



# AGENDA

## **COMMUNITY AND BELONGING STRATEGIC REFERENCE GROUP**

Notice is hereby given that a meeting of the Community and Belonging Strategic Reference Group will be held in the Guringai Room, Dee Why on

**WEDNESDAY 28 AUGUST 2019**

Beginning at 6:00pm for the purpose of considering matters included in this agenda.

## Committee Members

Cr Candy Bingham (Chair)

Cr Penny Philpott

Cr Kylie Ferguson

Cr Sarah Grattan

Tamzin Lee

Roslyn Marsh

Simon Moriaty

Michelle Povah

Diane Robbins

Jennifer Wharton

Samuel Wilkins

Community Representative, Arts, Culture & Youth

Avalon Preservation Association, Arts & Culture

Community Representative, Curl Curl Ward

Northern Beaches Child & Family Interagency

Lifeline Representative

Community Representative - Narrabeen Ward

Community Representative - Forest Ward, Youth, Arts & Culture

Maria-Elena Chidzey

Community Northern Beaches Inc. (CNB), Multicultural

Cathy Hockey

Community Representative, Disability

Lorrie Morgan

Community representative - Pittwater Ward, Arts & culture

Margaret Shonk

Community representative - Manly Ward, Mental Health

Susan Watson

Easylink Community Transport, Seniors & Disability

## Council Officer Contacts

Kylie Walshe

Executive Manager Community, Arts & Culture

Annie Laing

Governance Officer

## Quorum

A majority of members including the Chair or one of the elected Councillors.

**Agenda for Community and Belonging  
Strategic Reference Group Meeting  
to be held on Wednesday 28 August 2019  
in the Guringai Room, Dee Why  
Commencing at 6:00pm**

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<b>6.0</b>	<b>GENERAL BUSINESS</b>	

**NEXT MEETING Wednesday 30 October 2019**

## 1.0 APOLOGIES

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All members are expected to attend the meetings or otherwise tender their apologies to the Chair and Governance at [councilmeetings@northernbeaches.nsw.gov.au](mailto:councilmeetings@northernbeaches.nsw.gov.au).

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## 2.0 DECLARATION OF PECUNIARY AND CONFLICTS OF INTEREST

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Members are advised of the following definitions of a "pecuniary" or "conflict" of interest for their assistance:

Section 4 of the Model Code of Conduct for Local Councils in NSW 2018 states that a pecuniary interest is as follows:

*"A pecuniary interest is an interest that you have in a matter because of a reasonable likelihood or expectation of appreciable financial gain or loss to you or a person referred to in clause 4.3.*

*You will not have a pecuniary interest in a matter if the interest is so remote or insignificant that it could not reasonably be regarded as likely to influence any decision you might make in relation to the matter, or if the interest is of a kind specified in clause 4.6.*

*For the purposes of this Part, you will have a pecuniary interest in a matter if the pecuniary interest is: a) your interest, or b) the interest of your spouse or de facto partner, your relative, or your partner or employer, or c) a company or other body of which you, or your nominee, partner or employer, is a shareholder or member."*

Council's Code of Conduct states that a "conflict of interest" exists when you could be influenced, or a reasonable person would perceive that you could be influenced by a personal interest when carrying out your public duty.

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## 3.0 CONFIRMATION OF MINUTES OF PREVIOUS MEETING

### 3.1 MINUTES OF COMMUNITY AND BELONGING STRATEGIC REFERENCE GROUP MEETING HELD 22 MAY 2019

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#### RECOMMENDATION

That the Minutes of the Community and Belonging Strategic Reference Group meeting held 22 May 2019, copies of which were previously circulated to all Members, be confirmed as a true and correct record of the proceedings of that meeting.

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## 4.0 UPDATE ON ACTIONS FROM LAST MEETING

### ITEM 4.1 UPDATE ON ACTIONS FROM LAST MEETING

REPORTING OFFICER GOVERNANCE OFFICER

TRIM FILE REF 2019/458755

ATTACHMENTS NIL

ITEM NO.	MEETING DATE	ACTION	RESPONSIBLE OFFICER	STATUS
	22 May 2019	Community Grants Program to be discussed at the October Meeting	K Walshe	Ongoing
5.3	22 May 2019	Provide links for Community, Arts and Culture newsletter to members.	Governance	Complete

## 5.0 AGENDA ITEMS

<b>ITEM 5.1</b>	<b>CHILDREN'S SERVICES ABORIGINAL RECONCILIATION ACTION PLAN</b>
<b>REPORTING OFFICER</b>	<b>EXECUTIVE MANAGER CHILDREN'S SERVICES</b>
<b>TRIM FILE REF</b>	<b>2019/405676</b>
<b>ATTACHMENTS</b>	<b>1 <a href="#">↓</a> Children's Services Reconciliation Action Plan - Presentation</b>

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### EXECUTIVE SUMMARY

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#### PURPOSE

To brief the Community and Belonging Strategic Reference Group on Council's Children's Services Aboriginal Reconciliation Action Plan.

