

# Nillumbik Health and Wellbeing Plan 2021-2025





### **Acknowledgement of Country**

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country on which Nillumbik is located, and we value the significance of the Wurundjeri people's history as essential to the unique character of the Shire. We pay tribute to all First Nations People living in Nillumbik, give respect to Elders past, present and future, and extend that respect to all First Nations People.

We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge the ongoing impacts of past trauma and injustices from European invasion, massacres and genocide committed against First Nations People. We acknowledge that sovereignty was never ceded.

Wurundjeri Woi-wurrung people hold a deep and ongoing connection to this place. We value the distinctive place of our First Nations People in both Nillumbik and Australia's identity; from their cultural heritage and care of the land and waterways, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.

For Australian First Nations People, good health is more than the absence of disease or illness; it is a holistic concept that includes physical, social, emotional, cultural and spiritual wellbeing, for both the individual and the community. Culture is also recognised as a strong determinant of health and wellbeing for First Nations People. In line with this, this plan emphasises a holistic approach to health and wellbeing.

### **Council is committed to Reconciliation and the process of healing.**

A journey of acknowledgement, recognition and respect, our commitment to Reconciliation involves:

- celebrating the rich history, cultures and achievements of Australian First Nations People as the oldest continuing cultures on the planet
- addressing the causes of division and misunderstanding between First Nations People and other Australians
- taking responsibility and ownership of past trauma and injustices
- addressing inequities in health, education and justice
- developing a shared, common understanding between First Nations People and other Australians.

Through this plan, Council outlines our commitment to Reconciliation through development of our Reconciliation Action Plan, focus on reducing health inequalities for First Nations People and communities and support for equity and inclusion across Council services, programs and planning.

**Djirri Djirri dance group  
performing at a Council event**

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## COVER

Artwork by local artist Dean Wittmann-Lamb, originally developed and used for the Our People, Our Place, Our Future community engagement program



Our elected Councillors for the 2020-2024 term, from left to right, Cr Richard Stockman, Cr Natalie Duffy, Cr Ben Ramcharan, Cr Karen Egan, Cr Peter Perkins, Cr Frances Eyre, Cr Geoff Paine

## Message from the Council

**The Nillumbik Health and Wellbeing Plan 2021-2025 outlines our commitment to address health and wellbeing priorities and reduce inequalities over the next four years.**

It reflects the priorities of our community, and our health and wellbeing partners – with whom we will work to deliver this plan.

Local government has a responsibility to achieve the best outcomes for its community, including for future generations. While our community enjoys comparatively high levels of health and wellbeing, everyone has been impacted by the COVID-19 pandemic in some way and climate change-related health impacts will increase. We also know that some groups and individuals experience greater barriers to good health in comparison to others.

At Council, we are committed to creating environments that enable better health and wellbeing. We aim to create an inclusive and equitable community, where all people are valued, supported and socially connected, and diversity is embraced and celebrated. A focus on health and wellbeing will help to ensure a safe, healthy, connected and active community, where all people have the best opportunity for social, mental and physical wellbeing.

This Plan is one of Council's key strategic documents - it complements the Council Plan 2021-2025 and is a critical step in achieving the Community Vision – Nillumbik 2040. It not only focuses on improving local outcomes, but helps support the achievement of state-wide health and wellbeing priorities and outcomes outlined in the Victorian Public Health and Wellbeing Plan 2019-2023.

In developing this evidence-informed document, we have ensured that the priorities, strategies and outcomes to which we have committed, reflect the feedback from our community and partners.

Our priorities for the next four years are:

- Social inclusion and connection
- Community and climate resilience
- Gender equality and prevention of family violence
- Physical activity
- Food
- Reducing harm from alcohol, other drugs and gambling.

We are committed to regularly sharing outcomes and progress with the community. The delivery and evaluation of this plan will be supported through Annual Implementation Plans and Annual Progress Reports which will be developed in collaboration with the Health and Wellbeing Advisory Committee and made available on Council's website.

As your elected representatives, we will continue to engage with you and ensure transparency and accountability in implementing this plan.

A heartfelt thank you to everyone in our community who provided input.

# Introduction

**Nillumbik Shire is a vibrant, well connected community and a naturally beautiful place to live, learn, work and play. Nillumbik residents experience good health and wellbeing and quality of life.**

The *Victorian Public Health and Wellbeing Act 2008* recognises the significant role of councils in improving the health and wellbeing of people in their municipality. The Act requires Council to develop a Municipal Public Health and Wellbeing Plan within 12 months of a Council election. The Nillumbik Health and Wellbeing Plan 2021-2025 (the Plan) outlines Council's health and wellbeing priorities over the next four years as well as the strategies we will use to maintain and improve the health and wellbeing of the Nillumbik community.

In the current context of continued response and recovery to the COVID-19 pandemic, now more than ever the importance of health and wellbeing is highlighted. The *Nillumbik Community Pandemic Recovery Plan 2021-2022* states Council's focus for the short to medium term recovery process. Longer-term approaches are embedded in this Plan, as well as the Council Plan 2021-2025.

This Plan is one piece of the puzzle in improving health and wellbeing outcomes, reducing inequalities, reducing the burden of chronic disease and creating places and spaces that contribute to positive health outcomes. The plan operates in a wider prevention system that aims to complement and strengthen health and wellbeing objectives in the Council Plan, Council Vision and other strategic documents, as well as work undertaken by our partners within the municipality, the State Government and numerous agencies across Victoria.

Nillumbik has beautiful open spaces for residents to enjoy

This Plan has been informed by community engagement initiatives, evidence from data sources compiled in the Nillumbik Community Profile 2021 and workshops with partners, advisory committees, Council and staff. The Plan outlines evidence-informed objectives, strategies and outcome indicators across six priority areas.

The health and wellbeing priority areas are:

- Social inclusion and connection
- Community and climate resilience
- Gender equality and prevention of family violence
- Physical activity
- Food
- Reducing harm from alcohol, other drugs and gambling.

