

2.1 DRAFT MONASH HEALTH & WELLBEING PLAN 2021 – 2025

Responsible Director: Russell Hopkins

RECOMMENDATION*That Council:*

Endorses the draft 'Monash Health & Wellbeing Plan 2021 – 2025' [the Plan] and its companion document 'Monash Health & Wellbeing Plan 2021 – 2025 Our Community: A Snapshot 2021' for the purposes of public exhibition and community feedback for a period of four weeks during August 2021.

EXECUTIVE SUMMARY**PURPOSE**

This purpose of this report is to seek Council endorsement for the draft *Monash Health & Wellbeing Plan 2021 – 2025* and its companion document *Monash Health & Wellbeing Plan 2021 – 2025 Our Community: A Snapshot 2021*.

Council's endorsement is sought for the Plan and its companion documents to be placed on public exhibition for a period of four weeks in August 2021.

Following the period of public exhibition, the finalised Plan will be provided to Council in October 2021. The Plan will then be submitted to the Victorian State Government in accordance with the legislative requirements of the Public Health and Wellbeing Act 2008.

KEY CONSIDERATIONS

The Monash Health & Wellbeing Plan 2021 – 2025 is one of Council's key strategic plans. It is dedicated to maximising the health and wellbeing of people who live, work, study and play in Monash.

The Monash Health & Wellbeing Plan 2021 – 2025 [the Plan] is state-legislated and directly aligns to the Victorian State Government's '*Victorian Public Health & Wellbeing Plan 2019 – 2023*'.

In this new four year cycle, *the Monash Health & Wellbeing Plan 2021 – 2025* is required to have regard to the:

- Public Health & Wellbeing Act 2008
- Local Government Act 2020
- Gender Equality Act 2020
- Victorian Public Health and Wellbeing Plan 2019 – 2023, and;
- Climate Change Act 2017

The draft *Monash Health and Wellbeing Plan 2021 - 2025* also incorporates Council's Disability Action Plan in adherence with the Victorian Disability Act 2006 and aligns to the broad vision of the new draft Council Plan 2021 – 2025.

The draft *Monash Health & Wellbeing Plan 2021 – 2025* builds on the success of the current *A Healthy and Resilient Monash: Integrated Plan 2017 -2021* by adopting an integrated approach of one plan, one vision and one high-level four year strategic action plan with shared priorities and responsibility of all departments across Council in partnership with community.

FINANCIAL IMPLICATIONS

The *Monash Health & Wellbeing Plan 2021- 2025* will be implemented within existing Council resources.

CONCLUSION/RECOMMENDATION

The draft *Monash Health & Wellbeing Plan 2021 – 2025* and its companion document *Monash Health & Wellbeing Plan 2021 - 2025 Our Community: A Snapshot* has been prepared for Council endorsement and community consultation.

The newly integrated Plan reflects Council's commitment to improving the lives of the Monash community across leading health and wellbeing priorities.

It is anticipated that the final *Monash Health & Wellbeing Plan 2021 - 2025* will be referred to Council for adoption at its meeting in October after consideration of any public comment.

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RECOMMENDATION

That Council endorses the draft 'Monash Health & Wellbeing Plan 2021 – 2025' [the Plan] and its companion document 'Monash Health & Wellbeing Plan 2021 – 2025 Our Community: A Snapshot 2021' for the purposes of public exhibition and community feedback for a period of four weeks during August 2021.

INTRODUCTION

The purpose of this report is to seek Council endorsement for the draft *Monash Health & Wellbeing Plan 2021 – 2025* (refer **Attachment 1**) and its companion document *Monash Health & Wellbeing Plan 2021 – 2025 Our Community: A Snapshot 2021* (**Attachment 2**).

In addition, this report seeks endorsement for the Plan and its companion document to be placed on public exhibition for a period of four weeks during August 2021.

Final Council adoption will be sought at the October meeting of Council following the period of public exhibition. The Plan will then be submitted to the Victorian State Government for adoption in accordance with the legislative requirements of the Public Health and Wellbeing Act 2008.

BACKGROUND

Every four years Victorian Local Governments are required under the Public Health and Wellbeing Act 2008 to develop a Municipal public health and wellbeing plan [MPHWP]. The current *A Healthy and Resilient Monash: Integrated Plan 2017-2021* is in its fourth and final year and is due to sunset in October 2021.