#### SUMMARY/REPORT

Children's Services is committed to learning together, in partnership with children and families, to raise awareness about reconciliation. The plan provides a framework for educators to develop programs that promote and enrich each child's development and learning in a culturally safe, stimulating, and supportive environment. We are also committed to supporting staff and educators to access a range of learning opportunities that will build on and extend their knowledge and understanding of Aboriginal and Torres Strait Islander histories and cultures.

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#### RECOMMENDATION OF EXECUTIVE MANAGER CHILDREN'S SERVICES

That the Community and Belonging Strategic Reference Group note the information presented.

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## REPORT

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### BACKGROUND

Children's Services is committed to learning together and raising awareness about reconciliation through meaningful reconciliation experiences and initiatives. Educators consulted with Narragunnawali to develop a Reconciliation Action Plan (RAP). Narragunnawali supports schools and early learning services in Australia to develop environments that foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

As a result of the consultation process, Children's Services defined their vision for working in partnership with children and families to promote reconciliation.

We acknowledge our children as future custodians of our land, knowledge and stories. As educators we are committed to strengthening connections with First Peoples; understanding and reconciling the past, supporting Aboriginal and Torres Strait Islander People to heal, so we can move forward together. We will educate each other and our community to value, respect, care and acknowledge the histories and cultures of Aboriginal and Torres Strait Islander Peoples.

The Reconciliation Action Plan provides a framework to guide educators, as they seek to promote and enrich each child's development and learning about the country's indigenous heritage in a culturally safe, stimulating, and supportive environment.

The Children's Services Reconciliation Plan supports the delivery of Council's Community Strategic Plan - Goal 12: Our community is friendly and supportive:

- Build an inclusive community and break down institutional and social barriers to enable all people, irrespective of age, gender and identity, to participate in community life (Strategy B).
- Recognise and honour Aboriginal culture and heritage (Strategy C).
- Value and celebrate our diverse heritage and cultural differences (Strategy D).

### CONSULTATION

The RAP working group consists of staff from across the various services, including an indigenous staff member. The group has also been supported by indigenous community members who have provided invaluable guidance.

### TIMING

The RAP Working Group first met in January 2018 and included Karen Smith, Education Officer for the Aboriginal Heritage Office at Northern Beaches Council. Karen provided some context of aboriginal people living within the Northern Beaches. She steered the group towards a range of resources and Aboriginal and Torres Strait islander people who may be able to support the development and deliverables of our RAP.

Over the last 18 months, the RAP Working Group met to:

- develop our Vision.
- explore various online resources and commence the development of curriculum resource list / document.
- undertake an initial Reflection Survey with staff and educators to provide a snapshot of the current state of reconciliation in each early learning service.

