

# A FAIR HOBSONS BAY *FOR ALL*

2024-28



**HOBSONS  
BAY CITY  
COUNCIL**





December 2023

### Acknowledgements

Council acknowledges the Bunurong People of the Kulin Nation as the Traditional Custodians of these municipal lands and waterways and pay our respects to Elders past and present.

Council acknowledges the legal responsibility to comply with the *Charter of Human Rights and Responsibilities Act 2006* and the *Equal Opportunity Act 2010*. The *Charter of Human Rights and Responsibilities Act 2006* is designed to protect the fundamental rights and freedoms of citizens. The Charter gives legal protection to 20 fundamental human rights under four key values that include freedom, respect, equality, and dignity.

Council also acknowledges all the organisations that supported and participated in preliminary engagement to inform the development of A Fair Hobsons Bay for All 2024–28 (see Appendix 2).



## Mayor's message



### Welcome to A Fair Hobsons Bay for All 2024–28, the second edition of Council's integrated social policy framework.

This policy builds on the achievements of the previous version and will serve as a foundation document to promote fairness and equity. It also complements our Hobsons Bay 2030 Community Vision, Council Plan 2021–25 and Municipal Public Health and Wellbeing Plan, which together aim to build healthier and more resilient communities.

We listened to our community when we updated this policy. We heard about issues affecting local communities, as well as the strengths and resilience of people in Hobsons Bay. Our community's commitment to diversity and inclusion is as strong as ever, and I thank everyone who contributed.

This policy is guided by our vision for a fair Hobsons Bay for all, built on inclusion and belonging, where everyone can thrive, contribute, feel safe and valued. This vision is underpinned by five clear themes that aim to improve access to our built environment, social connection, learning and economic opportunities, the natural environment, all underpinned by a Council that seeks to support the health and wellbeing of all residents.

A Fair Hobsons Bay for All 2024–28 continues to acknowledge priority populations who experience social and economic disadvantage more consistently and to a higher degree than the broader population. It retains all of the groups from the previous edition, including children, young people, older people, people in culturally and linguistically diverse communities, First Nations people, people with a disability, women and girls, and LGBTIQ+ and gender diverse communities.

In addition, the policy adds 'low-income households' as a new priority population to further support Council's efforts to respond to the economic challenges experienced by some residents. Community consultation also highlighted the critical role that carers play in Hobsons Bay, who have been incorporated into the policy alongside people with a disability.

I am delighted with the continued evolution of A Fair Hobsons Bay for All 2024–28. Implementation of the policy will take place working alongside our community and I look forward to joining you as we continue our work to build a fairer Hobsons Bay for all.

**Mayor of Hobsons Bay**  
**Cr Matt Tyler**

# Contents



<b>Introduction</b>	<b>6</b>
<b>About Hobsons Bay</b>	<b>9</b>
<b>Policy framework</b>	<b>10</b>
<b>Themes</b>	<b>14</b>
Theme 1: Accessible and connected neighbourhoods	15
Theme 2: Inclusive and supportive communities	16
Theme 3: Learning and economic opportunities	17
Theme 4: Enjoying and adapting to nature	18
Theme 5: A fair Council for all	19
<b>Hobsons Bay policy context</b>	<b>20</b>
<b>Council's role</b>	<b>22</b>
<b>Priority populations</b>	<b>23</b>
Children	24
Young people	26
Older people	28
People from culturally and linguistically diverse communities	30
First Nations people	33
People with a disability and carers	36
Women and girls	39
LGBTIQ+ and gender diverse communities	42
People in low-income households	45
<b>Implementation, monitoring and evaluation</b>	<b>48</b>
<b>Legislative requirements</b>	<b>51</b>
<b>References</b>	<b>52</b>
<b>Appendices</b>	<b>55</b>
Appendix 1: Social determinants of health in Hobsons Bay	55
Appendix 2: Organisations involved in preliminary engagement	56







# Introduction

**The purpose of A Fair Hobsons Bay for All 2024–28 is to ensure that fairness and equity<sup>1</sup> are considered and embedded in all of Council’s decisions and activities.**

A Fair Hobsons Bay for All 2024–28 is the second iteration of Council’s integrated social policy framework. The first iteration was adopted in 2019 and combined all of Council’s previous social policies into one overarching policy. This helped to reduce duplication, increase alignment across Council, and support more effective monitoring and evaluation of outcomes.

Populations at higher risk of social and economic disadvantage in Hobsons Bay are considered ‘priority populations’ in this policy. They include the following groups:

- Children (0–11 years)
- Young people (12–25 years)
- Older people (60 years and over)
- People from culturally and linguistically diverse (CALD) communities
- First Nations people
- People with a disability and carers
- Women and girls
- Lesbian, gay, bisexual, transgender, intersex, queer, asexual (LGBTIQ+) and gender diverse communities
- People in low-income households?

1. The World Health Organisation (WHO) defines equity as ‘the absence of unfair, avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically or by other dimensions of inequality (e.g. sex, gender, ethnicity, disability, or sexual orientation)’. The WHO also states that ‘health is a fundamental human right’ and that ‘health equity is achieved when everyone can attain their full potential for health and well-being’. See World Health Organization (2023) Health Equity, <https://www.who.int/health-topics/health-equity> for more detail.

2. ‘Low-income households’ refer to households with an Equivalised Household Income of less than \$500 per week at the time of the 2021 Census. Equivalised Household Income puts all households on an equal footing independent of household size and composition to enable comparison between households. See <https://profile.id.com.au/hobsons-bay/low-income-introduction> for more detail.

It is recognised that people outside these groups may experience disadvantage. However, research, data and engagement indicate that priority populations are subject to ‘systemic barriers’ which mean they experience disadvantage more consistently, and to a higher degree, than the broader population. The policy also adopts the concept of ‘intersectionality’ which highlights that some people experience overlapping forms of discrimination and disadvantage based on different attributes.<sup>3</sup> More detail on priority population groups is provided in Section 7 (Priority Populations).

A Fair Hobsons Bay for All 2024–28 has been informed by detailed research and an evaluation of the previous policy, as well as extensive preliminary engagement with priority population groups and the broader community. Implementation will be closely monitored and evaluated to determine if the outcomes sought have been achieved for priority population groups.

**NOTE:** *The 2021 Census of Population and Housing is the key data source used to describe priority populations in A Fair Hobsons Bay for All 2024–28. However, the Census does not collect data that is relevant to some priority populations such as gender or sexual orientation. As such, other research is included to complement the 2021 Census demographic data and to provide details about the health and wellbeing outcomes of priority population groups. This includes research by state and federal government agencies, academics, community health services and other organisations.*

3. Commission for Gender Equality in the Public Sector (2022) Applying intersectionality, <https://www.genderequalitycommission.vic.gov.au/applying-intersectionality>



# About Hobsons Bay



Hobsons Bay is located at the northern end of Port Phillip Bay to the south-west of Melbourne's CBD. It includes the suburbs of Altona, Altona Meadows, Altona North, Brooklyn, Laverton, Newport, Seabrook, Seaholme, South Kingsville, Spotswood, Williamstown and Williamstown North. Each of these suburbs has its own unique character, from the historic seaport of Williamstown to the more recently developed residential areas of Altona Meadows and Seabrook.

Hobsons Bay's rich natural environment is one of our greatest assets. The area boasts over 20 kilometres of beaches and foreshore areas and is home to significant coastal wetlands, five creek systems, remnant native grasslands and important flora and fauna habitats.

In 2022, the Estimated Resident Population of Hobsons Bay was 91,736 people.<sup>4</sup> Hobsons Bay's population is forecast to grow by just over 30 per cent (around 28,800 people) by 2041, an average annual growth rate of 1.5 per cent. Altona Meadows, the suburb with the biggest land area, has the highest population (18,479 people) while Brooklyn has the smallest (1,968 people).

## Social and economic disadvantage

Over the past twenty years, the level of relative social and economic disadvantage in Hobsons Bay has declined. In 2021, Hobsons Bay's score on the Index of Relative Socio-economic Disadvantage (1,020.7)<sup>5</sup> placed it amongst the **40 per cent least disadvantaged local government areas in Victoria**.<sup>6</sup> However, social and economic disadvantage does exist in Hobsons Bay, with almost one-third (32.8%) of the population living in areas of higher disadvantage.<sup>7</sup>

Statewide data indicates that people living in the most disadvantaged areas are significantly more likely to experience unemployment, overcrowded housing, and exposure to family violence.<sup>8</sup>

We also know that disadvantage is spread unevenly across the municipality. Figure 1 shows the distribution of socio-economic disadvantage in Hobsons Bay.<sup>9</sup> In 2021, Laverton (905.2), Altona North (961.2) and Altona Meadows (982.8) all had SEIFA Index of Relative Socio-economic Disadvantage scores that place them amongst the **30 per cent most disadvantaged suburbs in Victoria**. There are also pockets of disadvantage within areas of lower disadvantage such as Williamstown. Other factors also vary across the municipality, including air quality and access to public transport. These 'locational barriers' highlight the need to fairly plan, deliver and advocate for services, facilities, and other activities across the municipality.

4. The Estimated Residential Population is the Australian Bureau of Statistics' official population of an area. It differs from (and is usually higher than) actual Census counts as it factors in population missed by the Census and people overseas on Census night.

5. The Socio-Economic Indexes for Areas (SEIFA) Index of Relative Socio-economic Disadvantage, developed by the Australian Bureau of Statistics, is a tool that ranks areas in Australia according to relative socio-economic disadvantage. A higher score on the index means a lower level of disadvantage, while a lower score on the index means a higher level of disadvantage.

6. Australian Bureau of Statistics (2023) Socio-Economic Indexes for Areas (SEIFA), Australia, <https://www.abs.gov.au/statistics/people/people-and-communities/socio-economic-indexes-areas-seifa-australia/latest-release>

7. Australian Bureau of Statistics (2022) IRSD Deciles at SA1Level (area) by LGA (UR) [Census TableBuilder], accessed August 2023.

8. Tanton, R., Dare, L., Miranti, R., Vidyattama, Y., Yule, A. and McCabe, M. (2021), Dropping Off the Edge 2021: Persistent and multilayered disadvantage in Australia, Jesuit Social Services: Melbourne.

9. .id informed decisions (n.d.) Hobsons Bay City Social Atlas, <https://atlas.id.com.au/hobsons-bay>, accessed July 2023.



The rising cost of living is also placing additional strain on priority populations and the broader community. ABS data from the June 2023 quarter show that the Consumer Price Index (which measures inflation) rose by six per cent over the previous year, with new dwellings (up by 7.8%) and rents (up by 6.7%) being key factors!<sup>10</sup> Additionally, thirteen interest

rate rises between May 2022 and November 2023 are likely to push more households into housing stress and economic disadvantage in the coming years. Research also shows that ‘energy stress’ disproportionately affects low-income households, social housing residents, and households where one member has a long-term health condition or disability!<sup>11</sup>

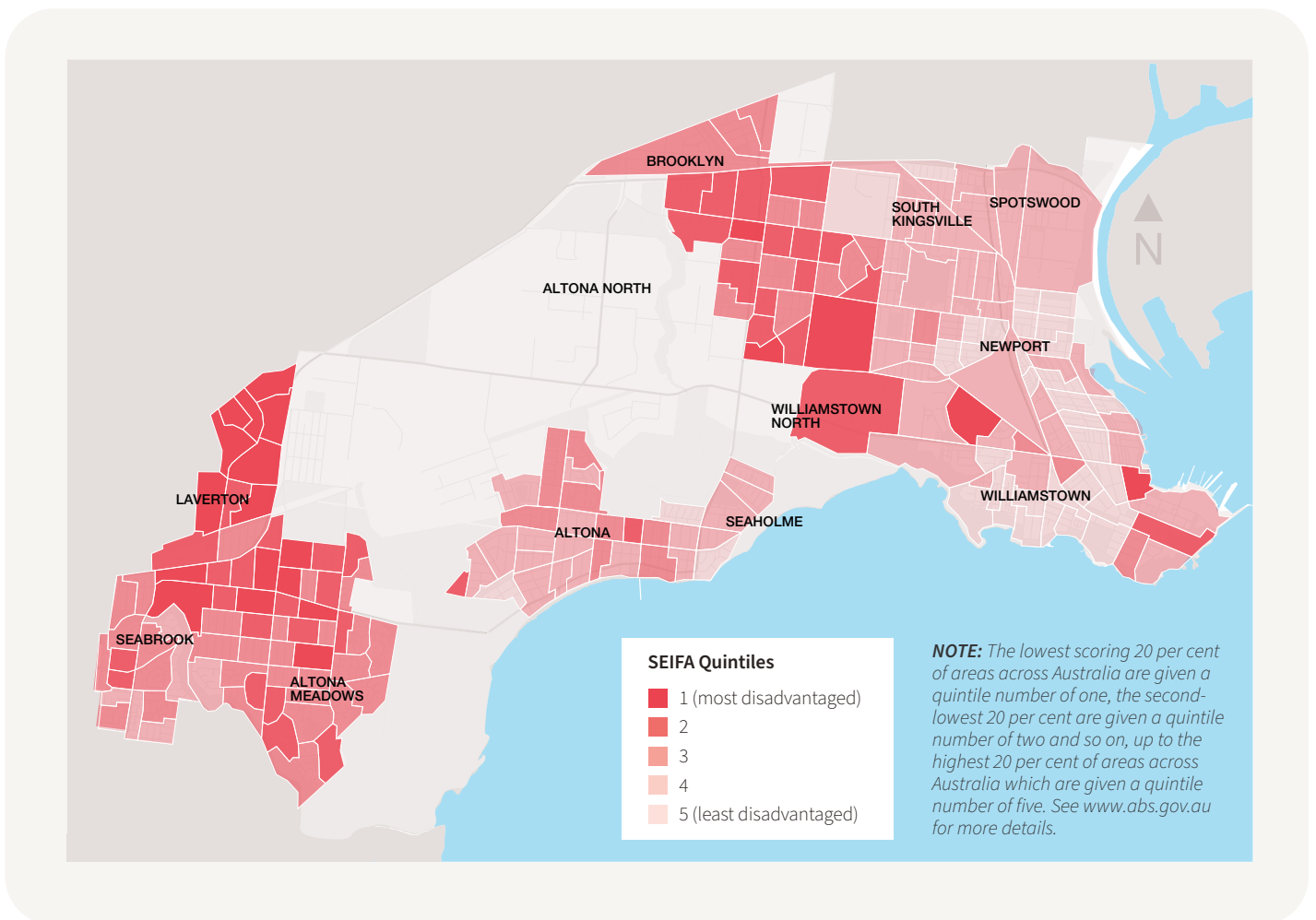


Figure 1. Distribution of socioeconomic disadvantage in Hobsons Bay, 2021

10. Australian Bureau of Statistics (2023) ‘CPI rose 0.8 per cent in the June 2023 quarter’, <https://www.abs.gov.au/media-centre/media-releases/cpi-rose-08-cent-june-2023-quarter>, accessed August 2023.

11. Brotherhood of St Laurence (2022) ‘Power pain: an investigation of energy stress in Australia’, <https://www.bsl.org.au/research/publications/power-pain>, accessed August 2023.



# Policy framework



## Purpose

The purpose of A Fair Hobsons Bay for All 2024–28 is to ensure that fairness and equity are considered and embedded in Council decisions and activities. It informs Council’s planning and decision making, advocacy and partnerships, and the delivery of services, programs and infrastructure.

More broadly, the policy guides Council’s efforts to build a fairer Hobsons Bay where everyone has access to the opportunities they need to improve and enrich their lives. It aims to address the social conditions that influence health and wellbeing, aiming to reduce inequities by supporting ‘priority populations’ more likely to experience disadvantage. This approach is consistent with Council’s legislative responsibility to ‘protect, improve and promote public health and wellbeing’ under the *Public Health and Wellbeing Act 2008*.

A Fair Hobsons Bay for All 2024–28 is underpinned by a vision and five key principles of social justice. It also sets out five broad themes that aim to address various social determinants of health. Each theme articulates an objective and related outcome, to be pursued through a range of strategies.

Implementation will occur through annual action plans, commencing with the 2023–24 Action Plan. All actions will align with one of the policy’s strategies. Monitoring and evaluation will occur through annual reporting and by tracking ‘Indicators of Change’ to monitor trends, identify emerging issues, and measure progress against the policy’s intended outcomes. Figure 2 provides an overview of the framework used in A Fair Hobsons Bay for All 2024–28.



Figure 2: Policy Framework



## Vision

*A fair Hobsons Bay built on inclusion and belonging, where everyone can contribute, thrive, feel safe and valued.*

## Principles

A Fair Hobsons Bay for All is underpinned by five key principles of social justice.<sup>12</sup> These are:

- **Access** – supporting fair and inclusive access to goods, resources, and services, including education, information, employment, and Council’s decision-making processes.
- **Equity** – reducing locational and systemic barriers that prevent individuals or groups from accessing services and other opportunities to maximise their potential.
- **Diversity** – acknowledging, respecting, and celebrating the differences that exist between individuals and groups.
- **Participation** – ensuring that priority populations are included and considered in Council decisions, programs, and other activities, recognising that their capacity to participate can be limited due to locational and systemic barriers.
- **Human Rights** – upholding the rights of all individuals and groups, including ‘legal rights’ as determined by law and ‘moral rights’ that are protected by procedures, norms, and rules.

## Social determinants of health

The Social Determinants of Health framework recognises that the environments in which we live do not always provide the opportunities for us to achieve the best possible levels of health and wellbeing. Research also indicates that focussing on the social determinants of health can help to reduce health inequities, i.e. the unfair and avoidable differences in health status seen within and between populations.<sup>13</sup> Additionally, the social determinants of health highlight the ‘systemic barriers’ that contribute to reduced health and wellbeing outcomes within priority populations. Eleven social determinants have been identified for Hobsons Bay (see Appendix 1) and these will be addressed across the policy’s five themes.

## Place

A Fair Hobsons Bay for All is focussed on people. It combines Council’s previous social policies, which aimed to achieve better outcomes for different groups, including children, young people, older people, and people with a disability. However, our efforts to increase fairness and equity must also consider the places where people live, work, study, and visit. Council aims to make better places in Hobsons Bay through a range of programs and strategies, including delivery of our Better Places Guides and Open Space Strategy 2018–28.

A Fair Hobsons Bay 2024–28 will also take account of the different places across the municipality, and the relative strengths and challenges that exist in these locations. In particular, Themes One (Accessible and connected neighbourhoods), Two (Inclusive and supportive communities) and Five (A fair Council for all) aim to respond to locational barriers through strategies to plan, deliver and advocate for better places in Hobsons Bay.

