

MANNINGHAM



MANNINGHAM  
**EARLY  
YEARS  
PLAN**  
2012–2018



March 2012

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## **Section 1: The Context - Manningham Early Years Plan (MEYP)**

The Manningham Early Years Plan (MEYP) is a local area plan designed to provide a strategic direction for the development and co-ordination of early years programs, activities and other local community development processes that impact on children 0-8 years in the municipality.

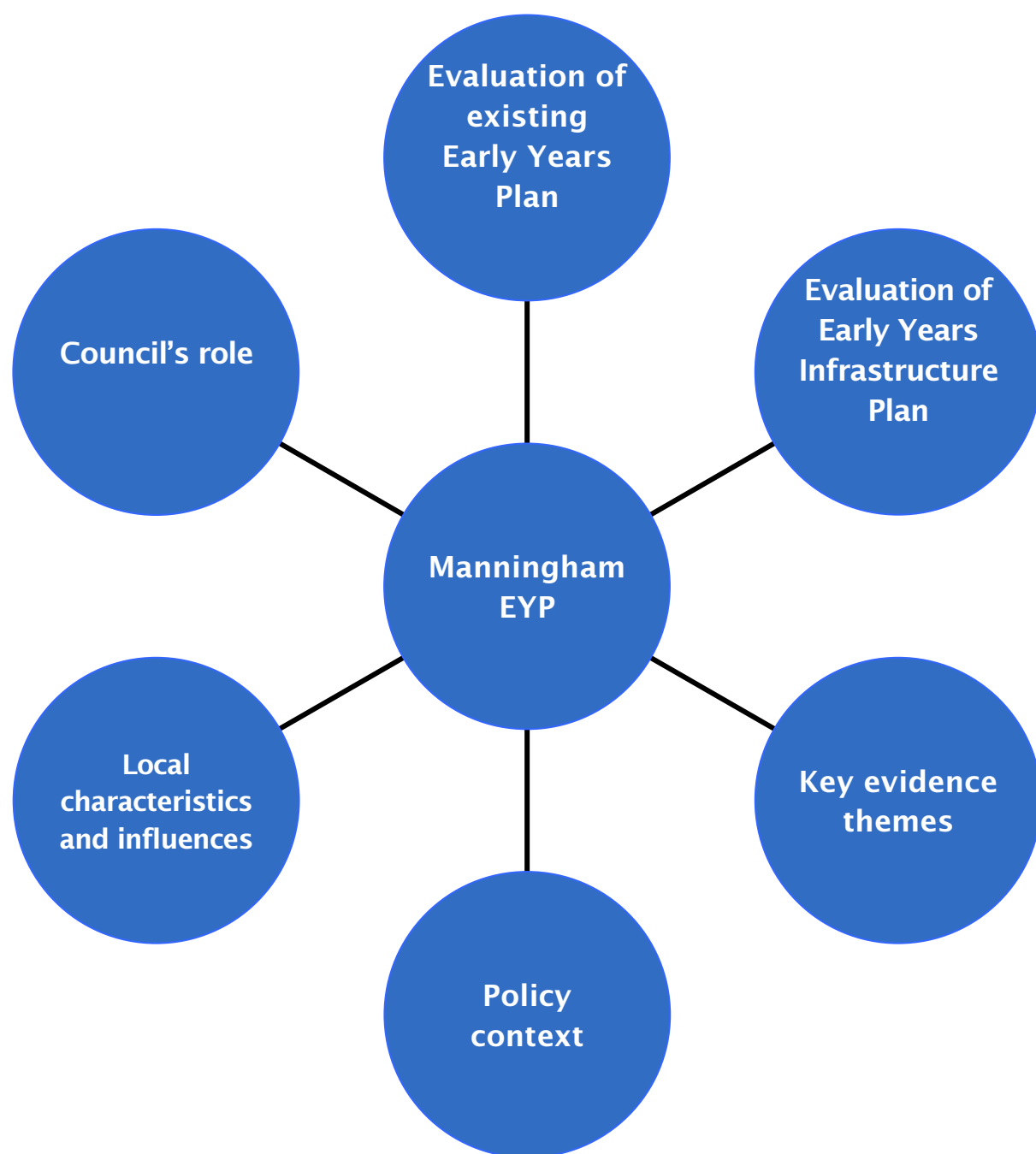
The MEYP engages the local community to work towards positive early years outcomes for children and families in the municipality. The plan incorporates Manningham's early years community priorities into an integrated Council planning framework. The plan acts as a catalyst for consistent multi agency planning across the municipality – where all local partners work towards agreed outcomes within their respective roles.

The MEYP identifies Council's role across early years programs - not just those activities directly delivered by Council. Through the planning process associated with developing, implementing and evaluating the plan, this enables Council to:

- Make informed decisions
- Support capacity building for families and their young children
- Engage key community partners who have clear roles in working towards locally agreed outcomes
- Articulate its role in service and infrastructure provision, planning, advocacy and community capacity building
- Maximise resources and undertake long term planning for children across all council departments
- Facilitate partnerships with the community and other levels of government

This is the second Early Years Plan (EYP) for the City of Manningham and is based on an analysis of current state and federal policy directions, community need and aspiration, local characteristics and demographics. This new plan builds on Councils previous EYP 2004-2007 and incorporates the key findings and directions of the Early Years Municipal Wide Infrastructure Plan 2009 – 2011 into one Plan. This provides the community with a more comprehensive tool and planning document.

**Figure 1 - Interconnectivity of influences to inform the development of the MEYP 2012-2018**



## Section 2: Manningham City Council

This MEYP reflects the broader vision and strategic directions of council. The current Council Plan covers the period 2009-2013. The Plan outlines a vision of:

- A vibrant, safe and culturally diverse community that fosters participation, connectedness, harmony, social inclusion, health and wellbeing.
- A community with access to high quality, responsive services, facilities and infrastructure, to meet changing needs.
- A council underpinned by sound financial management, customer service, continuous improvement, strong governance and leadership, transparency, consultation, communication and advocacy.
- A municipality that supports sustainable development and achieves a balance between lively activity areas supporting a healthy local economy, and preserving our rural areas and abundance of open space.
- A community that protects and enhances our natural environment and wildlife, and is concerned about reducing our carbon footprint in all that we do.

The Council Plan sets the strategic direction for development of the municipality and the organisation over the next four years (2009 -2013). The Council Plan is divided into the following nine objectives:

1. To foster a safer place to live, for people of all ages.
2. To support a socially inclusive and connected community that promotes health and wellbeing through accessible services and facilities and strong community partnerships and participation.
3. To maintain Manningham's position as a strong, financially sustainable Council, delivering high quality services, underpinned by principles of good governance, continuous improvement and transparency.
4. To promote cultural harmony within our diverse community and support community engagement through multicultural events, activities that harness cultural learning and celebration, targeted services and multilingual communications.
5. To ensure appropriate, sustainable, development that protects our environment while strengthening our local economy, supporting local business and providing accessible services.



6. To deliver a range of high quality services, programs, recreation opportunities, and facilities that meet the needs of children, young people, families, seniors and community groups.
7. To maintain, upgrade and develop Manningham's physical assets to a high standard, to meet growing needs of the community and increased levels of usage.
8. To effectively advocate on behalf of the community to other levels of government and ensure effective communication and engagement on Council services, activities and projects.
9. To adopt sustainable practices that reduce our carbon footprint on the environment, reduce waste, energy and water use and protect and enhance biodiversity.

**Components of each of these objectives directly relate to and support this Manningham Early Years Plan.**

## **2.1 Children and Families of Manningham**

Manningham has been recognised as the second most liveable municipality in Victoria and the seventh most liveable community in Australia<sup>1</sup> The municipality is defined by natural boundaries, the Yarra to the North and west, Koonung Creek to the south. The Mullum Mullum Creek divides Manningham into two distinct areas. The City of Manningham is an urban and semi-urban area, including normal suburban blocks and low density areas. The municipality includes the suburbs of Bulleen, Doncaster, Doncaster East, Donvale, Park Orchards, Templestowe, Templestowe Lower, Warrandyte, Warrandyte South and Wonga Park and parts of Nunawading and Ringwood North.

Generally, areas east of Mullum Mullum Creek are non-urban, while areas to the west are residential. Urban areas include the suburbs of Bulleen, Doncaster, Doncaster East, Templestowe and Templestowe Lower. The City encompasses a total land area of 114 square kilometres, including substantial green open spaces. Non-urban areas are used mainly for rural residential living, conservation and small scale agriculture. From the 1950s, there was significant residential development in areas such as Bulleen, Doncaster and Templestowe Lower. This development continued into the 1980s as Doncaster East, Templestowe and Donvale experienced rapid growth. The population declined slightly in the early 1990s, falling from nearly 105,000 in 1991 to about 103,000 in 1996. The population increased marginally from 1996 to 2006, rising to nearly 109,000 in 2006. The estimated population in 2011 is in excess of 118,000 persons. Population growth is expected in the future, largely from the development of the Doncaster Hill urban village. Projected population is estimated at in excess of 126,000 by 2021.

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<sup>1</sup> BankWest Quality of Life Index 2008



Young children and families of Manningham enjoy a relatively high standard of living. There are comparatively high levels of employment, education and income and families report positive levels of health, well being and social connection. Key findings from demographic data that have been addressed in the MEYP planning process include:

- Manningham is an ageing municipality, and as such will need to consider the health needs of this group, carers and the added pressure on the health care system and local services. Asset maintenance and infrastructure development needs to be flexible to ensure community facilities can cater for changing community priorities;
- The most significant numbers of preschoolers and primary school aged children are focused in Doncaster East, Doncaster and Templestowe.

Suburbs and small areas	0-8years 2012	0-8 years 2016	0-8 years 2019	Change 2012 - 2019
<b>Bulleen</b>	1015	1025	1029	14
<b>Doncaster Hill</b>	134	209	293	159
<b>Doncaster Balance</b>	1630	1600	1604	-26
<b>Doncaster (Suburb Total)</b>	1764	1810	1897	133
<b>Doncaster East</b>	2605	2608	2610	5
<b>Donvale</b>	1196	1172	1159	-37
<b>Park Orchards - Ringwood North</b>	524	532	540	16
<b>Templestowe</b>	1496	1444	1465	-31
<b>Templestowe Lower</b>	1226	1156	1125	-101
<b>Warrandyte - Warrandyte South</b>	649	647	661	12
<b>Wonga Park</b>	316	306	307	-9

Source: Informed Decisions, 2006 Population and household forecasts

- Park Orchards, Warrandyte and Wonga Park have (in 2012) and are projected (in 2019) to have the highest share of persons in the preschool and primary aged group.<sup>2</sup> Refer to Appendix One Age Breakdown by Suburb 2012, 2016, 2019;
- Substantial increases are expected in Doncaster Hill as a result of significant residential developments and opportunities;
- The proportion of persons in the 0-8 age group is projected to remain relatively consistent. Refer to Appendix Two Forecast Population aged 0-4 and 5-9 years.
- Manningham residents have comparatively higher education levels, employment levels and income; and
- Cultural diversity is one of Manningham's greatest attributes with 34% of the community born overseas. The top five overseas birthplaces are China, Italy, United Kingdom, Greece and Hong Kong.

The Manningham Socio-demographic Profile is available as Appendix 2.

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<sup>2</sup> Data in this report is based on the 2006 ABS census and projections from ID Profile. Maternal and Child Health birth rate trend data indicates a more significant decline for Warrandyte and Park Orchards than projected. All data will need to be updated with release of 2011 ABS census from June 2012.

## Section 3: Role of Manningham City Council in the Early Years

Manningham City Council has an integrated approach to supporting our community through its responsibilities in planning, budgeting and service delivery under the Local Government Act (1989) which recognises the leadership role of local government in the community.

The role of Manningham City Council in early years is:

- Planning – Facilitation and participation in service co-ordination, networking, policy development, research and analysis and recommending appropriate directions.
- Infrastructure Provision – A long history of the provision and/or maintenance of buildings and/or infrastructure and delivery of community services.
- Advocating - A key role identifying and advocating for the needs of the community to all levels of government and private industry as appropriate.
- Community Strengthening – co-ordinate and encourage inclusive practices towards community empowerment.

This Plan focuses significantly on the built environment and the infrastructure implications for Council as a provider of the buildings / infrastructure for the following early childhood services:

- Kindergarten;
- Maternal and Child Health;
- Community Managed Long Day Child Care;
- Playgroup;
- Toy Library;
- Early Intervention.

Described below are details on each of the above services and the role of Council.

### 3.1 Kindergarten

Kindergarten, a state government funded program, offer developmental and education experiences for children in the year prior to school entry. Children can attend between two to six hours per day several times per week in a kindergarten program. Children are able to participate in a number of activities which are designed to extend their socialisation and broader awareness. Children are given the opportunity to:

- Develop physical skills;
- Develop creative abilities;

- Increase independence; and
- Develop a positive self-image.

In Manningham all stand-alone kindergartens offering 3 and 4 year old kindergarten programs are operated by community non-profit organisations. One kindergarten program operates in a community non-profit long day child care service. Volunteer parent committees manage these types of kindergarten services, giving parents an opportunity to be involved and inform the operations of the service. Most long day child care private providers also offer 4 year old kindergarten programs within the child care service.

All children who may turn 4 years of age on or before 30 April in the year of attendance are eligible for a funded kindergarten service. Children with additional needs can also attend with support from preschool field officers and other specialists. Most kindergarten facilities also offer a 3 year old (unfunded) program to compliment the main 4 year old subsidised program.

Manningham City Council is not a direct provider of kindergarten services but to date has offered support in the following key ways:

- The provision of buildings from which services can operate at a nominal rate;
- Support to Kindergarten staff and volunteer committees of management;
- Support of a Preschool Field Officer (PSFO);
- The maintenance of kindergarten buildings; and
- Capital funding contribution for refurbishment of existing kindergarten and construction of new facilities.