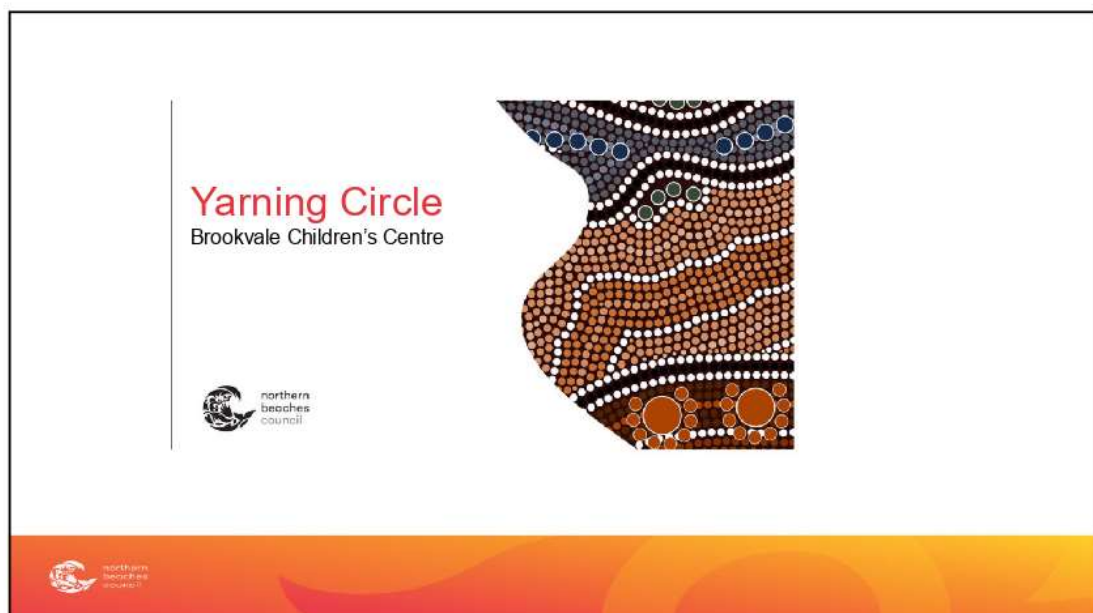
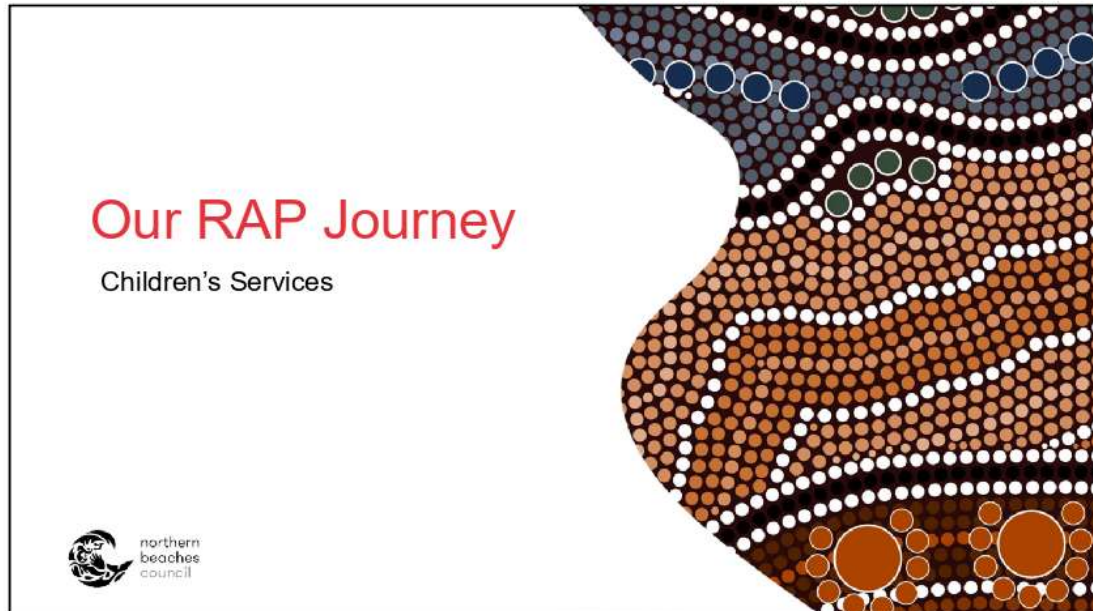
- identify the actions and deliverables we wanted to focus on, relating to relationships, respect and opportunities, as they play out in the 'classrooms', around the service and with the community.
- provide feedback to Children's Services Management Group on the RAP progress.

In June 2019 Caroline Glass-Pattison conducted a workshop for members of the working group. During the workshop she shared ceremonial artefacts, provided additional resources and knowledge about the country in which our services are situated. Caroline suggested we focus on the rivers / waterways as a guide during discussions around locations and clan names.

The group are finalising the RAP Actions and Deliverables and will publish the RAP shortly.



26/07/2019



26/07/2019

## Our Objective

Using Narragunnawali, develop a RAP which outlines practical ways to include meaningful reconciliation experiences and initiatives within each service and their community.




## Our Vision

*We acknowledge our children as future custodians of our land, knowledge and stories. As educators we are committed to strengthening connections with First Peoples; understanding and reconciling the past, supporting Aboriginal and Torres Strait Islander People to heal, so we can move forward together. We will educate each other and our community to value, respect, care and acknowledge the histories and cultures of Aboriginal and Torres Strait Islander Peoples.*




26/07/2019



## Our Journey so far...

January 2018	RAP Working Group established
March 2018 – March 2019	Multiple meetings took place to develop the RAP
June 2019	Workshop with Caroline Glass-Pattison
July 2019	Actions and deliverables finalised
August 2019	RAP Published



## Parents and children sharing conversations





26/07/2019

## Putting our RAP into action

- Educator Mini Conference
- RAP Launch



<b>ITEM 5.2</b>	<b>DRAFT ARTS AND CREATIVITY STRATEGY</b>
<b>REPORTING OFFICER</b>	<b>TEAM LEADER, ARTS AND CULTURAL DEVELOPMENT</b>
<b>TRIM FILE REF</b>	<b>2019/413900</b>
<b>ATTACHMENTS</b>	<b>1 <a href="#">↓</a> Presentation - Arts &amp; Creativity Strategy</b>

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## EXECUTIVE SUMMARY

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### PURPOSE

To update the Community and Belonging Strategic Reference Group on the development of the Arts and Creativity Strategy and a Cultural Policy and Action Plan.

