



Tennant Creek Youth Action Plan 2020-2022

Aboriginal Acknowledgement

The Tennant Creek Youth Action Group proudly acknowledges the Traditional Owners of country, the Warumungu people and recognises their continuing connection to their lands, waters and communities. We pay our respects to Elders past, present and emerging.

Tennant Creek is the home of the oldest living culture in the world, where we have thousands of years of Pujjali (ceremonies) and care for country that makes it strong. We have Winkarra (Dreamtime) stories and Wumpurarni (Aboriginal) cultural protocols and Law, totems and country logos and marks, and we are proud of the work done on mines and on cattle stations. We are proud fighters for equal pay as stockmen for the Warumungu Land Claim, and the first place in Australia to start a Night Patrol. Our heritage joins Aboriginal people with many languages in a multicultural community with people living here from all over the world.



Foreword

Young people are the future and their positive development is vital for healthy, harmonious and prosperous communities.

Empowering young people to be a strong voice for themselves, for their mates, their families and their community is vital for their development, and helps deliver a positive future for us all.

Tennant Creek is at the heart of the Barkly region and is the regional hub for this large area. The township of Tennant Creek is on Patta native title land. The Tennant Creek Youth Action Group (Action Group) is pleased to release the *Tennant Creek Youth Action Plan 2020-2022*. This plan has been developed with the community and is full of opportunity for young people, families, service providers and government of all levels to talk together, walk together and take action together to improve outcomes for the young people of Tennant Creek.

The Action Group was formed to lead the development of youth focused action planning and ensure that young people have a voice in developing local solutions. The Action Group, is made up of representatives from government and non-government agencies, service providers and community organisations. The Action Group recognises the resilience, strength and vision of the young people in Tennant Creek, and their desire to make positive change.

The starting point for the development of the *Tennant Creek Youth Action Plan 2020-2022* (the Plan) was to identify strengths and assets of the Tennant Creek community including current planning that increases the focus on young people. The Barkly Youth Service Provider Network's *Youth Strategy* and youth consultation findings, and the Northern Territory Police's *Tennant Creek Community Safety Action Plan*, align with and have contributed to this Plan.

Support for the Action Group came from the Northern Territory Government plan *Safe, Thriving and Connected: Generational Change for Children and Families 2018-2023* and the Regional Youth Services Framework. The Framework aims to improve outcomes for young people through local decision-making and the development of youth action plans. Each region of the Northern Territory has established a local youth action group tasked to identify and outline goals and priorities that meet the needs of young people, create opportunities and strengthen partnerships in their community.

The Barkly Regional Deal and its significant investment to support the economic and social development of the region, through a tripartite agreement between the Commonwealth Government, Northern Territory Government and Barkly Regional Council, is important work that contributes to supporting young people. Of the Barkly Regional Deal's 28 initiatives there are many that have a direct or an indirect youth focus. These include: Youth Infrastructure, Community Sports and Recreation, Crisis Youth Support, Student Boarding Accommodation, Trauma Informed Care, Youth Justice programs and an Alternative to Detention Facility and service model, and a Business Hub alongside the broader regional Workforce Strategy.

The Action Group identified a number of key themes that underpin the goals of the Plan. These themes include partnerships in the youth sector to deliver programs that provide physical, social, culturally safe wellbeing outcomes for young people. They offer support for families, build infrastructure and enhance the sector's capacity to provide preventive and early intervention practices, learning opportunities and transitions into employment. The Action Group is committed to working together for the benefit of young people.



Vision

Create a Tennant Creek community where all young people are valued, engaged and supported.



Purpose

The Tennant Creek Youth Action Plan aims to:

- Provide a positive focus on the young people of Tennant Creek.
- Get better outcomes for young people through service coordination, collaboration and planning.
- Involve young people in conversations to strengthen the services they receive to deliver the support they require.
- Improve local capacity to respond effectively to the needs of young people through the engagement of youth-focused stakeholders involving young people and families in local decision-making.
- Inform future investment from governments that is aligned to local priorities.



Scope

The Plan sets out the Goals and Actions to support improved outcomes for the young people of Tennant Creek, providing a guide for stakeholders and young people to work together in Tennant Creek. This Action Plan builds from the strengths and assets of the Tennant Creek community.