The Monash Health & Wellbeing Plan 2021 – 2025 is one of Council's most important and influential strategic plans. It is dedicated to maximising the health and wellbeing of people who live, work, study and play in Monash.

The Monash Health & Wellbeing Plan 2021 – 2025 [the Plan] is state-legislated and directly aligns to the Victorian State Government's *Victorian Public Health & Wellbeing Plan 2019 – 2023*.

In this new four-year cycle, *the Monash Health & Wellbeing Plan 2021 – 2025* is required to have regard to the:

- Public Health & Wellbeing Act 2008
- Local Government Act 2020

- Gender Equality Act 2020
- Victorian Public Health and Wellbeing Plan 2019 – 2023, and;
- Climate Change Act 2017

The draft *Monash Health and Wellbeing Plan 2021 - 2025* also incorporates Council's Disability Action Plan in adherence with the Victorian Disability Act 2006 and aligns to the broad vision of the new draft Council Plan 2021 – 2025.

The new draft *Monash Health & Wellbeing Plan 2021 – 2025* is a whole-of-organisation document which incorporates high-level, innovative and strategic actions within the Four-Year Strategic Action Plan that will seek to maximise the health and wellbeing of the Monash community.

The integrated approach and organisational buy-in of the Plan commits to collaboration across Council and community, streamlined reporting and evidence-based practice and evaluation processes to enable positive health and wellbeing outcomes across the Monash community.

The draft Plan has been developed in an unprecedented backdrop of the COVID-19 pandemic. This Plan will play a major role in ensuring the Monash community continues to be healthy, sustainable, resilient, innovative and adaptive.

The draft Plan will be placed on public exhibition during the month of August 2021. Final Council endorsement will be sought at the October Council meeting and the Plan will duly be submitted to the Victorian State Government for final adoption.

DISCUSSION

The draft *Monash Health & Wellbeing Plan 2021 – 2025* builds on the success of the current 'A Healthy and Resilient Monash: Integrated Plan 2017 -2021'. It adopts an integrated approach of one plan, one vision and one high-level four year strategic action plan with shared priorities and responsibility from Council departments in partnership with the community.

The benefits of this integrated approach crystallises the work of Council and enables big-picture thinking and planning, strengthened collaboration across shared priorities, streamlined reporting and evaluation processes and improved health and wellbeing outcomes across the Monash community.

This plan brings together all the areas within Council that defines what creates a healthy city. It sets out the strategic health and wellbeing priorities to maximise the health, happiness and wellbeing of the Monash community.

It identifies different cohorts of our community and settings and the specific priorities for each including those with disabilities and their carers, our diverse multicultural community, sustainability and climate change,

community safety, gender equity, prevention of violence against women and children, LGBTIQ+, age-friendly, sport and recreation, Aboriginal and Torres Strait Islander people, libraries, neighbourhood houses, arts and culture, children, young people and families, place-making and community grants, those experiencing homelessness and those socially isolated and at-risk of loneliness.

The *Monash Health & Wellbeing Plan 2021 – 2025* has three key components:

- 1) **Framework, Monash Health & Wellbeing Plan 2021 – 2025** which outlines the 27 health and wellbeing priorities under the pillars of *Active & Healthy; Engaged, Confident & Connected* and *Safe & Respectful*, that Council will focus on and seek outcomes against over the next four years.
- 2) **Four Year Strategic Action Plan, Monash Health & Wellbeing Plan 2021 – 2025** which identifies the health and wellbeing priorities for the next four years and high-level priority actions Council will enact to achieve its' stated four year outcomes. The high-level plan identifies the outcomes Council commits to against each priority for the next four years and indicators to measure the progress, learnings and success of our actions.

An **Action Plan** which sits under the Four Year Strategic Action Plan will be released every **two years** and will outline the initiatives that will be implemented, monitored and evaluated to achieve our four-year strategic plan.

- 3) **Our Community: A Snapshot** which provides detailed statistics and evidence in relation to the health and wellbeing priorities outlined in the Plan. Council will release a new edition of the '*Our Community Snapshot*' document in each year of the plan to ensure current data and evidence-based and to measure the impact of the Plan.

Viewed together, the three documents provide the framework, evidence-base and actions for addressing issues which impact the health and wellbeing of the Monash community.

