



# Palmerston Youth Action Plan

2022 - 2024

# Acknowledgement of country

The Palmerston Youth - Local Action Group and the Palmerston Youth Representative Group acknowledges the Larrakia people as traditional owners of the land that we work and live on and further recognises the Larrakia people as having continuing connection to their lands, waters, families and communities.

We pay our respects to Larrakia elders past, present and emerging.

We also pay our respects to all Aboriginal and Torres Strait Islander people and recognise their rich cultures and their continuing connection to land and water.

## Forward

The Palmerston Youth - Local Action Group is proud to introduce the second Palmerston Youth Action Plan. This plan builds on the collaborations and outcomes of the first Youth Action Plan, which was released in July 2019. A formal Review was launched in April 2021 which outlined the progress against the actions in the plan and was pivotal in guiding the development of this current plan.

A key outcome since the first Youth Action Plan has been the establishment of the Palmerston Youth Rep Group. This group will work in partnership with the Local Action Group to deliver on the actions outlined in this plan.

This plan is informed by consultations and engagement with young people and through key stakeholders collaborating to identify gaps and opportunities to continue and improve the outcomes for young people in the Palmerston region.

*“The Local Action Group is solution and outcome focused. Everyone contributes to the delivery of the Action Plan. We have seen many great programs and outcomes delivered for our youth as a result of the collective action and cooperation.” - Mayor of Palmerston Athina Pascoe-Bell*

Since the first plan was created Palmerston has moved from strength to strength with collaboration and partnerships meeting key actions and improving outcomes for young people. Key achievements since the first Youth Action Plan include the Palmerston Youth Centre, the delivery and evaluation of the Palmerston Youth Activity Grants and the Palmerston Youth Festival. The Palmerston Youth Local Action Group agrees there is more work to do and this plan provides a ‘road map’ to identify the goals and importantly the actions that will be progressed in the next two years.

The age group for this plan has been increased to include young people aged 10-25. This is in recognition that the 18-25 year age group faces a number of transitions from leaving school, looking for work, and living independently whilst still developing as young adults requiring support and connection to families, friends and community.

*“I love being part of the LAG. This group is so important, it allows our kids to have a voice and be part of the real change.” - Serena Dalton, Grassroots Youth Engagement*

The Palmerston Youth Local Action Group will continue to work together to deliver the outcomes identified in this plan and will monitor and evaluate the progress against goals and actions.

Palmerston Youth Local Action Group



# Vision

All young people in Palmerston are safe, engaged, healthy, educated, valued and contributing members of the community.

## Palmerston... did you know

Palmerston continues to be a growing vibrant community with a diverse cultural population with a high number of young people and families enjoying this region.



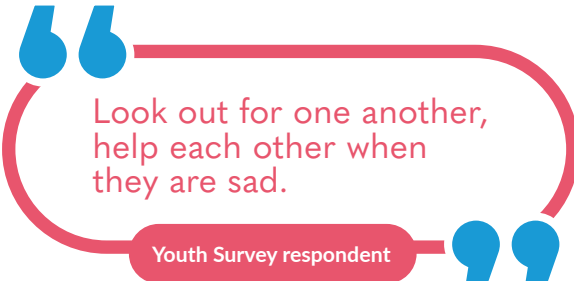
Sources: Australian Bureau of Statistics 2016; Palmerston Local Economic Plan, City of Palmerston Report 2020; Palmerston State of the Children Technical Report 2016; Palmerston Youth Activity Grant Funding – Evaluation Report 2021; Story of our Children and Young People Northern Territory Government 2019.

# What we heard from young people

Young people are at the centre of this plan. Through forums, surveys and a range of consultations young people told us about the ways we could make Palmerston a great place with ideas about how young people can be involved.

## Key messages from young people in Palmerston.

- All community members have a right to feel safe, including us. Safety needs to be improved. We want to feel safe coming 'up top' and in public, community spaces.
- We need more mental health and wellness centres in Palmerston for young people so we can get support and have someone to talk to if we are not doing our best; sit and chill together.
- We need to make schools more welcoming to stop kids from wagging school.
- We want to get involved in activities and to have opportunities to deliver these. There is a role for adults to assist to create spaces for connection and to work in partnership with us to support us to be leaders.
- We want more activities and places to go that are safe and engaging. It is important that these activities are provided at no cost, they have food available and all young people are welcome.
- We need to look out for each other, encourage others and help out. Treat all young people equally, 'stop doing bad stuff', no bullying, stop arguing and stop robbing people.
- We want information about 'how to adult' and improve life skills. Information about areas like sexual health, identity, culture, taxes, finances and money management.
- It is important to have good role models and for other young people to set good examples. This is supported by promoting the good things that young people in Palmerston are doing.