### REPORT

The Arts and Creativity Strategy seeks to shape the future of arts and creativity across the region and has been developed as a high-level document to guide future programming and decision-making. This will ensure Council continues to deliver and enable arts cultural initiatives, programs and services that will lead to greater creative, social, health, environmental and economic benefits for Northern Beaches' residents, businesses and visitors.

Council has also developed an Action Plan to support the outcome areas identified in the strategy and a Cultural Policy to establish the key principles and outline the values Council places on arts and culture.

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### RECOMMENDATION OF TEAM LEADER, ARTS AND CULTURAL DEVELOPMENT

That the Community and Belonging Strategic Reference Group note the information presented.

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## REPORT

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### BACKGROUND

The Arts and Creativity Strategy (the Strategy) has been developed to progress the community's long-term vision for the Northern Beaches of a 'safe, connected and inclusive community that lives in balance with our extraordinary coastal and bushland environment'. (Northern Beaches Community Strategic Plan, Shape 2028.).

The Strategy aims to cultivate creativity and expand arts and culture across the Northern Beaches. It will serve as a shared reference and provide long-term direction for building our collective cultural capital and developing arts and culture across the region, thereby creating a more culturally rich and connected community.

Since the last SRG meeting the extensive internal consultation has been completed with feedback received on the draft strategy and input into the development of the action plan.

### CONSULTATION

#### Community Engagement

A comprehensive engagement program was undertaken to ensure that community's voices were heard throughout the development of the draft Strategy. This engagement was implemented over two stages, reflecting different phases of the project plan:

- Stage 1     A broad research process and a series of community engagement sessions to identify community priorities, outcomes and future directions.
- Stage 2     Focused on seeking community feedback on the draft strategy and validating the proposed priorities, outcomes and future directions shaped from the stage one engagement. Public exhibition for the draft strategy ran from 28 November 2018 to 17 February 2019.

During both stages of engagement, the community overwhelmingly indicated that arts, culture and creativity have a strong positive impact – helping to create vibrant, connected and inclusive communities as well as contributing to health and wellbeing, community capacity building, the local economy and tourism.

Over 100 community submissions were received during Stage two engagement. This feedback has been collated and the key themes raised have been established.

#### Feedback from the community

These findings have informed the action plan.

Key issues raised in the stage two feedback included:

##### Capacity Building

- Support local artists
- Partnerships

##### Diversity

- Aboriginal and Torres Strait Islander
- Youth
- Aged

- Culturally and Linguistically Diverse (CALD)
- Children
- Arts Practices

#### Access

- Spaces
- Resources
- Funding
- Arts Space North

#### Cultural Planning

- Health and Wellbeing
- Creative Enterprise
- Support for arts in our community
- Reference to other planning documents
- Planning
- Economy
- Tourism

#### Communication

- Promote existing programs and projects/ access to audience
- Assistance with promotion
- Sustainability messaging

#### Programming

- Workshops/Activities
- Prominent arts into the area
- Festivals and Events

#### Public Spaces

- Creativity in public places
- Public Art
- Good Design
- Busking

These issues were used to inform the development of the action plan and to guide revisions to the draft strategy.

Key updates to the strategy include:

- **Acknowledgement of Country** – new content  
Best practice and acknowledging the communities desire to see more content on Aboriginal culture
- **Summary** – edited and expanded with new content and introduces community engagement
- **Vision** – edited and expanded
- **Purpose** – new content – provides clearer outline of what the strategy will do
- **Context** – more detailed content showing alignment with CSP goals and strategies and broader planning context
- **Methodology** – outlines process and objectives of the community engagement process.
- **Importance of the arts** – Edited existing content, and expanded to include broader benefits of arts beyond wellbeing; including cultural tourism, public art and night-time economy.  
**Benefits of arts and creativity - Infographic/ data** – edited to include Australian data (instead of mostly UK)
- **Our Current State** – New content about prevailing local arts landscape, includes information on creative precincts, creative industries, innovation and technology, volunteers, key cultural assets
- **Goals & Strategies** - added to replace future directions to provide higher level drivers
- **Implementation & Evaluation** – edited

### Internal Collaboration

Arts and Cultural Development staff engaged with twenty teams across Council from a range of Business Units. Each unit is being encouraged to consider arts and creativity in their policies or initiatives, and additionally, how creativity could be incorporated into their future projects.

