

# Thriving Children, Young People and Families Strategy

Supporting the  
health, wellbeing and  
positive development  
of children, young  
people and their  
families in the  
City of Whittlesea



# Contents

**‘All children and young people need to feel that their world is a safe place where people will care about them, where their needs for support, respect and friendship will be met, and where they will be able to get help to work out any problems.’<sup>1</sup>**

## Acknowledgement of Traditional Owners

The City of Whittlesea recognises the rich Aboriginal heritage of this country and acknowledges the Wurundjeri Willum Clan as the Traditional Owners of this place. The City of Whittlesea pays respect to the Wurundjeri people and their Elders, past and present.

Aboriginal and Torres Strait Islander people are advised this report may contain names and images of deceased people.



## Whittlesea 2040: A place for all

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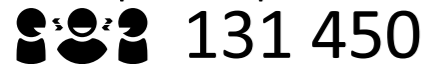
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# A Message from the Working Group

We are pleased to present the City of Whittlesea's Thriving Children, Young People and Families Strategy.

Our children and young people are an important part of our community accounting for almost one in three residents, with approximately 67,000 children and young people aged zero to 25 years in the City of Whittlesea.<sup>5</sup>

With a rapidly increasing population, it is important we continue to provide the services and support for our growing number of families to help children and young people achieve their full potential.

**Thriving Children, Young People and Families ensures that we can continue to strengthen our liveability and the services we offer all families.**

Providing all children and young people with the opportunity to grow, develop and connect in a safe and caring environment is a responsibility we all share across the community. **They deserve every opportunity to develop positive pathways in life.**

Thank you to all who contributed to the development of this strategy especially the children and young people.

Together, we look forward to partnering with families, the community and service providers to achieve the objectives and aspirations of **Thriving Children, Young People and Families.**

**The City of Whittlesea is a child safe organisation and has zero tolerance for child abuse.**

**We are committed to the safety, wellbeing and dignity of all children and young people.**



A woman with dark hair, smiling warmly, is holding a baby wrapped in a white and black checkered blanket. The baby is wearing a white hat. The background is a soft-focus outdoor setting with trees and a building.

# About Thriving Children, Young People and Families

‘Every child and young person should have the best possible start in life. They should thrive, learn and grow, and know that they are valued and respected.’<sup>2</sup>

## Overview

**Thriving Children, Young People and Families** outlines the City of Whittlesea’s evidence-based approach to supporting the health, wellbeing and positive development of children, young people and their families in the municipality. It responds to the needs of people from before birth to 25 years.

**It aims to start a conversation, to inspire innovation and to provide a flexible and adaptive framework to work from.**

## Developing the Strategy

In developing the strategy, we considered several factors that influence the outcomes for children, young people and their families including: communities, the environment, and economic and government landscapes.

We also used many sources such as community consultation, research, demographic data, best practice guidelines and community and Council plans.

**Thriving Children, Young People and Families** is aligned to current federal and state policies. This is important as the City of Whittlesea works within a complex and dynamic regulatory environment, particularly in the areas of Maternal and Child Health and Early Years.



# Policy Context

## National and State priorities

**Thriving Children, Young People and Families** provides the strategic direction for Council to meet its requirement under the Local Government Act (1989) to build safe, healthy communities and to provide equal access to services and facilities.<sup>3</sup>

The National and State priorities outlined in the documents below are examples of some frameworks that reinforce the need for this strategy. They also support Council's commitment to build safe, healthy communities and to provide equal access to services and facilities.

- Education and Care Services National Regulations and Law
- Victorian Child Friendly Cities and Community Charter
- Victorian Early Learning and Development Framework, 2016
- Belonging, Being & Becoming - The Early Years Learning Framework for Australia, 2009
- Department of Education and Training: 2019-2023 Strategic Plan
- Marrung-Aboriginal Education Plan 2016-2026
- Department of Health and Human Services Roadmap for Reform: children and families – Progress and Directions 2018
- Koolin Balit: Victorian Government Strategic Directions for Aboriginal Health 2012-2022
- The Early Years Compact 2017-2027
- Youth Policy: Building Stronger Youth Engagement in Victoria.