Kindergarten buildings and surrounding outdoor areas must meet the relevant building and design requirements for child safe buildings. The building must provide a minimum indoor playroom area of 3.25m<sup>2</sup> per child and a further 7m<sup>2</sup> outdoor play per space per child. Ideally, Kindergartens should be located on or adjacent to primary school or church sites, and/or co-located with other children's services such as Maternal and Child Health (MCH) and playgroups.

### 3.2 Maternal Child Health

The framework for the provision of the MCH Service is guided by an overarching goal:

*To promote healthy outcomes for children and their families, providing a comprehensive and focused approach to managing the physical, emotional or social factors affecting families in contemporary communities.*<sup>3</sup>

Two further objectives support this goal. These are to:

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<sup>3</sup> Maternal and Child health Service Program Standards DEECD Oct 2009

- enhance family capacity to support young children and address physical, emotional, social and wellbeing issues affecting young children,
- enhance community capacity to support young children and their families to address physical, emotional, social and wellbeing issues affecting young children.

Although MCH Services are available to all children aged 0-6 years, parents with children aged 0-3 years are the dominant users. Services are funded on a minimum number of visits per year.

Co-location is preferred, but not restricted to other children's services such as kindergarten and long day child care. For example, MCH services may be based at general community facilities with appropriate consulting rooms. Like other core council services, the MCH service plays an important secondary role in fostering community development with staff building the capacity of Manningham residents through awareness of the broad suite of resources and services available to young families.

Typically, the facility requirements of an MCH service should include;

- Two consulting rooms (allowing for dual-nurse operated centres)
- A large waiting area (of sufficient size to be able to also conduct first time parents groups);
- A kitchen area; and
- Accessible toilets.

### 3.4 Long Day Child Care and Occasional Care

Community-based long day child care centres are incorporated not-for-profit companies operating under Articles of Association and are managed by a Management Committee consisting of parents of children at the centre and the Director. Funding agreements with State and Commonwealth Governments require the centres to give preference to community enrolments. Childcare Benefit is available at these centres if they are licensed and accredited.

Community based not-for-profit organizations operate occasional child care centres at Pines Learning, Park Orchards Learning Centre, Wonga Park Community Cottage and at Aquarena. Manningham City Council is a direct provider of a flexible early years child care service at Manningham City Square (MC<sup>2</sup>) offering sessional, day and weekly care. Council offers support in the following ways to long day care:

- The provision of buildings from which community based , community managed early years services can operate; and
- Support to long day child care service providers
- Support for inclusion through the Inclusion Support Program.

The service facility should be close to arterial roads for access and provide safe drop-off and pick-up points. The building must meet the requirements of the Department of Education and Early Childhood Development building regulations for child based activities. For example, minimum floor space is 3.25m<sup>2</sup> internal per child and 7m<sup>2</sup> external per child. The Victorian Building code also applies as appropriate.

### **3.5 Playgroup**

Playgroup is an informal session where parents/caregivers/grandparents and children aged 0-5 years meet together in a relaxed environment. Playgroups are set up and run by parents/caregivers.

Manningham City Council is not a direct provider of playgroups but offers support in the following ways:

- The provision and maintenance of buildings from which services can operate; and
- Support to playgroup providers

### **3.6 Toy Library**

A toy library is a place where parent/caregivers can go to borrow a large variety of educational toys, puzzles and games on a regular basis. Toy libraries principally cater for children from birth to six years of age.

Manningham City Council is not a direct provider of toy libraries but offers support in the following ways:

- The provision of buildings from which services can operate; and
- Support to toy library providers

### **3.7 Early Intervention Programs**

Early intervention provides support for infants and young children who have developmental delays or disabilities, their families and communities in order to promote the child's development and inclusion.

Manningham City Council is not a direct provider of early intervention but offers support in the following ways:

- The provision of buildings from which a service operates; and
- Support to early intervention providers.

## Section 4: Manningham Early Years Infrastructure

The Manningham Early Years Plan describes a whole of council approach covering community development, design, planning and infrastructure.

Early years assets need to be regularly refurbished to ensure that they continue to meet the needs of the users and the community, the “standards of the day” and to increase the overall life-cycle of these assets.

Underpinning this plan is Council’s Asset Management Plan that recognises:

- A Whole of Life Cycle approach which has been taken to determine the budget requirements for all assets;
- Council accepts responsibility for the major refurbishment of its assets;
- Infrastructure assets will undergo continual maintenance and refurbishment to ensure that they continue to meet “standards of the day”; and
- All existing assets will be maintained to a satisfactory level.

Current Council owned and maintained early years infrastructure is as follows:

Location	Type of Facility	No. of Council Facilities
Bulleen	Kindergarten	3
	MCH	1
	Long Day Child Care	1
Lower Templestowe	Kindergarten	4
	Early Intervention Kindergarten	1
	MCH	1
	Long Day Child Care	-
Templestowe	Kindergarten	2
	MCH	-
	Long Day Child Care	-
Doncaster (including Doncaster Hill)	Kindergarten	2
	MCH	1
	Occasional Child Care Centre	1



Location	Type of Facility	No. of Council Facilities
Doncaster East	Kindergarten	6
	MCH	2
	Long Day Child Care	1
Donvale	Kindergarten	2
	MCH	-
	Long Day Child Care	-
Wonga Park	Kindergarten	1
	MCH	1
	Long Day Child Care	-
Warrandyte	Kindergarten	1
	MCH	1
	Long Day Child Care	1
Park Orchards	Kindergarten	1
	MCH	1
	Long Day Child Care	-

The following table summarises the locational features and age of each of the Council owned preschools:

	Located on Council owned land	Located on or adjacent to a Council reserve	Located with MCH or other Council service/ facility	Located adjacent to primary school	Located adjacent to shops	Age of Building
Bulleen Pre School	Yes	No	Yes (MCH)	No	Yes (Bulleen Plaza)	50 years
Lower Templestowe Pre School	Yes	Yes	Yes (Toy Library)	No	No	45 years
Templestowe Heights Pre School	Yes	Yes	No	No	No	36 years
Templestowe	No –	No – Crown	Yes (Bowling	No	No	45 years

	Located on Council owned land	Located on or adjacent to a Council reserve	Located with MCH or other Council service/ facility	Located adjacent to primary school	Located adjacent to shops	Age of Building
Pre School	Crown Land	Land that also contains a Bowling Club.	Club)			
Templestowe Valley Pre School	Yes	No	No	Yes	No	39 years
Twin Hills Pre School	Yes	No	Yes (MCH)	No	No	37 years
Vista Valley Kindergarten	Yes	No	No	No	No	44 years
Yarraleen Pre School	Yes	Yes	Yes (Playgroup)	No	No	51 years
Yarra Valley Pre School	Yes	No	No	No	No	37 years
Moresby Child Care Centre	Yes	No	No	No	No	48 years
Doncaster Kindergarten	Yes	No	Yes (MCH)	Yes	No	44 years
Doncaster Park Kindergarten	Yes	Yes	No	No	No	36 years
Elgar Court Occasional Child Care Centre	Yes	No	No	No	Yes (Westfield Doncaster)	21 years
Beverley Hills Pre School	Yes	No	No	No	No	43 years

	Located on Council owned land	Located on or adjacent to a Council reserve	Located with MCH or other Council service/ facility	Located adjacent to primary school	Located adjacent to shops	Age of Building
Cat Jump Preschool	Yes	No	No	No	No	37 years
Deep Creek Preschool	Yes	No	Yes (MCH & Child Care Centre)	No	Yes (Pines Shopping Centre)	25 years
Doncaster East Pre School – Ivy Ferguson	Yes	No	No	No	Yes (Doncaster Road Shops)	55 years
Gumnut Gully Pre School	Yes	Yes	No	No	No	23 years
Tunstall Square Kindergarten	Yes	Yes	Yes (MCH)	No	No	46 years
Donvale Pre School	Yes	No	Yes (Playgroup)	No	No	48 years
Montessori Early Education Centre	Yes	Yes	No	No	No	43 years
Deep Creek Child Care	Yes	No	Yes (Kindergarten & MCH)	No	Yes (Pines Shopping Centre)	25 years
Burch Family Memorial Pre School	Yes	Yes	Yes (MCH, Neighbourhood House & Playgroup)	No	No	22 years
Warrandyte & District Kindergarten	Yes	Yes	Yes (MCH)	No	No	17 years
Park Orchards Pre School	No – Crown Land	No	Yes (MCH)	No	No	45 years
Warrandyte Child Care & Pre School Centre	Yes	No	No	No	No	56 years

#### Bulleen, Templestowe, Lower Templestowe

- All but one of the 10 Council owned (not operated) children's services facilities within the area are located on Council owned land. Templestowe Preschool is located on Crown Land;
- Three of the facilities are located adjacent to open space reserves;
- Four of the ten facilities are co-located with other services (two MCH services, one playgroup and one toy library);
- Only one of the facilities (Templestowe Valley Preschool) is located adjacent to a primary school;
- Only one of the facilities is located adjacent to shops;
- The average age of a Council owned Kindergarten facility in the area is 43 years. The last Kindergarten facility built in the area was Yarraleen Preschool in 1975. Bulleen Preschool is 50 years old and Templestowe Preschool is 51 years old.

#### Doncaster (including Doncaster Hill)

- All of the three Council owned children's services facilities within the area are located on Council land;
- Doncaster Kindergarten is located adjacent to a primary school;
- One of the facilities (Elgar Court Occasional Child Care Centre) is currently located in the Doncaster Hill precinct adjacent to a shopping centre but in July 2012 will be relocating to the early years service centre at the MC<sup>2</sup> community hub, adjacent to a primary school and operating a flexible child care service;
- The average age of a Council owned Kindergarten facility in the area is 33 years. Doncaster Kindergarten is 44 years old.

#### Doncaster East, Donvale

- All 10 Council owned children's services facilities within the area are located on Council owned land;
- Two of the facilities are located adjacent to open space reserves;
- Four of the facilities are co-located with other services (three MCH services and one playgroup);
- None of the facilities are located adjacent to primary schools.
- Gum Nut Gully Preschool was a temporary portable facility placed on the site 23 years ago. The facility has recently had a new roof constructed over the existing roof;

- The average age of a Council owned Kindergarten in the area is 38 years. Doncaster East Preschool is 55 years old.

Wonga Park, Warrandyte, Park Orchards

- All but one of the four Council owned children's services facilities within the area are located on Council owned land. Park Orchards is located on Crown Land;
- Two of the four facilities are located adjacent to open space reserves;
- Three of the four facilities are co-located with Maternal & Child Health Services;
- None of the facilities are co-located with either a Primary School or a Shopping Centre;
- The average age of a Council owned Kindergarten in the area is 35 years. Warrandyte Child Care and Preschool Centre is 56 years old.

## Section 5: Why focus on the Early Years?

### 5.1 The Early Years Evidence base

*“The evidence is unambiguous, setting ambitious early childhood development standards for learning and care, and investing state and community resources to ensure that these standards are met, has enormous potential to boost educational achievement, promote social inclusion and promote good citizenship.” (UNICEF, 2009)*

The evidence is now irrefutable that investment of time, money and support by all levels of government, services and the broader community in the early years contributes to strong, healthy communities, and can significantly reduce public expenditure on health, education, employment and crime.

### 5.2 Government Policy Framework

Policy development in the early years field has expanded rapidly since the implementation of the 2004 Manningham EYP, both in terms of breadth and complexity. The last five years in particular have seen a vast amount of policy material published both at a State and Federal level, emphasising the importance of early years as an area of focus for government.

Early years policy is the subject of continual change. Both State and Federal priorities include a vast array of reforms and initiatives that are relevant to councils in early years planning. Furthermore, there has been an increasing focus on integrating childcare and early childhood education under the education umbrella both at the State and Federal level.

In 2006 the Council of Australian Governments (COAG) endorsed the *National Reform Agenda*, which embodies a new collaborative approach to the Federal, State and Territory governments working together towards agreed outcomes. The reform agenda around early years includes a focus on addressing disadvantage and its impact on the health and wellbeing of children.

The COAG early childhood reform agenda includes:

- Development of Belonging, Being and Becoming – the Early Years Learning Framework for Australia<sup>4</sup>
- Initiatives to address early childhood workforce issues

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<sup>4</sup> DEEWR 2009

- A National Quality Framework including assessment of services against a National Quality Standard to ensure a national approach to quality and regulation of early childhood education and child care
- Improved data and performance information in early childhood, including the publication of A Snapshot of Early Childhood Development in Australia – Australian Early Development Index (AEDI) National Report 2009
- Development of Investing in the Early Years—A National Early Childhood Development Strategy 2009.

The impact of the early childhood reform agenda is considerable change in the early childhood landscape across Australia, which has considerable implications for state policy and the support/coordinating function of local government. In addition, COAG has committed to providing Universal Access to Early Childhood Education by 2013. This means that every child will have access to 15 hours per week of kindergarten in the year before s/he goes to school. At the same time, there is a move towards co-locating and integrating kindergarten programs with long day care to better cater for community need. Integrated service delivery for early years has become a trend both internationally and nationally. Integrated services act as a service hub by bringing together a range of services where practitioners work in a multi-agency way to deliver integrated support to families. The integration of services makes life easier and less stressful for children and families and commits to making programs more accessible and consistent.

This MEYP 2012-2018 plan reflects the evolution of Australian and Victorian policy.

A snapshot of key elements within the current policy context is set out in Appendix 2.

### **5.3 State Government / Local Government partnership approach**

There are also a number of early years programs that specifically rely on a State Government / Local Government partnership approach. These include:

- Preschool Field Officer (PSFO)
- Public Health
- Maternal and Child Health
- Libraries (Early childhood programs)
- Infrastructure provision
- Family Support Innovation Projects
- Primary Care Partnerships
- Disability Metropolitan and Rural Access
- Community Strengthening

A full detail of each of these initiatives is set out in Appendix 3.