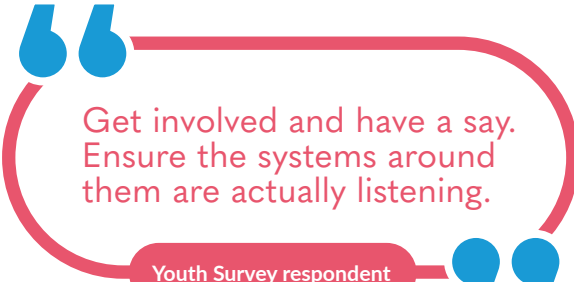
Look out for one another, help each other when they are sad.

Youth Survey respondent



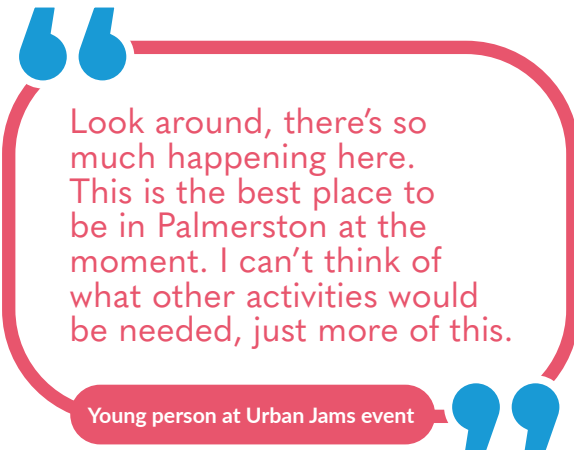
I think lots of good role models is a great idea!

Youth Survey respondent



Get involved and have a say. Ensure the systems around them are actually listening.

Youth Survey respondent



Look around, there's so much happening here. This is the best place to be in Palmerston at the moment. I can't think of what other activities would be needed, just more of this.

Young person at Urban Jams event




The above feedback from young people was gathered from the following events and activities:




- Youth X Forum – September 2020. Year 10 participants from Taminmin College and Palmerston Senior College.
- Youth Forum – attended by young people not currently engaged in school through the YMCA Alternative Education Program; Saltbush Supported Bail Accommodation Service
- Youth Action Plan Survey – 143 responses from young people under 25.
- Youth Rep Group – 10 young people meeting regularly to lead this plan.
- Young People and Wellbeing in Palmerston – Community Research Project (Grow Well Live Well 2021)




# Key messages from young people, the community and those that work with young people

The table below is based on the Australian Research Alliance for Children and Youth (ARACY) *The Nest* Framework. The six areas below are interrelated and holistic, recognising key wellbeing domains.

The ARACY framework is being used to document the feedback received through a variety of consultations and connections with community members, young people, service providers and stakeholders. The feedback is collated in statements that identify areas of positive wellbeing for young people in Palmerston.

Being Loved and Safe 	Participating 	Being healthy 
<ul style="list-style-type: none"> <li>• Young people feel safe secure and protected at home, in the community and online.</li> <li>• Young people and community members feel safe in community and public spaces.</li> <li>• Young people know where to access help if they need assistance with family life.</li> <li>• Young people have access to after-hours support if they are at risk.</li> <li>• Stop family violence</li> <li>• Young people have good role models and mentors in the community.</li> <li>• The community as a whole understands the impact of trauma and healing and can support young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Young people have a voice and own this plan!</li> <li>• Young people are supported to be leaders and have a say in their future.</li> <li>• Youth activities are important for Palmerston.</li> <li>• Activities are available that are age appropriate and engaging for all young people.</li> <li>• After hours and school holiday activities are free and accessible.</li> <li>• Young people, and families are aware of activities available and how to join in.</li> <li>• Opportunities are strengthened for young people to do trade training, further education and find employment.</li> </ul>	<ul style="list-style-type: none"> <li>• Young people are strong in heart, body and mind.</li> <li>• Families are supported and know how to access help and services if needed for their children.</li> <li>• Young people have opportunities to be physically active.</li> <li>• Young people know where to get help and this help is provided in the right time, and right place.</li> <li>• Young people are consulted and given opportunities to co-design health information and educational material.</li> <li>• Education and support is available to young people, families and community to improve wellbeing.</li> <li>• Healing centres and programs that promote connections to country and culture are accessible.</li> <li>• Culturally appropriate health services with cultural workers are available.</li> </ul>