## Local priorities

Locally, **Thriving Children, Young People and Families**:

- **Aligns to:** *Whittlesea 2040: A place for all* – the City of Whittlesea's long term-vision which guides all of Council's work and partnerships with the community and other key stakeholders operating within Whittlesea.  
It directly works towards Goal 1: Connected Community. The work undertaken through this strategy also intersects with the three other Goals: Liveable Neighbourhoods, Strong Community and Sustainable Environment.
- **Aligns to:** *The City of Whittlesea's Child Safe Policy 2019* – highlights our commitment to a child safe organisation.<sup>4</sup>
- **Integrates:** the approach between the following frameworks:
  - *Early Years Policy*
  - *Middle Years in Whittlesea: A Collective Response*
  - *Family Strengthening in the City of Whittlesea: An Outcomes Framework*
  - *YouthPlan2030+*
  - *Aboriginal Inclusion Charter*
  - *Stretch Reconciliation Action Plan 2017-2020.*

There are many other policies and frameworks the strategy is linked to. This highlights how we work within a complex and dynamic regulatory environment, particularly in the areas of Maternal and Child Health and Early Years.

### Whittlesea 2040

### Council Action Plan

### Thriving Children, Young People and Families Strategy

### Maternal and Child Health Regulations

### Early Years Policy

### Middle Years in Whittlesea: A Collective Response

### Youth Plan 2030+

## Local Government's role

Council has the capacity to influence many of the determinants of health, wellbeing and positive development through a broader role as:

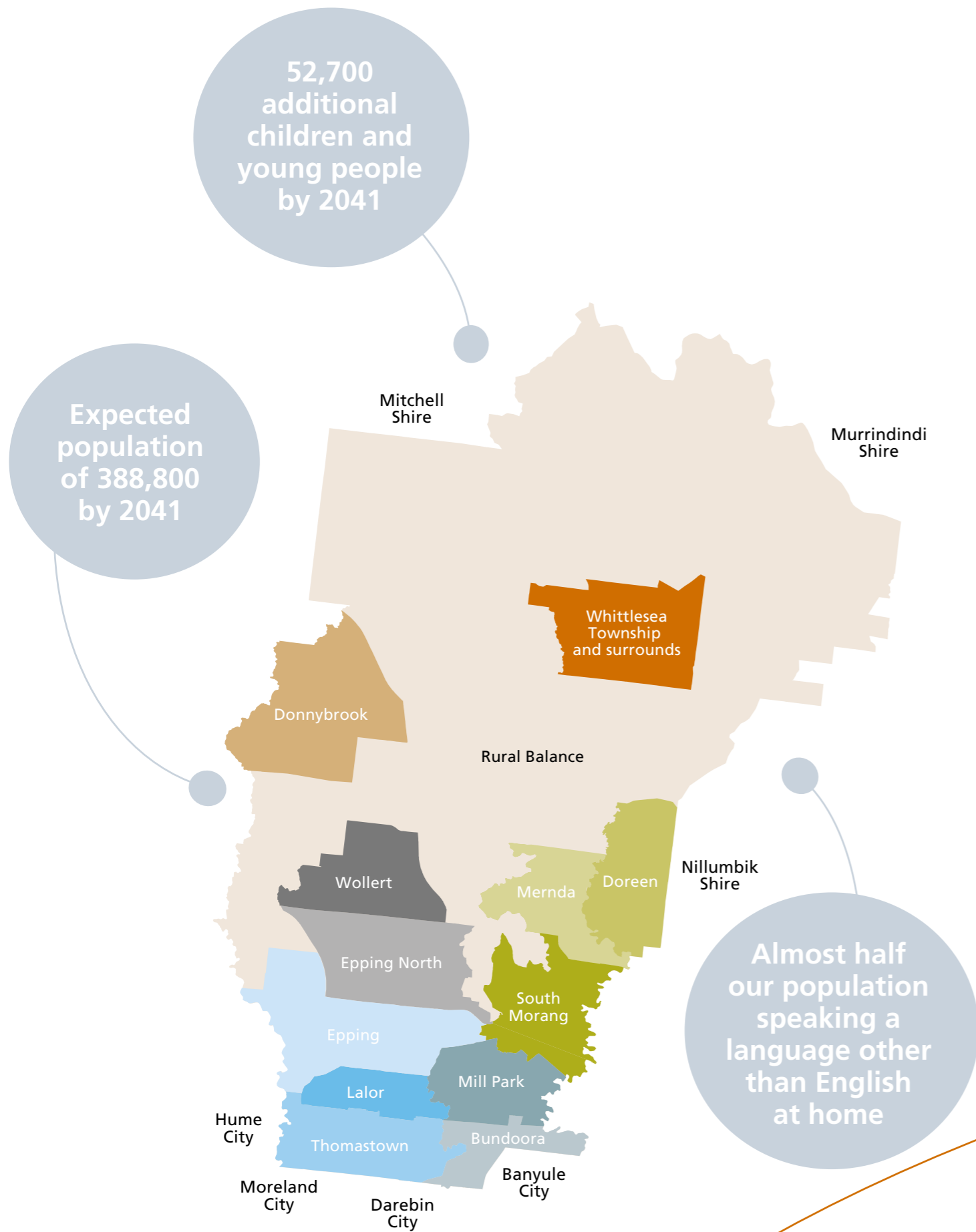
**Provider**  
Planning and providing social and physical infrastructure that ensures the provision of quality, integrated services and programs for children, young people and families.