## **Our health and wellbeing vision for Nillumbik**

**Everyone in Nillumbik is able to achieve mental, physical, social and emotional health and wellbeing. Our community is connected, safe, healthy and engaged and has equitable access to opportunities, information, resources and services. Everyone is able to thrive through all stages and experiences of life.**



# The Nillumbik community



## Population and demographics

**65,369** total population

**70,315** is the forecasted population by 2036

Nillumbik has a lower than average growth rate compared to neighbouring councils.<sup>1</sup>

<b>24%</b>	children (0-17)
<b>19%</b>	young people (12-24)
<b>30%</b>	older people (55+)
<b>50.34%</b>	females (32,90)
<b>49.66%</b>	males (32,460)
<b>0.4%</b>	Identify as Aboriginal or Torres Strait Islander (230 people) <sup>2</sup>
<b>16%</b>	Born overseas <sup>3</sup>
<b>9%</b>	Speak a language other than English <sup>4</sup>
<b>14.3%</b>	Households occupied by a lone person (VIC 24.7%) <sup>5</sup>

**13%** reported providing unpaid care, help or assistance to a person with a disability<sup>6</sup>

**1 in 5 people** are estimated to have a disability, which is forecast to increase by **67%** by 2026. 1 in 2 people over 65 years have a disability.<sup>7</sup>

## Travel and transport



<b>38%</b>	Residents live within 400m of public transport <sup>8</sup>
<b>9.7%</b>	Employed people used public transport to get to work <sup>9</sup>

## Employment and education



<b>29%</b>	University qualification (VIC 17%) <sup>10</sup>
<b>56%</b>	15+ year olds are in the workforce <sup>11</sup>
<b>55%</b>	Employed women work part-time compared to 20% of men <sup>12</sup>
<b>4.3%</b>	Unemployment rate: (VIC 7%) <sup>13</sup>

## Housing



<b>47%</b>	Households earn over \$2000/week
<b>\$2098</b>	Median household income <sup>14</sup>
<b>90%</b>	Dwellings have an internet connection <sup>15</sup>

## Socio-economic status



### SEIFA score of 1093

SEIFA is a score of relative socio-economic advantage and disadvantage. The higher the SEIFA score, the more advantaged the area. Any score above 1000 indicates the area is more advantaged than the average. In 2016, Nillumbik was ranked 76-highest SEIFA score out of 79 local government areas in Victoria.<sup>16</sup>



A family at the Edendale Community Environment Farm

# Our approach

**As the level of government closest to the community, our approach to delivering this Plan highlights the role of Council in shaping healthy and thriving communities. We will apply the following lenses to work delivered through this Plan to ensure we work effectively and achieve meaningful change.**

## Working in partnership

A whole-of-community approach is needed to protect, promote and improve health and wellbeing and, as such, partnerships play an integral role in the implementation, monitoring, reporting and evaluation of this Plan. Council alone cannot meet the health and wellbeing needs of our community. Council plays many roles in the health and wellbeing of the community - as a service provider, owner and custodian, leader, planner, information provider, partner and advocate. Council plays a lead role in initiating, supporting and managing public health and wellbeing planning at the local level.

This includes supporting local agencies whose work has an impact on public health and wellbeing. We are committed to working collectively with community and partners to deliver this Plan in line with requirements set out in the *Public Health and Wellbeing Act 2008*.

Partners we will work with to deliver this Plan include:

- healthAbility
- Women's Health In the North
- North Eastern Healthy Communities
- Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation
- Aligned Leisure
- Belgravia Leisure
- Yarra Plenty Regional Library
- Victoria Police
- Relationships Australia Victoria
- Gambler's Help
- Department of Health
- Neighbouring councils
- Community and health organisations
- Community groups and clubs
- Sports clubs
- Community members
- Other government agencies.

Austral Indigo







A Nillumbik volunteer at Edendale Community Environment Farm



## Life stages

People have different health and wellbeing needs at various points in their lives, and different age groups may experience unique risks and protective factors. For example, older people face increasing barriers to services that require a higher level of digital literacy to access.

When implementing this Plan, consideration will be given to the settings and the specific or tailored needs required for people of all ages and stages to live, learn, work and play. Life stages where Council has a significant role in service delivery include:

- Pregnancy and early parenthood (maternal and child health)
- Early childhood (kinder, childcare)
- Young people (12-25 years)
- Older people (55+).

The maternal and early childhood period is an especially important and critical time of life when early intervention will likely have many positive and long-lasting effects. Setting a healthy foundation in the early years of life provides the best outcomes for children, families and the community.



## Equity and inclusion

We are committed to creating a fair and equitable community that promotes access and opportunities, and provides appropriate resources leading to equitable outcomes for all community members. This is vital to addressing the health inequalities that exist within our community – where some groups and individuals experience more barriers to good health compared with others.

Human rights recognise the inherent value of each person, regardless of background, where we live, what we look like, what we think or what we believe. They are about being treated fairly, treating others fairly and having the ability to make genuine choices in our daily lives.

To reduce health inequalities and create strong communities in which everyone can make a contribution and feel included, our approach is underpinned by human rights principles of freedom, respect, equality and dignity outlined in the *Victorian Charter of Human Rights and Responsibilities Act 2006*.

Intersectionality describes how systems and structures interact on multiple and intersecting levels to create overlapping barriers and discrimination based on characteristics such as age, sexual orientation, gender expression, race, nationality, language, mental health, ability and others. Individuals can be disadvantaged and privileged in multiple and changeable ways and we need to work across diversity dimensions to ensure we are looking out for everyone.

Through this Plan, we will work towards reducing health inequalities among groups and creating an inclusive community, where human rights are respected, participation is facilitated and diversity is celebrated. We acknowledge that an intersectional lens is required to address these inequalities and will also apply this lens to the work delivered through this Plan.