## **Section 6: Predicted Impact of Government Policy Reforms and Manningham Early Years Infrastructure**

### **6.1 Universal Access**

As part of the federal commitment that every child has access to a kindergarten program provided by a degree qualified teacher for 15 hours per week 40 weeks per year in the year prior to school commencement, the MAV has taken a lead role to help councils plan the delivery of universal kindergarten access. The MAV has been funded by the State Government to support councils through the planning process. The implementation of Universal Access presents a number of opportunities and challenges for Manningham's early years services in regards to funding, staffing, models of timetabling, infrastructure, potential displacement of three and four year old places and support.

In both 2010 and 2011 State Government funded Council to undertake planning work with the early years sector on the impact of Universal Access of 15 hours of kindergarten. Issues identified include:

- Overall cost of implementation including; infrastructure requirements, service/program delivery support, change management process;
- Age, condition and current capacity of infrastructure;
- Capacity of services to deliver;
- The need to be considered and prioritised within Council's overall infrastructure planning;
- Ability of the existing governance structures to support and manage changes to operational models;
- The management of stakeholders' responses to the displacement of existing community groups i.e. 3yr old programs/playgroups within the municipality;
- Displacement of 3 year old groups conflicting with the requirement of the Early Start Kindergarten Project;
- Mobilising parental engagement and support for proposed changes to operational models;
- Workforce specific issues.

DEECD has provided further funding to Manningham in 2011/12 to assist in planning and delivering change management sessions regarding the introduction of Universal Access.

## 6.2 Revised staff:child ratios

Post 2016 the Federal Government proposal to improve the staff:child ratio from 1:15 for children 3 years to school age to 1:11 will impact both kindergartens and child care centres. Services may choose one of the following options in regard to the proposed staff:child ratio of 1:11:

- Reduce the number of children per group to 22. Most kindergarten playrooms are licensed for 27- 30 children and they generally have a preference for group sizes of 25 – 27 children per group. Reducing the group size to 22 may have an impact on the financial viability of the service.
- Retain the number of children per group to 25 – 27. This will mean that a third staff member will be required and may have an impact on the financial viability of the service.
- Increasing the number of children per group to 33. This will only be possible if the kindergarten or child care centre has the actual floor space to accommodate 33 children. The vast majority of kindergarten playrooms throughout the municipality could only accommodate up to a maximum of 30 children. However there is a possibility that in some instances the verandah space may be able to be included in the floor space of the facility and therefore the total indoor floor space plus the verandah space may be able to accommodate 33 children. This option may also have impacts on the financial viability of the service. Anecdotally kindergartens have indicated a preference to not educate a group size of 33 children.

## 6.3 Summary – Implications of local, state and national policy context for Manningham Early Years Plan process:

The MEYP 2012-2018 aims to:

- Build on the developments from the 2004-2007 Manningham Municipal Early Years Plan;
- Address any relevant, unmet strategies from the 2004-2007 Manningham Municipal Early Years Plan;
- Be consistent with Manningham Council's corporate objectives;
- Use consultation and engagement strategies consistent with Council's commitment to community engagement;
- Link to strategies that build internal capacity to promote community health and well being;
- Demonstrate the leadership role of the council;
- Ensure the principles of the State-MAV partnership agreement are included in Service Agreement negotiations where relevant;

- Increase linkages with schools;
- Investigate and identify opportunities to locate kindergartens on or adjacent to primary school or alternatively church sites;
- Align with State and Federal principles, visions and priorities;
- Address requirements of the new Children's Services Regulations and the National Quality Framework;
- Take an outcomes focused approach within a strategic framework; and
- Maximise the available funding initiatives, programs and resources provided by State and Federal Government.

The MEYP Action Plan takes up all of the key initiatives from Government and links all its objectives and actions to current evidence and policy.

## Section 7: Developing the Manningham Early Years Plan

A number of well established principles and values guide the Manningham Early Years Plan. These include:

The Convention on the Rights of the Child<sup>5</sup> - for children to:

- develop their full potential, free from hunger and want, neglect and abuse;
- be neither the property of their parents nor the helpless objects of charity;
- be human beings and are the subject of their own rights;
- be an individual and a member of a family and community, with rights and responsibilities appropriate to his or her age and stage of development.

Commonwealth Government values for children<sup>6</sup> – for early childhood settings to:

- demonstrate respect, compassion and empathy for all;
- promote social inclusion;
- provide cultural recognition and identity for indigenous children;
- recognise the agency of children – that they are capable of being self directed and self motivated.

Victorian Government Principles for Children<sup>7</sup> including that:

- society as a whole shares responsibility for promoting the well being and safety of children;
- parents are the primary nurturers of a child;
- services should be designed and developed in accordance with the needs of each local community;
- give the highest priority to children and families with the greatest need;
- ensure that families are made aware of the services available to them; and
- co-operate with other services or professionals to work in the interests of the child and family.

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<sup>5</sup> United Nations Convention on the Rights of the Child ratified by the Australian Government in December 1990 and binding in January 1991 [http://www.unicef.org/crc/index\\_30160.html](http://www.unicef.org/crc/index_30160.html)

<sup>6</sup> A national quality framework for early childhood education and care, August 2008

<sup>7</sup> Child Well Being and Safety Act 2005 – Section 5 <http://www.ocsc.vic.gov.au/legislation.htm#wellbeingsafety>

Manningham City Council vision for health and wellbeing is linked to the following key strategies which are illustrated below:

- Manningham Council Plan 2009-2013
- Manningham Municipal Public Health Plan 2009-2013
- Manningham Early Years Plan 2012-2018

### Manningham Council Plan 2009-2013

- Safe Community
- Social Inclusion, Wellbeing and Affordability
- Good Governance and Financial Management
- Cultural Diversity and Harmony
- Planning and Economic development
- Service delivery
- Assets and Infrastructure
- Advocacy, Communication and Engagement
- Environment and Global Warming

### Manningham Municipal Public Health Plan 2009-2013

- Healthy Mind
- Healthy Lifestyles
- Healthy Places and Spaces
- Healthy Partnerships

### Manningham Early Years Plan 2012-2018

- Theme 1. Multifunctional Infrastructure
- Theme 2. Health and Wellbeing
- Theme 3. Community Engagement and Advocacy
- Theme 4. Building Capacity
- Theme 5. Family Strengthening

## **Section 8: Building on the Manningham Early Years Plan 2004 – 2007**

The MEYP 2004-2007 was particularly effective in strengthening services, management and partnerships with government and non-government organizations and building community capacity through an ongoing, localised approach. Examples of achievements include:

- Development of an Early Years Service in MC<sup>2</sup> as part of the construction of a major new community facility within Doncaster Hill;
- Council's inaugural Recreation Strategy which identified a number of initiatives that specifically targeted families and children in promoting physical activity and healthy lifestyles;
- The Healthy Start Bright Futures program promoting healthy eating and physical activity, a partnership program between Council, Kindergartens and Manningham Community Health Service;
- Annual Healthy Lifestyle Week Program providing health and well-being programs in partnership with a wide range of community organisations and local business including activities for families and children;
- Establishment of the Manningham Early Years Educators Group in partnership with DEECD;
- Ongoing annual Children's Week events in partnership with Manningham/ Whitehorse Regional Library;
- Development of a Family Violence Help Card to support vulnerable families.

It recognises that the role of Manningham Council in early years is as a:

- Planner
- Infrastructure Provider, and
- To advocate, and
- To facilitate Community Strengthening

These roles will continue to define and shape the implementation of the 2012-2018 Manningham Early Years Plan.

## Section 9: Listening to the Community

*“A city for kids and their families to live and play in, with parks and a carnival so that everyone can be happy.” Kostas, Age 6, GenZ*

Council believes strongly in seeking the views of the public in the development of strategies, policies and programs to ensure they accurately reflect the needs of our community and achieve continual improvement.

Our aim is to:

- Listen to the community as part of our decision-making.
- Base our work on sound data, evidence and analysis.
- Seek expertise, advice and information from the community and other stakeholders at the outset of projects.
- Facilitate an approach of mutual respect and shared problem solving with the community.
- Communicate back to the community.

Input from community and service provider consultation has been used to inform this plan to gain an understanding of the needs, thoughts and opinions of the Manningham community towards the early years.

The consultation program included:

### *Early Years Service Provider Consultation.*

Participants from a range of early learning and education services and community agencies attended a consultation session in September 2011. Seventeen attended representing Primary Schools, Pre Schools, Community Health, Doncare, Connections and Playgroups and Toy Library. Council officers also attended representing Library services, Maternal and Child Health and Social and Community services.

The session was designed to be participatory, representatives were encouraged to share their views, make comment and suggestions on future professional development and networking opportunities. The workshop was a productive exercise with the group generously sharing their insights, experience, and relevant local research.

### *Doncaster East / Donvale Precinct Community Forum*

Each of the kindergartens in the precinct participated in a community consultation focusing on open dialogue between Council and members of the committees of management for future



kindergarten service planning and operation in the precinct. The forum provided an opportunity for Council to present demographic projections and an overview of the status and implications of the Doncaster East Village Structure Plan.

#### *Telephone survey*

In February 2009 a telephone survey of 355 Manningham residents with children between the ages of 0-8 was conducted. The survey gauged community satisfaction and utilisation of children's services and identified:

- that nearly 2/3 of the respondents were in agreement with the proposition for the co-location and integration of children's services from a single site;
- 73% considered that it is important to have a kindergarten in close proximity to their preferred primary school;
- over 40% of participants considered the following services as 'important' to have in the one location – Long Day Care (57%), Kindergarten (54%), Maternal and Child Health (51%), Playgroup (46%) and Occasional Child Care (40%).

Further early years specific information has been drawn from the consultation mechanisms from the Generation 2030 Community Plan development and regular Council facilitation of the Manningham Early Years Network.

Consultation has identified opportunities for:

- ✓ Enhanced community and service provider partnerships
- ✓ Capacity building and professional development opportunities with the significant federal and state early policy changes under the National Quality Framework
- ✓ Cross sectoral and community partnerships
- ✓ Provision of flexible early childhood services across a range of settings
- ✓ Embracing a more integrated early years service system including notional support for the concept of a hub in the Doncaster East / Donvale precinct

## Section 10: Future Early Years Infrastructure in Manningham

### 10.1 Introduction

To examine the early years infrastructure requirements for the duration of the plan (2012 to 2018) and beyond throughout Manningham, it is important to take into account the following:

- The impacts of the National Quality Framework specifically:
  - Universal Access to 15 hours kindergarten for all four year olds in the year commencing school from 2013;
  - Revised staff:child ratios of 3 and 4 year old children by 2016.
- Manningham population projections;
- International evidence of investment in the early years;
- Local evidence and policy developments supporting transition to a model of integrated early childhood education and care.

### 10.2 Background

Early years services are currently experiencing unprecedented shifts in policy and initiatives. For this reason, this section of the plan provides a brief synopsis of the three key initiatives which can impact on children's services infrastructure planning, maintenance and provision:

- National Early Years Learning Framework
- Victorian Early Years Learning and Development Framework
- Universal Access to 15 hours Kindergarten

Australia has committed to a National Quality Agenda for early childhood education and care. The National Early Years Learning Framework (NEYLF) is an important component of this agenda which aims to improve the safety, early learning and wellbeing of all children. Not only is a National Framework central in terms of better outcomes for children and their families but it reinforces the value of educators' work and keeps children and their rights at the forefront of public debate.

The NEYLF has been developed for all educators working with children from birth to five years in a range of settings across the country. With an emphasis on play based learning, it articulates a broad vision for children's learning along with five key learning outcomes.

- Children have a strong sense of identity
- Children are connected with and contribute to their world

- Children have a strong sense of wellbeing
- Children are confident and involved learners
- Children are effective communicators.

In the Victorian context with the release of the Victorian Early Years Learning and Development Framework (VEYLDF), it is important that both the National and State Frameworks inform practice. The VEYLDF encompass the key outcomes from the EYLF and in addition articulates the link between the early years and the first years of school. In this way learning is seen as a lifelong undertaking requiring smooth transition from one setting to another.

The Council of Australian Government's (COAG) National Partnership Agreement on Early Childhood Education (the NPECE) was signed in November 2008, with the aim that :

- By 2013 every child will have access to a kindergarten program in the 12 months prior to full-time schooling.
- The kindergarten program is to be delivered by a four year university qualified early childhood teacher, in accordance with a national early years learning framework, for 15 hours a week, 40 weeks a year.

Reasonable transitional arrangements—including potentially beyond 2013—are needed to implement the commitment to kindergarten program delivery by four year university qualified early childhood teachers, as agreed in the bilateral agreement.

The aim of the program is to be accessible across a diversity of settings, in a form that meets the needs of parents and in a manner that ensures cost does not present a barrier to access.

The NPECE recognises the importance of early childhood to human capital development and Australia's future prosperity. The agreement forms a crucial part of COAG's broader participation and productivity agenda and Victoria is committed to working in partnership with the Commonwealth Government, local government, for profit and not-for-profit sectors and the community in delivering on this important initiative.

### **10.3 Universal Access to 15 Hours Kindergarten**

The implementation of universal access to 15 hours of kindergarten in the year before school (universal access):

- Recognises that quality kindergarten programs improve children's learning, health and behaviour with positive impacts extending into adult life;
- Enables children and families to have access to a high quality developmental program in a range of settings such as public, private and community based kindergartens and childcare services;
- Supports a successful transition to formal schooling;

- Supports planning of an integrated service system;
- Is a major component of the Commonwealth Government's early childhood reform agenda and is consistent with the current Victorian Government's policy direction.

