



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 online via TEAMS on

WEDNESDAY 11 NOVEMBER 2020

Beginning at 5:30pm for the purpose of considering matters included in this agenda.

Committee Members

Cr Kylie Ferguson (Chair)	Councillor
Cr Candy Bingham	Councillor
Cr Penny Philpott	Councillor
Cr Sarah Grattan	Councillor
Tamzin Lee	Community Representative, Arts, Culture & Youth
Roslyn Marsh	Avalon Preservation Association, Arts & Culture
Simon Moriarty	Community Representative, Curl Curl Ward
Michelle Povah	Northern Beaches Child & Family Interagency
Diane Robbins	Lifeline Representative
Julie Williams	Community Representative - Narrabeen Ward
Samuel Wilkins	Community Representative - Forest Ward, Youth, Arts & Culture
Maria-Elena Chidzey	Community Northern Beaches Inc. (CNB), Multi-Cultural
Cathy Hockey	Community Representative, Disability
Dan Giles	Easylink
Margaret Shonk	Community representative - Manly Ward, Mental Health
Justene Gordon	Burdekin Association

Council Officer Contacts

Kylie Walshe	Executive Manager Community, Arts & Culture
Jasmine Evans	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 11 November 2020
Commencing at 5:30pm**

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1.0 ACKNOWLEDGEMENT OF COUNTRY

As a sign of respect, Northern Beaches Council acknowledges the traditional custodians of these lands on which we gather and pays respect to Elders past and present.

2.0 APOLOGIES

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

3.0 DISCLOSURES OF INTEREST

Members should disclose any "**pecuniary**" or "**non-pecuniary**" interests in matters included in the agenda. The [Northern Beaches Council Code of Conduct](#) (the Code) provides guidance on managing conflicts of interests.

A **pecuniary interest** is defined in Section 4 of the Code as:

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.

A **non-pecuniary conflict of interest** is defined in Section 5 of the Code as:

A non-pecuniary conflict of interest exists where a reasonable and informed person would perceive that you could be influenced by a private interest when carrying out your official functions in relation to a matter.

If you required further information or guidance about disclosing an interest please contact Governance at councilmeetings@northernbeaches.nsw.gov.au.

4.0 CONFIRMATION OF MINUTES OF PREVIOUS MEETING

4.1 MINUTES OF COMMUNITY AND BELONGING STRATEGIC REFERENCE GROUP MEETING HELD 12 AUGUST 2020

RECOMMENDATION

That the Minutes of the Community and Belonging Strategic Reference Group meeting held 12 August 2020, copies of which were previously circulated to all Members, be confirmed as a true and correct record of the proceedings of that meeting.

6.0 AGENDA ITEMS

ITEM 6.1	UPDATE ON CREATIVE SPACES AND STUDIOS
REPORTING OFFICER	MANAGER COMMUNITY, ARTS & CULTURE
TRIM FILE REF	2020/643532
ATTACHMENTS	1 Presentation - Creative Spaces and Studios - 11 November 2020

EXECUTIVE SUMMARY

PURPOSE

To update the Strategic Reference Group on Creative Spaces and Studios.

SUMMARY

This report provides an update on progress with key initiatives underway, including:

- Refurbishment of the lower ground level of the Avalon Golf Course as the Avalon Workshop. This will provide new creative space with one studio, two workshops spaces plus communal areas.
- A temporary arts and cultural program to activate the Mona Vale Civic Centre while long-term planning is conducted.
- An overview of the Northern Beaches Creative Spaces and Studios Review.

RECOMMENDATION OF MANAGER COMMUNITY, ARTS & CULTURE

That the Community and Belonging Reference Group:

1. Note the update report.
 2. Provide feedback on potential pop-up activities at the Mona Vale Civic Centre.
-

REPORT

BACKGROUND

Relevant Council resolutions

At Council's meeting of 27 June 2017, Council resolved to allocate \$1 million from the Merger Saving Fund for a creative art space in the northern part of the Local Government Area.

Council resolved at its meeting of 26 February 2019 the following:

That:

- A. Council support the refurbishment of the Avalon Golf Club House lower ground floor, within the existing footprint, to include artist's studios and teaching space.*
- B. Council support the repurposing of the Mona Vale Civic Centre into a creative arts space, including exhibition, artists' studios and teaching space.*

Avalon Workshop

The following activities have been undertaken to deliver a new creative space in the lower ground floor level of the Avalon Golf Club:

- Heritage exemption approval for refurbishment works
- Development consent for a change of use
- Community engagement, including community pop ups, site meetings, workshops and correspondence
- Development and finalization of floor plan designs
- Tender process for a building contractor, with works commencing on 28 September 2020
- Preparation of 2-year business plan and operational plan to guide successful activation of the centre, including draft programming, risk assessment, and terms and conditions



Elevation of Avalon Workshop, Lower Ground Level, Avalon Golf Club

The Avalon Workshop will operate as a combined studio and workshop space from 7am to 10pm daily. Basic equipment, such as tables and chairs, will be provided as part of the fit-out and regular hirers and leases will also have access to some onsite storage. High-speed internet and wi-fi will also be installed. The studio will be available for lease for the production of artwork and creative development.

Two workshop spaces will be available to hire for facilitators / teachers to conduct workshops and regular term-based classes to support the community to develop their skills and increase connection with artistic and creative practices. An indicative program has been prepared that includes:

- Drop-in sessions for young people
- Adults art classes, such as visual arts, textiles, writing and weaving
- Children's art classes, i.e: regular classes booked by a 10 week block
- Teen classes, such as STEAM and screen-craft / film-making

The allocation of space is described in the table below:

Space	Function	Times / Duration
Workshop 1	Multi-functional workshop space for teaching and group work.	Short-term hire: 9am – 9pm, 7 days per week
Workshop 2	Multi-functional workshop space for teaching and group work, with capacity for use as tech space	Short-term hire: 9am – 9pm, 7 days per week
Studio 1	Lockable artist studio with sink and access to common facilities	12-24 month lease, operating 7am – 10pm, 7 days per week
Common Area	Kitchenette, storage cupboards	7am – 10pm, 7 days per week
Storage	Lockable space under the stairs for storage of equipment etc.	7am – 10pm, 7-days per week

Mona Vale Creative Space

Planning for the reuse of the Mona Vale Civic Centre as a new creative space for northern part of the LGA continued in early 2020. Progress on planning has been impeded by Covid19 and it is anticipated that planning will resume in 2021.

Relocation of Council's Customer Service staff will be completed by December 2020, and Arts and Culture staff have commenced planning a temporary arts and cultural program for suitable spaces in the Centre that is proposed to commence in early 2021. Ideas currently being explored include:

- Local artists pop-up exhibitions
- Local designer retail pop-ups
- Art Express satellite exhibition (in addition to MAG&M and Creative Space)
- Northern Beaches Art Prize satellite exhibition (in addition to MAG&M)
- MAG&M public program activities such as talks and life drawing

Creative Spaces and Studios Review

The Creative Spaces and Studios Review is aimed at informing the current and future community needs for fit-for-purpose creative spaces in the LGA, and where possible, integration with community hubs in strategic locations. By taking a holistic view of the current and planned creative spaces for the LGA, Council can optimally program its current facilities and ensure the programming and function of planned facilities meets needs.

The Northern Beaches' creative spaces and studios provide essential infrastructure for the community and creative sector, which generates approximately \$1,634 million (2018) for the economy. In 2020, there were 18 Council-owned facilities providing for arts and creativity, not including specific performing arts spaces such as Glen Street Theatre, that contribute to local economic vitality and social wellbeing, by cultivating creativity and opportunities for arts and cultural expression, participation and community connection.

Currently the Program comprises:

- 4 Council owned and managed facilities (MAG&M, Creative Space Gallery, Creative Space Studios and Avalon Workshop)
- 2 planned facilities (Mona Vale Creative Space; Currawong Winter Residency)
- 1 active partnership (Eramboo Artist Environment Centre)
- 10 Council owned facilities with independent management

The review will make a series of recommendations on how to best program and develop Council managed facilities as well as develop key partnerships to ensure that creative spaces and studios meet community needs.

CONSULTATION

Avalon Workshop

Community engagement was undertaken between 2017 and 2020, including community pop ups, meetings, workshops and correspondence.

Mona Vale Creative Space

A community engagement plan will be developed as part of the Mona Vale Creative Space planning to ensure the community has opportunity to participate in the development of this project.

Creative Spaces and Studios Review

The review has considered community feedback received from user surveys, relevant community engagements and feedback received as part of other programs such as the Arts and Creativity Grants.

TIMING

The Avalon Workshop is scheduled to open in early 2021.

Planning for the Mona Vale Creative Space has commenced and will continue in 2021.

The Creative Spaces and Studios Review will be completed by December 2020.