Internal collaboration will optimise Council's capabilities to deliver on the strategy. By working together across Business Units, outcomes can be achieved above and beyond what can be realised working in isolation. Building and strengthening internal partnerships and encouraging ongoing conversations will create a consistent and cohesive approach.

The internal engagement has already proved to be valuable in terms of opening a clear channel of communication between teams to identify and begin to act upon opportunities for collaboration to improve outcomes.

### TIMING

The Arts and Creative Strategy is a long-term plan looking to guide Council's direction over the next ten years and will be going to Council for adoption at the Council meeting 24 September 2019.



9/08/2019

## Community & Belonging Strategic Reference Group Briefing

- Arts and Creativity Strategy

August 2019



## Arts and Creativity Strategy

- Strategy
- Action Plan
- Cultural Policy



9/08/2019

## Purpose

- The Arts and Creative Strategy is a long-term plan looking to guide council's direction over the next ten years and will be going for adoption at the Council meeting on **24 September 2019**



## Key Activities to Date

### Stage One Engagement

- **Networking Evening** – Glen St Theatre - 200 participants
- **Futuring Workshop** – Manly Art Gallery and Museum – 20 participants
- **Creative Mixer** – Park House, Mona Vale - 80 participants
- **Online Survey** – 256 participants
- **Your Say** – 419 visitors

### Stage Two Engagement

- **Presentation of Draft** - Glen St Theatre - 44 participants
- **Presentation of Draft** – Manly Art Gallery & Museum - 65 participants
- **Your Say** – 100+ submissions
- **Internal Roadshow** – 20 meetings



9/08/2019

## Stage 2 Engagement Responses

Over 100 online submissions received

### Key Themes

- Capacity Building
- Diversity
- Access
- Cultural Planning
- Communication
- Programming
- Public Places
- Draft Strategy Doc



## Revisions to Strategy

- **Acknowledgement of Country** – new content
- **Summary** – edited and expanded
- **Vision** – edited and expanded
- **Purpose** – new content
- **Context** – more detailed content
- **Methodology** – outlines process and objectives
- **Importance of the arts** – edited and expanded
- **Benefits of arts and creativity** - now includes Australian data (instead of mostly UK)
- **Our Current State** – new content
- **Goals** - added
- **Implementation & Evaluation** – edited



9/08/2019

## Outcome 1: Better Places and Spaces

### Goal

Create environments where culture and creativity can flourish, encourages enriching, dynamic and social interactions.

### Strategies

1. Value and promote existing cultural assets and cultural heritage.
2. Encourage bold design and foster creative expression and cultural experiences in the public realm.
3. Increase spaces for creative expression, learning, and cultural appreciation.
4. Encourage thriving arts hubs and support cultural and creative industries.



## Outcome 2: Diverse Programs and Activations

### Goal

Inspire a culture that enables experimentation, innovation and cultivates creativity in our thriving community.

### Strategies

1. Develop partnerships and foster creative collaboration to facilitate innovative arts initiatives and programs.
2. Recognise and celebrate Aboriginal stories, and strengthen awareness of Aboriginal culture and heritage.
3. Embrace digital technology to expand reach, share knowledge and improve digital engagement.
4. Embrace new ideas and harness the arts to highlight important local and global environmental and social issues.



9/08/2019

### **Outcome 3: Active Participation and Engagement**

#### **Goal**

**Support arts and cultural activities that are inclusive, accessible and encourage active participation and engagement.**

#### **Strategies**

1. Embrace diversity, broaden audiences, and improve access to creative opportunities and cultural experiences
2. Value and support local artists, arts organisations, and creative workers across all disciplines
3. Build the capacity of the community to initiate creative and cultural projects
4. Support creative and cultural networks and foster lifelong learning



### **Action Plan Objectives**

- Organisation wide buy-in
- Cultural Change
- Ongoing relevance
- Sustainable
- Clear
- Achievable yet transformational



9/08/2019

## Developing the Action Plan

- Internal workshops/meetings
- Review of input from Community from stage one and two engagement
- Workshops with SRG and YAG
- Internal review



## Arts and Cultural Policy

- **Principles**
- Enhance and Enrich
- Connection to Place
- Creative Experimentation and Innovation
- Participation and Inclusion



9/08/2019





<b>ITEM 5.3</b>	<b>DRAFT COMMUNITY CENTRE STRATEGY AND DRAFT COMMUNITY CENTRE POLICY</b>
<b>REPORTING OFFICER</b>	<b>MANAGER, COMMUNITY CENTRES</b>
<b>TRIM FILE REF</b>	<b>2019/407137</b>
<b>ATTACHMENTS</b>	<b>NIL</b>

## **ISSUE**

To provide an update on the progress of the draft Community Centre Strategy and Community Centre Policy.