Municipal planning for implementation of Universal Access to 15 hours of kindergarten commenced in October 2009. Manningham Council has submitted two Capacity Assessment Reports to date on achieving universal access to 15 hours of kindergarten. The intent of these reports was to specifically identify and address:

- The support of Council and local stakeholders and identifier locations where significant change would be required to implement a 15 hour kindergarten program.
- Identification of detailed options to phase implementation of access to the 15 hours of kindergarten funding that takes into account current areas of unmet demand needs and projected demands.
- A multi-year strategy of the infrastructure required to meet increased demand of universal access and any capacity pressures triggered by the move from 10 to 15 hours.

### **Staffing Ratios and Qualifications**

When considering options for operational models in the transition to Universal Access, the staffing requirements as specified in the Children's Services regulations (Victoria, 2009) must be considered. These are:

Staff: child ratios

1 staff to 4 children aged 0-3 years old

1 staff to 15 children aged 3-5 years old

Staff Qualification ratios:

1 qualified staff to 12 children aged 0-3 years old

1 qualified staff to 30 children 3-5 years old

National Regulations will also require services to observe and implement:

- 2014 50% of all qualified staff must be Diploma (or above) qualified
- 2014 All other staff must be Certificate III trained (or working towards)
- 2016 a 1:11 ratio for 3-5 year olds

Each of these initiatives needs to be considered in the future planning, maintenance and development of early years infrastructure in Manningham.

## 10.5 The Local Environment – Three and Four year old Enrolments in Manningham

Summary of findings of 4 year old kindergarten enrolments in 2010:

- Table 1 (over page) shows that approximately 112% of four year old children (based on 2010 population projections and the enrolment data provided by DEECD) in Manningham attend 4 year old kindergarten in either a kindergarten or long day care service. A greater than 100% enrolment indicates that some four year old children are accessing a program / service outside the municipality in which they reside (e.g. parents /carers / guardians working or studying in Manningham who reside outside of the municipality);
- Approximately 75% of funded 4 year old enrolments in Manningham are in a stand-alone kindergarten and the remaining 25% attend a kindergarten program within a long day care centre;
- At a municipal level, supply is meeting demand with the number of funded places available greater than the projected number of four year old children. At a precinct level, the data indicates insufficient funded places in Doncaster and Warrandyte/Wonga Park/Park Orchards;
- The greatest number of funded places is in the precinct of Doncaster East/Donvale with over one quarter (28%) of these places in long day settings. This high number of enrolments reflects the high number of four years olds in this precinct.

**Table 1 Actual 4 year old enrolments (in 2010 in kindergartens and long day care centres) as a percentage of 2010 population projection**

Catchment areas	Actual 4 year old enrolments in kindergartens and LDC in 2010	ABS 4 year old population projections for 2010
Bulleen, Lower Templestowe, Templestowe	383 (Kindergartens) 108 (LDC) <b>491 (Total)</b>	408
Doncaster	70 (Kindergartens) 48 (LDC) <b>118 (Total)</b>	203
Doncaster East, Donvale	404 (Kindergartens) 171 (LDC) <b>575 (Total)</b>	414
Warrandyte, Wonga Park, Park Orchards	146 (Kindergartens) 6 (LDC) <b>152 (Total)</b>	159
TOTAL	1003 (Kindergartens) 333 (LDC) <b>Total 1336</b>	1184

**Table 2: Population 2010 Actuals and 2019 projections for 3 and 4 year olds in Manningham likely to attend kindergartens<sup>8</sup> (to which assumptions have been applied) in order to analyse kindergarten infrastructure requirements.**

	2019 Projections	2010 Actual
The Projected 3 year old population that is likely to attend 3 year old kindergarten in 2019 and attended in 2010.  Note: the 3 year old population projection for 2019 has been reduced by 30% because the 2010 enrolment data shows that only 70% of the 3 year old population attend kindergarten.	784	804
The Projected 4 year old population that is likely to attend 4 year old kindergarten in 2019 and attended in 2010.  Note: the 4 year old population projection for 2019 has been reduced by 25% because this is the percentage of 4 year old children who attended a long day care centre in 2010.	863	1003
Population of 3 and 4 year olds likely to attend kindergarten.	1647	1807
Number of children in both 3 and 4 year old groups per session (this is based on the staff:child ratio of 1:11 for 2019 and 1:15 for 2010)	22	23 – 27
Number of hours 4 year old children have and will attend kindergarten per week	15	Range 10.75 – 18
Number of hours 3 year old children have and will attend kindergarten per week	3 or 5 depending upon the Model	Range 5 – 6
Number of stand-alone kindergartens (both Council owned and non-Council owned) in Manningham in 2010	26 (22 are Council owned)	26 (22 are Council owned)

<sup>8</sup> Projections for one year beyond the life of the plan have been utilised for forward planning.



## 10.6 Snapshot – Infrastructure Requirements post Introduction of Universal Access and Improved Staff Ratios

Based on the assumptions in Table 2 the number of 3 and 4 year old groups per week per kindergarten facility required to deliver kindergarten sessions in Manningham in 2019 is as follows:

- 3 year old population of 784 children / 22 children per group (based on staff:child ratio of 1:11) = 36 groups
- 4 year old population of 863 children / 22 children per group = 39 groups
- Total 3 and 4 year old population of 1647 children / 22 children per group = 75 groups



Currently 26 kindergarten facilities operate within Manningham hence available demographic data and forward planning of kindergarten timetabling and modeling indicates that supply of places has the capacity to meet demand.

Based on the assumption that each kindergarten facility would have at least 1 x 4 year old group and 1 x 3 year old group per week then the following number of kindergartens would be required to accommodate the 3 and 4 year old groups:

- 14 kindergartens could accommodate 2 x 4 year old groups = 28 groups
- and 11 kindergartens could accommodate 1 x 4 year old groups = 11 groups
  - **Thus 25 kindergartens in total could accommodate 39 groups of 4 year olds**
- 11 of these 25 kindergartens could also accommodate 2 x 3 year old groups = 22 groups
  - **However only 50% would be able to progress to the 4 year old group.**

- and 14 of these 25 kindergartens could also accommodate 1 x 3 year old group = 14 groups
  - **Thus 25 kindergartens in total could accommodate 36 groups of 3 year olds**

Within the next 10 years, in line with emerging international and local evidence, available funding, implementation of the National Quality Framework and structure planning recommendations it is recommended that Council continue to closely monitor and review data to determine the development of integrated children's services hubs where required in the following precincts:

- Bulleen, Templestowe and Lower Templestowe
- Doncaster East / Donvale

Each integrated children's services hub should be designed considering the needs of the community and preferably not result in the displacement of any program.

As a minimum, past State Government funding criteria has identified that each facility should include provision for kindergarten, Maternal and Child Health, long day care and education and community space for playgroups, early intervention services or other similar activities.

## 10.7 International Evidence for Early Years Integration

Around the world there is increasing interest, attention and investment into strategies and programs targeting the early years of life. This is largely in response to concerns articulated since the 1970s that, along with the rapid changes to society, increasing material wealth of industrial nations and fast growth of technology, there has been a troubling rise in the rate of societal breakdown, with the effect on children and young people of rising rates of alienation, rebellion, delinquency, mental health problems and violence. At the same time there have been major break throughs in our understanding of child health and development, the precursors of illness, alienation and wellbeing, and how lives are affected by the families, communities and societies in which we live.

There is now a growing body of evidence that it is possible and cost-effective to intervene early in the life cycle to prevent many later problems. At the same time it has become clear that in most countries the service system has not been able to address the contemporary needs of children and their families without radical restructuring.

It is clear that we need to carefully determine our priorities, and our ways of delivering services if we want to contribute to more positive societies through improved health and education outcomes for children and young people.

There is now broad consensus around the world from economists and experts of all political persuasions that investment in early childhood programs has substantial rewards. Investment in such programs easily pays for itself over time by generating very high rates of return both for participants and their families, the public, and government (Lynch, 2004). The benefits include:

- Greater success at school, including higher achievement, less grade retention, higher graduation rates;
- Higher employment and earnings;
- Better health outcomes;
- Less welfare dependency; and
- Lower government expenditure in the medium to long term;
- Lower crime rates.

## **10.8 Transition to a model of Integrated Children's Services**

Internationally there is a growing trend towards developing services that support a continuity of learning from the early years in child care through to primary school and beyond. This can be understood as the integration of children's services.

Integrated early years centres, the physical manifestation of integrated services, provide a range of services for children and families from a single location, offering the benefits of stability and convenience for families and improved coordination of the care and education of children. A single building or cluster of buildings in one location can provide families with:

- Maternal and Child Health services
- long day care, kindergarten and occasional care services
- educational facilities such as primary and secondary schools
- a variety of parent support services
- other community services such as health, recreation, youth, adult learning centres, library and pre-employment services

The Australian Government explicitly supports the integration of children's services. The national agenda for early childhood education and child care focuses on providing Australian families with 'high-quality, accessible and affordable integrated early childhood education and child care'<sup>9</sup>. The agenda has a strong emphasis on connecting with schools to ensure all Australian children

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<sup>9</sup> [http://www.deewr.gov.au/EarlyChildhood/Policy\\_Agenda/Pages/home.aspx](http://www.deewr.gov.au/EarlyChildhood/Policy_Agenda/Pages/home.aspx)

are fully prepared for learning and life. Refer to Appendix 4 for a detailed analysis of Federal and State policy supporting the implementation of integrated services.

Key evidence in the establishment and support of integrated children's centres identifies that these centres can:

- Promote optimal developmental health, learning and wellbeing outcomes for all children and their families;
- Increase access and participation in early childhood services, including kindergarten programs for children with additional needs and their families (e.g. children with a disability);
- Provide high-quality programs that meet the developmental and educational needs of each child;
- Identify children with additional needs early and ensure these children and their families receive support and early intervention;
- Incorporate the research and principles of Best Start into service delivery models;
- Better identify children at risk of harm and aim to ensure that these children are protected and families supported;
- Actively support men and women in their parenting roles;
- Strengthen the capacity of services through integration and collaboration;
- Engage parents in the governance of centres and the development, monitoring and evaluation of services;
- Ensure building designs and service provision enable and promote inclusion, formal and informal support for families and staff, befriending opportunities and parent connectedness, learning opportunities for children and parents and flexible child care;
- Improve access to services for culturally and linguistically diverse families with young children;
- Improve access to services for Indigenous children and their families;
- Enhance professional collaboration to improve understanding of the service system and best practice;
- Initiate a staged approach to delivering more integrative and collaborative early childhood services to meet the needs of Victorian families;
- Support families to manage work and family balance;
- Provide services that meet needs identified in Municipal Early Years Plans.

Further, Integrated children's centres have the capacity to influence the following direct effects or outcomes:

- Families can find it easier to access early childhood and family support services;
- Services can be more effectively integrated;
- Parents can be better informed about available services and facilities;
- Families can have stronger social support networks;
- Children's health and developmental problems will be diagnosed earlier;
- Referral of children with health or developmental problems to specialist services will be prompter;
- Problems with parenting and family functioning will be recognised earlier;
- Referral of parents and families experiencing difficulties in parenting and meeting family needs will be prompter.

If these outcomes are achieved, then there will be indirect flow-on contributions to achieving the following broader outcomes:

- Improvements in the health, wellbeing and development of the children involved;
- Improvements in the school readiness of the children involved;
- Improvements in general family functioning of the families involved;
- Improvements in the ability of the families involved to meet their children's learning and care needs.

## 10.9 Schools as Community Facilities

The Victorian State Government is actively promoting partnerships with the community and families in order to strengthen local communities including early childhood service delivery. The Government aims to explore opportunities for sharing school facilities for a range of services to achieve better outcomes for all.

In Victoria, the *2011 Victorian Families Statement* lays the groundwork for an ongoing assessment of where the Government needs to focus, to create opportunities for families to achieve their aspirations and to set policy directions. This document outlines objectives for educating children to fulfill their potential, starting in early childhood.

Whilst the *Schools as Community Facilities*(2005) of the former State Government is currently under review, the current Minister for Education, Martin Dixon MP has expressed support for the use of school facilities by the broader community and in particular the benefits of co-location of kindergartens onto school sites.

The *Schools as Community Facilities* policy and guidelines promotes co-location of kindergarten and child care services with primary schools as a means to providing a seamless transition between kindergarten and school, offering flexibility and choice for working families and maximizing access to services.

Alongside State Government initiatives the Commonwealth Government in 2009 also made a commitment to establish new long day care centres on school, TAFE, university and community sites across Australia. Together these initiatives create new opportunities to co-locate early childhood services on or near school sites and use schools and children's services as platforms to deliver other community services for families.

Services need to reflect the unique needs of families who make up each local community and Local Government has a critical role to play in the leadership, planning and co-ordination of new opportunities to partner with schools and other community sites.

The MEYP 2012-2018 Action Plan identifies under Theme 1: Multifunctional Infrastructure – to develop infrastructure at key locations to facilitate integrated service models that are responsive to the needs and priorities of local families. The action to build on local area infrastructure planning to strengthen connections and access to services requires that Council work in partnership with the State Government, local primary schools and churches to investigate the opportunity to locate kindergartens onto or adjacent to school or church sites.

### **10.10 Integrated Children's Service Hubs in Manningham**

The Civic Precinct Community Hub (known as MC<sup>2</sup>) is part funded by the Victorian State Governments Children's Capital Program, specifically a Children's Centre Grant managed by the Department of Education and Early Childhood Development. The intent of the Children's Centre grants is to contribute to the capital investment required to build a community based, not-for-profit Children's Centre. These centres will offer maximum convenience, flexibility and choice for parents by combining a range of integrated services that a family may need to help raise young children. Children's centres are central to the State Government strategy to improve quality and accessibility of early childhood services by emphasising the importance of integrated early childhood services.