12. Adapted from United Nations (2013) ‘Social Justice: Concepts, Principles, Tools and Challenges’, Economic and Social Commission for Western Asia Technical Paper 9, published December 2013, <https://digitallibrary.un.org/record/3894953?ln=en>, accessed June 2023; and Kent State University (2020) ‘The Five Principles of Social Justice’, <https://onlinedegrees.kent.edu/political-science/master-of-public-administration/community/five-principles-of-social-justice>, accessed June 2023.

13. World Health Organisation (n.d.) ‘Social determinants of health’, <https://www.who.int/health-topics/social-determinants-of-health>, accessed June 2023.



## Disability Action Plan

Under section 38 of the *Disability Act 2006*, public sector bodies (including Councils) are required to prepare a Disability Action Plan (DAP) and report on implementation through their Annual Report. Under the Act, a DAP is prepared for the purpose of:

- a) reducing barriers to persons with a disability accessing goods, services and facilities
- b) reducing barriers to persons with a disability obtaining and maintaining employment
- c) promoting inclusion and participation in the community of persons with a disability
- d) achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

A Fair Hobsons Bay for All 2024–28 incorporates Council’s Disability Action Plan. Each purpose stated in the Act is addressed through multiple strategies within the policy, which then guide the development and implementation of actions within annual action plans (see Figure 3).

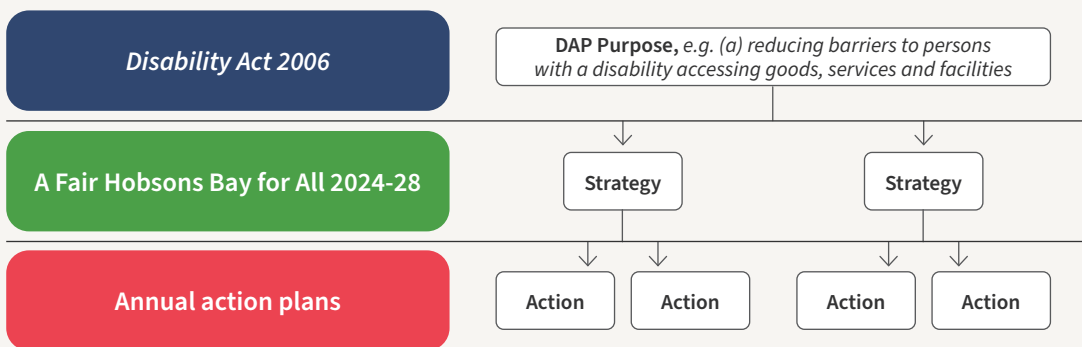


Figure 3: Integration of the Disability Action Plan

The alignment between the legislated purposes of a DAP and the strategies in A Fair Hobsons Bay for All 2024–28 are also highlighted in Section 4 (Themes). For example, **DAP (a)** indicates that the relevant strategy contributes toward reducing barriers to accessing goods, services and facilities, which ties back to the *Disability Act 2006*. Section 9 (Legislative Requirements) provides for more information on how A Fair Hobsons Bay for All 2024–28 incorporates Council’s Disability Action Plan.



## Themes



## THEME 1

# Accessible and connected neighbourhoods



### Objective

To improve access to public infrastructure, community facilities, housing, and local neighbourhoods.

### Outcome

Public infrastructure, community facilities and local neighbourhoods are more accessible, safe and connected, and Hobsons Bay residents have better access to affordable housing and support services.

### Strategies

1.1	Deliver and advocate for safe, accessible and connected neighbourhoods that recognise and respond to locational and systemic barriers and support improved engagement, mobility, and participation for all priority populations.	DAP (c)
1.2	Advocate for frequent, safe, connected and accessible public transport services, infrastructure and information to meet the needs of all priority populations.	DAP (a)
1.3	Support the Hobsons Bay Affordable Housing Trust to increase the supply of affordable housing in Hobsons Bay.	DAP (a)
1.4	Develop coordinated processes within Council to support residents experiencing or at risk of homelessness to access available services and supports.	DAP (a)
1.5	Deliver welcoming, safe and accessible community facilities and spaces that incorporate universal design, respond to locational and systemic barriers, and support improved health and wellbeing for priority populations across the municipality.	DAP (c)

THEME 2

# Inclusive and supportive communities



## Objective

To facilitate social connections, more equitable access to services, and increased respect for diversity.

## Outcome

Hobsons Bay is more inclusive, safe and welcoming, with improved access to services and opportunities for social connection and participation.

## Strategies

2.1	Identify service gaps for priority populations and local communities in Hobsons Bay and work with key stakeholders to support more equitable access to relevant, affordable and safe services.	DAP (a)
2.2	Deliver, plan and advocate for services and programs that support the mental health and wellbeing of priority populations in Hobsons Bay.	DAP (a)
2.3	Build the capacity of priority populations and local community organisations to increase the diversity of community leadership in Hobsons Bay.	DAP (c)
2.4	Celebrate diversity, challenge discrimination, and acknowledge the strengths, needs and experiences of priority populations.	DAP (d)
2.5	Deliver and support inclusive activities, services and programs that enable priority populations to safely connect, participate and express themselves through the arts, sport, and other recreational and social activities.	DAP (c)
2.6	Promote and support positive gender representation, respectful relationships, and the consideration of people of all genders in Council's operations.	



### THEME 3

# Learning and economic opportunities



## Objective

To improve financial independence and access to lifelong learning, education, employment, volunteering, and business development opportunities.

## Outcome

Priority populations have improved financial independence and increased access to lifelong learning, education, employment, volunteering, and business development opportunities.

## Strategies

3.1	Support and advocate for additional early childhood education and care places (with a focus on kindergarten) to meet current and forecast need in Hobsons Bay.	<b>DAP (c)</b>
3.2	Deliver, support and advocate for affordable lifelong learning and education programs that enable priority populations to develop skills, connect socially, and prepare for employment and business development opportunities.	<b>DAP (b)</b>
3.3	Work with local businesses and registered training organisations to provide and support meaningful work experience, volunteering, traineeship, mentoring and employment opportunities for priority populations.	<b>DAP (b)</b>
3.4	Support priority populations to establish, maintain and expand local business development opportunities.	<b>DAP (b)</b>
3.5	Deliver, support and advocate for initiatives that contribute to increased financial independence for priority populations.	<b>DAP (a)</b>

## THEME 4

# Enjoying and adapting to nature



### Objective

To improve access to our natural environment and support equitable adaptation to climate change.

### Outcome

Priority populations have improved access and connection to the natural environment and are supported to adapt to the impacts of climate change.

## Strategies

4.1	Plan, deliver and advocate for accessible, connected, safe and inviting open spaces in alignment with the Hobsons Bay Open Space Strategy 2018-28 and other relevant plans, policies and strategies.	DAP (c)
4.2	Engage with First Nations people and organisations to support the understanding, preservation and acknowledgement of cultural heritage and land management practices in Hobsons Bay.	
4.3	Deliver, support and advocate for initiatives that improve access to healthy and affordable food and provide improved opportunities to produce food locally.	DAP (a)
4.4	Deliver and support accessible opportunities for priority populations to experience and engage with our foreshore, open space, and other elements of our natural environment.	DAP (c)
4.5	Support priority populations to develop skills and knowledge that promote sustainable living and build capacity to adapt to the impacts of a changing climate.	DAP (a)

## THEME 5

# A fair Council for all



### Objective

To be a socially just organisation that respects diversity, engages with local communities, and supports the health and wellbeing of all residents.

### Outcome

Council is a more socially just organisation that continues to respect diversity, engage with local communities, and support the health and wellbeing of all residents.

### Strategies

5.1	Provide accessible, inclusive and safe opportunities for priority populations to share knowledge, foster new ideas and engage in civic processes, planning and decision making, including providing feedback on Council's annual budget.	DAP (c)
5.2	Build an inclusive and respectful workplace that reflects the diversity of the Hobsons Bay community.	DAP (b)
5.3	Review and continuously improve the delivery of Council services and engagement processes by identifying and responding to locational and systemic barriers, with the aim of ensuring they are accessible, inclusive, and welcoming for all priority populations.	DAP (a)
5.4	Deliver accessible and inclusive media and communication materials that reflect and celebrate Hobsons Bay's diverse community.	DAP (c)
5.5	Promote activities that support priority populations to connect socially, access services and participate in opportunities to improve health and wellbeing.	DAP (c)
5.6	Advocate to State and Federal Governments for increased funding, locally based services, and legislative and policy reform to support the health and wellbeing of priority populations and the broader Hobsons Bay community.	DAP (all)

# Hobsons Bay policy context



## A Fair Hobsons Bay for All 2024–28 is aligned to the Hobsons Bay 2030 Community Vision and Council Plan 2021–25.

Developed by the community for the community, the **Hobsons Bay Community Vision 2030** represents the community's long-term aspirations for the future of the municipality. It establishes six priorities and is underpinned by the following vision: by 2030, embracing our heritage, environment and diversity, we – the community of Hobsons Bay – will be an inclusive, empowered, sustainable and visionary community, led and supported by a progressive Council of excellence.

The **Council Plan 2021–25** sets Council's strategic direction and is the roadmap to achieving the Community Vision. In response to community feedback, it outlines five objectives that guide the planning, development, allocation of resources and provision of services to the Hobsons Bay community. The Council Plan 2021–25 incorporates the Council's **Municipal Public Health and Wellbeing Plan**.

The **Hobsons Bay Planning Scheme** sets a range of objectives, policies and provisions relating to the use, development, protection, and conservation of land in Hobsons Bay that impacts priority populations. It regulates the use and development of land through planning provisions to achieve those objectives and policies.<sup>14</sup>

**A Fair Hobsons Bay for All 2024–28** supports the implementation of the Hobsons Bay 2030 Community Vision and the Council Plan 2021–25 by ensuring Council resources are used to address disadvantage across the municipality and enable inclusion of all. It does this by informing Council's work across departments and is aligned with a range of other Council strategies, policies, and plans (see Figure 4).

14. Department of Transport and Planning (2023) Using Victoria's planning system, <https://www.planning.vic.gov.au/guide-home/using-victorias-planning-system>



## Hobsons Bay 2030 Community Vision

*Sets out the long-term community vision and priorities*

### Council Plan 2021-25

*An organisational plan for working towards the community vision*

### Hobsons Bay Planning Scheme

*Guides the use, development, protection and conservation of land in Hobsons Bay*

- Affordable Housing Policy 2023
- Gambling Harm Prevention Policy Statement 2023
- Hobsons Bay Response to Climate Change Action Plan 2022
- Integrated Transport Plan 2017–30
- Community Engagement Policy 2023
- Creative City Arts and Culture Plan 2023–30 (in development)
- Hobsons Bay Open Space Strategy 2018–28
- Hobsons Bay Advocacy Strategy 2021–25
- Play Space Strategy 2013–23
- Municipal Emergency Management Plan 2020
- Events and Festivals Plan 2016–21
- Volunteering Strategy 2018
- Reconciliation Action Plan 2019–20
- Centres of Excellence Strategy 2022–27
- Economic Development Strategy 2023–28
- Gender Equality Action Plan 2021–25
- Hobsons Bay Public Toilet Strategy 2023–33
- Hobsons Bay Property Strategy 2021–30
- Urban Forest Strategy 2020
- Asset-Plan 2022–32
- Provision of New Pathways Policy 2017
- Road Asset Management Plan 2019
- Community Services and Infrastructure Plan 2020–30
- Minimising the Harm of Alcohol Policy Statement 2016
- Universal Design Policy Statement 2017
- Sports Facilities Needs Analysis 2018

Figure 4: Hobsons Bay Policy Context

# Council's role



Section 8(1) of the *Local Government Act 2020* states that the role of a Council is to 'provide good governance in its municipal district for the benefit and wellbeing of the municipal community'. Section 24 of the *Public Health and Wellbeing Act 2008* also states that the function of a Council is to 'seek to protect, improve and promote public health and wellbeing'.

As the closest level of government to the community, local government is best placed to know, understand, plan and advocate for local and diverse community needs and concerns. However, health and wellbeing outcomes are shaped by many factors that sit outside of Council's control, including state and federal government priorities, global and national economic trends, and the actions of private industry and business.

In fulfilling its various roles and functions, Council acts as a:

- **Planner**, e.g. policy development, community engagement, research and data
- **Resource provider**, e.g. providing community infrastructure, and the delivery of community grants, education and training
- **Service provider**, e.g. providing services required for local residents and the wider region
- **Partner and broker**, e.g. networking, service coordination, and supporting others to provide services and facilities
- **Community capacity builder**, e.g. supporting local organisations to be more inclusive and accessible
- **Advocate and supporter**, e.g. engaging with other levels of government in relation to important local issues.

Through a Fair Hobsons Bay for All 2024–28, Council will continue to work across each of these roles in its efforts to build a fairer Hobsons Bay.

# Priority populations



A Fair Hobsons Bay for All 2024-28 retains the eight priority population groups identified in the previous iteration of the policy. It also includes carers alongside people with a disability and adds a new priority population: people in low-income households.

Priority populations are more likely to experience social and economic disadvantage, with additional 'intersectional' challenges for people who are part of multiple groups. We also know that priority populations in Hobsons Bay have important strengths that help shape our diverse and vibrant communities.

Key information is provided below on each priority population, including demographic data, education and employment statistics, and health and wellbeing indicators. Each part also includes a summary of what we heard during preliminary engagement to update the policy (see Appendix 2 for a list of the organisations that supported and participated in preliminary engagement).

**NOTE:** Priority populations are included in this policy to ensure they are considered in Council's planning, actions, and decision-making. These groups have been identified and confirmed through preliminary engagement and published data that indicates they experience disadvantage more consistently and to a higher degree at a population level. It is recognised, however, that people outside these groups also experience disadvantage, and their needs are addressed through other Council policies, strategies, and activities. Additionally, the policy may incorporate other disadvantaged populations that exist within or across the identified priority populations and/or new groups that emerge over time.

# Children



## Population

In 2021, there were 13,818 children aged 0 to 11 in Hobsons Bay, making up 15.4 per cent of the population<sup>15</sup> This is similar to the proportion of children in this age group in Greater Melbourne. However, between 2015–16 and 2021–22, Hobsons Bay experienced a 16 per cent decrease in birth notifications.

## Place

Altona Meadows (2,473 persons) has the highest number of children aged 0 to 11 years in Hobsons Bay, although numbers fell between 2016 and 2021. Newport (18.0%), Spotswood-South Kingsville (17.8%) and Seabrook (17.6%) are the suburbs with the highest proportion of children. Precinct 1 (Altona North and Brooklyn) is forecast to have the highest increase in children aged 0 to 11 by 2041 (up by 108.5% or +2,719 persons).

## Intersectionality

In 2021, there were 104 First Nations children (0.75% of all children) in Hobsons Bay, a slight increase from 102 children in 2016. An estimated 3.1 per cent of children aged 0 to 11 require assistance with their daily activities, equating to 425 persons.

## Early learning

In 2021, 37 per cent of children aged 0 to 4 in Hobsons Bay (2,146 persons) were attending three or four-year-old kindergarten, a similar proportion to Greater Melbourne. In 2021, 87.5 per cent of children aged 5 to 11 years were attending primary school, also a similar proportion to Greater Melbourne.

## Health and wellbeing

In 2021, child immunisation rates in Hobsons Bay were similar to the North West Melbourne region: 12–15 months (94%), 24–27 months (93%) and 60–63 months (95.5%). In 2021, about one in 12 children in Hobsons Bay were developmentally vulnerable on two or more domains of the Australian Early Development Census, e.g. physical health and wellbeing, emotional maturity, language and cognitive skills<sup>16</sup> In 2021, the top three long-term health conditions for children aged 0 to 11 were: asthma (5.2%), mental health (1.0%) and heart disease (0.2%). These are similar to Greater Melbourne.

## What children told us

Children told us that they felt their city was a friendly and welcoming place, and they love our beaches and libraries. We heard about the need for more opportunities for girls to play junior sport (including representative teams) and for more statues of women in the municipality.

Children expressed their concerns with racism and discrimination and thought that people should be treated fairly and with equal rights. We also heard that children are concerned about how much things cost.

Children told us about the need for better local places and spaces, particularly cleaner beaches, more games at the beach, a 'mega park', movies in the parks, and more bins to discourage people from littering. Finally, children want more programs for kids with disabilities.



Figure 5: Drawings from children's focus group

15. .id informed decisions (2022) Hobsons Bay City – Community Profile, .id community demographic resources, <https://profile.id.com.au/hobsons-bay/service-age-groups>, accessed June 2023.