## Social determinants of health

The social determinants of health are non-medical factors which contribute to the health and wellbeing outcomes of people and communities.<sup>17</sup> These factors include employment, education, housing, social inclusion and connection, the built, natural and social environments and transport, among others.

When planning and implementing services, programs and initiatives, it is important that Council considers the social determinants of health for the Nillumbik community, so that health and wellbeing can be enhanced for all.

Identifying and responding to the social determinants of health is aligned with the approach in the *Victorian Public Health and Wellbeing Plan 2019-2023*. Some of the social determinants of health to be considered in the implementation of this Plan are:

- Employment status and income
- Education and training
- Housing such as unstable or insecure housing arrangements
- Social connection and support
- Access to transport
- Geographic isolation such as living in rural areas of the Shire.



## Place-based

Different places and communities within Nillumbik are unique and play an important role in shaping health and wellbeing. Place-based approaches are collaborative in nature and seek to create sustainable change by delivering local solutions to local issues and problems.

Place-based approaches can address specific needs and challenges unique to those living in different parts of Nillumbik, for example those in geographically isolated areas of the Shire where access to services and social connection may be less compared to more urban areas of the Shire. In response to COVID-19 impacts, Council is supporting our community to implement placemaking initiatives that revitalise geographic areas and deliver local social, environmental and economic benefits. By outlining strategies that focus on healthy settings, places and spaces we will embed place-based approaches that solve local problems and build on local strengths.

## Climate change

We are acutely aware of the multiple threats facing our communities and ecosystems as a result of climate change. This requires urgent action by all levels of government, including local government and other agencies.

Council is reducing its contribution to climate change by transitioning to net-zero emissions; and is proactively preparing for, responding and adapting to the risks and impacts of a changed climate on our community, environment, infrastructure and services – and we want to help support our community to do likewise.

We will continuously explore opportunities, including working in partnership with others, to encourage and support the Nillumbik community to be engaged and climate-action active, adaptive and resilient – to help keep our community safe and healthy.



Councils have a significant role in supporting families during early parenthood



# Priority areas and strategies

The priority areas and strategies included in this Plan are informed by information in the Community Profile 2021, community engagement, a review of the Nillumbik Health and Wellbeing Plan 2017-2021 and priorities and focus areas of the Victorian Public Health and Wellbeing Plan 2019-2023.

Opportunities to improve health and wellbeing in Nillumbik:

- Reduce the number of people who rate their health as fair or poor
- Reduce the incidence of increased risk of alcohol-related harm
- Increase levels of fruit and vegetable consumption
- Increase levels of physical activity
- Reduce instances of depression or anxiety
- Reduce the proportion of people experiencing high psychological distress.<sup>18</sup>

Areas of health and wellbeing where Nillumbik is doing well:

- Avoidable deaths from non-communicable diseases such as heart disease, lung, breast and colorectal cancers, suicide and cerebrovascular diseases have been declining over recent years<sup>19</sup>
- Immunisation rates are relatively high<sup>20</sup>
- Diabetes rates are lower compared to North Eastern Victoria and Victoria<sup>21</sup>
- Incidence of stroke and heart disease have been declining in recent years<sup>22</sup>
- Breastfeeding rates are higher than the state average<sup>23</sup>
- Compared to the Victorian average, less children are classified as developmentally vulnerable<sup>24</sup>
- Volunteer rates are higher than other metropolitan council areas<sup>25</sup>
- Unemployment rates are significantly lower than the Victorian average<sup>26</sup>
- Highly socio-economically advantaged community compared to the rest of Victoria<sup>27</sup>
- Homelessness is significantly lower compared to North Eastern Metropolitan Melbourne and Victoria.<sup>28</sup>

# Social inclusion and connection

Socially inclusive communities that value and respect diversity generate better health and wellbeing outcomes for its people. Being socially included means that people have the resources, opportunities and capabilities they need to learn, work, engage and have a voice.<sup>29</sup>



Events and activities provide opportunities for people to connect with others

For some groups in our community, there may be additional challenges to feeling a sense of belonging and being included in learning, work, social and civic opportunities. These groups may include people with disability, people from culturally and linguistically diverse backgrounds, First Nations People, older people, people who live in rural locations and people living with mental illness.

Compared to other municipalities, Nillumbik has fewer residents from culturally and linguistically diverse backgrounds, with 16 per cent of the population being born overseas and 9 per cent speaking a language other than English. 230 people (0.4 per cent of the population) indicate that they are of Aboriginal or Torres Strait Islander origin, which has been increasing over the past 10 years.<sup>30</sup>

Three per cent of the Nillumbik population reported having a disability requiring assistance with core activities. Of those people with a disability, 59 per cent are aged over 55. Four per cent of Nillumbik residents are LGBTIQ+.<sup>31</sup> Almost one quarter of Nillumbik residents engaged in some form of volunteer activity in 2016.<sup>32</sup>

## Objective

Nillumbik is an inclusive community where people feel a sense of belonging and are well connected to the people, places, resources, opportunities, capabilities and services which enable them to learn, work, engage and have a voice.

## Strategies

- Celebrate the diversity of our community and actively work to reduce inequalities among groups including older people, under represented cultural groups, people identifying as LGBTIQ+, people with disability, carers and First Nations People.
- Create inclusive environments for people to engage in sport, recreation, learning, community groups and education across all stages and experiences of life.
- Provide opportunities for social inclusion and connection through arts, wellbeing, nature and leadership programs at Living & Learning centres, Neighbourhood Houses and other community spaces and with community groups.
- Ensure all children have a healthy and strong start to life by delivering and strengthening services, programs, facilities and infrastructure, which promotes optimal health and wellbeing.

- Support the Nillumbik Youth Council to develop and implement a Youth Strategy.
- Support, promote and celebrate inclusive and impactful environmental and community volunteering in the community.
- Celebrate the rich history, cultures and achievements of First Nations People.
- Strengthen our commitment to Reconciliation with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and First Nations People, through the development of a Reconciliation Action Plan.