**Advocate**  
Working with, and on behalf of the community to ensure services, programs and infrastructure remain accessible, responsive and coordinated and are informed by evidence and research.

**Facilitator**  
Facilitating education, partnerships and strategic networking opportunities to build the local service system, and strengthen the capacity of children, young people and families.



# About Whittlesea



The City of Whittlesea is in Melbourne’s metropolitan northern fringe, about **20 kilometres from the city centre.**

**We are one of Melbourne’s largest municipalities, covering a land area of approximately 490 square kilometres.<sup>5</sup>**

The Wurundjeri Willum Clan of the Woivurrung language group are the **Traditional Owners of the area.**

Our municipality includes the major rural centre of Whittlesea Township, the rural localities of Beveridge, Eden Park, Humevale, Kinglake West, Woodstock and Y an Yean as well as the established and growing urban suburbs of Bundoora, Doreen, Epping, Epping North, Wollert, Donnybrook, Lalor, Mernda, Mill Park, South Morang and Thomastown.

We are experiencing rapid population growth and a change in our demographic profile. **By 2041, we are expecting to grow to more than 388,800 residents (a 69 per cent increase from 2019).<sup>6</sup>**

More of our households consist of families with children when compared to Greater Melbourne and although the population will age into the future, the community will predominantly remain as younger families seen through our younger demographic profile:

- There is a **lower median age and higher proportion of children and young people aged zero to 24 years** compared to Greater Melbourne<sup>5</sup>
- By 2041, we also expect to see an **increase of approximately 52,700 additional children and young people, aged zero to 24 years** (a 66 per cent growth from 2019)<sup>6</sup>
- It is **estimated that 3,706 children will be born in 2019** (approximately 71 births per week) and by 2041 this will increase to around 5,793 births (approximately 111 births per week).<sup>6</sup>

**We have a diverse community, with almost half our residents speaking a language other than English at home (44.1 per cent) and more than a third of the population born overseas (35.5 per cent).** We also have the **second largest population of Aboriginal and Torres Strait Islander people in Metropolitan Melbourne with 1,639 (0.8 per cent) residents.<sup>5</sup>**





# Engagement

**Thriving Children, Young People and Families considers the views of children, young people, parents/carers and community service providers in the City of Whittlesea.**

A wide range of stakeholders were invited to engage in developing this Strategy. We established a steering committee to help form and guide its ongoing development.

Over 41 consultations were held with community service providers and Council staff who shared professional perspectives as well as their priorities for the municipality now and into the future.

We also considered key insights from major community consultations that captured the voices of children, young people and families from more than 7,000 residents collectively, such as:

- Whittlesea 2040: A place for all consultations<sup>7</sup>
- City of Whittlesea 'What Makes a Good Life' consultations<sup>8</sup>
- City of Whittlesea Household Survey report<sup>9</sup>
- A range of community consultations which included various cultural groups and Aboriginal and Torres Strait Island communities.

Finally, the Strategy uses the *The Nest* action agenda which is Australia's first evidence-based framework for national child and youth wellbeing (0-24).<sup>19</sup> It sets out the most effective ways to achieve the outcomes which matter most if Australia's children and young people are to fare better. These outcomes are:

- Being loved and safe
- Having material basics
- Being healthy
- Learning
- Participating
- Positive sense of culture and identity.

All of this was brought together to inform **Thriving Children, Young People and Families**.

