

2.4 MONASH HEALTH & WELLBEING PLAN 2021 – 2025

Responsible Director: Russell Hopkins

EXECUTIVE SUMMARY

PURPOSE

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

Following Council's endorsement the Monash Health & Wellbeing Plan 2021-2025 will be submitted to the Victorian State Government in accordance with the legislative requirements of the Public Health and Wellbeing Act 2008.

KEY CONSIDERATIONS

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

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

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

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

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

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

FINANCIAL IMPLICATIONS

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

or actions require additional resourcing, funding will be sought through Council's annual budget process or through external sources.

CONCLUSION/RECOMMENDATION

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

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

ATTACHMENTS

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

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

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

Attachment 3: *Public Exhibition Feedback*

Attachment 4: *Health & Wellbeing Plan 2021-2025 Survey Summary Report*

Attachment 5: *Monash Health & Wellbeing Plan 2021 – 2025 Consultation Summary Report*

MONASH HEALTH & WELLBEING PLAN 2021 – 2025

Responsible Director: Russell Hopkins

RECOMMENDATION

That Council endorse the 'Monash Health & Wellbeing Plan 2021 – 2025' and its companion document 'Monash Health & Wellbeing Plan 2021 – 2025 Our Community: A Snapshot 2021'

INTRODUCTION

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

Following anticipated Council adoption, the Plan will then be submitted to the Victorian State Government for adoption in accordance with the legislative requirements of the Public Health and Wellbeing Act 2008.

BACKGROUND

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

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

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

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

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

The *Monash Health and Wellbeing Plan 2021 - 2025* also incorporates Council's Disability Action Plan in adherence with the Victorian Disability Act

2006 and aligns to the broad vision of the new draft Council Plan 2021 – 2025.

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

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

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

The Plan was endorsed at the August 2021 Council meeting for public exhibition. The plan before Council considers all feedback received during the consultation period.

DISCUSSION

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

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

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

It identifies different cohorts of our community and settings and the specific priorities for each including those with disabilities and their carers, our diverse multicultural community, sustainability and climate change, community safety, gender equity, prevention of violence against women and children, LGBTIQ+ inclusion, age-friendly, sport and recreation, Aboriginal and Torres Strait Islander people, libraries, neighbourhood houses, arts and culture, children, young people and families, place-making and community grants, those experiencing homelessness and those socially isolated and at-risk of loneliness.

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

- 1) **Framework, Monash Health & Wellbeing Plan 2021 – 2025** which outlines the 27 health and wellbeing priorities under the pillars of *Active & Healthy; Engaged, Confident & Connected* and *Safe & Respectful*, that Council will focus on and seek outcomes against over the next four years.
- 2) **Four Year Strategic Action Plan, Monash Health & Wellbeing Plan 2021 – 2025** which identifies the health and wellbeing priorities for the next four years and high-level priority actions Council will enact to achieve its' stated four year outcomes. The high-level plan identifies the outcomes Council commits to against each priority for the next four years and indicators to measure the progress, learnings and success of our actions.
- 3) An **Action Plan** which sits under the Four Year Strategic Action Plan will be released every two years and which operationalises the initiatives to be implemented, monitored and evaluated to achieve our four-year strategic plan.
- 4) **Our Community: A Snapshot** which provides detailed statistics and evidence in relation to the health and wellbeing priorities outlined in the Plan. Council will release a new edition of the '*Our Community Snapshot*' document in each year of the plan to ensure current data and evidence-based and to measure the impact of the Plan.

CONSULTATION

Consultation Methodology

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

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

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

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

Survey

Council undertook a municipal-wide survey that was open for a period of 12 weeks and received 375 completed surveys. The Monash Health & Wellbeing Survey focused on establishing key public health priorities for Monash and understanding what was important to our community in relation to their health and wellbeing. The Survey Summary Report is attached (**Attachment 4**).

Deliberative Engagement Consultation

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

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

Extensive focus groups, targeted advisory committee consultations and one-on-one consultations resulted in 35 meetings with approximately 380 stakeholders being consulted in the development of this plan. Key themes are summarised in the Consultation Summary Report (**Attachment 5**).

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

Public Exhibition August 2021

The draft *Monash Health & Wellbeing Plan 2021 – 2025* and its companion document *Monash Health & Wellbeing Plan 2021 – 2025: Our Community: A Snapshot 2021* were placed on public exhibition for a period of four weeks from August 2021.

Public exhibition included:

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

Overall the plan was received extremely positively by the Monash community, which understood the significance of the State-legislated, evidence-based plan in shaping and influencing the public health priorities for the community over the next four years.