Creative Spaces and Studios

Community & Belonging
Strategic Reference Group

11 November 2020



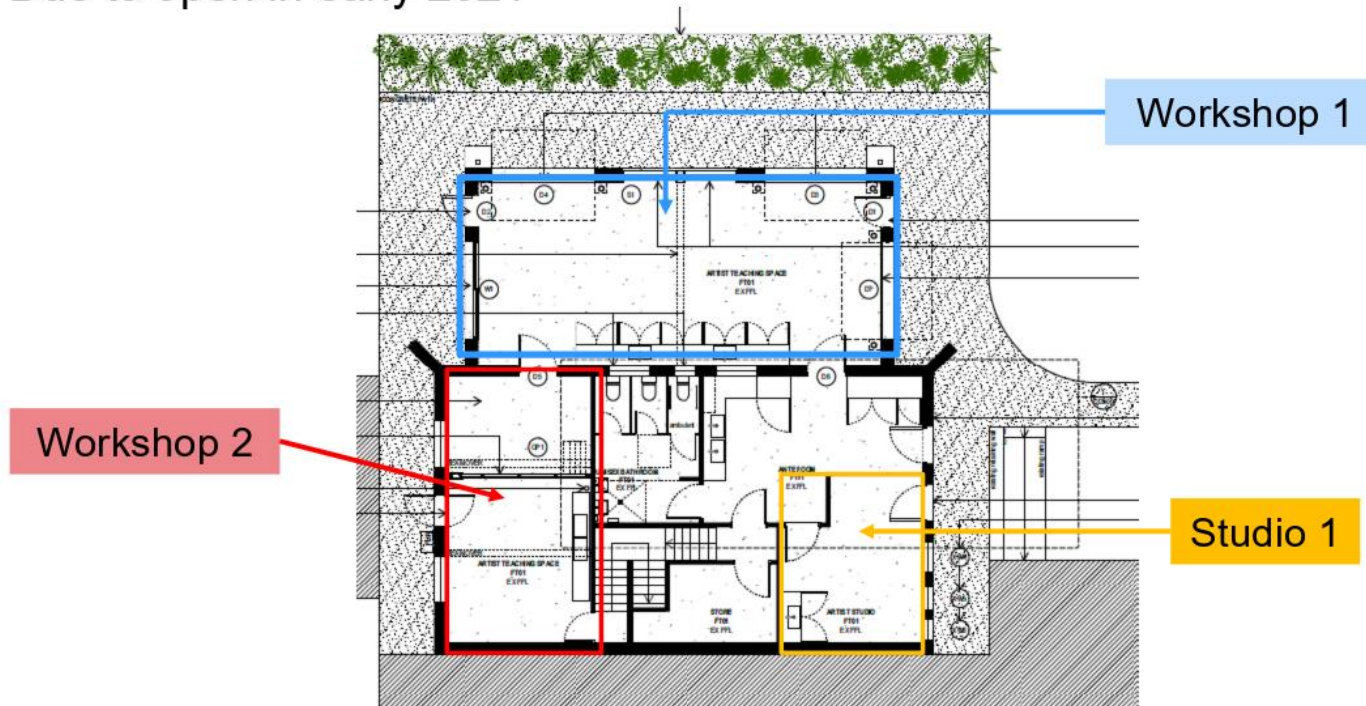
Background

Key projects:

1. Avalon Workshop
2. Mona Vale Creative Space
3. Creative Spaces and Studios Review

Avalon Workshop

Due to open in early 2021



Mona Vale Civic Centre

- Planning underway for community engagement in 2021
- Pop up activities to be programmed

Question of group:

- Ideas/ comments on pop up activities

Creative Spaces and Studios Review

Questions:

- Comments on current provision of creative spaces and studios?
- Ideas on programming of spaces?
- Partnerships to enhance provision?

ITEM 6.2	AUSTRALIA DAY AWARDS JUDGING PANEL
REPORTING OFFICER	VOLUNTEER COORDINATOR
TRIM FILE REF	2020/640292
ATTACHMENTS	1 Community Service Awards Policy 2 Australia Day Awards 2021 - Nomination Guidelines and Criteria

EXECUTIVE SUMMARY

PURPOSE

To receive recommendations from the Community and Belonging Strategic Reference Group (SRG) for members of the judging panel to select the winners of the 2021 Australia Day Awards.

SUMMARY/REPORT

Each year Northern Beaches Council celebrates and recognises outstanding contributions from local residents and volunteers through the annual Northern Beaches Australia Day Awards. Nominations are open for the following categories:

- Citizen of the Year
- Young Citizen of the Year (under 25 years)
- Senior Citizen of the Year (65 years and above)
- Community Event of the Year
- Sportsperson of the Year
- Outstanding Community Service Awards

There are up to 15 Outstanding Community Service Awards to be granted, and just one award for each of the other categories. Nominations close midnight Monday 9 November 2020.

<https://www.northernbeaches.nsw.gov.au/community/awards/australia-day-awards>

As per the Community Service and Australia Day Awards Policy (Attachment 1), the judging panel consists of five members of the Northern Beaches community. It is recommended that community members be sourced from members of the Community & Belonging SRG and Partnerships & Participation SRG, to represent a diverse range of interests, involvement and demographics.

Members of the judging panel are not permitted to nominate or encourage others to nominate on their behalf. Judges should be highly regarded in the community, with the ability to remain honest and impartial. A judge may be a former award winner or nominator, however cannot be a nominator or nominee for this year's awards.

The nomination guidelines and criteria (Attachment 2) provide further outline of the awards nomination and judging process.

Judging will begin with an individual online review of the nominations, requiring scoring against assessment criteria. This stage will begin approximately Monday 16 November 2020 and judges will be allocated two weeks to complete the online assessments in their own time. As a guide to the time required by the judges, 33 nominations required assessment for the 2020 Awards. Due to the strong community response to the Covid-19 pandemic, it is anticipated that this number may increase this year.

The five judges will then meet face to face for a final discussion to determine the award recipients.

The judging night proposed is as follows:

Date: Wednesday 2 December 2020
Time: 4.30pm until approximately 7.00pm
Venue: Manly Town Hall or Dee Why Civic Centre

RECOMMENDATION OF VOLUNTEER COORDINATOR

That the Community and Belonging Strategic Reference Group nominate up to three community members to the judging panel for the 2021 Australia Day Awards.

Council Policy

Community Service Awards

Policy Statement

Council recognises that the community is enhanced through the endeavours of its residents and volunteers who work to improve the lives of others and make the Northern Beaches a better place to live. Council's Community Service Awards recognise the outstanding contributions by publicly acknowledging and thanking them in a spirit of community pride.

Principles

1. That Council recognises the outstanding contribution of Northern Beaches' volunteers throughout the year where appropriate.
2. That this program include:
 - Australia Day Citizen of the Year Awards (5)
 - Outstanding Community Service Awards (15)
3. That the Australia Day Citizen of the Year awards program focus on the contribution of individual volunteers but also highlight the contribution of the organisations for which they work.
4. That the Outstanding Community Service Awards focus on recognising Northern Beaches residents who have made a significant contribution to the Northern Beaches and its community. One Outstanding Community Service Award can be awarded to a non-resident who has made a significant contribution to the Northern Beaches Community.
5. That a Panel comprising five community members be convened to judge the nominations received. In addition, two staff members will serve as facilitators on the panel – they will not vote.
6. The Mayor and Councillors are unable to submit a nomination/s for the awards.
7. That the Judging Panel be provided with all necessary information to assist them with their deliberations including information relating to any other awards those nominees may have received.

Table 1: Annual awards and number of persons eligible per year

Australia Day Awards
Citizen of the Year
Senior Citizen of the Year (65 years or older)
Young Citizen of the Year (under 25 years)
Sportsperson of the Year
Community Event of the Year
Outstanding Community Service Awards
Up to 15 awards will be presented annually



The guidelines and eligibility criteria for each category will be reviewed annually and promoted via Council's communication channels. Detailed award guidelines and eligibility criteria are available on Council's website.

All nominees must be residents of, or events held within, the Northern Beaches Local Government Area, with the exception of the Outstanding Community Service awards whereby one non-resident may be awarded. Recipients are objectively selected by the Judging Panel on merit and against the Award criteria. The panel is made up of five community members. Two staff members will serve as facilitators on the panel, but will not vote. A member of the panel is to declare an interest and stand aside from the Panel should they be related to a nominee, or consider that for any reason a conflict of interest may arise.

The Australia Day Awards are announced and presented at or around the timing of the Northern Beaches Australia Day celebrations on 26 January each year.

Scope and application

This policy applies to all employees, agents, officers, councillors and committee members of Northern Beaches Council.

References and related documents

- Local Government Act 1993
- Northern Beaches Council Australia Day Awards Nomination Guidelines and Criteria (these are reviewed and updated annually)

Definitions

Event: An activity or thing that happens or takes place as a singular occurrence though that may be over more than one day

Responsible Officer

Executive Manager Community, Arts & Culture

Review Date

30 June 2023

Revision History

Revision	Date	Status	TRIM Ref
1	26 June 2019	First draft Australia Day Awards policy	2019/281707
2	26 November 2019	Community Service Awards Policy referred to Council for adoption.	2019/624057
3	11 September 2020	Community Service Awards Policy amended according to Ordinary Council meeting 26 November 2019	2019/624057

Australia Day Awards 2021

Nomination guidelines and criteria

Recognise and nominate someone who has made a valuable contribution to the Northern Beaches community.