The Plan is focused on all young people aged 10-25 years who live, study, work or play in Tennant Creek, the regional hub for the Barkly region. This is a community-wide plan

that references the roles and responsibilities of government agencies, non-government organisations, service providers, young people and any other stakeholders who work in the youth sector.

The Plan will have an accompanying implementation plan developed with stakeholders and young people to commence in 2020 and deliver the actions over a two year timeframe.

Goals

The Tennant Creek Youth Action Plan Goals are:

1. Working together to improve outcomes for young people.
2. Young people have access to support services for their safety, health and wellbeing.
3. Opportunities for family engagement and mentors for young people are included within programs.
4. Support and provide active engagement and wellbeing programs including community events and activities.
5. Young people are participating in education and work.
6. Provide infrastructure for the care and safety of young people.



Our Guiding Principles

Guiding Principles will underpin the successful implementation of the *Tennant Creek Youth Action Plan 2020-22*. These are:

Community Ownership	Community led and community driven
Shared Responsibility	Shared accountability inclusive of all stakeholders
Cultural appropriateness	Culturally inclusive, appropriate and safe
Strengthening community capacity	Increase community resilience, understanding and ability
Working collaboratively and in partnership	Working together cohesively and equally
Safety of and respect for individuals	Respect, value and provide equality for all individuals
Inclusiveness and diversity	Include, represent and respect differences of all stakeholders
Governance and decision-making	Support Aboriginal and Torres Strait Islanders' own governance and decision-making structures
Self-determination	Aboriginal community-controlled organisations activate self-determination through delivering services to their communities based on their needs, cultures and relationship to land

Tennant Creek and Young People



POPULATION
2,991



LANGUAGES SPOKEN

MAIN ABORIGINAL LANGUAGES SPOKEN INCLUDE WARUMUNGU, WARLPIRI AND ALYAWARR

25.6%

OF HOUSEHOLDS SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME

CULTURAL DIVERSITY

51.3%

51.3% IDENTIFIED AS ABORIGINAL OR TORRES STRAIT ISLANDER

Tennant Creek is home to people from diverse backgrounds and ethnicities including migrant and transient populations from New Zealand, Philippines, England, India and Fiji.

10-14 YEARS 176



15-19 YEARS 180



20-24 YEARS 233



MALE FEMALE



In Term 3 2019, Tennant Creek Primary School had an attendance rate of **63.3%**, and Tennant Creek High School had **56.6%** [NT Department of Education].



25% of Tennant Creek's working age population have a Certificate III or higher education qualification (46% across Australia)

22% OF 15-24 YEAR OLDS HAD A TRAINING QUALIFICATION.

36% 15-19 year olds employed

59% 20-24 year olds employed

15.2% of young people not in employment [Barkly Regional Deal, 2018]

What the Young People of Tennant Creek told us

Young people in Tennant Creek are strong and proud of the community's spirit. They desire a safe and respectful environment with access to a variety of opportunities they need for their wellbeing and growth.

Our young people have hopes for Tennant Creek and want to work with the community to strengthen the community. A large number said they aspired to be a community leader and a majority said they wanted a strong voice in the issues and decisions for their town.

Young people in Tennant Creek have told the Action Group to focus on the resources already in Tennant Creek, and to build on these community strengths to support positive change. Our young people emphasised community spirit, the friendliness and togetherness of our people, and the supportive networks that help each other in times of need. Young people said Tennant Creek is strong. They identified examples of six broad types of community assets we have in this community that are the foundations for building this Plan, including:

1. Skills and abilities of individuals within the community:

Help each other, care for kids, old people and our families; we speak up for our community; good at sports; very practical and can do a lot with only a little bit; fix up bikes motor bikes, cars and bikes; know about country and where we came from; good at hunting and caring for our country; welcome people from many different cultures and language groups living and working together.

2. Voluntary community organisations and networks helping the community:

Volunteers for Night Patrol help keep the community safe; attend many community meetings about country, about how to care for each other; join playgroups with kids and grandkids, do babysitting and childcare, run sporting clubs and support each other wherever we live.