Being Loved and Safe 	Participating 	Being healthy 
<ul style="list-style-type: none"> <li>• There are a number of safe Youth spaces in the Palmerston community and these are supported to be provided long term.</li> <li>• Young people feel they belong.</li> </ul>	<ul style="list-style-type: none"> <li>• The barriers are identified for young people to find work and they are reduced.</li> </ul>	<ul style="list-style-type: none"> <li>• Sexual health services and information are available including support about accessing contraception, consent and support with pregnancies.</li> <li>• A 24-7 service app for survivors of sexual assault with follow up sessions is available.</li> </ul>

Learning 	Things I need (material basics) 	Culture and identity 
<ul style="list-style-type: none"> <li>• Young people are attending school and engaging in education, training and employment.</li> <li>• Schools are engaging well with students and families.</li> <li>• Young people have their individual learning needs addressed to allow them to reach their full potential.</li> <li>• Young people are supported to learn by their teacher and caregiver.</li> <li>• Young people have support to reach their personal goals.</li> <li>• Restorative practice frameworks are strengthened in schools in Palmerston.</li> <li>• Information and support is available to help young people transition from school to further education and or employment.</li> <li>• Young people learn practical living skills and are confident in 'how to adult'.</li> <li>• Teachers and school communities are trauma informed and work with students to reduce the impact of trauma in Palmerston schools.</li> </ul>	<ul style="list-style-type: none"> <li>• Young people have access to healthy food.</li> <li>• Young people have access to secure, stable and safe housing.</li> <li>• Young people have access to safe transport.</li> <li>• Access to information during emergency situations (lockdowns due to COVID, cyclones etc).</li> <li>• Access for young people to support, information and services if homeless and at risk.</li> </ul>	<ul style="list-style-type: none"> <li>• Young people in Palmerston have a positive sense of self identity and confidence.</li> <li>• Young people's identity is respected by family and community.</li> <li>• They have a feeling of belonging.</li> <li>• Young people are connected to culture and have cultural mentors available.</li> <li>• The community is aware of the importance of returning to Country.</li> <li>• Services value and respect the input of cultural knowledge and Elders.</li> <li>• Larrakia Nation Protocols are promoted.</li> </ul>

These broad statements have informed the Goals and Actions identified by the Youth Rep Group and the Palmerston Youth Local Action Group.

# Goal 1

## Young people feel safe to access public spaces in Palmerston.

### Outcomes and Actions

#### Outcome 1

More young people feel safer accessing activities, businesses and public spaces in Palmerston

#### Actions

- Continue the safe transport home from after hours and school holiday activities provided by Larrakia Nation.
- Activity providers to check in with participants about safety issues and provide that information to the Youth Activity Coordination meetings for action and response as required.
- Provide security at youth activities as needed.
- MIDLING Group and Multi Agency Community and Child Safety Team (MACCST) to collate community response plans in a coordinated way.
- Work with the Palmerston Youth Rep Group about ways to improve safety and involve young people in the solutions.
- Explore how to improve the environmental and behavioural factors that will support young people to feel safer in public spaces.

- Shopping Centre Security Guards are provided with training to respond appropriately to young people and use de-escalating responses.

#### Outcome 2

Safety and confidence is improved for young people in public places in Palmerston.

#### Actions

- Promote and monitor the use of the Larrakia Nation Anti-Social Behaviour App.
- The City of Palmerston to continue the Palmerston Safe Communities Committee to work in collaboration with members to increase safety in public places.
- Work closer with the Palmerston Transit workers and Buslink to support ways to improve safety at the Palmerston bus terminal and on buses.
- Liaise and work in partnership with the school-based constables and Palmerston police to address safety issues.

#### Information sources that will help us understand change:

- Feedback from the Palmerston Youth Rep Group.
- Number of safety issues raised and responses to these identified through Palmerston Youth Activity Coordination meetings.
- The use of the ASB App from Larrakia Nation.
- Engagement with School Counsellors and Palmerston Police about number of incidents responded to.
- Environmental factors changed, improved.
- MIDLING Group minutes.

# Goal 2

## Young people feel strong in heart, mind and body.

### Outcomes and Actions

#### Outcome 1

Support access to timely mental health and support services for young people in Palmerston.