## Outcome indicators

Outcome indicators	Target
Proportion of adults who have someone outside their household they can rely on to care for them or their children in an emergency	
<i>Source: Victorian Population Health Survey.</i>	
Proportion of adults who belong to a sports group	
<i>Source: Victorian Population Health Survey.</i>	
Percentage of people engaged in assisting/helping a local group (volunteering)	
<i>Source: Victorian Population Health Survey.</i>	
Proportion of people who attended an arts or cultural event in the previous year	
<i>Source: Nillumbik Annual Community Survey.*</i>	
Proportion of adults who thought multiculturalism definitely made life in their area better	
<i>Source: Victorian Population Health Survey.*</i>	
Percentage of people who say it is important for Council to address the needs of LGBTIQ+ residents	
<i>Source: Annual Community Survey.</i>	
Development and delivery of Council's Reconciliation Action Plan	
<i>Source: Council data.</i>	

## Council Plan alignment

- Community and connection (equity and inclusion, health and wellbeing, ages and stages)
- Responsible and accountable (services and programs)

# Community and climate resilience

Resilient communities and individuals bounce back better from adversity, disaster, pressure and stress. The Nillumbik community has demonstrated its resilience and resourcefulness on many occasions through experiences of bushfire and the COVID-19 pandemic.



Council has an important role in helping the community prepare for emergencies including bushfire



Although everyone in the community is affected by these events, some people and groups are more vulnerable to the effects of these disasters. As such, Council is focused on supporting those who are more at risk of the negative health, social and economic outcomes from these events.

Being the Green Wedge Shire, with 30 per cent tree canopy cover,<sup>33</sup> has many benefits, including greater opportunities to spend time in nature which has positive impacts on mental health and wellbeing, connects people to place and to one another.

Climate change presents one of the biggest threats to public health with severe weather events predicted to increase in frequency and severity, and likely to impact most on groups who are vulnerable.

More than a third of Nillumbik residents have been diagnosed with depression or anxiety. Rates have been increasing since 2008 and are higher compared to North Eastern Victoria and Victoria. The incidence is higher among females (39 per cent) than males (26 per cent). Thirteen per cent of Nillumbik residents reported experiencing high or very high psychological distress.<sup>34</sup>

## Objective

The Nillumbik community is resilient and connected, and supports each other through challenging situations. All people experience positive mental health and wellbeing and are connected to the natural environment. All residents are supported to stay healthy and well through changing climate conditions.

## Strategies

- Support the community to be prepared for, stay connected and build resilience before and during emergencies, disaster and extreme weather events, with particular regard for vulnerable communities including older people, people with disability, First Nations People, people experiencing family violence, disadvantaged families and those living in geographically isolated areas
- Engage with the community to raise awareness of climate change impacts on health, and actions that can be taken to stay healthy and well in a changing climate
- Build capacity of community to lead and deliver climate action and other community resilience initiatives
- Promote connection and engagement with the natural environment

- Continue to support the community to recover from the impacts of the COVID-19 pandemic, and respond to new threats to public health
- Deliver initiatives to promote positive mental health and wellbeing through Maternal and Child Health, positive ageing, disability support, volunteering, Living & Learning Nillumbik, youth, community development and sport and recreation.

## Outcome indicators

Outcome indicators	Target
Proportion of people who feel they could definitely get help from their neighbours	
<i>Source: Victorian Population Health Survey.</i>	
Proportion of respondents who said they could raise \$2,000 within two days in an emergency	
<i>Source: Victorian Population Health Survey.*</i>	
Proportion of adults ever diagnosed with anxiety or depression	
<i>Source: Victorian Population Health Survey.*</i>	
Proportion of adults who report high or very high psychological distress	
<i>Source: Victorian Population Health Survey.*</i>	
Proportion of people who feel they are coping well with the impacts of COVID-19	
<i>Source: Nillumbik Shire Council Annual Community Survey.</i>	
Proportion of people who feel COVID-19 affected their personal health and wellbeing	
<i>Source: Nillumbik Shire Council Annual Community Survey.</i>	
Number of businesses growing and new businesses opened	
<i>Source: Council data.</i>	
Amount of funding provided to community for pandemic recovery initiatives	
<i>Source: Council data.</i>	
Climate and health outcome indicators to be established through the life of this plan.	

## Council Plan alignment

- Community and connection (health and wellbeing)
- Sustainable and resilient (resilience and recovery)

# Gender equality and prevention of family violence

Men's violence against women and family violence is a by-product of inequality between women and men.



Gender equality starts in the early years

Violence against women is the biggest contributor to death, disability and illness in women aged 15-44 years in Victoria. In Nillumbik in 2019/20, 785.6 family violence incidents per 100,000 population were recorded, which is an increase from the previous two years. A child was present at 32 per cent of incidents where police were present.<sup>35</sup>

Intimate partner violence has lasting and serious impacts on a person’s physical and mental health. Family violence has severe and long-lasting effects on a child’s development, mental health, behaviour, learning and health outcomes.<sup>36</sup>

Violence against women occurs throughout the whole community, however particular groups of women experience higher rates of male violence including women with disability, First Nations women, women in rural and remote areas, and immigrant and refugee women. People in the LGBTIQ+ community also experience disproportionately higher rates of family violence.<sup>37</sup>

Women’s economic participation and empowerment is a central part of gender equality; it improves income equality and supports the growth of the economy.

## Objective

Nillumbik is a safe and equal community where people of all genders have access to equal power, resources and are treated with respect, fairness and dignity. The Nillumbik community is actively progressing gender equality. Everyone in the community is safe from abuse, harm and violence.