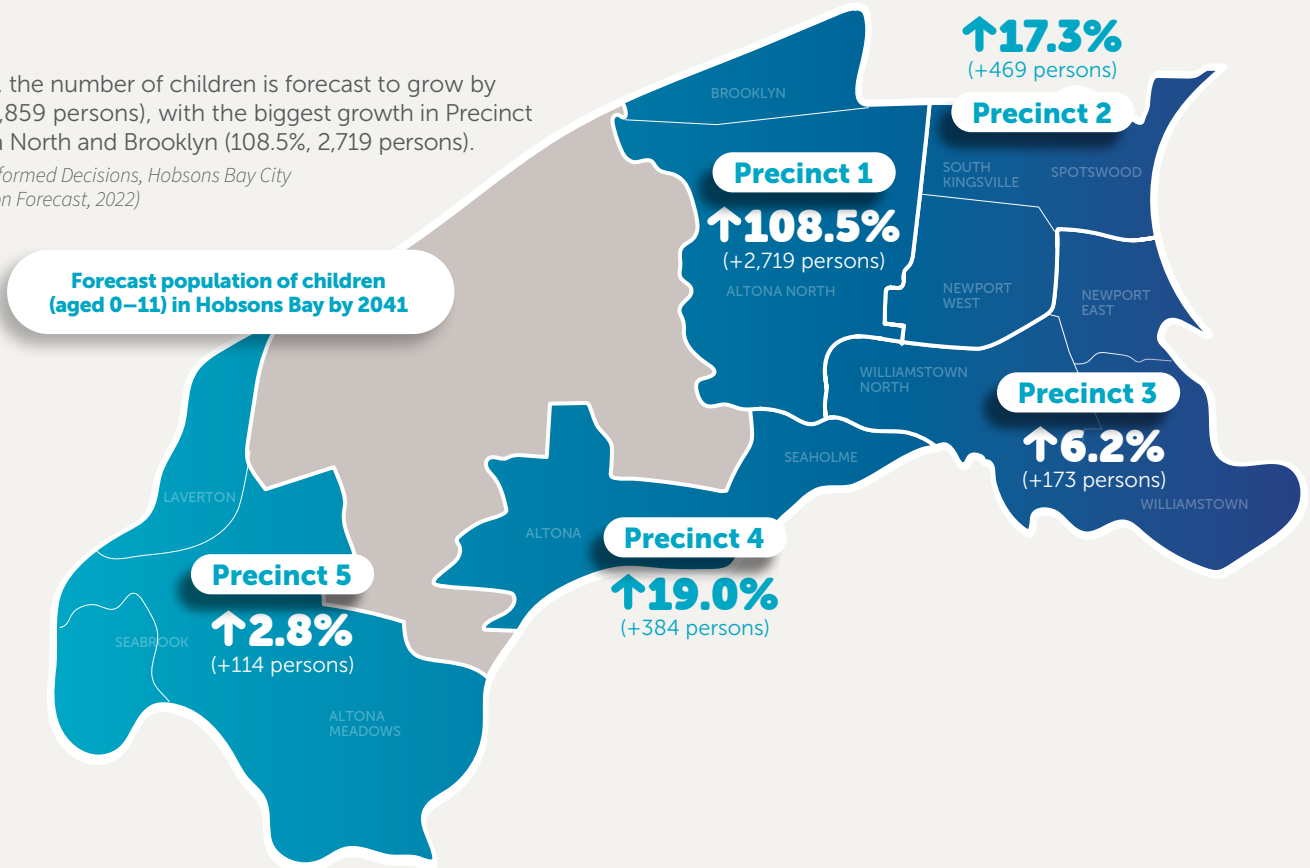
16. Australian Early Development Census (c. 2022) Explore the AEDC results, <https://www.aedc.gov.au>



## Snapshot of children

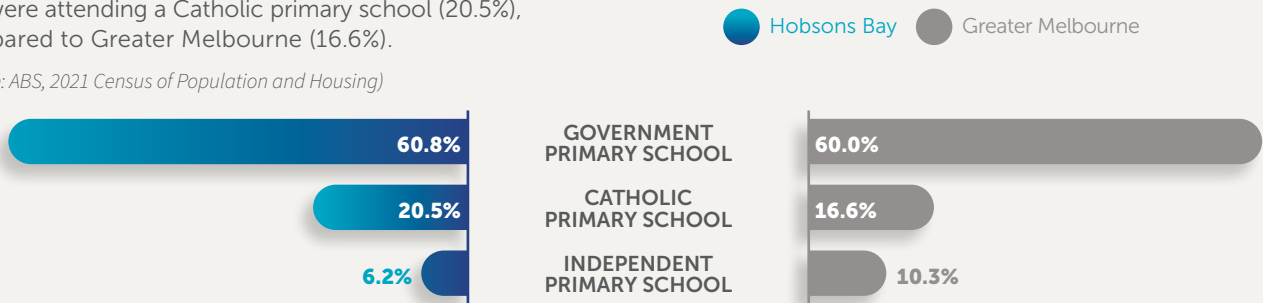
By 2041, the number of children is forecast to grow by 27.4% (3,859 persons), with the biggest growth in Precinct 1: Altona North and Brooklyn (108.5%, 2,719 persons).

(Source: Informed Decisions, Hobsons Bay City - Population Forecast, 2022)



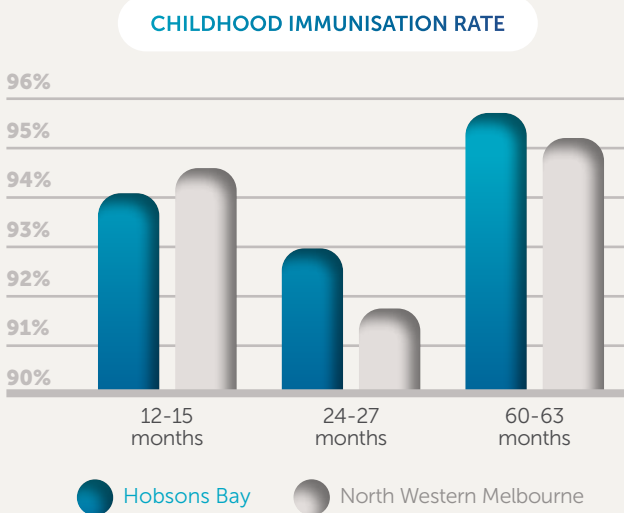
In 2021, a higher proportion of children in Hobsons Bay were attending a Catholic primary school (20.5%), compared to Greater Melbourne (16.6%).

(Source: ABS, 2021 Census of Population and Housing)



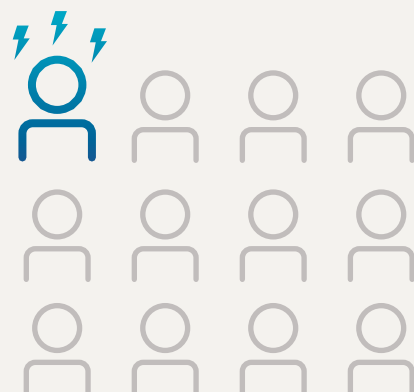
In 2021, childhood immunisation rates in Hobsons Bay were similar to North Western Melbourne.

(Source: Department of Health and Aged Care 2021 PHN Childhood immunisation coverage data)



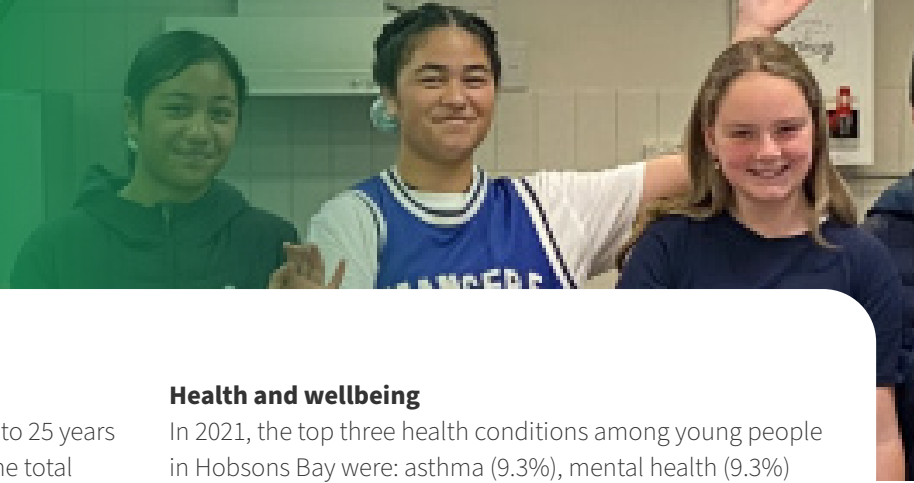
In 2021, about 1 in 12 children in Hobsons Bay were developmentally vulnerable on two or more domains of the Australian Early Development Census, e.g. physical health and wellbeing, emotional maturity, language and cognitive skills.

(Source: AEDC, 2021 Data Explorer)



Note: This is lower than the Victorian rate (1 in 10)

# Young people



## Population

In 2021, there were 13,194 young people aged 12 to 25 years in Hobsons Bay, accounting for 14.4 per cent of the total population. This is below the average for Greater Melbourne (17.3%). Since the last Census in 2016, the number of young people has dropped by 2,781 people (17% decrease).

## Place

Altona Meadows (2,415 persons) has the highest number of young people aged 12 to 25 years in Hobsons Bay, although numbers fell between 2016 and 2021. Williamstown North-The Rifle Range (18.3%), Williamstown (15.9%) and Laverton (15.2%) are the suburbs with the highest proportion of young people. It is anticipated that there will be an increase of 33 per cent for people aged 12–25 years across Hobsons Bay by 2041. Precinct 1 (Altona North and Brooklyn) is forecast to have the highest increase in young people by 2041 (up by 112% or +2,304 persons).

## Intersectionality

In 2021, there were 144 First Nations young people in Hobsons Bay, an increase of 32 persons since 2016. An estimated three per cent of young people aged 12 to 25 required assistance with their daily activities, equating to 396 persons. In 2017, Victorians aged 18 to 24 years included the highest proportion of LGBTIQ+ people, estimated at just over 12 per cent across the state.<sup>17</sup>

## Education and employment

In 2021, 8.3 per cent of young people aged 15–25 in Hobsons Bay (832 persons) were not engaged in employment or education, a higher rate than for Greater Melbourne (7.4%). A total of 41.7 per cent of people aged 18–25 years were attending tertiary education, lower than the rate for Greater Melbourne (44.3%). In the year to October 2022, unemployment among people aged 15 to 25 years in Hobsons Bay was generally higher than the rate for Greater Melbourne, peaking at more than 15 per cent in August 2022.<sup>18</sup>

## Health and wellbeing

In 2021, the top three health conditions among young people in Hobsons Bay were: asthma (9.3%), mental health (9.3%) and diabetes (0.5%). Greater Melbourne had the same top two (asthma and mental health), although at slightly lower rates than for Hobsons Bay. In 2019–20, people aged 15–24 years in Hobsons Bay (1,548 per 100,000 population) were more likely to present to emergency departments for mental and behavioural disorders, compared to Greater Melbourne (1,443 per 100,000 population).<sup>19</sup> In 2021–22, there was a substantially lower rate of alcohol-related ambulance attendances for people aged 20–24 years in Hobsons Bay (17.5 per 100,000 population), compared to Greater Melbourne (38.0 per 100,000 population).<sup>20</sup>

## What young people told us

Young people told us they are passionate about their community and social justice is at the forefront of their minds. We heard that they care about gender equality, woman's rights, LGBTIQ+ communities, challenging racism, social inclusion, and ensuring that all people feel safe, valued, and represented. They have a thirst for knowledge, wanting to learn more about First Nations people and environmental sustainability, including caring for Skeleton and Laverton Creeks.

Young people indicated that they want better access to affordable health services, both for mental and general health. They also want better access to reliable and safe public transport. Safety, particular at night, was a common theme with young people suggesting it would be safer to have more lights in parks and along footpaths. Safety concerns extend to the online environment which can present significant challenges to navigate.

We heard that young people are enthusiastic about sports such as basketball and volleyball and want to build stronger partnerships with local sports clubs. Youth engagement activities are also valued such as social groups and 'drop in' centres. Finally, young people want to celebrate cultural diversity so that people feel that they belong and are not embarrassed to share their culture.

17. Victorian Agency for Health Information (2021) The health and wellbeing of the lesbian, gay, bisexual, transgender, intersex and queer population in Victoria – Findings from the Victorian Population Health Survey 2017, <https://vahi.vic.gov.au/reports/population-health/health-and-wellbeing-lgbtqi-population-victoria>

18. Australian Bureau of Statistics (2023) 'Labour market regions (SA4)', Labour Force, Australia, Detailed, <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release>, accessed June 2023.

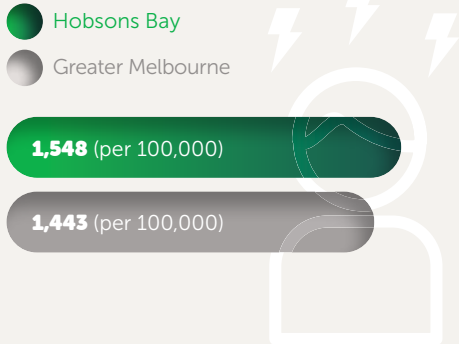
19. Torrens University Australia (2022) Social Health Atlases – Data – Social Health Atlases of Australia: Local Government Areas, Torrens University Australia, <https://phidu.torrens.edu.au/socialhealth-atlases/data>, accessed June 2023.

20. Turning Point (2022) Ambulance attendances for alcohol and drug-related events, AODstats by Turning Point. Turning Point, <https://aodstats.org.au/explore-data/ambulance-attendances>, accessed June 2023.

## Snapshot of young people

In 2019-20, people aged 15-24 in Hobsons Bay were more likely to present to emergency departments for mental and behavioural disorders, compared to Greater Melbourne.

(Source: Torrens University Australia, Social Health Atlases of Australia, 2022)



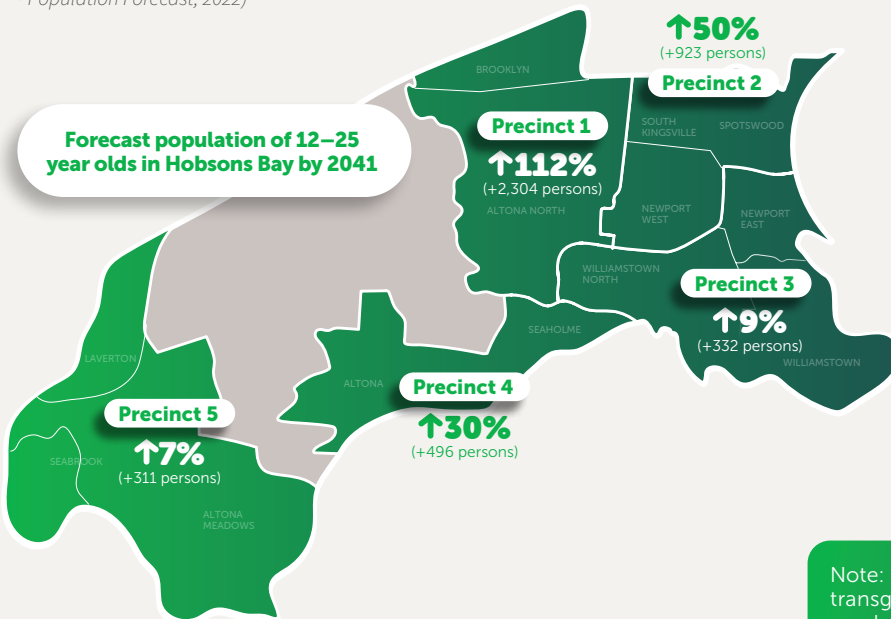
Research shows that people aged 18-24 in Victoria are significantly more likely to experience moderate or severe harm from gambling, compared to other age groups. This risk was significantly higher again among males aged 18-24.

(Source: Rockloff, M. et al., Victorian population gambling and health study 2018-2019.)



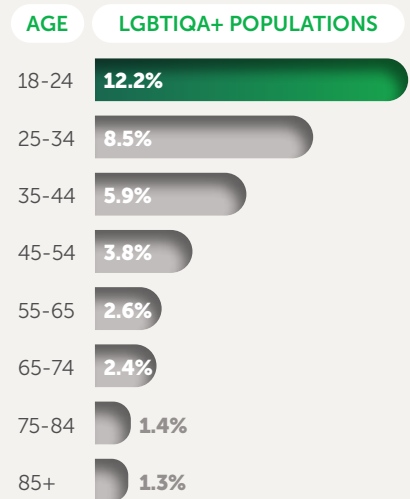
By 2041, the number of young people in Hobsons Bay is forecast to grow by 33% (4,366 persons), with the biggest growth to occur in Precinct 1: Altona North and Brooklyn (112%, 2,304 persons).

(Source: Informed Decisions, Hobsons Bay City - Population Forecast, 2022)



In 2017, people aged 18 to 24 in Victoria were most likely to identify as LGBTIQ+.

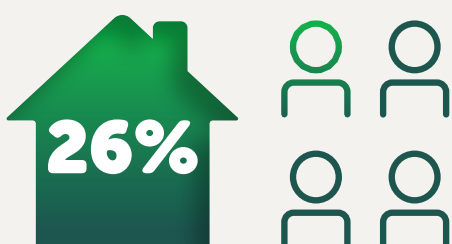
(Source: Victorian Agency for Health Information, The health and wellbeing of the LGBTIQ population in Victoria - Findings from the Victorian Population Health Survey, 2017)



Note: LGBTIQ+ refers to lesbian, gay, bisexual, transgender, intersex, queer, asexual and other sexually or gender diverse communities. Local data is not available.

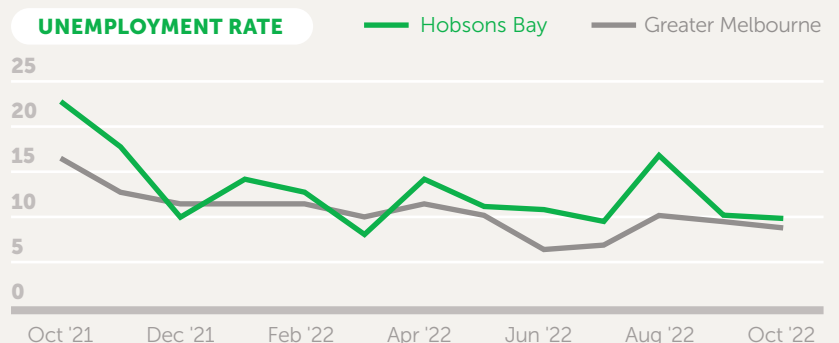
In 2020, 26% of people experiencing homelessness in Victoria were aged 12-24, representing at least 6,000 young people on any given night.

(Source: Rycken, L. and Antoine, S., Ending Youth Homelessness: Solutions from Young People, 2020)



In the year to October 2022, unemployment among people aged 15-25 in Hobsons Bay has generally been higher, compared to Greater Melbourne.

(Source: ABS, 2023 Labour market regions, SA4, Labour Force, Australia)



# Older people



## Population

In 2021, there were 20,033 older people aged 60 years or more in Hobsons Bay, accounting for more than one-fifth (21.9%) of the total population. This is above the average for Greater Melbourne (20.2%). Since the 2016 Census, the number of older people in Hobsons Bay has increased by 2,314 people (up by 13 per cent).

## Place

Altona Meadows (4,603 persons) has the highest number of older people aged 60 years or more in Hobsons Bay, with an increase of 754 people between 2016 and 2021. Williamstown North-The Rifle Range (25.9%), Altona (25.5%) and Williamstown (25.2%) are the suburbs with the highest proportion of older people. Precinct 2 (Newport West, South Kingsville and Spotswood) is forecast to have the highest increase in older people by 2041 (up by 62.1% or 1,364 persons).

## Intersectionality

A total of 52.6 per cent of Hobsons Bay residents aged 60 years or older were born overseas, slightly higher compared to Greater Melbourne (51.7%). Slightly more older people in Hobsons Bay (36.1%) speak a language other than English, compared to Greater Melbourne (35.4%), while around one-third of older people in Hobsons Bay who speak another language have low or no English proficiency.

There are higher proportions of women within all older age groups, including 60–69 years (51.7%), 70–84 years (54.6%) and 85+ years (62.6%). Additionally, a larger proportion of older residents in Hobsons Bay (19.6%) required assistance with their daily activities, compared to Greater Melbourne (17.2%).

## Education and employment

A greater proportion of Hobsons Bay's older residents (52.5%) have no tertiary qualifications, compared to Greater Melbourne (46.8%). Just over half of older people in Hobsons Bay (51.3%) are not in the labour force, with retirement the main contributing factor. Similar proportions of older people in Hobsons Bay volunteer (12.3%) and have caring responsibilities (14.9%), compared to Greater Melbourne. A substantial proportion of older residents also live on low incomes, with 41 per cent of households including an older person receiving a weekly income of \$602 or less. This has significant implications for those residents who still have mortgages or who are in the private rental market.

## Health and wellbeing

In 2021, the top three health conditions among older people in Hobsons Bay were arthritis (24.3%), diabetes (15.2%), and heart condition (13.2%). These are the same as the top three for Greater Melbourne. In 2019–20, people in Hobsons Bay aged 65–74 (495 cases per 100,000 population) and 75+ years (1,635 cases per 100,000 population) were more likely to present to emergency departments for mental and behavioural disorders, compared to Greater Melbourne.<sup>21</sup> More generally, national research has found that fewer older people now feel positive about what the future holds, falling from 70 per cent in 2018 to 60 per cent in 2023.<sup>22</sup> Financial stress is a key factor for feeling like things are getting worse, increasing from 31 per cent in 2021 to 59 per cent in 2023.

## What older people told us

Older people told us that they thoroughly enjoy the activities provided through community facilities, which promote social connections and help ease the isolation of living alone and are keen to see the existing programs and services maintained. Access to community gardens is also valued, as older people 'downsize' and no longer have large gardens. We also heard that some community facilities are under-utilised, and that community groups would benefit from increased access to cater to growing membership and interest.

Older people expressed an interest in improved information about what is happening in the local community. They also wanted to see activities that enabled older people and younger people to participate together. Older people expressed their concerns that there is not sufficient health and support services in Hobsons Bay. They were also concerned with the cost of living, with some indicating that they prioritise paying bills over buying food. They also expressed concern about the lack of affordable housing and challenges in finding a job as an older person.

Older people also told us that getting around the city is difficult, they suggested expanding the capacity of the community bus to meet these needs. Not everyone is eligible for discounted taxis and public transport can be unreliable. Additionally, the decision to stop driving and inability to walk longer distances can be a real challenge. Finally, it was also suggested that more streetlights are needed to increase safety at night.

21. Torrens University Australia (2022) Social Health Atlases – Data – Social Health Atlases of Australia: Local Government Areas, Torrens University Australia, <https://phidu.torrens.edu.au/socialhealth-atlases/data>, accessed December 2022.

22. Councils on the Ageing Federation (2023) State of the Older Nation 2023, prepared by SECNewgate Research, April 2023.



## Snapshot of older people

The 2016 Census showed that women over 55 were the fastest growing group to experience homelessness in Australia, increasing by 31% to 6,866 persons (from 5,234 persons in 2011).

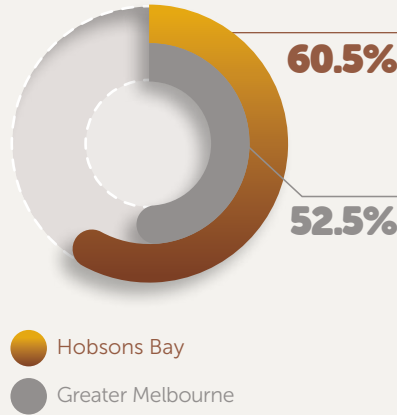
(Source: ABS, 2016 Census of Population and Housing: Estimating Homelessness)

# 31%

## INCREASE IN HOMELESSNESS

In 2021, a larger proportion of people aged 65 or above in Hobsons Bay (60.5%) received the aged pension, compared to Greater Melbourne (52.5%).

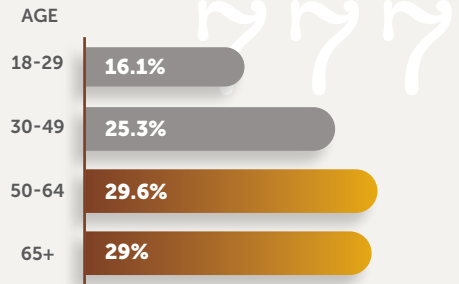
(Source: ABS, 2021 Census of Population and Housing)



In 2017, national research found that people aged 65 and above were over-represented among regular (monthly) users of electronic gaming machines.

(Source: Australian Institute of Family Studies and Australian Gambling Research Centre, Gambling activity in Australia, 2017)

### % OF REGULAR GAMBLERS USING EGMS

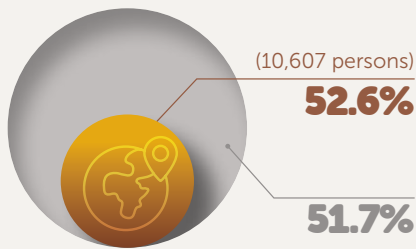


Note: People aged 50-64 were also over-represented

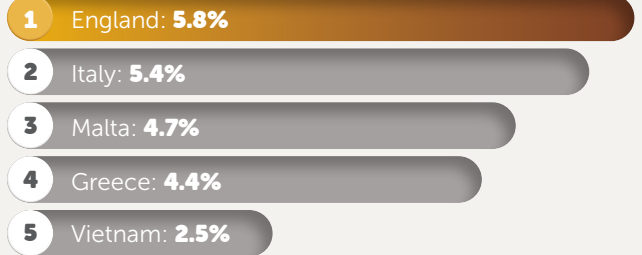
In 2021, Hobsons Bay had a slightly larger proportion of older people who were born overseas (52.6%), compared to Greater Melbourne (51.7%).

(Source: ABS, 2021 Census of Population and Housing)

● Hobsons Bay  
● Greater Melbourne



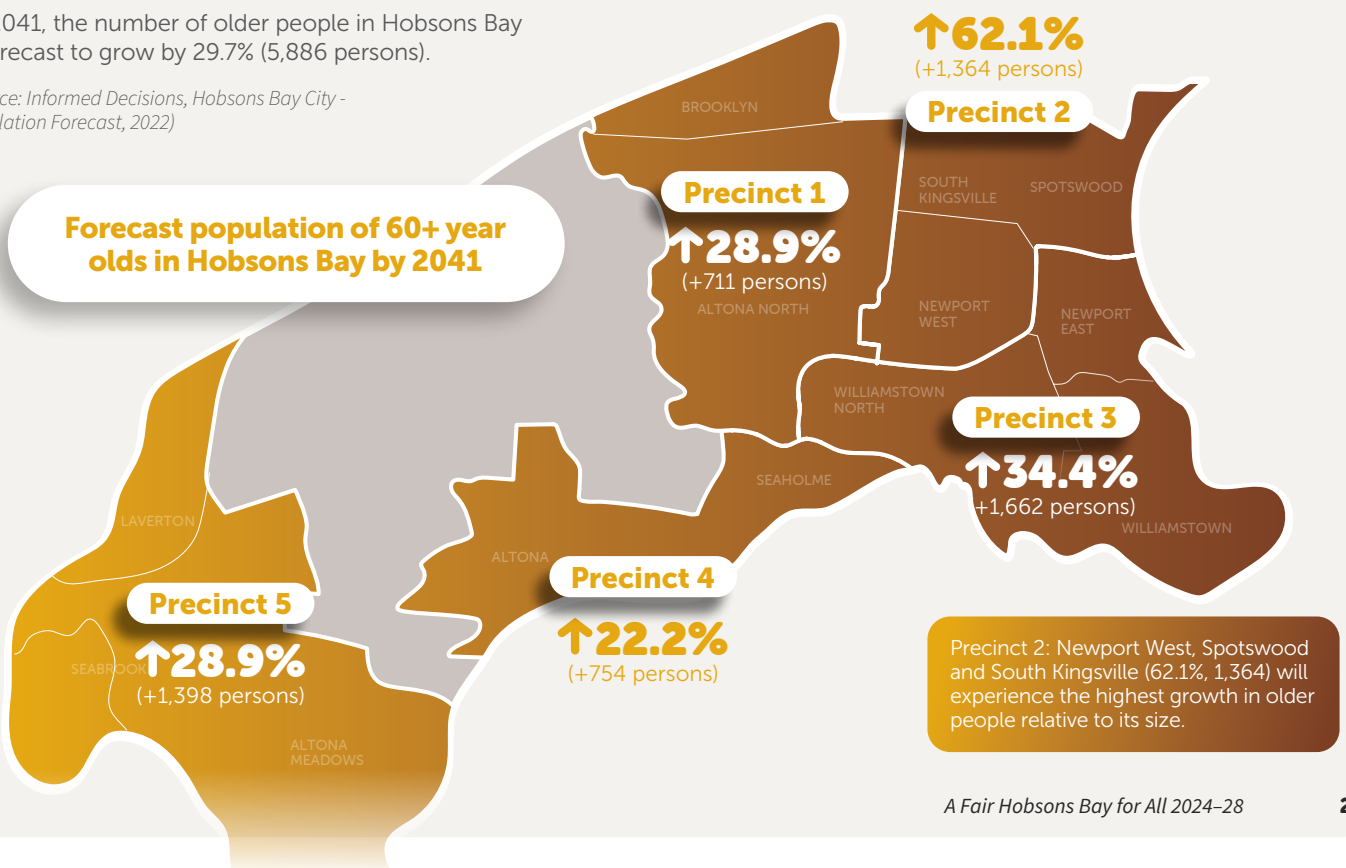
The top five overseas birthplaces for older people in Hobsons Bay:



By 2041, the number of older people in Hobsons Bay is forecast to grow by 29.7% (5,886 persons).

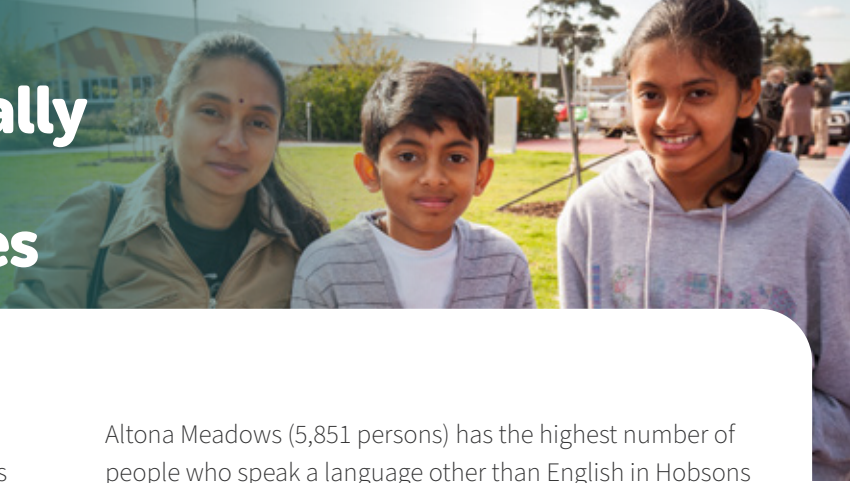
(Source: Informed Decisions, Hobsons Bay City - Population Forecast, 2022)

### Forecast population of 60+ year olds in Hobsons Bay by 2041



Precinct 2: Newport West, Spotswood and South Kingsville (62.1%, 1,364) will experience the highest growth in older people relative to its size.

# People from culturally and linguistically diverse communities



## Population

The 2021 Census shows that 30 per cent of the Hobsons Bay population was born overseas (27,457 people), lower than the rate for Greater Melbourne (35%). Residents come from over 150 different countries and speak more than 120 different languages.

Residents from non-English speaking countries are primarily from India (2.7%), Italy (1.4%), Vietnam (1.6%), Malta (1.3%) and Greece (1.2%). In the last five years, Hobsons Bay has welcomed more than 2,000 people born overseas, primarily from India (21.3%), New Zealand (9.9%), and the United Kingdom (9%).

In 2021, the top five languages other than English spoken in Hobsons Bay were Arabic (3.0%), Greek (2.5%), Vietnamese (2.1%), Italian (2.0%) and Mandarin (1.3%). The language groups with the largest number of people with low or no English proficiency are Vietnamese (509 persons), Greek (408 persons) and Arabic (417 persons). Some language groups have particularly high levels of low or no English proficiency, most notably Karen (55.1%).

People in Hobsons Bay follow more than 80 religions, with the most popular being Roman Catholic (25.6%), Anglican (5.4%), Islam (5.1%), Greek Orthodox (4.1%) and Hinduism (2.3%). Data also indicates that there were 44 asylum seekers living in Hobsons Bay in 2020.

## Place

Altona Meadows (6,158 persons) has the highest number of people born overseas in Hobsons Bay, although there was a decrease of 535 people between 2016 and 2021. Laverton (50.9%), Seabrook (38.4%) and Brooklyn (36.2%) are the suburbs with the highest proportion of people born overseas. Precinct 5 (Altona Meadows, Seabrook and Laverton) has the highest proportion of people born overseas in Hobsons Bay (37.1%).

Altona Meadows (5,851 persons) has the highest number of people who speak a language other than English in Hobsons Bay, although there was a decrease of 917 people between 2016 and 2021. Precinct 1 (Altona North and Brooklyn) has the highest proportion of people who speak a language other than English in Hobsons Bay (40.9%). More specifically, Laverton (49.0%), Altona North (42.4%) and Seabrook (39.3%) are the suburbs with the highest proportion of people who speak a language other than English.

It is also important to note that Laverton (8.8%) and Altona North (8.2%) have the highest proportion of people who have low or no English proficiency, both higher than the rate for Greater Melbourne (5.4%).

## Intersectionality

Cultural diversity includes culture, language, race, faith and ethnicity differences arising from Australia's migration program.<sup>23</sup> People from culturally diverse backgrounds may also face additional challenges in relation to gender, sexuality, disability and age.

In 2021, 42 per cent of people who need assistance with core activities also spoke a language other than English at home, higher than the rate for the broader population (27.1%). In 2021, 4,057 people in Hobsons Bay were considered 'recent arrivals', having arrived in Australia within the previous five years. Of these, more than half (53.8%) were aged 25–39 years and more than one-quarter (26.1%) were born in India.

23. Municipal Association of Victoria (2012) MAV Statement of Commitment to Cultural Diversity, <https://www.mav.asn.au/what-we-do/policy-advocacy/social-community/diversity-inclusion>

### **Education and employment**

In 2021, a smaller proportion of Hobsons Bay residents who spoke a language other than English at home were employed (53.2%), compared to residents who spoke English only (67.3%). A larger proportion of households where a language other than English is spoken at home were in the lowest income group for equivalised weekly household income (29%), compared to households that spoke only English (14%). In 2021, a smaller proportion of Hobsons Bay residents aged 15+ who spoke a language other than English at home volunteered (8.6%), compared to residents who spoke English only (14.4%).

### **Health and wellbeing**

In 2021, the top three health conditions affecting people from culturally and linguistically diverse communities were arthritis (8.1%, 2,009 persons), diabetes (7.3%, 1,812 persons) and mental health condition (5.3%, 1,323 persons). Arthritis (7.5%) and diabetes (4.8%) were lower amongst the wider Hobsons Bay community, while mental health conditions (8.4%) were higher.

More generally, people from CALD communities are more vulnerable to a range of issues, including socio-economic disadvantage, social isolation, barriers to accessing services and lack of recognition of qualifications. CALD residents, particularly those who are newly arrived, are also more vulnerable to accessing inappropriate and insecure housing. Research in Melbourne's west has found that young people and women from migrant and refugee backgrounds face a range of challenges in finding and maintaining employment, including language and communication barriers, complex systems and poor support, and difficulties gaining work experience.<sup>24</sup>

### **What people from culturally and linguistically diverse communities told us**

People from culturally and linguistically diverse communities told us that communication is a key issue, including when accessing medical and other services. Increased access to affordable English classes would be beneficial to address this barrier.

We also heard that racism and discrimination are key issues. Local community festivals were identified as a way to teach people about cultural diversity. However, it was also suggested that the broader community need to be more open, accepting and friendly to all.

People from CALD backgrounds highlighted the need for better access to affordable health services. Some health services are not taking new patients which is limiting access. There are also barriers to finding a job and volunteering opportunities.

We also heard that increasing housing costs makes it difficult to remain living in the area. Concerns were also raised in relation to safety, particular at night, suggesting the need for brighter streetlights.

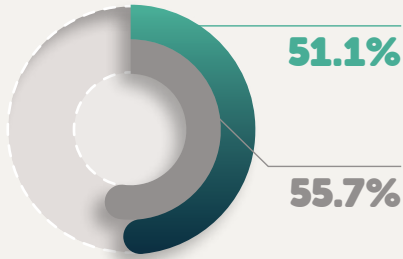
Getting around the city is also a challenge as public transport can be unreliable, with suggestions for a community bus to increase mobility. Finally, there is a need for more community gardens to access fresh healthy foods and more accessible information about what is happening in local communities.

24. HealthWest Partnership (2021), Community Conversations: Talking about Finding Work in Australia. HealthWest Partnership: Footscray, Victoria.

## Snapshot of people from culturally and linguistically diverse backgrounds

In 2019, a smaller proportion of Victorians born overseas felt safe walking in their street (51.1%), compared to Victorians born in Australia (55.7%).