#### Actions

- The LAG to provide support for the establishment of the new Headspace centre in Palmerston.
- Collaborate with Grow Well Live Well to increase enablers and reduce barriers to mental health and wellbeing for young people in Palmerston.
- Offer the Headspace Schools locally co-designed social and emotional wellbeing program, Our Way Our Say, to the Palmerston region middle and senior schools as part of the pilot trial.
- Promote access to resources and support for young carers.
- The Indigenous Allied Health NT Academy will provide social and emotional well-being care and mentoring that goes beyond the classroom, alongside and in partnership with students, families, schools, career advisers, employers and other stakeholders.

#### Outcome 2

Improve confidence and support for young people to help their peers.

#### Actions

- Work with Headspace Darwin to explore the gaps and opportunities to deliver peer-to-peer education or psychoeducation for young people.
- Deliver a minimum of four peer-to-peer wellbeing sessions for young people.

#### Outcome 3

Support families and parents/carers to support youth wellbeing.

#### Actions

- Find out what resources and training is available for parents, family and caregivers to support their children's wellbeing.
- Work with the new Headspace Palmerston service to engage with parents and carers on how to support their children's wellbeing.

#### Information sources that will help us understand change:

- Engage in the Headspace Palmerston implementation group; provide links to young people for co-designing new centre; respond as able to requests to support the new centre.
- Youth Wellbeing services are increased and accessible for young people in Palmerston.
- Youth Wellbeing services are promoted through social media and through schools with young people we are engaged with.
- Peer-to-peer training provided to up to 4 groups of young people in diverse settings (including school, sports, and activity providers).
- Actions delivered through GWLW Youth Wellbeing Action Group.
- Media review and social media analysis completed to identify positive published stories about young people in Palmerston.



# Goal 3

## Young people are engaged and enjoying school.

### Outcomes and Actions

#### Outcome 1

Strengthen the use of restorative practice within schools by exploring the feasibility of restorative practice pilot in a Palmerston school.

#### Actions

- The Top End School of Flexible Learning will establish and implement restorative practice processes at the Palmerston, Malak and Tivendale Campus to support engagement with students and families.

#### Outcome 2

Strengthen engagement with parents and advocates of students to work together to support students to stay in schools.

#### Actions

- Work with agencies including Grassroots Youth Engagement, community partners and local Palmerston schools to improve engagement with parents and advocates of students.

#### Outcome 3

Strengthen pathways in support of students.

#### Actions

- Palmerston schools to enact the Education Engagement Strategy in schools within the region.
- Consult with school stakeholders including school counsellors about support services they are aware of and what they need to improve referral processes.

#### Outcome 4

Provide opportunities for school aged young people to learn life skills through 'how to adult' programs or similar.

#### Actions

- Promote and support the delivery of learning independent life skills either in school or within community.

#### Information sources that will help us understand change:

- Restorative practice processes are increased in the Palmerston region.
- Palmerston Schools are delivering on actions required through the Education Engagement Strategy as reported by the Local Action Group Department of Education representative.
- Palmerston Schools have additional resources and/or understanding about services available and how to refer.



Image: Youth Street Art at Urban Jams

# Goal 4

## Young people are participating in employment, training or education.

### Outcomes and Actions

#### Outcome 1

Support school leavers in Palmerston to transition to further education, training or employment.

#### Actions

- Provide information and access to support for young people engaged or disengaged from school.
- Distribute and obtain feedback about the Youth Pathways Video resource by March 2022. The Local Action Group to promote this resource.
- Indigenous Allied Health NT Academy will deliver a nationally recognised certificate III in Allied Health Assistance as a school-based traineeship. This will enable local students to stay engaged in their education from year 7 to 10 and have access to additional supports and development in years 11 and 12 to successfully complete their secondary education.
- Increase students' further financial literacy qualifications and are encouraged to pursue other higher-level qualifications in areas of interest that can lead to employment.

#### Outcome 2

Investigate and understand how to support young people to access employment opportunities in Palmerston.

#### Actions

- Hold a forum in 2022 with job networks and key stakeholders to understand the barriers and ways to reduce these to support young people to access employment, volunteer work and/or training opportunities.

- Support youth employment and training opportunities through the activity providers in Palmerston.
- Build a network to support youth employment.
- The Indigenous Allied Health NT Academy will engage students in Indigenous leadership development, goal setting/career planning and community engagement strengthening to support lifelong learning and skills.