Enquiries

Northern Beaches Council - Volunteer Coordinator
02 8495 6602
volunteer@northernbeaches.nsw.gov.au

Award Categories

- Citizen of the Year
- Senior Citizen of the Year
- Young Citizen of the Year
- Sportsperson of the Year
- Community Event of the Year
- Outstanding Community Service Awards

How to Nominate

- There is no fee to nominate and no limit to the number of times an individual can nominate i.e. one person can nominate multiple people/events
- The nomination closing deadline is midnight, Monday 9 November 2020
- Please complete the nomination form available at northernbeaches.nsw.gov.au
- Please read both the general and category specific guidelines and eligibility criteria prior to submitting a nomination
- Additional supporting information may be attached with each nomination

Judging Process

- Nominations will be reviewed by an appointed judging panel of community representatives
- The selection of recipients will be based upon the nominations received and information available to the judging panel at the time. The judges' decisions are final and no correspondence will be entered into
- Northern Beaches Council reserves the right to withdraw an award if further information or the recipients conduct draws the awards into disrepute
- Judging will take place in November/December 2020
- All entrants will be notified whether successful or not by 21 December 2020
- Winners will be presented in a ceremony to be held on 21 January 2021

Privacy Policy

- Nomination documents will remain confidential
- Northern Beaches Council may use nomination information for the purpose of promoting the awards, and in such case nominees will be contacted for consent
- The nominator must seek permission from the nominee (or their parent/guardian) prior to submission
- Council staff may make minor corrections to your nomination form if required or requested

General Criteria and Eligibility

- Nominees must be Australian citizens and have contributed to the Northern Beaches Local Government Area (LGA)
- If the nominee does not reside within the Northern Beaches LGA, they can only be considered for the Outstanding Community Service Award (if all other criteria are met)
- Unsuccessful nominees may be re-nominated in subsequent years
- Self nominations will not be accepted, except for the Community Event of the Year where an organiser may nominate their event
- Awards will not be granted posthumously
- Northern Beaches Councillors, Council employees or state and federal politicians are not eligible to be nominated. Retired politicians and officers will only be considered for work beyond their official duties
- At least two referees must be supplied with the nomination and they must be able to verify the information provided
- All nomination information and material submitted remains the property of Northern Beaches Council
- Members of the judging panel and Councillors are not permitted to nominate or encourage others to nominate on their behalf
- If a member of the judging panel is nominated, they may choose whether to renege their position on the panel or make their nomination redundant
- An award does not have to be granted should the judging panel decide that no nominee fits the criteria sufficiently
- A person can be nominated for multiple categories if eligible, however cannot be granted more than one award. If nominated, eligible and chosen for multiple award categories, the judging panel will make a decision as to the best category in which to award the recipient

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- The nominee will be considered for all categories they are eligible for, even if they have not specifically been nominated for those categories
- Where age is required for eligibility in a particular category, the nominee's age is considered as of Australia Day 26th January 2021
- Previous recipients will be considered eligible for any eligible categories subject to:
 - the panel agreeing that a suitable amount of time has lapsed since the original award was given;
 - the nomination demonstrates the nominee has continued their service in the intervening period or has contributed in a different way to that awarded in the past; and
 - the panel agree that a second or repeat award is appropriate

Award Category Criteria and Eligibility:

Citizen, Senior Citizen and Young Citizen of the Year

- Nominees for Senior Citizen of the Year must be aged over 65 years as of 26 January 2021
- Nominees for Young Citizen of the Year must be aged under 25 years as of 26 January 2021
- The nominee must reside in the Northern Beaches LGA.
- The nominee should be held in high regard in the Northern Beaches community
- The nominee must have made an outstanding service or positive contribution to benefit the Northern Beaches community within the year immediately prior to the award being granted
- The nominee must demonstrate strong ethical and community values
- The nominee must demonstrate leadership, innovation and/or creativity through their service
- Regard will predominately be given to the nominee's community/charitable/school activities and achievements in the Northern Beaches LGA for the year immediately prior to granting of the Award. The nominee's additional past activities and achievements should be included to add merit to the nominees long-term and ongoing contributions
- The award is only available to an individual, not a group

Sportsperson of the Year

- There are no age restrictions for Sportsperson of the Year
- The nominee must reside in the Northern Beaches LGA
- The nominee must have made a positive contribution to advance their performance and their sport within the Northern Beaches LGA within the year prior to the award being granted
- The award is only available to an individual, not a group

Community Event of the Year

- The event nominated must be presented in the Northern Beaches LGA since November 2019 and prior to nominations closing in 2020
- The event should have a proven benefit to the Northern Beaches community
- The event must demonstrate community values and must achieve community involvement, acceptance and support.
- Consideration should be given for new events created to accommodate the constraints associated with Covid-19, including virtual/online events

Outstanding Community Service Awards

- Unlike the other award categories, this category recognises commitment over a long period of time, beyond the year prior to the award being granted
- The award may be granted to more than one person/as a group, only if each person in the group has dedicated the same level of commitment to the same service
- Up to 15 awards will be presented in this category subject to the final decision of the judging panel
- The nominee must have made a positive contribution to benefit the Northern Beaches community
- The nominee must have demonstrated a special concern and commitment to the community through their consistent efforts and support of local community activities
- The nominee must have been involved over a number of years in unpaid community work within the Northern Beaches
- The nominee must demonstrate strong ethical and community values
- One non-resident of the Northern Beaches may be awarded if:
 - * the person has rendered exceptional community service within the local government area; and
 - * the person fully satisfies all other criteria detailed above

ITEM 6.3	SOCIAL SUSTAINABILITY STRATEGY DEVELOPMENT
REPORTING OFFICER	SOCIAL PLANNING & STRATEGY COORDINATOR
TRIM FILE REF	2020/644973
ATTACHMENTS	1 Social Sustainability Strategy Presentation 2 Better Together 2041 - Social Sustainability Discussion Paper 2020

EXECUTIVE SUMMARY

PURPOSE

To provide an update on the Social Sustainability Strategy and gather input from the Community and Belonging Strategic Reference Group to inform the Discussion Paper being developed and the proposed approach to engagement in Phase 2.

SUMMARY

As you know Council is in the process of developing Better Together, Social Sustainability Strategy 2041. This strategy will set a long-term social direction for building skills and knowledge in the community that enable wellbeing and resilience.

Stakeholder engagement and community input is critical for the successful development of the Strategy. The workshop at the meeting will explore strengths, challenges and priority populations that will inform the development of a discussion paper to drive stakeholder engagement. Your feedback and input will be sought on the proposed approach to phase 2 of the stakeholder engagement.

RECOMMENDATION OF SOCIAL PLANNING & STRATEGY COORDINATOR

That the Community and Belonging Strategic Reference Group:

1. Provide input for the proposed approach to phase 2 stakeholder engagement
 2. Provide input to the Draft discussion paper – strengths, challenges, and priority populations
 3. Note the next Strategic Reference Group Engagement activity proposed for February 2021
-

REPORT

BACKGROUND

A project is underway to develop a Social Sustainability Strategy (the Strategy) for Northern Beaches over a 20-year horizon, *Better Together, Social Sustainability Strategy 2041*.

The Strategy will be a key mechanism for Northern Beaches Council to achieve its commitment to the community in delivering the *Shape 2028* community vision “**A safe, inclusive and connected community that lives in balance with our extraordinary coastal and bushland environment.**”

WORK TO DATE

Engagement has occurred with internal stakeholders through two internal Working Groups, one across Council and one from the Community, Arts and Culture Business Unit.

Feedback and input was gathered from a workshop with the Community and Belonging Strategic Reference Group in August.

This preliminary work has produced:

- Draft visions for each of the three pillars (Safe, Inclusive and Connected) and a draft strategic framework.
- Detailed stakeholder identification.
- Strengths, challenges and opportunities mapping focusing on wellbeing, resilience and capacity building.
- Development of a draft discussion paper documenting current demographics, existing strengths, key challenges, and priority populations for the Northern Beaches in relation to Social Sustainability.

STAKEHOLDER ENGAGEMENT

In developing a Stakeholder Engagement approach, the following key objectives were identified:

- Deliver an educative piece for internal and external sector stakeholders around the benefits of the Social Sustainability Strategy and how it is relevant to them; including other Council strategies (internal) and helping build community capacity by supporting the sector (external);
- Develop a community endorsed vision of the three key pillars - safety, inclusion and connectedness and capture the areas of strength relating to wellbeing, resilience and capacity building in the community which will inform action plans flowing from the Social Sustainability Strategy;
- Gather targeted feedback on key community issues and the experience of priority groups; and
- Leverage the rapport built in genuine engagement to achieve buy-in from key stakeholders for the ongoing delivery and collaboration with Council to address each priority area over the life of the strategy.