3. Our physical environment, both natural and built.

This land has wide open country, big skies, clean air, homelands to visit, creeks, waterholes, trees, hills, lots of birds and other wildlife, the Hospital, the new Anyinginyi building, the Pink Palace, Community Living Areas and houses.

4. Local economy, including the non-cash economy as well as the cash economy of commercial production, consumption and trade.

Keep Aboriginal ceremony and culture strong, build houses, run disability support, child care, family support, aged care, health and education services, operate retail shops, tourism, cattle, mining and land management businesses, the community Market, buy/swap/sell, and the Nyinkka Nyunyu Arts and Culture Centre.

5. Stories, culture and heritage of the community:

Tennant Creek is the home of the oldest living culture in the world, where we have thousands of years of Pujjali (ceremonies) and care for country that makes it strong, we have Winkarra (Dreamtime) stories and Wumpurarni (Aboriginal) cultural protocols and Law, totems and country logos and marks, and proud of the work done on mines and on cattle stations, we are proud fighters for equal pay as stockmen for Warumungu Land Claim, and the first place in Australia to start a Night Patrol. Our heritage joins Aboriginal people with many languages in a multicultural community with people living here from all over the world.

6. Institutions connected together in the community, including Aboriginal community-controlled organisations, other non-government organisations, government agencies, and businesses:

Tennant Creek has many new and well-established community organisations, services, clubs and councils that collectively support young people, their families and communities.

Cultural connection is important to young people in Tennant Creek. Young people responded about the jobs they would like to have, and a lot of thought about work-readiness through personal development, training and job opportunities. Young people shared their thoughts on leadership qualities and a third of the youth said they aspire to be a leader in the community – this is really exciting for the future of Tennant Creek.

Young people also identified their concerns, and possible solutions to issues such as family violence, alcohol, drugs, smoking, self-harm and suicide, mental health, youth justice, education, employment, racism/discrimination, self-respect/being respected and being heard. Young people expressed that they want:

- more youth workers including those that can help friends and family with alcohol and drug issues
- effective family resolution and more family support to help build strong families
- stronger school engagement and training opportunities for all young people
- more employment opportunities for young people
- refreshed recreational facilities and places for young people to hang out; and
- improved access to programs and services, including going out bush and programs in homelands.



“Dancing and arts and make a time where people can explain how certain things work in the cultural way.”

“Play, learn and grow together.”

“Can teach us valuable lessons and shape us into the best leaders we can be.”

“How to act in situation regarding alcohol and drugs.”

“A good paying job to support family.”

“Confidence and no shame job.”

“Yes, I can do anything if possible.”

“Keep building positive relationships.”

“Be there and not judge.”

– Youth consultation, June 2020



Goals and Actions

Goal 1

Working together to improve outcomes for young people

Young people need service delivery options that are well coordinated and collaborative to meet their needs.

Action 1 – Empower young people to be involved in decision-making

Support young people’s capacity to take action on issues that affect them, and develop their leadership and advocacy to ensure service planning incorporates the voice of young people.

Action 2 – Increase sector awareness

Maintain a register of services for the Barkly youth sector and publish it online to increase sector awareness of current services, contact details and to provide new youth service workers with essential information.

Action 3 – Share skills and resources

Promote sustainability of the youth sector by sharing skills and resources to increase community ownership.

Action 4 – Nurture strong local youth workers

Recruit and nurture local youth workers through sharing training and development opportunities that strengthen culturally appropriate practice, and is strengths-based, trauma informed and aims to build resilience.

Action 5 – Raise community awareness

Raise community awareness of youth programs and services by producing a poster of the Tennant Creek Youth Action Plan for young people and families, to be displayed at local services and venues.

Action 6 Support patrol and outreach services

Support the patrol and mobile outreach services, including Police, to provide support to vulnerable young people of Tennant Creek and keep them out of the youth justice system.



Goal 2

Young people have access to support services for their safety, health and wellbeing

Youth programs are seen as 'safe places' and a refuge from unsafe situations for some young people. Youth centres are places where positive role modelling can occur, as well as general education and learning for life.

Action 1 – Ensure there is safe, secure, affordable and healthy housing for young people

Assist and support young people to access to safe, secure, affordable and healthy housing.