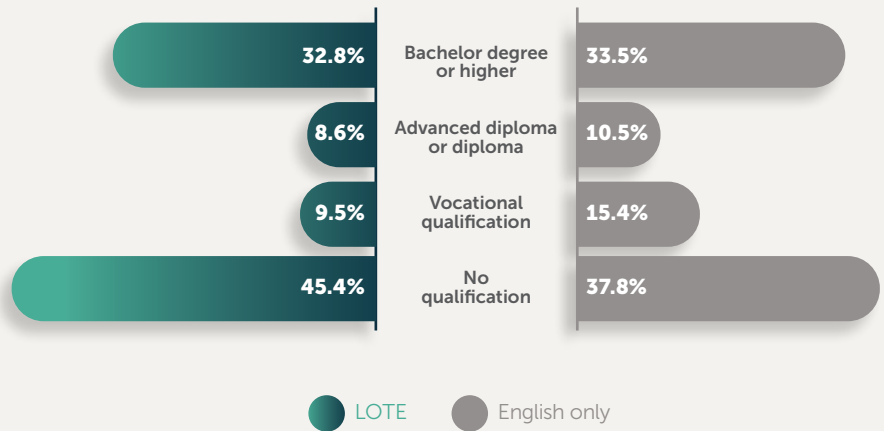
(Source: Department of Health, Victorian Population Health Survey 2019)



- Victorians born overseas
- Victorians born in Australia

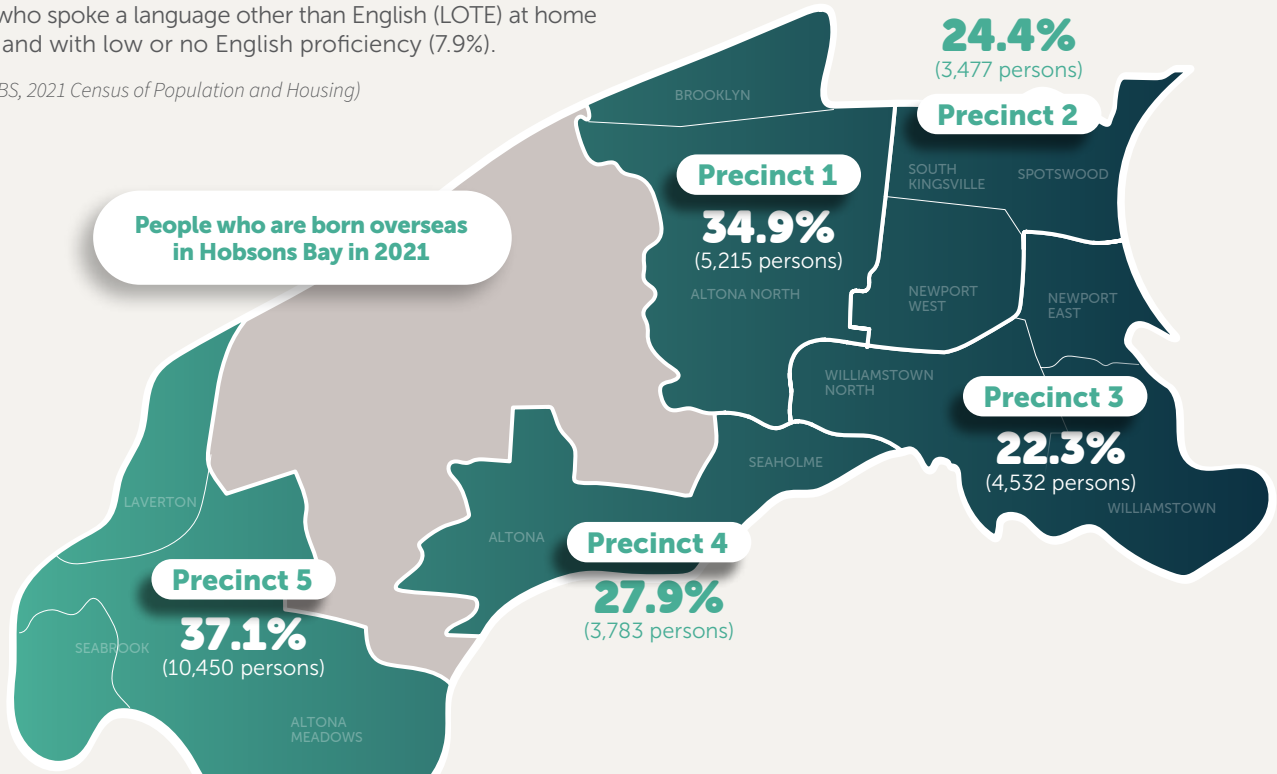
In 2021, a larger proportion of Hobsons Bay residents aged 15+ who spoke a language other than English (LOTE) at home had no formal qualifications (45.4%), compared to residents who spoke English only (37.8%).

(Source: ABS, 2021 Census of Population and Housing)



In 2021, Precinct 5 (Altona Meadows, Seabrook, Laverton) had the largest proportion of people born overseas in Hobsons Bay (37.1%). Precinct 1 (Altona North, Brooklyn) had the largest proportion of people who spoke a language other than English (LOTE) at home (40.9%) and with low or no English proficiency (7.9%).

(Source: ABS, 2021 Census of Population and Housing)



	Speak LOTE at home	Top 3 LOTE	Low or no English proficiency
<b>Precinct 1</b>	<b>40.9%</b> (6,107 persons)	Arabic (10.0%), Greek (4.6%), Italian (4.3%)	<b>7.9%</b> (1,173 persons)
<b>Precinct 2</b>	<b>19.3%</b> (2,754 persons)	Arabic (2.6%), Greek (2.2%), Italian (1.5%)	<b>2.7%</b> (387 persons)
<b>Precinct 3</b>	<b>14.9%</b> (3,028 persons)	Greek (2.5%), Italian (1.6%), Macedonian (1.0%)	<b>1.6%</b> (322 persons)
<b>Precinct 4</b>	<b>19.2%</b> (2,603 persons)	Maltese (1.7%), Italian (1.6%), Greek (1.4%)	<b>2.0%</b> (272 persons)
<b>Precinct 5</b>	<b>35.6%</b> (10,045 persons)	Vietnamese (2.8%), Arabic (2.5%), Punjabi (2.1%)	<b>5.6%</b> (1,589 persons)



# First Nations people



## Population

Data from the 2021 Census shows there were 628 First Nations people in Hobsons Bay, representing 0.7 per cent of the population (the proportion as for Greater Melbourne).<sup>25</sup> Since the 2016 Census, the number of First Nations people in Hobsons Bay has increased by 138 people. In addition to births, this increase may be reflected by several other factors, including migration and increased knowledge of Aboriginality and engagement with the Census.

First Nations people in Hobsons Bay are diverse, with people representing the heritage of many Nations from all over Australia. Originally part of the Greater Kulin Nation, the First Peoples of this area were the Bunurong (Boonwurung language), with the Yalukit-Willam clan known to have lived in this area.

## Place

Precinct 5 (Altona Meadows, Seabrook and Laverton) is home to highest number of First Nations people in Hobsons Bay (223 persons), followed by Precinct 3 (Newport East, Williamstown and Williamstown North) (135 persons) and Precinct 1 (Altona North and Brooklyn) (103 persons). Altona Meadows (131 persons), Newport (91 persons) and Altona North (87 persons) are the suburbs with the highest number of First Nations people.

## Intersectionality

The First Nations population is diverse in gender, age, languages, backgrounds, sexual orientations, religious beliefs, family responsibilities, marriage status, life and work experiences, personality and education levels. This diversity is highly valued but can also interact and intensify the effects of racism and discrimination.

In 2018, almost one-quarter (24%) of Aboriginal and Torres Strait Islander Victorians were living with a disability, substantially higher than the population-wide rate across the state (17%).<sup>26</sup> First Nations people in Hobsons Bay are substantially younger than the broader population, with 42 per cent aged under 25 (compared to 29 per cent) and 11 per cent aged 60 years and older (compared to 22 per cent).

## Education and employment

First Nations people living in Hobsons Bay are less likely to have completed a bachelor or higher degree (19%), compared to non-Indigenous people (33%). Rather, they are more likely to have completed a certificate level qualification (18% vs 14%) or secondary education at Year 10 or above (31% vs 27%) as their highest level of education.

In Hobsons Bay, slightly fewer First Nations people (35%) were employed in full-time work, compared to the non-Indigenous population (40%), while similar levels were employed part-time (18% vs 19%) and engaged in volunteering (12% vs 13%). However, the unemployment rate for First Nations people is almost double the rate for non-Indigenous people (6.3% vs 3.4%).

Just under one-quarter of First Nations people (22%) had an individual weekly income of less than \$400, compared to 18 per cent of the non-Indigenous population. Similarly, a smaller proportion of First Nations people received \$1,500 or more per week, compared to the non-Indigenous population (31% vs 34%).

25. Unless otherwise stated, data in this section is sourced from Australian Bureau of Statistics (2022) 2021 Census of Population and Housing, Australian Bureau of Statistics – TableBuilder – Datasets, <https://tablebuilder.abs.gov.au/webapi/jsf/dataCatalogueExplorer.xhtml>, accessed June 2023.

26. Australian Bureau of Statistics (2018) Disability, Ageing and Carers, Australia: Summary of Findings, <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summaryfindings/latest-release>, accessed June 2023.

## Health and wellbeing

In 2021, a larger proportion of First Nations people in Hobsons Bay (36%) experienced a long-term health condition, compared to the non-Indigenous population (28%). The top three health conditions among First Nations people in Hobsons Bay were mental health (17%), asthma (13%) and arthritis (7%). The rates of mental health issues and asthma are substantially higher than for the non-Indigenous population (8.4% and 8.2% respectively).

While there are many strengths within First Nations communities, the following points demonstrate the gap in health outcomes across Victoria and Australia:

- Almost half of Victoria's First Nations population (47%) have a relative who was forcibly removed from their family as part of the Stolen Generations.<sup>27</sup>
- First Nations children in Victoria are 14 times more likely than other children to be in out-of-home care.<sup>28</sup>
- First Nations people in Victoria (2.7%) experience severe gambling harm at four times the rate of other Victorians (0.7%).<sup>29</sup>
- Almost 40 per cent of Indigenous Australians aged 18+ smoke daily, almost three times higher than the non-Indigenous population (13.6%).<sup>30</sup>
- Indigenous Australians were three times more likely to experience high to very high psychological distress according (30.8% vs 13.2%).<sup>31</sup>

## What First Nations people told us

First Nations people told us about barriers to accessing health and support services. A community bus was suggested to increase access to services and other activities around the city. First Nations people also told us they enjoy participating in local activities.

Housing was highlighted as a key issue. Long waiting times for social housing mean that some families are living with multiple generations and extended families in one house. We heard that better access and affordability of housing could help meet these needs.

Elders told us that, while there has been some improvement over the years, there is still a lack of understanding about the experiences and challenges facing First Nations people in Hobsons Bay and across Australia. Importantly, First Nations people want to be accepted and respected, and do not like having to prove their 'Aboriginality', which they think is unfair and inappropriate. Concerns were also expressed about safety (especially at night) with suggestions for more lighting along paths and in parks.

27. Stolen Generations Reparations Victoria (2022) Stolen Generations Reparations Steering Committee Report, [www.vic.gov.au/stolen-generations-reparations-steering-committeereport/chapter-2-victorian-stolen-generations-5](http://www.vic.gov.au/stolen-generations-reparations-steering-committeereport/chapter-2-victorian-stolen-generations-5), accessed December 2022.

28. State of Victoria, Department of Health (c. 2017) Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan 2017–2027, <https://www.health.vic.gov.au/health-strategies/korin-korin-balit-djak-aboriginal-health-wellbeing-and-safetystrategic-plan-2017>; and State of Victoria, Department of Health and Human Services (2017) Balit Murrup: Aboriginal social and emotional wellbeing framework 2017–2027, <https://apo.org.au/node/264326>

29. Rockloff et al. (2020) Victorian population gambling and health study 2018–2019, <https://responsiblegambling.vic.gov.au/resources/publications/victorian-population-gambling-and-healthstudy-20182019-759>, accessed December 2022.

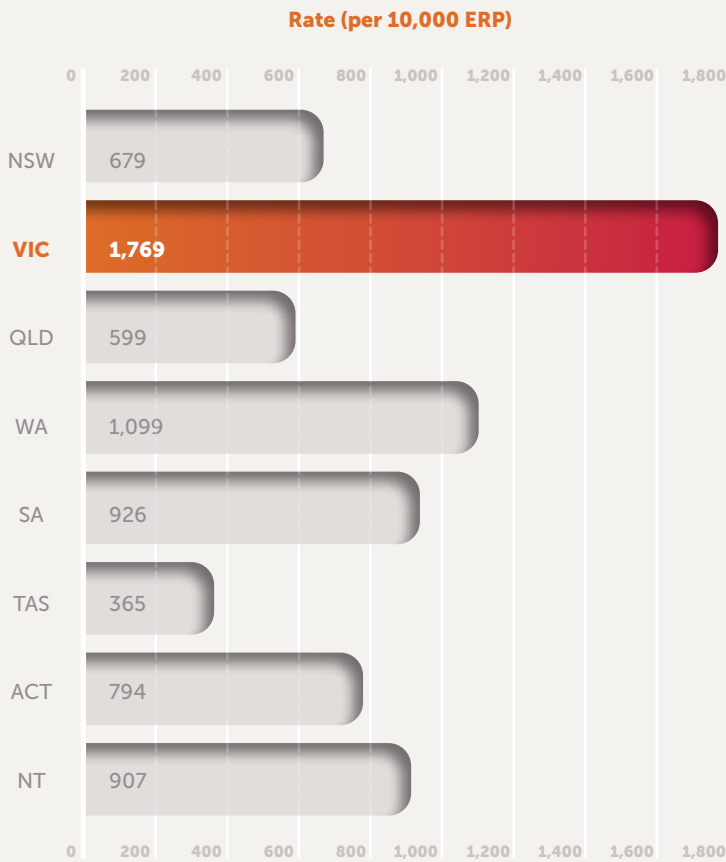
30. Australian Bureau of Statistics (2019) 'National Aboriginal and Torres Strait Islander Health Survey', Australian Bureau of Statistics, <https://www.abs.gov.au/statistics/people/aboriginal-and-torresstrait-islander-peoples/national-aboriginal-and-torres-straitislander-health-survey/latest-release>, accessed December 2022.

31. Ibid.

## Snapshot of First Nations people

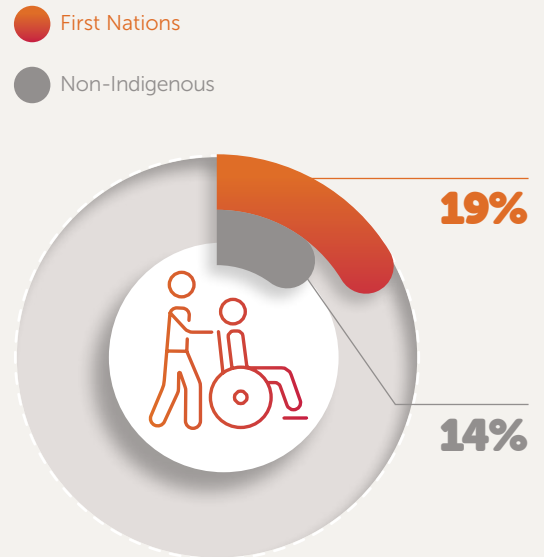
In 2021-22, Victoria had the highest rate of Indigenous Australians accessing specialist homelessness services.

(Source: Australian Institute of Health and Welfare, Specialist homelessness services annual report, 2021-22.)



In 2021, 19% of First Nations people over the age of 15 in Hobsons Bay provided unpaid assistance to a person with a disability, long-term illness or old age, a larger proportion than for the non-Indigenous population (14%).

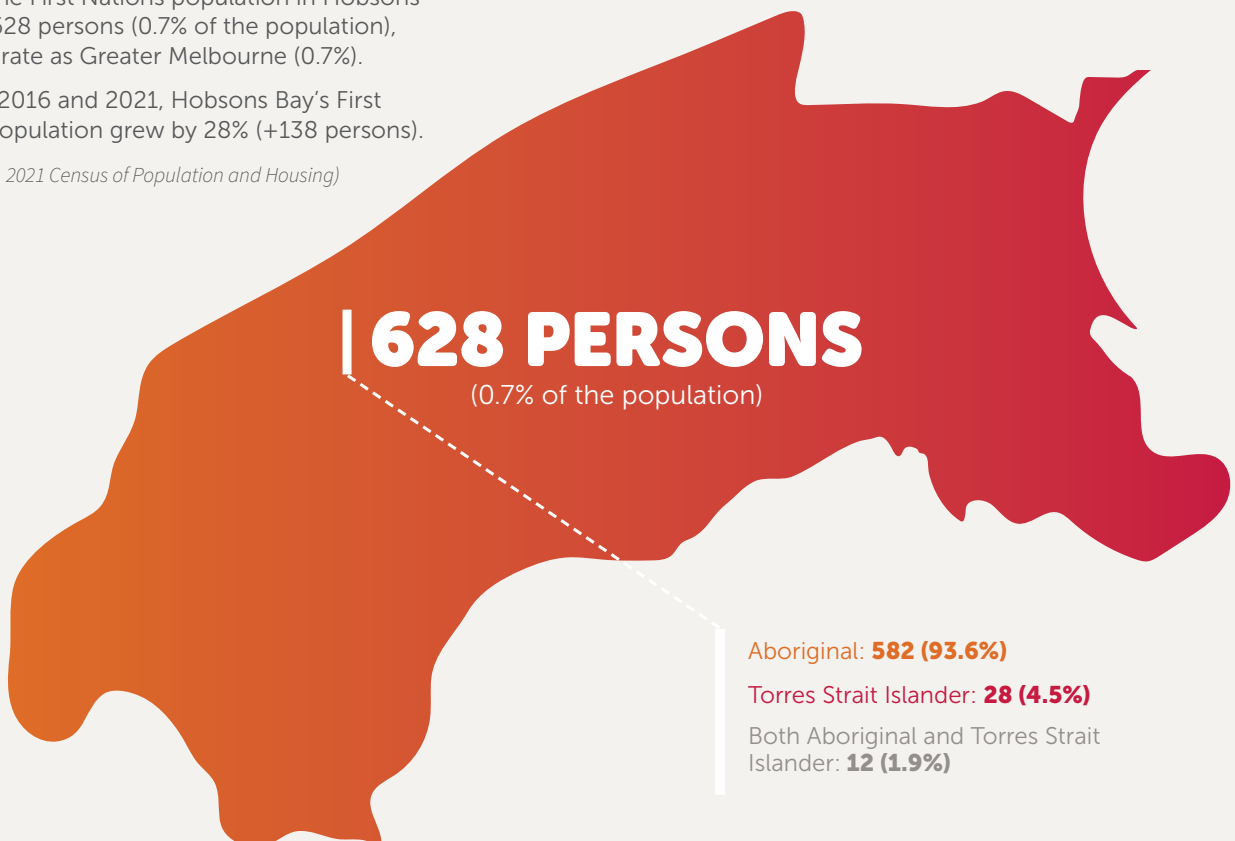
(Source: ABS, 2021 Census of Population and Housing)



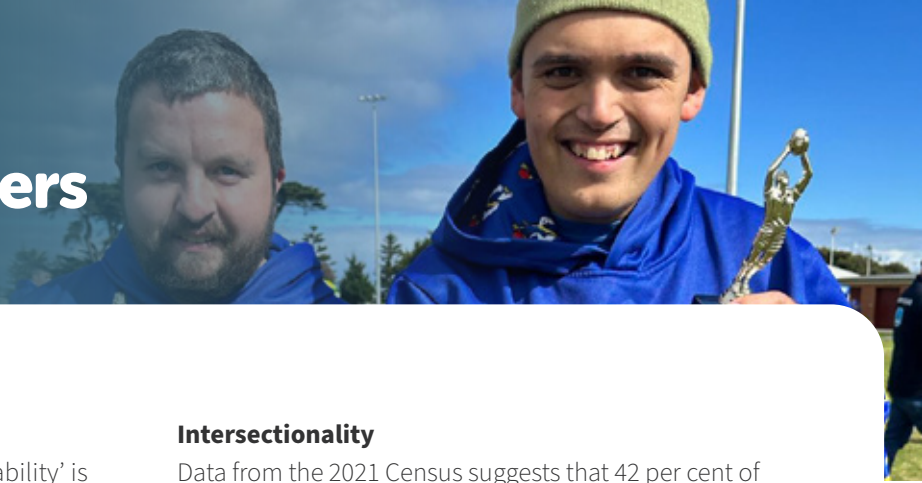
In 2021, the First Nations population in Hobsons Bay was 628 persons (0.7% of the population), the same rate as Greater Melbourne (0.7%).