## **BACKGROUND**

Council has been working on the preparation of the draft Community Centre Strategy since June 2018. The strategy will be the culmination of a baseline data report and community consultation held, including workshops and presentations to the Strategic Reference Group (SRG).

Further to the Community and Belonging SRG meeting on 22 May 2019, staff have been working with the consultant and Strategic Planning on the revision of the draft report. Social planning areas and other demographic data are now consistent with the draft Social Infrastructure Plan, and other Council strategic documents. The new data is being incorporated into the draft Strategy in readiness for the report to go to Council in the later part of the year.

The new policy will be aligned with the directions and goals of the Community Centre Strategy.

## **DISCUSSION**

The draft Community Centre Strategy and the draft Community Centre Policy, will be recommended to be approved to go on public exhibition, for further community engagement and review.

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## **RECOMMENDATION OF MANAGER, COMMUNITY CENTRES**

That the Community and Belonging Strategic Reference Group note the status of the draft Community Centre Strategy and the Community Centre Policy.

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<b>ITEM 5.4</b>	<b>NORTHERN BEACHES COUNCIL SOCIAL PLAN</b>
<b>REPORTING OFFICER</b>	<b>MANAGER SOCIAL PLANNING AND SERVICES</b>
<b>TRIM FILE REF</b>	<b>2019/413894</b>
<b>ATTACHMENTS</b>	<b>1 <a href="#">↓</a> Social Plan Presentation</b>

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## EXECUTIVE SUMMARY

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### PURPOSE

To provide an update on the latest demographic information on the Northern Beaches community and seek feedback on the development of a Northern Beaches Council Social Plan.

### SUMMARY/REPORT

As a new Council with new geographic boundaries, Northern Beaches Council has an opportunity to learn more from its community about their needs and the level of community capacity. At present, there is no shared understanding of priority social issues across the new boundaries and there is no consolidated direction for social services on the Northern Beaches, nor is there a shared reference for all service providers. With our community changing (in terms of demographics as well as urban development), and issues such as mental health, domestic violence, suicide, housing affordability, ageing and social isolation on the agenda, there is need for baseline data to better understand more about the community and what could be done to meet current and emerging social issues.

The development of a Social Plan and supporting plans for target demographics has been identified as an operational project in the Northern Beaches Council Delivery Program 2019-2023. A Northern Beaches Social Plan will provide a strategic planning framework for community development, services and facilities in the Northern Beaches area. The process for developing a plan will include investigating and documenting local priorities, in consultation with service providers and local residents.

### CONSULTATION

A detailed community engagement plan will be developed to ensure effective internal and external consultation is undertaken. Further information and advice is requested from the Community and Belonging Strategic Reference Group to inform the Social Plan framework and community engagement plan.

### TIMING

The initial timeframe for the development of the social plan has been set for 18 months. A detailed project schedule will be developed following advice from the Strategic Reference Group and internal stakeholders.

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## RECOMMENDATION OF MANAGER SOCIAL PLANNING AND SERVICES

That the Community and Belonging Strategic Reference Group:

- A. Note the information presented.
  - B. Provide advice on the Social Plan vision and preferred methods of external community consultation.
-

12/08/2019



## Purpose

- To share the updates on the Northern Beaches community profile
- To discuss the Social Plan Vision
- To identify key stakeholders in the Social Plan
- To discuss best participatory approaches in developing the Social Plan

12/08/2019

## What is a Social Plan?

The Northern Beaches Social plan is a '**people plan**'.

It identifies local **strengths, opportunities, gaps** and **challenges** that impact the **quality of life, health** and **wellbeing** of our **community**.