## Strategies

- Promote gender equality in the workforce through the development and implementation of the Gender Equality Action Plan
- Undertake Gender Impact Assessments to ensure our policies, programs and services are gender equitable, accessible and inclusive
- In partnership with local organisations, businesses and community members, raise awareness of gender equity and respectful relationships
- Increase the promotion of gender equality and prevention of violence against women messages through communications and social marketing
- Strengthen Council and sector response to family violence and violence against women, including supporting people who experience family violence
- Raise community awareness and enhance community resilience around elder abuse.


## Outcome indicators

Outcome indicators	Target
Rate of incidence of family violence	

Source: Victoria Police, Crime Statistics Agency.

Proportion of women in part-time employment status	
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Source: Census.

Proportion of women who feel safe walking alone down their street after dark	
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Source: Victorian Population Health Survey.

Income for women	
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Source: Census.

## Council Plan alignment

- Community and connection (health and wellbeing)

# Physical activity

Regular physical activity has short and long-term positive effects on mental and physical health for all age groups. Inadequate physical activity can increase the risk of a range of chronic diseases including heart disease, type 2 diabetes, dementia, some cancers and depression.



Kayaking on the  
Yarra River,  
Eltham South

Engaging in both structured and unstructured physical activity with other people can promote social connection. The increased use of active transport such as walking and cycling can contribute to environmental sustainability by reducing car dependency and fuel emissions.

Sixty three per cent of Nillumbik residents engage in sufficient physical activity and 2 per cent of the population are sedentary, which is slightly less than the North Eastern Victoria region and Victoria.<sup>38</sup> Seventy four per cent of residential properties are within 400m of public open space and 66 per cent of Nillumbik residents said they definitely feel safe walking down their street alone after dark.<sup>39</sup>

## Objective

Regular physical activity is enjoyed by everyone in Nillumbik. People of all ages have access to inclusive, affordable and safe opportunities to be active in their local community. More people use active transport to move about within the Shire. The natural environment, parks and open spaces provide welcoming spaces for all people to be active.

## Strategies

- Connect people with physical activity opportunities through community settings including Living & Learning Nillumbik centres, leisure centres, recreational trails and sports clubs
- Promote sustainable and active transport options
- Create environments that encourage walking and cycling
- Encourage active and non-structured recreation in the natural environment, parks, open spaces and the trails network
- Remove barriers for participation in sport and active recreation for women and girls, people with disability, the LGBTIQ+ community, people from culturally diverse backgrounds, First Nations People and older people.

## Outcome indicators

Outcome indicators	Target
Proportion of adults undertaking sufficient physical activity, time and sessions	
<i>Source: Victorian Population Health Survey.</i>	
Proportion of the population who are sedentary	
<i>Source: Victorian Population Health Survey.</i>	
Proportion of people who belong to sports group	
<i>Source: Victorian Population Health Survey.</i>	
Proportion of employed people who use active transport (walk or cycle) to travel to work	
<i>Source: Census.</i>	
Proportion of residential properties within 200m of a bike path	
<i>Source: Nillumbik Shire Council GIS.</i>	

## Council Plan alignment

- Community and connection (health and wellbeing)
- Place and space (open spaces)

# Food

Access to fresh, healthy, safe, affordable and culturally appropriate food is a human right. A healthy dietary pattern that includes all the essential nutrients helps prevent chronic diseases such as heart disease, type 2 diabetes and some cancers.



Locally grown food has the potential to slow climate change

Diets that feature high levels of saturated fats, refined sugar and salt contribute to the risk of chronic diseases. Healthy eating patterns can also support positive mental health.

A healthy food system which supports locally grown food has the potential to slow climate change. As temperatures continue to rise and the risks of extreme weather events increase, it is a critical time to ensure our local food system is sustainable and resilient.

Only 7 per cent of adults in Nillumbik meet the vegetable consumption guidelines which is five serves of vegetables per day. This is lower compared to the North Eastern Victoria region of 9 per cent but higher compared to Victoria of 5 per cent. Forty eight per cent of adults in Nillumbik meet the fruit consumption guidelines which is two serves of fruit per day. This is slightly higher compared to the North Eastern Victoria region of 46 per cent and Victoria of 43 per cent. Three-and-a-half per cent of adults in Nillumbik meet both the fruit and vegetable consumption guidelines.<sup>40</sup>




## Objective

Everyone in Nillumbik can access fresh, healthy, safe, affordable and culturally appropriate food close to their home. More people in Nillumbik meet the recommendations for vegetable and fruit consumption, and local food growing is widely supported and promoted.

## Strategies

- Identify opportunities to create and enhance climate-resilient local food systems
- Promote and support public and home-based food growing
- In collaboration with local partners, address food insecurity and connect people with food relief
- Promote healthy food choices in community places and at community events through improved access to nutritious foods, policy and education.

## Outcome indicators

Outcome indicators	Target
Proportion of adults who meet fruit consumption guidelines	
Proportion of adults who meet vegetable consumption guidelines	
Proportion of adults who consume sufficient fruit and vegetables	

Source: Victorian Population Health Survey.

Source: Victorian Population Health Survey.

Source: Victorian Population Health Survey.\*

## Council Plan alignment

- Community and connection (health and wellbeing)

# Reducing harm from alcohol, other drugs and gambling

Alcohol consumption above recommended levels contributes to chronic disease, injury and violence. Excessive alcohol consumption leads to a range of health and social problems for people and communities.



Living & Learning  
Nillumbik  
Neighbourhood  
House at Eltham



Seventy per cent of the Nillumbik adult population are at increased risk of alcohol-related harm over a lifetime, which is above both the North Eastern Victoria and Victorian rates.<sup>41</sup> Ambulance attendance for alcohol intoxication has also been increasing over the past 10 years; most significantly with people aged 14-24 and females.<sup>42</sup>

Smoking is the leading contributor to death and disease burden in Australia. Smoking increases the risk of lung cancer. Children who live in a home with a smoker are more likely to experience respiratory conditions. Fifteen per cent of the Nillumbik population are current smokers, which has been increasing since 2011.<sup>43</sup>

Gambling can harm the health and wellbeing of individuals, families and communities. These harms are broad and include relationship difficulties, health problems, emotional or psychological distress, financial problems, issues with work or study, cultural problems and criminal activity. Nillumbik has two gaming venues, with a total number of 89 electronic gaming machines (EGM). Nillumbik is ranked 44 (of 79) in Victoria for the highest EGM expenditure in Victoria, with total losses of more than \$7.3 million each year.<sup>44</sup>





## Objective

Less people experience harm from alcohol and other drugs (including tobacco) and gambling.