Between 2016 and 2021, Hobsons Bay's First Nations population grew by 28% (+138 persons).

(Source: ABS, 2021 Census of Population and Housing)



# People with a disability and carers



## Population

According to the social model of disability, ‘disability’ is the result of the interaction between people living with impairments and an environment filled with physical, attitudinal, communication and social barriers.<sup>32</sup> Impairments range from minor to severe, and may affect an individual’s physical, intellectual, psychiatric, neurological, learning and/or sensory capacities. Family and friends also provide unpaid care to people with a disability, long-term illness or old age, which can impact their employment opportunities, financial status, and social relationships.<sup>33</sup>

It is estimated that people with a disability make up 17 per cent of the Victorian population.<sup>34</sup> When applied to Hobsons Bay, it is estimated that there are more than 15,000 people with a disability in the municipality. The Census also measures people who need help with their daily lives due to disability, which typically includes people with more severe impairments.

In 2021, 5,812 people in Hobsons Bay (6.4% of the population) reported needing help, an increase of nearly 1,000 people since 2016. There were also 9,963 people providing unpaid assistance to a person with a disability, long term illness or old age in Hobsons Bay. This represents 13.4 per cent of the population aged 15 years and over, a 13 per cent increase since 2016 (+1,180 people) and higher than the proportion in Greater Melbourne (12.6%).

## Place

Precinct 5 (Altona Meadows, Seabrook and Laverton) has the highest number of people who need assistance with their daily life (2,086 persons, 7.4%). Precinct 1 (Altona North and Brooklyn) has the highest proportion of people who need assistance (9.0%, 1,345 persons). While forecast data by disability status is not available, we know that there is a strong relationship between older age and disability, which suggest that the trends in locations for people with a disability are likely to be similar to that observed for older people.

## Intersectionality

Data from the 2021 Census suggests that 42 per cent of residents that need assistance speak a language other than English at home, substantially higher than the proportion across the wider community (27.1%). Around three per cent of residents aged 0 to 25 years have a disability, while this figure increases to almost 40 per cent for those aged 75 years and above. Additionally, in 2021, six out of ten carers in Hobsons Bay were female and almost 600 young people aged 15 to 25 were providing unpaid assistance to a person with a disability, long term illness or old age.

## Education and employment

There are two Autism specific schools in Hobsons Bay, both located in Laverton. In 2021, just 26.2 per cent of Hobsons Bay residents aged 15+ who need assistance had completed Year 12 or equivalent, substantially lower than the wider community (67.4%). Similarly, just 20 per cent had attained a tertiary qualification, compared to 49 per cent in the wider community.

A substantially larger proportion of households including at least one person who needs assistance were in the lowest income group for equivalised weekly household income (50%), compared to households where no assistance is needed (16%).<sup>35</sup> Almost 90 per cent of residents aged 15+ who need assistance were not in the labour force, substantially larger proportion than those who do not need assistance (28%). Similarly, carers in Hobsons Bay aged 15 to 64 years were less likely to be in full-time employment, compared to non-carers (43% vs 49%) in 2021.

32. People with Disability Australia (2023) Social model of disability, <https://pwd.org.au/resources/models-of-disability>.

33. Carers Victoria (2023) Submission to the Inquiry into the Recognition of Unpaid Carers, <https://www.carersvictoria.org.au/our-impact/policy-statements>, accessed October 2023.

34. Australian Bureau of Statistics (2018) Disability, Ageing and Carers, Australia: Summary of Findings, <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summaryfindings/latest-release>, accessed January 2023.

35. Equivalised Household Income puts all households on an equal footing independent of household size and composition to enable a true comparison between households (.id informed decisions c. 2023).



## Health and wellbeing

In 2021, the top three health conditions among people with need for assistance in Hobsons Bay were arthritis (16.2%), mental health condition (13.1%) and diabetes (10.2%). All are higher than the rates amongst the wider Hobsons Bay community. Carers are also more likely to have a mental health condition (13%), compared to people who were not providing unpaid care (10%).

National data reveals some key health and wellbeing trends for people with a disability. In 2021, a substantially higher proportion of adults with a disability experienced high or very high levels of psychological distress (29%), compared to people without a disability (17%).<sup>36</sup> Of particular concern is that almost half (47%) of Australian adults with a disability have experienced sexual or physical violence since the aged of 15, compared to 36 per cent of people without a disability.<sup>37</sup>

### What people with a disability and carers told us

People with a disability and carers told us that communication is a key concern, including knowing where to find information and receiving information in an accessible format. The use of communication boards was also suggested for use by people who are unable to communicate verbally. Community awareness, education and acceptance are also fundamental for people with a disability to reduce isolation and improve connections. Carers also told us they are more likely to face barriers when accessing the community, recreational activities, and paid employment.

Improving access to social activities was thought to be very important and that these need to be appropriate and inclusive for all, including people with dementia. We heard building friendships and relationships is also very important. Access to services was also considered limited for people with a disability in Hobsons Bay and we heard medical services have become expensive to attend. Additionally, access to facilities can cause barriers for people with a disability, with a particular need for accessible toilets, play equipment, and parking.

We heard public transport needs to be more accessible, including timetables which need to be in an accessible format. Taxis and Ubers are not always available and can discriminate against people with a disability. A community bus was suggested to support the needs of people with a disability to get them around the city and to appointments.

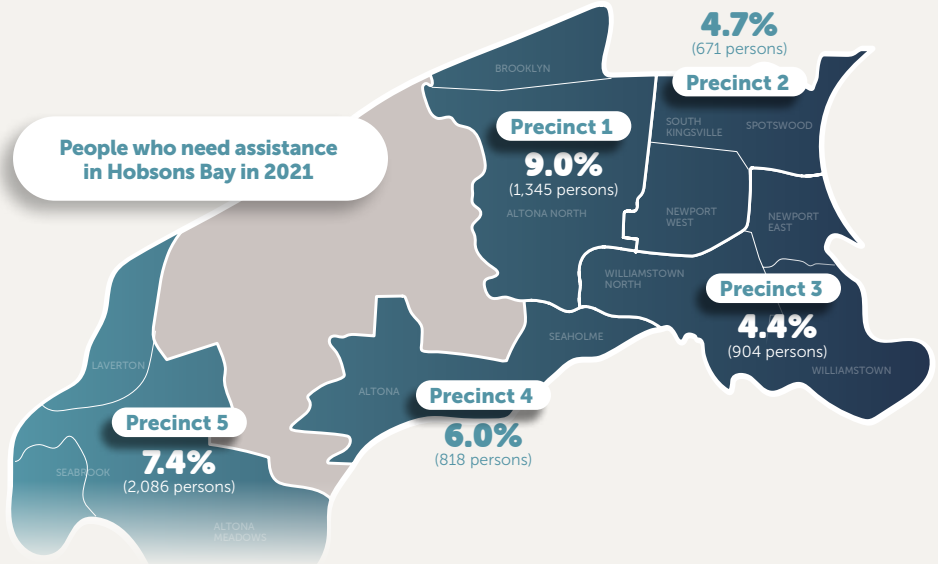
The need for more accessible local businesses was highlighted, alongside more meaningful employment and volunteering opportunities for people with a disability. Finally, better connections and support from Council was encouraged to expand the range of activities and opportunities for people with a disability and carers in Hobsons Bay.

36. Australian Institute of Health and Welfare (2022) People with disability in Australia 2022, catalogue number DIS 72, AIHW, Australian Government, <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/about>, accessed January 2023.

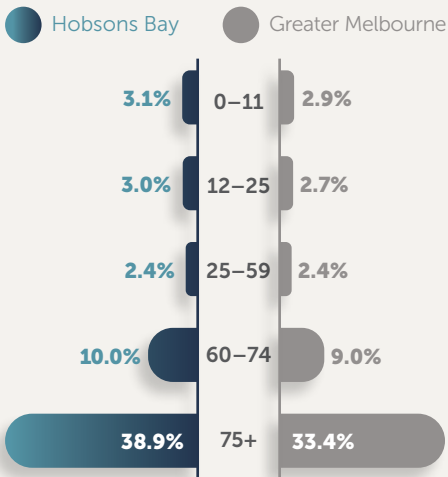
37. Ibid.

## Snapshot of people with a disability and carers

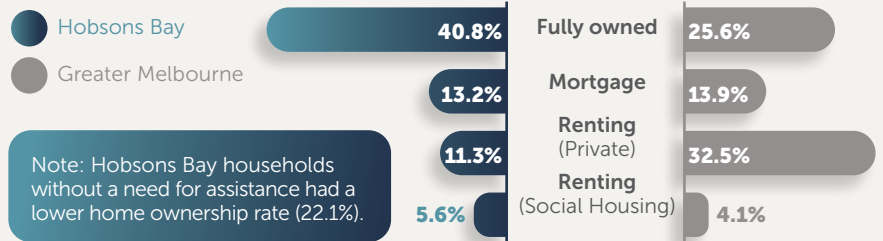
In 2021, Precinct 1 (Altona North-Brooklyn) had the largest proportion of people who need assistance in Hobsons Bay (9.0%), while Precinct 5 (Altona Meadows, Seabrook and Laverton) had the largest total number of people who need assistance (2,086 persons).



In 2021, Hobsons Bay had slightly larger proportions of people who need assistance across most age groups, compared to Greater Melbourne.



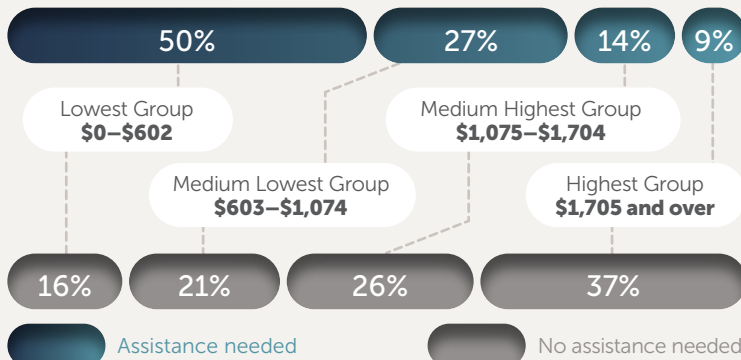
In 2021, a substantially larger proportion of Hobsons Bay households including a person who needs assistance fully owned their home (40.8%), compared to Greater Melbourne (25.6%).



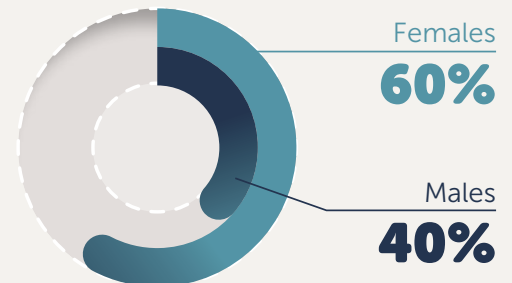
In 2021, a lower proportion of carers in Hobsons Bay aged 15 to 64 years were in full-time employment, compared to non-carers.



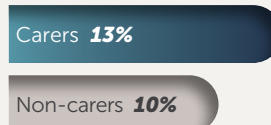
In 2021, a larger proportion of households in Hobsons Bay including at least one person who needs assistance were in the lowest income group for equivalised weekly household income (50%), compared to households with no one who needs assistance (16%). This is similar to Greater Melbourne.



In 2021, 60 per cent of Hobsons Bay residents providing unpaid assistance to a person with a disability, long term illness or old age were female.



In 2021, more carers in Hobsons Bay had a mental health condition, compared to people who were not providing unpaid care.



Note: Equivalised Household Income puts all households on an equal footing independent of household size and composition to enable a true comparison between households (id Consulting 2022).

NOTE: All data in this snapshot is sourced from ABS, 2021 Census of Population and Housing.

# Women and girls

## Population

Data from the 2021 Census shows that there are 46,629 females in Hobsons Bay, making up 51.1 per cent of the population. A total of 28 per cent of females are aged 0 to 24, 44 per cent are aged 25 to 54 and 28 per cent are aged 55 and over. Proportions within most age groups are consistent with Greater Melbourne, with the main differences within the 25–34 year age group (13.5% in Hobsons Bay vs 15.9% in Greater Melbourne) and 50–59 year age group (13.4% vs 12.1%).

## Intersectionality

Approximately 31 per cent of females in Hobsons Bay (14,390 people) were born overseas. In 2021, more than half of the people living in Hobsons Bay who were considered ‘recent arrivals’, having arrived in Australia within the previous five years, were female (51.2%, 2,078 persons). In 2021, 3,312 females (or 7.1% of the female population) in Hobsons Bay reported needing help in their day-to-day lives due to disability. This represents an increase of almost 500 people since 2016.

## Education and employment

A total of 63 per cent of women in Hobsons Bay have completed Year 12 or an equivalent level of education, compared to 60 per cent of men. A higher percentage of women aged 25 or above have obtained a bachelor or higher degree (35%), compared to men (29%). However, of Hobsons Bay residents, managerial roles were more likely to be held by males (59%), compared to females (41%).

In Hobsons Bay, more men are in the highest income group for equivalised weekly household income (38% vs 24%), while more women are in the lowest income group (29% vs 22%). More generally, the full-time average weekly earnings of Australian women in 2022 were 14 per cent lower than equivalent earnings for men.<sup>38</sup> In 2022, Australian women also had lower superannuation balances at retirement age, an average of \$70,000 less than men.<sup>39</sup> Additionally, women are more likely to volunteer (13% vs 11%) and provide unpaid care for children (30% vs 25%), and people with a disability, health care condition and/or old age (16% vs 11%).

## Health and wellbeing

In 2021, the top three health conditions amongst females in Hobsons Bay were mental health (10.1%), arthritis (9.7%), and asthma (8.8%). All were more prevalent compared to males.

During 2022, women made up three-quarters of all family members affected by family violence in Hobsons Bay, mostly women aged between 25–44 years.<sup>40</sup> In 2021–22, family violence rates in Hobsons Bay (1,120 incidents per 100,000 population) were below the rate for the North West Metro region, but had increased since 2017–18 (1,033 incidents per 100,000 population).<sup>41</sup>

Data from 2015 found that women in Hobsons Bay were significantly less likely to feel safe walking alone at night, compared to men (40% vs 82%).<sup>42</sup> More recent Victorian-wide data from 2019 showed similar disparities, with just 36.8 per cent of women feeling safe waling at night.<sup>43</sup>

38. Workplace Gender Equality Agency (2022) Gender pay gap data, Workplace Gender Equality Agency, <https://www.wgea.gov.au/pay-and-gender/gender-pay-gap-data>, accessed November 2022

39. Association of Superannuation Funds of Australia (2022) Super statistics - ASFA, Association of Superannuation Funds of Australia, <https://www.superannuation.asn.au/resources/superannuation-statistics>, accessed November 2022.

40. Crime Statistics Agency (c. 2021) Victoria Police, Crime Statistics Agency, <https://www.crimestatistics.vic.gov.au/crime-statistics>, accessed November 2022.

41. Ibid

42. Women's Health Victoria (2022) Violence Against Women - Perceptions of Safety - % People who feel safe when walking alone at night - 2015, Victorian Women's Health Atlas, <https://victorianwomenshealthatlas.net.au>

43. Victorian Agency for Health Information (2022) Victorian Population Health Survey 2019 – Summary of results, <https://vahi.vic.gov.au/reports/population-health/victorian-population-health-survey-2019-summary-results>

Data from 2017-18 and 2018-19 shows that women in Hobsons Bay were more likely to report high or very high levels of psychological distress (15% vs 9%) and to be admitted to hospital for a mental health condition (1,580 per 100,000 females vs 929 per 100,000 males).<sup>44</sup> During 2020–21, females in Hobsons Bay were more likely to access homelessness services, representing 64 per cent of Specialist Homelessness Service clients (579 persons).<sup>45</sup>

In 2017, females in Hobsons Bay (11%) were less likely to smoke, compared to males (15%).<sup>46</sup> In 2020–21, more females in Hobsons Bay received ambulance attention due to overdosing on prescription drugs.<sup>47</sup> Similarly, more females in Hobsons Bay accessed alcohol and drug telephone counselling and referral services in 2020.<sup>48</sup> However, in 2019, almost three times as many males in Hobsons Bay were admitted to hospital for alcohol-related causes in 2019.<sup>49</sup>

### **What women and girls told us**

Women and girls told us that they wanted more inclusive activities, more women-specific education opportunities, and better access to information. ‘Town hall’ style community meetings were suggested to bring people together. We also heard that there is an increased need for access to mental health services for young mothers, older women and women affected by family violence.

Community gardens were suggested to encourage social connection and help with the increased cost of living, alongside the introduction of neighbourhood food pantries. We heard that public transport can be unreliable making it harder to get around. There were also concerns with safety, with suggestions for more streetlights.

Women and girls also highlighted the importance for lifelong education, particularly for those moving into new careers. We also heard that women are interested in home-based business opportunities. Financial literacy was also highlighted as an issue, with a disproportionate impact on women and a need to improve access to independent advice and support.

44. Department of Health (2022) ‘Victorian Population Health Survey 2017’, Victorian Population Health Survey 2017, <https://www.health.vic.gov.au/population-health-systems/victorianpopulation-health-survey-2017>, accessed November 2022.