To achieve these objectives a four-phased approach to engagement is proposed. We are now moving into the second of these four phases to engage directly with the community. The approach is outlined in the attached presentation and will be discussed in more detail in the workshop.

CONSULTATION WITH THE STRATEGIC REFERENCE GROUPS

To create meaningful opportunities to contribute to the direction and content of the Strategy, we will engage with the Strategic Reference Group's in Phases 1 to 3.

Phase 1 - The Community and Belonging SRG was consulted at the August 2020 - *Completed*

Phase 2 - All Strategic Reference Groups will be engaged individually at the November meetings - *Underway*

Phase 3 - A dedicated workshop in February 2021, inviting participation from all members of all Strategic Reference Groups

TIMING

The timeframe for delivery of the Social Sustainability Strategy is June 2021.

COVID19 PANDEMIC RESPONSE

Consideration has been given to the impact of Covid19 on both the ability to meaningfully engage, and the context of any medium to long-term impacts of the pandemic on the community.

Given we are still in the midst of the pandemic response, it makes it difficult to fully comprehend or forecast what the primary and lasting impact of the pandemic will be on the community. To date the data and analysis coming from the research sector about the evolving impact on the community indicate it is primarily exacerbating existing social issues. Examples include an increase in domestic violence, household financial stress and an increase in mental health concerns.

Within the context of the Social Sustainability Strategy, this indicates that we can move forward with a long-term outlook and be confident that these issues will be captured within the proposed engagement process. More consideration will be made as the project progresses around the prioritisation of issues, as this is likely to be where we see changes in community need rather than the creation of new areas of focus. For example, the reduction and loss of income and employment experienced disproportionately by women and younger workers may affect the prioritisation of this group higher now than pre covid19.

WORKSHOP

The workshop will explore the evidence collected to engage with the community through the attached Discussion Paper.

Consider the presentation of the following evidence gathered:

- Strengths
- Challenges
- Priority populations

Items for discussion:

- Feedback regarding suggested approach to Phase 2 Engagement.
- Have we captured the evidence needed to support the community to participate in the conversation?
- Is the draft discussion paper accurate, are there gaps in the paper that we need to explore?

As the Final Discussion Paper will undergo a full design process any comments that need to be considered on the look and feel of the final document are also encouraged.

Better Together

Social Sustainability Strategy 2041



Engagement Update

Phase 2 Approach

Social Sustainability Strategy Engagement Approach

1. Better Together

*Create momentum
about the
Strategy, its role and
potential
for Northern
Beaches*

*Promote awareness of
Social Sustainability
through the three pillars*

2. Openness not aloneness

*Capture lived
experience*

*Understand what feeling
safe, included and
connected looks like for
different groups*

3. Collaborative partnerships

*Test, refine and
confirm key concepts*

*Build commitment and
energy about the
collaborative approaches
needed*

*Develop and
prioritise directions*

Partner Organisations

- Partnering with local organisations to undertake activities with their individual networks
- Community Development team will play a key role



Engagement Activities

Creative Challenge

Broad community

Mural Activity

*Priority Groups via
Partner organisations*

Co-design workshops

*Social Services Sector
SRG's
Council working group*

Stories Widget

Broad community

Survey

Broad community

Workshop in a Box

*Hard to reach/
Priority groups*

Feedback and comments on engagement approach



Workshop Activities

5 Minutes - Draft Social Sustainability Discussion Paper – Overview

15 Minutes – Strengths

15 Minutes - Challenges

5 Minutes – Next steps

Draft Discussion Paper:

1. Initial impressions of the document
2. Are we missing anything?
3. Have we identified the correct priority populations?
4. Comments on look and feel for final document



Tell us what you think - Strengths:

1. How well have we understood the strengths of the community?
2. Are we missing anything?
3. Are the strengths identified actually strengths?



Tell us what you think – Challenges:

1. How well have we understood the challenges facing the community?
2. Are we missing anything?
3. Have we identified the correct priority populations?
4. Are the challenges identified actually challenges facing the Northern Beaches?



Thank you and Next Steps





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Better Together 2041
Social Sustainability Strategy

DRAFT SOCIAL SUSTAINABILITY DISCUSSION PAPER 2020



PURPOSE

Council is in the process of leading the development of a Social Sustainability Strategy, *Better Together 2041* that will support the community to achieve its vision for “A safe, inclusive and connected community that lives in balance with our extraordinary coastal and bushland environment”.

This discussion paper:

- Provides a demographic overview of the Northern Beaches community
- Explains what social sustainability is and why it is important
- Outlines the strengths that exist in the community which help build social sustainability
- Summarises some of the challenges facing the Northern Beaches that if not addressed will affect social sustainability.

The paper has been developed and informed by community engagement feedback from the last four years, analysis of the 2016 Australian Bureau of Statistics Census data from .id Community Profile and review of relevant contemporary literature on social sustainability, wellbeing and resilience.

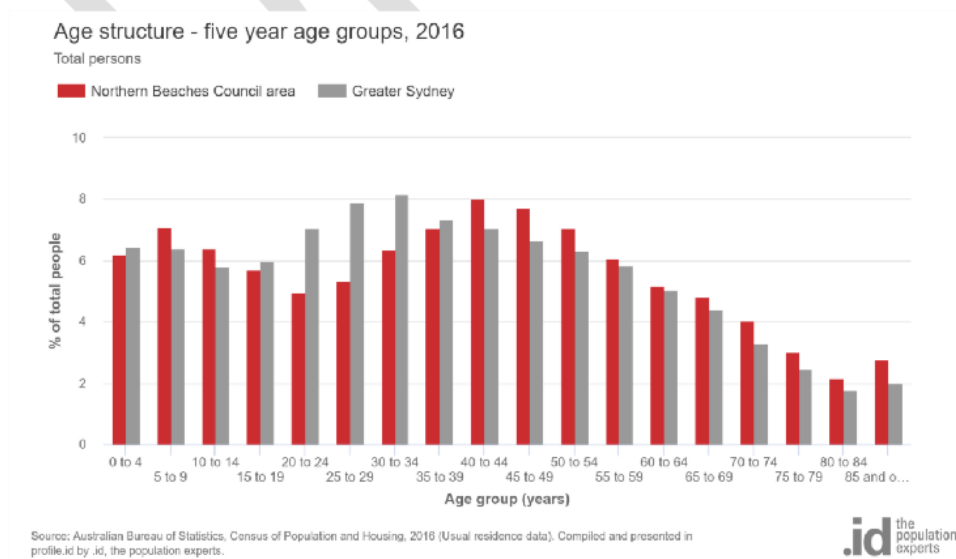
Participation of the community in developing a social sustainability strategy is critical to effectively uncover the strengths available to meet the current and future challenges and realise opportunities as they arise. The feedback received from engagement around this discussion paper will drive the development of *Better Together 2041* and set the social strategic direction for capacity building, resilience and wellbeing for the next 20 years.

You can contribute to building a safe, inclusive and connected community on the Northern Beaches by reading this discussion paper and providing feedback on the strengths, challenges and opportunities that are facing the Northern Beaches community.

WHO WE ARE

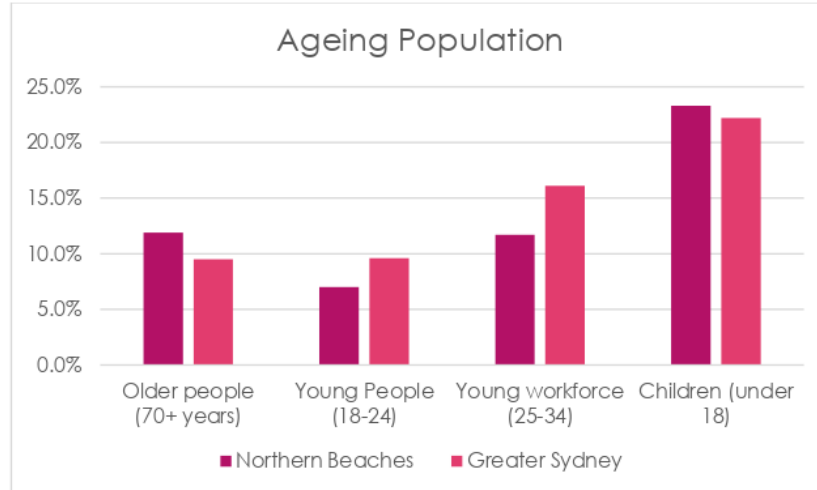
Our Community

The Northern Beaches Council area had an Estimated Resident Population for 2019 of 273,499. The population is forecast to grow to 292,000 people by 2036, which accounts for approximately 3% of population growth in the Greater Sydney area.