## Strategies

- Investigate alcohol and other drug harm in the community to better understand groups which are most impacted such as women and young people.
- Support sporting clubs and other community settings to challenge and change unhealthy alcohol cultures and create safe spaces for children, families and young people.
- Explore opportunities to extend smoke-free public areas.
- Work with partners to reduce and minimise gambling harm.

## Outcome indicators

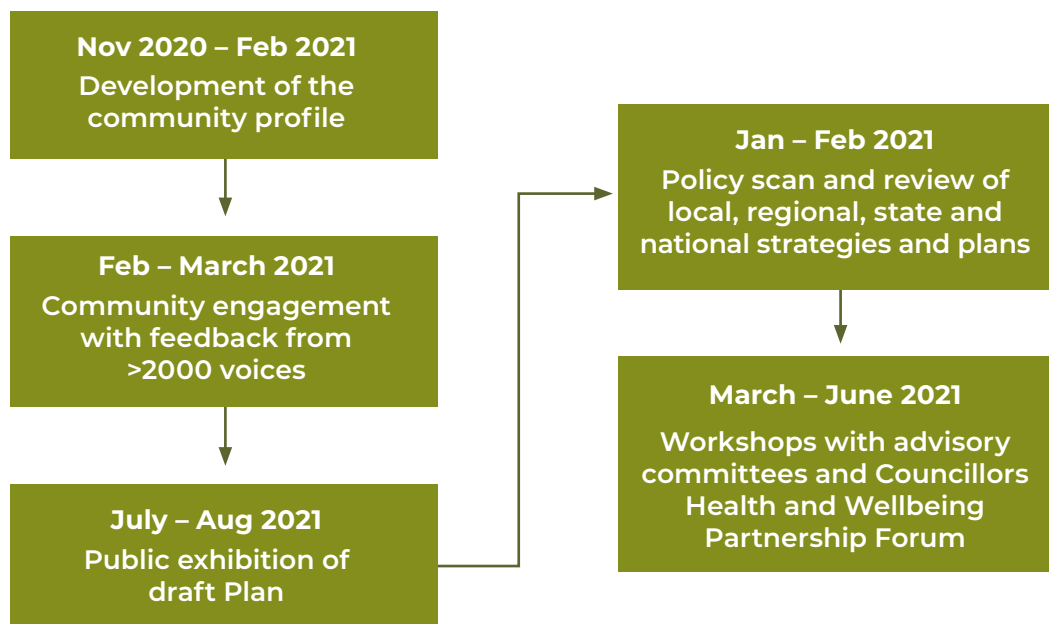
Outcome indicators	Target
Proportion of adults who smoke daily.	
<i>Source: Victorian Population Health Survey.</i>	
Proportion of adults who consume alcohol at lifetime risk of harm.	
<i>Source: Victorian Population Health Survey.</i>	
Rates of alcohol-related ambulance attendance.	
<i>Source: Victorian Population Health Survey.</i>	
Expenditure on gaming machines.	
<i>Source: Victorian Population Health Survey.</i>	

## Council Plan alignment

- Community and connection (health and wellbeing)

# How this plan was developed

This plan was developed by reviewing available data on the population and health status of the Nillumbik community – which is compiled in the Nillumbik Community Profile 2021; consultation with community members, groups and partners; evaluating the previous health and wellbeing plan, and consideration of the *Victorian Public Health and Wellbeing Plan 2019 – 2023*.<sup>45</sup>



The Nillumbik **Community Profile 2021** was developed to inform a number of Council’s strategic documents, including this plan. It presents information on the health status and determinants of health of the Nillumbik community, using a range of data sources.

A number of consultation activities were conducted with community members and partner organisations. These included:

- In-person, virtual and email consultation presentations and workshops with Council **advisory committees**, Councillors and staff.
- A **Health and Wellbeing Partnership Forum** with health and wellbeing partners sought feedback on proposed priority areas and explored what could be included in the plan, and opportunities for addressing health and wellbeing collectively.
- The **Our People Our Place Our Future engagement program**, which captured the views and priorities from over 2000 voices in the Nillumbik community. As a part of this process, Council sought community feedback on what is important to them, in relation to their wellbeing, neighbourhood and surrounds both now and into the future.

- The draft Plan was open for public exhibition for a four-week period. During this time, community members and organisations had the opportunity to provide feedback on the Plan. A total of 12 written submissions were received and two people spoke to their submissions at the Planning and Consultative Committee on 14 September 2021.

These consultation activities took place during COVID-19 restrictions and lockdowns. Due to this, the number of people that engaged with the consultation process may have been affected.

A **review of the Nillumbik Health and Wellbeing Plan 2017-2021** was also completed, with an assessment of what worked well, what outcomes were achieved and what could be improved.

This Plan considers the **Victorian Public Health and Wellbeing Plan 2019-2023** and aligns with its priorities.

A **review of the policy context** was undertaken and considered local, state and national directions.

# Legislative and strategic alignment

Under the *Public Health and Wellbeing Act 2008*, a Municipal Public Health and Wellbeing Plan must be consistent with the Council Plan and Municipal Planning Strategy.

The *Local Government Act 2020* promotes an integrated approach to strategic planning and reporting. Integrated strategic planning and reporting seeks to ensure strong alignment between strategic documents and policies that direct and influence initiatives, activities and projects undertaken by Council.