We considered key insights from major community consultations

Capturing the voices of more than 7,000 residents





Expected population of 382,896 by 2041

50,000 additional children and young people in the next two decades

124 births per week by 2041

## What the research and evidence tells us

There is established international and national evidence that the development of the brain is an ongoing process that begins at birth and continues through to the end of adolescence (25 years). It is also evident that life experiences and circumstances of a child and/or young person impacts substantially on the way the brain develops, directly impacting on the health, wellbeing, social and educational outcomes for that child and/or young person.

Integral to healthy brain development are supportive family relationships and positive learning experiences. This should also be coupled with universal access to services and support to families where they are faced with stressful circumstances and lower levels of resilience.

The research confirms the importance of an accessible and high quality universal service system and local environments for children, young people and their families that nurture community connections. Targeted, flexible services that respond to the particular needs of individuals who are experiencing disadvantage and/or are vulnerable during key stages across the life course are paramount.

'The ecological perspective identifies what supports the development of children and young people.'





## The life-course



**References:**

- Bronfenbrenner (1979)
- Victorian Child and Adolescent Framework (2008)
- Youth Support and Advocacy Service (2012)

## The life-course

At the City of Whittlesea, we consider the needs of children from the early years, through the middle years, into older adolescence and young adulthood, otherwise known as the life-course.

This strategy outlines the key ages and stages of development and develops an integrated plan using this framework.<sup>10</sup>

The health, development and wellbeing of children and young people, and the functioning of their families is shaped by environmental factors. The life-course perspective outlines ages and stages of development, and the Ecological Perspective locates children and young people in the context of their family, community and wider society. The ecological perspective identifies what supports the development of children and young people. The factors that impact on positive development of children and young people are illustrated opposite.





## Summary Profiles

Based on a review of current research, consultation and literature, we have developed characteristics for key age groups to better describe our target community and their needs.

Each profile contains:

- A general overview of the developmental stage
- A summary of feedback from consultations
- Information on how the City of Whittlesea is faring.

## The early years: before birth to eight years

### About\*



The early years is a critical stage in establishing important skills and behaviours essential to a child's lifelong learning, behaviour and health.<sup>11</sup>

During this period of development, self-regulation occurs as children expand their social world outside the family.

Development is influenced by genetics, traits inherited from parents, and the environment in which a child lives. Whilst genes provide the initial map for brain development, it is the experience and relationships that babies and children have that sculpt their brains.<sup>12</sup>

Factors important to the early years include:

- A rich variety of positive experiences and nurturing relationships within the family, school, organisations and the community
- Exposure to early literacy and play based learning
- Good health, nutrition, exercise.<sup>13,19</sup>

### What was said



Findings from the 'What Makes a Good Life' consultations and the 'Whittlesea 2040: A place for all' consultation highlighted children in the early years are deeply attached to their family and their family's role in providing safety, love and care for them at home.

They also related feeling loved and valued to family, community and recreational activities. This meant belonging to family, kindergarten, playgroup, childcare and being involved in community events, social activities and sports.

*'Singing songs with mum and dad makes me happy'*

*'My rabbit, my cat, my dog makes me happy at home'*

*'Family, toys, playing outdoors and drawing makes me happy'*

### How is the City of Whittlesea faring?



There is a lot we can celebrate and be proud of when it comes to the health and wellbeing of children in our community.

- We have one of the highest immunisation rates in the state with 97 per cent of children under six years of age fully immunised.<sup>14</sup>
- In 2017, participation rates in funded kindergarten remain very high, where 93.7 per cent of eligible children participated in funded (four-year-old) kindergarten services.<sup>15</sup>
- We are seeing an increasing trend across Aboriginal children being enrolled in a kindergarten program or receiving Early Start Kindergarten support in 2018 compared to 2017.<sup>18</sup>

There are, however, some areas that require increased focus:

- The Australian Early Development Census shows that one in five children starting school are assessed as vulnerable on one or more aspects of development. This has improved over recent years but remains higher than average in the established areas of the municipality.<sup>16</sup>
- A higher proportion of children enrolled in kindergarten attract kindergarten fee subsidy (KFS) compared to the statewide level. This is reflective of the low socio-economic status of the area and high levels of disadvantage.<sup>18</sup>

\*These characteristics only describe a generalised development and it is acknowledged that all children and young people have unique developmental pathways and varied experiences.