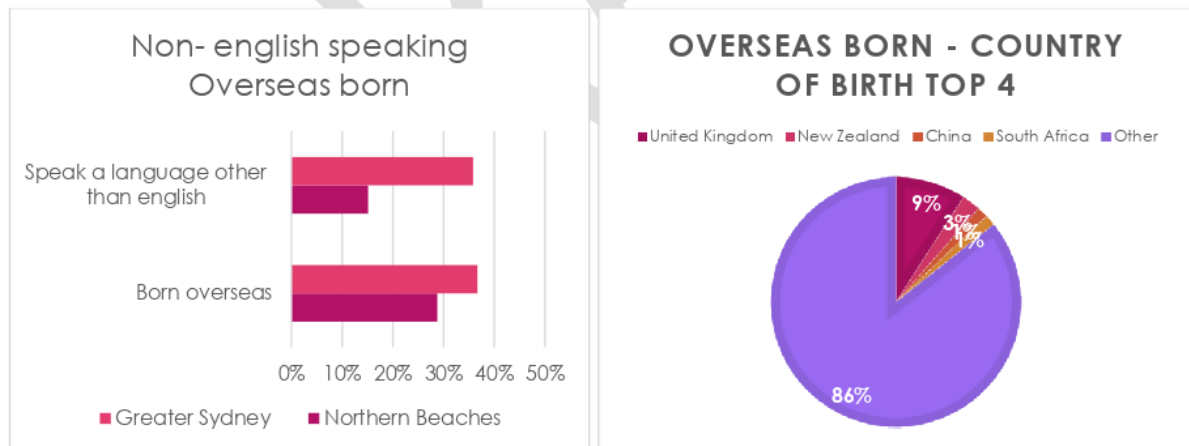
The current largest demographic group is parents and homebuilders, 22.8% of residents are 35 to 49 years, slightly higher than Greater Sydney 21.1%.

The population is ageing with young people leaving the area and people living longer and ageing in place.

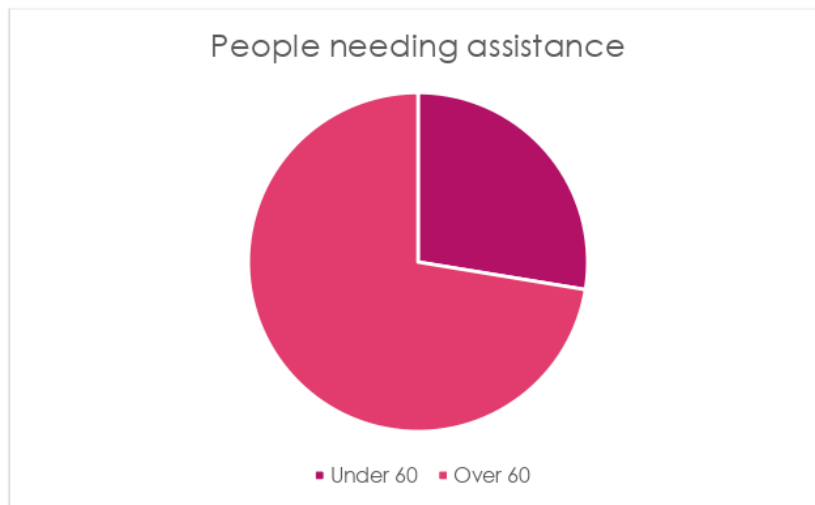


The largest changes in the age structure in this area between 2011 and 2016 were in the age groups: Seniors (70 to 84) (+3,421 people, and Older workers and pre-retirees (50 to 59) (+3,594 people) who will move into this category over the life of the strategy.

28.8% of the population in 2016 was born overseas which is low when compared to 36.7% for Greater Sydney. The three highest countries of birthplace are the United Kingdom, New Zealand and China. 15.1% of people spoke a language other than English at home in 2016.

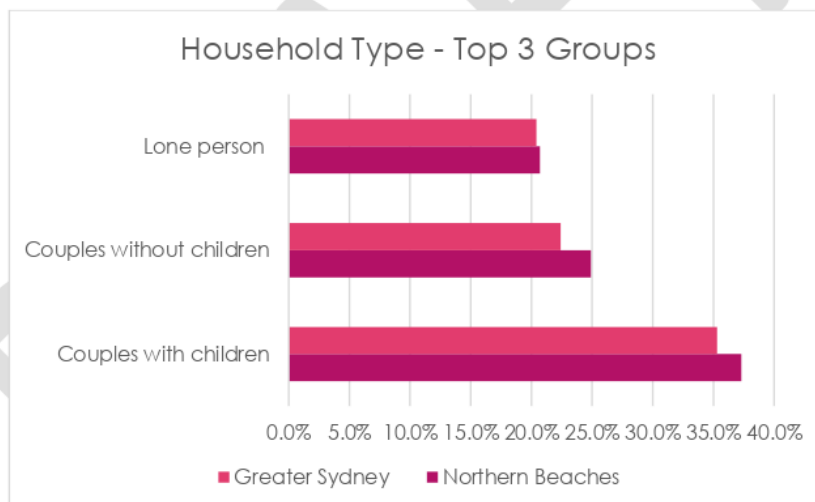


In 2016, 9,273 people (or 3.7% of the population) reported needing help in their day-to-day lives due to disability. This was a similar percentage to 2011. In 2016, 800 people who needed assistance were employed, of which 34.1% were working full time and 62.5% part time.



How we live

The Northern Beaches has strong local ties, with 50% of people living at the same address as five years ago. More than half of all dwellings on the Northern Beaches are separate houses and 43.1% of the dwellings were medium or high density, compared to 44% in Greater Sydney.



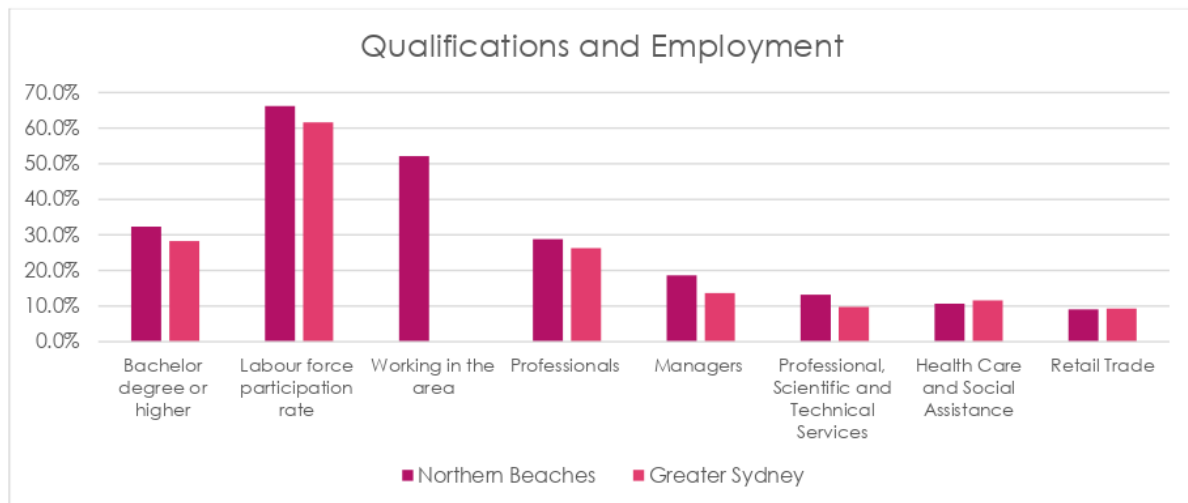
The median house price was \$1.51 million at June 2016. Rental costs are nearly double the Sydney average at \$895 per week compared to \$520.7. In 2016, 5.9% of the Northern Beaches Council area's households, were experiencing housing stress compared to 11.8% in Greater Sydney.

What we do

Households have a median income of \$2,173 on the Northern Beaches, \$428 more than the Greater Sydney median.

The Northern Beaches Council area has a highly educated resident population with 32.3% of people having gained a Bachelor or Higher degree qualification, higher than Greater Sydney at 28.3%.

The labour force participation rate in 2016 was 66.2% compared with Greater Sydney 61.6%. On the Northern Beaches 52.1% of residents are working in the area. The number of employed people in Northern Beaches Council area increased by 7,337 between 2011 and 2016.



In 2016 there was a relatively low unemployment rate at 3.5% however this is likely to have grown with the impacts of the COVID-19 pandemic.

Aboriginal and Torres Strait Islander peoples

In 2016, 0.6 per cent of the community identified as Aboriginal and/or Torres Strait Islander. Analysis of Aboriginal and Torres Strait Islander household income levels in the Northern Beaches Council area in 2016 compared to total household income levels in New South Wales shows that there was a larger proportion of high-income households (40% earned \$2,500 per week or more compared to 15%) and a lower proportion of low income households (9.0% earning less than \$650 per week compared to 21.2%).

A SOCIALLY SUSTAINABLE AND INCLUSIVE COMMUNITY

Social sustainability is critical for a community's wellbeing and longevity. It is about creating inclusive and resilient communities that have the required skills, services, people and infrastructure to respond to and recover from social, political, environmental and economic change.

Socially sustainable and inclusive communities don't just happen - they require planning and work to create places where people want to live and work in the long term.

Socially sustainable and inclusive communities work together with governments, private sector and other stakeholders to create more inclusive societies, empower citizens, and foster more resilient peaceful communities.