CONSULTATION

Consultation Methodology

The consultation associated with the development of the *Monash Health & Wellbeing Plan 2021 - 2025* was undertaken in two-parts:

- A municipal-wide online survey opened for three months from Dec 2020 to Feb 2021 that asked detailed questions across a comprehensive range of public health and wellbeing priorities
- An extensive roadshow of deliberative engagement consultation through facilitated workshops, focus groups, one-on-one meetings and presentations

In total, 755 stakeholders directly engaged in the consultation for the new *Monash Health & Wellbeing Plan 2021 – 2025*.

In alignment with the Gender Equality Act 2020, a Gender Impact Assessment was applied throughout the Plan's consultation and development process.

Survey

Council undertook a municipal-wide survey that was open for a period of 12 weeks and received 375 completed surveys. The Monash Health & Wellbeing Survey focused on establishing key public health priorities for Monash and understanding what was important to our community in relation to their health and wellbeing. The Survey Summary Report is attached (**Attachment 3**).

Deliberative Engagement Consultation

Council facilitated deliberative engagement with a broad cross-section of professional bodies, partner agencies, community leadership groups, Council advisory committees, priority cohorts across all ages and stages, all Council departments and the broader Monash population.

Council tailored consultation questions to allow for facilitated in-person consultation to be held with 160 primary school and pre-school aged children.

Extensive focus groups, targeted advisory committee consultations and one-on-one consultations resulted in 35 meetings with approximately 380 stakeholders being consulted in the development of this plan. Key themes are summarised in the Consultation Summary Report (**Attachment 4**).

In total, 755 stakeholders directly engaged in the consultation for the new *Monash Health & Wellbeing Plan 2021 – 2025*

Population data collection and analysis

To support the municipal-wide survey and extensive focus group consultations conducted for the plan, an in-depth analysis of population health and census datasets specific to the Monash community was undertaken. This data collection process provides the evidence-base as to

what the key population health statistics and priorities are for the Monash community. It also sets the benchmark for where Monash sits at the beginning of this plan cycle and where we aspire to be by 2025.

Consultation, survey and data analysis

The health and wellbeing priorities outlined in the plan's Framework are the direct result of this consultation, data collection and research process.

Council has listened to what the community has shared and has developed a Plan which is evidenced-based, aspirational, timely, inclusive and representative of the Monash community.

An ongoing process of consultation and engagement with Council's community partners and residents will be enacted during the life of the plan. The Plan will be implemented by Council in partnership with Council's Advisory Committees, community partners and agencies and the Monash community.

Guiding Principles

The following principles will be used to guide Council's approach and implementation of the *Monash Health & Wellbeing Plan 2021 – 2025*. These are detailed in the Plan (**Attachment 1**).

- Health Promotion
- Gender Impact Assessment
- Climate Change
- Intersectionality
- Health Equity
- Access & Inclusion
- Resilience
- Innovation

Development of our Priority Areas

The draft *Monash Health Plan 2021 - 2025* identifies the health and wellbeing priorities of the Monash community and establishes Council's priorities and strategic direction for the next four years.

The Plan identifies three strategic pillars: *Active & Healthy; Engaged, Confident & Connected; Safe & Respectful*. Incorporated under these three priority areas are 27 action areas.

Based on consultation and new State Government legislative requirements, this new Plan sees the inclusion and adoption of some new strategic priorities not outlined previously in Council's Municipal public health and wellbeing plan. These include: *Climate Change and Health, Loneliness, Aboriginal & Torres Strait Islander Reconciliation, LGBTIQ+ and Homelessness and Social Housing*.

Over the next four years, Council will strive towards seeking significant improvement and achievement across these **27** action areas, to improve the health, wellbeing and resilience of the Monash community. Improvements will be measured against State and Monash-specific health and wellbeing indicators.

Below is a table which outlines the three strategic pillars and the corresponding **27** health and wellbeing action areas. These are detailed in the *Monash Health & Wellbeing Plan 2021 - 2025* (**Attachment 1**).

