



OBERON COUNCIL

SOCIAL/COMMUNITY PLAN

For the period 1 July 2006 to 30 June 2010

*1st Draft – 13 December, 2005 Ordinary Meeting
Amended - 11 April, 2006 Ordinary Meeting
Amended 2 May, 2006 Special Finance Meeting
Amended 8 June, 2006 Ordinary Meeting*

Final Adoption –
Adopted - 11 July, 2006 Ordinary Meeting
Amended – (*) 11 November, 2008 Ordinary Meeting (Item B1, Minute 12)



This plan replaces the document titled Oberon Council Community Plan prepared in 1999.

Oberon Council

Social/Community Plan

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1. Introduction

Why does Oberon Council need a Social/Community Plan?

The *Local Government (General) Regulation 1999* requires all councils in NSW to develop a social/community plan at least once every five years in accordance with the guidelines provided from time-to-time by the NSW Department of Local Government

“The current guidelines emphasise the need for councils to apply the principles of social justice in relation to all their activities. All members of the community deserve a fair go irrespective of their age, gender, cultural or linguistic background or whether they have a disability”.

“A council that understands the needs of its community places itself in a good position for improving the quality of life of those who live and work in its area”

Harry Woods, Minister for Local Government, 2002

What is social/community planning?

Social/community planning refers to the process of investigating and responding to the social needs and aspirations of all the people who live or work in a local government area. It is a process of collaborative planning on social and community issues at the local level and incorporates all types of activities that have an impact on community well-being.

A social/community plan describes the local community, summarises the key issues facing it and recommends strategies that council and/or other agencies could implement to address identified needs.

Social/Community planning is an important way of ensuring that councils stay focused on addressing the needs and aspirations of their local communities in an efficient, fair and equitable manner. Guidelines are based on the four interrelated principles outlined in NSW Government’s social justice strategy. They are;

1. Equity
2. Access
3. Participation
4. Rights

Guidelines state that the plan must include data about the needs of the mandatory target groups as well as broad community needs. The mandatory target groups are:

1. children (i.e. those aged 0-11 years)
2. young people (i.e. those aged between 12 and 24 years)
3. women

4. older people (i.e. Aboriginal people aged 45 years and over and non Aboriginal people aged 55 years and over)
5. people with disabilities – this term covers all types of disabilities, including those with HIV/AIDS.
6. Aboriginal and Torres Strait Islander people (i.e. people who are of Aboriginal or Torres Strait Islander descent, who identify as such, and are accepted by the respective Aboriginal or Torres Strait Islander communities.
7. People from culturally and linguistically diverse backgrounds, including racial, ethnic and ethno-religious groups.

Guidelines state that Council must consider developing other plans in conjunction with their social/community plans. Oberon Council resolved at its Special Meeting on 22 March, 2005 that:

The community consultation process for the Community plan also be used to develop a:

- a) *Disability Action Plan*
- b) *Local Crime Prevention Plan*
- c) *Cultural Plan*
- d) *Public Health Plan*
- e) *Local Ethnic Affairs Priority Statement.....*

When does Council do its social/community planning?

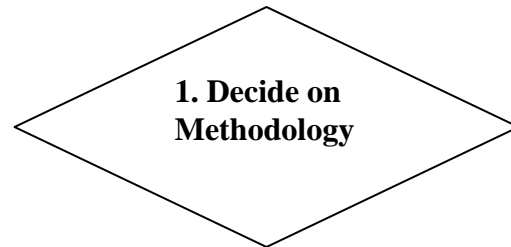
The *Local Government (General) Regulation 1999* requires all councils in NSW to develop a social/community plan at least once every five years. However, it is important to remember that developing and implementing a community plan is an evolving process and should not stop once council has documented a plan. Consistent fine tuning will ensure that the plan stays current and compatible with other plans to ensure the achievement of long term goals.

Oberon Council prepared its first and previous social/community plan in 1999. This plan covered the period 1999-2004.

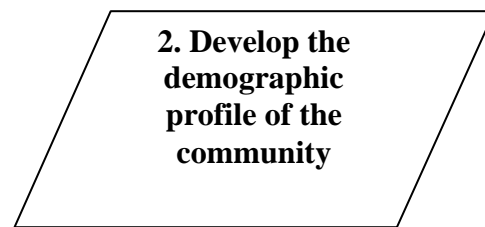
Due to the recent Boundary Change of the Oberon Council in 2004 the due date to submit a current social/community plan of 30 November 2004 was extended by the Director General, Garry Payne under Section 23A of the Local Government Act 1993 to 30 November 2006.

However, the social/community plan must be reviewed as part of the annual review of the council’s management plan, regardless of how often it is updated. This is because a decision needs to be made as to which recommended activities will be included in the management plan.

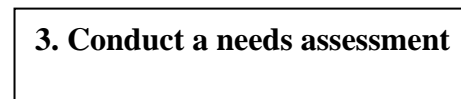
What process has been used to develop the Oberon Social/Community Plan?



1. Councils' decision is that the social/community plan be developed in-house. Budgetary resources have been allocated for a part-time Administration Officer to drive the process. The Director of Corporate Services will have the executive responsibility for the plan being completed by the required dates.



2. Council has used the most current data available from independent government departments such as the Australian Bureau of Statistics (ABS), Australian Government Department of Employment and Workplace Relations. The Social/Community Plan will be updated as new data becomes available.



3. Information was obtained from a variety of existing sources including local, state and commonwealth government documents, community documents and media and local knowledge. This enabled Council to produce a list of needs and recommendations. This method was chosen to show the value Council has in views expressed previously and to avoid obtaining the same information and views for a second time.

Community consultation has been used to ensure that the views are still current. Consultation groups were randomly selected for all target groups and surveyed on draft Community plan. Groups were consulted on all issues, not just the target groups that they are part of. Random selection was used to eliminate bias.

This consultation process will be regularly used, including formal submissions –to build on the needs assessment in the future.

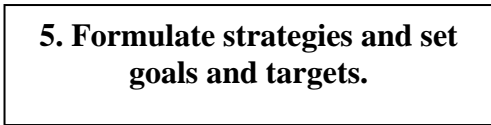


4. Identify Key Issues and agree on priorities

4. The elected council has the final responsibility to decide on the key issues and priorities for inclusion in the social/community plan. This will involve analysing information and reviewing current council services and other key services within their community to determine their appropriateness and accessibility.

Given the value laden nature of needs assessment, perfect agreement on priorities is unlikely to occur. However, Council has explicit priority setting criteria to avoid it becoming an arbitrary process and are based on principles of fairness. Council endeavours to achieve fairness by encouraging people from all interest groups to participate openly and be provided with equal opportunity to give their opinion and choices without undue influence and or pressure.

Council has also encouraged participants in the community consultative process to rank their concerns according to perceived importance rather than just develop one long “wish” list.



5. Formulate strategies and set goals and targets.

5. With key issues identified and prioritised, Council have developed strategies that they can implement as well as others for other groups or agencies. These recommended actions have the objective of improving the general quality of life experienced by people in both the broad community and designated target groups.

The ideas and concepts behind these strategies come from the valuable input of studies and consultations undertaken.



6. Final Plan and Implementation

These strategies will be integrated with other council plans including the Management Plan.

2. Assessment of previous social/community plans

What happens to the previous plan?

It is a critical step of the planning process and a guideline requirement that Council assess the effectiveness of their previous plan. This assessment requires Council to assess the following.

- outcomes- the effect of the implementation of these actions on the community
- which aspects of the methodology used in developing the plan worked and didn't work
- reasons for strategies not being implemented or changed circumstances that are noteworthy

What were the strategies of the previous plan?

The 1999 plan outlined various strategies with an aim to maintain or improve community well-being. In summary they were:

Children & Young People

- Write to the principals of the four schools in the Council area seeking details of their perceived needs for services, facilities, and quality of life issues in a priority listing, incorporating costings, if appropriate.
- Write to Teddy Bear Cottage seeking details of areas of need with a view to providing appropriate assistance perhaps in an advocacy role.
- Write to the Oberon Children's Centre seeking details of their needs for services, facilities and quality of life issues in a priority listing incorporating costings, if appropriate
- Write to the swimming pool supervisor seeking details of needs and desires for improving facilities at the pool for incorporation of such needs into the Council's initial budgetary consideration
- Continue to liaise with the Oberon Youth Council to determine youth needs and assist in the running of under 18 youth discos.

- Write to each of the youth sporting clubs in the area seeking details of their needs and desires in a priority listing, incorporating costings, if appropriate.
- Write to the swimming pool supervisor seeking details of needs and desires for improving facilities at the pool for incorporation of such needs into the Council's initial budgetary consideration.
- Continue to liaise with the Oberon Youth Council to determine youth needs and assist in the running of under 18 youth discos.
- Write to each of the youth sporting clubs in the area seeking details of their needs and desires in a priority listing, incorporating costings, if appropriate.
- Upon receipt of correspondence from each organisation, face to face meetings be held between representatives of the Council and each organisation to determine what action can be done, or what assistance can be provided, to address each issue.

Women

- A post Box survey be carried out for all women in the community to seek feedback on their needs and, following collation of the survey results, details be published in the local newspapers, following which a public meeting be held to determine priorities and strategies to address each issue.

Older People

- A review be carried out of the needs of residents at Hathaway Cottages, with a view to preparing a list of works to be carried out to existing infrastructure, and to ascertain the standard of service required.
- Residents of the Self Care Units be regularly consulted about their needs for maintenance and improvements to their facilities. The need for additional units be investigated and, if considered necessary to construct further units, a cost/benefit analysis be undertaken prior to consideration of funding any construction.
- The Multi Purpose Service Centre be approached to determine any assistance the Council may be able to provide to achieve improvements to the Health Services in this area, bearing in mind that Health Services are a State and Federal Government responsibility.
- Users of the Care Car Service be approached to determine what improvement can be made to this service.

People with disabilities including those with HIV/AIDS.

- Meeting held with Narelle Wheatland on 22 October, 1999 about disabled access issues in Oberon. A preliminary investigation of town facilities was carried out by a disabled person, and feedback is awaited on suggested improvements.
- Arrangements be made to form a local access committee to identify improvements which could be made to infrastructure in public places to cater for the needs of all types of handicapped people.
- Consultation take place with Health Care providers to determine what needs are not being satisfied, or where improvements can be made, in relation to people with disabilities, including people with HIV/AIDS.

Aboriginal and Torres Strait Islander people

On 11th November, 1999 a meeting was held with local aboriginal people to discuss their needs and the following decisions where made:-

1. The General Manager be requested to liaise with and assist the Local Aboriginal Community to prepare an application to form an Aboriginal/Torres Strait Islanders Organisation.
2. Details of grants which may be available for Aboriginal/Torres Strait Islander people be sought from the State and Federal Government with particular reference to availability of Housing loans.
3. Details of lists of known aboriginal sites within the Oberon Council area be sought from the National Parks and Wildlife Service with the view to undertaking school visits to such sites for educational purposes utilising local Aboriginal and Torres Strait Islander people to explain the significance of such sites.
4. Support be given to activities to be undertaken by local Aboriginal and Torres Strait Islander people on NAIDOC Day (1st December, 1999) at the Oberon Public School.
5. Attend a meeting of the Aboriginal Land Council meeting at 3 Kelly Place Oberon on 1st December, 1999 at 4.00 pm to meet with Tribal Elders from Wellington to discuss issues of mutual interest.

People from culturally and linguistically diverse backgrounds

No strategies identified

How effective were the strategies of the first plan?

In general most strategies identified in the social/community plan involved undertaking needs assessments in the mandatory areas. The strategies identified involved writing out to various sectors of the community inviting them to express their needs.

While the above specific actions were detailed a major project was undertaken by Oberon Council to address a comprehensive needs assessment of the Council area. This project was intended to incorporate and/or supplement the above strategies.