The Shape Monash webpage that exhibited the draft plan, received 28 formal submissions. Issues of particular importance raised by the respondents were: climate change and health, mental health, gender equity, LGBTIQ+ inclusion, the importance of volunteering, supporting young people, supporting vulnerable people in the community, free physical activity sessions in open spaces and healthy eating.

Overall the plan appeared to meet the needs of the community and be representative of all in the community.

A number of minor amendments to the plan have been made, predominantly to ensure language is inclusive, accurate and representative of the issue or the cohorts affected.

To view the public exhibition feedback, please see **Attachment 3**.

Population data collection and analysis

To support the municipal-wide survey and extensive focus group consultations conducted for the plan, an in-depth analysis of population health and census datasets specific to the Monash community was undertaken. This data collection process provides the evidence-base as to what the key population health statistics and priorities are for the Monash community. It also sets the benchmark for where Monash sits at the beginning of this Plan cycle and where we aspire to be by 2025.

Consultation, survey and data analysis

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

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

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

Guiding Principles

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

- Health Promotion
- Gender Impact Assessment
- Climate Change
- Intersectionality

- Health Equity
- Access & Inclusion
- Resilience
- Innovation

Development of our Priority Areas

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

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

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

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

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

Framework Monash Health and Wellbeing Plan 2021 – 2025

<u>PILLAR 1 - ACTIVE & HEALTHY</u> <i>A city dedicated to optimal health and wellbeing for its community</i>	<u>PILLAR 2 - ENGAGED, CONFIDENT & CONNECTED</u> <i>A city which actively listens, engages and values community voice in shaping its own future</i>	<u>PILLAR 3 - SAFE & RESPECTFUL</u> <i>A city where every member of the community is valued and respected</i>
<u>Healthy Lifestyle</u> 1. Active Living 2. Healthy Eating and Preventing Obesity 3. Harm Prevention	<u>Connected:</u> 11. Active Community engagement 12. Creative Expression & Community Events 13. Lifelong learning 14. Strengthening Neighbourhoods and Communities	<u>Advocacy:</u> 18. Advocacy and policy
<u>Healthy Minds;</u> 4. Loneliness 5. Mental Health 6. Strong Connected Families & Resilient Young People 7. Age-Friendly	<u>Supported;</u> 15. Accessible and Affordable 16. Homelessness & Social Housing 17. Assertive Outreach	<u>Inclusive for all;</u> 19. Addressing All Forms of Discrimination 20. Equitable Communications 21. Fair For All Abilities 22. Gender Equity 23. LGBTIQ+ Inclusion 24. Celebrating Diverse Communities 25. Aboriginal & Torres Strait Islander Reconciliation
<u>Healthy Environments;</u> 8. Built Spaces 9. Open Spaces and Green Spaces 10. Climate Change and Health		<u>Safe communities;</u> 26. Preventing violence against women and children 27. Community safety

Implementation and Evaluation Process

Every two years, officers will develop an operational action plan which sits under the Four-Year Strategic Action Plan and will outline the initiatives that will be implemented, monitored and evaluated to achieve the four-year strategic plan. Every directorate in Council will have actions and evaluation responsibilities.

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

In progressively reviewing the Plan, Council will:

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

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

POLICY IMPLICATIONS

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

SOCIAL IMPLICATIONS

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

HUMAN RIGHTS CONSIDERATIONS

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

GENDER IMPACT ASSESSMENT

As the *Municipal public health and wellbeing plan* is considered to have a direct and significant impact on the Monash community, a gender impact assessment

(GIA) has been undertaken as part of this work and as a result has informed the language and actions within.

Gender and intersectionality have been considered in the research and writing the Plan, and are strongly reflected. The GIA identified some key health assumptions by the project team which were explored through the desktop review and community consultation, such as gendered differences for physical activity, community safety, mental health and caring responsibilities.

To address gender and intersectionality targeted education, campaigns, shifting attitudes and behaviour, training and promoting support services were identified as key solutions to responding to these priorities in Monash over the next four years.

FINANCIAL IMPLICATIONS

The *Monash Health & Wellbeing Plan 2021- 2025* will generally be implemented within existing Council resources. Should particular projects or actions require additional resourcing, funding will be sought through Council's annual budget process or through external sources.

CONCLUSION

The *Monash Health & Wellbeing Plan 2021 – 2025* and its companion documents have been prepared for Council endorsement and submission to the Victorian State Government.

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

ATTACHMENTS

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

Attachment 3: *Public Exhibition Feedback*

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

Attachment 5: *Summary of Draft Plan Consultation*