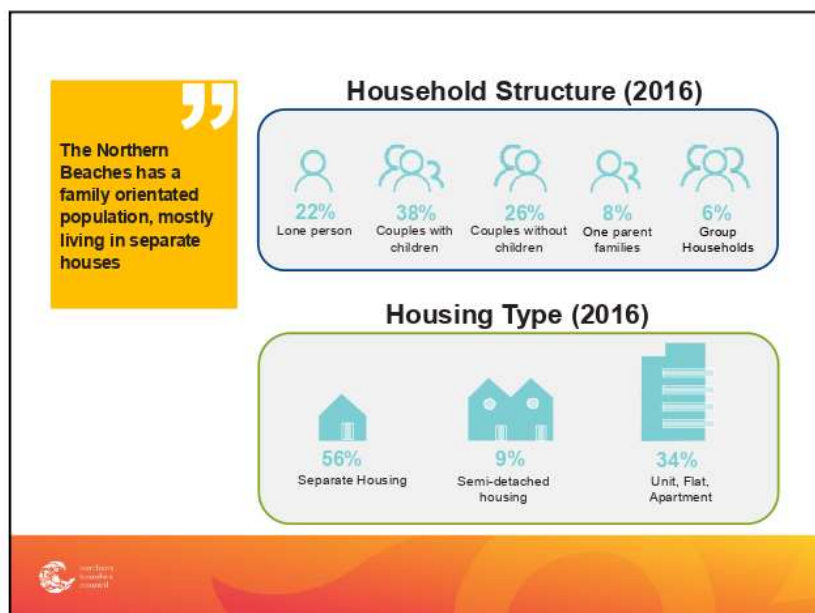
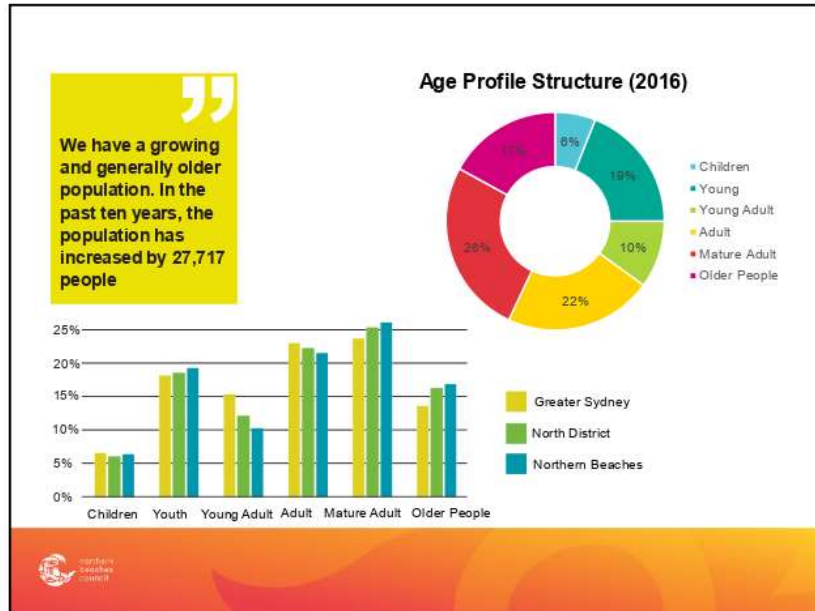


## Our Community Profile\*



\*All data extracted from:  
SOS Economics and Planning 2018, Northern Beaches Council - Draft Demographic Analysis  
SOS Economics and Planning 2018, Northern Beaches Housing Strategy - Draft Discussion Paper

12/08/2019



12/08/2019

”

We have a **high car ownership rate**. The average number of motor vehicles per household, on the Northern Beaches, is about 1.7

”

Cars are the **preferred method of travel to work** on the Northern Beaches

### Transport & Car Ownership





### Employment



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Most jobs on the Northern Beaches are in the **population serving sector**

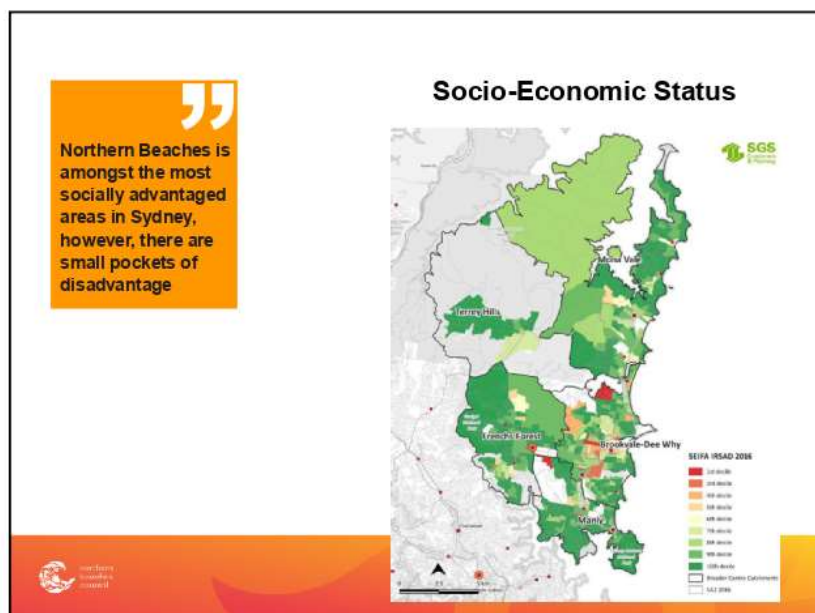
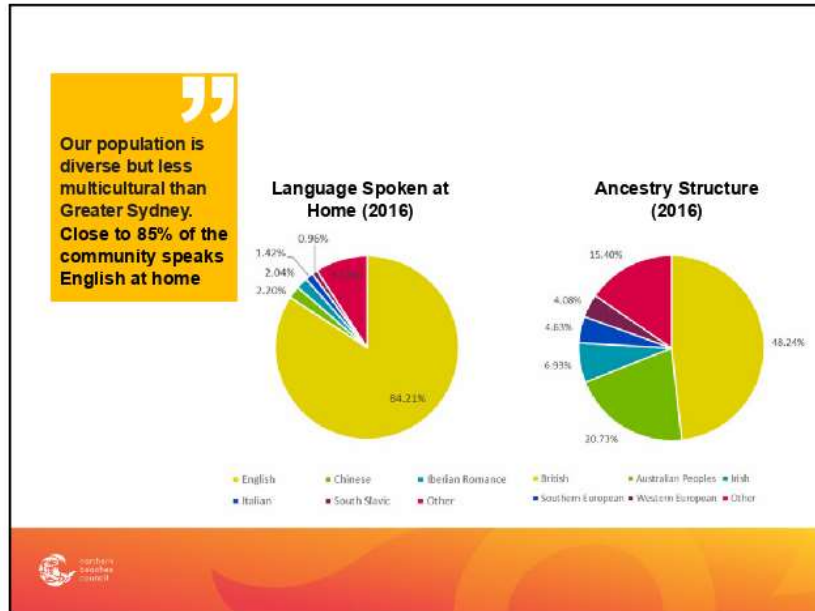
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The Northern Beaches has a relatively **'self-sufficient' economy** with a high share of residents employed locally