The objectives of the program that will influence the development and ongoing operation of the integrated children's services within the MC<sup>2</sup> include:

- to promote integrated, inclusive and collaborative early childhood services that provide high quality programs to meet the health, care and educational needs of young children 0–8;
- to provide convenience and stability to children and parents;

- to strengthen the capacity of professionals to identify and provide timely support to vulnerable families;
- to provide a ready network of peers to support professionals who previously worked in isolation;
- to support the creation of child-friendly communities, and
- to engage parents and community members in the development, monitoring and evaluation of early years services.

Early Years Services operating from the MC<sup>2</sup> development will include the Doncaster Maternal and Child Health Centre, a multi-nurse centre; Manningham Community Health Services; Doncare and an Early Years Child Care and Kindergarten service.

In the past Council's planning and development of early year's infrastructure has been broadly based on four areas within the municipality and identification of potential precincts for early years integrated children's services hubs. To date, hubs have been developed in Wonga Park (Wonga Park Community Centre) and in Doncaster (MC<sup>2</sup>).

Consultation and community engagement is a key component for the planning and development of early years services. For the duration of this plan the potential for integrated early years services development in the Doncaster East/Donvale precinct and the Bulleen/Lower Templestowe/Templestowe precinct will be closely monitored and relevant data reviewed. This will be dependant upon population statistics, community need, infrastructure capacity and flexibility. The transition to early years community hub development is in direct response to ageing infrastructure, available funding, the evidence base for integration and neighbourhood structure planning.

### **10.11 Integrated Early Years Community Hub in the Doncaster East / Donvale Precinct**

Demographic projections cross tabulated and analysed with the implications of introduction of early years reforms, specifically Universal Access and changes to staff:child ratios indicate that across the Manningham municipality kindergarten service supply will meet demand with some changes required to service timetabling.

Council is committed to the development of integrated early year's services where required across the municipality.

Population projections specific to the Doncaster East / Donvale precinct identify no change in the 3 to 5 years population for the duration of this plan and beyond. There is insufficient evidence to suggest any immediate additional preschool places are required in the precinct. Close monitoring and review of ABS 2011 Census statistics will be undertaken as soon as data is available in 2012 and cross referenced and updated in this Plan.

However any future council investment in planning and delivery of early years services should focus on the support of integrated service sites that support flexible layout and room designs to strategically support the needs of an ageing community whilst continuing to meet needs of current community demographics.

Significant change within this precinct will result from the implementation of the Doncaster East Village Structure Plan (the 'Structure Plan'). This identifies integrated development of the precinct for the next 15-20 years. The Structure Plan identifies redevelopment of the Montgomery Street precinct to incorporate medium density residential development, including up to three storey apartment style development. Following considerable consultation Council resolved on 29 November 2011 to retain the Doncaster East Preschool within the Montgomery Street precinct. The Structure Plan provides an opportune environment to consider options for the location of the preschool. The options would include maintaining the status quo, i.e. retaining the existing site and facility or alternatively redeveloping old for new, a single playroom kindergarten within the Montgomery Street or adjacent area as part of the master planning exercise for the precinct which is expected to be completed by the end of 2012.

In conclusion, there is a strong and sustained commitment to the integration of children's services apparent in policy contexts at each of the national, state and local level. These respective policy contexts are generally consistent and complementary. The future of Victorian Children's Capital Grants is unknown but it can be assumed that similar criteria will be attached to the future funding of integrated children's centres based on the strong international and national evidence base.



## Section 11: The MEYP 2012-2018

### Vision

Council's vision for its MEYP 2012-2018 reflects its broad corporate direction; the strengths of the previous MEYP and Municipal Wide Early Years Infrastructure Plan; the early years evidence base, government policy direction and community aspirations.

***“Connecting communities to strengthen families and enhance children’s education, health and wellbeing.”***

It focuses on five themes:

**Multifunctional Infrastructure** – develop infrastructure at key locations to facilitate integrated service models that are responsive to the needs and priorities of local families.

**Community Engagement and Advocacy** – facilitate opportunities for community collaboration and advocate for the agreed priorities

**Health and Well being** –promote services that provide social and educational learning opportunities for families and children.

**Supporting Capacity Building** – collaborative policy development and professional development opportunities

**Family Strengthening** – support and facilitate accessible, inclusive services, programs and opportunities in response to emerging issues.

The MEYP provides a strategic framework for council action in relation to the education, care and health of young children living in the municipality.

The MEYP 2012-2018 identifies a range of strategies that will support Council, in partnership with both service providers and the broader community, to manage and plan for the multiple issues and opportunities embedded within the early years sector and other external localized influences including:

Impact of National and State government Early Years Reforms including:

- 15 Hours Universal Access

- Improved Staff to child ratios
- Changes to Staff minimum qualification levels
- Implementation of a National Early Years Learning Framework and the Victorian State Early Years Learning and Development Framework
- Introduction of national quality standards for early childhood education and care
- Introduction of a Quality Rating System to drive continuous improvement and provide parents with robust and relevant information about the quality of learning and care.
- Streamlining or integrating licensing and accreditation arrangements.

And locally:

- Increasing culturally and linguistically diverse community
- Ageing Council early childhood education and care infrastructure
- Release of current socio-demographic data from the 2011 ABS census from June 2012
- Need for enhanced community and service provider partnerships
- Evidence supporting provision of flexible early childhood services across a range of settings, embracing a more integrated early years service system

The MEYP Action Plan includes a number of strategic actions to enhance local area planning – including strengthening the Manningham Early Years Network and working in partnership with the State Government, local primary schools and churches to investigate the opportunity to locate kindergartens onto or adjacent to school or church sites. It also includes future monitoring, analysis and review of evidence, planning and development of potential integrated early years services in the Bulleen, Templestowe and Lower Templestowe and Doncaster East / Donvale areas. Forward planning for universal access to 15 hours of kindergarten will ensure that there will be better links between kindergarten, childcare and schools and the municipality will be ready to take on this major national reform.

## Manningham Early Years Action Plan

**Theme 1. Multifunctional Infrastructure** – develop infrastructure at key locations to facilitate integrated service models that are responsive to the needs and priorities of local families

- build on the local area infrastructure planning to strengthen connections and access to services for families and children at a local level
- monitor and review evidence for potential development of integrated early years services that incorporate early years, primary, secondary and universal services within the four areas of the municipality
- involve the community when considering how early years services are designed and delivered
- lead infrastructure process

**Theme 2. Community Engagement and Advocacy** – facilitate opportunities for community collaboration and advocate for the agreed priorities

- continue to strengthen collaborative community and organisational partnerships across services and programs.
- consult with children to hear their voices in relation to issues that impact their lives
- ensure families can participate in early years planning processes
- support families to be actively involved in participating in the operation and management of local services
- continue to advocate and respond to Local, State and Commonwealth Government directions and initiatives which support delivery of affordable, accessible quality early years services

**Theme 3. Health and Wellbeing** – promote services that provide social and educational learning opportunities for families and children

- promote awareness of the range of current early years related projects and/or initiatives in Manningham that support health and wellbeing
- provide opportunities for families and children to actively engage in the unique natural environments within Manningham
- improve and maintain high levels of participation in M&CH key ages and stages

**Theme 4. Supporting Best Practice** – collaborative policy development and professional development opportunities

- improve connection and integration between early years services
- support the implementation of the continuous quality improvement
- support all early years stakeholders to engage and support at risk and vulnerable families
- continue to enable family and children to access high quality services

**Theme 5. Family Strengthening** – support and facilitate accessible, inclusive services, program and opportunities in response to emerging issues

- provide opportunities and support families to maximise their children's development
- support the development of a service system that supports seamless transition for children and families
- provide information so parents can make informed decisions

## Manningham Early Years Action Plan

### Theme 1. Multifunctional Infrastructure – develop infrastructure at key locations to facilitate integrated service models that are responsive to the needs and priorities of local families

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
Build on the local area infrastructure planning to strengthen connections and access to services for families and children at a local level.	Strengthen partnerships of the Manningham Early Years Network.	Council Lead  Service Providers	2012	Internal	Demonstrated partnership projects arising from collaborations by members of the Network.
Monitor and review evidence for potential development of integrated early years, services that incorporate early years primary, secondary and universal services within the four areas of the municipality.	<p>Include Early Years as a regular item on the agenda of the Community Services Advisory Committee (CSAC).</p> <p>Identify suitable locations, mix of services and timeframes for the potential development of integrated early years hubs, early years services in community hubs or redevelopment of existing infrastructure for :</p> <ul style="list-style-type: none"> <li>• Bulleen, Templestowe and Lower Templestowe</li> <li>• Doncaster East, Donvale</li> </ul>	Council Lead  Service Providers  Community members	2012 and ongoing	Internal	Completed evaluation report of review process.

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
Involve the community when considering how early years services are designed & delivered.	Engage families in community appropriate early years service planning and development.  Engage with families using Council early years services to gauge satisfaction and identify opportunities for service improvement.	Council Lead  Service Providers  Community members	2012 and ongoing	Internal	Community engaged in design and delivery of early years services.
Lead infrastructure development process	In collaboration with the community, early years services, State Government, local churches and the Manningham Early Years Network lead investigation of the opportunity to locate kindergartens onto or adjacent to school or church sites.	Council	2012 and ongoing	Internal	Demonstrated leadership

## Theme 2. Community Engagement and Advocacy - facilitate opportunities for community collaboration and advocate for the agreed priorities

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
Continue to strengthen collaborative community and organisational partnerships across services and programs.	Continue to coordinate and support the Manningham Early Years Network (MEYN).  Review the membership of MEYN to ensure cross sector representation and participation.  Investigate opportunities for members of MEYN to provide formal guidance to Council in the provision of	Council Lead  Service Providers  Community members	2012 and ongoing	Within existing Council resources	MEYN meeting quarterly.  Broad membership of MEYN including Council officers and cross representation of local service

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
	improved local services for children and families.		2012		providers.  Terms of Reference established for MEYAC.
Consult with children and families to hear their voices in relation to issues that impact on their lives.	Develop an Early Years Consultation and Communication Strategy. The strategy to identify a variety of tools and techniques to consult with children to inform MCC planning processes.	Council	2012 and ongoing	Within existing Council resources	Service planning and programs reflect the contributions by children.
Ensure families can participate in early years planning processes.	Develop an Early Years Consultation and Communication Strategy which identifies methodology for engaging families.	Council	2012	Within existing Council resources	Completed Consultation and Communication Strategy.
Support families to be actively involved in participating in the operation and management of local services.	Facilitate training and provide support to community owned and/or operated early years services committees of management (eg Kindergartens, long day care, playgroups).	Council lead	2012 and ongoing	Within existing Council budget.	Annual training sessions available to early childhood volunteer committees of management.
Continue to advocate and respond to Local, State and Federal Government directions and initiatives which support delivery of affordable, accessible quality early years services.	Continue to keep abreast of issues pertinent to early years services, families and children and actively advocate on their behalf through participation in regional, state and federal networks and forums.  Implement advocacy activities to enable implementation of changes associated with the National Quality Framework and Universal Access to 15 hours of preschool education the year prior to	Council	2012 and ongoing	Within existing Council resources	Participating and advocating at relevant networks and forums.

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
	commencing school.				

### Theme 3. Health and Wellbeing –promote services that provide social and educational learning opportunities for families and children.

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
Promote awareness of the range of current early years related projects and/or initiatives in Manningham that support health and wellbeing.	Undertake mapping exercise of all current early childhood health and wellbeing initiatives.  Explore opportunities to extend the range of resources and links available on the Council website to incorporate early childhood health and wellbeing initiatives.	Council lead	2013	Within existing Council resources.	Service system mapped.  Council website and resources updated to reflect service mapping.
Provide opportunities for families and children to actively engage in the unique natural environments within Manningham.	Continue to progress implementation of Council Strategies and Plans which guide the maintenance and development of family friendly public reserves, open spaces and streetscapes.	Council lead  Service Providers  Community members	2012 and ongoing	Within existing Council resources.	Open Space Strategy reflective of family friendly public reserves and open spaces.
Improve and maintain high levels of participation in M&CH key ages and stages.	Review of current MCC Key Ages and Stages implementation and investigate flexible hours including Saturday/evening sessions;	Council lead  Community members	2013  2013-2014	Within existing Council resources.	M&CH flexible hour models investigated, identified and piloted.

	Facilitate parent information campaign to promote M&CH Key Ages and Stages Visits.				Proportion of M&CH 3 and 4 year old visitations has increased.
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## Theme 4. Supporting Capacity Building - collaborative policy development and professional development opportunities

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
Improve connection and integration between early years services.	<p>Identify collaborative projects arising from items of discussion at the Community Services Advisory Committee (CSAC).</p> <p>Ensure membership of Manningham Early Years Network represents service users (families) service providers (schools and NGOs), local support groups, and Government.</p>	Council lead  Service Providers	2012	Within existing Council resources	<p>Actions relating to identified projects from CSAC.</p> <p>Terms of reference reviewed and endorsed.</p>
Support the implementation of the continuous quality improvement.	<p>Implement and support broader early years service understanding and implementation of:</p> <ul style="list-style-type: none"> <li>• National Being Belonging and Becoming Framework</li> <li>• Universal Access to 15 hours Kindergarten</li> <li>• Victorian Early Years Learning and Development Framework <i>"including cultural awareness training to provide knowledge, skills and tools to create a</i></li> </ul>	Council lead  Service Providers	2012 and ongoing	Within existing Council resources	<p>Universal Access implemented</p> <p>Frameworks understood and embedded in early childhood care and education services</p>



Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
	<i>supportive and sustaining experience for indigenous families.”</i> <ul style="list-style-type: none"> <li>• Framework for School Aged Care</li> <li>• Maternal and Child Health Key Age and Stages</li> </ul>				
	Apply for appropriate and relevant State and Commonwealth funding that strengthens the support and implementation the National Quality Framework	Council lead	2012 and ongoing	Within existing Council resources	Successful applications.
	Continue to provide Council early years staff with professional development opportunities.	Council	2012 and ongoing	Within existing Council resources	Professional development implemented
Support all early years stakeholders to engage and support at risk and vulnerable families.	Continue to provide capacity building opportunities for Committees of Management and early years staff to support the inclusion of at-risk and vulnerable children participating in early years services.	Council lead  Service providers	2012 and ongoing	Within existing Council resources	Professional development opportunities focused on supporting children and families who may be experiencing disadvantage
Continue to enable family and children to access high quality early years services.	Develop and implement workforce attraction and retention strategies for Council’s early years workforce including Maternal and Child Health and early years educators	Council	2012 and ongoing	Within existing Council resources	Stable and appropriately qualified early years workforce.