In 2001 and early 2002, Oberon Council and the Central West Rural Financial Counselling Service (CWRFS) engaged in a partnership project of action research involving personal interviews with a wide cross-section of Oberon people to hear their views on current community needs and future prospects. An outcome of this project was the document titled, ***Voices of Oberon District, issues, Opportunities, The Future***. The purpose of this project was:

- *To build a picture of Oberon district's assets, opportunities and needs from many perspectives as a basis for future community development and planning;*
- *To involve local people in every phase of the project to form a strong foundation for community development;*
- *To ensure feedback of 'the voices of Oberon district' and stimulate community action on issues and opportunities.*

Executive Summary

From this project interest groups were formed and surveys undertaken.

Council is now in a position where it has collected considerable information from its community. Consequently, Council can begin its new Plan cycle with a comprehensive needs assessment. Council can now concentrate on;

- Consulting to ensure these needs are still current
- Broadening the area consulted and surveyed to include the whole new Oberon Council area proclaimed on 26 May, 2004.
- Prioritising needs
- Developing and implementing strategies to address those needs

3. Demographic profile of the community

What is a demographic profile?

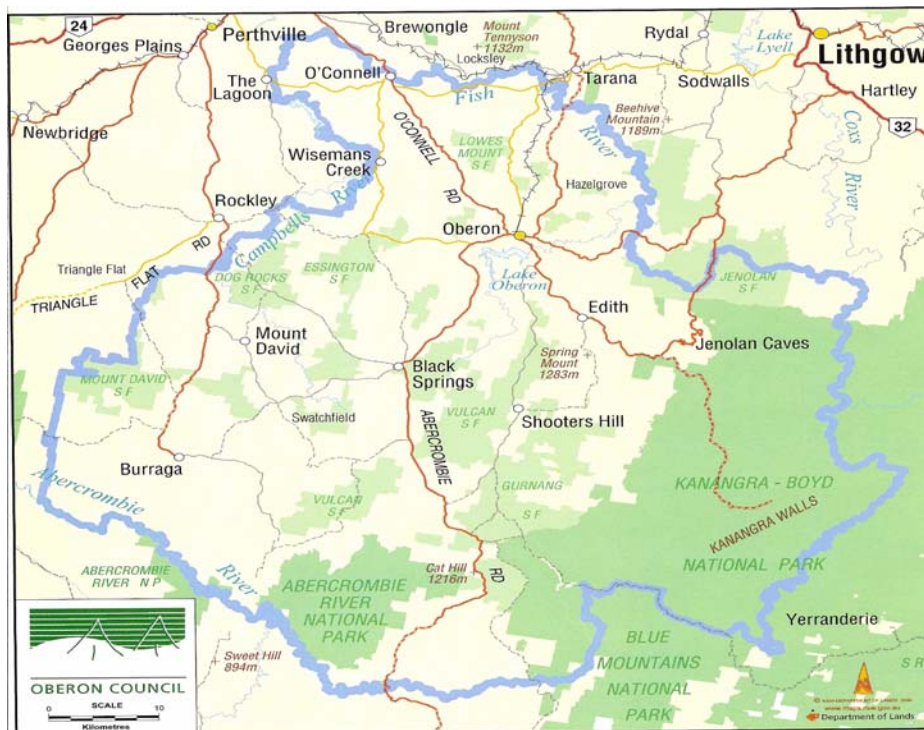
For a council to understand the needs of its community it must first understand who it is. A demographic profile is a set of statistics that shows the characteristics of the community.

The latest statistics available from Australian Bureau of Statistics (ABS) have been used to show the current social composition of people in the Oberon Council area.

Please Note: Most statistics (please refer to foot references) are from the last census in 2001, consequently they do not show the figures for the newly incorporated Council area. The Australian Bureau of Statistics has advised that most statistics will not be readily available until a new census is completed in 2006.

What is the Oberon Council area?

The Oberon Council was proclaimed on 26 May, 2004. The Local Government Area is approximately 3660 square kilometres and is situated within the Tablelands climatic region of New South Wales approximately 180 kilometres west of Sydney.

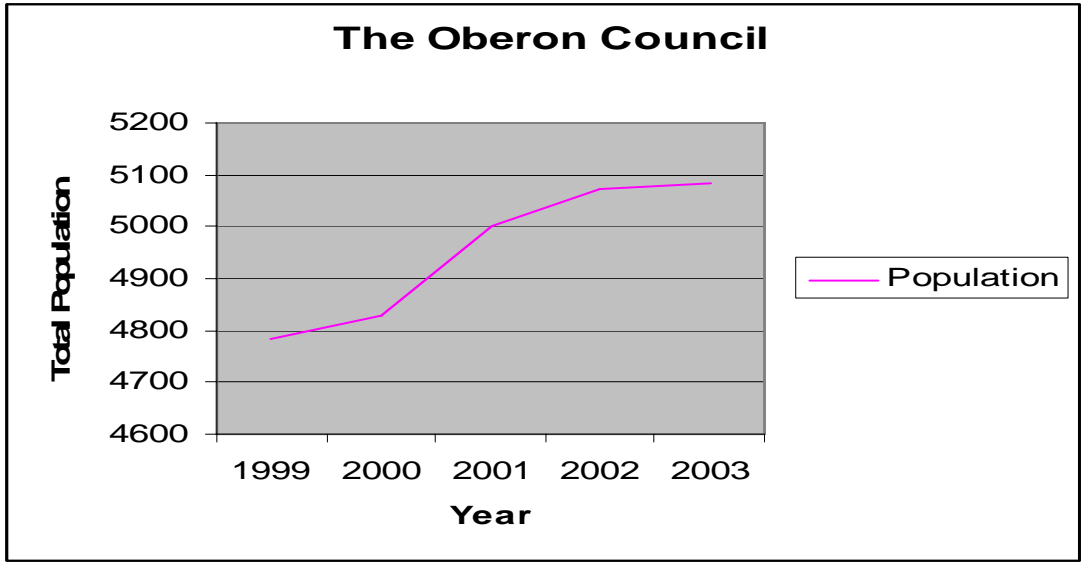


How many people live in the Oberon Council area?

***NEW DATA RELEASE			
Includes newly proclaimed local government area			
Estimated Resident Population – at 30 June	2000	2004r	2005p
Total – all persons	5124	5378	5447

Regional Population Growth, (ABS) cat. no. 3218.0.55.001

Population – at 30 June	1999	2000	2001	2002	2003
Total – all persons	4783	4830	5000	5072	5082
Growth over the period	299 people (6.25%)				

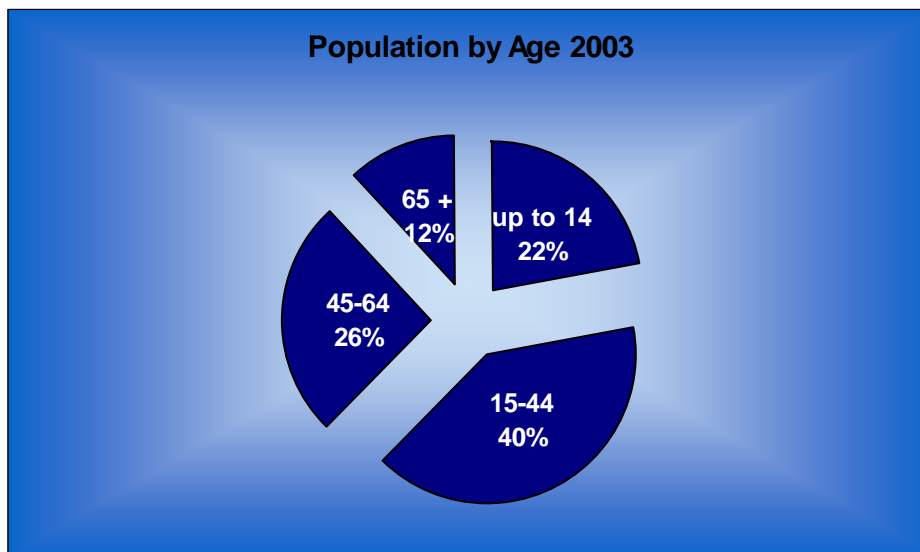


National Regional Profile (ABS) ABS cat. no. 1379.0.55.0001 , 2001 Census

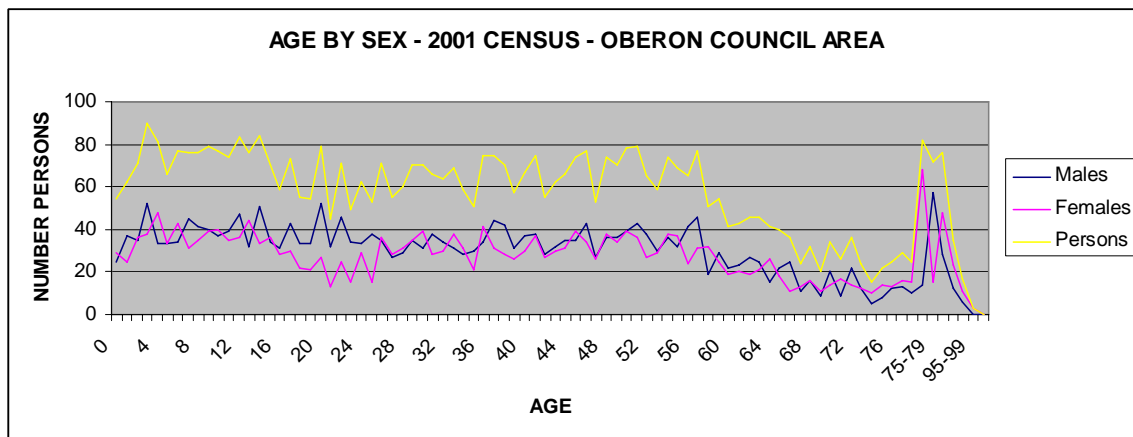
How old are the people in the Oberon Council area?

Population – at 30 June	1999	2000	2001	2002	2003
Aged 14 years and younger	1103	1117	1158	1164	1126
Aged 15 years to 44 years	2013	1993	2014	2042	2030
Aged 45 years to 64 years	1150	1196	1277	1278	1316
Aged 65 years and over	517	524	551	588	610

National Regional Profile (ABS) ABS cat. no. 1379.0.55.0001 , 2001 Census



What is the age and sex of the people in the Oberon Council area?



Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing

What is the population density of the Oberon Council area?

	1999	2000	2001	2002	2003
Population Density person/sq km	1.6	1.7	1.7	1.7	1.7

National Regional Profile (ABS) ABS cat. no. 1379.0.55.0001 , 2001 Census

How many people are born or die in the Oberon Council area each year?

	1999	2000	2001	2002	2003
Births	68	67	63	60	65
Deaths	27	28	37	25	33

National Regional Profile (ABS) ABS cat. no. 1379.0.55.0001 , 2001 Census

What are the number, age and sex of the Indigenous Community in the Oberon Council area?

	Males	Females	Persons
Indigenous Persons aged 18 years and over	28	48	76
Aboriginal	58	32	90
Torres Strait Islander	6	7	13
Total Indigenous persons	64	39	103

*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

What is the ethnicity mix in the Oberon Council area?

Indigenous persons	103
Born In Australia	3947
Born overseas	408
Speaks English only	4203
Speaks other language	159
Australian citizen	4184
Overseas visitors	30

*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

Where were people of the Oberon Council area born?

Australia	3947
Oceania and Antarctica (exc. Australia)	92
North-West Europe	174
Southern and Eastern Europe	58
North Africa & Middle East	7
South-East Asia	22
North-East Asia	14
Southern and Central Asia	0
Americas	23
Sub-Saharan Africa	15
Other/Not stated/Overseas visitors	495

What language is spoken at home in the Oberon Council area?

Speaks English only	4203
Speaks other language:	99
Arabic (including Lebanese)	3
Australian Indigenous	3
Chinese Languages	8
Croatian	3
French	3
German	13
Greek	10
Hindi	3
Italian	16
Macedonian	6
Netherlandic	3
Persian	3
Polish	7
Russian	6
South Slavic nfd	4
Spanish	8
Other/not stated/Overseas visitors	534

What religious affiliations are present in the Oberon Council area?

Buddhism	9
Christianity	3689
Hinduism	3
Islam	37
Judaism	3
Other	14
No religion	417
Inadequately described	40
Not stated	604
Overseas Visitors	30

*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

How many families are there and what is there makeup in the Oberon Council area?