Action 2 – Deliver health, wellbeing and safety education and services

Plan and deliver health, wellbeing and safety education in regular and after-hours programs that offer support services and pathways for children and young people.

Action 3 – Improving referrals for disability and mental health services

Establish a regular meeting of youth service providers to improve disability and mental health referrals, to counselling and other health services for young people.

Action 4 – Improve the capacity to address alcohol and drug issues

Support the capacity of young people and service providers to address alcohol and drug related matters. This includes building networks that improve mentoring to young people who are dealing with alcohol and drug issues.

Action 5 – Improve skills to assess and address risk

Improve skills in working with vulnerable young people affected by domestic, family and sexual violence, as outlined in the Domestic, Family and Sexual Violence Reduction Framework 2018-28.

Action 6 – Focus on young people in the suicide prevention plan

Ensure a focus on young people within the Barkly regional suicide prevention planning and implementation as outlined in the NT Suicide Prevention Strategic Framework Implementation Plan 2018-23.

Action 7 – New service model for trauma informed care

Develop an improved service model for trauma informed care ensuring the immediate and long term needs of vulnerable young people are identified, diagnosed and addressed.

NOTE: Action 7 is a youth focused Barkly Regional Deal initiative that will be facilitated through community led mechanisms.



Goal 3

Opportunities for family engagement and mentors for young people are included within programs.

It is important that families are involved in young people's lives. Supporting the engagement of families, and mentors for young people, to value and grow identity, is vital for young people's positive development.

Action 1 – Include families in youth activities

Provide inclusive family activities at places where young people hang out and live, and ensure there are activities that target specific age groups of young people.

Action 2 – Support activities involving Elders and young people

Empower and support Aboriginal community controlled organisations to provide activities and programs for young people supported by Elders that enable and value intergenerational sharing, respect and identity.

Action 3 – Link service systems

Promote the linkages between family support and parenting programs with improved outcomes for young people.

Action 4 – Celebrate community spirit through mentors

Celebrate community strengths by increasing opportunities for community leaders and role models to mentor and to share a variety of life experiences with the young people of Tennant Creek.



Goal 4

Support and provide active engagement and wellbeing programs including community events and activities.

Young people have said that they like to engage in sporting, recreational and cultural activities. Connection to culture for themselves, their friends and family, is something Tennant Creek young people from many cultural backgrounds said they wanted.

Action 1 – Reinvigorate youth sport

Empower, enable and engage the community and young people to re-invigorate the historical passion for sport in Tennant Creek, including through the sport and recreation coordinators.

Action 2 – Provide fun ways to keep young people active

Establish regular and fun wellbeing opportunities that keep young people of all capabilities active and moving.

Action 3 – Deliver activities and support in many settings

Provide for the collaborative delivery of arts, culture and sports activities and study support where and when young people need it, where they hang out and in the Community Living Areas.

Action 4 – Involve young people in the planning of events

Engage young people in developing and participating in school holiday programs and community events.

NOTE: Action 1 is a youth focused Barkly Regional Deal initiative that will be facilitated through community led mechanisms.



Goal 5

Young people are participating in education and work

Ensure young people have opportunities to develop skills for employment and there is a variety of work options available.

Action 1 – Support transition to work pathways

Support transition pathways from education to work through a stakeholder engagement partnership approach. Active examples include:

- Juno Apprenticeship Model partnership across NT Government and NIAA, NGO service providers and employers
- Work Ready school-based mentoring and support to enable participation in the workplace
- Earn while you Learn structured training arrangements and qualifications.

Action 2 – Opportunities through Barkly Business Hub

Ensure creating work and training opportunities for young people are core business for the Barkly Business Hub, and small business support for young people is addressed.

Action 3 – Young people's employment needs and opportunities are a priority

Prioritise employment opportunities for young people, including those young people with disabilities and/or other vulnerabilities.

NOTE: Action 2 is a youth focused Barkly Regional Deal initiative that will be facilitated by the Barkly Regional Deal Governance Table and Backbone team through community led mechanisms.



Goal 6

Provide infrastructure for the care and safety of young people

Safe, inclusive places where young people can go to relax, have fun, get help and support, are needed. Trauma that young people experience needs to be acknowledged and addressed for young people to be strong and healthy. Young people's voices should inform how services and infrastructure look and feel.

Action 1 – New YouthLinx design

Ensure the rebuild and design of the YouthLinx centre has advice and input from young people through on-going consultation with YouthLinx's young clients and the community.

Action 2 – Effective crisis support

Develop a new service model for youth crisis support with advice and input from young people to ensure vulnerable young people have a physical and emotional safe place to attend that meets their safety needs.

Action 3 – Student boarding accommodation

Develop student boarding accommodation with advice and input from young people in the co-design and establishment of a safe and nurturing place for young people who need accommodation in Tennant Creek that allows equal opportunity for them to access educational pathways.

Action 4 – Improve access and usability of community facilities

Improve and increase the accessibility and usability of facilities in communities where many young people and their families live. This may include improvements in Community Living Areas, access to WiFi, and other service improvements.

Note: Actions 1-3 are youth focused Barkly Regional Deal initiatives that will be facilitated by the Barkly Regional Deal Governance Table and Backbone team through community led mechanisms.



Measuring Progress

To progress the *Tennant Creek Youth Action Plan 2020-22*, an implementation plan will be created in consultation with the Youth Action Group, young people, families, and all stakeholders in the youth sector. This partnership approach will progress the goals and actions within the Plan through agency support from all levels of government and the non-government sector.

The Plan will have indicators of success and measurable outcomes which will be developed with local stakeholders to demonstrate improved outcomes for young people in Tennant Creek. Implementation will be led by the Regional Youth Programs Coordinator through an Implementation Plan that outlines the tasks and people involved, as well as the timeframes to achieve successful outcomes.

Young people will provide their perspectives and input on the progress of the Plan and will have a voice in developing effective local solutions to address the specific needs of Tennant Creek.

The Barkly Regional Deal

The Barkly Regional Deal is the first regional deal in Australia. The Regional Deal is a 10 year \$78.4 million commitment between the Australian Government, the Northern Territory Government and Barkly Regional Council. 28 economic, social and cultural initiatives will be implemented across the Barkly region. The initiatives under the Barkly Regional Deal are community led to ensure a place-based approach.

There are many youth related initiatives of the Barkly Regional Deal in this Action Plan, including Actions outlined in Goals 2, 4, 5 and 6.



Acknowledging Our Partners

The Tennant Creek Youth Action Group members represent the following government and non-government agencies, service providers and community organisations:

Anyinginyi Health Aboriginal Corporation

Barkly Regional Deal Backbone Organisation

Barkly Regional Council (BRC)

Barkly Region Alcohol & Drug Abuse Advisory Group (BRADAGG)

Barkly Youth Service Providers Network (BYSPN)

Catholic Care NT

Department of the Chief Minister (DCM) Barkly Region Office

Julalikari Council Aboriginal Corporation

Northern Territory Police

Papulu Apparr-Kari Language Centre

Patta Warumungu Traditional Owners

Tennant Creek High School (TCHS)

Territory Families

The *Tennant Creek Youth Action Plan 2020-22* compliments the youth focused activities of the following key partners and their strategic planning activities:

- the Barkly Regional Deal facilitated by the Barkly Regional Deal Governance Table and Backbone Organisation team

- Barkly Youth Service Provider Network representing service providers and maintaining a commitment to youth consultation
- Northern Territory Police, lead agency for the *Tennant Creek Community Safety Action Plan* developed by members representing government agencies and non-government service providers and community members. This plan which is broader than the youth sector, is currently under review.

The Action Group gratefully acknowledges the work of those groups listed below whose consultation with young people in Tennant Creek paved the way for development of this Plan.

Special thanks to the young people involved in the Tennant Creek Youth Action Group activities, young participants at YouthLinx youth centre (BRC) and YouthLinx team, the Youth Leadership Group (BRC and TCHS) and the Tennant Creek Youth Outreach and Re-engagement Team.

Kind thanks to Leash Scobie for the Lake Maryanne photograph and to the Proper Creative team for their mural art at TCHS.

And most importantly, special thanks to all the young people who shared their thoughts, aspirations and vision for the shared future of Tennant Creek.



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Territory Families
WE CARE

TERRITORY FAMILIES
territoryfamilies.nt.gov.au