#### Information sources that will help us understand change:

- An increase in young people engaging in employment and education.
- An increase in participants at the Youth Skills Centre.
- Outcomes and actions that strengthen the employment opportunities delivered from the Youth Palmerston Forum.
- The Youth Skills Centre is promoted and young people understand how to access this centre.
- Number of The Smith Family *Learning for Life* students successfully completing year 12 and going on to complete post-secondary education and/or employment.



Image: Wellbeing card (Taleena aged 16) "Speaking up about wellbeing project" Speaking links and Larrakia Nation.

# Goal 5

## The community are working with young people to recognise, safely respond, and reduce domestic and family violence.

### Outcomes and Actions

#### Outcome 1

Young people are informed about domestic and family violence, consent and services support available.

#### Actions

- Schools continue delivery of the Australian Curriculum learning about identities, interacting with others, understanding emotions, making healthy and safe choices and seeking help.
- Support local Palmerston initiatives to promote respectful relationships.
- Understand the gaps around knowledge and confidence with young people within school to confirm consent.
- Increase access to LoveBites training.

#### Outcome 2

Family and community members are aware of what is considered domestic violence and know how to access the available services and support.

#### Actions

- Deliver up to six information sessions about domestic violence for Palmerston community members.
- The Grow Well Live Well Domestic Violence Action Group supported to deliver actions to reduce domestic and family violence.
- Support and promote International Men's Day and International Women's Day activities.

#### Information sources that will help us understand change:

- Evaluation of information sessions held with community members.
- Young people and community members have improved knowledge on how to respond to domestic violence situations and the support services available.
- Number of LoveBites training delivered to young people in Palmerston.

# Goal 6

## Young people can participate in safe and engaging youth activities.

### Outcomes and Actions

#### Outcome 1

Young people are participating in organised activities in Palmerston.

##### Actions

- Information about activities and programs is available for young people and families.
- Activities are accessible and safe for all young people including LGBTQI young people.
- A range of activities are provided to young people that are engaging to diverse populations and address barriers to accessing activities.
- Where possible, youth activities are free of charge with meals provided and transport home for young people.
- Representatives from the Palmerston Youth Rep Group invited to participate in the Palmerston Youth Activity Grant Panel.

#### Outcome 2

Young people are supported to deliver youth activities.

##### Actions

- Young people are consulted about the type of activities delivered.
- Young people are supported by representatives on the Local Action Group to deliver activities and 'passion projects'.

#### Outcome 3

- Young people have positive and trusted relationships with other people.

##### Actions

- Young people are supported to access other services as needed through mentors and workers at these activities.
- An outreach program is provided during COVID-19 lockout/lockdown times to stay engaged with young people and their families.
- Support ongoing funding of the PYC (Palmerston Youth Centre); the Y Up Top, and the YORET hub as places where young people can go to build positive relationships with adult role models.

#### Outcome 4

- Activities are delivered in a coordinated way that supports partnerships with organisations.

##### Actions

- Funding opportunities for the delivery of activities are promoted within Palmerston networks and to providers.
- The Palmerston Youth Activity Grants are delivered providing funding and coordination to support these activities.
- Government and community services collaborate to ensure universal access to safe fun activities after hours and during school holidays.

#### Information sources that will help us understand change:

- Feedback from young people collected through providers delivering activities.
- Feedback from the Palmerston Youth Rep Group.
- Numbers and types of engagement with online and printed resources (calendars and promotional flyers).
- Numbers of activities delivered and attendance numbers.
- Palmerston Youth Activity Coordination meetings held and minutes.
- Coordinated partnership activities in place during after-hours and school holidays that meet young people's diverse needs.
- Feedback from providers.



# Goal 7

## Young people are inspired and supported to be leaders and have their voices heard.

### Outcomes and Actions

#### Outcome 1

The Palmerston Youth Rep Group is established to provide youth voice to this Youth Action Plan and to the Local Action Group.

#### Actions

- The Palmerston Youth Rep Group is established and meets at least four times per year.
- The Palmerston Youth Rep Group provides leadership and direction to the Palmerston Local Action Group.

#### Outcome 2

Opportunities are provided for young people to contribute to consultations and provide their input.

#### Actions

- Young people in Palmerston are provided opportunities to participate in consultations and co-design opportunities
- Providers of the Palmerston Youth Activity Grants are consulting with young people and acting on the recommendations.