45. Australian Institute of Health and Welfare (2022) ‘SHSC client location - LGA’, Specialist Homelessness Services Collection data cubes 2011–12 to 2020–21, <https://reporting.aihw.gov.au/Reports/openRVUrl.do?rsRID=SBIP%3A%2F%2FMETASERVER%2FAIHW%2FReleasedPublic%2FSpecialist+Homeless+Services+2021%2FReports%2FSHS+geography+LGA+2021.srx>, accessed November 2022.

46. Department of Health (2022) Victorian Population Health Survey 2017.

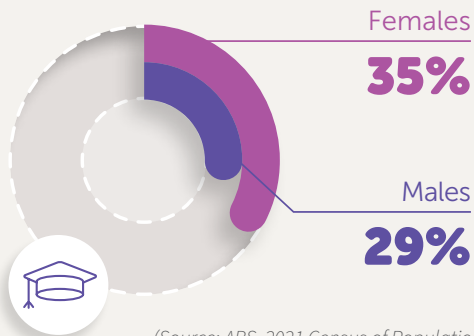
47. Turning Point (2022) Ambulance attendances for alcohol and drug-related events, AODstats by Turning Point. Turning Point, <https://aodstats.org.au/explore-data/ambulance-attendances/>, accessed November 2022.

48. Turning Point (2022) Counselling online, AODstats by Turning Point. Turning Point, <https://aodstats.org.au/explore-data/counselling-online/> and Turning Point (2022) DirectLine, AODstats by Turning Point. Turning Point, <https://aodstats.org.au/explore-data/directline/>, Accessed November 2022.

49. Turning Point (2022) Hospital admissions, AODstats by Turning Point. Turning Point, <https://aodstats.org.au/exploredata/hospital-admissions/>, accessed November 2022.

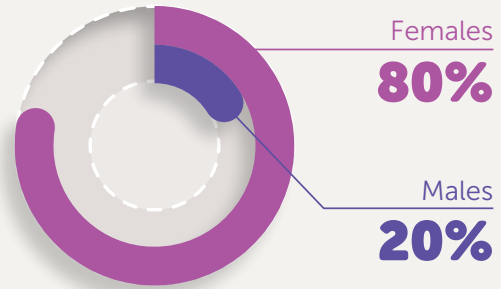
## Snapshot of women and girls

In Hobsons Bay, women were more likely to have a bachelor or higher degree:



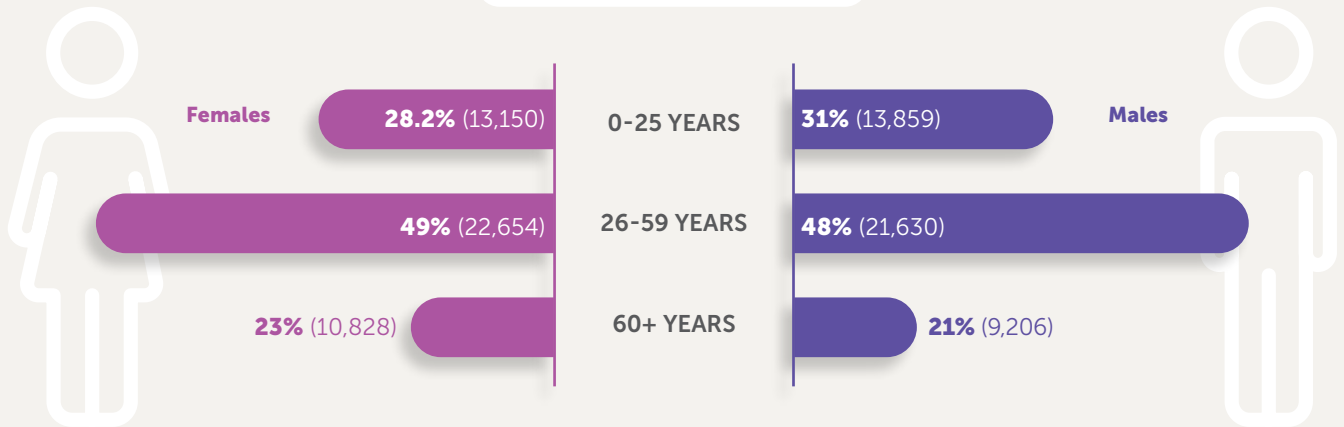
(Source: ABS, 2021 Census of Population and Housing)

10% of all households in Hobsons Bay are single parent households. These are more likely to be headed by females:



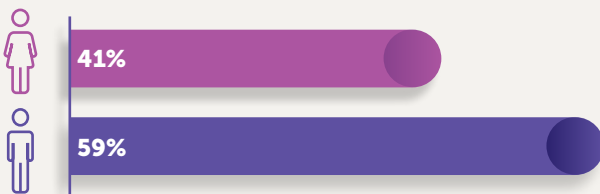
(Source: ABS, 2021 Census of Population and Housing)

### SEX BY AGE BREAKDOWN



(Source: ABS, 2021 Census of Population and Housing)

Of Hobsons Bay residents, managerial roles are more likely to be held by males:



(Source: ABS, 2021 Census of Population and Housing)

Average super balances at retirement age:



(Source: Association of Superannuation Funds of Australia, Super statistics: 2022)

In Hobsons Bay during 2018-2019, women were more likely to be admitted to hospital for a mental health condition:



(Source: LGBTIQ+ Health Australia, Snapshot of Mental Health and Suicide Prevention Statistics for LGBTIQ+ People, 2021)

Recent research has shown that people who are LGBTIQ+ in Australia are more likely to have attempted suicide at some point during their lives.



# LGBTIQ+ and gender diverse communities

## Population

Access to local data for lesbian, gay, bisexual, transgender, intersex, queer, asexual (LGBTIQ+) and gender diverse communities is limited. In 2017, the estimated proportion of LGBTIQ+ people aged 18+ in Hobsons Bay was seven per cent, which was similar to the rate in the Western Melbourne region (7.1%) and higher than for Metropolitan Melbourne (6.0%) and Victoria (5.7%).<sup>50</sup>

At this time, data indicated that Victoria's LGBTIQ+ population comprised the following groups: lesbian and gay (1.8% of total population), bisexual (2.8%), transgender (0.1%), gender diverse (0.2%), intersex (0.2%), queer (0.1%), pansexual (0.1%), asexual (0.1%).<sup>51</sup> However, the actual proportions are likely to be higher due to reliance on self-reporting. For example, more recent data indicates that intersex variations, which are natural biological variations, occur in up to 1.7 per cent of all births.<sup>52</sup> As such, all estimates included in this part should be considered minimum rates, with actual rates and numbers likely to be higher.

## Intersectionality

People of various ages, cultural backgrounds and abilities are part of LGBTIQ+ communities. In 2020, national data indicated that 2.7 per cent of LGBTIQ+ people are Indigenous Australians, a slightly smaller proportion compared to Indigenous people in the national population (3.2%).<sup>53</sup> The proportion of LGBTIQ+ people decrease with age. In 2017, Victorians aged 18 to 24 years included the highest proportion of LGBTIQ+ people (12.2%), more than four times higher than those aged 45-54 (3.8%) and nearly ten times higher than for people aged 85+ (1.3%).<sup>54</sup>

## Education and employment

The only relevant dataset we can analyse at a local level is the number of people living together as part of a same-sex relationship. This applied to 786 people in Hobsons Bay in 2021, although this is almost certainly an underestimate of the total LGBTIQ+ population.

In 2021, around 50 per cent of all Hobsons Bay residents in a same-sex relationship had obtained a bachelor or higher degree, compared to 41 per cent of people in opposite-sex relationships. Almost two-thirds of Hobsons Bay residents in a same-sex relationship (64%) were working full-time, compared to less than half of people in opposite sex relationships (46%). Similarly, smaller proportions of people in same-sex relationships were not in the labour force (15% vs 27%) and unemployed (1% vs 2%).

50. Victorian Agency for Health Information (2021) The health and wellbeing of the lesbian, gay, bisexual, transgender, intersex and queer population in Victoria – Findings from the Victorian Population Health Survey 2017. Data collected by the Victorian Population Health Survey is population representative because it is obtained by random sampling and weighted to correct for sample bias so that the population prevalence of any measured variable (such as LGBTIQ+) can be determined.

51. Ibid.

52. People with intersex variations are born with physical, hormonal or genetic features that do not fit the typical expectations for male or female bodies. People with intersex variations have the same range of sexual orientations and gender identities as non-intersex people. For more information, see Victorian Department of Health (n.d.) 'Health of people with intersex variations', <https://www.health.vic.gov.au/populations/health-of-people-with-intersex-variations>, accessed August 2023.

53. LGBTIQ+ Health Australia (2021) Snapshot of Mental Health and Suicide Prevention Statistics for LGBTIQ+ People, <https://www.lgbtiqhealth.org.au/statistics>, accessed December 2022.

54. Victorian Agency for Health Information (2021).

## Health and wellbeing

Mental health is a key issue for LGBTIQ+ people, particularly transgender young people. Recent research has shown that people who are LGBTIQ+ in Australia are more likely to have attempted suicide at some point during their lives.<sup>55</sup> Additionally, in Victoria in the two years to 2017, LGBTIQ+ adults were more than twice as likely to experience family violence, compared with non-LGBTIQ+ adults (13% vs 5%).<sup>56</sup>

National data shows that risky drinking has been declining among lesbian, gay or bisexual people since 2010. However, lesbian, gay or bisexual people are still more likely than heterosexual people to drink at risky levels. In 2019, lesbian, gay or bisexual people were 1.5 times as likely to exceed the lifetime risk guidelines and 1.4 times as likely to exceed the single occasion risk guidelines at least monthly.<sup>57</sup>

## What people from the LGBTIQ+ and gender diverse communities told us

LGBTIQ+ and gender diverse communities told us that they have fought hard for many years to be visible and accepted. It was suggested that Council should proactively support LGBTIQ+ events and recognition days, which promote respect and acceptance for LGBTIQ+ people. It was also suggested that everyone can learn to be allies and offer support if someone is being harassed or experiencing discrimination.

We heard that social connections are important to health and wellbeing, with a suggestion that Council could support LGBTIQ+ groups to organise social events that introduce residents to each other at a neighbourhood level. Support for mental health was also raised as a critical issue, which could be improved through the provision of mental health first aid training. Diverse leadership was also highlighted as important to building and maintaining strong and healthy communities, with a suggestion for leadership program for the LGBTIQ+ people.

The need for practical support was also raised in the form of access to meeting spaces and support for queer creatives to develop sustainable business models. Employment assistance is needed for older women and young queer people with no family support. Finally, there is a need to advocate for better public transport services and address safety concerns, including street lighting.

55. LGBTIQ+ Health Australia (2021) Snapshot of Mental Health and Suicide Prevention Statistics for LGBTIQ+ People, <https://www.lgbtiqhealth.org.au/statistics>, accessed December 2022.

56. Victorian Agency for Health Information (2021) The health and wellbeing of the lesbian, gay, bisexual, transgender, intersex and queer population in Victoria - Findings from the Victorian Population Health Survey 2017, <https://vahi.vic.gov.au/report/population-health/health-and-wellbeing-lgbtqi-population-victoria>

57. Australian Institute of Health and Welfare (2020) Alcohol, tobacco & other drugs in Australia: Lesbian, gay, bisexual, transgender, intersex and queer people, <https://www.aihw.gov.au/reports/phe/221/alcohol-tobacco-other-drugs-australia/contents/population-groups-of-interest/patterns-of-consumption-by-drug-type>, accessed July 2023.

## Snapshot of LGBTIQ+ and gender diverse communities

In 2021, there were 786 people living together in same-sex relationships in Hobsons Bay, a 36% increase since 2016.

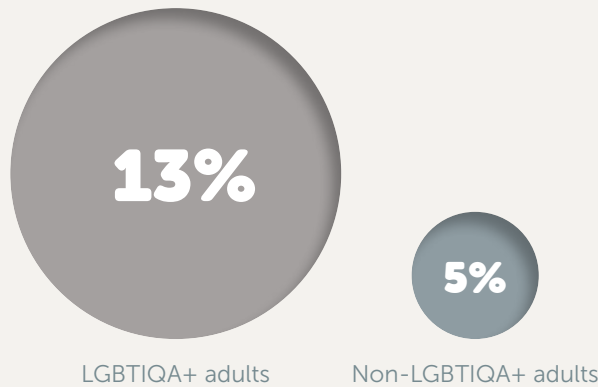
(Source: ABS, 2021 Census of Population and Housing)



Of these households, slightly more were females living together:

- Females: 51.4% (404 households)
- Males: 48.6% (382 households)

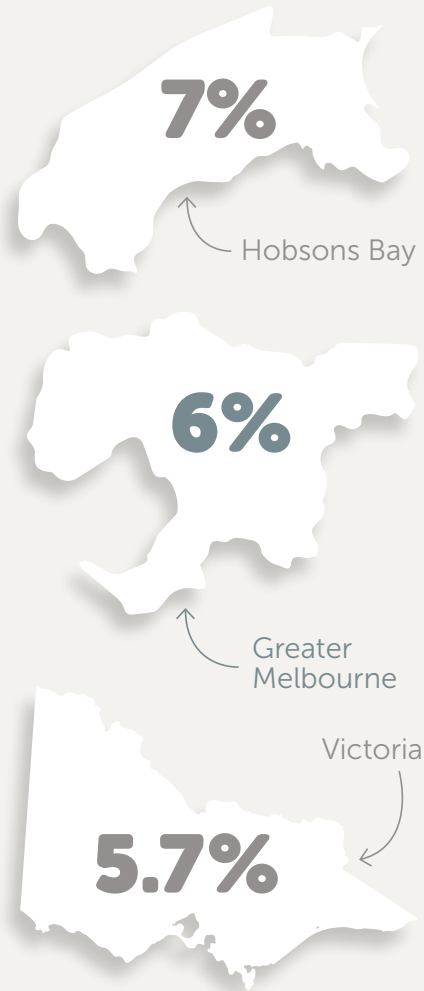
In Victoria in the two years to 2017, LGBTIQ+ adults were significantly more likely to experience family violence:



(Source: Department of Health, Family violence and LGBTIQ+ victim-survivors, 2022)

Data also shows that 1 in 3 LGBTIQ+ people in Victoria have experienced intimate partner abuse, with only 1 in 5 of these cases reported.

In 2017, the estimated proportion of LGBTIQ+ people aged 18 years and over was:



(Source: Victorian Agency for Health Information, The health and wellbeing of the LGBTIQ population in Victoria - Findings from the Victorian Population Health Survey, 2017)

Note: LGBTIQ+ refers to Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual and other sexually or gender diverse communities (see AIFS, 2022 for glossary of common terms).

In 2020, national data indicated that 2.7% of LGBTIQ+ people are Indigenous Australians, a slightly smaller proportion compared to Indigenous people in the national population (3.2%).

(Source: LGBTIQ+ Health Australia, Snapshot of Mental Health and Suicide Prevention Statistics for LGBTIQ+ People, 2021)

**2.7%** of all Australian LGBTIQ+ people are Indigenous

# People in low-income households



## Population

In 2021, there were 11,372 people living in low-income households<sup>58</sup> in Hobsons Bay (13.2 per cent of the total population), which represents a similar proportion to Greater Melbourne (13.4%). Older people (aged 60 years or more) were substantially over-represented, making up 48.9 per cent of this group but just 21.4 per cent of the total population. They are also the fastest growing cohort, increasing from just over one-third in 2016 (36.8%) to almost one-half in 2021. However, it should also be noted that there are almost 6,000 people aged under 60 who are living in low-income households in Hobsons Bay, including 1,464 children and 1,368 young people.

## Place

In 2021, Hobsons Bay had 7,082 low-income households, making up 20.3 per cent of total households (marginally higher than the Greater Melbourne rate of 19.0 per cent). Altona Meadows (1,688 households) has the highest number by suburb. Altona North (25.6%) had the highest proportion of low-income households, followed by Altona Meadows (23.6%), Altona-Seaholme (22.5%), Laverton (22.1%) and Williamstown North (20.3%).

**NOTE:** Due to limitations on available data sources, low-income households in this part are defined as households with a combined gross income of less than \$800 per week in 2021. This threshold is close to the bottom 25 per cent of households Australia-wide.

## Intersectionality

In 2021, females made up 55.0 per cent of people living in low-income households in Hobsons Bay, up from 53.8 per cent in 2016. These proportions are very similar to Greater Melbourne. In 2021, residents born overseas made up a higher proportion of people in low-income households, compared to other households (45% vs 29%). People in low-income households are also more likely to speak a language other than English at home (47% vs 26%) and to have low or no English proficiency (13% vs 3%).

Additionally, almost one in five low-income households include a person who requires assistance with daily activities (16.7%), much higher than for other households (4.2%). More broadly, layered and persistent disadvantage co-exist for people in low-income households, with common issues including unemployment, low income, youth disengagement (from employment and education) and people leaving school before Year 10.<sup>59</sup>

## Education and employment

A greater proportion of people aged 15+ in low-income households in Hobsons Bay have no tertiary qualifications (63.4%), compared to our total population aged 15+ (37.4%). Just over three-quarters of people aged 15+ in low-income households (78.1%) are not in the labour force, with retirement being the main reason. Of those in the labour force, a smaller proportion are employed compared to the total Hobsons Bay population (69.2% vs 94.8%), with a larger proportion employed in part-time work (43% vs 29.1%). Notably, unemployment rates are substantially higher for people aged 15+ in low-income households, compared to the total population (30.8% vs 5.2%).

58. Unless otherwise stated, low-income households are defined as households in the bottom 20 per cent of equivalised income across Australia. Equivalised income adjusts income to allow for different household size and composition, i.e. number of adults and children. In 2021, low-income households were defined as those with an equivalised income under \$500 per week.

59. Tanton et al (2021) Dropping Off the Edge 2021: Persistent and multilayered disadvantage in Australia.

### **Health and wellbeing**

In 2021, the top three health conditions among people in low-income households in Hobsons Bay were arthritis (16.8%), mental health condition (11.4%) and diabetes (10.8%). While these same conditions affect people in other households, their incidence is higher amongst people in low-income households. In 2021, almost half of the people living in low-income households were living alone, almost double the rate in the total population (50.4% vs 26.3%). Living alone can contribute to social isolation and loneliness, which can be harmful to both mental and physical health.

Notably, almost twice as many low-income households own their own home, compared to all households in the city (57.8% vs 34.1%). At the same time, people in low-income households are more than three times more likely to live in social housing, compared to the total Hobsons Bay population (10.1% vs 2.8%). People in low-income households are also three times more likely to not own a motor vehicle compared to all Hobsons Bay population (21.1% vs 7.2%), leading to higher reliance on public transport.