Total families	1217
Couple family – with children	602
Couple family without children	468
One parent family	136
Other family	11

*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

How many different types of dwellings are there and how many people live in them in the Oberon Council area?

	Dwellings	Persons
Separate House	1587	4304
Semi-detached, terrace, townhouse etc	42	73
Flat, unit or apartment	62	105
Other	42	69
Not stated	18	39
Unoccupied private dwellings	353	n.a.
Total	2104	4590

*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

What is the tenure of these dwellings?

Fully Owned	729
Being Purchased	408
Rented	365
Other/Not Stated	242

*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

How many Building Approvals are there each year in the Oberon Council area?

	1999	2000	2001	2002	2003
Total dwellings units	29	56	52	52	41

National Regional Profile (ABS) ABS cat. no. 1379.0.55.0001

What income do people earn in the Oberon Council area?

WEEKLY INDIVIDUAL INCOME BY AGE BY SEX - Persons aged 15 years and over

ABS 2001 Census of Population

	\$0		\$159		\$299		\$499		\$699		\$999		\$1,499		over \$1500		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
15-19 years	57	50	37	39	20	21	23	5	3	3	3	0	0	0	0	0	143	118	
20-24 years	4	9	25	19	12	19	32	25	29	17	22	7	5	0	0	0	129	96	
25-34 years	3	9	8	74	20	60	44	61	70	34	90	24	28	9	9	0	272	271	
35-44 years	6	18	11	47	37	58	50	68	56	48	87	29	58	11	15	4	320	283	
45-54 years	9	33	19	54	41	63	41	67	78	36	72	28	46	15	26	3	332	299	
55-64 years	9	22	17	33	50	77	64	57	42	27	42	7	18	5	12	3	254	231	
65-74 years	4	5	14	17	59	73	34	19	10	6	9	3	4	3	3	0	137	126	
75+ years	4	0	9	15	45	76	16	18	9	3	3	4	0	3	0	0	86	119	
Total Not Stated	96	146	140	298	284	447	304	320	297	174	328	102	159	46	65	10	1,673	1,543	
Overseas																		281	202
Total																		13	13
																		1967	1758

*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

WEEKLY INDIVIDUAL INCOME BY AGE BY SEX - OBERON- 2001 CENSUS



Basic Community Profile (ABS) ABS cat no. 2001.02001 Census of Population and Housing

What is the unemployment situation in the Oberon Council area?

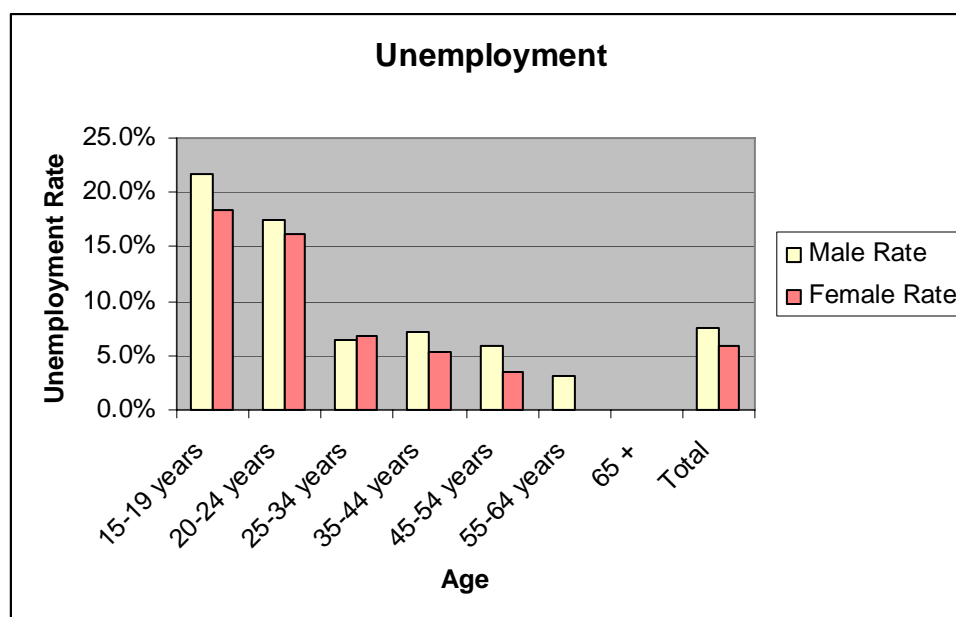
Labour Force	2004				2005
	Mar	Jun	Sep	Dec	Mar
2420					
Unemployment	78	79	83	84	85
Rate (%)	3.2	3.3	3.5	3.5	3.5

Australian Government, Department of Employment and Workplace Relations, Small Area Labour Markets, March Quarter 2005

What age and sex are the unemployed in the Oberon Council area?

Unemployed - Looking for work (15 years and over) –ABS 2001 Census

	Male	Labour Force	Rate	Female	Labour Force	Rate
15-19 years	18	83	21.7%	9	49	18.4%
20-24 years	20	114	17.5%	11	68	16.2%
25-34 years	17	266	6.4%	12	178	6.7%
35-44 years	22	303	7.3%	11	204	5.4%
45-54 years	18	308	5.8%	7	201	3.5%
55-64 years	6	188	3.2%	0	108	0.0%
65 +	0	63	0.0%	0	37	0.0%
Total	101	1,325	8%	50	845	5.9%



Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing

What is the status of the employed in the Oberon Council area?

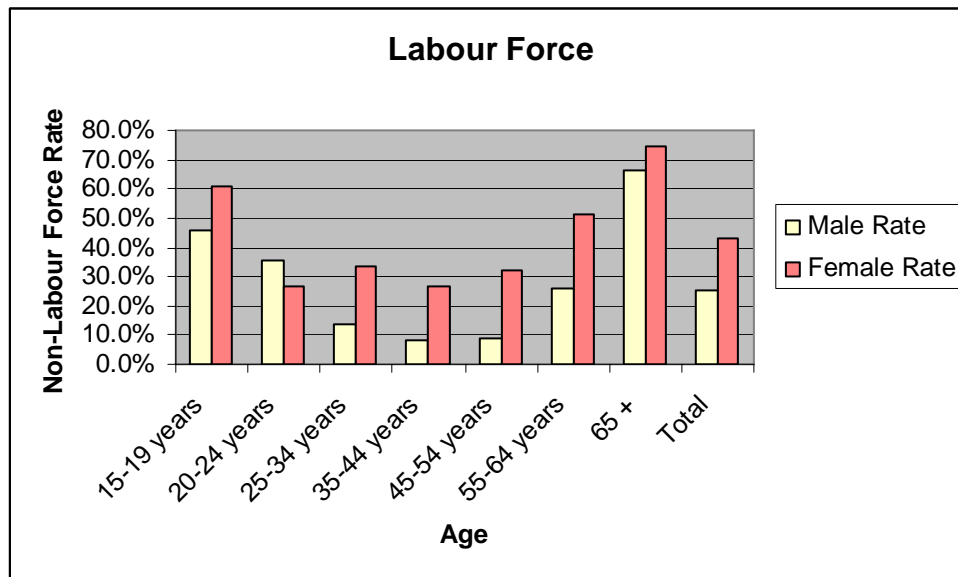
	Males	Females	Persons
Full -Time	1002	397	1399
Part – Time	191	384	575

Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing

Who is not in the Labour force in the Oberon Council area?

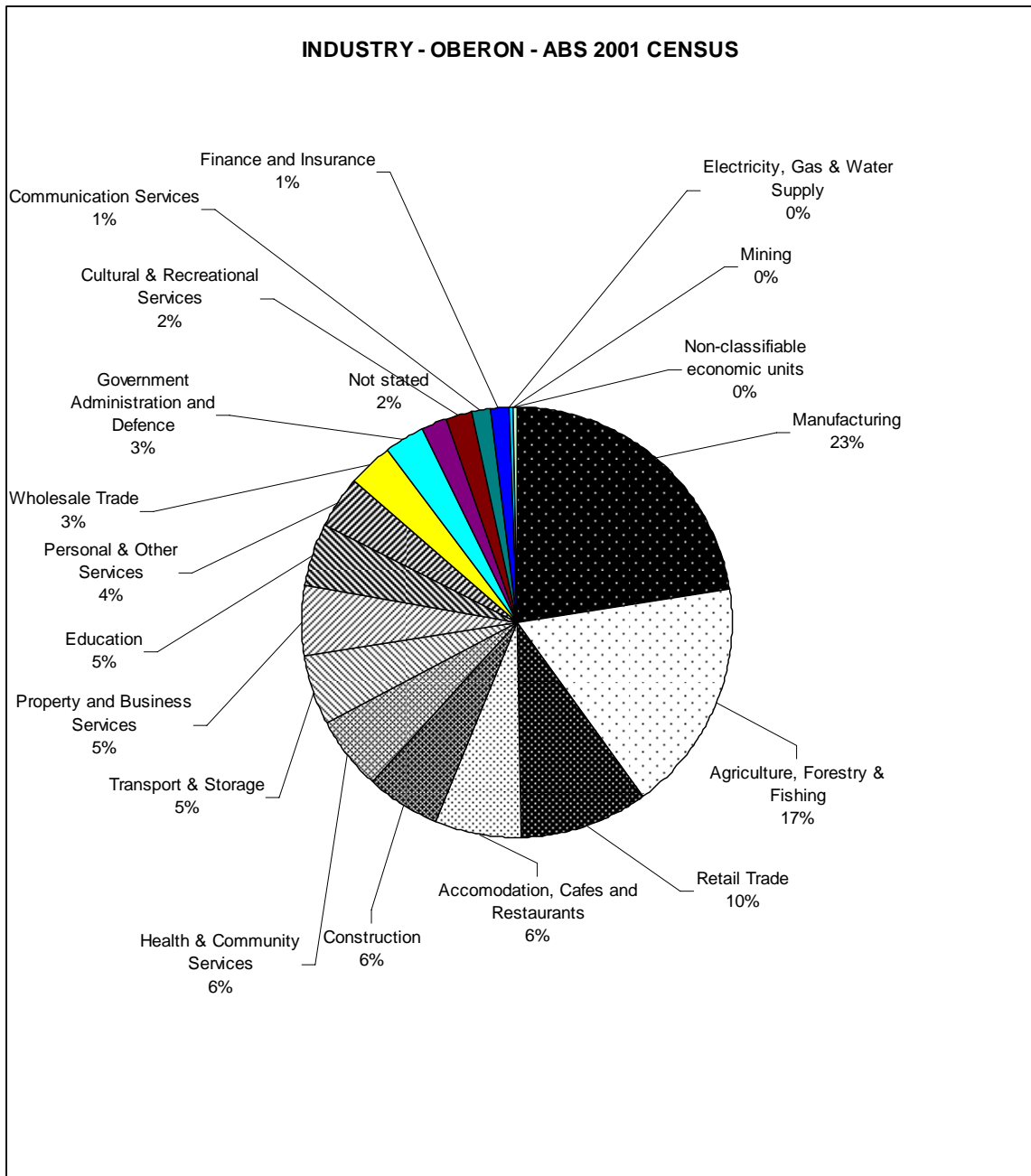
Not in Labour force (15 years and over) – ABS 2001 Census

	Male	Total	Rate	Female	Total	Rate
15-19 years	80	175	45.7%	83	137	60.6%
20-24 years	69	194	35.6%	29	108	26.9%
25-34 years	44	326	13.5%	105	311	33.8%
35-44 years	29	353	8.2%	81	300	27.0%
45-54 years	31	362	8.6%	109	341	32.0%
55-64 years	73	280	26.1%	130	253	51.4%
65 +	169	254	66.5%	216	290	74.5%
Total	495	1,944	25.5%	753	1,740	43.3%



Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing

What Industries are people employed in the Oberon Council area?