During consultation the community have used the word 'inclusive' to describe a place that is welcoming to everyone and offers services that welcome and meet the needs of different cultures and age groups. Many in the community acknowledge that more needs to be done to engage with culturally diverse minorities. When visioning the future for the Northern Beaches, residents would like to see community life celebrated, and for this to be inclusive of all cultures and areas.

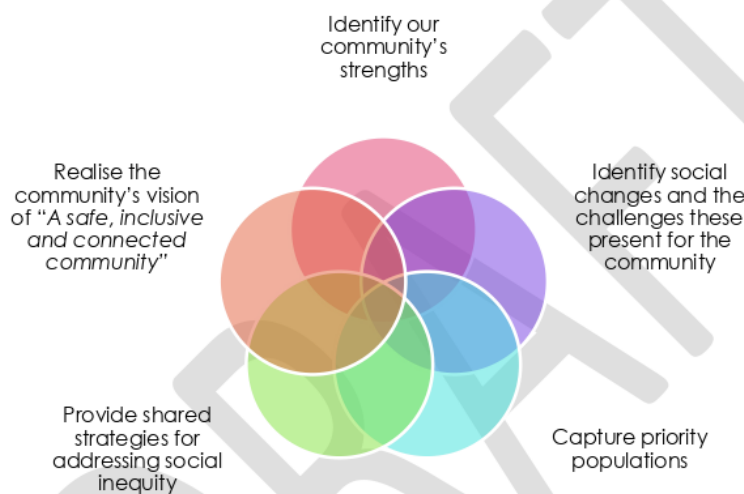
In becoming a leader in social sustainability, five elements of socially sustainable communities have been identified (Figure 1) for the Northern Beaches community to aspire to. By focusing on these 5 core elements the Northern Beaches can harness the power and strengths of the community, integrate the key principles of social sustainability within a broader planning approach and break down both social and physical barriers that exist.



Figure 1 (Egan, 2004)

The Northern Beaches will face unique challenges over the next 20 years. As a community it is important to consider how our choices affect the people living and working here now and into the future to ensure that everyone continues to enjoy a safe, inclusive and connected lifestyle.

A Social Sustainability Strategy will give the community the tools they need, providing a roadmap into tomorrow. It will:



SOCIAL CHANGE ON THE NORTHERN BEACHES

Social change has been extensive and rapid both globally and within Australia, fuelled by factors such as population ageing, low birth rates and an exodus of young people from metropolitan areas, particularly in Sydney, where more moved from the city to regional areas than those moving from regional areas to the city.

Affordability, lifestyle considerations and perceptions of career advancement are frequently cited as key factors in explaining why millennials – people aged between 20 and 35 years – are choosing to leave the city. These issues are magnified for young people living on the Northern Beaches – with a high cost of living, ongoing challenges relating to housing affordability and transport contributing to the exodus of young people to other areas of Sydney and beyond.

Although the Northern Beaches is a naturally beautiful and socio-economically advantaged area - it is not immune to the impacts of these broader societal trends and these unique features of the Northern Beaches also make it a key challenge in remaining a socially sustainable and inclusive community for all.

The community need to understand and respond to the local factors contributing, and sometimes accelerating established broader social change trends, to provide a nuanced and localised response to maintain the vibrant, diverse and socially cohesive lifestyle.

As the response to the COVID 19 pandemic continues to unfold, it is difficult to fully comprehend or forecast what the primary and lasting impact of the pandemic will be on the community. To date the data and analysis coming from the research sector about the evolving impact on the community indicate it is primarily exacerbating existing social issues. Examples include an increase in domestic violence, household financial stress and an increase in mental health concerns.

Within the context of the Social Sustainability Strategy, this indicates that it is possible to move forward with a long-term outlook and be confident that these issues will be captured within the proposed engagement process. More consideration will be made as the project progresses around the prioritisation of issues, as this is likely to be where changes in community need occur rather than the creation of new areas of focus. For example, the reduction and loss of income and employment experienced disproportionately by women and younger workers may affect the prioritisation of this priority group higher now than pre covid19.

NORTHERN BEACHES STRENGTHS

The Northern Beaches is amongst the most socially advantaged areas in Sydney and Australia. This underpins a number of the community's strengths and contributes to the resilience and overall high quality of life experienced by the community. Our many and varied strengths provide the tools to meet and respond to the challenges facing the community in the next 20 years.

One of the core values consistently expressed by the community is having connected, vibrant communities, one of the main reasons for living in the region. Residents associate the area with a sense of neighbourhood safety (from crime, traffic, pollution etc.). The Northern Beaches has many strengths that contribute to social sustainability and the key strengths have been highlighted in this section.

HIGH LEVELS OF COMMUNITY SAFETY

There are high levels of community safety on the Northern Beaches with 96% of residents agreeing with the statement "I feel safe" (Telephone Survey Community Safety Plan, 2019) and 97% of residents indicating they are at least somewhat satisfied with community safety/crime prevention in the Northern Beaches area.

THRIVING SOCIAL AND SPORTING OPPORTUNITIES

A vast network of cultural, sporting and recreational opportunities exists on the Northern Beaches. This provides opportunities for connection, inclusion and contributes to wellbeing.

Residents have access to over 240 hectares of sporting open space, as well as 69 foreshore parklands that provide space for a diversity of opportunities including play, picnic facilities, pathways and access beaches and public amenities. The community also have access to 37 council owned and managed multi-use community centres that enable participation in social, health and learning activities.

This extensive network of infrastructure sustains a diverse and popular range of sporting, cultural and recreational organisations and associations. Currently Council is completing supporting strategies to plan for the ongoing growth and needs of the Northern Beaches to strengthen access to these natural and built assets for all.

HIGH RATES OF VOLUNTEERING

Volunteering is an important aspect of communities that contributes to sustaining social connectedness and supporting programs and activities across the Northern Beaches network of facilities, spaces and recreational facilities.

Volunteering makes 'hidden contribution' to well-being, producing goods and services that are not captured by conventional economic statistics, and building social capital through fostering

cooperation and trust (OECD, 2015, p. 6)

The same research also confirms that people who have more for themselves can afford to give more to others. As a high socio-economic area, the volunteering statistics for the Northern Beaches LGA tell the same story– with 21.9% of the population reporting doing some form of voluntary work in 2016, a much greater percentage than Greater Sydney (16.7%).

People who volunteer also benefit from the opportunity to participate in volunteering work, with volunteers feeling more satisfied with their lives as a whole, providing a win-win for wellbeing.

SELF-SUFFICIENT ECONOMY WITH THE MAJORITY OF PEOPLE EMPLOYED LOCALLY

97% of the labour force living on the Northern Beaches are employed, with a 3.5% unemployed rate, which is much lower than the Greater Sydney rate of 6%. Our labour force participation rate of 66.2% is also higher than the Greater Sydney average of 61.6%. Residents of the Northern Beaches experience a range of local employment opportunities, having both the highest proportion of local jobs filled by local residents (self-sufficiency) and residents working locally (self-containment) in Greater Sydney - a testament to its strong economy and willingness of people to work locally (over 52%).

Whilst the Northern Beaches does have an especially high overall rate of self-containment, it is worth noting that this does vary between industries. For example, whilst 77% of local Food and Accommodation resident workers work locally, this drops to 18% for those in Finance & Insurance jobs, meaning over 80% resident workers in this sector must commute out for work. Similarly, only 40% of Professional or Managerial resident workers work locally, whilst 60% commute out for work, largely to Sydney CBD, North Sydney and Macquarie Park. This highlights the mismatch between qualifications/skills of resident's workers and jobs available locally.

These features of the local economy contribute to a socially sustainable Northern Beaches with most of the available workforce employed and participating in the economy. With over half of that employment within the LGA a significant share of the economic activity is cycling through local businesses. It also helps residents maintain good work-life balance as time spent travelling is often identified as a contributing factor to overall individual wellbeing and quality of life.

A SOCIO-ECONOMICALLY ADVANTAGED AREA

Northern Beaches is amongst the most socio-economically advantaged areas in Sydney and more broadly Australia. The high SEIFA (Socio-Economic Indexes for Areas) scores are indicative not only of the high standard of living and skilled population, but also the larger number of opportunities available to the local residents.

Against the Index of Relative Socio-Economic Advantage and Disadvantage (IRSAD) Northern Beaches Council in 2016 had the 10th highest score in New South Wales, 1,120.

ACCESS TO OPEN SPACE

Our LGA has very high levels of open space provision compared to the World Health Organisation's benchmark and other Sydney Metropolitan Councils. Most residents are within 400 meters of a public open space. Further work is being undertaken to improve pedestrian connection and improve access and use of these areas.

There is widespread agreement that parks and recreation are critical for community wellbeing. Residents consider themselves lucky to live in such a great area, surrounded by the natural environment and a part of a great community. So much so, that the majority said they would never leave.

This means people have spaces that are used to connect with nature, family, and friends. The connection with the environment, exercising and socialising contributes to a number of aspects of wellbeing. People want healthy, safe spaces that encourage community building, social connection and a sense of belonging.

