

YOUTH PLAN 2017-2021

MAKING OUR COMMUNITY
A GREAT PLACE FOR YOUNG PEOPLE

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MESSAGE FROM THE SHIRE PRESIDENT

On behalf of the Council, I would like to acknowledge the many young people, community groups and service providers who have contributed to the development of this five-year plan, and in particular I would like to congratulate the Youth Leadership Team whose innovative ideas and enthusiasm have directed and driven the consultation process, resulting in the development of this comprehensive plan.

This Youth Plan continues and extends the work completed through the Youth Policy and Strategy 2012-2016. The Shire is already recognised by young people as a safe and supportive environment to grow and develop, with opportunities to be included and involved with community. However, there is work to be done to further meet the needs of young people and continue the conversation between Council and this important sector of the community.

Continuing to create a great place for young people requires an appreciation and acceptance of the constantly evolving nature of this sector of the community, and highlights the importance of continuing the participatory decision-making process used during the development of this new Youth Plan.

At the invitation of our consultant, Liz Storr from Storybox, we were fortunate to have assistance from Rhys Williams, the 2015 Young West Australian of the Year and current CEO of The Makers – a not-for-profit innovation, entrepreneurship and co-working centre based in the Peel region. Rhys is involved with youth leadership and development programs through Western Australia and we are grateful for the contribution by Rhys and his team.

The engagement activities offered a great opportunity for young people to be involved in the future direction of Council decision-making and develop leadership skills throughout the process.

It is important to recognise that this plan will form part of the Strategic Community Plan and help guide future strategic planning directions for the Shire. Council has a varying role in the development and implementation of youth initiatives. At times we must advocate for and /or facilitate the delivery of solutions. At other times we may lead, partner with or participate alongside the community. Importantly, it is imperative that we work collaboratively with young people themselves and all the dedicated organisations and individuals providing services and support for our young people.

Cr John Nicholas
PRESIDENT
Shire of Bridgetown-Greenbushes

EXECUTIVE SUMMARY

Young people in the Shire of Bridgetown-Greenbushes enjoy a relaxed country lifestyle in a small and friendly community. With a strong sporting culture and a highly valued natural environment, the community provides a safe place for young people to be independent and enjoy the local facilities with their families and friends.

However, being a small community with high schooling to only Year 10, means our young people must travel to nearby Manjimup or other locations, to complete their education. Combined with the challenges of limited transport options in rural communities, this can make it harder for young people to actively participate in community life and successfully make the transition from education to employment. Maintaining the health and wellbeing of our whole community and importantly, of our young people, is also a key focus for us all.

During 2016, Council embarked on a journey to renew its Youth Plan, and to understand the current ideas, needs and aspirations of young people aged 12-18 years. To do so, we identified the need to have young people lead the engagement process themselves. We conducted activities in local schools to launch the campaign and identify a core group of young leaders who have guided and championed the engagement. This Youth Leadership Team has been instrumental in gaining the interest and responses from almost 50% of the young people who live in our Shire.

A Youth Survey was completed by 157 local residents aged between 12-18 years and living to provide information on the feelings, thoughts and interests of young people. Interviews were conducted with 19 organisations involved in the provision of youth services and programs including schools, health practitioners, counsellors, mentors, employment services, police, youth groups, sport clubs, community groups, advocacy groups, local businesses and community services. Bridgetown Youth Advocacy Inc. shared their youth strategy and future plans including their vision for a dedicated youth centre.

The valuable information gained from the interviews and survey have guided the development of our Youth Plan and assisted in identifying the necessary areas of focus. The priorities for local young people identified through this engagement are as follows:

- **Flexible physical spaces** - that provide better recreational and social opportunities, and can adapt to the changing needs and interests of young people
- **Mental health and counselling services** - advocacy and support for providers to ensure the need is met
- **Events and programs** - that appeal to non-sporting interests – e.g. music, arts and technology
- **Inclusivity and accessibility** - ensuring the lack of transport and other barriers to participation are reduced
- **Resilient, strong young people** - creating a supportive, strong and respectful community approach that enables young people to continue to build their resilience, self esteem, and self confidence

The Youth Plan 2017-2021 focuses on four main areas as shown in the figure below, and includes an action plan for how we can ensure that the needs of young people in our community are being met.



This Plan provides a roadmap to guide Council and Shire staff to work collaboratively with other youth service providers, schools, community organisations and most importantly, our young people, to ensure we make the Shire a great place for young people.

PROFILE OF YOUNG PEOPLE IN OUR COMMUNITY

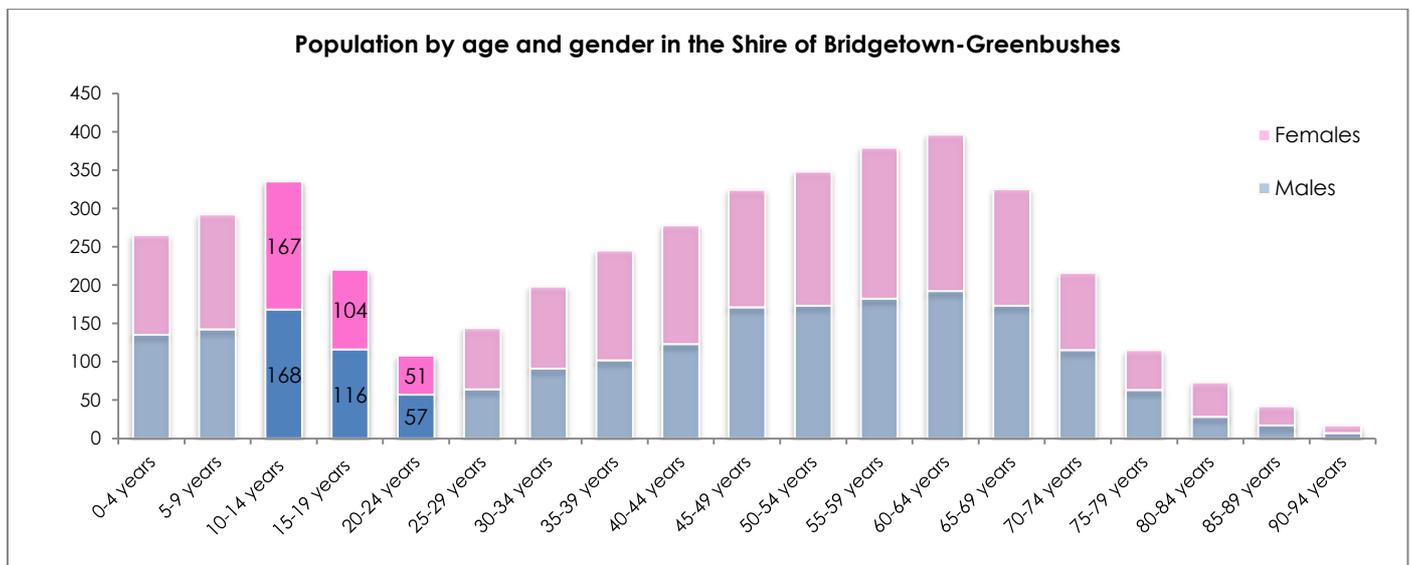
Located 270km south of Perth, in the southwest region of Western Australia, the Shire of Bridgetown-Greenbushes has a community of 4,517, with an annual average population increase of 1.5% per year (SoBG, 2015).

As a community founded on agriculture, the local economy has diversified to include a growing tourism industry, benefiting from the natural beauty of the Blackwood Valley area. The town of Bridgetown offers a diverse mix of retail options, and a range of medical facilities and service-related industries. The smaller community of Greenbushes, located 20km north of Bridgetown, hosts the Talison Lithium mine site – a major employer in the region.

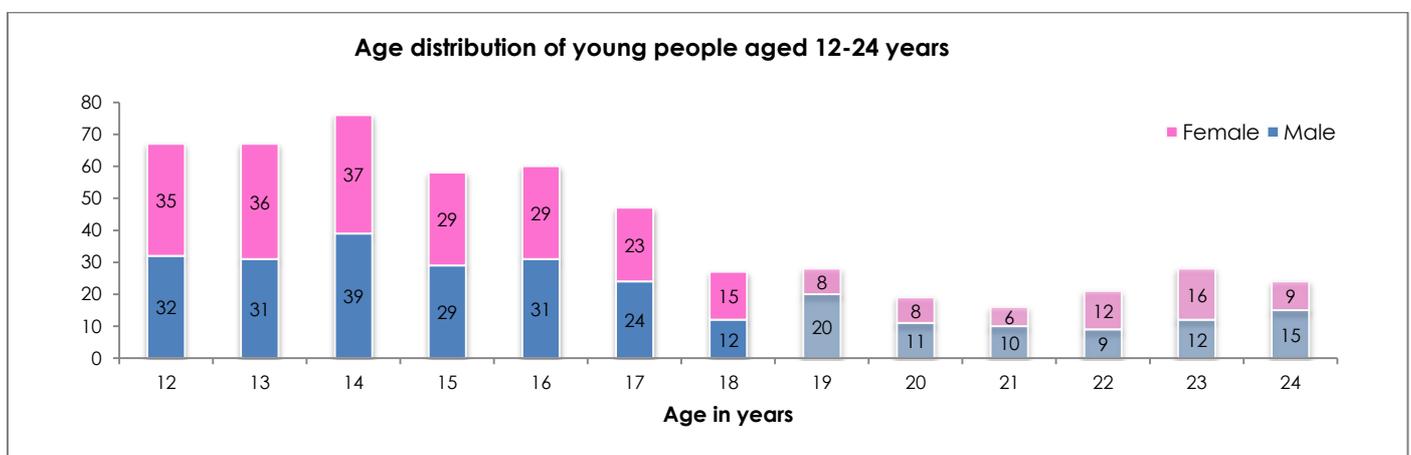
Youth population

In 2016, it is estimated that there are approximately 450 young people aged 12–18 years, living in the Shire of Bridgetown-Greenbushes, representing around 10% of the local population. This age group is the focus of the Shire's Youth Plan.

There is a significant decline in the number of people aged 20-29 years, which likely reflects the tendency for young people to move away from the Shire following the completion of school – either for study, work or relationships. This trend also reflects the lack of employment opportunities for young people in the local community, as identified by service providers interviewed for the development of the Youth Plan. The two charts below show the distribution of ages and gender within the Shire as at the 2011 ABS Census.