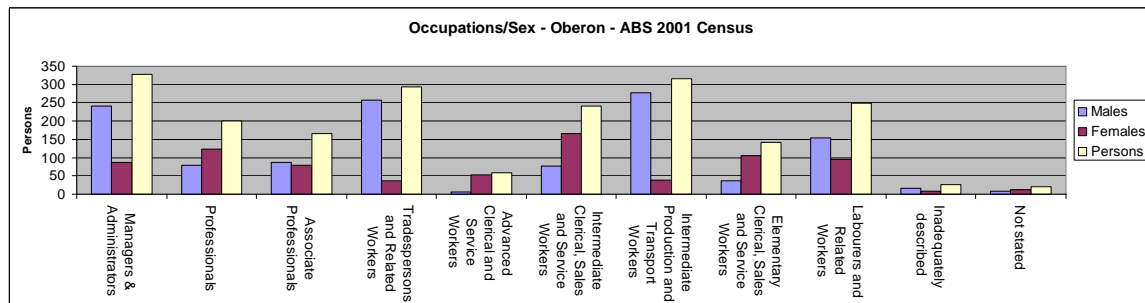


*Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing*

What are the occupations of the people in the Oberon Council area?

Occupation by Sex

	Males	Females	Persons
Managers & Administrators	240	87	327
Professionals	78	123	201
Associate Professionals	87	79	166
Tradespersons and Related Workers	257	37	294
Advanced Clerical and Service Workers	6	53	59
Intermediate Clerical, Sales and Service Workers	76	165	241
Intermediate Production and Transport Workers	278	38	316
Elementary Clerical, Sales and Service Workers	36	105	141
Labourers and Related Workers	154	95	249
Inadequately described	17	9	26
Not stated	9	12	21
	2476	1606	4082



Basic Community Profile (ABS) ABS cat no. 2001.0
2001 Census of Population and Housing

Who and how many people in the Oberon Council area are attending an Education Institution?

I	Males	Females	Persons
Pre-School	40	40	80
Infants/Primary:			
Government	170	153	323
Catholic	66	67	133
Non Government	10	11	21
Total	246	231	477
Secondary:			
Government	117	111	228
Catholic	51	46	97
Non Government	13	13	26
Total	181	170	351
Technical or Further Educational Institution:			
Full-time	9	12	21
Part-time	69	48	117
Not-stated	0	0	0
Total	78	60	138
University or other Tertiary Institution:			
Full-time	9	25	34
Part-time	12	19	31
Not-stated	0	0	0
Total	21	44	65
Other:			
Full-time	0	6	6
Part-time	6	10	16
Not-stated	0	0	0
Total	6	16	22
Not attending	1690	1554	3244
Not stated	263	175	438
Overseas visitors	13	17	30
Total	2538	2307	4845

What is the highest level of schooling completed– persons aged 15 years and over in the Oberon Council area?

	Males	Females	Persons
Year 8 or below	199	160	359
Year 9 or equivalent	206	183	389
Year 10 or equivalent	698	582	1280
Year 11 or equivalent	92	93	185
Year 12 or equivalent	411	478	889
Still at school	48	47	95
Did not go to school	11	11	22
Total	1945	1743	3688

What non-school qualification/level of Education (aged 15 years and over) do people in the Oberon Council area have?

	Males	Females	Persons
Postgraduate Degree	17	17	34
Graduate Diploma and Graduate Certificate	13	23	36
Bachelor Degree	58	87	145
Advanced Diploma & Diploma	67	100	167
Certificate	476	161	637
Not stated/applicable	1314	1355	2669
Total	1945	1743	3688

What field of study for non-school qualifications (aged 15 years and over) have people in the Oberon Council area undertaken?

	Males	Females	Persons
Natural and Physical Sciences	8	5	13
Information Technology	5	7	12
Engineering and Related Technologies	308	20	328
Architecture and Building	77	0	77
Agriculture, Environmental & Related Studies	74	22	96
Health	11	102	113
Education	22	80	102
Management and Commerce	60	114	174
Society and Culture	30	40	70
Creative Arts	6	22	28
Food, Hospitality and Personal Services	33	31	64
Mixed Field Programmes	0	0	0
Field if Study inadequately described	6	6	12
Not stated/applicable			
Total	1945	1743	3688

4. Target Groups

What is a target group?

Any group of people with a particular social element can be a target group. Guidelines identify two types of target groups;

1. Mandatory
2. Optional.

The guidelines state that Council must include data about the needs of the mandatory target groups. Council can also identify further optional groups.

Social/Community plans also need to recognise that these groups are not homogeneous and that people may belong to more than one target group. For example, a young woman from a culturally and linguistically diverse background who has a disability belongs to four of the target groups.

What target groups have been identified in the Oberon Council area?

Mandatory Target Groups

1. children (i.e. those aged 0-11 years)
2. young people (i.e. those aged between 12 and 24 years)
3. women
4. older people (i.e. Aboriginal people aged 45 years and over and non Aboriginal people aged 55 years and over)
5. people with disabilities – this term covers all types of disabilities, including those with HIV/AIDS.

Defining Disability – It is difficult to easily define what is meant by a ‘disability’, but in general terms it can be considered as a condition that in some way hampers or hinders a person in terms of their ability to carry out day activities. The extent to which a condition hinders a person will vary from individual to individual and the general range of disabilities varies from conditions that are mild (for example, the need to wear reading glasses) to severe (for example, some forms of brain injury). The ABS 1998 Survey of Disability, Ageing and Carers defined disability as any person with a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and restricts everyday activities.

Disability Support and Services in Australia <http://www.aph.gov.au>

6. Aboriginal and Torres Strait Islander people (i.e. people who are of Aboriginal or Torres Strait Islander descent, which identify as such, and are accepted by the respective Aboriginal or Torres Strait Islander communities.
7. People from culturally and linguistically diverse backgrounds, including racial, ethnic and ethno-religious groups.

Optional Target Groups

8. Men
9. People from the new area incorporated into the Oberon Council area by Proclamation, 26 May, 2004 – due to their omission from the various major studies – Voices of the Oberon District and the Oberon Business Expansion and Retention Survey, 2002
10. Business
11. Councillors

Why are target groups identified?

By identifying target groups and assessing their particular needs a range of recommendations across all council functions will be considered making sure that services benefit all groups in the community without overlooking the needs of disadvantaged people

5. Needs Assessment

What is a needs assessment?

A needs assessment is a process that examines the well-being of the people in the local government area and their unmet needs across a range of priority issues relevant to that area. These needs also include barriers faced by particular groups in accessing services.

A broad definition of need is used so that it includes any issue, commonly experienced by members of the community or a target group, that negatively impacts on a person's quality of life.

Needs or issues identified are not always directly related to council's current role, responsibility, services and facilities.

The Council and the community must also understand that although documenting current community need is an important first step in developing strategies to meet those needs, it is not realistic to expect that the Council will be able to meet all identified needs in the short term. Priority recommendations have to be identified and implemented in a staged fashion depending on the level of resources available. It is also important that councils remember that they do not have to be the implementing body for all recommendations in a social/community plan

How do you conduct a needs assessment?

In summary the steps are:

1. Obtain and analyse existing information available about community needs and target groups
2. Review current council services and other key services within the community to determine their appropriateness and accessibility particularly those from the seven mandatory target groups and other groups covered by anti-discrimination legislation, that is gay, lesbian and transgender.
3. Consult members of target groups, the general community, and internal and external stakeholders.
4. Set priorities

What existing information has been used to identify community needs and target groups needs?

Council has available to it a variety of existing sources of information including local, state and commonwealth government documents, community documents and media and local knowledge.

Local Community Documents include:

- The Oberon Council Community Plan – 1999-2004
- Voices of Oberon District, Issues, Opportunities, The Future, April 2002
- Oberon Business Expansion and Retention Survey 2002
- Oberon Council Library : Prime Cultural Asset in a Growing Community – March 2000
- Oberon Health Service – Local Health Plan, 2005-2008

What needs have been identified for the mandatory target groups and other groups identified in the Oberon local government area?

Identified needs/issues are listed in an order of priority ranked by the Public Consultation sessions held in February/March 2006. Participants were asked to pick two issues that they thought were the most important and place an asterisk * next to them. Issues have been ranked in this order first. The participants were then asked to come up with Musts, Coulds & Shoulds (see pages 58-59 for full explanation). Musts were given a score of 3, Coulds, 2 and Shoulds 1. Needs/Issues are then ranked by the aggregation of these scores.

New needs are those introduced by that particular target group and particularly relate to that group. Other needs are those that might be better placed in another category. It should be remembered that the identified needs are not always homogenous to the target groups that they have been placed in. Quite often the issues will affect one or more groups or all of the community.

A commentary is provided on the open discussions held.

1. Children (i.e. those aged 0-11 years)

Commentary:

No. Participants: 9 Date: 27/2/2006 Time: 2-4pm Venue: Council Chambers

This session was attended by females of various ages who were parents, carers and service provider representatives.

Discussion centred on providing a well-planned multi-purpose activity centre where various services could be delivered in a co-ordinated and efficient manner. The Swimming Pool Complex (covered with an extended season) was highlighted as a place to achieve this. It was also mentioned that these facilities may not be able to rely on volunteers any more due not only to parents work commitments and busy lives but insurance, legal and quality delivery issues. Money spent on someone to co-ordinate activities may be a more positive investment than Main Street video surveillance.

A lot of concern was expressed about the swimming skills of the children from Oberon. It was felt that there are still a lot of children who still cannot swim or swim as well as children from other areas.

Lack of information and networking were seen as a large contributing factor to many issues. The Community Centre Building/Library (with modifications) was identified as a complex that could become a community hub where people could access and experience community services.

Child-care issues centred on a lack of after school and vacation care, issues with latchkey children and attracting and recruiting registered carers. The importance of Playgroups for social interaction was explained and its role when co-ordinated well with Pre-School and School programs.

Prioritised Issues/Needs:

Children (children (i.e. those aged 0-11 years))		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*****	Community Hall	19
**	Day-care during school holidays when services must close due to lack of funds	20
**	A “good” education – perception that lower standard of education here and better elsewhere	17
**	Extend the swimming pool season, facilities and programs	17
**	Lack of child-care especially in villages – Black Springs	13
**	Library Expansion – “Prime Cultural Asset in a Growing Community	9
<u>New</u>		
*	Isolated families not accessing services with limited or no knowledge of services due to limited skills, networks and knowledge of what they need	
*	Drug & Alcohol problem with Children	
	Kids don’t want to have to travel away from Oberon for training or sport	
	Latch Key & Bored Kids Boredom & Lack of out of school hours and vacation care	

2. Young people (i.e. those aged between 12 and 24 years)

Commentary:

No. Participants: 18 Dates: 27/2/06 Time: 10am - 12 Venues: Council Chambers

Both male and female participants attended this session with a majority of young people from St Josephs Secondary and Oberon High School and a teacher representative from each school. Other participants included parents and Service Provider Representatives.

Discussion centred on a need for more activities to address the issue of “nothing to do”. Organised sport (e.g. like the touch footy competition) was nominated as the most wanted activity as it got a lot of people together - a centre where young people could do things rather than just “drop-in”. When asked to describe what this Centre would look like they were very enthusiastic about expanding and developing the Pool Complex as an **active** Community Centre, similar to a PCYC. They acknowledged that adult supervision was very necessary. They want the pool open all year. They felt the existing Community Centre and Library area could be developed as a **passive** Community Centre, providing such things as tutoring and music lessons.

The young people discussed the issues of drug and alcohol abuse and motor vehicle accidents and the impact that peer pressure has on it. They did not seem optimistic that anything could be done as they felt it has always happened and when people are caught doing the wrong thing nothing seems to happen.

There was not a lot of discussion regarding lack of pride in Oberon however the issue got the highest Score ranking (34) but no most important rankings. A comment was made that low image was being imposed on Oberon by other places, a type of pecking order rather than from within.