## Theme 5. Family Strengthening - support and facilitate accessible, inclusive services, programs and opportunities in response to emerging issues.

Strategy	Action	Responsibility / Partnerships	Timeline	Resources	Key Performance Indicator
Provide opportunities and support families to maximize their children's development	Continue to identify opportunities for integrated early years services at a local level.	Council	2012 and ongoing	Within existing Council resources	Completion of local area needs reports.
Support the development of a service system that supports seamless transition for children and families	Investigate opportunities to implement a Central Enrolment and Waiting List for four year old kindergarten.	Council lead  Service providers	2014	Within existing Council resources.	Central Enrolment Reviewed and Recommendations to Council completed.
	The MEYN investigate opportunities for family seminars that support and assist in the transition to school.	Council lead  Service providers	2012 and ongoing	Within existing Council resources.	Annual Parent Seminar
Provide information so parents can make informed decisions.	Map early childhood services and programs in Manningham and in consultation with MEYN identify gaps and potential opportunities.  Accessible, relevant information is made available for all families residing, working or playing in Manningham.  Update socio demographic data in this plan with release of 2011 ABS census from June 2012.	Council lead  Service providers	2013  2012 and ongoing  2012 and ongoing as information becomes available.	Within existing Council resources	Documented opportunities.  Record of information provided.  Updated data inclusion completed.

## Appendix One – Manningham Projected Age Breakdown by Suburb 2012, 2016 and 2019

Area	Age (years)	2012		2016		2019		Change 2012-2019	Proportion ↑ or ↓
Bulleen	0 to 4 years	557	4.9	564	4.8	569	4.8	12	↓
	5 to 11 years	797	7.0	802	6.8	810	6.9	13	↓
	12 to 17 years	744	6.5	773	6.6	771	6.5	27	no change
	18 to 24 years	994	8.7	1054	9.0	1067	9.0	73	↑
	25 to 34 years	1458	12.7	1523	13.0	1539	13.0	81	↑
	35 to 49 years	2386	20.8	2417	20.6	2399	20.3	13	↓
	50 to 59 years	1320	11.5	1418	12.1	1476	12.5	156	↑
	60 to 69 years	1222	10.7	1157	9.9	1161	9.8	-61	↓
	70 to 84 years	1730	15.1	1715	14.6	1670	14.1	-60	↓
	85 and over years	245	2.1	311	2.7	344	2.9	99	↑
	<b>Total</b>	<b>11453</b>	<b>100.0</b>	<b>11734</b>	<b>100.0</b>	<b>11806</b>	<b>100.0</b>	<b>353</b>	
Doncaster (Suburb Total)	0 to 4 years	952	4.5	974	4.2	1045	4.2	93	↓
	5 to 11 years	1399	6.6	1481	6.4	1511	6.1	112	↓
	12 to 17 years	1368	6.5	1441	6.2	1517	6.1	149	↓
	18 to 24 years	1937	9.1	2139	9.3	2294	9.3	357	↑
	25 to 34 years	2636	12.4	2974	12.9	3256	13.2	620	↑
	35 to 49 years	4220	19.9	4632	20.1	4993	20.2	773	↑
	50 to 59 years	2560	12.1	2786	12.1	3042	12.3	482	↑
	60 to 69 years	2569	12.1	2600	11.3	2690	10.9	121	↓
	70 to 84 years	2989	14.1	3356	14.5	3595	14.6	606	↑
	85 and over years	575	2.7	685	3.0	764	3.1	189	↑
	<b>Total</b>	<b>21205</b>	<b>100.0</b>	<b>23068</b>	<b>100.0</b>	<b>24707</b>	<b>100.0</b>	<b>3502</b>	
Doncaster Balance	0 to 4 years	895	4.6	885	4.5	898	4.5	3	↓
	5 to 11 years	1273	6.6	1269	6.4	1250	6.3	-23	↓
	12 to 17 years	1239	6.4	1245	6.3	1253	6.3	14	↓

Area	Age (years)	2012		2016		2019		Change 2012-2019	Proportion ↑ or ↓
	18 to 24 years	1682	8.7	1715	8.7	1738	8.7	56	no change
	25 to 34 years	2279	11.8	2340	11.9	2365	11.9	86	↑
	35 to 49 years	3825	19.9	3928	20.0	3986	20.0	161	↑
	50 to 59 years	2353	12.2	2420	12.3	2504	12.6	151	↑
	60 to 69 years	2389	12.4	2277	11.6	2222	11.1	-167	↓
	70 to 84 years	2786	14.5	2988	15.2	3061	15.3	275	↑
	85 and over years	534	2.8	615	3.1	668	3.3	134	↑
	<b>Total</b>	<b>19255</b>	<b>100.0</b>	<b>19682</b>	<b>100.0</b>	<b>19945</b>	<b>100.0</b>	<b>690</b>	
Doncaster East	0 to 4 years	1414	4.9	1411	4.8	1414	4.8	0	↓
	5 to 11 years	2147	7.4	2148	7.3	2153	7.3	6	↓
	12 to 17 years	2226	7.7	2175	7.4	2163	7.3	-63	↓
	18 to 24 years	2870	9.9	2822	9.6	2801	9.5	-69	↓
	25 to 34 years	3381	11.7	3428	11.7	3422	11.6	41	↓
	35 to 49 years	5996	20.7	5908	20.2	5905	20.0	-91	↓
	50 to 59 years	3910	13.5	4002	13.7	4002	13.6	92	↑
	60 to 69 years	3423	11.8	3468	11.8	3461	11.7	38	↓
	70 to 84 years	2980	10.3	3303	11.3	3550	12.0	570	↑
	85 and over years	568	2.0	618	2.1	630	2.1	62	↑
	<b>Total</b>	<b>28915</b>	<b>100.0</b>	<b>29283</b>	<b>100.0</b>	<b>29501</b>	<b>100.0</b>	<b>586</b>	
Doncaster Hill	0 to 4 years	57	2.9	88	2.6	146	3.1	89	↑
	5 to 11 years	126	6.5	212	6.3	261	5.5	135	↓
	12 to 17 years	129	6.6	196	5.8	263	5.5	134	↓
	18 to 24 years	254	13.1	423	12.5	556	11.7	302	↓
	25 to 34 years	357	18.3	633	18.7	891	18.7	534	↑
	35 to 49 years	394	20.2	703	20.8	1007	21.2	613	↑
	50 to 59 years	206	10.6	365	10.8	537	11.3	331	↑
	60 to 69 years	179	9.2	323	9.6	468	9.8	289	↑

Area	Age (years)	2012		2016		2019		Change 2012-2019	Proportion ↑ or ↓
	70 to 84 years	203	10.4	368	10.9	534	11.2	331	↑
	85 and over years	41	2.1	69	2.0	95	2.0	54	↓
	<b>Total</b>	<b>1946</b>	<b>100.0</b>	<b>3380</b>	<b>100.0</b>	<b>4758</b>	<b>100.0</b>	<b>2812</b>	
Donvale	0 to 4 years	645	5.0	629	4.8	624	4.8	-21	↓
	5 to 11 years	996	7.7	967	7.4	958	7.3	-38	↓
	12 to 17 years	980	7.6	944	7.2	933	7.1	-47	↓
	18 to 24 years	1218	9.4	1148	8.8	1114	8.5	-104	↓
	25 to 34 years	1308	10.1	1311	10.1	1292	9.9	-16	↓
	35 to 49 years	2612	20.2	2515	19.3	2446	18.7	-166	↓
	50 to 59 years	1718	13.3	1749	13.4	1731	13.2	13	↓
	60 to 69 years	1637	12.6	1577	12.1	1543	11.8	-94	↓
	70 to 84 years	1492	11.5	1779	13.7	1981	15.2	489	↑
	85 and over years	355	2.7	413	3.2	451	3.4	96	↑
	<b>Total</b>	<b>12961</b>	<b>100.0</b>	<b>13032</b>	<b>100.0</b>	<b>13073</b>	<b>100.0</b>	<b>112</b>	
Park Orchards - Ringwood North	0 to 4 years	252	5.4	257	5.5	262	5.5	10	↑
	5 to 11 years	501	10.8	499	10.6	506	10.7	5	↓
	12 to 17 years	472	10.2	472	10.1	474	10.0	2	↓
	18 to 24 years	463	10.0	451	9.6	447	9.4	-16	↓
	25 to 34 years	350	7.6	366	7.8	368	7.8	18	↑
	35 to 49 years	1077	23.2	1054	22.5	1047	22.1	-30	↓
	50 to 59 years	667	14.4	714	15.2	725	15.3	58	↑
	60 to 69 years	493	10.6	469	10.0	476	10.1	-17	↓
	70 to 84 years	339	7.3	383	8.2	404	8.5	65	↑
	85 and over years	21	0.5	23	0.5	25	0.5	4	no change
	<b>Total</b>	<b>4635</b>	<b>100.0</b>	<b>4688</b>	<b>100.0</b>	<b>4734</b>	<b>100.0</b>	<b>99</b>	
Templestowe	0 to 4 years	795	4.7	779	4.6	788	4.5	-7	↓
	5 to 11 years	1242	7.3	1211	7.1	1229	7.1	-13	↓

Area	Age (years)	2012		2016		2019		Change 2012-2019	Proportion ↑ or ↓
	12 to 17 years	1369	8.0	1282	7.5	1284	7.4	-85	↓
	18 to 24 years	1727	10.1	1594	9.3	1564	9.0	-163	↑
	25 to 34 years	1744	10.2	1724	10.1	1714	9.8	-30	↓
	35 to 49 years	3350	19.6	3210	18.8	3195	18.3	-155	↓
	50 to 59 years	2478	14.5	2345	13.7	2295	13.2	-183	↓
	60 to 69 years	2274	13.3	2269	13.3	2212	12.7	-62	↓
	70 to 84 years	1653	9.7	2150	12.6	2537	14.6	884	↑
	85 and over years	440	2.6	543	3.2	607	3.5	167	↑
	<b>Total</b>	<b>17072</b>	<b>100.0</b>	<b>17107</b>	<b>100.0</b>	<b>17425</b>	<b>100.0</b>	<b>353</b>	
Templestowe Lower	0 to 4 years	655	4.8	615	4.5	599	4.4	-56	↓
	5 to 11 years	994	7.3	962	7.0	936	6.8	-58	↓
	12 to 17 years	800	5.9	814	5.9	813	5.9	13	no change
	18 to 24 years	889	6.5	868	6.3	878	6.4	-11	↓
	25 to 34 years	1500	11.0	1399	10.2	1366	9.9	-134	↓
	35 to 49 years	2885	21.1	2826	20.6	2788	20.3	-97	↓
	50 to 59 years	1579	11.6	1665	12.1	1717	12.5	138	↑
	60 to 69 years	1860	13.6	1673	12.2	1574	11.5	-286	↓
	70 to 84 years	2029	14.9	2342	17.1	2472	18.0	443	↑
	85 and over years	472	3.5	552	4.0	592	4.3	120	↑
	<b>Total</b>	<b>13663</b>	<b>100.0</b>	<b>13716</b>	<b>100.0</b>	<b>13735</b>	<b>100.0</b>	<b>72</b>	
Warrandyte - Warrandyte South	0 to 4 years	327	5.3	327	5.3	337	5.5	10	↑
	5 to 11 years	611	9.9	592	9.7	602	9.7	-9	↓
	12 to 17 years	651	10.6	634	10.3	629	10.2	-22	↓
	18 to 24 years	670	10.9	632	10.3	624	10.1	-46	↓
	25 to 34 years	491	8.0	522	8.5	528	8.5	37	↑
	35 to 49 years	1397	22.7	1328	21.7	1318	21.3	-79	↓
	50 to 59 years	958	15.6	960	15.7	971	15.7	13	↑

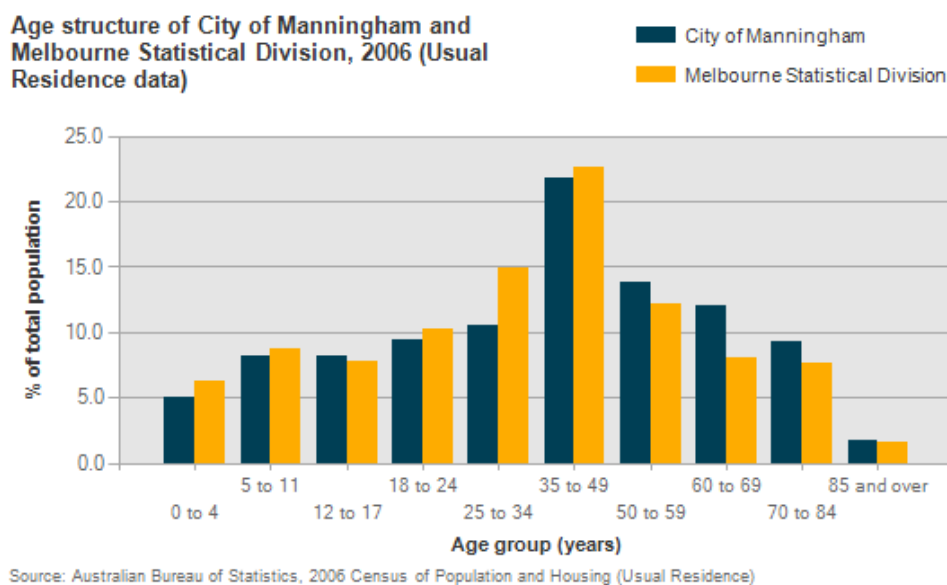
Area	Age (years)	2012		2016		2019		Change 2012-2019	Proportion ↑ or ↓
	60 to 69 years	680	11.1	717	11.7	688	11.1	8	no change
	70 to 84 years	302	4.9	366	6.0	428	6.9	126	↑
	85 and over years	57	0.9	54	0.9	55	0.9	-2	↑
	<b>Total</b>	<b>6144</b>	<b>100.0</b>	<b>6132</b>	<b>100.0</b>	<b>6180</b>	<b>100.0</b>	<b>36</b>	
Wonga Park	0 to 4 years	149	4.6	147	4.6	149	4.7	0	↑
	5 to 11 years	315	9.7	305	9.5	300	9.4	-15	↓
	12 to 17 years	353	10.9	322	10.1	316	9.9	-37	↓
	18 to 24 years	325	10.1	304	9.5	285	8.9	-40	↓
	25 to 34 years	253	7.8	256	8.0	261	8.2	8	↑
	35 to 49 years	730	22.6	661	20.7	644	20.2	-86	↓
	50 to 59 years	596	18.4	594	18.6	551	17.3	-45	↓
	60 to 69 years	352	10.9	405	12.7	441	13.8	89	↑
	70 to 84 years	140	4.3	180	5.6	221	6.9	81	↑
	85 and over years	20	0.6	22	0.7	21	0.7	1	↑
	<b>Total</b>	<b>3233</b>	<b>100.0</b>	<b>3196</b>	<b>100.0</b>	<b>3189</b>	<b>100.0</b>	<b>-44</b>	

## Appendix Two– Socio-Demographic Profile

### Population

A large proportion of Manningham residents are Australian born (61%) however over a third are born overseas (34.1%) This figure is higher than the Melbourne Statistical Division where 28.9% of residents are born overseas.