Council’s Strategic Framework describes how we will achieve our community’s aspirations. It outlines the relationship between strategies and plans and how we resource, implement, monitor and review action.

Figure 1. Image: Council’s Strategic Planning Framework

Authorisation	Legislation and regulation			
Aspiration	Community Vision – Nillumbik 2040			
Policy position	Access, Equity and Inclusion Policy, Community Engagement Policy			
Strategic planning	Asset Plan	Budget	Council Plan	Financial Plan
	Municipal Planning Strategy	Municipal Health and Wellbeing Plan	Revenue & Rating Plan	Workforce Plan
Strategies and plans	<b>COMMUNITY AND CONNECTION</b> <a href="#">Disability Action Plan</a> <a href="#">Early Years Infrastructure Plan</a> <a href="#">Gender Equality Action Plan</a> <a href="#">Reconciliation Charter</a> <a href="#">Reconciliation Action Plan</a> <a href="#">Youth Strategy</a>	<b>PLACE AND SPACE</b> <a href="#">Arts and Culture Strategy</a> <a href="#">Biodiversity Strategy</a> <a href="#">Diamond Creek MAC Structure Plan</a> <a href="#">Eltham MAC Structure Plan</a> <a href="#">Equine in Nillumbik Plan</a> <a href="#">Green Wedge Management Plan</a> <a href="#">Housing Strategy</a> <a href="#">Integrated Transport Statement and Strategy</a> <a href="#">Neighbourhood Character Strategy</a> <a href="#">Open Space Strategy</a> <a href="#">Recreation and Leisure Strateg</a> <a href="#">Road Management Plan</a> <a href="#">Roadside Management Plan</a>	<b>SUSTAINABLE AND RESILIENT</b> <a href="#">Climate Action Plan</a> <a href="#">Economic Development Strategy</a> <a href="#">Integrated Water Management Plan</a> <a href="#">Nillumbik Community Pandemic Recovery Plan</a>	<b>RESPONSIBLE AND ACCOUNTABLE</b> <a href="#">Advocacy Plan</a> <a href="#">Bushfire Mitigation Strategy</a> <a href="#">Communications Strategy</a> <a href="#">Domestic Animal Management Plan</a> <a href="#">Domestic Water Management Plan</a> <a href="#">Municipal Fire Management Plan</a> <a href="#">Nillumbik Customer First Strategy</a>
Action and implementation	Action and implementation plans			
	Department business plans			
	Nillumbik Planning Scheme			



Rolling landscape in Nillumbik

## Community Vision

Our Community Vision – Nillumbik 2040 is an aspirational description of what a community values and wants for the future of the place and community they live in. It contains vision statements that align to feedback received from over 2,000 community participants in the ‘Our People, Our Place, Our Future’ community engagement initiative which are categorised under the following four themes:

- Our People
- Our Place
- Our Future
- Our Council.

## Council Plan

The Council Plan 2021-2025 is Council’s commitment to delivering on the community’s aspirations outlined in our Community Vision – Nillumbik 2040 over the next four years. It will guide the organisation’s work to deliver on the priorities of Council and the community, and to manage and deliver services for the Nillumbik community during Council’s term.

Our Council Plan 2021-2025 is divided into the following four goal areas:

- Community and connection
- Place and space
- Sustainable and resilient
- Responsible and accountable.

## Municipal Planning Strategy

Health and wellbeing in Nillumbik is strongly influenced by the built and natural environment. The Municipal Planning Strategy, at Clause 02 of the planning scheme, provides an overview of important local planning issues in an introductory context, sets out the vision for future use and development in the municipality and establishes strategic directions about how the municipality is expected to change through the implementation of planning policy and the planning scheme.

Themes include:

- The implications for housing of changing household size and ageing population
- Preserving agricultural land
- Local businesses and local employment; implications of commuting to work
- Transport
- Community services
- Recreation and open space.

## Measures to reduce family and gendered violence

Men's violence against women encompasses all forms of violence experienced by women because of their gender, perpetrated by men. This includes physical, sexual, emotional, financial and cultural violence, as well as a wide range of controlling and coercive behaviour. This violence has serious and long-lasting effects on the health and wellbeing of women, especially related to mental health and sexual and reproductive health.<sup>46</sup>

Family violence also includes abuse experienced by older people, children and the LGBTIQ+ community. The effects of family violence is disproportionately experienced by women and children.

Strategies in this plan form part of Council's approach to respond to and reduce family violence in the Nillumbik community, and support victim survivors. Everyone in our community has a role to play in reducing and eliminating violence against women and family violence.

It is a requirement of the *Public Health and Wellbeing Act 2008* that Council specifies measures to prevent family violence and respond to the needs of victims of family violence in the local community within its health and wellbeing plan. Our approach is aligned with the *Building a Respectful Community Strategy 2017-2021*,<sup>47</sup> the northern metropolitan regional strategy for preventing violence against women.

## Progressing gender equality

Nillumbik Shire Council recognises the important role that local government plays in promoting gender equality and preventing violence against women. Council aligns its gender equity work to regional, state, national and international research, strategies and frameworks which determine that addressing the drivers of gender inequality reduces violence against women.

*The Gender Equality Act 2020* commenced on 31 March 2021 and seeks to improve workplace gender equality in the Victorian public sector, universities and local councils.<sup>48</sup> Local councils are required to promote gender equality in the workplace and in policies, programs and services that have a direct and significant impact on the community.

In addition to gender equality being highlighted as a priority area, Council will apply a gender lens across all the work within this Plan.

## Considerations of climate change impacts on health

Climate change is the greatest threat to public health of the 21st century. The *Climate Change Act 2017* requires councils to consider climate change when preparing their Health and Wellbeing Plan. Councils are ideally positioned to take action to help mitigate and adapt to climate change and its impacts on health at the local level, and to contribute to state and national actions.<sup>49</sup>

This Plan complements work being undertaken through the Nillumbik Climate Action Plan. The Climate Action Plan (currently in development), includes mitigation and adaptation strategies that will seek to deliver health co-benefits for our community.