A STRONG NOT-FOR-PROFIT PRESENCE

There is a well-established, dedicated and active community and social support sector. In the past couple of years there have been a number of local start-ups, social enterprises and social campaigns/movements utilising online platforms to address relevant social issues. The area also has a good supply of services in key areas including disability and aged relative to other local government areas.

SAFE WAYS TO PARTICIPATE

The opportunities that exist for the community to participate in community life and contribute to decision making are offered in a way that aims to include as many people as possible.

Council is working hard to ensure community assets are accessible to all. Accessibility of space is a key principle underpinning Council's Disability Inclusion Action Plan, Asset Management Strategies, and the Transport Strategy (Move 2038) and associated action Plans, Open Space and Recreation Strategy (in draft), and Community Centres Strategy (in draft).

These strategies and plans highlight the community's expectation and Council's commitment that our local social infrastructure is accessible for people of all ages and abilities and will remain a key priority for Council into the future.

Council events and activities are designed and delivered to include everyone in the community who choose to participate.

CHALLENGES FOR SOCIAL SUSTAINABILITY

Some of the challenges that face the Northern Beaches community over the next 20 years are complex and require a whole of community response. Social Sustainability provides a way of considering the social impact created by these challenges on our community to identify solutions that deliver positive wellbeing and resilience outcomes.

It is important to understand the complexity of the challenges facing the community in order to:

1. Empower people by supporting them to be drivers of their own solutions.
2. Strengthen resilience of households and communities to withstand change.
3. Increase opportunities for priority populations to participate fully in society and address deep rooted systemic inequalities.
4. Work alongside economic and environmental sustainability activities to support an inclusive and resilient community where everyone has a voice and contributes to shaping their future.

A review of academic literature, other Council strategies and plans, and feedback gathered during community consultation over the past four years has identified the following challenges as most likely to impact on our ability to achieve a social sustainability and inclusive community.

Challenge tiles (icons from LSPS)]

- Population Changes
- Social Services Funding
- Access to Services and Support
- Mental health and Social Isolation

- Pockets of Disadvantage
- Essential Workers



There are some emerging priority populations for the Northern Beaches who have a unique set of circumstances that need to be considered in planning for future social wellbeing and resilience on the Northern Beaches. The impact on these groups has been considered for each of the challenges.

POPULATION CHANGES

The population is forecast to increase by approximately 39,000 over the next 20 years. This increase combined with anticipated demographic changes as the population ages will change the demand for services and support within the community. With this brings new challenges for maintaining a socially sustainable and inclusive Northern Beaches. The two key challenges are:

An increasingly ageing population

The population is ageing at a higher rate than Greater Sydney and North District averages. Advances in medicine and better general health and living standards means people are living longer and more often than not choosing to age in place. An ageing population will increasingly require accessible dwellings which are located close to town or village centres and health and community services.

This is partly due to the decline of adults (30-45 years) between 2011 and 2016 and Young Adults (20-30 years). Young adults are increasingly deciding to migrate from the Northern Beaches choosing locations closer to the Sydney CBD (Sydney, Inner West and North Sydney) most likely due to lifestyle, educational opportunities, proximity to work and nightlife, exacerbating effects of this national trend.

Retaining young people



Young People are increasingly choosing to migrate to other locations with over two thousand young people between 18 and 34 age brackets choosing to leave the Northern Beaches between the 2011 and 2016. The factors influencing this include a lack of access to education, lack of affordable housing options, and proximity to work and nightlife.

The Northern Beaches LGA does not have a University campus located within its boundaries, which could be contributing to the lower ratio (7%) of young people aged 18 - 24 in the area compared to 9.6% in Greater Sydney. While it is understood young people are more likely to move between area to live work and study, the statistics show on the Northern Beaches that this extends to young adults 25 to 34 years(11.7%), also much lower than the Greater Sydney average of 16.1% .

There are some in the community that fear changes will impact their quality of life and that population growth will change the character of the area. They like their current ability to use services and facilities, and enjoy knowing they live here, with few wanting to move out of the area.

Effect on Social Sustainability + Priority Populations



The community have identified the importance of providing healthier and safer spaces, along with multi-generational living and appropriate dwelling design as solutions to population retention, good health, and growth.

The need to plan for an aging population was raised, including the need to assist older residents in staying in their own homes, improving mental health, and concerns expressed regarding profit-driven aged care facilities.

It will be difficult to balance the social issues associated with an ageing population if young adults continue to leave the community. In the context of social sustainability some of the issues created by an ageing population are:

- Decline in workforce participation including lack of care workers for elderly people
- Increasing burden on health and social services
- Risk to local economy with less workforce potentially spending money at local businesses
- Lack of vibrancy and multi-generational community life
- Social isolation as families move further apart and social networks are impacted

Social inclusion is an essential building block of a socially sustainable community. Understanding how all of the priority populations are connected formally and informally, and how they provide support to each other, will enable the strategy to set directions that effectively address social isolation.

HOUSING AFFORDABILITY AND SUITABILITY



Like a lot of metropolitan Sydney, social and affordable housing (SAH) stock is at historically low levels across the LGA with wait times in excess of 5 years. Median property prices and rents have increased significantly in the last 10 years, with growth expected to continue in an upwards trajectory.

Northern Beaches Council estimate that there is currently unmet demand for SAH to the order of 8,100. This potentially disguises additional unmet demand from households who want to live in the Northern Beaches but have been forced to relocate often at the expense of family and community networks.

The community places a high value on developing healthy, active communities that are friendly and supportive. There is great enthusiasm for initiatives that build a connected community, cultural and lifestyle opportunities.

There is limited diversity of housing across the Northern Beaches and the lack of supply in some housing types provides challenges for social sustainability. This is further impacted by the ageing population remaining in detached housing stock and the increasing demand for detached housing or larger apartments driven by growth in households of couples with children.

For the most recently available quarter, rents in the Northern Beaches LGA were rated as Severely Unaffordable to Extremely Unaffordable for a typical rental household.

Effect on Social Sustainability + Priority Populations

Priority Populations:



Affordability is important because the Northern Beaches region is losing people to other areas due to the high cost of living and the shortage of jobs with the exception of jobs in services, which tend to be lower paid. There is an acknowledged need for affordable housing for key workers and for young people.

As more and more people struggle to afford to live on the Northern Beaches the diversity of people who live here is likely to decrease, and therefore our adaptive capacity, is at risk.

Many residents acknowledge that increased density is required to provide more affordable options, which would then bring families into the area, and that housing affordability drives diversity. Affordable housing and affordable rental accommodation are required for inclusive and diverse communities.

Families, young people and key workers will continue moving out of the area to access affordable housing stock. Research shows that as housing prices increase there are effects on social cohesion, exclusion and social polarisation. The continued loss of these cohorts will further exacerbate the ageing population and a decrease in young people living on the Northern Beaches.

Social sustainability in housing means the ability to create inclusive, secure and healthy communities that are well integrated into the wider systems of the community. The community can support designing affordable housing projects that connect design of the physical environment with how the people living there need to use the space and relate to each other.

SOCIAL SERVICES FUNDING

Due to geographic isolation, limited and widely spread population base and perceptions of overall wealth and wellbeing there are a limited amount of services and service diversity in some sectors and areas. This can mean that there are limited providers of a specific service, with little opportunity for service choice, access or diversity for clients.

The state and federal government's 3-5 year competitive grants model has exacerbated a more competition based framework, making effective partnerships and collaboration more difficult. In some cases, this has led to services working less collaboratively with each other than in the past.

Local Not-for-Profits face the challenges of high purchase or rental costs for their premises, as well as accommodation and travel costs for their employees. This is one of a number of factors that support a community hub and co-location of services model.

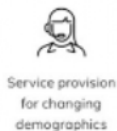
Several services now operate out of more affordable industrial areas such as Brookvale or Warriewood, which are not highly visible or accessible for many people. Ideally such services would be located in, or near, town centres with good visibility, accessibility and close to transport and where people live, work and shop.

High housing prices also mean that employees of Not-for Profits, many of whom are on low to average incomes, find it exceptionally difficult to afford to live in the area. This can mean long commuting times from areas such as the Central Coast or outer Sydney suburbs, making staff retention very difficult for service providers. The health, age and disability care sector seem particularly prone to this and has the added

disadvantage of staff needing to work evening and weekend shifts, where transport options are limited. These care staff are also predominantly female and there can be perceptions of safety with nighttime travel.

The lack of social housing options means that many services are dealing with repeat clients and issues. Client's problems are ongoing and exacerbated by their inability to access local affordable housing, a core human need. Clients can become despondent and more desperate, subsequently the demand for local short-term support services increases, with diminishing hope of long-term positive outcomes.

ACCESS TO SERVICES AND SUPPORT



Suicide rates, loneliness, household stress, and homelessness are issues that continue to exist in the community. Residents' comments acknowledge the importance of reasonable access to facilities and services and the establishment of smaller community hubs for community building.