Prioritised Issues/Needs:

Young people (i.e. those aged between 12 and 24 years)		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*****	Boredom, and lack of somewhere to go for young people	32
*****	Lack of policing on alcohol and drugs	30
****	Youth Driving, Accidents, Speed and Manner in town & Peer Pressure to go fast etc.	31
***	Drug and alcohol abuse - The popular kids drink. Older siblings and parents often let kids drink at home or supply it.	31
**	Teenage pregnancy and abortions	21
*	Unruly behaviour where kids roam the streets	27
*	Bullying	19
	Lack of pride in Oberon, themselves and from older people	34
	Wanting to leave for "Uni, TAFE anywhere, as long as it's not here and it's not in the factory	29
	Struggling families – parenting of adolescents	29
	Homophobia	26
	Sexual pressure on girls from the boys	24
	Arts/Culture group want to hear the ideas of the young	22
	Most teachers living elsewhere, so there is lack of teacher input and involvement in the wider community	11
<u>New</u>		
	Travelling to Bathurst for After School Tutoring e.g. Kip McGrath and Recreation activities	4
	Lack of Peer Support	

3. Women

Commentary:

No. Participants: 19 Date: 2/3/06 Time: 5:30 – 7:30 pm Venue: Council Chambers

This session included women of various ages as well as Service Provider Representatives.

The swimming pool received a high focus in general discussion with the majority wanting to either extend the season or open all year so that swimming skills improve as well as having the benefits of therapy all year.

Concerns were expressed about what was seen as a lack of policing or police presence.

A significant issue that came out of this session was the lack of knowledge of existing services in Oberon.

This session focused mainly on the needs of others rather than women themselves e.g. their kids, the elderly etc. Even when directly requested by a Service Provider to provide issues/needs for ‘me’ the women did not come forth.

The issue of “it’s a blokes town” did not get much support in discussion especially in terms of the Daffodil Festival – instead the issue being that more people need to become involved if they want to make the Festival better.

There was not a lot of discussion regarding Sexual abuse, domestic violence and/or alcohol however the issue got the highest Score ranking (39) with one most important ranking. Some discussion centred on the issue of teenage drinking.

Priority Issues/Needs:

Women		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*****	Policing	40
***	Public transport	28
*	Sexual abuse, domestic violence and alcohol are here but hidden	39
*	Raising a family	20
	Arts Culture – not enough people involved in culture and arts	18
	It's a blokes Town	3
<u>New</u>		
**	Improve the Pool	9
*	Lack of knowledge of existing Services	7
*	Theatre for visiting shows and local groups need a home	3
	Vandalism – lack of respect	3
	Need more adult education in Oberon	
	Need a mothers room	
	Need more Pre-School hours	
<u>Other</u>		
*	Roads	6
	Aged Care	2
	Need more aged care Units or places at Hathaway	
	Access to Government Access Centre – Steps Only	
	Need March/April (Irish due to settlers here) festival as well as the Daffodil Festival	

4. Older people (i.e. Aboriginal people aged 45 years and over and non Aboriginal people aged 55 years and over)

Commentary:

No. Participants: 19 Date: 2/3/06 Time: 2-4pm Venue: Council Chambers

A mix of older men and women, and Service Provider Representatives attended this session. This session ran over time in general discussion which did not leave much time for assistance or completion of the needs analysis.

Discussion centred around the issue of appropriate accommodation for the aged and the initiatives of the Oberon Health Care Council in this regard. This came through as the issue of greatest concern. It was stated that more high-level aged care beds are required immediately. To keep people in their own homes we need support and respite for the carers (In-Home support packages). Attention is also needed for self-care accommodation for couples.

The issue of District Nurses being able to service a perimeter only approximately 10 km around the town attracted much concern and discussion. This is due to the allocated hours available.

I

Transport in and about Oberon was an issue commonly raised. Expansion of the Care Car was generally seen as a preferred strategy; however the costs of this were appreciated. The issue of no buses with wheel-chair access in Oberon was also well represented, as was the possibility of a viable Taxi Voucher system. Some participants were particularly concerned that services in and outreaching to Oberon should use locally based transport operators.

A significant issue that came out of this session was the lack of knowledge of existing services in or available by outreach in Oberon. Much of the discussion followed a pattern of someone bringing up a lack of service and one of the Service Providers explaining that there was actually a service available and giving some detail on it.

Prioritised Issues/Needs:

Older people (i.e. Aboriginal people aged 45 years and over and non Aboriginal people aged 55 years and over)		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*****	Lack of appropriate accommodation – They work all their lives and pay their taxes, they should have something comfortable	33
**	Volunteers – need to flush out people who would like to take on different roles in the community	32
**	Loneliness	26
*	Care car often totally booked and the drivers are also aging	35
*	Shortage of staff and funding in aged care services	35
*	The district is unaware of the palliative carers. We need to educate them.	33
*	Isolation - need to provide care for out of towners	24
*	Transport for pension day or to go to the library or visit	24
*	Sale of the land near the Multi-Purpose Centre – thought it was to be set aside for a nursing home	18
	Oberon Health Council has input to MWAH on community needs, but not on the budget – the community has more clout if it is unified	21
<u>New</u>		
**	Lack of knowledge of existing Services	6
	Need an Optometrist service	2
	Swimming Pool – Opening Times	3
	A University of the 3rd Age(U3A) in Oberon would be wonderful	
<u>Other</u>		
	Pedestrian Crossing in Business area dangerously inadequate	6
	Need to get to the root cause of real unmet needs in the community – we have plenty of them.	3

5. People with disabilities – this term covers all types of disabilities, including those with HIV/AIDS.

Commentary:

No. Participants: 7 Date: 6/3/06 Time: 2-4pm Venue: Council Chambers

Adult men and women people with disabilities, Carers and Service Provider Representatives attended this session.

This session did not give asterisk priority markers *.

General discussion centred around the lack of a coordinating body to keep updated and accessible information on existing services and getting the information to the public.

People's attitude to accepting help was also raised as an issue – some felt that people from Oberon were reluctant to accept help or access available services (I'll be right or "too proud").

Participants felt that things have improved in regards to people with physical disabilities getting around Oberon however they thought it would be interesting for Council (Councillors and staff) to have a go at getting around in a wheelchair just to experience the difficulties.

Disabled parking was seen as inadequate (positions and access over the kerb) as was respite care especially for children with disabilities. It was also pointed out that people with disabilities often need special therapy services (e.g. physiotherapy) to cope with their disability (e.g. mental disability).

The swimming pool and the benefits of a longer season were also discussed.

Prioritised Issues/Needs:

People with disabilities – this term covers all types of disabilities, including those with HIV/AIDS.		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
	Communication - community information on available services and lack of networking of existing services and updates.	17
	Home-care for non-elderly	16
	Respite care in Oberon	15
	Disabled parking	15
	More hours for the physiotherapist	14
	Decent public toilets including disabled access	13
	More district nursing hours to enable service delivery to out-of-towners	13
	Community education on signs of depression and suicidal intention and to reduce the stigma of mental illness	12
	Covering the pool to extend the season for elderly/disabled as well as younger people	12
	Oberon Health Council needs more ‘teeth’ to negotiate with Mid West Area Health (MWAH) decision makers	12
	Investigate the high rate of respiratory hospitalisations	1
<u>New</u>		
	Need for early intervention services for children 0-6 with disabilities	
	Transportation – limited transport options to get disabled people to services	
<u>Other</u>		
	There needs to be more aged Care Places for the elderly who cannot stay in their own homes.	

6. Aboriginal and Torres Strait Islander people (i.e. people who are of Aboriginal or Torres Strait Islander descent, who identify as such, and are accepted by the respective Aboriginal or Torres Strait Islander communities.)

Commentary:

No. Participants: Nil Date: 7/3/06 Time: 10am-12 Venue: Council Chambers

Due to an illness in the family of a key person who was to coordinate an Aboriginal group of people and two other apologies, this session had no attendees. This key person who has had significant experience in Aboriginal issues in Oberon was interviewed over the phone, along with a Lecturer at a Charles Sturt University. Consequently no ranking scores were gathered.

The most important need/issue discussed was to simply get people to recognise that there is an Aboriginal community in Oberon, and to encourage education so that people can understand where they are coming from. The other issues raised and explained were Health, Housing and Employment.

Prioritised Issues/Needs:

Aboriginal and Torres Strait Islander people (i.e. people who are of Aboriginal or Torres Strait Islander descent, who identify as such, and are accepted by the respective Aboriginal or Torres Strait Islander communities)		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*	Recognition that an Aboriginal Community exists in Oberon	
	Education	
	Aboriginal Health differences	
	Aboriginal Housing	
	Involvement in Aboriginal Land Council	

7. People from culturally and linguistically diverse backgrounds, including racial, ethnic and ethno-religious groups.

Commentary:

No. Participants: 8 Date: 13/3/06 Time: 5:30-7:30pm Venue: Council Chambers

Men and women of various ages attended this session from Philippine, Chinese, Russian, Bosnian and Greek backgrounds and a Service Provider Representative. Participants had lived in Oberon for various lengths of time.

General discussion centred on them feeling the need for them to assimilate and become part of the community – they felt it was their responsibility and were a very non-demanding group. They felt that tensions and issues that have been occurring in other places had not infiltrated Oberon.

They expressed a need for people to get together in a social setting. They were concerned that everything had to cost money, especially activities for the young. They thought there should be more for the young to keep them occupied and let off steam.

They also felt that there were some very good services that people did not know existed.

It was also suggested that some sort of activity could be organised whereby people from different backgrounds and experiences could “tell their stories”. This would be beneficial for all.

When one respondent was asked if he felt that Oberon treated people from different cultures and linguistic backgrounds better now than when he came some 30 years ago, he replied “I had no problems then and I can’t see any now. In Oberon I am a person, when I walk down the street people say hello and call me by name. In Sydney I would be no one.”

Prioritised Issues/Needs:

People from culturally and linguistically diverse backgrounds, including racial, ethnic and ethno-religious groups.		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
	Access to English language support	3
	Access to interpreting and information	3
<u>New</u>		
	Need to be part of the community	2
	Need to overcome isolation – there are CALD spouses who live on properties with either no car or no licence.	2
<u>Other</u>		
	Roads	
	Something to do for the youth	
	Better parenting	
	DO NOT agree with No Trucks in main street.	

OTHER TARGET GROUPS

8. Men

Commentary:

No. Participants: 7 Date: 6/3/06 Time: 5:30-7:30pm Venue: Council Chambers

This session was attended by a small group of older men who mostly had lived in Oberon for many years and a Service Provider Representative.

The discussion revolved around how Oberon has progressed continually over their time and, in their opinion, is in a pretty good position. They discussed the importance of industry to town and the importance of good roads.

They discussed the issues of depression, suicide, marital and custody issues and related it back to a recent 60-minute documentary on Steve Rogers. They felt this was a major issue for men. They felt it was important to be educated in looking for the warning signs.

They felt that while shift-work had negative issues, it also had benefits and could free up more days if longer shifts were worked.

They discussed a lack of places to go where just men could get together if they weren't pub goers. They were also concerned at the dwindling numbers of people being active in Service Clubs.

They discussed the quiet rural amenity of Oberon. They said, as far as they were concerned individually at their stage in life, they wouldn't care if there was no industry and development. However, they knew that for the future of Oberon it was very necessary.

They were very concerned about Aged Care. They did not think it was fair that people had to leave their town and home at the end of their life and, even worse, be split up from life partners

Prioritised Issues/Needs:

People from culturally and linguistically diverse backgrounds, including racial, ethnic and ethno-religious groups.		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*****	Depression & Suicide	21
*	Road safety – trucks, ice, speed and dirt roads	16
*	Preserving amenity – important to preserve the country atmosphere (peace and quiet)	12
*	Working shifts – social and physical impact on individuals and community	10
	Extend tip hours	8
	Recycling	7
	Feel like aliens when have a dogs – we need an off-leash area	7
<u>New</u>		
	Men's Health	
	Isolation of men if they are not pub/club goers	
<u>Other</u>		
*****	Aged People – care for couples and aged in general	
*	Community Transport – especially for young people needing to go out of town for TAFE and don't have a drivers license	
	Law & Order	

9. People from the new area incorporated into the Oberon Council area by Proclamation, 26 May, 2004 – due to their omission from the various major studies – Voices of the Oberon District and the Oberon Business Expansion and Retention Survey, 2002

Commentary:

No. Participants: 25 approx. Date: 9/3/06 Time: 7:00-9:00pm Venue: Burruga Community Hall

This session was held as a public meeting at the Burruga Community Hall. It was attended by men, women and children of various ages. There was a mix of Long Term Residents and New-comers and a Service Provider Representative.