In particular, strategies that focus on:

- Climate action leadership and culture
- Having a climate-resilient, adaptive and safe community
- Having a climate-resilient natural environment
- Have climate-responsive Council services, facilities and infrastructure
- Reducing Council and community energy-use emissions
- Enhancing sustainable transport
- Achieving a zero-waste and circular economy.

**“The Earth is warming at an unprecedented rate as a result of increasing concentrations of greenhouse gases in the atmosphere. Victoria’s climate has changed over recent decades, becoming hotter and drier, and these trends are projected to continue. Victoria is already seeing direct and indirect health and wellbeing impacts associated with events such as floods, fires and heatwaves, which are occurring with greater frequency and intensity due to climate change. Without urgent action from all levels of society to mitigate and adapt to climate change it is evident that the health, safety and wellbeing of Victorians, particularly those most vulnerable, is at risk now and into the future. At the same time, there are significant opportunities for councils to take action on climate change and improve health simultaneously.”<sup>50</sup>**



A flowering gum

## Victorian Public Health and Wellbeing Plan 2019-2023

The *Victorian Public Health and Wellbeing Plan 2019-2023* sets the direction and provides a framework for coordinated action, with the aim of delivering improved public health and wellbeing outcomes for Victorians. Table 1 outlines the 10 priority areas in the State plan, including four focus areas of tackling climate change and its impacts on health, increasing healthy eating, increasing active living and reducing tobacco-related harm.

**Table 1. Health and wellbeing priority alignment**

	Social inclusion and connection	Community and climate resilience	Gender equality and family violence	Physical activity	Food	Reducing harm from alcohol, other drugs and gambling	
Victorian Public Health and Wellbeing Plan Priorities	Tackling climate change and its impact on health	✓		✓	✓		
	Reducing injury		✓	✓		✓	
	Preventing all forms of violence			✓			
	Increasing healthy eating				✓		
	Decreasing the risk of drug-resistant infections in the community		✓				
	Increasing active living				✓		
	Improving mental wellbeing	✓	✓	✓	✓	✓	✓
	Improving sexual and reproductive health			✓			
	Reducing tobacco-related harm						✓
	Reducing harmful alcohol and drug use						✓

# Monitoring and evaluation

## Implementation

Annual implementation plans will be prepared every 12 months. These will provide detail including how we will implement the strategies in this plan and how we assess progress.

Annual implementation plans will include specific actions related to each strategy in the Plan, the timeframe it will be delivered, the team within Council who will deliver the action and partners involved in delivery.

Annual implementation plans will be developed and reviewed each year with the Healthy and Wellbeing Advisory Committee. Annual implementation plans will be made available on Council's website, along with the annual progress reports.

## Evaluation

Our approach to evaluation is outlined in Table 2.

## Monitoring

In line with the *Public Health and Wellbeing Act 2008* a council must review its Health and Wellbeing Plan annually, and if appropriate, amend it. Monitoring will also consider measures taken to reduce family violence and respond to the needs of victims, in line with requirements of the *Public Health and Wellbeing Act 2008*.

Annual progress reports will outline the progress achieved within each of the health and wellbeing priority areas. The reports will include case studies from key initiatives and monitor trends, identify opportunities for improvements and inform the development of the next annual implementation plan to ensure actions remain relevant for continued investment by Council over the life of the plan. Annual progress reports will include a short description of progress against each action including visual traffic light rating system to track progress:

- complete/on track ●
- delayed ◆
- not started/off track ■

**Table 2. Health and Wellbeing Plan Evaluation Framework**

Area of evaluation	Evaluation question	Method
Outcome evaluation	What health and wellbeing benefits have been realised over time?	Health and wellbeing outcome indicators
	Are we having the impact we expected?	Case studies
Process evaluation	Have we done what we committed to?	Annual Progress Reports Process indicators
Partnership evaluation	To what extent have our objectives been achieved?	Case studies
	How effective are our partnerships? What benefits have partnerships had on the community?	Partnership evaluation of governance structures



The Diamond Creek off-leash dog park

## Health and wellbeing outcome indicators

This Plan includes health and wellbeing outcome indicators that are guided by the *Victorian Public Health and Wellbeing Outcomes Framework*<sup>51</sup> and health and wellbeing priorities identified in the Nillumbik Community Profile 2021.

These indicators provide a picture of how the health and wellbeing status of our community is tracking over time. It also ensures we maintain a line of sight between local action and our collective effort to achieve progress on state health and wellbeing priorities. Indicators aligned to the outcomes framework are identified with a \* throughout this Plan.

To monitor trends over the time, indicators will be updated (where new data is available) in annual progress reports.

## Governance

Development and implementation of this Plan is overseen by the Nillumbik Health and Wellbeing Advisory Committee which includes members of the community, representatives from Council and health and wellbeing focused agencies. The purpose of the Committee is to provide a formal mechanism for Council to fulfill the requirements of the *Public Health and Wellbeing Act 2008* and consult with stakeholders, seek specialist advice and enable community participation in the development, implementation and evaluation of the Health and Wellbeing Plan.

The Health and Wellbeing Plan Project Control Group will include representatives from within Nillumbik Shire Council. The purpose of this group is to ensure strategic alignment between the Health and Wellbeing Plan and other Council strategic documents, provide advice to support development, implementation and monitoring of the plan, champion and promote health and wellbeing across Council operations and the community, and identify opportunities for improved health and wellbeing outcomes.

The *Public Health and Wellbeing Act 2008* requires Council to provide for the involvement of people in the local community in the development, implementation and evaluation of the plan. This governance approach supports Council in meeting these obligations. Both the Advisory Committee and Project Control Group will meet regularly throughout the life of the Plan. Input from these groups will inform the development of Annual Implementation Plans and Annual Progress Reports.



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A rainbow lorikeet

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