Social and community services are predominantly delivered by Not-For Profit and charitable organisations. The funding landscape for this sector has changed dramatically over the last decade with a move away from traditional block funding through introduction of the National Disability Insurance Scheme (NDIS) and My Aged Care (MAC) system. The transition to these systems has not been smooth for all participants and has had a significant impact on many smaller local service providers who have either merged with bigger organisations or ceased operation. The full impact of these changes will not be completely understood for a number of years.

Adding to this challenge is an increasing push from government funding bodies to streamline funding contracts with a trend towards awarding contracts to organisations who can cover multiple geographic areas or regions such as all of Northern Sydney. The result has seen an increasingly competitive tendering landscape and for some areas a reduction in the number of providers in the area. One challenge of this approach to funding is it often means services are located outside of the Northern Beaches LGA and the community need to travel to access support when it is needed.

This is particularly challenging for the Northern Beaches not-for-profit sector who anecdotally already have difficulty securing funding. This is largely to do with the ongoing perception of being an affluent area based on the available demographics and data with the inability to evidence existing unmet demand for service other than anecdotally. This will increasingly become an issue as demographics continue to change and will impact on the ability of service providers to obtain funding required to meet increasing demand, especially with an ageing population.

Pockets of LGA with less access to services

Due to the geographic constraints on the LGA, some local centres are still relatively isolated from district level services. Access to higher order social infrastructure, requires residents to drive to larger town centres which will increasingly become an issue with an ageing population.

The Northern Beaches is a highly car dependent LGA which directly affects those who for whatever reason must utilise public transport to move around the LGA. Within each community and town centre, there should be a range of local social infrastructure within walking distance, or at minimum the ability for people to move easily within the LGA to access the services they need.

Currently the LGA has limited accessibility by public transport, which can make it difficult to accommodate new dwellings close to jobs and services as well as to access essential services for those with mobility challenges.

The community feel wellbeing and mental health services should be strengthened, particularly for those in at-risk groups. Improved health outcomes for youth and the Aboriginal and Torres Strait Islander population

should be a priority. There is a concern that youth suicide is a significant problem despite the affluence of the area.

Residents reported the lack of local services for people with disability means that many must travel to other parts of Sydney to access specialised services. There are also issues around the lack of housing options and support for people with disabilities, and services to allow the elderly to age in their own homes.

Effect on Social Sustainability + Priority Populations



Without appropriate services available to meet the needs of the changing demographics, it will be increasingly challenging to promote and ensure ongoing participation of priority populations.

Access to services such as health (including allied), aged care, community services and childcare is critical for maintaining participation within the community (economic and social) as well as ensuring equity between demographic groupings. If unable to effectively plan and adapt services for the changing population in the next 20 years, there is a risk that some groups will be adversely affected by insufficient access.

It is more important than ever to monitor and plan for the impacts of our changing demographics, especially for trends that are different or accelerated to Greater Sydney. As state and federal government funding changes, careful advocacy and planning is required to ensure funding of services that are locally based and meet the changing needs of the community.

MENTAL HEALTH + SOCIAL ISOLATION

The Northern Beaches community are passionate about addressing the effects of social isolation and improving our ability to respond to changing need. Social isolation is fast becoming a major challenge to ensuring connection and inclusion to the wider community, with 1 in 5 people now living alone on the Northern Beaches.

Evidence also shows that 10% of our children under 15 and 12% of our young people aged 15-18 are affected by mental illness, which is consistent with other LGA's within the Northern Sydney Department of Communities and Justice District. While overall the outcomes for these groups are expected to be better than the NSW average the exception is a higher percentage of this group (40%) expected to use NSW mental health services in the future compared to the average across NSW (36%).

This indicates a strong likelihood that demand for Mental Health services will continue to grow with increasing demand on an already stretched system experiencing long waiting lists of up to 3 months. With rapid population increases and stagnate staffing levels in services leading to acute and severe cases being prioritised.

Local service providers have indicated there are many factors impacting on young people including loneliness, normalisation of use and access to drugs and alcohol, social isolation and social media and the stigma associated with mental health leading to concerns about reaching out. These factors seem to be contributing to increased community anxiety around youth suicide, despite local police data now indicating that middle aged men are at highest risk of death by suicide on the Northern Beaches.

Effect on Social Sustainability + Priority Populations



"Mental Health is recognised as the leading cause of disability worldwide and that it can severely impact on the social functioning of those affected, it undoubtedly affects the social sustainability of communities globally" (Maughan & Burgess, 2016)

Addressing mental health challenges within the community is critical to restore the social capital which is lost through mental illness (housing, education, employment and community connectedness) as well as relating to the societal support required to continue providing care. For mental healthcare to remain socially sustainable on the Northern Beaches, the area needs to be able to maintain a workforce that is capable of providing this care.

If the current trend towards working from home becomes permanent it is timely to consider the effects of this trend for our ability to remain a socially sustainable and inclusive community. The importance of work to strengthen social connections is widely recognised particularly for people living in apartments to improve social sustainability as housing density continues to increase.

While the Northern Beaches overall has a lower level of high density living than Greater Sydney, as the Northern Beaches move to look at ways to address housing affordability and suitability it is prudent to consider as a community how best to maintain social cohesion to mitigate the significant social sustainability challenges that potentially arise from an increase in social isolation.

POCKETS OF DISADVANTAGE

It is acknowledged as a strength the high level of socioeconomic advantage for the Northern Beaches; however, there are small pockets of relatively disadvantaged populations. These pockets are primarily located in Narrabeen, Dee Why, Narrabeen and Brookvale.

For these populations, the unique experience of being a low-income earner in a high socioeconomic area brings additional challenges. Some of these challenges are related to the perceived lack of need in the area which results in Social Services funding frequently being directed to areas with data-based evidence demonstrating socioeconomic need, as well as potentially the high cost of living in the area magnifying the effect of poverty on health. It is important to identify these populations so that targeted support can be provided that enables them to participate and promotes social inclusion.

The OECD also express concerns that while volunteering on a whole is a positive for the community and individuals, there is a risk that it further excludes those who have less to start with. In building on our significant strength in the area of volunteering, it is important to ensure that volunteering opportunities can be accessed by a wider range of people, delivering the wellbeing benefits of volunteering also to more disadvantaged populations living in the community.

ESSENTIAL WORKERS

Every community requires key workers to deliver essential services, highlighted recently with the COVID-19 pandemic, and to ensure diversity across the community. The Northern Beaches is no different and with an ageing population there will be an increasing demand for roles providing health and care support for this demographic. Essential workers are increasingly being acknowledged as the new working class, moving away from the "white, male manufacturing archetype" towards a much more diverse workforce who are more likely to be serving and care for people than to be making stuff.

Along with delivering critical services for the community, essential workers are also an important contributor to the diversity of the community. Essential workers are more likely to be women and/or Culturally and Linguistically Diverse (CALD), for example 78% of the Health Care and Social Assistance industry in Australia is made up of women. This means the people employed as essential workers are more likely to be marginalised and statistically more likely to experience discrimination and structural inequalities.

Effect on Social Sustainability + Priority Populations



Attracting and enabling essential workers to live and work on the Northern Beaches is critical to managing the changing demographic profile of the LGA and creating a socially sustainable community in the long term.

Diversity, and the ability of a community to successfully manage the integration of cultures is essential for the long-term resilience and capacity of a community to withstand and successfully navigate social change.

HOW YOU CAN CONTRIBUTE TO BUILDING SOCIAL SUSTAINABILITY

You can contribute to building a safe, inclusive and connected community on the Northern Beaches by reading this discussion paper and providing feedback on the strengths, challenges and opportunities that are facing the Northern Beaches community.

APPENDIX 1

DEFINITIONS AND KEY TERMINOLOGY

Social Sustainability

The OECD definition of social sustainability blends traditional social policy areas and principles, such as equity and health, with emerging issues concerning participation, needs, social capital, the economy, the environment, and more recently, with the notions of happiness, wellbeing and quality of life.

Inclusion

When a diversity of people (e.g. of different ages, cultural backgrounds, genders) feel valued and respects, have access to opportunities and resources, and can contribute their perspectives and talents to improve their community.

Wellbeing

A complex combination of a person's physical, mental, emotional and social health factors. Wellbeing is strongly linked to happiness and life satisfaction. In short, wellbeing could be described as how you feel about yourself and your life.

Resilience

The ability of communities to respond positively to unexpected social, political, environmental and economic events.

Social Capital

Networks (links between groups or individuals) together with shared norms, values and understandings that facilitate co-operation within or among groups.

Capacity building

The process used by which individuals and organisations obtain, improve and retain the skills, knowledge, tools, equipment and other resources needed to their jobs competently.

Adaptive capacity

The ability of the community, systems and individuals to adjust to potential damage, to take advantage of opportunities, or to cope with the consequences over time.

Social cohesion

A socially cohesive society is one that works towards the wellbeing of all its members, fights exclusion and marginalisation, creates a sense of belonging, promotes trust and offers its members the opportunity of upward mobility.

Social isolation

The absence of social contact that can lead to loneliness.

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