Framework Monash Health and Wellbeing Plan 2021 – 2025

<p><u>PILLAR 1 - ACTIVE & HEALTHY</u> <i>A city dedicated to optimal health and wellbeing for its community</i></p>	<p><u>PILLAR 2 - ENGAGED, CONFIDENT & CONNECTED</u> <i>A city which actively listens, engages and values community voice in shaping its own future</i></p>	<p><u>PILLAR 3 - SAFE & RESPECTFUL</u> <i>A city where every member of the community is valued and respected</i></p>
<p><u>Healthy Lifestyle</u></p> <ol style="list-style-type: none"> 1. Active Living 2. Healthy Eating and Preventing Obesity 3. Prevention from harm; Gambling, Alcohol & Tobacco 	<p><u>Connected:</u></p> <ol style="list-style-type: none"> 11. Active Community engagement 12. Creative Expression & Community Events 13. Lifelong learning 14. Strengthening Neighbourhoods and Communities 	<p><u>Advocacy:</u></p> <ol style="list-style-type: none"> 18. Advocacy and policy
<p><u>Healthy Minds;</u></p> <ol style="list-style-type: none"> 4. Loneliness 5. Mental Health 6. Strong Connected Families & Resilient Young People 7. Age-Friendly 	<p><u>Supported;</u></p> <ol style="list-style-type: none"> 15. Accessible and Affordable 16. Homelessness & Social Housing 17. Assertive Outreach 	<p><u>Inclusive for all;</u></p> <ol style="list-style-type: none"> 19. Addressing All Forms of Discrimination 20. Equitable Communications 21. Fair For All Abilities 22. Gender Equity 23. LGBTIQ+ 24. Celebrating Diverse Communities 25. Aboriginal & Torres Strait Islander Reconciliation
<p><u>Healthy Environments;</u></p> <ol style="list-style-type: none"> 8. Built Spaces 9. Open Spaces and Green Spaces 10. Climate Change and Health 		<p><u>Safe communities;</u></p> <ol style="list-style-type: none"> 26. Preventing violence against women and children 27. Community safety

Implementation and Evaluation Process

Every two years, the *Monash Health & Wellbeing Plan 2021 – 2025* will release an action plan which sits under the Four Year Strategic Action Plan and will outline the initiatives that will be implemented, monitored and evaluated to achieve our four-year strategic plan. Every directorate in Council will have actions and evaluation responsibilities.

The *Monash Health & Wellbeing Plan 2021 – 2025* will be reviewed annually and be amended if necessary to incorporate new emerging priorities for action. If an amendment to the Plan is made, the revised version will be considered by Councillors and submitted to the Victorian State Government and published on Council's website.

The Two-Year Action Plan will be implemented and evaluated and reported to Council.

In progressively reviewing the Plan, Council will:

- Hold quarterly internal *Monash Health & Wellbeing Plan 2021 – 2025* Working Group meetings;
- Review its achievements against the evidence;
- Develop a detailed evaluation plan;
- Make any amendments to the Plan annually if necessary based on new and emerging priorities; and
- Develop the next iteration of the Municipal Public Health and Wellbeing Plan 2025 – 2029.

In addition to the Four Year Strategic Action Plans' identified priorities, Council will continue to deliver its core business and full suite of services, activities and programs.

POLICY IMPLICATIONS

The *Monash Health & Wellbeing Plan 2021 – 2025* is a state-legislated strategic document which outlines Council's commitment to achieving maximised health and wellbeing outcomes for the community through the framework of evidence-based public health and wellbeing priorities.

SOCIAL IMPLICATIONS

The *Monash Health & Wellbeing Plan 2021 - 2025* represents Council's integrated approach to support the Monash community to lead healthy, happy and fulfilled lives and achieve positive health outcomes.

HUMAN RIGHTS CONSIDERATIONS

The Plan seeks to represent the needs and aspirations of every member of the Monash community and their specific priorities.

GENDER EQUITY ASSESSMENT

The Municipal Public Health and Wellbeing Plan has a direct and significant impact on the Monash community and a gender impact assessment has been undertaken as part of this work.

Gender and intersectionality have been considered, and are strongly reflected in the draft plan. The Gender Impact Assessment identified some key health assumptions by the Project Team which were explored through the desktop review and community consultations such as gendered differences for physical activity, community safety, mental health and caring responsibilities.

What our Monash community told us about gender equity through the Survey Consultation

Survey respondents advised Council that:

- Nearly two in ten (20%) had experienced discrimination on the basis of their gender, and over 80% of those people were women;
- The most commonly selected 'top priority' for our community was 'addressing all forms of discrimination (including gender-based discrimination)';
- 'Preventing family violence and violence against women' was also a frequently selected 'top priority', four in ten (42%);
- There is a strong understanding (69%) that doctors can provide services for family violence support; however fewer people knew about 1800RESPECT (58%) and Council (40%) as support services.