## The middle years: eight to 12 years

### About\*



Children and young people in the middle years have an increased awareness of themselves, their identity, and the world around them.<sup>17</sup>

Interests, knowledge, skills, talents and competencies are formed; interdependent relationships change and grow in complexity; and individual identities shaped by experience and circumstances are developed.<sup>18</sup>

There is a significant extent of change in this period, as children approach puberty and adolescence, and therefore the risk of developmental vulnerability is higher.<sup>19,20</sup>

As in the early years, there are number of parental, family and social or economic risk factors that can impact on positive outcomes during this period. Positive family relationships are critical for wellbeing and development.

In response to a growing body of research, it is widely acknowledged that children in the middle years require coordinated support frameworks to respond to their unique developmental and emotional needs (e.g. programs that develop confidence levels in transitioning to secondary school).

Factors important to the middle years include:

- Opportunities to engage with peers and to express themselves through a range of activities and after school activities (e.g. youth organisations, music or art lessons and sport)
- Access to opportunities for civic participation.

*\*These characteristics only describe a generalised development and it is acknowledged that all children and young people have unique developmental pathways and varied experiences.*

### What was said



Findings from the 'What Makes a Good Life' consultations and the 'Whittlesea 2040: A place for all' consultation highlighted how relationships, other people's behaviour, safety, financial stability and basic needs were important to children in the middle years.

*'Good family, good friends and nice people'*

*'Family problems, bad neighbours, mean people, bullies, negative energy, rude comments, arguments, hurtfulness and disrespect'*

*'Not enough jobs or money'*

### How is the City of Whittlesea faring?



While data measuring these areas is limited at the local level, we know that the middle years should remain an area of focus for the City of Whittlesea.

According to Australian Research Alliance for Children, we see a decline across multiple indicators of wellbeing in the middle years. As children transition from primary school to secondary school. There is:

- A decline in students who report feeling listened to and connected to adults
- A decline in students' belief about their academic ability
- A decline in how connected and valued they feel at school
- Around one in three children in the middle years that report high levels of worry.<sup>21</sup>

## Young People: 13 to 25 years

### About\*



**13 to 17 years:** During this stage, most young people will complete puberty, finish physical growth and begin the transition to adulthood. They are more likely to be influenced by peers and their relationships will mature with both family and friends.<sup>22</sup> It is important to nurture developmental assets such as: competence, confidence, connection, character and caring.

By developing such assets, young people are more likely to thrive and less likely to engage in high risk-taking behaviours. At the same time, ongoing positive interactions and relationships within the family, school, organisations and the community are required. Prevention and intervention for those who are vulnerable and at risk need to be timely, coordinated and collaborative.<sup>17</sup>

**18 to 25 years:** The 'emerging adult period' – typically when a person moves from dependence to independence, when they explore opportunities and their potential and make commitments to ongoing roles in life.<sup>22</sup> These young adults are capable of:

- More complex thinking
- Diversity in thinking
- Developing mature relationships
- Regulating emotions
- Moderate risk-taking and decision making.<sup>23,19</sup>

**Transitions are important during this period with many young adults experiencing transitions into further education and training, the workforce and independent living. This is a critical period for developing positive mental health and wellbeing, but at the same time carries a risk of developing significant mental health issues. Now in particular, information and support are required to improve the wellbeing of young people.<sup>24</sup>**

Factors important to young people include:

- Positive interactions and relationships within the family, school, organisations and the community
- Increased access to critical support services, education, and employment opportunities
- Increased opportunities to participate in community life and connect with other young people.<sup>19</sup>

### What was said



According to the 'What Makes a Good Life' consultations; as young people get older 'being able to do things' becomes more important.<sup>8</sup> When asked about hopes for Whittlesea for 2040, young people needed more opportunities to enjoy recreational activities and have access to basic needs.<sup>8,7</sup> Young people recognise that educational attainment is key to long-term prospects and that employment provides income, personal and professional development and a sense of responsibility.<sup>8,25</sup>

*'My friends and my family being able to get groceries every week is important'*

*'Good recreational areas to go to, ovals, community centre'*

*'I hope for a safer community for my family to trust me to go out and live my life'*

### How is the City of Whittlesea faring?



- In 2018 to 2019, 182 babies were born to mothers aged 15 to 24 years in the City of Whittlesea.<sup>26</sup>
- The 2016 Census shows:
  - of the young adult population (aged 18 to 25 years), 36.7 per cent were employed full-time and 39.1 per cent were employed part time. They were more likely to be working part-time than the broader working-age population.<sup>27</sup>
  - 9.8 per cent of 15 to 24 year old people were disengaged with employment and education, compared to 7.5 per cent in Greater Melbourne.<sup>28</sup>

*\*These characteristics only describe a generalised development and it is acknowledged that all children and young people have unique developmental pathways and varied experiences.*



## Parents and Families

### About



The family environment is central to the health and wellbeing of the members of the family and especially for children and young people.