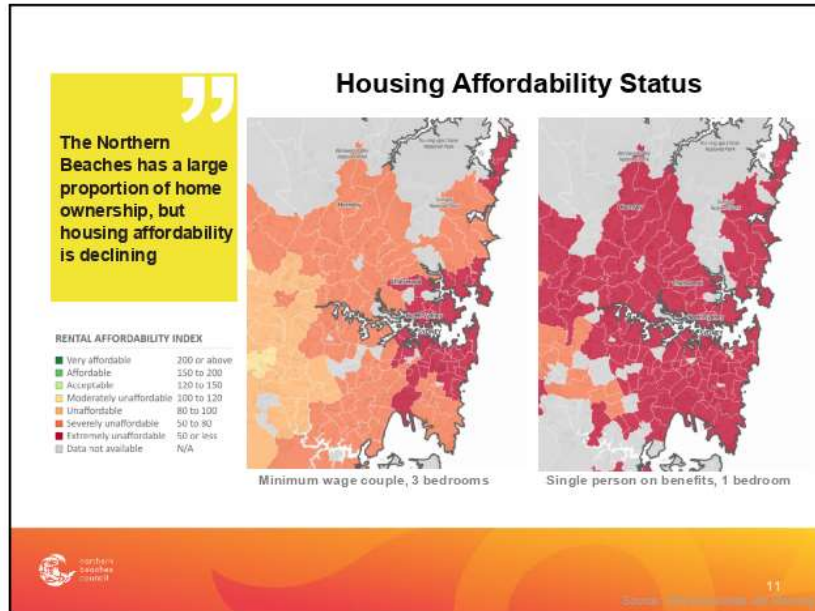




12/08/2019



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12/08/2019

### Some Key Trends/Issues



#### Population Growth

The Northern Beaches community forecasts an increase of 39,359 people or 15.6% in the next 20 years.



#### Ageing population

The number of older people will increase by 37.5% or 15,843 people by 2036.



#### Changing Household Composition

Over the next 20 years, lone person households and family households are expected to increase.



#### Housing Affordability

The need for social and affordable housing remains a key issue for the Northern Beaches.



#### Accessibility

Limited public transport on the Northern Beaches makes it difficult to accommodate new dwellings close to jobs and services.



#### Housing Diversity

There is a need to address the varying housing preferences of different demographic groups and household types in the future.



# Developing the Northern Beaches Social Plan

## Workshop





12/08/2019

## **What are the key words in the Social Plan Vision?**

- What principles do you feel best articulate our vision for developing a Social Plan for the Northern Beaches?
- Group discussion (5 min)
- Sharing ideas (10 min)



## **Who are the stakeholders in the Social Plan?**

- Group discussion (5 min)
- Sharing ideas (5 min)



12/08/2019

## How we can develop a Social Plan together?

- What we learnt from community consultation in the past?
- What worked and what did not work?
- Sharing ideas (15 min)



# Thank you....

Any further comments that can help us in  
initiating the project?