Source: ABS census 2011 (total population 4,319)



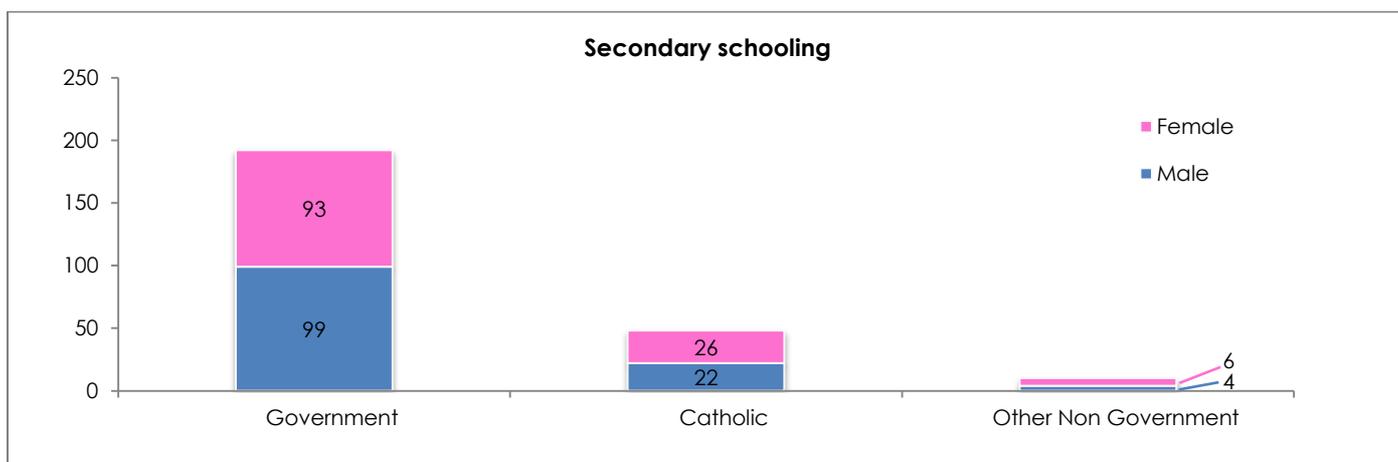
Source: ABS census 2011

Education

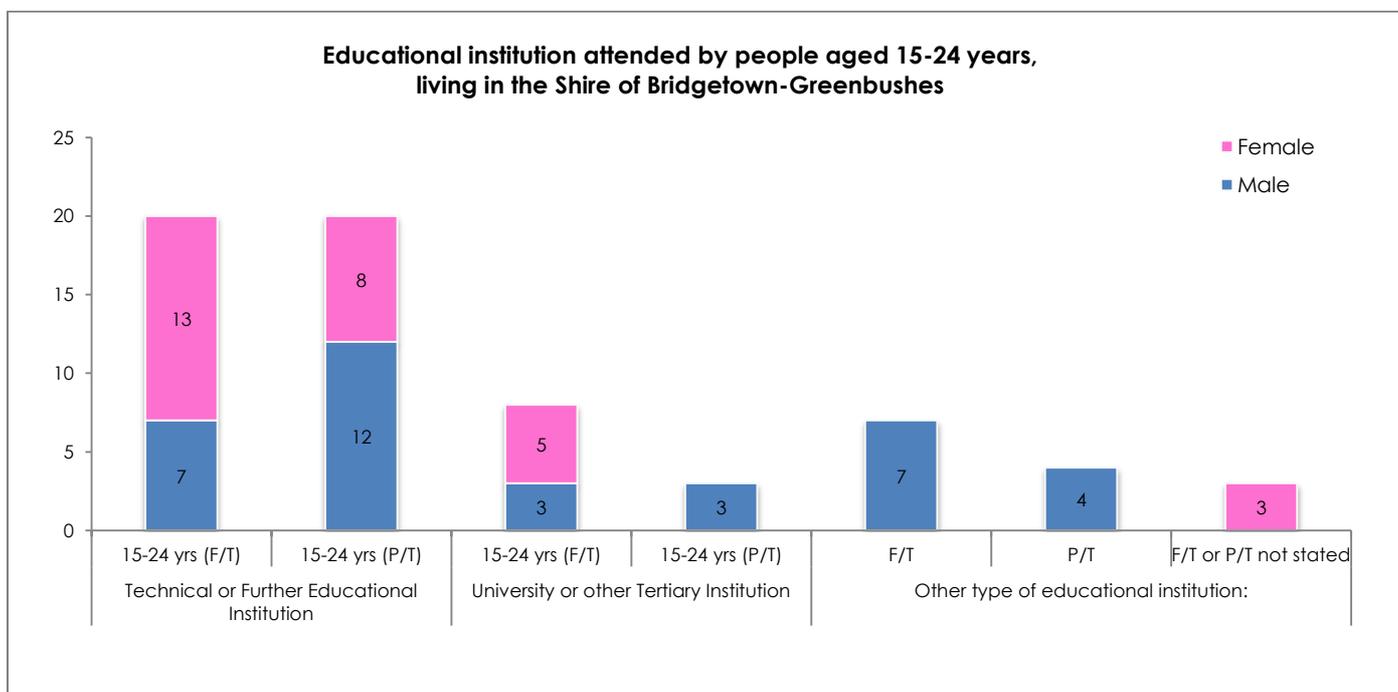
Education facilities in the Shire of Bridgetown include Bridgetown Primary School, St Brigid's Primary School, Bridgetown High School (Years 7-10) and Greenbushes Primary School. Students must travel to Manjimup, Bunbury or other private colleges to complete their secondary education. Secondary schools in the nearby regional centre of Manjimup include Kearnan College (K-12) and Manjimup Senior High School (Years 7-12).

Over many years, there has been a community desire for local schooling in Bridgetown to include Years 11 and 12. However the WA Department of Education has stated that the number of enrolments and the regional approach to the provision of secondary schooling does not justify the provision of Years 11 and 12 locally. The small number of students would also mean a very limited curriculum would be offered. This issue will continue to be monitored as the Shire's population grows.

There are no tertiary institutions in Bridgetown. TAFE colleges operate in Manjimup and Bunbury and the nearest university is the Edith Cowan University campus in Bunbury.



Source: ABS census 2011

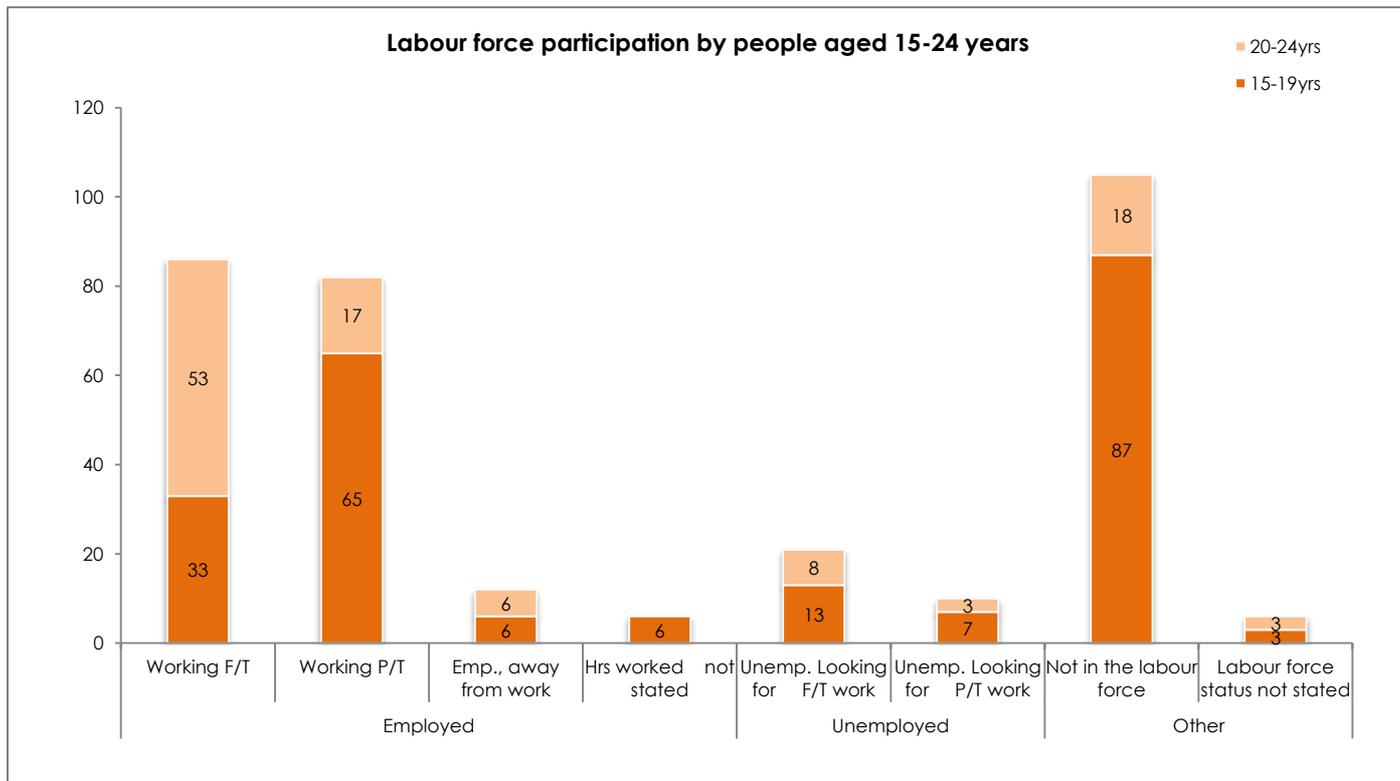


Source: ABS census 2011

* Type of educational institution not stated – Males (93) Females (100)

Employment

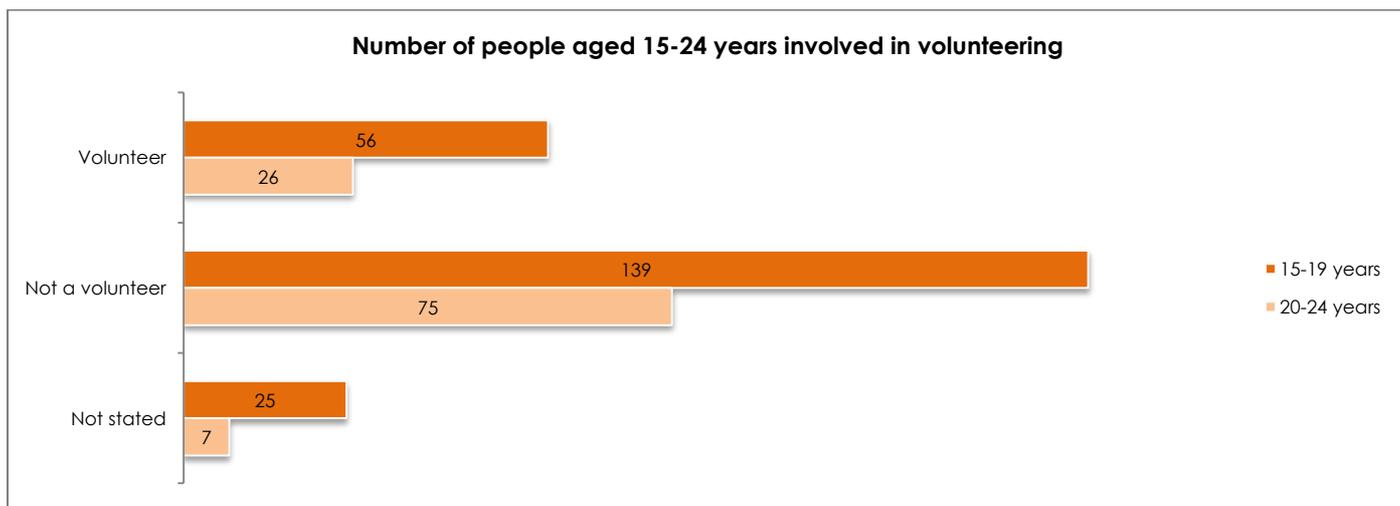
Following completion of school, local employment opportunities are found primarily in the areas of \hospitality, tourism, retail, agriculture and trade-related industries. The chart below shows the level of participation in the workforce by local residents aged 15-24 years.



Source: ABS census 2011

Volunteering

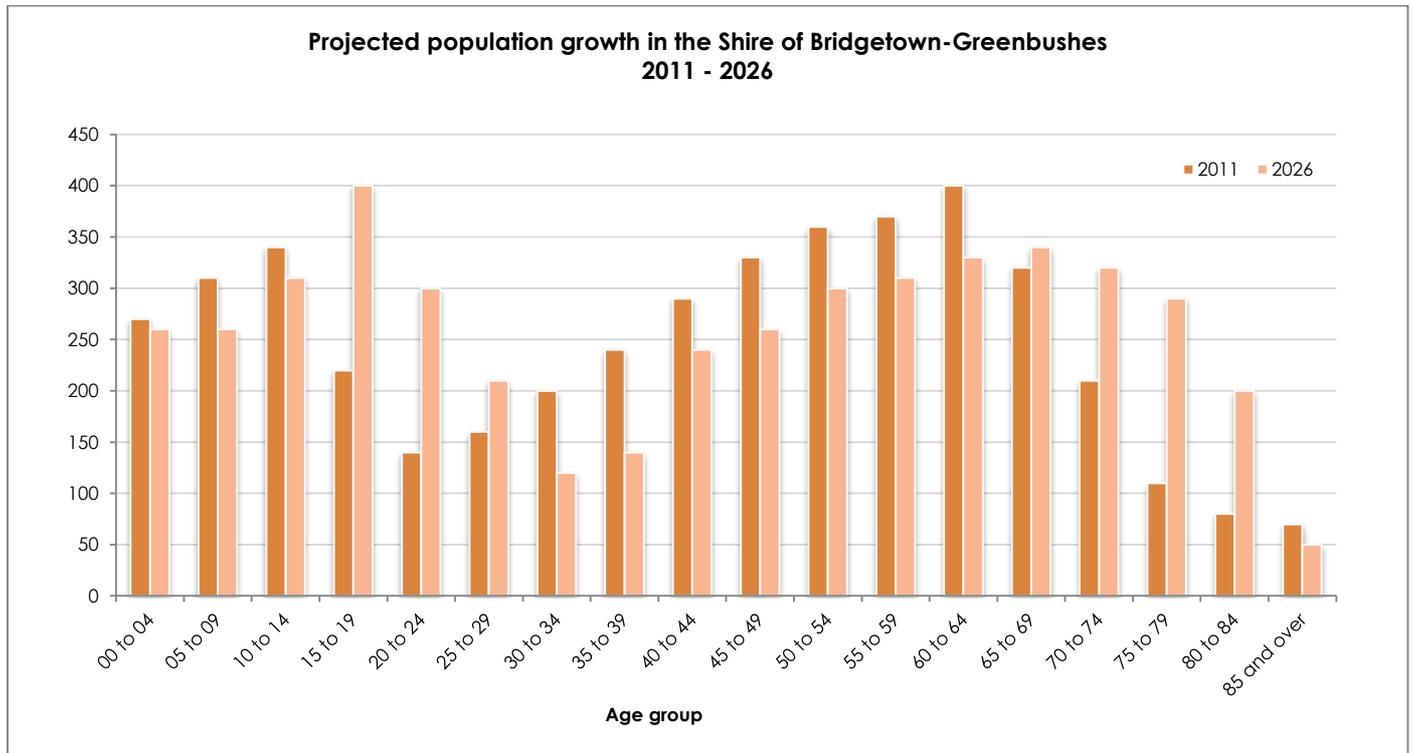
Young people in the Shire have been recognised as being community minded, accepting of others across all age groups, and active in sport and recreation pursuits. The chart below shows the number of young people aged 15-24 who are actively involved in volunteering.



Source: ABS census 2011

Population changes

Over the next ten years, the projected population growth for the Shire shows a notable change in the demographic make up of the community. There will be an increased proportion of people aged 65+ and a marked increase in the number of young people aged 15-24 years. The chart below shows the changing structure if the community based on the WA Department of Planning's 'WA Tomorrow' Estimates (Band C).



Source: ABS 2011 and WA Tomorrow Estimates 'Band C'

ENGAGEMENT WITH YOUNG PEOPLE

To develop our Youth Plan, it was essential that we engaged with young people from across our Shire. With students attending a variety of schools, many in Manjimup, Bunbury and Perth, a different approach was required. We aimed to create a youth-led process whereby a core group of young leaders designed the methodology through which young people could share their ideas, concerns and interests.

Engagement in schools

Consultation with young people kicked off with some high intensity engagement sessions for young Shire residents at Bridgetown High School, Manjimup Senior High School and Kearnan College. Over 150 students participated in these sessions where we broadly discussed the things that are loved, need changing or are missing in our community.

From these activities, a core group of 30 young people from across our Shire were identified with leadership qualities, and invited to join the leaders group for the purposes of developing a youth plan.

From here, the Youth Leadership Team (YLT) was formed, with 12 inaugural members, to guide the next round of engagement activities.

Hack Day

The YLT was invited to attend the inaugural 'Hack Day', which included activities to enhance communication, thinking and leadership skills. The group was then presented with a challenge to 'hack' - how do we connect with the 12-18 year olds in our community to understand what is important to them and what their needs are? The aim was to reach 50% of the target age group – around 230 young people.

Participants from the YLT worked in teams to develop three projects as outlined below. In order for young people to participate in these events, each person must complete the 2016 Youth Survey. These three ideas were presented to the Shire CEO, Shire President, Councillors, parents and families.

1. Blues Youth Lounge and dunk tank at the Bridgetown Blues event
2. Fun Day with inflatables and games at the Bridgetown Leisure Centre
3. Photography competition

Engagement events

It was agreed to proceed with the first two events (dunk tank and fun day), and save the photography competition as a future engagement activity. The YLT led the planning, promotion, set up, management and pack up of both events.

As a result of these activities, nearly 200 surveys were completed, providing insight into the feelings and priorities of local young people.

Youth Leadership Team

The energy, enthusiasm and commitment of members from this team enabled a successful engagement campaign, and the group will be key to the ongoing delivery of this Youth Plan.

KEY FINDINGS

What young people shared with us

Survey summary

The 2016 Youth Survey received 157 eligible responses from young people aged 12-18 years who live in the Shire of Bridgetown-Greenbushes.

About the respondents –

- 43% live in the town of Bridgetown, with a further 33% in rural areas around Bridgetown
- 15% live in Greenbushes and Catterick area
- 75% were aged 12-14 years
- 90% are students with 64% attending Bridgetown High School

When asked to rate the importance of a range of lifestyle and personal development topics, all respondents rated all of the following as very important –

- Feeling safe
- Education and school
- Finding a job
- The environment
- My mental health
- Eating healthily
- Keeping fit

The top three responses to a question of what makes this community an awesome place to live were –

1. Friendly people / community
2. Good facilities
3. Safe, small community

When asked about feeling part of the community, 51% felt they were part of the community “a little bit, or some of the time” and a further 39% responded with “yes, a lot”.

Young people felt there are lots of opportunities for participation in different activities with the following rated as “good” by high percentages of respondents

- | | | | |
|--------------|-----|-------------------------|-----|
| • Sport | 71% | • Volunteering | 50% |
| • Education | 63% | • Arts, music and drama | 44% |
| • Recreation | 60% | | |

Opportunities to participate in the following activities were rated as “ok”

- | | |
|----------------------------|-----|
| • Employment | 46% |
| • Environmental activities | 45% |
| • Leadership | 41% |

The top three additional activities, program, services or opportunities considered important to have in our community were listed as –

1. Physical recreation (better skatepark, pool, cricket, Auskick, karate, football, tennis, motocross, gym, rugby)
2. Youth events
3. A space to hang out with my friends

Overwhelmingly, young people seek help and support with something difficult in their lives, from their parents and friends. Alternatively, they seek help from teachers or other family members. Respondents were asked to select all the suggested sources of help that they would use. The most frequently identified sources were –

- Parents 129
- Friends 109
- Teachers / school 69
- Other family 68
- Siblings 67
- Police 31
- Counsellor 29

The five most important issues facing local young people were noted as follows (listed by the number of mentions) –

- Sport and recreation opportunities 32
- Education 31
- Not enough to do 23
- Drugs 21
- Safety 20

Use of community facilities in the Shire by young people provided some interesting results from respondents –

- 54% use the library from time to time
- 51% never use the skate park (29% from time to time)
- 26% use the BLC at least fortnightly
- 46% use the river (swimming/fishing) from time to time
- 49% never use the Community Resource Centres
- 39% use local trails from time to time

When asked to build, make, create or change one thing in the community, the top five responses were as follows (listed by the number of mentions):

- More physical recreation facilities 50
- A space to hang out 15
- Fast food in town 15
- More diverse retail 11
- More organised sport 10

28 respondents stated they didn't know or did not answer the question.

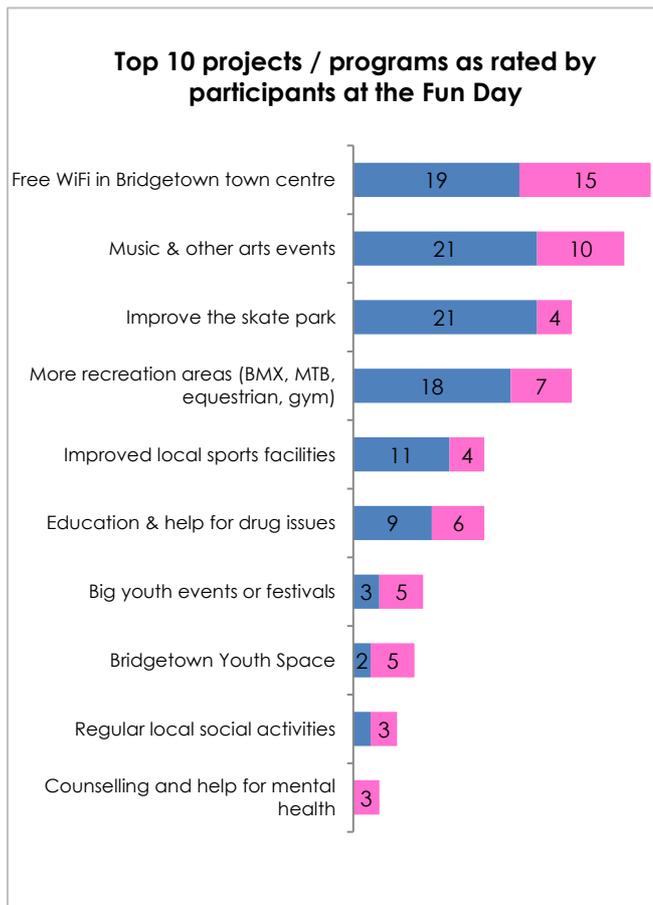
The types of physical recreation facilities mentioned included –

- Bigger / better skate parks in Bridgetown and Greenbushes
- Bigger pool
- Equestrian centre
- Motocross tracks
- Trampoline park
- Gym program for young people (at BLC)

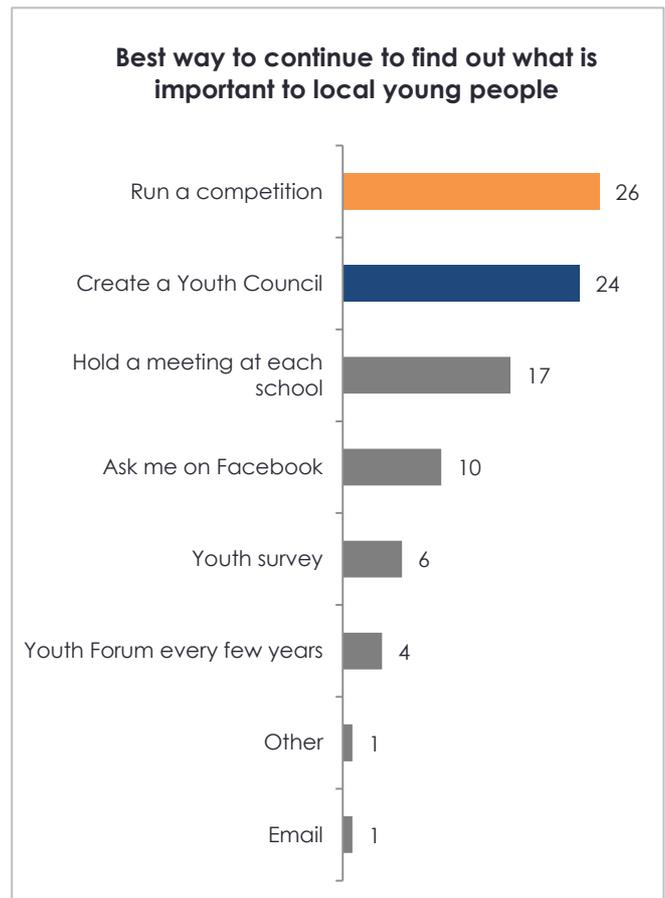
Fun Day at Bridgetown Leisure Centre

During the Fun Day held at the Bridgetown Leisure Centre, young people provided additional feedback on some of the survey results. We used this opportunity to reveal further trends in the priorities of local young people. It should be noted that there were 44 young people aged 12-18 years at this event, and so their feedback is considered indicative but not definitive.

Attendees were asked to vote on the four things that they felt were most important for young people in this community, from the data collected in the survey. The chart below shows their priorities.



Attendees were also asked the best way to regularly find out what is important to young people, and proposed a number of methods. A competition, Youth Council and sessions at schools were considered the most suitable ideas.

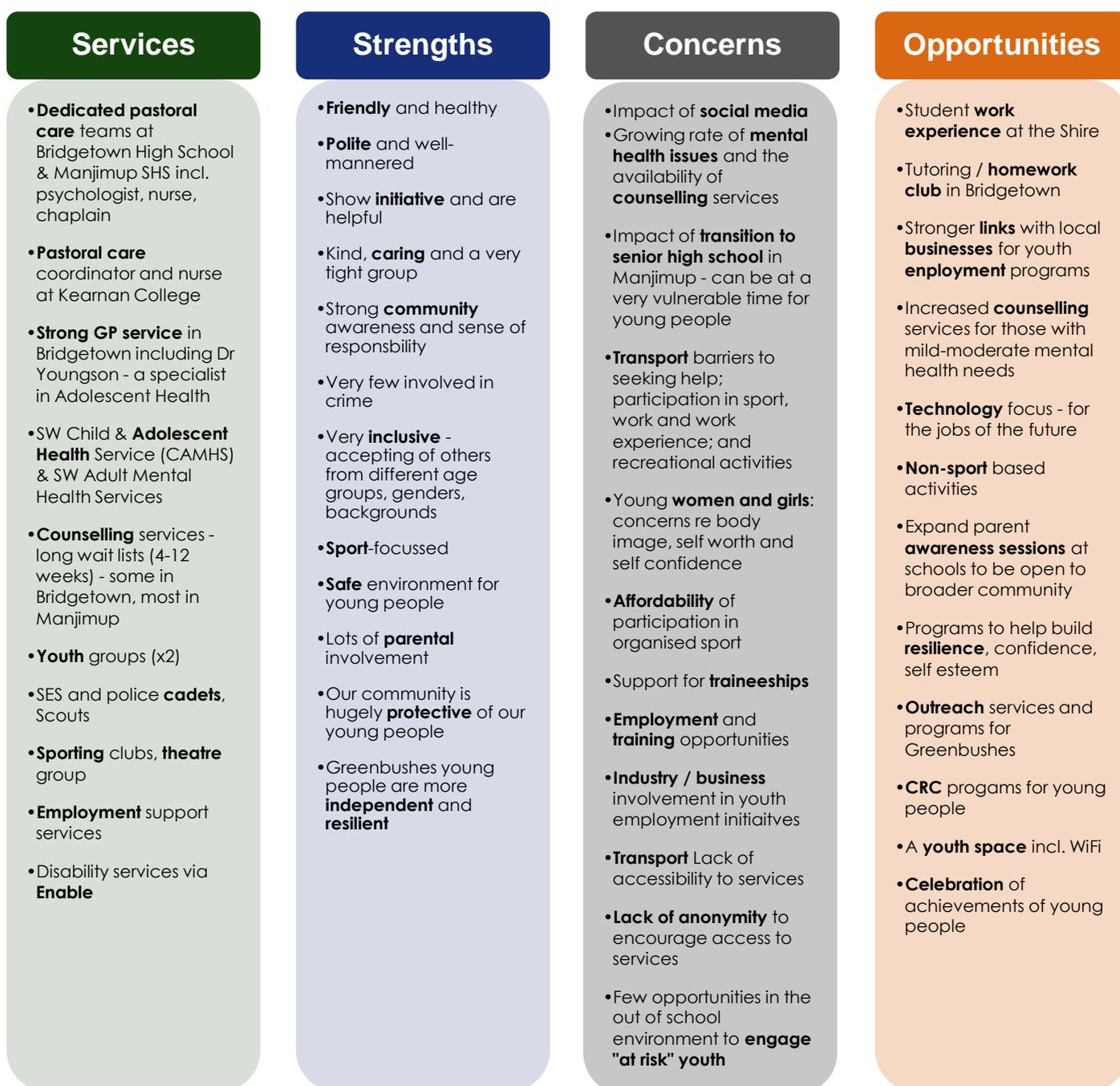


What the service providers and youth organisations told us

Our community is fortunate to be well serviced by providers of pastoral care, counselling, recreation, health and sporting programs for young people. Interviews were conducted with each of the following service providers to understand the programs and services offered that engage and support young people from the Shire of Bridgetown-Greenbushes. These interviews assisted in identifying key issues and opportunities that have informed our youth strategies and action plan.

1. Bridgetown High School pastoral care
2. Manjimup Senior High School pastoral care
3. Kearnan College pastoral care
4. Blackwood Parent Support group
5. Henri Nouwen House
6. SW Alcohol and Drug Service
7. Child & Adolescent Mental Health Services
8. Bridgetown Recreation and Aquatic Centre
9. Greenbushes CRC
10. Bridgetown Police
11. Blackwood Youth Action Inc.
12. Bridgetown Youth Group
13. Junior football club
14. Senior football club
15. Netball Association
16. Byte Youth Theatre Group
17. Jobs South West
18. Local businesses (Stables IGA, Chooks)

The key themes raised are summarised in the figure below. Further details are provided in Appendix 2.



Active youth groups

Bridgetown Youth Advocacy (known as Bridgetown Youth Action) engages with and advocates for young people within the Shire/. BYA currently conducts a small youth group and aims to provide a mental health program for young people at risk. Self-funded through its Youth Enterprise Op Shop (YEOp Shop) in Bridgetown, the group employs a part-time youth worker and has plans to develop a youth centre where young people are able to access counselling, other support services, recreational activities and life-skills programs.

The youth group hosted by the Blackwood Valley Church, runs fortnightly social activities for young people from the church hall behind the high school. This group aims to provide flexible and informal social opportunities that usually reach the young people not already involved in mainstream clubs and activities. Importantly, the group doesn't want to get too big or it risks losing the interest of these young people.

YOUTH PLAN 2017-2021

The purpose of our Youth Plan is to provide a roadmap to guide Council and Shire staff to work collaboratively with other youth service providers, schools, community organisations and most importantly, our young people, to ensure we make the Shire a great place for young people.

Priorities

Through the consultation activities undertaken with young people and service providers, the following priorities have been identified.

- **Flexible physical spaces** - that provide better recreational and social opportunities, and can adapt to the changing needs and interests of young people
- **Mental health and counselling services** - advocacy and support for providers to ensure the need is met
- **Events and programs** - that appeal to non-sporting interests – e.g. music, arts and technology
- **Inclusivity and accessibility** - ensuring the lack of transport and other barriers to participation are reduced
- **Resilient, strong young people** - creating a supportive, strong and respectful community approach that enables young people to continue to build their resilience, self esteem, and self confidence

Areas of focus

Our four key areas of focus are shown in the figure below. For each of these areas, goals, strategies and actions have been developed to ensure we work in partnership with our community to make our Shire a great place for young people to live.



Implementation

The Youth Leadership Team and service providers will provide important input and direction for the implementation of our plan. Working in partnership will be imperative to its success.

Progress of our plan will be tracked throughout each year with a mid-term review in 2019. Following the release of the latest ABS data in 2017 (from the 2016 census), the youth profile of our community will be updated.

Being Involved

* Participation *

variety, accessibility & inclusion



Goal:

- To encourage and support all young people to actively participate in local groups, clubs, programs and community activities.

Strategy P1 - VARIETY: A wide variety of recreational and social activities are available for young people in our communities

#	Action	Measure	SoBG role	Partners
P1.1	Support and encourage a range of recreational and social activities that appeal to different interests amongst young people	<ul style="list-style-type: none"> • Youth feedback on satisfaction with what's on 	Facilitate	<ul style="list-style-type: none"> • BLC • Youth groups • CRCs • Police • Community groups • Sport clubs
P1.2	Encourage the delivery of arts, cultural and music experiences specifically designed for young people	<ul style="list-style-type: none"> • 2 programs or events / year 	Partner	<ul style="list-style-type: none"> • Arts Groups • BYTE Theatre • Blues • CRCs
P1.3	Provide advocacy and support for existing youth group activities to continue	<ul style="list-style-type: none"> • Youth groups continue 	Support	<ul style="list-style-type: none"> • Youth groups
P1.4	Encourage the Bridgetown and Greenbushes CRC to offer non-sport programs for young people such as technology / coding, music & film production, animation & photography	<ul style="list-style-type: none"> • # New programs • # Participants 	Advocate	<ul style="list-style-type: none"> • CRCs

Outcome: Activities offer opportunities to try different things and to mix with people of different ages, backgrounds and interests

Strategy P2 - ACCESSIBILITY: Activities, events, programs and services are accessible for all local young people

#	Action	Measure	SoBG role	Partners
P2.1	Transport options are incorporated into all youth programs delivered by the Shire	<ul style="list-style-type: none"> • # Participants using transport 	Lead	<ul style="list-style-type: none"> • BLC • CRCs
P2.2	Encourage local clubs and groups to address transport barriers for participants (carpooling, roster, bus)	<ul style="list-style-type: none"> • Increased participation by rural/isolated young people 	Advocate	<ul style="list-style-type: none"> • Sport clubs • Community groups
P2.3	Implement a supervised gym/weights program for young people at the Rec Centre	<ul style="list-style-type: none"> • Program implemented • # Participants 	Facilitate	<ul style="list-style-type: none"> • BLC • Sport clubs
P2.4	Ensure programs for young people are rotated around locations across the Shire	<ul style="list-style-type: none"> • 2 locations / year 	Advocate	<ul style="list-style-type: none"> • CRCs

Outcome: Most programs are low-cost or free, transport is available, and some activities are held in locations around the Shire

Strategy P3 – INCLUSION: Increase the awareness and acceptance of diversity in our young people

#	Action	Measure	SoBG role	Partners
P3.1	Host an annual event that encourages young people to be welcoming and inclusive of others regardless of ability, culture, age or gender	<ul style="list-style-type: none"> • Annual event • # Participants 	Lead	<ul style="list-style-type: none"> • Youth services • Youth groups • Parent Support Grp
P3.2	YLT provides input to the Access and Inclusion so the needs of young people with a disability are considered	<ul style="list-style-type: none"> • Youth feedback included in plans 	Lead	<ul style="list-style-type: none"> • A&I Committee
P3.3	The needs of young people with a disability are considered in the planning and delivery of youth events	<ul style="list-style-type: none"> • # New participants 	Partner	<ul style="list-style-type: none"> • YLT • Parent Support Grp

	and programs			• DSC
Outcome: Young people feel welcome, considered and included in youth activities				

Keeping on Track

* Health & Wellbeing*

support, transition &



GOAL:

- TO ENCOURAGE YOUNG PEOPLE TO BE INDEPENDENT, CONFIDENT AND ACTIVE COMMUNITY MEMBERS.

Strategy HW1 - SUPPORT: Locally based and/or outreach support services and programs are available in our Shire for young people

#	Action	Measure	SoBG role	Partners
H1.1	Continue to advocate for the presence of youth support services in our community that are aligned with the changing needs of young people	<ul style="list-style-type: none"> • Services meet needs of young people • Reduced wait periods 	Advocate	<ul style="list-style-type: none"> • Youth services • Schools
H1.2	Outreach services are available for young people from Greenbushes or transport assistance is made available to access services in Bridgetown	<ul style="list-style-type: none"> • # Rural / GB clients accessing services 	Advocate	<ul style="list-style-type: none"> • Youth services • BATS
H1.3	Collaborate with and support Blackwood Youth Advocacy on projects aligned with the goals and strategies of the Youth Plan	<ul style="list-style-type: none"> • # Projects progressed together 	Partner	<ul style="list-style-type: none"> • BYA

Outcome: Young people can access the services and help they need in a timely manner

Strategy HW2 - TRANSITION: Provide opportunities to assist young people to successfully complete education and move into employment

#	Action	Measure	SoBG role	Partners
H2.1	Work with the BGBTA to encourage local businesses to increase local work experience opportunities	<ul style="list-style-type: none"> • # Work experience placements locally 	Facilitate	<ul style="list-style-type: none"> • School • Businesses / BGBTA
H2.2	Investigate a student scholarship scheme to provide funding support for young people wanting to participate in a special youth or study program that brings new skills or ideas to the Shire	<ul style="list-style-type: none"> • # Student requests funded 	Partner	<ul style="list-style-type: none"> • Rotary Club • External funders
H2.3	Explore the potential for the CRCs to develop a homework club and tutoring services	<ul style="list-style-type: none"> • Student interest 	Advocate	<ul style="list-style-type: none"> • CRCs • Schools
H2.4	Promote availability of online tutoring services available at Bridgetown Library	<ul style="list-style-type: none"> • # Students using service 	Lead	<ul style="list-style-type: none"> • Library
H2.5	Annual traineeship position with the Shire	<ul style="list-style-type: none"> • Trainee appointment 	Lead	<ul style="list-style-type: none"> • TAFE • External funders
H2.6	A youth jobs' board is included on youth web pages enabling local businesses to advertise job vacancies.	<ul style="list-style-type: none"> • # Jobs listed 	Lead	<ul style="list-style-type: none"> • Businesses / BGBTA

Outcome: Young people are supported in their education to employment transition

Strategy HW3 - RESILIENCE: Support initiatives that develop confidence, self-esteem and resilience

#	Action	Measure	SoBG role	Partners
H3.1	Co-host community awareness / information events re topical issues – social media, body image, self harm in partnership with organisations that cater for young people	<ul style="list-style-type: none"> • 2 events / year • # Participants 	Facilitate	<ul style="list-style-type: none"> • Youth services, schools, sport clubs, BYA, GPs, community groups
H3.2	Provide access to inspiring individuals as guest presenters	<ul style="list-style-type: none"> • Annual 	Lead	<ul style="list-style-type: none"> • YLT • Schools • External funders • Community groups
H3.3	Work with the Youth Leadership Team to identify activities that will help young people look after their wellbeing	<ul style="list-style-type: none"> • # Ideas implemented 	Lead	<ul style="list-style-type: none"> • YLT

Spaces & Places To Be

* outdoors & facilities*

flexibility & utilisation



Goal:

- Outdoor spaces and physical places used by young people are fit-for-purpose and resourced based on demonstrated demand.

Strategy S1 – FLEXIBILITY: Community spaces and buildings can be adapted to accommodate a wide range of interests and activities

#	Action	Measure	SoBG role	Partners
S1.1	Plan for and develop a Youth Precinct and Hang Out Space in Bridgetown by completing and enhancing the skate park, creating linkages with the pool and library, and improving amenities such as shade, seating, Wi-Fi and landscaping	<ul style="list-style-type: none"> • Plan developed • Funding sourced 	Lead	<ul style="list-style-type: none"> • BLC • Library • Dept. Sport & Rec. • Youth groups • YLT
S1.2	Investigate a trailer-based mobile / pop-up space and equipment that can be utilised by community groups to host regular youth activities and events in different localities within our Shire	<ul style="list-style-type: none"> • Plan developed • Funding sourced • Trailer & equipment purchased 	Lead	<ul style="list-style-type: none"> • Youth groups • Church groups • Community groups • Sport clubs • YLT • External funders

Outcome: Community spaces and facilities meet the needs of young people

Strategy S2 – UTILISATION: Encourage social and recreation programs for young people that make the most of our existing facilities

#	Action	Measure	SoBG role	Partners
S2.1	Programs for young people, hosted by the BLC and CRCs, are targeted at different age groups and regularly change to encourage ongoing participation	<ul style="list-style-type: none"> • # Participants / year 	Facilitate	<ul style="list-style-type: none"> • BLC • CRCs
S2.2	Provide advocacy and support for existing youth group activities to continue	<ul style="list-style-type: none"> • Youth groups continue 	Support	<ul style="list-style-type: none"> • Youth services • Youth groups • Police • SES • Sport clubs • Community groups
S2.3	Work in partnership with clubs to ensure sporting facilities are fit for purpose and improved based on need and funding availability	<ul style="list-style-type: none"> • # Partnerships • External funding for improvements 	Lead	<ul style="list-style-type: none"> • Sport clubs • Dept. Sport & Rec.
S2.4	Host movie nights at the Town Hall and outdoors. Explore the provision of mobile food truck catering	<ul style="list-style-type: none"> • Annual program 	Lead	<ul style="list-style-type: none"> • Youth services • Youth groups • Community groups

Outcome: Usage of community spaces and facilities is improved

Leading The Way

* engagement & leadership *

leaders, consult & communicate



Goal:

- Young people are involved in local decision-making and provided opportunities to develop strong leadership skills.

Strategy L1 – LEADERS: Young people are encouraged to take on leadership roles in the community

#	Action	Measure	SoBG role	Partners
L1.1	Formalise the YLT to advise Council on youth issues and lead the engagement of young people in the community. Ensure representation from across the Shire	<ul style="list-style-type: none"> • YLT reps from across Shire • # YLT initiatives completed 	Lead	<ul style="list-style-type: none"> • YLT
L1.2	Host an annual leadership program for young people to encourage the development of new skills and capability	<ul style="list-style-type: none"> • # Participants • Annual program implemented from 2017 	Lead	<ul style="list-style-type: none"> • Youth services • External funders
L1.3	Develop a dedicated Youth Awards program to recognise and celebrate the achievements of young people in our community	<ul style="list-style-type: none"> • Youth awards implemented from 2017 	Lead	<ul style="list-style-type: none"> • Schools, comm. groups, Sport clubs

Outcome: The role of young leaders in the community is supported and recognised

Strategy L2 – CONSULT: Ensure that young people are regularly engaged in conversations and activities that enable their ideas, opinions and needs to be heard.

#	Action	Measure	SoBG role	Partners
L2.1	Run an annual consultation activity to ensure the current views and ideas from local young people are heard	<ul style="list-style-type: none"> • # Respondents • Results shared & included in plans 	Lead	<ul style="list-style-type: none"> • YLT
L2.2	Support YLT to regularly engage with their peers to understand changing youth needs and concerns	<ul style="list-style-type: none"> • Youth input to YLT activities 	Lead	<ul style="list-style-type: none"> • YLT • Schools
L2.3	Young people are engaged in the planning and design of the Youth Precinct and other local programs for young people	<ul style="list-style-type: none"> • # Participants • Input shared & included in plans 	Lead	<ul style="list-style-type: none"> • YLT • BYA • Library • BLC
L2.4	Facilitate an interagency youth network to encourage sharing of information and identification of changing youth needs	<ul style="list-style-type: none"> • Annually 	Facilitate	<ul style="list-style-type: none"> • All orgs, clubs & services for young people

Outcome: Young people feel they are part of the community and involved in decisions that affect them

Strategy L3 – COMMUNICATE: Information and promotion of events, services and activities reaches all young people living our community

#	Action	Measure	SoBG role	Partners
L3.1	Maintain a register of current local youth services and programs, including contact details	<ul style="list-style-type: none"> • Biannual update 	Lead	<ul style="list-style-type: none"> • Youth services
L3.2	Create a dedicated youth page on Shire website and on Facebook of what's on with links to local services / groups	<ul style="list-style-type: none"> • Monthly update of website • # Followers on FB 	Lead	<ul style="list-style-type: none"> • Youth services
L3.3	Investigate or create a free online app to use for distribution of information about events, services / groups for young people	<ul style="list-style-type: none"> • App implemented • Content current • # Subscribers 	Lead	<ul style="list-style-type: none"> • Schools • YLT
L3.4	Traditional forms of promotion are used to ensure reach to those without online access – flyers, posters, school notices	<ul style="list-style-type: none"> • Survey feedback on how people heard about activities / 	Facilitate	<ul style="list-style-type: none"> • Schools • YLT

		services		
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Outcome: Young people can source up to date, relevant and local information about services and programs available

GLOSSARY

BLC	Bridgetown Leisure Centre
BYA	Blackwood Youth Advocacy Inc., known as Blackwood Youth Action
CAMHS	Child and Adolescent Mental Health Service
Council	Refers to the Shire of Bridgetown-Greenbushes elected Council and Administration.
CRC	Community Resource Centre
MSHS	Manjimup Senior High School
Shire	Refers to the geographic local government area of Bridgetown-Greenbushes
SoBG	Shire of Bridgetown-Greenbushes
YLT	Shire of Bridgetown-Greenbushes Youth Leadership Team

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WAPC, 2016. *Western Australia Tomorrow, Population Report No. 10, Medium-term Forecasts for Western Australia 2014-2026 and Sub-regions 2016-2026*. Government of Western Australia.

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APPENDICES

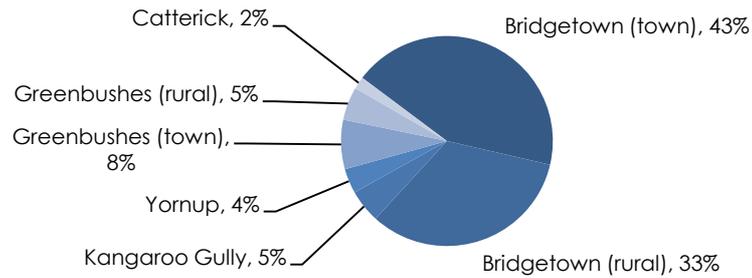
Appendix 1: Youth survey results

Appendix 2: Summary of interviews with service providers

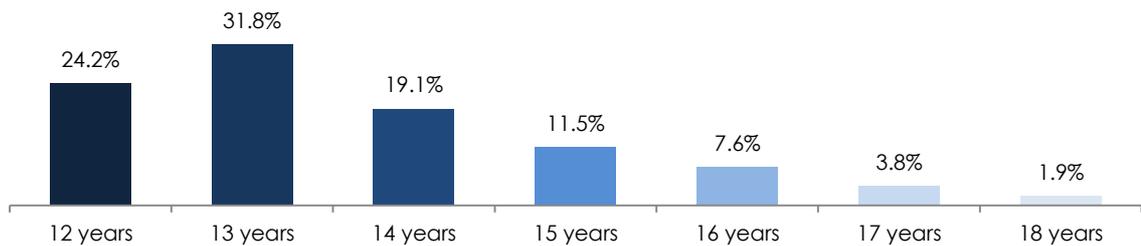
Appendix 1: Youth survey results

- 194 total respondents
- 157 respondents aged 12-18 years living within the Shire of Bridgetown-Greenbushes, completed surveys.

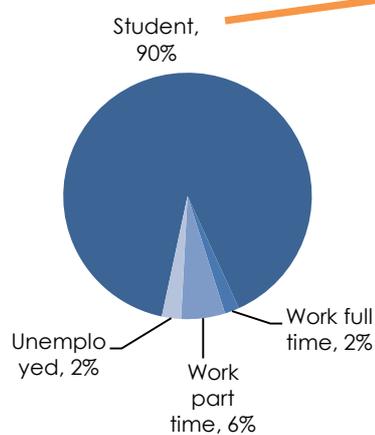
1. Home location



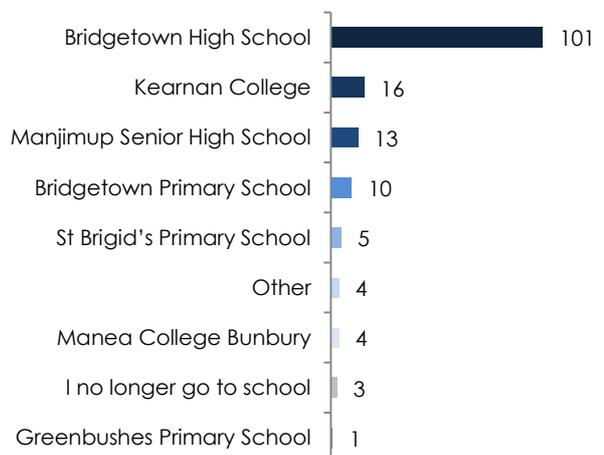
2. Age



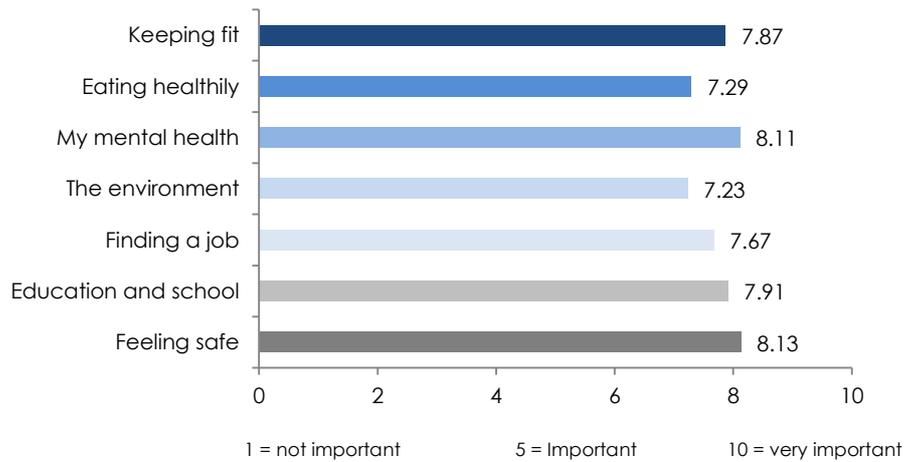
3. Education / employment status



4. School attended

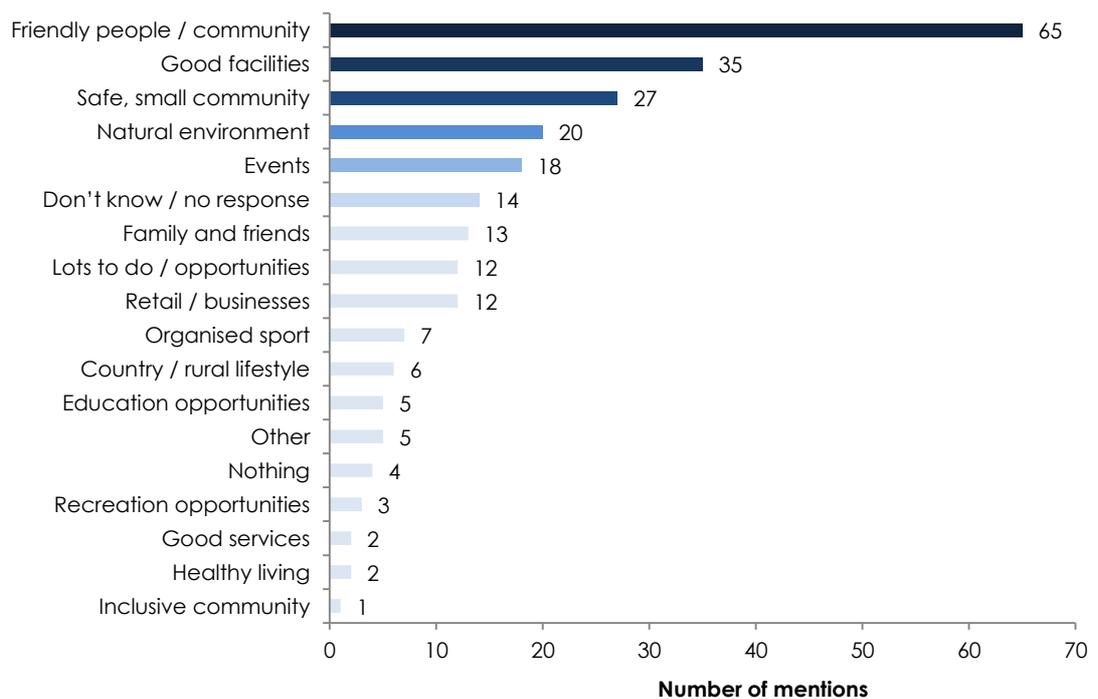


5. How important to you are the following things?

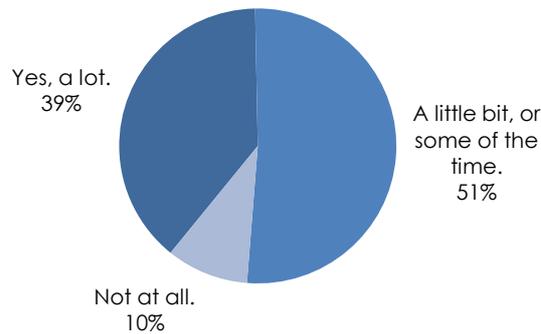


	Not important	Important	Very important	Not sure
Feeling safe	6.4%	23.6%	63.7%	6.4%
Education and school	3.8%	34.4%	60.5%	1.3%
Finding a job	7.0%	32.5%	57.3%	3.2%
The environment	5.7%	42.7%	47.1%	4.5%
My mental health	5.1%	26.8%	63.1%	5.1%
Eating healthily	7.6%	39.5%	51.0%	1.9%
Keeping fit	5.7%	31.2%	60.5%	2.5%

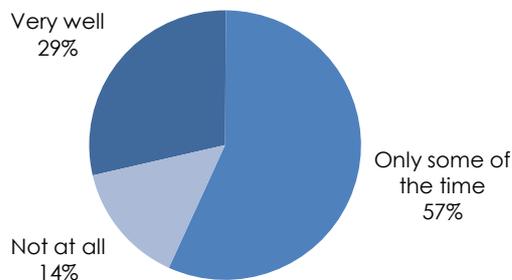
6. What makes this community an awesome place to live?



7. Do you feel like you are part of the community?



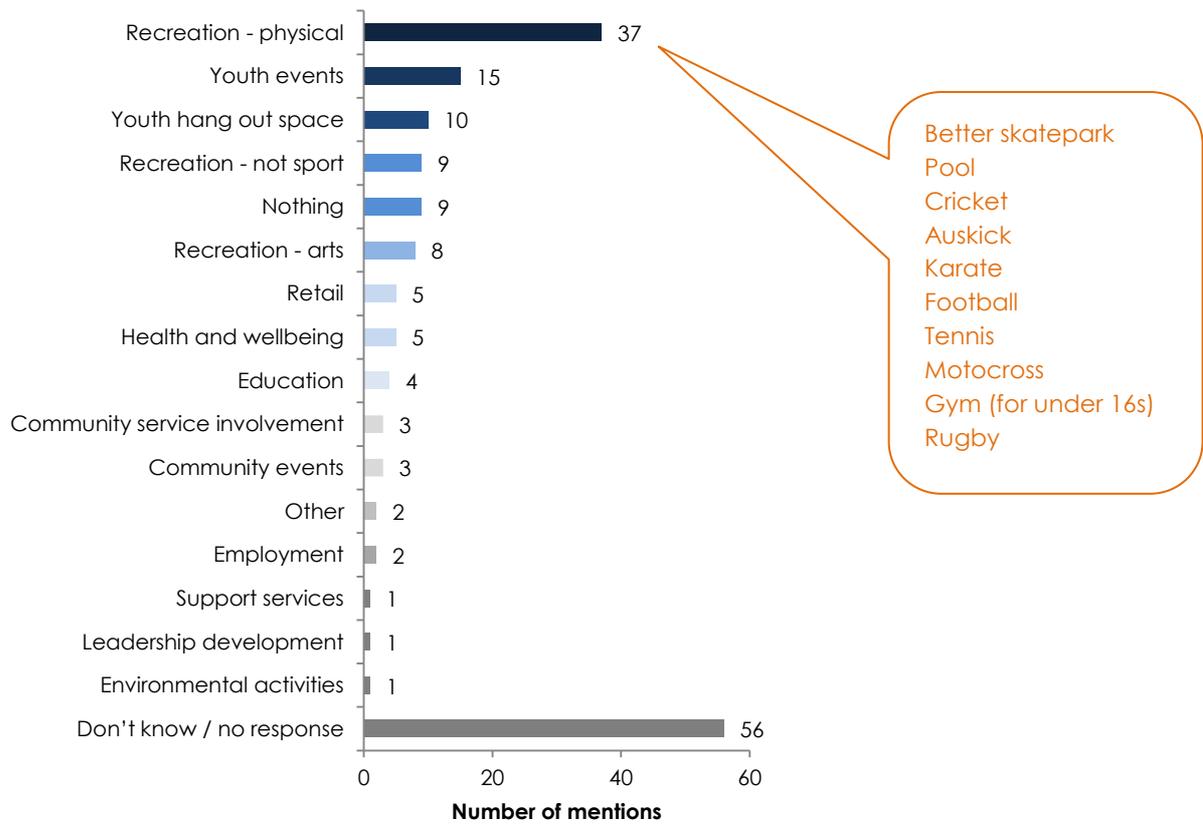
8. How well do you think the views and ideas of young people are heard in this community?



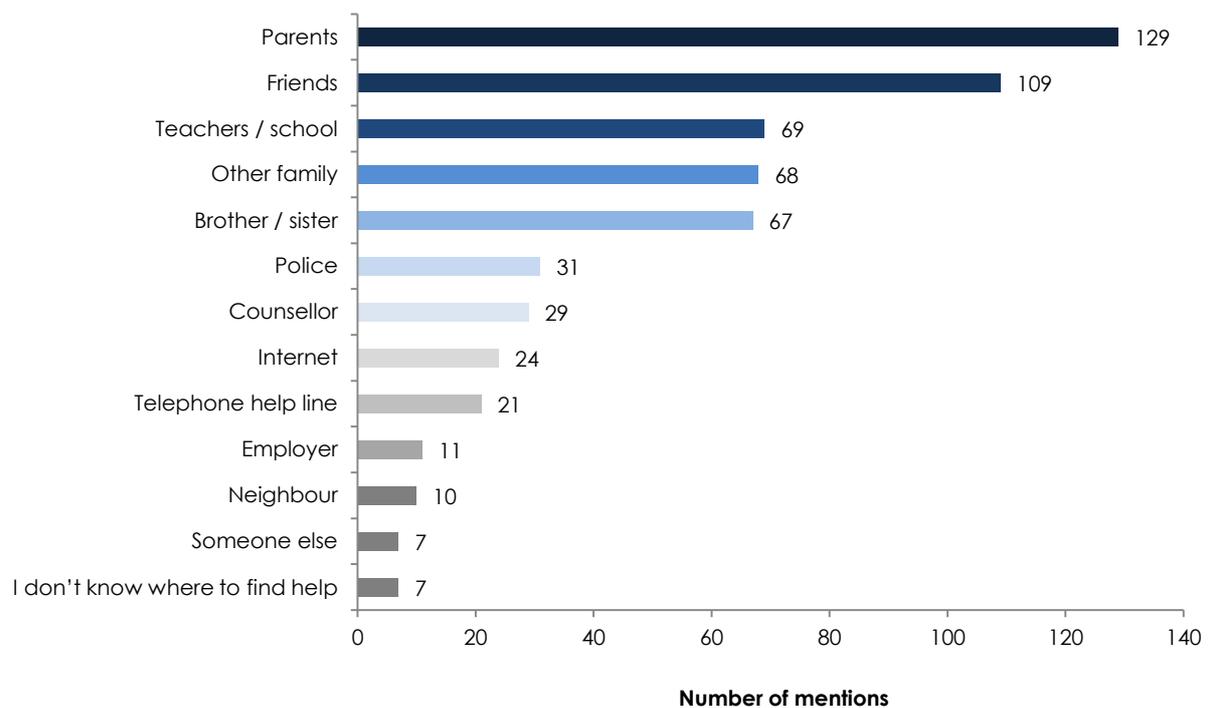
9. How do you feel about the opportunities available to you in this community to participate in these things?

	No opportunities	OK	Good	I don't know
Environmental activities	7.6%	44.6%	36.9%	10.8%
Employment	5.7%	45.9%	37.6%	10.8%
Leadership	6.4%	41.4%	38.2%	14.0%
Arts, music, drama	5.1%	42.7%	43.9%	8.3%
Contribute / volunteer in the community	3.2%	36.3%	49.7%	10.8%
Education	3.8%	29.9%	63.1%	3.2%
Recreation	3.8%	28.0%	60.5%	7.6%
Sport	3.2%	22.3%	70.7%	3.8%

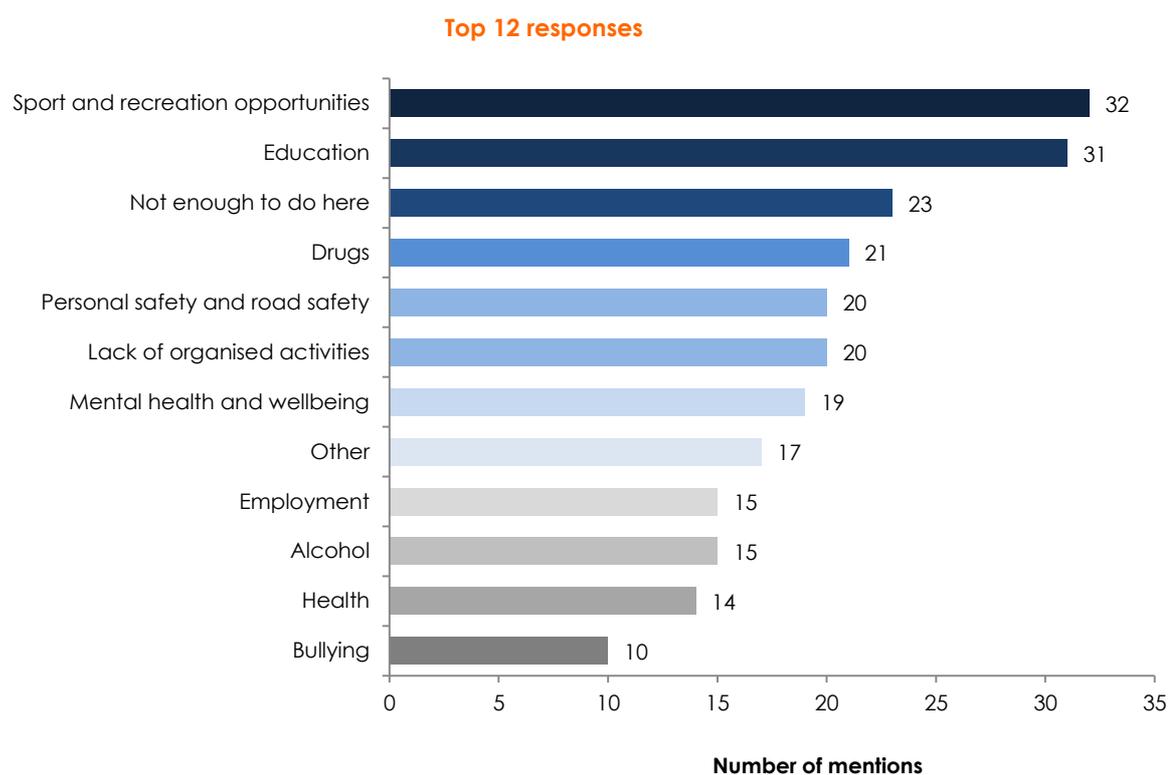
10. What other activities, programs, support services or opportunities do you think are important to have in this community for young people?



11. If you need help with something difficult in your life, where do you look for help?



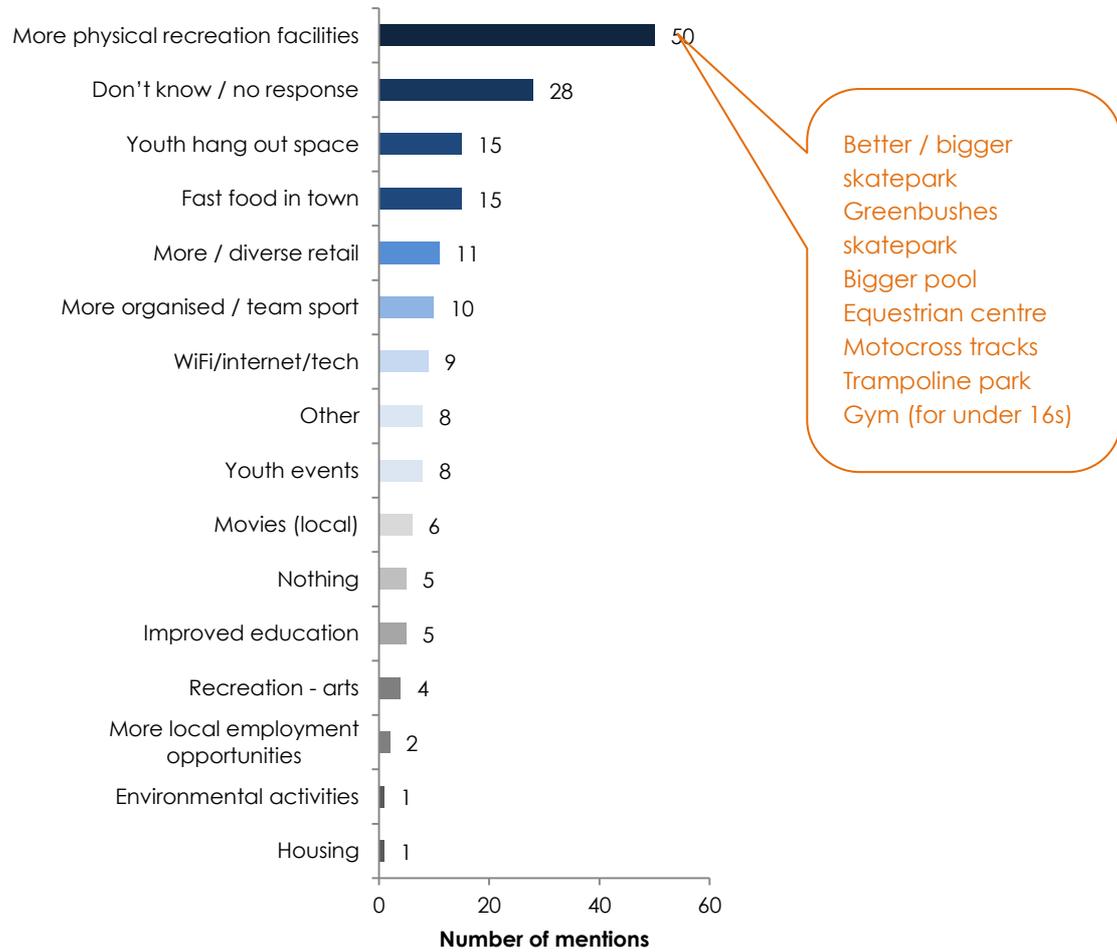
12. What do you think are the 3 most important issues for young people living in this Shire?



13. How often do you use these facilities in the Shire of Bridgetown-Greenbushes?

Answer Options	Every day	At least fortnightly	From time to time	Never
Library	6%	18%	54%	21%
Skate Park	9%	11%	29%	51%
Bridgetown Rec Centre	16%	26%	32%	25%
Bridgetown Pool	10%	36%	45%	10%
YEOP shop	2%	11%	22%	66%
River (swimming/fishing)	5%	17%	46%	32%
Sports facilities (football, netball, soccer, basketball etc.)	20%	27%	27%	25%
Greenbushes Pool	4%	12%	38%	46%
Parks	7%	24%	52%	17%
Trails	3%	20%	39%	37%
Town centre	19%	19%	37%	25%
Community Resource Centres	3%	13%	35%	49%

14. If you had the chance to build, make, create or change something in the Shire of Bridgetown-Greenbushes, what would it be?



Appendix 2: Summary of interviews with youth services providers

Organisation	Primary services for young people	Key strengths identified for our young people	Key opportunities and issues identified
Bridgetown High School pastoral care team	<ul style="list-style-type: none"> • Education (school) and pastoral care in partnership with school nurse and counsellor/s • School psych 2 days per week, School nurse, Chaplain 3 days per week, F/T participation and engagement officer • Strong overall focus on pastoral care due to need – aiming to develop help-seeking behaviours • Run workshops for parents and carers re mental health first aid • Other programs: Teen PPP, protective behaviours, SES cadets, police visits, social media education • Home visits and work experience • Lunchtime club in Chaplains room – informal – couches, music, billiards 	<ul style="list-style-type: none"> • Local GP (Dr. Sarah Youngson) is an asset for the community with a focus on adolescent health • BHS students manage the transition to Manjimup SHS really well • Bridgetown offers a safe environment – where young people all know each other and there is a sense of connection across the age groups • Feedback from work experience placements shows: initiative, helpful, kind, listeners, willing to learn 	<ul style="list-style-type: none"> • Impact of social media on young people (half the issues for students at school related to social media) • Undiagnosed learning difficulties lead to behavioural problems in the classroom • Limited employment opportunities for a gap year following school • Transport can be a barrier to participate in work experience • Opportunity for student work placements at the Shire office
Manjimup Senior High School pastoral care team	<ul style="list-style-type: none"> • Education (school) and pastoral care in partnership with school nurse and counsellor/s • Aspiration camps and orientation activities for new students making transition from Bridgetown • Pastoral care team: Students Services Mgr. (F/T), School Psych (0.45FTE), Chaplain (F/T), AIEO (0.6FTE), Health nurse (0.45FTE) • Breakfast club in winter • Study days on weekends in lead up to exams • RISK program for al Year 11s about risky behaviours – involves emergency services and hospital • Other programs: Are you legal, Cyber-bullying, Talking Drugs 	<ul style="list-style-type: none"> • Bridgetown students are very well mannered, highly creative, and are a tight group • Very sport-focused 	<ul style="list-style-type: none"> • Seems to be more mental health issues with Bridgetown students – a trend that has grown and with some long term issues for some students • Commuting to MSHS from Bridgetown limits what the students can participate in after school • CAMHS is a really limited service and oversubscribed • Need for tutoring and/or homework club in Bridgetown • Impact of social media (and sometimes worse when parents get involved)

Organisation	Primary services for young people	Key strengths identified for our young people	Key opportunities and issues identified
Kearnan College pastoral care team	<ul style="list-style-type: none"> • Education (school) and pastoral care in partnership with school nurse and counsellor/s • Close network with GP Down South, local GPs, CAMHS, local psychologist • Seasons for Growth program run for 2 terms per year to assist young people to deal with grief (loss, death divorce) 	<ul style="list-style-type: none"> • Local young people are very accepting of people from different backgrounds, are physically active and enjoy sports • Lots of parental involvement in school and sport at Bridgetown 	<ul style="list-style-type: none"> • Seems to be growing incidence of mental health issues • Problems often come from what happens at home • Issues presenting: anxiety, depression, family life • The transition point for Bridgetown students moving to high schooling in Manjimup is when they are very vulnerable • Access to regularly visiting psychologists is limited – and the waiting lists mean young people are not getting help early enough • Transport is important to assist young people to become independent and be able to participate • Access to some drugs for young people
Blackwood Parent Support group (parents of young people with disabilities) Established 2016	<ul style="list-style-type: none"> • Support for local parents of children with a disability including social activities, information and education, and advocacy for social / recreation opportunities for children with a disability. • Try to engage whole family, currently support around 30 young people. • Links with local Occupational Therapist and Disability Services Commission. • Workshops for parents • Monthly coffee catch up 	<ul style="list-style-type: none"> • Very inclusive community, schools try hard • Local businesses have been supportive of young people and provided opportunities • Our community is hugely protective of its own people and children • Children with disabilities are resilient to cope with everyday demands 	<ul style="list-style-type: none"> • High number of children on autism spectrum • Parental anxiety can inhibit participation in the group • Good engagement of younger children but over 13 years is hard • Community attitudes need to adapt to encourage inclusion of children with a disability (e.g. support and education for coaches and coordinators; work experience and employment) • Other activities needed not sport based such as coding, computer club, Minecraft - alternative activities to engage older kids and boys • Better community awareness needed and consideration of what we can do as a community to support the young people who decide to stay here after school • Technology focus – training and skills for the future – and for young people with disabilities who can use technology for social interaction and employment • Mentoring programs where older kids support younger kids
Henri Nouwen House	<ul style="list-style-type: none"> • Counselling services – nothing currently provided for young people. • Most programs aimed at adults – there are a few young women under 25 who participate • Offer scholarships to participate on the STS Leeuwin 	<ul style="list-style-type: none"> • Local young people are more mature in their responsibilities • It is safer here to be more independent • Rural youth learn a lot of unsophisticated skills that they don't realize they have – more resilient than city kids • Relationships Australia counselling service available in Manjimup 	<ul style="list-style-type: none"> • Keen to work with the school to provide tailored counselling programs to support the needs of local children • Running pilot program "Chicks and Blokes " for Year 6 students • Issues confronting local families include drugs, abuse, financial pressure, bullying and single parenting • Chaplain at the school is overloaded

Organisation	Primary services for young people	Key strengths identified for our young people	Key opportunities and issues identified
Child and Adolescent Mental Health Services (CAMHS)	<ul style="list-style-type: none"> • Provide counselling support to 150-200 young people per year from Warren-Blackwood region, mostly aged 9-17 years (approx. 60% female) • Receive referral from school psych, GP or parent • CAMHS manages patients assessed as moderate to severe (mental health issues) 	<ul style="list-style-type: none"> • Generally, our young people are kind, supportive and sociable • There is an innocence about our young people • Young people in our community are very supportive across different age groups – supportive environment 	<ul style="list-style-type: none"> • Referral assessment must occur in Bunbury (regional approach), which can be very problematic for those without transport or where family dysfunction is part of the issue. • Parent reluctance and cost are main barriers for young person's participation in counselling (if <16, must have parental approval) • The centralised process and system for telephone assessment is also a barrier • Main issues presented: high anxiety, managing emotional stress, relationships, lack of sleep • Concerns re - normalisation of self-harm, impacts of social media, ability to entertain self, normalisation of drama, and maintaining personal privacy • Big gap in services for young people with mild-to-moderate need for support • Programs to support young girls/women and self-esteem
Bridgetown Recreation and Aquatic Centre	<ul style="list-style-type: none"> • No targeted programs for young people (at time of interview), just informal provision of basketball court time and access to the pool – entry fee applies. • Sporting associations and clubs operate from the centre – netball, basketball, karate, gymnastics • Some holiday programs 	<ul style="list-style-type: none"> • Some of the older girls (17-18) come to group fitness classes • Me2 program is popular with 16-20 participants (for young people with a disability, funded by DSC) • Our young people have pretty good health and wellbeing • Don't often see young people smoking • Most are polite, friendly and grounded 	<ul style="list-style-type: none"> • Insecurity about body image and self-esteem can impact participation • Opportunity to deliver targeted programs for different age groups • Opportunity for supervised gym sessions for younger people (15-18 years)
Greenbushes CRC	<ul style="list-style-type: none"> • Support young people from Greenbushes and Balingup • School holiday programs • Employment courses • Centrelink support • Computer access • After school coding class • Work experience • TransWA ticketing 	<ul style="list-style-type: none"> • Greenbushes youth are more independent and self reliant, resilient and lead a fairly unstructured life outside of school 	<ul style="list-style-type: none"> • Lack of things to do for young people in Greenbushes – no services, sports or clubs being provided • Cost is often a barrier to participation for young people. It is also expensive for the CRC to provide programs for such small numbers of young people • Lack of transport affects young people's ability to participate in recreational, social and work activities (especially kids on farms) • CRC has the facilities and equipment to create a hang out youth space but parental involvement will be critical

Organisation	Primary services for young people	Key strengths identified for our young people	Key opportunities and issues identified
Bridgetown Police	<ul style="list-style-type: none"> • Policing services for the community • Blue Light Discos (starting up) • Adopt a Cop in the primary schools • Police cadets program • Referrals from Juvenile Justice, DCP, schools and drug diversion program 	<ul style="list-style-type: none"> • Restorative justice activities in Bridgetown-Greenbushes work very well • Young people have strong community awareness and a sense of responsibility • Young people show great ownership of and pride in their town • Most youth are friendly towards police – they are not afraid 	<ul style="list-style-type: none"> • A lot of interaction with only a few young people who are displaying problematic / recurring behaviours • Problems with young people are often associated with parenting issues and the availability of drugs and alcohol • Police trying to enhance community relationships with increased presence, awareness raising, community activities • Drugs (e.g. ice) are not a big issue in this community
Blackwood Youth Advocacy Inc., known as Blackwood Youth Action	<ul style="list-style-type: none"> • Mental health program for young people from Bridgetown, Greenbushes, Nannup and Boyup Brook Part-time youth worker (4 hours per week) • Looking to contract an Adolescent Psychologist • Aiming to establish a Youth Centre – a place where young people (at-risk) can establish trusting relationships with adults. To include youth support services, counselling, D&A education, and other activities. Create links with school and employment/training providers • Looking to establish links with other organisations e.g. Men's Shed to link with mentors • Develop a youth group of 10-15 young people who meet at school and work together on coordinating activities and events (e.g. movies, music, school holiday activities) 	<ul style="list-style-type: none"> • Local young people are mostly – independent, look out for each other, accepting/tolerant of others, caring, respectful, talented, and trusting • Lots of recreation opportunities for local youth – well catered for 	<ul style="list-style-type: none"> • Safe, hang out space needed for youth, especially for those who cant be at home • Mentors needed for early intervention activities – potential to offer basic training to interested local adults • Transport for Greenbushes youth • Cost can be barrier for participation in sport • Drugs, alcohol and associated risky behaviours – usually related to parental influences (dysfunction, drug/alcohol use, poor parenting) – high proportion from Greenbushes • Mental health concerns – anxiety, depression, self-harm, suicide ideation – concerns that young people are not learning emotional resilience • Impact of single parent families on young people

Organisation	Primary services for young people	Key strengths identified for our young people	Key opportunities and issues identified
Youth Group Hosted by the Blackwood Family Church	<ul style="list-style-type: none"> Fortnightly Friday night social activity for young people held at Uniting Church Hall behind the high school Activities such as movies, table tennis, air-hockey, bonfire, bus to Bunbury 6-25 attendees each fortnight, mostly aged 11-14 years Going since 2008 	<ul style="list-style-type: none"> Activities tend to attract the young people who don't fit into other groups Use word of mouth promotion Already lots for young people to do in this town – this activity is great for those who don't participate in many other things Skatepark, library precinct is good Our youth are good at getting along with each other – then benefit of a rural community and safe environment Young people are generally community minded and quite flexible 	<ul style="list-style-type: none"> Young people are feeling isolated, even though they are not Amplified emotions Important to keep trying to connect with disengaged young people Misconception that this group/activity is religious Wi-Fi in the skatepark area would keep young people together in the precinct Opportunity for a youth camp / focus event twice per year to connect with youth and ensure their needs are being considered Transport (and the cost of transport) is often a barrier to participation A youth centre would need to link with skate park and CBD precinct – but not sure how it would be manned or managed
Junior football club	<ul style="list-style-type: none"> Football competition and training for ~ 90 kids (mostly boys) from Year 1-9 May have more girls involved if a female AFL team establishes Provide subsidy to some participants where needed More focused on involvement than winning Older kids umpire the juniors which is a good leadership activity for them 	<ul style="list-style-type: none"> Strong sporting community – most youth play some form of sport Young people are very community minded and supportive Bridgetown is a welcoming community for new families 	<ul style="list-style-type: none"> Critical to the success of the club and sport are: good venues, affordability, accessibility, good coaches Lighting at football ground (enable all games on one day – community/family day out) Water at the ground (remove barriers to participating) Hardest challenge is finding the right coaches Pedestrian access from town to the sports ground (road safety issues)
Senior football club	<ul style="list-style-type: none"> Football club with around 150 members, including 90 players under 25 years 	<ul style="list-style-type: none"> Football club is very focused on a family culture and welcoming of partners and children, and have changed some of the physical features of the club to support families The drinking culture is diminishing Work closely with other sporting clubs Local young people are being brought up in a mixed / diverse community which makes them more tolerant and accepting of others 	<ul style="list-style-type: none"> Once the players leave town for high schooling, they tend to drop out of the club/sport

Organisation	Primary services for young people	Key strengths identified for our young people	Key opportunities and issues identified
Netball Association	<ul style="list-style-type: none"> • Provide local & regional netball opportunities for approximately 180 girls from Boyup, Greenbushes and Bridgetown • Runs from April-Sept each year • Subsidise fees with fundraising and also offer Kidsport subsidy 	<ul style="list-style-type: none"> • We have been able to develop some amazing netballers from our town 	<ul style="list-style-type: none"> • Court fee costs and inability to run own canteen makes use of the rec centre expensive • Issues impacting participants – costs, self-esteem / body image / anxiety, and the need to travel for better playing opportunities • Need to remove financial barriers to participation for girls in sport
BYTE Youth Theatre Group	<ul style="list-style-type: none"> • Theatre training for young people in Years 3-9 including voice, movement, on-stage, acting and improvisation training 	<ul style="list-style-type: none"> • Many of the group's participants are also involved in the annual pantomime and also the OUCH festival • Resilient, country kids • Local young people have many friends across different age groups 	<ul style="list-style-type: none"> • The co-located skatepark and library are a great hub for local youth and should remain youth-focused • A youth space is needed • We need to recognise the talents and achievements of our young people more and show off what young people are doing
Jobs South West	<ul style="list-style-type: none"> • Youth SW - a free counselling and mentoring service for 12-18year olds at-risk (not just about employment) • Referrals from school, Juvenile Justice, GPs • 3 clients – caseload from within SoBG • 1-1 service (in-school and out of school) and group work including diversional activities • JSW also runs the Workforce Development Centre in Manjimup 	<ul style="list-style-type: none"> • Creative and artistic young people • Close-knit community with good role models and leaders • Our young people are mature and keen to help and support their mates • Very accepting of new people 	<ul style="list-style-type: none"> • Issues affecting clients relate to social isolation, family, sexual assault and others • Lack of knowledge and skills of parents with mental health issues is impacting on the children • Literacy and numeracy issues (linked with low school attendance) • Influence and impact of social media (excessive use, cyber bullying, self-harm) • Barriers to access service include parental consent, waiting list, social stigma • Somewhere to hang out is needed
Local businesses / employers Stables IGA Chooks	<ul style="list-style-type: none"> • Employment – casual, part time and full time • Training – on the job for employees (e.g. safety, food handling) • Traineeship – retail management • Work experience • Support and mentoring for young staff • Sponsorship of school activities, community groups and sport clubs • Stables IGA employs 8 young people (total staff ~ 50) • Chooks employs 17 young people 	<ul style="list-style-type: none"> • Part time employment helps to build the confidence and self esteem of our young people • Our young people are community minded and outdoors-oriented • Young people involved in team sport and better employees – they can take direction and commit to 'the team' • Diverse community if young people from a mix of backgrounds 	<ul style="list-style-type: none"> • Availability of local jobs is limited • Access to transport tends to limit employment to those with willing parents or those who live in town • Training is essential to enable employment. • More support for traineeships is required. • Balancing school / sport / other commitments with part time jobs • Parental support for young people in their employment is imperative, especially transport • Good personal presentation is a key consideration for employers • Team sport is important in small communities (especially for 12-17 year olds) as it sets a standard and provides mentoring by people other than a parent

Organisation	Primary services for young people	Key strengths identified for our young people	Key opportunities and issues identified
South West Alcohol and Drug Service (Bunbury-based outreach service)	<ul style="list-style-type: none"> • 1-1 counselling • Intervention in schools • Hospital interaction and discharge planning • Typically 16-18 year old males • 4 sessions per week (one day) 	<ul style="list-style-type: none"> • Very positive young people particularly in contrast to some from surrounding areas • The artisan feel of the community is good for young people 	<ul style="list-style-type: none"> • Ease and availability of drugs and alcohol in this community – sub culture in Bridgetown that seems to be downplayed but impacts on young people • Large number of venues selling alcohol – sends a message to young people • Low community awareness of the service amongst young people • Provide a safe space for young people to talk – online and face-to-face.