#### Outcome 3

Young people have a voice in youth issues in Palmerston with government leaders and community stakeholders.

#### Actions

- The Palmerston Youth Rep Group facilitates a forum to enable government representatives to be informed about the vision of youth to improve the community and engagement.
- Palmerston representatives on the NT Youth Round Table are supported and connected to the local youth issues and actions.

#### Outcome 4

Young people have leadership development opportunities.

#### Actions

- The Local Action Group works with key stakeholders to provide opportunities for young people to increase their skills and leadership experience.
- Young people are supported to deliver 'passion projects' for community change and/or entrepreneurship project development.
- Young people have opportunities to connect with mentors and young leaders in the community.
- The Local Action Group will consult with young leaders and youth groups to find out what training and support is needed to build capacity.

#### Information sources that will help us understand change:

- Palmerston young people have participated in consultations.
- Youth voice in reports and publications in Palmerston.
- The Youth Rep Group is providing direction and leadership as to the outcomes of the Youth Action Plan and the Local Action Group.

# Goals

## Out of hours support is available for young people at risk.

### Outcomes and Actions

#### Outcome 1

The Local Action Group has identified the support needs for young people aged 8-17 after hours and how to meet these.

#### Actions

- Obtain data both qualitative and quantitative from key stakeholders including young people and families, Territory Families, Youth Services, Larrakia Nation MIDLING representatives about the gaps and opportunities to improve after-hours support.
- Consider if there is a need for additional support for young people aged 18.
- Review local and interstate service models for after-hours support for young people age 8-17 and present to key stakeholders for potential trial in Palmerston.
- The MIDLING Group identifies young people

that require after-hours support and is providing coordinated responses through its members.

#### Outcome 2

There are more options for support for young people after-hours.

#### Actions

- A community outreach model is explored as a possible model to provide additional after-hours support to young people aged 8-16 in Palmerston.
- The support model identified is trialled and promoted with service providers in Palmerston.
- The community support model includes increasing access to resources and support for informal community carers.

#### Information sources that will help us understand change:

- Young people are supported to be safe out of hours.
- The outcomes of the data review are piloted in Palmerston.
- Young people are linked to services and support.
- Families caring for young people have more access to resources.

# Goal 9

## Increasing support for young people leaving Don Dale Youth Detention Centre.

### Outcomes and Actions

#### Outcome 1

Consult with young people, families and services to confirm the support that is currently available and what the needs and gaps are.

#### Actions

- Ask young people what they would like for support when exiting the Don Dale Detention Centre.
- Find out what the needs are for young people whilst still in Don Dale.
- Work with key stakeholders including the MIDLING Group to engage young people and explore how to improve support options for leaving Don Dale.

#### Outcome 2

The Palmerston Youth Local Action Group to work with key stakeholders to increase the support for young people leaving Don Dale.

#### Actions

- Confirm what the needs are for young people leaving Don Dale and what services are available.
- Support services are increased or retargeted and accessed by more young people exiting Don Dale.

#### Information sources that will help us understand change:

- More young people are supported when leaving detention to reduce reoffending rates.
- Young people are aware of the services and support options available to assist in reintegrating in the community when leaving Don Dale.
- Young people are accessing support and are using services before and after leaving Don Dale.



### Organisations / Members of the Palmerston Local Action Group:

- City of Palmerston (CoP) – The Mayor
- Grassroots Youth Engagement
- Northern Territory Government
  - Department of the Chief Minister and Cabinet
  - Department of Territory Families, Housing and Communities
  - Department of Education
  - Indigenous Allied Health Australia
  - Australian Government - National Indigenous Australians Agency (NIAA)
  - Anglicare NT
  - Grow Well Live Well
- Representatives from;
  - Palmerston and Rural Youth Services (PaRYS) Network
  - Palmerston Indigenous Network (PIN)

### Members of the Palmerston Rep Group:

Gabriel, Alana, Renee, Alyssa, Ishmael, Ramon, Christopher.

**Want to get involved** in working with us to deliver these goals / actions? All welcome – please contact the Palmerston Youth Program Coordinator. Ph 8946 5136 or email [sally.weir@nt.gov.au](mailto:sally.weir@nt.gov.au)

**Acknowledgement** – Thank you to the YMCA and the CoP for collaborating to establish the Palmerston - Youth Rep Group. Thank you to Department of the Chief Minister and Cabinet for resourcing the design of this Youth Action Plan.