Children thrive at home and at school when their parents are supported. There is increasing recognition that improving childhood wellbeing, health and educational outcomes and ultimately reducing social disadvantage is powerfully connected to supporting parents in their parenting role.<sup>29,30</sup>

Families are where the most important prevention and early intervention occurs<sup>31</sup>, and growing up in a supportive and nurturing home environment is especially important and can counteract the effects of persistent poverty.<sup>32</sup>

Children and young people who are loved and safe are confident, have a strong sense of self-identity, and have high self-esteem. They are enabled to respond constructively to setbacks and unanticipated events.<sup>38</sup>

### What was said



Parents want to be well-informed of factors impacting their family quickly. They want more low cost, free, social activities and events near them.<sup>8</sup> Issues including the cost of living, financial stress and traffic congestion impact on their quality of life.<sup>7,8</sup>

According to the 'What Makes a Good Life' consultations and the 'Whittlesea 2040: A place for all' consultation, there is an inherent need for more improved referral pathways and linking families to professional services.

Both research and feedback from consultations with community service professionals highlight how services in place to support children, young people and their families are under increasing demand and report service gaps across the municipality as they struggle to keep up with rapid population growth. The City of Whittlesea's Household Survey report particularly shows the increased demand in services addressing young people, family violence and child welfare.<sup>9</sup>

*'To be a safer suburb with less crime and more police patrolling the area'*

*'More family friendly, events, free school holiday activities and events for kids'*

*'Financial security and having full time work for both parents'*

### How is the City of Whittlesea faring?



- There is a higher level of financial vulnerability among single parent families, who are more likely to have low incomes, and report experiencing food insecurity.<sup>33</sup>
- Many households experience high financial stress, with 54 per cent reporting (in 2016) that their rental or mortgage payments place heavy or moderate stress on their household finances.<sup>9</sup>
- The City of Whittlesea is seeing a rate of family violence incidences of 1,429 per 100,000 population; higher than the Victorian average of 1,177 per 100,000. This figure has increased annually, with a 15 per cent increase from 2013/14 and remains higher than the state average.<sup>34</sup>
- In 2017, over two thirds of family violence and sexual assault support services surveyed by the City of Whittlesea Human Service Needs Analysis observed an increase in demand for their services (64.7 per cent).<sup>35</sup>

## From our diverse community

### Findings



Findings from the 'Whittlesea 2040: A place for all' consultation and diverse community consultations highlighted desires for 'a welcoming and inclusive city' and a 'stronger sense of community, wellbeing and trust'. Additionally, respondents wanted to see a strong sense of harmony, and community cohesion in the area.<sup>7</sup>

Services that respect, understand, work with, and are based in culture are vital to be effective in helping children, young people and families. Where this does not occur, families are more likely to see the service as not culturally safe and therefore are less likely to access the service, with potential negative ramifications for the child.<sup>36</sup>

Having a positive sense of culture and identity is central to the wellbeing of Aboriginal and Torres Strait Islander children and youth. This outcome includes having a sense of spiritual wellbeing.<sup>7</sup> Aboriginal young people say that the stories of their families are central to their identity and self-esteem.

### What was said



*'Being able to buy foods from all over the world.'*

*'Making friends with people from different backgrounds.'*

*'We too have a lot to offer the people who work with our children. We want to help but do not know how until we are [involved].'*

### What was said



*'More Aboriginal street names and places to be reflected.'*

*'More indigenous sporting teams and support.'*

*'Cultural identity is fundamentally important for Aboriginal, migrant and refugee people.'*



# Strategic Objectives

This section summarises Council’s plan to support the positive development of children, young people and families. They aim to build on our current services and programs.

## Goal: The City of Whittlesea has thriving and connected children, young people and families

### Objective 1

Provide services and programs that promote positive wellbeing and development

### Priority Actions

- 1.0. Deliver quality programs and services that promote children, young people and families’:
  - a. Positive health, development and identity
  - b. Sense of community and safety
  - c. Connection to place, heritage, diversity and natural environment.

### Objective 2

Identify and respond to the needs of children, young people and families experiencing vulnerability or risk

### Priority Actions

- 2.0. Advocate for more access to local specialist services in response to emerging issues including:
  - a. Health and wellbeing (physical / mental)
  - b. Youth disengagement and its contributing factors
  - c. Family violence
  - d. Developmental vulnerability.

## Goal: The City of Whittlesea has thriving and connected children, young people and families

### Objective 3

Work in partnership to strengthen service delivery and advocacy

### Priority Actions

- 3.0. Seek opportunities and funding to coordinate projects, planning, and frameworks for the middle years.
- 3.1. Facilitate and advocate for well-planned, integrated infrastructure that supports access, participation and connection.
- 3.2. Enhance the use of data and analytics to:
  - a. make better decisions
  - b. measure community outcomes
  - c. share insights with the community and our partners.

### Objective 4

Provide children, young people and families with opportunities to inform decisions and connect with the community

### Priority Actions

- 4.0 Engage with children, young people and families to ensure their voices inform decision making. This includes engaging traditionally under-represented groups and increasing community engagement and decision making with Aboriginal children, young people and community.
- 4.1. Develop fast and user-friendly ways of sharing information with the community, service providers and other key stakeholders.



# Definitions

## Implementation and evaluation

These objectives and priority actions will be implemented through an Action Plan. Progress against the Action Plan will be monitored through reporting processes and by the Governance Group for the Thriving Children, Young People and Families Strategy. This includes reviewing the impacts of the Strategy and Action Plan.

### At-risk

An environment or situation where a person or a group of people are exposed to factors that are associated with poor outcomes such as reduced physical, emotional or mental health, and less than optimal development. A person at-risk of poor outcomes is generally experiencing unfavourable circumstances such as: social and geographic isolation, family violence, financial pressure, food insecurity, poor mental health, or being time poor.

### Child / Children

A person or group of people aged between birth and 12 years.

### Early Years

The period from before birth and eight years.

### Family

More than one individual who considers themselves to be a family, and usually includes one or more persons who fulfil a parent/carer role. Family is inclusive of same-sex attracted and gender diverse people, people who may have no biological, marital or financial relationship to any member of a household but who consider themselves to be a member and are mutually considered part of the family by other family members.

### Middle Years

The period between 8 and 12 years.

### Physical infrastructure

All aspects of the public realm including the built environment, the natural environment, facilities, town centres, streetscapes and open space.

### Specialist services

Services designed to meet specific needs, including the specific needs of vulnerable children and families. They include disability, mental health, LGBTIQ+, housing and homelessness, alcohol and other drugs, financial counselling and early childhood services, as well as aspects of the justice system such as youth justice, legal services and the courts.<sup>37</sup>

### Universal service / program

A service or program that is available for all infants, children, young people and their families.

### Vulnerable person / people

A person or group of people who are experiencing a period of increased need and who would benefit from targeted actions and interventions.<sup>38</sup> They may also be involved with specialist services such as child protection and need intensive support to be able to care for their child in the home.

### Young person / young people

A person or group of people aged between 13 to 25 years.





## References

<sup>1</sup>Kids Matter, *Belonging*. Accessed January 2019. <https://www.kidsmatter.edu.au/mental-health-matters/belonging>

<sup>2</sup>Victorian Government Department of Human Services (2007). *The Best Interests framework for vulnerable children and youth*, Best interests series, Melbourne.

<sup>3</sup>Local Government Act (1989)

<sup>4</sup>City of Whittlesea (2019). *Child Safe Policy*. Accessed April 2019. [http://sharepoint.whittlesea.vic.gov.au/cor/pac/info/Policies/Child per cent20Safe per cent20Policy.pdf](http://sharepoint.whittlesea.vic.gov.au/cor/pac/info/Policies/Child%20Safe%20Policy.pdf)

<sup>5</sup>Profile.id (2016). *City of Whittlesea Community Profile*. Accessed May 2019. <http://www.profile.id.com.au/whittlesea>

<sup>6</sup>Forecast.id (2019). *City of Whittlesea Population Forecasts*. Accessed May 2019. <http://www.forecast.id.com.au/whittlesea>

<sup>7</sup>City of Whittlesea (2018). *What our community told us: Community Engagement Report*. Accessed March 2019

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