The community consultation process identified our priorities settings in supporting Gender Equity:

Ranking	Priority area	% of all respondents
1	Health, family and community organisations	65
2	Education and care settings for children and young people	59
3	Sports, recreation, social and leisure spaces	48
4	Public spaces, transport, infrastructure and facilities	46
5	Universities, TAFEs and other tertiary education institutions	25
6	Monash Council as a workplace	23
7	The arts	11
8	Faith-based contexts	11

9	Did not respond	4
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Gender Identity & Sexuality

To enable analysis of the findings, questions related to the respondents' gender identity and sexuality were included, providing a range of options including the option to not say or self-describe.

Intersectional combined Council Advisory Committee meeting

To consolidate the findings from the 375 Community Survey results, an intersectionality workshop was facilitated with all of six Council's Advisory Committees to take an intersectional approach to shape the key health and wellbeing priorities for the next four years. A number of key health and wellbeing priorities were consulted on including 'Addressing all forms of discrimination (gender, age, race, religious belief or activity, sexual orientation and disability)' and 'Preventing Violence Against Women & Children and Family Violence.'

Targeted education, campaigns, shifting attitudes and behaviour, training and support services were identified as key solutions to responding to these priorities in Monash over the next four years.

Supporting people who identify as LGBTIQIA+ in Monash

As the LGBTIQIA+ Advisory Committee was established in May 2021 they were also consulted. It was highlighted in the survey results that around 9% of survey participants identified as LGBTIQIA+ and that their priorities for supporting the LGBTIQIA+ community in Monash presented differently to survey respondents that didn't identify as LGBTIQIA+. The top three priorities identified were:

1. Promote and support LGBTIQIA+ events eg. Midsumma pride March
2. Progressively update amenities to be inclusive of all genders
3. Fly the Rainbow flag outside the Monash Civic centre on significant calendar dates

The draft Plan has a range of objectives and actions, that seek to remove some of the known barriers, or introduce enablers, to ensure that Council improves the health outcomes for all of our community. In particular, key health and wellbeing priorities include: '*Addressing all forms of Discrimination*', '*Gender Equity*', '*LGBTIQIA+*', '*Celebrating Diverse Communities*' and '*Preventing Violence Against Women and Children*.'

Guiding principles that will be applied throughout the planning, implementation and evaluation of the Plan include *Gender Impact Assessment*, *Intersectionality*, *Health Equity* and *Access and Inclusion*.

The experiences and needs of people of different genders and backgrounds has been considered and the Plan has been shaped take these issues into account.

CONSULTATION

Public Exhibition August 2021

It is proposed that the draft *Monash Health & Wellbeing Plan 2021 – 2025* and its companion document *Monash Health & Wellbeing Plan 2021 – 2025: Our Community: A Snapshot 2020/2021* be placed on public exhibition for a period of four weeks during August 2021.

Public exhibition will include:

- A copy sent out to all partners in the *Monash Health & Wellbeing Plan 2021 – 2025*
- A copy sent to all stakeholders consulted in the development of the Plan
- A copy sent to all of Council's advisory committees
- An article in the Monash bulletin
- Copy of the draft plan on Council's website

FINANCIAL IMPLICATIONS

The *Monash Health & Wellbeing Plan 2021 – 2025* will be implemented within existing Council resources. Should additional resources be required they will be considered as part of Council's annual budget process or through the sourcing of external funding.

CONCLUSION

The draft *Monash Health & Wellbeing Plan 2021 – 2025* and its companion document *Monash Health & Wellbeing Plan 2021 – 2025: Our Community: A Snapshot 2020/2021* has been prepared for Council endorsement and community consultation.

The draft Plan reflects Council's commitment to improving the lives of the Monash community across leading health and wellbeing priorities.

It is anticipated that the final *Monash Health & Wellbeing Plan 2021 - 2025*, including the *Action Plan Year One - Two 2021 – 2023* will be referred to Council for adoption at its meeting on 26 October 2021 after amendment from public comment.

ATTACHMENTS

Attachment 1: *Monash Health & Wellbeing Plan 2021 – 2025*

- Framework, *Monash Health & Wellbeing Plan 2021 – 2025*
- Four Year Strategic Action Plan, *Monash Health & Wellbeing Plan 2021-2025*

Attachment 2: *Monash Health & Wellbeing Plan 2021 – 2025: Our Community: A Snapshot 2020/2021*

Attachment 3: *Monash Health & Wellbeing Plan 2021 – 2025 Survey Summary Report*

Attachment 4: *Monash Health & Wellbeing Plan 2021 – 2025 Consultation Summary Report*