Children aged 0 to 17 account for 21.4% of the Manningham population, whilst adults aged 18 to 64 accounts for 62% of the population and mature adults aged 65 and above account for 16.6%. A further breakdown of the 0-17 year age group shows that children aged between 0-8 years represent 45% of children in Manningham.



### Household Composition by Families

Manningham's population is made up of approximately 38,305 households. Family households account for 79.5% of total households.

Overall 52.5% of the municipality's households consist of couples with children. Couples without children account for approximately 34.4% of Manningham's household types, 11.6% of households are one-parent families while 16.5% of all households consist of lone persons.



Over the last 5 years, the most notable change in household composition can be seen in, lone person households (increase by 1.7% or 822) 'couples without children' (increase by 1.8% or 692) and the 'one parent family with children over 15 (increase by 0.8% or 269).

Likewise 'couples with children 15 years and over' decreased by 1.4% (331) and 'couples with children 15 years and under' decreased by (1.5%) 322.

Comparing household types between City of Manningham and the Melbourne Statistical Division in 2006 reveals a larger proportion of Family households, but a smaller proportion of lone person households. Family households accounted for 79.5% of total households in City of Manningham while lone person households comprised 16.5%, (68.6% and 22.7% respectively for the Melbourne Statistical Division).

### *Occupation by Age and Sex*

The three most popular occupations held by Manningham residents are Professionals (26.3%), Clerical and Administration workers (16.4%) and Managers (16.2%). Combined these occupations account for 59% of the employed resident population (31,103 people).

In the Melbourne Statistical Division, 22.6% of residents are employed as Professionals, 15.9% as Clerical and Administrative Workers, and 12.5% as Managers. Combined these occupations account for 51% of the workforce.

Overall in comparison to Melbourne Statistical Division Manningham has a larger percentage of persons employed as Professionals and Managers, a smaller percentage of persons employed as Machinery Operators and Drivers (3.0% compared to 6.4%), and, a smaller percentage of persons employed as Labourers (5.6% compared to 8.7%).

### *Cultural Diversity*

Manningham is a culturally diverse municipality. Thirty-four per cent of residents are born overseas compared to 29% for the Melbourne Statistical Division. In 2006, China became the most dominant country of origin for the first time. Prior to this, European-born migrants particularly from Italy were our major cultural group.

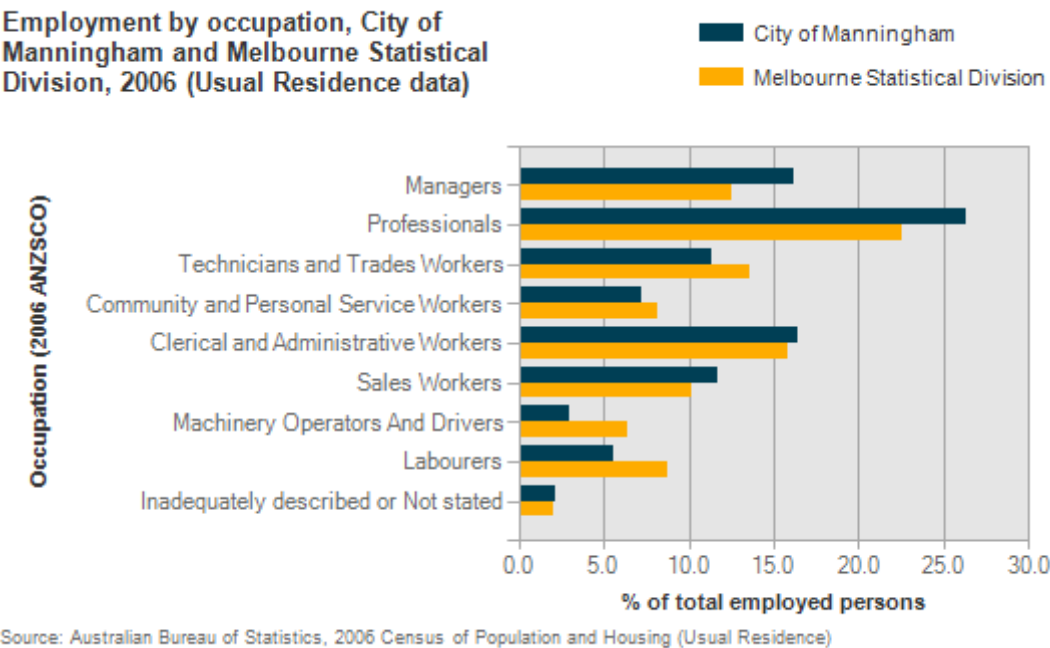
Manningham residents come from over 140 countries worldwide and we have 106 languages represented in the municipality. Twelve per cent of our population speaks Chinese (includes residents born in China, Malaysia, Hong Kong, Taiwan, Singapore, Indonesia, Vietnam, Macau, Laos, Cambodia).

Residents born overseas predominantly come from China (4.1) Italy (3.6%), United Kingdom (3.3%), Greece (3.1%) and Hong Kong (2.5%). Over 11% of the Manningham population was born in China, Malaysia, Hong Kong or Singapore.

Our emerging communities include South Korea, Singapore, Sri Lanka and Malaysia.

Overall, 60.7% of the population speak English only, and 35.7% speak a non-English language, compared with 68.0% and 26.5% respectively for the Melbourne Statistical Division.

*Employment by Occupation*



A breakdown of occupations held by male and female residents can be seen below. An analysis of the data shows that predominantly a high proportion of residents are working in jobs that are office based and more sedentary in nature. More so there is a distinct variation in occupations that are held by each gender.

In particular, there is a higher concentration of males holding ‘white collar’ positions as Managers and Professionals than females. Females predominantly hold positions in the community services area, the clerical and administrative area and the sales arena. Occupations held by women may also reflect areas where part time work is more available or acceptable.

Overall a small proportion of the community (30% males, 9% females) are employed in more active occupations (ie technicians and trade workers; machinery operators and drivers, and labourers).

### *Educational Choices*

Analysis of the share of the population attending educational institutions in City of Manningham in 2006 compared to the Melbourne Statistical Division shows that there was a similar proportion attending primary school, a similar proportion attending secondary school, and a similar proportion engaged in tertiary level education.

Overall, 7.5% of the population is attending primary school, 7.4% of the population was attending secondary institutions, and 6.9% were learning at a tertiary level, compared with 7.8%, 6.5% and 6.9% respectively for the Melbourne Statistical Division. 64% of children attend a government primary school, with a further 23% at Catholic

Whilst initially it appears that the majority of Manningham children are attending Government schools at primary and secondary levels, in actual fact at the secondary level more children are attending non-government schools.

This has financial implications for Manningham families and has the potential to limit a family's capacity to spend money on younger children and their educational choices.

### *Indigenous Population*

In Manningham we have a total of 116 residents who are indigenous, 20 are aged between 0 and 9 years of age. There is no particular place of residence with population residing across Manningham

### *Need for Assistance (People with disabilities)*

This population is defined as people who need assistance in their day to day lives with any or all of the following activities – self-care, body movements or communication – because of a disability, long-term health condition, or old age. Persons under the age of 40 (including infants) are only included if their stated reason for need for assistance was something other than 'old or young age'.

In Manningham, there are 224 children under the age of 14 who require assistance in their day to day lives.

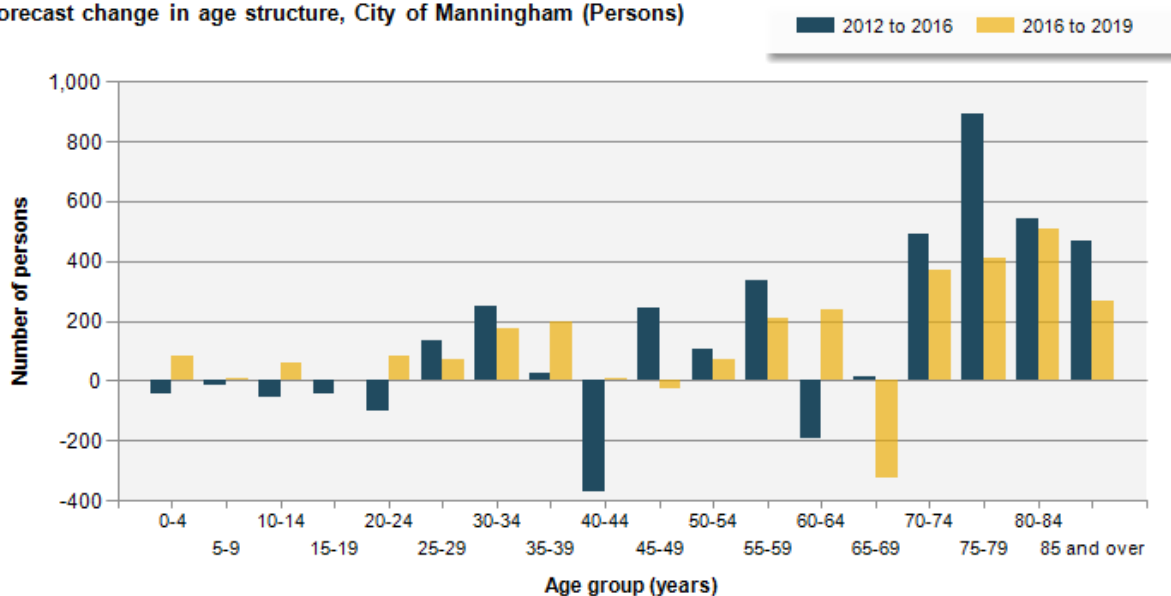
## Summary of Population Projection Characteristics and Analysis Population and Household Forecasts

### Population and Household Forecasts

The table and graph below shows the forecasted population of Manningham in the next 10 to 25 years. As is evident whilst the population and the number of households continue to grow the size of the household is decreasing.

Summary data	2006	2016	2031
Total population	115,701	121,291	135,725
Resident population in non-private dwellings	1,349	1,818	2,018
Resident population in private dwellings	114,352	119,471	133,709
Households	40,642	45,118	51,838
Dwellings	41,298	45,955	52,878
Average household size	2.81	2.65	2.58

Forecast change in age structure, City of Manningham (Persons)



### *Forecast Population Aged 0-4 and 5-9 years*

The table below shows the number of 0-4 year olds and 5-9 year olds in Manningham and the forecast change in the population between 2012 and 2019.

The population projections for both age cohorts from 2012 to 2019 shows little or no increase in the total population.

Age structure	2012	2016	2019	Change 2012 to 2019
<b>0-4 years</b>	5,751	5,707	5,790	39
<b>5-9 years</b>	6,314	6,298	6,306	-8

Source: Informed Decisions, 2006 Population and household forecasts

## Manningham by Precinct

For the purposes of this plan and to enable localized early years infrastructure planning the municipal area is divided into four catchment areas.

