



**Brighton
Council**

**Community
Development
Committee
Agenda**

7th November 2023

Name:

INDEX

Community Development Committee Meeting: 7th November 2023

| | |
|---|---|
| NOTICE OF MEETING | 3 |
| QUALIFIED PERSON CERTIFICATION | 3 |
| AGENDA | 4 |
| 1. Acknowledgement of Country | 4 |
| 2. Attendance | 4 |
| 3. Apologies | 4 |
| 4. Public Question Time | 4 |
| 5. Declaration of Interest | 4 |
| 6. Business | 5 |
| 6.1 Brief overview of Asset Based Community Development (ABCD) Principles | 5 |
| 6.2 Update on Major Impact Grant - Employment of Youth Engagement Worker | 6 |



Brighton Council

Council Representatives: Cr A De La Torre (Chairperson); Cr B Curran (Deputy Chair)
Cr L Gray; Cr P Geard; Cr G Irons; Cr J McMaster; Cr T
Murtagh; Cr P Owen & Cr M Whelan

NOTICE OF MEETING

Dear Councillor,

Notice is hereby given that the next **Community Development Committee Meeting** will be held in the Council Chambers, Council Offices, Old Beach at **5.15 p.m. on Tuesday, 7th November 2023**, to discuss business as printed below.

QUALIFIED PERSON CERTIFICATION

I HEREBY CERTIFY that in accordance with Section 65 of the *Local Government Act 1993*, any advice, information and recommendation contained in the reports related to the Agenda have been prepared by persons who have the qualifications or experience necessary to give such advice, information and recommendations.

Dated at Old Beach this *2nd* day of *November 2023*.

A handwritten signature in black ink, appearing to read 'James Dryburgh', is written over a horizontal line.

James Dryburgh
GENERAL MANAGER

AGENDA

1. Acknowledgement of Country

Brighton Council acknowledges the palawa/pakana (Tasmanian Aboriginal) community as the traditional and original owners of the skies, land and water of lutruwita (Tasmania) and forward our respect to their elders both past and present.

Brighton Council acknowledges the continued connection the Tasmanian Aboriginal people still have to the skies, land and water of lutruwita that provides them with the food, medicine and craft celebrated through ceremony today.

2. Attendance

3. Apologies

4. Public Question Time

5. Declaration of Interest

In accordance with the requirements of Part 2 Regulation 8 of the *Local Government (Meeting Procedures) Regulations 2015*, the chairperson of a meeting is to request Councillors to indicate whether they have, or are likely to have, a pecuniary interest or conflict of interest in any item on the Agenda.

In accordance with Section 48(4) of the *Local Government Act 1993*, it is the responsibility of councillors to then notify the general manager, in writing, the details of any interest(s) that the councillor has declared within 7 days of the declaration.

6. Business

6.1 Brief overview of Asset Based Community Development (ABCD) Principles

Author: Community Development Officer (Kylie Murphy)

Authorised: Manager, Community Development & Engagement (Angela Turvey)

Background

Our approach to Community Development at Brighton is grounded very much in Asset Based Community Development (ABCD) principles. Supporting what community wants and empowering collective action, with a focus on our communities' strengths.

ABCD is a powerful approach to community engagement and development that focuses on abilities and potential, rather than problems and deficits by discovering the resources that are already present in a community. Discovering community strengths is a powerful and productive way to address problems and realise a collective vision. By building relationships and creating the space for opportunities to emerge, community members are more in control of their own decision making.

It is on this basis that we move forward as a Council in the Community Development space and embrace the many community led opportunities we have in our area.

Please note:

A brief overview of Asset Based Community Development (ABCD) Principles and how we approach community development at Brighton Council will be provided verbally to the meeting by Kylie Murphy (Community Development Officer).

RECOMMENDATION:

That the information be received.

DECISION:

6.2 Update on Major Impact Grant - Employment of Youth Engagement Worker

Author: Manager, Community Development & Engagement (Angela Turvey)

Authorised: General Manager (James Dryburgh)

Background

At the Ordinary Council Meeting on 19 September 2023, Council awarded the Major Impact Grant to Communities for Children (CfC) to establish the position of a Youth Worker for the Brighton Council area to work with young people aged 12-25 years.

Three (3) submissions were assessed by Council and the decision to award the grant to Communities for Children was made based on the needs of young people being a clear priority in our area, with no dedicated youth workers currently based in or actively working in this space in the Brighton Municipality.

The Community Development team convened an implementation meeting with Communities for Children on 4 October 2023 with Tanya Brooks-Cooper (Communities for Children Program Manager) and Stacey Milbourne (Doorways Manager – The Salvation Army) to commence scoping the role and undertaking the recruitment process. Communities for Children (CfC) is managed by The Salvation Army. This meeting included discussions on the following considerations:

- Discussion on key objectives of the role and achievable goals.
- Development of the position description.
- Drafting the advertisement for the role.
- Reporting lines, practical work arrangements and HR responsibilities.
- Make-up of interview panel, including Brighton Youth Action Group representatives.
- Development of the grant deed.

Brighton Council Community Development officers, Communities for Children and The Salvation Army representatives were each tasked with working on these elements of recruitment for the appointment of a Youth Engagement Worker.