The main matters raised in discussion were the LEP and feeling like “second-class citizens” due to their planning arrangements being more restrictive, concern over the future of the Garbage Tip, Roads, Cemetery, the possibility of more recreational activities and the issue of the community working and getting along together.

Lack of information was also discussed and included knowledge of services, signage and regular meetings.

The drop in school numbers was discussed and it was explained that often younger children accompany the older children when they have to go to High School.

It was also mentioned that some areas have very poor telecommunication services.

Prioritised Issues/Needs:

People from the new area incorporated into the Oberon Council area by Proclamation, 26 May, 2004 – due to their omission from the various major studies – Voices of the Oberon District and the Oberon Business Expansion and Retention Survey, 2002		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
***	Newcomers have no idea what community groups and services exist in town. We need an information folder or community directory	26
**	Better cooperation between Oberon Council and villages – Council perceived as town-based and them and us attitude	18
**	Village promotion – preserving character and a sense of community	17
	Need development options for growth, development stalled until LEP sorted out	26
<u>New</u>		
****	Roads	23
**	Burruga Rubbish Tip	18
**	Burruga Cemetery	7
**	Burruga Recreation Areas and activities	6
*	Mt David (It exists!) Poor communications, Telstra, no Internet, No TV except ABC with “Ants”, No Radio expect ABC with interference, No Public Transport, Poor Roads, Need street maps and signage	
	Postal mail outs don't go west of Campbell's River	
	Noxious Weeds – Bidy Bush	

10. Business

Commentary:

No. Participants: 10 Date: 15/3/06 Time: 5:30:7:30pm Venue: Council Chambers

This session was attended by a mix of adult males and females from various business backgrounds.

The LEP and zoning received the most attention. It was seen as the most important issue for Oberon's future. Oberon needs a LEP and zoning that sets a direction or vision, gets a balance and the rate of growth right. Examples were given where this had gone right and wrong.

It was generally agreed that Oberon needs to become attractive to the people of Oberon first. This needs Land Management Planning (LEPS, DCPs and Zoning) and Cultural/Social growth. Quality housing was pointed out as a crucial element of this social growth if we are to attract new people to town. Other elements were education, suitable venues for events and streetscape. People in Oberon have to love living and working in Oberon, we have to firstly **SELL OBERON TO OBERON** and everything else will follow including visitors – create a demand.

Viability of retail, farming and service industries were discussed and their struggles in small population areas and where land prices have made farming unviable.

It was also discussed how industry in Oberon should be embraced and seen for the value it has to Oberon – not seen as a menace. It was felt that we should not get bogged down with problems that are associated with industry (e.g. pollution etc) but rather work through them in a co-operative way.

Promotional activities were discussed and it was felt there was a shortcoming in promoting events – more signs are needed.

Prioritised Issues/Needs:

Business		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*****	Balance between growing environmental requirements and sustainable economic developments – <u>Planning – LEP & Zoning</u>	30
****	Economic development in business and industry needs Councils help and support	27
**	More events to bring in outside money	22
**	Improving industry promotion and involvement in the area or Recognition of Business and voluntary work	18
**	Shrinking farm sizes due to pressures for subdivision and expansion of the forest industry	15
*	Need economic growth with a more diversified economic base – All industries fluctuate and have uncertainties prospects including timber.	23
*	Oberon’s proximity to Sydney leads to increased development pressures. The whole village is one zone, not much is prohibited	19
*	Encouragement of local shopping and use of local tradespeople etc and services.	18
*	Not a Bowral but a much nicer, prettier village capitalising on alpine climate and what it has to offer	11
	Industry generates heavy road use but keeps people employed – road infrastructure not keeping pace as this community revolves around the timber industry and relies on roads – inadequate funding	17
	Main Street beautification – needs a focus on planning streetscape and links to zoning issues where Industrial/warehousing properties inappropriately situated in main street.	17

	Developing industry skills	17
	Need to think differently about (Or Promote) business opportunities and practices such as extended opening hours and attractive shops for visitors and shift workers	14
	Road funding priorities – perception that some roads get unfair attention	13
	Unite the businesses so they pull together	14
	Vacant Shops	13
	Business Association – participation rates low	12
	Small town mentality – insular, needs to be more business like but not lose customer service	10
	Timber Industry profitability , sustainability and future – risk of over-reliance	9
	Pollution – noise, dust ,fibres, abattoir ponds	8
	Competition with Bathurst – prices perceived as high in Oberon with a distinct disadvantage in respect of range and variety of goods, need to work hard to ensure negative perceptions don't spread	7
	Traffic – trucks in main street, parking, 50 km limit	3
New		
*	Ownership of needs/issues	3
*	Village Development	3
	Lack of awareness of services	5
	Assistance for small business	3
	Need for greater emphasis on the arts, of all types to compliment a great environment and good accommodation facilities	
	Need a higher profile for heritage matters	
	Youth involvement in community development	
	Malachi Gilmore Hall	3
	Council Governance	

11. Councillors

Commentary:

No. Participants: 4 Date: 15/3/06 Time: 2-4pm Venue: Council Chambers

This session was attended by 4 of the 9 councillors.

Discussion centred on where Social/Community Planning fits in Council. It was explained that it was a method of regularly taking the community's temperature to gauge its well-being. It was also explained that people had really valued being listened to and benefited from finding out new information. As one Councillor said it is "the essence of democracy", listening to the people and responding.

It was agreed that the outcomes of this process should be considered prior to setting Management Plan priorities.

Councillors addressed the need for strategic planning in their leadership role. To achieve this they felt they needed specific time allocated to it, continuous education and expedition of tasks requested of staff. They also discussed the need to set a meaningful vision, not just motherhood statements. The difficulties of coming up with a common vision, from 9 personalities with differing priorities, in an essentially service providing industry, as diverse as local government, that doesn't have the same economic, capitalistic drivers, as other big business was acknowledged.

Education was acknowledged as very important for Councillors and staff. Discussion occurred as to whether State Government should impose requirements on Local Government when they did not seem to do it themselves (Do as I say, not as I do). However the consensus seemed to be that just because they didn't do it was no excuse for us not to.

The importance of local was emphasised in discussions as was a global awareness. Fear of change and fear of State bureaucracy taking away their say was also pointed out.

Prioritised Issues/Needs:

Councillors		
Most important need	Issue/Need	Score Must = 3 Should = 2 Could = 1
*	Need for strategic planning – at times the elected members time is taken up with day-to-day issues so they no time to deal with strategic issues providing clear directions	11
*	Education - there are always new ways of thinking and new initiatives arising constantly which they need to be aware of.	11
*	Leadership from Council on strategic planning, objectives with performance measures, timeliness and communications with the public	11
	Fear of change	10
	Clear direction for developers on use/value of prime agricultural land and private forests, protection from random subdivision, guidelines on street amenity – Need an LEP	8
	Environment - Council needs to implement procedures to protect and improve our natural assets – e.g. whole of catchment approaches	8
	Locals get more favourable treatment than the blow-ins	7
	Publicity - We don't know what goes on in the Council,	6

(*)12. General Community Submissions – post

Commentary:

Council initially developed its Social/Community Plan in 2005 to cover the 2006-2011 mandatory 5 year period. Actions were endorsed by Council which are reported on quarterly in the Management Plan review process and annually in Council's Annual Report.

Below are summaries of general submissions that have been offered or invited since the publication of the original plan. Council intends to capture these so that its plan remains current. As these needs/issues are from individual people or groups and have not been ranked by a consultative process nor are they assigned to a particular target reference group. These submissions have been considered by Council and the actions that Council considers appropriate to address them are included in the Action Plan at the end of this document.

General Community Submissions		
Submissions received from an initiation to comment on 25 year strategic planning for Sport and Recreation – 3 April 2008		
Ref #	Issue/Need Identified	Submitted by
1	Need for an indoor sporting and recreational facility that is safe warm and professional to motivate active lifestyles and to enable skills to be developed to succeed competitively. This centre can facilitate the local Gymnastics Club, gym with equipment, meetings place for issues related to sport, health and movement based therapy. It should have operating hours that fit in with shift work and should be able to grow with the community. therapy strategic planning – at times the elected members time is taken up with day-to-day issues so they no time to deal with strategic issues providing clear directions	<i>Paula Slattery Parent & Teacher St Josephs School 12/5/2008</i>
2	In their endeavour to see equestrian sports develop in Oberon and to attract competitors it is recommended that: 1. Oberon Council consider providing to Oberon Equestrian Club (OEC) limited access to the land between the Oberon Horse Centre and Oberon Dam on which to run one and three day events;	<i>Oberon Equestrian Club Inc. 12/5/2008</i>

	<p>2. Council consider further supporting the OEC by assisting with maintenance and development of the Oberon Horse Centre.</p> <p>For their part OEC will develop horse sports in Oberon with the aim of attracting equestrian visitors to Oberon and its services.</p>	
3	<p>Need for Oberon Council to provide a recreation ground at O'Connell which provides the benefits of</p> <ul style="list-style-type: none"> ▪ The ability to host sports carnivals for the school and to host other schools for sports carnivals ▪ Allowing full scale matches of soccer and cricket to be undertaken which are too large for the current school facilities ▪ Alleviating the strain of the growing school population on existing sporting facilities. ▪ Hosting community events <p>The site of the recreational ground would need to be within safe, accessible walking distance from O'Connell Public School and a suggested location is the level ground directly across the highway from the current picnic grounds.</p>	<p><i>O'Connell School P & C Association</i></p> <p><i>26/5/2008</i></p>
4	<p>With regard to sporting facilities at Black Springs it is suggested that a BMX and a skate park would complement the present sporting activities.</p>	<p><i>Black Springs Progress Association</i></p> <p><i>14/5/2008</i></p>
5	<p>The Golf Club Board resolved to support a 25 year strategic plan and would be pleased to send a representative to attend all meetings called to facilitate this plan for Oberon's sporting future.</p>	<p><i>Oberon Golf Club</i></p> <p><i>17/5/2008</i></p>

What existing services are provided by the Oberon Council for the target groups?

OBERON COUNCIL AREA – SERVICE INVENTORY

MANDATORY TARGET GROUPS

1) Children

- Library – children’s sections , regular story reading and planned activities
- Community Technology Centre
- Swimming Pool, Swim School ,Volleyball and Playground facility
- Sporting Fields – Recreation Ground, Cunynghame Oval, Netball Courts, Tennis Courts
- Parks and Playgrounds – Apex Park, The Common, Herb David Park, ,Armstrong Place, Bell Street, Buckley Crescent, Cook Park, Glyndwr Avenue, Tasman-Oberon Street, Black Springs, O’Connell, Skate Park

2) Young people

- Library – Young adult section
- Community Technology Centre
- Swimming Pool, Volleyball
- Sporting Fields – Recreation Ground, Cunynghame Oval, Netball Courts, Tennis Courts
- Skate Park
- Youth Council

3) Women

- Library – Fiction and Non-Fiction Collection, internet, word-processing
- Community Technology Centre
- Swimming Pool, Water Aerobics
- Sporting Fields – Recreation Ground, Cunynghame Oval, Netball Courts, Tennis Courts

4) Older people

- Library – Fiction and Non-Fiction Collection, Internet, word-processing, Large Print, Talking Books
- Community Technology Centre
- Swimming Pool, Water Aerobics

- Care Car
- Self-Care Units

5) People with disabilities

- Provision for disabled parking – Doctors Surgery , Dart Street Car Park, RSL, Mitre 10, Hospital
- Library - Large Print and Talking Books , Entrance has required tactiles for the vision Impaired
- Public Toilets – Disabled access and provisions

6) Aboriginal and Torres Strait Islander people

- No specific Services provided

7) People from culturally and linguistically diverse backgrounds, including racial, ethnic and ethno-religious groups

- Translator and Interpreter Service for Council Customers
Phone 131450

OTHER TARGET GROUPS

8) Men

- Library – Fiction and Non-Fiction Collection, internet, word-processing
- Community Technology Centre
- Swimming Pool, Water Aerobics
- Sporting Fields – Recreation Ground, Cunynghame Oval, Netball Courts, Tennis Courts

9) People from the new area incorporated into the Oberon Council area by Proclamation, 26 May, 2004 – due to their omission from the various major studies – Voices of the Oberon District and the Oberon Business Expansion and Retention Survey, 2002

10)Business

- Promotions Committee

11)Councillors

What existing services are provided by other providers other than the Council in the local government area?

1) Children

- Pre-School – Oberon Children’s Centre
- Infants – Primary Schools – Oberon Public School, St Josephs Central School, Black Springs & Burruga
- Long day care centre - Park View Kindergarten (private)
- Carabella Pre- School
- Family Day Care – 3 Registered Carers
- Scout Hall
- Golf-Course
- Football Ground
- Transport – Regular School Bus runs including to Bathurst Schools
- School Vacation Programs - Anglican Church
- Junior Sporting Associations – Soccer, Hockey, Netball, Rugby League, Tennis, Cricket, Dancing
- Drama Classes & Bi-Annual Pantomime production
- Community Band
- Immunisation Clinic
- Joey’s Playgroup – Each Tuesday @ Anglican Church Hall
- Home – Start – voluntary home visiting service

2) Young people

- Secondary Schools – Oberon High School (Years 7 -12) & St Josephs Central (Years 7 -10)Library – Young adult section
- Golf-Course
- Football Ground
- Transport – Regular School Bus runs including to Bathurst Schools
- School Vacation Programs - Anglican Church
- Junior Sporting Associations – Soccer, Hockey, Netball, Rugby League, Tennis, Cricket, Dancing
- Dances – Schools , Sporting Associations

3) Women

- Exercise Classes – Tennis Courts
- Adult Education – Central West Community College
- Golf Course
- Transport – Regular Bus run to Bathurst and Mt Victoria
- Sporting Associations – Soccer, Hockey, Netball, Tennis, Squash, Golf
- Oberon Medical Centre – full-time
- Oberon Multi-Purpose Health Service:
 - 8 Acute and 8 Nursing beds
 - Community Health

- District Nursing
- Free Women’s health Service
- Visiting Allied Health Services
 - i. Mental Health Team
 - ii. Dietician
 - iii. Podiatrist
 - iv. Sexual Assault Councillor
 - v. Speech Pathologist
 - vi. Diabetes Educator
 - vii. Meals on Wheels
 - viii. Psychologist
 - ix. Social Worker
 - x. Women’s Health Counsellor
- Groups – Arts Council, Needleworkers, Slimliners, Spinners & Weavers, Weight watchers, Garden Club
- Service Clubs – Rotary
- Spiritual – Uniting Church, Seventh Day Adventist Church, Anglican Church, Catholic Church, Christian Life Centre, Christian Meditation Group
- Legal – Blue Mountains Community Legal Centre

4) Older people

- Low Impact Exercise Classes – Tennis Courts
- Sporting Associations –, Tennis, Golf , Lawn Bowls, Indoor Bowls,
- Adult Education – Central West Community College
- Golf Course
- Transport – Regular Bus run to Bathurst and Mt Victoria
- Oberon Medical Centre – full-time
- Oberon Multi-Purpose Health Service:
 - 8 Acute and 8 Nursing beds
 - Community Health
 - District Nursing
 - Day Care
 - Free Women’s health Service
 - Visiting Allied Health Services
 - i. Mental Health Team
 - ii. Dietician
 - iii. Podiatrist
 - iv. Sexual Assault Councillor
 - v. Speech Pathologist
 - vi. Diabetes Educator
 - vii. Meals on Wheels
 - viii. Psychologist
 - ix. Social Worker

x. Women's Health Counsellor

- Groups – Arts Council, Needleworkers, Slimliners, Spinners & Weavers, Weight watchers, Garden Club, Senior Citizens, cards, Bingo
- Service Clubs – Rotary, Lions Club
- Spiritual – Uniting Church, Seventh Day Adventist Church, Anglican Church, Catholic Church, Christian Life Centre, Christian Meditation Group
- Legal – Blue Mountains Community Legal Centre

5) People with disabilities

- Transport – Regular Bus Service (fare charged) to Bathurst to facilities such as Glenray and Living Life Skill Programs
- Multi-Purpose Health Service Allied Services
- Central West Community College – Open Employment Disability Service – Each Tuesday at CTC Centre 10 am to 3 pm
- Legal – Blue Mountains Community Legal Centre

6) Aboriginal and Torres Strait Islander people

- Aboriginal Lands Council
- Legal – Blue Mountains Community Legal Centre

7) People from culturally and linguistically diverse backgrounds, including racial, ethnic and ethno-religious groups

- Access to Bathurst Community Settlement Scheme, based at the Bathurst Information and Neighbourhood Centre - phone 6332 4866
- Legal – Blue Mountains Community Legal Centre

OTHER TARGET GROUPS

8) Men

- Exercise Classes – Tennis Courts
- Adult Education – Central West Community College
- Golf Course
- Transport – Regular Bus run to Bathurst and Mt Victoria
- Sporting Associations –Cricket, Rugby League, Rugby Union
Soccer, Hockey, Tennis, Darts, Squash, Golf
- Oberon Medical Centre – full-time
- Oberon Multi-Purpose Health Service:
 1. 8 Acute and 8 Nursing beds
 2. Community Health
 3. District Nursing
 4. Visiting Allied Health Services
 - i. Mental Health Team
 - ii. Dietician
 - iii. Podiatrist
 - iv. Sexual Assault Councillor
 - v. Speech Pathologist
 - vi. Diabetes Educator
 - vii. Meals on Wheels
 - viii. Psychologist
 - ix. Social Worker
- Groups – Arts Council, Slimliners, , Weight watchers, Garden Club
- Service Clubs – Rotary, Apex , Lions
- Spiritual – Uniting Church, Seventh Day Adventist Church,
Anglican Church, Catholic Church, Christian Life Centre, Christian
Meditation Group
- Legal – Blue Mountains Community Legal Centre

9) People from the new area incorporated into the Oberon Council area by Proclamation, 26 May, 2004 – due to their omission from the various major studies – Voices of the Oberon District and the Oberon Business Expansion and Retention Survey, 2002

10)Business

- Oberon Plateau Tourist Association
- Oberon Business Association
- Legal – Blue Mountains Community Legal Centre

11)Councillors

How will Council determine how appropriate and accessible current services are to meet the identified needs?

Consultation participants were presented with a Needs Analysis table compiled from available information. It included previously identified needs, Council and other agency services and strategies to address deficiencies.

Consultation participants were asked to make whatever changes they wished to the needs analysis. This included changing wording, issues, the service audit and recommended strategies. This information was collated (Appendix 1 – Needs analysis) for Council's information and for the basis of future needs analysis.

Consultation participants were then asked to assess existing services as to how appropriate and accessible they were in meeting needs using the following ranking matrix.

Appropriate

1 – Existing Service – need fully covered or little application/request

2 – Partial Program – need partially covered or medium application/request

3 – No program – need not being addressed or large application/request

Accessibility

1 – Accessible to all target groups

2 – Accessible to some target groups

3 – Accessibility is very limited

In some instances there are appropriate and accessible services but an issue of perception or communication restricts or hinders the use of this service. In these instances strategies to address perception and communication rather than to address deficiencies in services provided is required. These services will be tagged as follows. They may become part of an overall Communication Strategy of existing services.

Y	Perception or Communication Issue
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How will Council determine the priority levels?

Council has explicit decision criteria to determine the priorities of competing needs and strategies. Without such criteria, setting priorities becomes an arbitrary process.

Council will use a systematic and simple matrix approach to assign priorities to identified issues. This will involve using the rankings given to the appropriateness and accessibility of services. This can be achieved by adding the following ranks and scores for each issue identified.

	Rank/Score		
Appropriateness	1	2	3
Accessibility	1	2	3

Possible Total Score	Priority	
2	1	COULD
3	2	SHOULD
4	2	SHOULD
5	3	MUST
6	3	MUST

The possible priorities are:

- MUST –Urgent need, actions needs to be implemented in next 12 months by Council***
- SHOULD – Important need – actions need to be implemented in next 1-5 years***
- COULD— Nice to have need – actions dependant on all the above being addressed first***

What are the results of the needs assessment?

Appendix 1 – Public Consultation Sessions -2006 Input provides a full collation of the existing needs analysis, new input and priority rankings. It is intended that this will be the basis or starting point for annual needs analysis reviews.

6. Summary

A social/community plan describes the local community, summarises the key issues facing it and recommends strategies that council and/or other agencies could implement to address identified needs.

The priorities identified that Council will focus on over the next 5 years are:

NEXT 12 MONTHS 1 JUNE 2006 - 30 JUNE 2007		
Need	Target Groups	Strategy
<p>Appropriate accommodation for the elderly and disabled (Respite Care)</p>	<p>Older People People with Disabilities</p>	<p>Council has in the past participated in Service Plans for the Oberon Health Service. It is very disappointing that these approaches appear to have fallen on deaf ears, however</p> <p>Council will continue to be a crucial part in endeavours to;</p> <ul style="list-style-type: none"> ❖ Obtain 8 more high-level aged care beds ❖ keep people in their own homes by securing more In-Home support packages <p>Action Plan</p> <ol style="list-style-type: none"> 1. Council representatives to attend Health Council meetings 2. Regular feedback is given to Council on progress of Health Council. 3. Council to provide Health Council with any information on avenues of support 4. Council to actively assist in preparing and supporting submissions 5. Research Respite Avenues to determine if Council can assist either by lobbying for additional services or by coordinating information in an accessible data base for the community.

<p>Multi-Purpose Community Centre (<i>passive activities</i>)</p>	<p>Children Young People Women Older People People with Disabilities Culturally & Linguistically Diverse</p>	<p>Investigate expanding existing buildings and sites into a <u><i>distinctive</i></u> Community Centre/Hub for passive activities – <u><i>capitalising on existing</i></u> building and staff structures (<i>simply spectacular</i>) to meet the following needs;</p> <ul style="list-style-type: none"> ❖ Meetings ❖ Special Interest Groups ❖ Music Lessons ❖ Service Providers Outreach ❖ Exhibitions ❖ Productions ❖ Child-Care (during school holidays) ❖ Parents room ❖ Adult education ❖ Arts & Culture ❖ Social Programs <p>Recommended Sites;</p> <ol style="list-style-type: none"> 1. Library/Community Centre/Old Dentist Building 2. Schools <p>Action Plan</p> <ol style="list-style-type: none"> 1. Conduct a specific needs assessment for a Multi-Purpose Centre by extensive specific consultation with the community (e.g. meetings, surveys, forums, essay/submission competitions) to determine what service delivery is required.
<p>Multi-Purpose Recreation Centre (<i>active activities</i>)</p>	<p>Children Young People Women People with Disabilities</p>	<p>Investigate expanding existing centres into a <u><i>distinctive</i></u> <i>Sport and Recreation Centre</i> for active activities – <u><i>capitalising on existing</i></u> buildings and expanding professional services (youth and recreation officers)) to meet the following needs of the following</p> <ul style="list-style-type: none"> ❖ Organised sports for the youth ❖ Extending the swimming season ❖ Drug and Alcohol education and counselling embedded in programs ❖ <p>Recommended Sites;</p> <p>Swimming Pool Complex/Tennis Courts and High School</p>

		<p>Action Plan</p> <ol style="list-style-type: none"> 1. Conduct a specific needs assessment for a Multi-Purpose Centre by extensive specific consultation with the community (e.g. meetings, interviews, surveys, forums, essay/submission competitions) to determine what service delivery is expected by the community with particular focus on target groups.
Child-Care	Children Women	<p>Facilitate Directors and Children's Services meetings to;</p> <ul style="list-style-type: none"> ❖ Encourage networking between services ❖ Create an awareness in the community of what is available ❖ Promotion of quality services ❖ Investigate expansion of service – locations and availability <p>Financial Assistance (Interest Free Loans) made available for people to set up as accredited Child-Care Places.</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Contact all Children's services and arrange a special child-care meeting in conjunction with Inter-Agency Meetings - Councillor Representative to attend. 2. Encourage regular attendance at Interagency meetings with the potential to fully explore Child-Care in Oberon 3. Council to investigate availability of Interest Free Loans for accredited Child Carers 4. Council to assist with provision of planning and regulatory information for accredited Child Carers
Communication and knowledge of existing services	All	<p>Council to coordinate a comprehensive data base of available community services and activities</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Compile a list of current services, a story about what they deliver and contacts. 2. Publish the list (similar to Local Telephone Directory) 3. Promote, educate and encourage participation in Inter-Agency meetings _ Councillor and Staff representative

		<p>4. Develop a Neighbourhood Centre concept where the information is kept up to date and people have a one stop shop of where they can find things out or know that someone will – will also encourage people to use services.</p> <p>5. Continue with Community Notice Boards</p> <p>6. Investigate Council newsletters</p>
<p>Policing</p> <p><i>(Road Safety, Drugs & Alcohol, Domestic Violence, Sexual Abuse, Unruly behaviours, bullying)</i></p>	<p>Young People</p> <p>Women</p>	<p>Organise a community forum/ information sessions in Oberon in conjunction with Police, Community Leaders and Citizens to develop a local “Crime Prevention” or “Well-Being Plan” that focuses on the responsibilities of all members of community to provide a place of safety and respect.</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Liaise with all stakeholders to decide on timing, location, format and agreed outcomes 2. Conduct Forum/Information Sessions with an emphasis on prevention. 3. Develop Local Policing (Crime Prevention) Plan
<p>Public Transport</p>	<p>Women</p> <p>Older People</p> <p>People with Disabilities</p> <p>Culturally & Linguistically Diverse</p>	<p>Council to investigate avenues for more public transport for</p> <ul style="list-style-type: none"> ❖ Appointments ❖ Shopping ❖ Moving around Oberon <p>Recommendations</p> <p>Expand Care Car Service</p> <p>Taxi Vouchers</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Investigate Taxi Voucher system for people moving around Oberon. 2. Investigate demand for Care Car Expansion – liaise with stakeholders to determine optimal level of service 3. See additional funding sources for an expanded service if required.
<p>Disabled Parking</p>	<p>People with Disabilities</p>	<p>Provide more appropriate and accessible facilities</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Arrange a day where Councillors and staff can try and get around town in a wheel-chair to see what difficulties they encounter.

		<ol style="list-style-type: none"> 2. Council staff to meet with a variety of stakeholders to reach agreement on the necessary level of services and to address inadequacies (e.g. access points over kerbs and locations ,signage of toilets, public toilets) 3. Program agreed priorities into Town Improvement Capital Works Programs
Recognition of the Aboriginal Community In Oberon	Aboriginal & Torres Strait Islander	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Initiate further discussions with local Aboriginal & Torres Strait Islander people and Councillors to establish how Council can achieve recognition of their local community.
Education of the community regarding Aboriginal culture	Aboriginal & Torres Strait Islander	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Council should ensure that lists are NOT compiled of Aboriginal sites which deserve respect and should only be visited with an Aboriginal who knows the significance 2. Initiate further discussions with local Aboriginal & Torres Strait Islander people and Councillors to gain a better understanding of Aboriginal culture and the significance of sites.
Access to Interpreting Services	Culturally & Linguistically Diverse	<p>Council should use professional interpreters and not family members and friends when discussing personal issues</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Train Council staff in how to use interpretative services (Migrant Support Worker at the Bathurst Neighbourhood Centre is happy to do this free of charge)
Access to culturally linguistically diverse information	Culturally & Linguistically Diverse	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Ensure Council staff are aware of the Migrant Support Service (also known as Community Settlement Scheme) at the Bathurst Information and Neighbourhood Centre (BINC) 2. Council to promote all the sources of information in any newsletters, information centres and publications

Men's Health	Men	<p>Oberon Health Council has a current focus on Men's Health</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Invite a member of the Health Council to speak at a Council meeting on the initiatives they propose so that Council has an understanding and can provide support where required. (e.g. promotion, participation)
Better Co-operation between Oberon Council and villages	Newly Incorporated Area Burruga/ Black Springs	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Introduce a new target groups for next years Community Planning Consultation sessions to replace Burruga/Mt David to be named Villages and Rural (conduct session or sessions in different rural locations each year 2. Ongoing Councillor attendance at locality meetings throughout the year including (e.g.O'Connell, Burruga, Black Springs etc)
Rural Infrastructure	Newly Incorporated Area and Proposed New Target Group Villages & Rural	<p>Roads, Rubbish Tips, Cemeteries & Recreation Areas</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Consult widely with all rural areas for their specific issues/needs 2. Develop a comprehensive rural infrastructure management plan
Need to balance environment requirements and economic developments	Business	<p>Oberon Council must have a well developed long term land management plans</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Urgent priority is given to the development of a Local Environment Plan with emphasis on quality (good long term planning) that gets the balance right. 2. Extensive Community Consultation and input 3. Zoning 4. Council to actively object to state directives – lobby for local input
Economic development in business and industry needs Councils help and support	Business	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Council to develop an economic development function of Council to support and attract business
Strategic Planning	Councillors	Elected members time can be taken up with day-to-day issues so they have no time to deal with

		<p>strategic issues</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Raise awareness of elected members as to lack of strategic planning 2. Allocate resources (time, money & commitment) for strategic planning - Discussion sessions & training 3. Develop sound strategic policy (clear direction) so that day-to-day issues can be carried out by Council staff. 4. Continuously improve communication to Council members by staff
Information for Councillors	Councillors	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Make available more information sessions for Councillors on the following, <ul style="list-style-type: none"> ❖ Strategic Management ❖ Asset Management ❖ Reading & Understanding Financial Reports ❖ Legislation
Leadership	Councillors	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Listen to Public – Community Social Planning will be an annual engagement of the community seeking their needs and priorities 2. Set goals/objectives with meaningful performance measures. 3. Monitor performance measures

NEXT 4 YEARS
1 JUNE 2007 – 30 JUNE 2011

Need		Strategy
A good education	Young People	<p>Organise a community forum/ information sessions in Oberon in conjunction with Teachers, Parents and Students to develop a marketing plan for Oberon Schools – promoting their distinctive benefits and crucial role in the Oberon's social structures (<i>simply spectacular</i>)</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Liaise with all stakeholders to decide on timing, location, format and agreed outcomes 2. Conduct Forum/Information Sessions 3. Develop Marketing Plan

Multi-Purpose Community Centre (passive activities)	Children Young People Women Older People People with Disabilities Culturally & Linguistically Diverse	<i>Action plan continued from 2006-2007</i> 2. Develop a concept plan 3. Seek funding sources (Grants, Sec 94 , Reserves, Loans)
Multi-Purpose Recreation Centre (active activities)	Children Young People Women People with Disabilities	<i>Action plan continued from 2006-2007</i> 2. Develop a concept plan which incorporates the gymnastic club, gymnasium and movement based therapy (as amended 11/11/2008) 3. Seek funding sources (Grants, Sec 94 Reserves, Loans)
More Space for the Equestrian Centre (as amended 11/11/2008)	Women Young People Children Men	1. Provide assistance to research sit for expansion. 2. Provide grant officer assistance for the ECO to seek funding assistance.
Recreation Ground @ O'Connell (as amended 11/11/2008)	Women Young People Children Men	1. Research possible safe and accessible locations with the O'Connell community. 2. Develop a concept plan with a committee that incorporates The ability to host sports carnivals, full scale matches of soccer and cricket and community events 3. Cost facility 4. Factor into strategic plans and priorities 5. Seek funding sources(Grants, Sec 94 Reserves, Loans)
Black Springs BMX and Skate Park (as amended 11/11/2008)		1. Conduct consultations with Black Springs Community to determine if this idea is a community priority and need. 2. Research sites

		<ul style="list-style-type: none"> 3. Concept Plan 4. Cost 5. Factor into strategic plans and priorities 6. Seek funding sources (Grants Sec 94, Reserves, Loans)
<p>Social Problems of</p> <p>Sexual abuse, domestic violence ,drugs & Alcohol, Depression, Suicide, Loneliness</p>	<p>Women</p> <p>Young People</p> <p>Men</p> <p>Older People</p>	<p>Expand Council's involvement in social well-being. Council to seek out programs where they can become involved either alone or in conjunction with other service providers (e.g. Department of Health , Service Clubs etc)</p> <p>Action Plan</p> <ul style="list-style-type: none"> 1. Staff be given resources (time mainly) to search circulars, attend conferences regarding social issues , seek funding opportunities 2. Council to be given regular information of available programs for their consideration
<p>Appropriate accommodation for the elderly and disabled</p>	<p>Older People</p> <p>People with Disabilities</p>	<p>Self-care Units</p> <p>Ensure Council's Self-Care Units are meeting community expectations.</p> <p>Action Plan</p> <ul style="list-style-type: none"> 1. Consult regularly with residents 2. Undertake a study of anticipated future needs (including layout designs -maybe 2 bedroom units) with a long term planning motive. 3. Incorporate the maintenance and repair of Buildings in Councils' comprehensive Asset Management Plans.
<p>More district nursing hours to enable service delivery to out of town</p>	<p>Older People</p> <p>People with Disabilities</p>	<p>District nursing can only service a small perimeter around the town with existing funding.</p> <p>Action Plan</p> <ul style="list-style-type: none"> 1. Approach Oberon Health Council to see what joint lobbying activities can be undertaken to improve this situation.
<p>Recognition of the Aboriginal Community In Oberon</p>	<p>Aboriginal & Torres Strait Islander People</p>	<p><i>Action plan continued from 2006-2007</i></p> <p>Action Plan</p> <ul style="list-style-type: none"> 2. Organise a morning tea or celebration during 3. These period where Councillors, Community

		<p>Leaders and Citizens are invited</p> <p>4. Invite Aboriginal people to speak at the above functions to achieve recognitions and an understanding of where they are coming from.</p>
Education of the community regarding Aboriginal culture	Aboriginal & Torres Strait Islander People	<p>Explore avenues for providing cultural awareness training for the wider community</p> <p>Action Plan</p> <ol style="list-style-type: none"> 1. Information displays at Library and Information Centre, Council Chambers. 2. Invite Aboriginal representative to attend a Council meeting discuss culture and issues 3. Attendance or representation at Aboriginal Land Council meetings by members of Council
Culturally & Linguistically People (CALD) need to be part of the community	Culturally & Linguistically Diverse	<p>Action Plan</p> <ol style="list-style-type: none"> 1. Council to display a multilingual welcome poster 2. Council to hold a yearly morning tea for CALD residents to acknowledge them and their contribution to the community. Also an opportunity to welcome newcomers, for story-telling (everyone has one) and an opportunity to update Community Plan and 3. Council to promote Harmony Day (21 March) 4. Directly target CALD residents to encourage them to participate in community events.
More events to widen culture and bring in outside money		<p>Action Plan</p> <ol style="list-style-type: none"> 1. Council to support major events and promotions with a focus on residents first. If the residents are satisfied the visitors will follow. 2. Seek more cultural events 3. Council to be open to assist in supporting opportunities to provide good venues for events.

New Ideas

Older People

Men

Optometrist Service,
University of the 3rd Age
Men's Shed

Council intends to take a “whole of council” approach to its social community plan as it is most effective when it is integrated into council management planning and other planning processes. The Oberon Council social/community plan may also be the basis for the development of other more detailed plans of Council such as:

- Cultural Plan
- Disability Action Plan
- Local Crime Prevention Plan
- Public Health Plan
- Capital Works Plan
- Maintenance Works plan

Oberon Council also prepares a range of plans with compulsory legislative status. They are:

- Oberon Council Management Plan
- Oberon Local Environmental Plan
- Oberon Development Contribution Plan
- Oberon Water Management Works Plan

The Oberon Council Community Plan was reviewed on 2nd May, 2006 at its Finance Committee Meeting and strategies incorporated into the 2006/2007, 2007/2008, 2008-2012 Management Plans [The Plan was amended on 11 November, 2011 to incorporate further submissions.](#)

Oberon Council – Integrated approach to social community planning