### **What people told us about living with economic disadvantage**

Increasing cost of living was a key issue within many priority population groups. Some older people told us that they prioritise paying bills over buying food and that the aged pension was not high enough. We also heard that some older people are unable to save money and are often 'asset rich and cash poor'. Several groups also highlighted the need for better access to affordable medication and physical and mental health services.

People from cultural and linguistically diverse backgrounds told us that English language classes are very expensive and highlighted a need to improve affordability. We also heard that there are barriers for people trying to find employment and volunteering opportunities, with suggestions that employment assistance is needed for older women and young queer people without family support.

We heard that increasing housing costs makes it difficult for people to remain in Hobsons Bay and that families are struggling with the increased cost of childcare. It was also suggested that the cost of social activities can exclude people with a disability from participating. Additionally, feedback indicated that community gardens encourage social connections, as well as building food growing skills and harvest to share. There was also a suggestion to introduce subsidised neighbourhood food pantries. Finally, we heard that more support is needed for families and individuals experiencing financial struggles.



## Snapshot of people in low-income households

In 2021, ABS data indicated that 50.4% of people in low-income households were living alone, a substantially higher proportion compared to the broader Hobsons Bay population (26.3%).

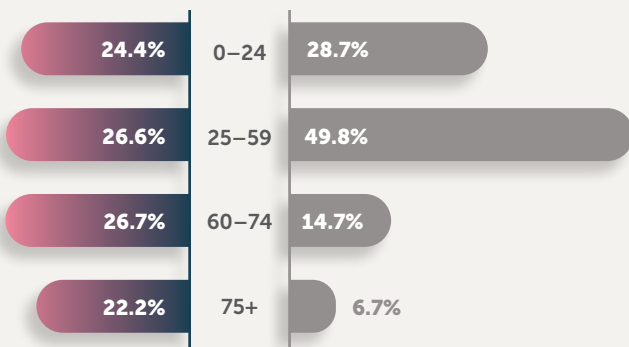
# 50.4%

**of all people in low-income households in Hobsons Bay are living alone.**



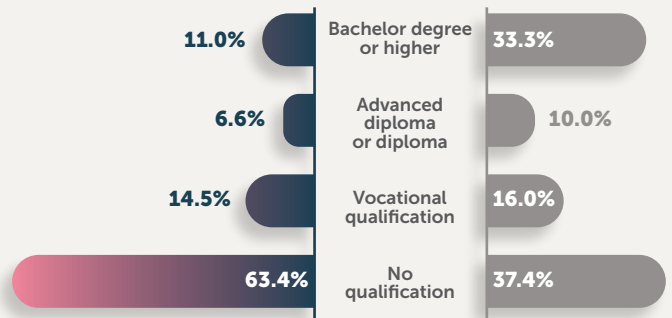
In 2021, almost half (48.9%) of the people living in low-income households were aged 60 years or above, a much larger proportion than the total Hobsons Bay population (21.4%).

- People in low-income households
- Total Hobsons Bay population



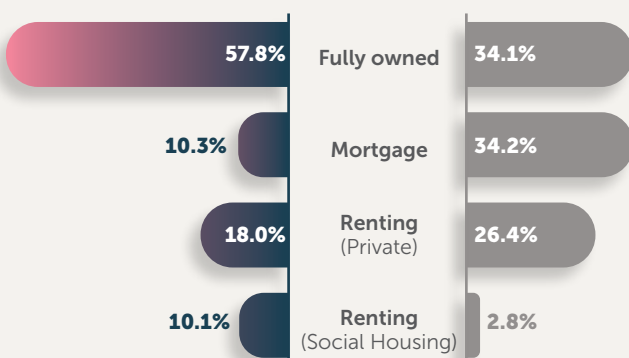
In 2021, a substantially larger proportion of people aged 15+ living in low-income households had no formal qualifications (63.4%), compared to the total Hobsons Bay population aged 15+ (37.4%).

- People in low-income households
- Total Hobsons Bay population



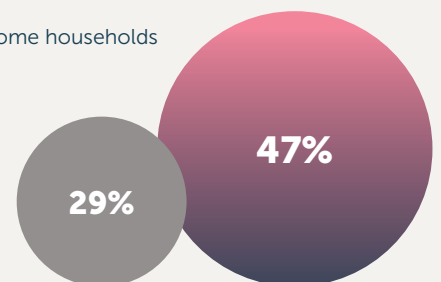
In 2021, a substantially larger proportion of low-income households either fully owned their home (57.8%) or were living in social housing (10.1%), compared to total households in Hobsons Bay (34.1% and 2.8% respectively).

- People in low-income households
- Total Hobsons Bay population

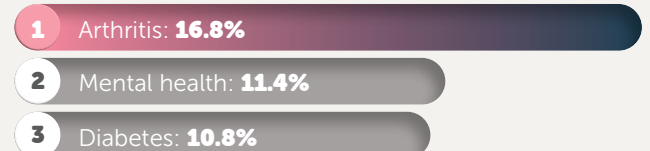


In Hobsons Bay, a larger proportion of people in low-income households have at least one long-term health condition, compared to people living in other households.

- People in low-income households
- Other households



Top three health conditions amongst people in low-income households in Hobsons Bay:



NOTE: All data in this snapshot is sourced from ABS, 2021 Census of Population and Housing.

# Implementation, monitoring and evaluation



## Implementation

Implementation of A Fair Hobsons Bay for All 2024–28 will occur through annual action plans, commencing with the 2023–24 Action Plan. A range of Council teams will deliver actions, with all actions to be aligned to one of the policy’s strategies.

Through this alignment, actions will contribute to achieving longer-term outcomes. This approach ensures that all actions respond to emerging trends and opportunities across the life of the Policy (four years), while also progressing towards longer-term outcomes presented in the Outcomes Framework (see Table 1). Progress against these outcomes will be measured through a series of ‘Indicators of Change’ (also included in Table 1).

Most actions will be delivered through Council’s operational budgets, with implementation to be informed by available resources, current priorities, and emerging issues and opportunities. Where additional resources are required, these will subject to Council’s annual budget processes and/or external funding opportunities.

The internal Fair Hobsons Bay for All Working Group will continue to meet regularly to oversee implementation, identify opportunities for collaboration, and share knowledge and experiences. Council officers will also conduct Gender Impact Assessments on all relevant policies, programs, and services, as required under the *Gender Equality Act 2020*.

## Monitoring and evaluation

Monitoring and evaluation of A Fair Hobsons Bay 2024–28 will be undertaken as follows:

- Key achievements from annual action plans will be published each year, alongside case studies that demonstrate and evaluate the impact of selected actions and activities. If relevant, ‘business as usual’ activities may also be included in key achievements.
- Data from relevant ‘Indicators of change’<sup>60</sup> will be used to monitor trends, identify emerging issues, and measure progress against the policy’s intended outcomes; data will also be used to inform the final evaluation and identify priorities for the next iteration of the policy.

A review of A Fair Hobsons Bay for All 2024–28 will commence within four years from the date of Council adoption (or earlier, if required) to ensure it takes account of contemporary policy and funding contexts and relevant Council plans, policies and strategies. A final evaluation report will be prepared to review all aspects of the policy, including key achievements, indicators of change, demographic changes, emerging issues, and opportunities for the further development of Council’s social policy framework. The final annual action plan will continue to guide operational activities until any subsequent policy is endorsed by Council.

60. ‘Indicators of change’ have been selected based on existing data sources and their likelihood of being available over the course of the policy’s life. Where data is not available for evaluation, efforts will be made to identify alternative data sources. It should also be noted that Council’s capacity to directly influence some outcomes varies according to a range of external factors, including state and federal government priorities, global and national economic trends, and the actions of private industry and business.

**Table 1: Outcomes framework**

<b>Outcome</b>	<b>Objective</b>	<b>SDOH*</b>	<b>Indicators of change</b>
<b>Theme 1: Accessible and connected neighbourhoods</b>			
Public infrastructure, community facilities and local neighbourhoods are more accessible, safe and connected, and Hobsons Bay residents have better access to affordable housing and support services.	To improve access to public infrastructure, community facilities, housing, and local neighbourhoods.	<ul style="list-style-type: none"> <li>• Housing</li> <li>• Transport</li> <li>• Health Services</li> <li>• Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of adults feeling safe walking in their street at night (VPHWOH)</li> <li>• Satisfaction with the condition of local streets and footpaths in your area (ACS)</li> <li>• Rates of housing stress in Hobsons Bay (Census)</li> <li>• Number of people experiencing homelessness (Census)</li> <li>• Number of people accessing Specialist Homelessness Services (AIHW)</li> <li>• Satisfaction with value for money in infrastructure and services provided to your community (ACS)</li> </ul>
<b>Theme 2: Inclusive and supportive communities</b>			
Hobsons Bay is more inclusive, safe and welcoming, with improved access to services and opportunities for social connection and participation.	To facilitate social connections, more equitable access to services, and increased respect for diversity.	<ul style="list-style-type: none"> <li>• Prenatal/Early Childhood</li> <li>• Community, social and family connections</li> <li>• Health Services</li> <li>• Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction with elderly support services (ACS)</li> <li>• Proportion of children vulnerable on at least one domain of the Australian Early Development Census (AEDC)</li> <li>• Proportion of people reporting 'mental health' as a long-term health condition (Census)</li> <li>• Proportion of adults who feel valued by society (VPHWOF)</li> <li>• Satisfaction with community and cultural activities (ACS)</li> <li>• Satisfaction with recreation facilities (ACS)</li> <li>• Proportion of adults who belonged to an organised group (VPHWOF)</li> <li>• Rates of family violence in Hobsons Bay (CSA)</li> </ul>
<b>Theme 3: Learning and economic opportunities</b>			
Priority populations have improved financial independence and increased access to lifelong learning, education, employment, volunteering, and business development opportunities.	To improve financial independence and access to lifelong learning, education, employment, volunteering, and business development opportunities.	<ul style="list-style-type: none"> <li>• Prenatal/Early Childhood</li> <li>• Education and Lifelong Learning</li> <li>• Employment</li> <li>• Income</li> </ul>	<ul style="list-style-type: none"> <li>• Number of kindergarten places that cannot be accommodated by existing services (KISP)</li> <li>• Proportion of people attending an education institution (Census)</li> <li>• Proportion of people with higher education qualifications (Census)</li> <li>• Proportion of young people disengaged from education and employment (Census)</li> <li>• Proportion of people engaged in volunteering opportunities (Census)</li> <li>• Proportion of people employed (Census)</li> <li>• Satisfaction with Business and Community Development and Tourism (ACS)</li> <li>• Proportion of households in lowest group of Equivalised Household income quartiles (Census)</li> <li>• Proportion of adults who ran out of food and could not afford to buy more (VPHWOF)</li> </ul>

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#### **Theme 4: Enjoying and adapting to nature**

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Priority populations have improved access and connection to the natural environment and are supported to adapt to the impacts of climate change.

To improve access to our natural environment and support equitable adaptation to climate change.

- Food security
- Environmental sustainability

- Satisfaction with the appearance of public areas (ACS)
  - Proportion of children and young people who consume sufficient fruit and vegetables (VPHWOF)
  - Proportion of adults who consume sufficient fruit and vegetables (VPHWOF)
  - Satisfaction with environmental sustainability (ACS)
- 

#### **Theme 5: A fair Council for all**

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Council is a more socially just organisation that continues to respect diversity, engage with local communities, and support the health and wellbeing of all residents.

To be a socially just organisation that respects diversity, engages with local communities, and supports the health and wellbeing of all residents.

- All

- Satisfaction with community consultation and engagement (ACS)
  - Satisfaction with informing the community (ACS)
  - Satisfaction with decisions made in the interest of the community (ACS)
  - Proportion of females in Permanent Full Time Positions at Band 6 and above, as measured by Full-Time Equivalent Positions (HBAR)
  - Increased satisfaction with lobbying on behalf of the community (ACS)
- 

\* SDOH = Social determinants of health

#### **Key to sources for Indicators of change:**

- ACS - Annual Community Survey (expected to be conducted annually)
- AEDC – Australian Early Development Census (published every three years, expected in 2024 and 2027)
- AIHW – Australian Institute of Health and Wellbeing (data collected annually)
- Census – Census of Population and Housing (to be conducted in 2026)
- CSA – Crime Statistics Agency (data collected annually)
- HBAR – Hobsons Bay Annual Report (published annually)
- KISP – Kindergarten Infrastructure and Services Plan (to be updated in 2023–24)
- VPHWOF - Victorian Public Health and Wellbeing Outcomes Framework (updated regularly with Victorian Government data)

# Legislative requirements



## **Disability Act 2006**

Under section 38 of the *Disability Act 2006*, public sector bodies (including Councils) are required to prepare a Disability Action Plan (DAP) and report on the implementation of the plan in the annual report. Under the Act, a DAP is prepared for the purpose of:

- a) reducing barriers to persons with a disability accessing goods, services and facilities
- b) reducing barriers to persons with a disability obtaining and maintaining employment
- c) promoting inclusion and participation in the community of persons with a disability
- d) achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

A Fair Hobsons Bay for All 2024–28 incorporates Council’s DAP. Each of the DAP purposes outlined in legislation are addressed through multiple strategies within A Fair Hobsons Bay 2024–28 (see Table 2).

## **Gender Equality Act 2020**

The *Gender Equality Act 2020* requires local government to complete a Gender Impact Assessment (GIA) on new or updated policies, programs and services which directly and

significantly impact the public. GIAs help us to think critically about how policies, programs and services will meet the different needs of women, men and gender diverse people. A GIA was completed as part of the process to update A Fair Hobsons Bay 2024–28, which included a review of data presented in Section 7 (Priority Populations).

The Act also underpins the Victorian Government’s Fair Access Policy Roadmap. From July 2024, all Victorian councils will need to ensure equitable access to sporting facilities for people of all genders to be considered eligible to receive infrastructure funding. Actions delivered through A Fair Hobsons Bay for All 2024–28 will assist Council to meet these requirements.

## **Public Health and Wellbeing Act 2008**

The Council Plan 2021–25 incorporates the Municipal Public Health and Wellbeing Plan, which outlines Council’s commitment to create a community in which people can achieve maximum health and wellbeing, as required by section 27 of the *Public Health and Wellbeing Act 2008*. Council committed to update A Fair Hobsons Bay 2019–23 as a condition of being granted an exemption by the Department of Health to integrate the Municipal Public Health and Wellbeing Plan into the Council Plan.

**Table 2: Alignment between Disability Action Plan and A Fair Hobsons Bay for All 2024–28**

<b>Disability Action Plan (Purpose)</b>	<b>A Fair Hobsons Bay for All 2024-28 (Strategies)</b>
(a) reducing barriers to persons with a disability accessing goods, services and facilities;	1.2, 1.3, 1.4, 2.1, 2.2, 3.5, 4.3, 4.5, 5.3, 5.6
(b) reducing barriers to persons with a disability obtaining and maintaining employment	3.2, 3.3, 3.4, 5.2, 5.6
(c) promoting inclusion and participation in the community of persons with a disability	1.1, 1.5, 2.3, 2.5, 3.1, 4.1, 4.4, 5.1, 5.4, 5.5, 5.6
(d) achieving tangible changes in attitudes and practices which discriminate against persons with a disability.	2.3, 2.4, 5.4, 5.6





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# Appendices



## Appendix 1: Social determinants of health in Hobsons Bay

Eleven social determinants of health have been identified for Hobsons Bay. These are based on current and emerging issues, preliminary engagement with priority populations, academic research, and our demographic profile. A summary is provided below in Table 3, including alignment to relevant themes in A Fair Hobsons Bay for All 2024–28.

**Table 3: Social determinants of health in Hobsons Bay**

Social determinant	Description/Examples	Theme
Prenatal/Early Childhood	Stable family life; good maternal health; access to appropriate services and supports	2, 3, 5
Community, social and family connections	Stable emotional and social support; healthy relationships; opportunities for social inclusion; sense of belonging; strong cultural identity.	2, 5
Education and Lifelong Learning	Affordable, accessible, and appropriate education, training, and lifelong learning opportunities.	3, 5
Employment	Secure, satisfying, and meaningful work; safe and healthy work environment; capacity to access other employment opportunities.	3, 5
Income	Sufficient money to meet the costs of living and access necessary services; opportunities to participate in social and community activities.	3, 5
Housing	Affordable, accessible, secure, and appropriate housing, located near key services.	1, 5
Transport	Accessible, affordable, and integrated transport system which connects people, places, and businesses through walking, cycling, public transport, taxis, and private vehicles.	1, 5
Food security	Sufficient, affordable, nutritious, and culturally appropriate food; capacity to store and prepare food safely.	4, 5
Health Services	Affordable, accessible, timely and culturally appropriate physical and mental health services.	1, 2, 5
Safety	Capacity to move freely and feel safe in public places; ability to express individual and collective identity without fear of violence or injury; capacity to make independent 'life decisions' such as where to live and with whom.	1, 2, 5
Environmental sustainability	Sustainable resources; equitable adaptation to changing climate; good quality air and water; sufficient good quality open space.	4, 5

## Appendix 2: Organisations involved in preliminary engagement

A wide range of organisations supported and/or participated in preliminary engagement to inform the development of A Fair Hobsons Bay for All 2024–28. These organisations assisted to recruit participants, arrange venues, and distribute surveys, as well as contributing to engagement activities.

- Altona College P-12 (Primary School leaders)
- Altona Meadows Community Centre
- Alumni from Council's Multicultural Women's Leadership Group
- Association of Islamic Da'wah In Victoria (AIDA)
- Christ the Lord Lutheran Church, Seabrook
- cohealth (Elders Planned Activity Group)
- Dementia Australia
- Folks Like Us (social group for local LGBTIQ+ communities)
- Gateway Community Services
- Gellibrand Support Services
- Hobsons Bay Dementia Alliance
- IPC Health
- Latitude: Directions for Young People
- Laverton College P-12 (Secondary School leaders)
- Laverton Community and Education Centre (English as a second language class)
- Laverton Community Integrated Services
- Lorraine Bedella Senior Citizens Centre (Seniors' Planned Activity Group)
- Louis Joel Arts and Community Centre
- Newport Community Education Centre
- Rainbow Club Disability Services Club
- South Kingsville Community Centre
- St Mary's Catholic Church, Williamstown
- Walker Close Community Centre
- Western Deadly Connections
- Williamstown Community Education Centre (English language classes)
- Williamstown Seagulls FIDA (Football Integration Development Association)
- Williamstown U3A





**HOBSONS  
BAY CITY  
COUNCIL**



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