A position description has been drafted, along with an initial list of opportunities/objectives for the Youth Worker to engage with and support. These included:

- Coordination and support of the vibrant Brighton Youth Action Group and activities the group is driving in the community, including the 2024 Youth Summit.
- Coordination and development of the Brighton Alive Youth Network, including developing a youth services directory for the region.
- Creating partnerships and opportunities for young people in the Brighton Council area, working with the BYAG and key stakeholders.
- Building on key relationships in the Brighton community, including JRLFSS and PCYC to build a supportive network for the regions young people.
- Working collaboratively to source funding for the ideas bubbling in the BYAG.

On 18 October 2023, Council officers were informed by The Salvation Army that as the CfC Program Manager Tanya Brooks-Cooper had resigned and was leaving the organisation, the organisation could no longer take on the funding for and management of the Youth Engagement Worker position. Tanya had agreed to accept the responsibility and oversight for the Youth Engagement Worker position as CfC Program Manager as part of The Salvation Army and CfC taking on the Major Impact Grant funding.

An email from The Salvation Army Doorways Manager – Tasmania wrote in her email to Brighton Council:

“The youth worker position sits outside of the CfC Manager’s PD, however we were able to let Tanya step into this space as it was a request from Tanay to extend her work into this age group. Given we are in the process of recruiting a new CfC program manager, we are not able to have the new manager take on the management and oversight of this role, as it does not sit within the PD or within the guidelines of our funding agreement for CfC. As a result, we will not be able to accept the funding for this position. Please accept our sincerest apologies.”

Given the decision was made by Council to prioritise the Major Impact Grant for a Youth Engagement Worker, the current lack of any dedicated youth workers in the area and the significant amount of work that has already gone into the recruitment phase, it is strongly suggested that Brighton Council directly employ a part time Youth Engagement Worker using the Major Impact Grant funding.

Consultation

General Manager, SMT, Community Development Officer.

Risk Implications

If the appointment of a youth worker by Council is not progressed at this stage in our community development journey in the youth space, that Council is perceived as not able to seriously commit to supporting young people in our area.

The delivery of a successful project or program may risk raising community expectations that Council will continue to work with and fund a Youth Engagement Worker ongoing. However, potential success of a project should not be considered a reason not to proceed but rather considered as a pilot project within the community, to understand and evaluate what works to best meet current needs within the community.

Employment of a Youth Engagement Worker by Council directly, mitigates the risk of a third-party organisation not being able to deliver on the commitment or expose Council to an association with poor management or governance issues.

Financial Implications

Budgeted at \$80K for 2023-2024 financial year.

Strategic Plan

Goal 1: Inspire a proud community that enjoys a comfortable life at every age.

Goal 4: Ensure a progressive, efficient and caring Council.

Social Implications

The direct appointment of a Youth Engagement Worker by Council has the potential to begin to address some of the social issues associated with young people in our area, including a perceived increase in destructive and anti-social behaviour and the lack of hope and feelings of hopelessness. An active Youth Engagement Worker increases the ability of young people to become aware of and access referrals to relevant services and supports, creating space for opportunities and building their ability to feel safe and secure in our community. This ultimately leads to everyone in our community feeling a greater sense of well-being and safety.

Based on the 2022 ABS data, the residential population of Brighton LGA is currently sitting at 19,687 people. We have one of the youngest populations in Tasmania, with almost 30% of our population being aged in the 10-29 year old age group compared to 24% for Tasmania overall.

As anecdotal evidence suggests, the current social and economic climate with ever increasing costs of living and issues around food security for even working households, provides a high level of insecurity and anxiety for families. It is hard to know if there is any direct correlation to the observed and experienced anti-social behaviour that appears to have increased in our area in recent times, but we can hypothesise that it may certainly be a contributing factor that cannot be ignored.

Brighton's Socio-Economic Index for Areas (SEIFA) sits at 885, sitting in the lowest quartile for LGAs across Australia, indicating relatively greater disadvantage within our population. SEIFA combines Census data such as income, education, employment, occupation, housing and family structure to summarise the socio-economic

characteristics of an area. Each area receives a SEIFA score indicating how relatively advantaged or disadvantaged that area is compared with other areas.

Environmental or Climate Change Implications

Not Applicable.

Economic Implications

Unknown.

Other Issues

Currently unknown.

Assessment

In light of CfC and The Salvation Army no longer able to accept the Major Impact Grant funding to deliver a Youth Engagement Worker for our area, Council needs to consider how to move forward with the funding that is budgeted for 2023/24. Given that it is now almost half way through the current financial year, consideration should be given to funding this position for 2023/24 and 2024/25, in order to deliver a much needed service for one of our priority and most vulnerable populations. This position addresses a clear dedicated service gap in our LGA, whilst still working collaboratively with existing service providers to find place based solutions to the needs of our young people aged 12-25 years.

Options

1. As per the recommendation.
 2. Other.
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RECOMMENDATION:

That Council directly employ a part-time Youth Engagement Worker using the funds that have been allocated for the Major Impact Grant in 2023/24 and continue this funding into 2024/25 to allow the Youth Engagement Worker to be employed for an initial two year period; and

That quarterly progress reports are provided to Council by the Community Development team, including key performance indicators as agreed with the Youth Engagement Worker once employed.

DECISION: