provide an opportunity to document the stories and experiences from our community.

The annual report to Council, together with consultation with Council's Advisory and Partnership committees, will inform the development of the following year's action plan.



**Melton Civic Centre**

232 High Street, Melton

**Melton Library and Learning Hub**

31 McKenzie Street, Melton

**Caroline Springs Library  
and Learning Hub**

193 Caroline Springs Boulevard  
Caroline Springs

**T 9747 7200**

**[melton.vic.gov.au](http://melton.vic.gov.au)**