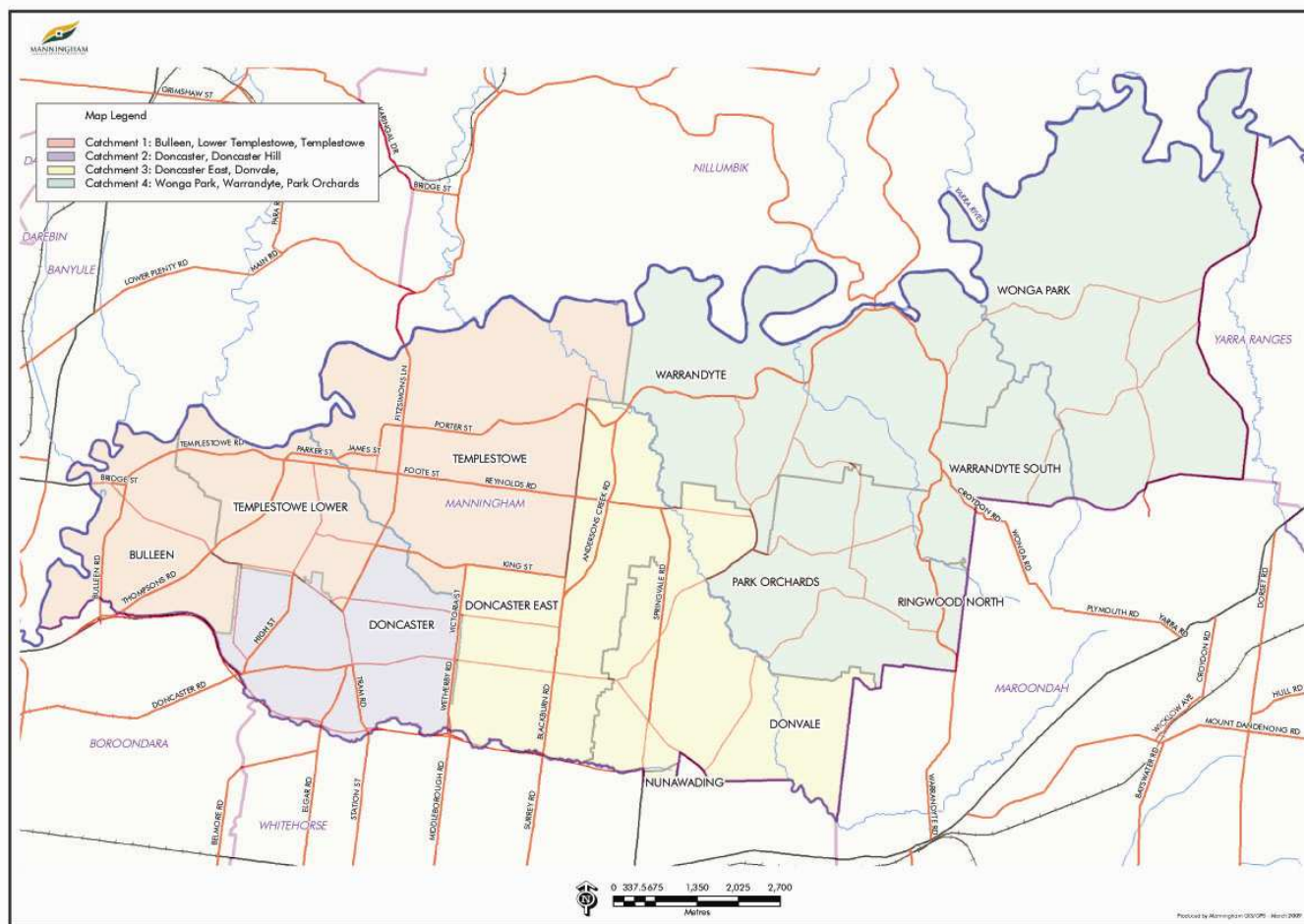
These four catchment areas comprise the following suburbs:

- Bulleen, Lower Templestowe, Templestowe
- Doncaster (including Doncaster Hill)
- Doncaster East, Donvale
- Wonga Park, Warrandyte, Park Orchards

The catchment area of Doncaster is inclusive of Doncaster Hill. Covering 58 hectares centered on the intersection of Doncaster Road and Williamsons/Tram Road in Doncaster, Doncaster Hill is set to be the civic heart of Manningham. The Doncaster Hill Strategy is Manningham City Council's response to increased demand for more appropriate, sustainable and diverse housing options that accommodate the municipalities changing demographic and social needs. Council formally adopted the Doncaster Hill Strategy in February 2002. The Hill is envisaged as a mixed-use sustainable urban village with a strong sense of place and a community-focused lifestyle. Doncaster Hill is a 20-year strategy that plans to attract 8,000 new residents with a twenty-year vision, to create a mixed-use sustainable urban village with a strong sense of place and a community-focused lifestyle, which is the civic heart of Manningham. Doncaster Hill will feature contemporary medium to high density housing within walking distance to shops, restaurants and workplaces, entertainment and public transport.

Doncaster Hill will bring together facilities and services that will appeal and cater to the needs of a variety of residents, including families, singles, young people and senior citizens.

**Figure 2 City of Manningham – Study catchment area**



### Population Density per Catchment Area

Bulleen, Templestowe, Lower Templestowe						
	Total Population 0 to 3 years		Total Population 3 to 4 years		Total Population 0 to 6 years	
	2001	2006	2001	2006	2001	2006
Bulleen	432	437	228	208	754	745
Lower Templestowe	519	574	238	261	893	968
Templestowe	605	619	354	284	1192	1123
<b>Total</b>	<b>1556</b>	<b>1630</b>	<b>820</b>	<b>753</b>	<b>2839</b>	<b>2836</b>

The characteristics of the Bulleen, Templestowe, Lower Templestowe key age cohort populations are summarised below:

***Kindergarten (aged 3-4 years):***

- In 2006 the population of the key Kindergarten age cohort (ie. 3 to 4 years) within the study catchment area was 753.
- Of the three suburbs within the catchment area, Templestowe contained the highest number of children in this cohort (284 or 37%) of the catchment's 3 to 4 year old population, followed by Lower Templestowe (261 or 35%) and Bulleen (208 or 28%).

***Maternal and Child Health (aged 0-3 years):***

- In 2006 the population of the key maternal and child health age cohort (ie 0 to 3 years) within the study catchment area was 1,630.
- Of the three suburbs within the catchment area, Templestowe contained the highest number of children in this cohort (619 or 38%) of the catchment's 0 to 3 year old population), followed by Lower Templestowe (574 or 35%) and Bulleen (437 or 27%).

***Long Day Child Care (aged 0-6 years):***

- In 2006 the population of the key long day child care age cohort (i.e. 0 to 6 year olds) within the study catchment area was 2,836.
- Of the three suburbs within the catchment area, Templestowe contained the highest number of children in this cohort (1,123 or 40%) of the catchment's 0 to 6 year old population, followed by Lower Templestowe (968 or 34%) and Bulleen (745 or 26%).

Doncaster (including Doncaster Hill)						
	Total Population 0 to 3 years		Total Population 3 to 4 years		Total Population 0 to 6 years	
	2001	2006	2001	2006	2001	2006
Doncaster (including Doncaster Hill)	668	694	365	322	1177	1195
<b>Total</b>	<b>668</b>	<b>694</b>	<b>365</b>	<b>322</b>	<b>1177</b>	<b>1195</b>

The characteristics of the Doncaster (including Doncaster Hill) key age cohort populations shown in the table above are summarised below:

***Kindergarten (aged 3-4 years):***



- In 2006 the population of the key Kindergarten age cohort (ie. 3 to 4 years) within the study catchment area was 322.

***Maternal and Child Health (aged 0-3 years):***

- In 2006 the population of the key maternal and child health age cohort (ie 0 to 3 years) within the study catchment area was 694.

***Long Day Child Care (aged 0-6 years):***

- In 2006 the population of the key long day child care age cohort (i.e. 0 to 6 year olds) within the study catchment area was 1,195

Doncaster East, Donvale						
	Total Population 0 to 3 years		Total Population 3 to 4 years		Total Population 0 to 6 years	
	2001	2006	2001	2006	2001	2006
Doncaster East	1167	1056	643	531	2061	1898
Donvale	473	474	251	256	900	884
Total	1640	1530	894	787	2691	2782

The characteristics of the Doncaster East, Donvale key age cohort populations shown in the table above are summarised below:

***Kindergarten (aged 3-4 years):***

- In 2006 the population of the key Kindergarten age cohort (ie. 3 to 4 years) within the study catchment area was 787.

Of the two suburbs within the catchment area, Doncaster East contained the highest number of children in this cohort (531 or 67%) of the catchment's 3 to 4 year old population, followed by Donvale (256 or 33%).

***Maternal and Child Health (aged 0-3 years):***

- In 2006 the population of the key maternal and child health age cohort (ie 0 to 3 years) within the study catchment area was 1,530.
- Of the two suburbs within the catchment area, Doncaster East contained the highest number of children in this cohort (1,056 or 69%) of the catchment's 0 to 3 year old population, followed by Donvale (474 or 31%).

***Long Day Child Care (aged 0-6 years):***

- In 2006 the population of the key long day child care age cohort (i.e. 0 to 6 year olds) within the study catchment area was 2,782.
- Of the two suburbs within the catchment area, Doncaster East contained the highest number of children in this cohort 1,898 or 68%) of the catchment's 0 to 6 year old population, followed by Donvale (884 or 32%).

Wonga Park, Warrandyte, Park Orchards						
	Total Population 0 to 3 years		Total Population 3 to 4 years		Total Population 0 to 6 years	
	2001	2006	2001	2006	2001	2006
Wonga Park	151	176	88	98	317	347
Warrandyte	243	243	138	147	472	457
Park Orchards	145	152	95	111	310	312
<b>Total</b>	<b>539</b>	<b>571</b>	<b>321</b>	<b>356</b>	<b>1099</b>	<b>1116</b>

The characteristics of the Wonga Park, Warrandyte, Park Orchards key age cohort populations shown in the table above are summarised below:

#### *Kindergarten (aged 3-4 years):*

- In 2006 the population of the key Kindergarten age cohort (ie. 3 to 4 years) within the study catchment area was 356.
- Of the three suburbs within the catchment area, Warrandyte contained the highest number of children in this cohort (149 or 41%) of the catchment's 3 to 4 year old population), followed by Park Orchards (111 or 31%) and Wonga Park (98 or 28%).

#### *Maternal and Child Health (aged 0-3 years):*

- In 2006 the population of the key maternal and child health age cohort (ie 0 to 3 years) within the study catchment area was 571.
- Of the three suburbs within the catchment area, Warrandyte contained the highest number of children in this cohort (243 or 42%) of the catchment's 0 to 3 year old population), followed by Wonga Park (176 or 31%) and Park Orchards (152 or 27%).

#### *Long Day Child Care (aged 0-6 years):*

- In 2006 the population of the key long day child care age cohort (i.e. 0 to 6 year olds) within the study catchment area was 1,116.

- Of the three suburbs within the catchment area, Warrandyte contained the highest number of children in this cohort 457 or 41%) of the catchment's 0 to 6 year old population, followed by Wonga Park (347 or 31%) and Park Orchards (312 or 28%).

## Appendix Three – Australian Policy Context

### *Council of Australian Governments (COAG)*

The 2006 endorsed COAG National Reform Agenda embodies a new collaborative approach to federalism that encompasses nationally agreed outcomes through policy that is central to human capital such as education and health. In December 2007, COAG agreed to a partnership between the Federal and State and Territory Governments to pursue substantial reform in the areas of education, skills and early childhood development. This resulted in two agreements in 2008:

- The National Partnership Agreement on Early Childhood Education
- Closing the Gap: National Partnership for Indigenous Early Childhood Development

In December 2009 COAG agreed to a partnership to establish a National Quality Framework for Early Childhood Education and Care for most long day care, preschool/kindergarten, family day care and outside school hours care services in Australia.

The National Quality Framework aims to raise quality and drive continuous improvement and consistency in education and care services and school age care through:

- the Education and Care Services National Law and the Education and Care Services National Regulations
- the National Quality Standard for Early Childhood Education and Care and School Age Care
- a national quality rating and assessment process
- streamlined regulatory arrangements
- a new national body jointly governed by the Australian Government and State and Territory governments – the Australian Children's Education and Care Quality Authority (ACECQA) to oversee the new system.

The National Quality Framework became effective on 1 January 2012 with key requirements being phased in over time. Requirements such as qualification, educator-to-child ratios and other key staffing arrangements will be phased in between 2012 and 2020.

The COAG early childhood reform agenda includes:

- Development of Belonging, Being and Becoming - the Early Years Learning Framework for Australia<sup>10</sup>
- Initiatives to address early childhood workforce issues
- A National Quality Framework (to be in place by January 2012), including assessment of services against a National Quality Standard to ensure a national approach to quality and regulation of early childhood education and child care
- Improved data and performance information in early childhood, including the publication of A Snapshot of Early Childhood Development in Australia - Australian Early Development Index (AEDI) National Report 2009
- Development of Investing in the Early Years—A National Early Childhood Development Strategy 2009.

The Council of Australian Government's (COAG) National Partnership Agreement on Early Childhood Education (the NPECE) which was signed in November 2008 with the aim that :

- By 2013 every child will have access to a preschool program in the 12 months prior to full-time schooling.
- There is universal access to a preschool program for all children to be delivered by a four year university qualified early childhood teacher, in accordance with a national early years learning framework, for 15 hours a week, 40 weeks a year.

The implementation of universal access to early child education:

- Recognises that quality kindergarten programs improve children's learning, health and behaviour with positive impacts extending into adult life.
- Enables children and families to have access to a high quality developmental program in a range of settings such as public, private and community based kindergartens and childcare services.
- Supports a successful transition to formal schooling.

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<sup>10</sup> DEEWR 2009

- Supports planning of an integrated service system.
- Is a major component of the Commonwealth Government's early childhood reform agenda and is consistent with the current Victorian Government's policy direction.

### *Federal Government*

The Federal Government ratified the International Convention on the Rights of the Child (CROC) in December 1990. Federal, State and Territory Governments in Australia are bound by the convention, and the Federal Government is required to report regularly to the United Nations Committee on the Rights of the Child. The Federal Government is responsible for funding a range of childcare programs and provides income support to families with children and with children with a disability.

In 2009, the Federal Government produced a document identifying childhood development as a national priority (Supporting the Development of Young Children in Australia: 2009 - a Snapshot). The following are the key Australian Government initiatives as stated in that document:

- Access to quality early childhood education for all children for 15 hours a week, for 40 weeks in the year prior to school by 2013
- Lifting quality in early childhood education and care through a new national quality standard, an Early Years Learning Framework, a rating system so parents are informed about service quality, and national initiatives to increase the number and qualifications of early childhood workers
- Closing the Gap for Indigenous children with ambitious targets to halve the gap in infant mortality and in reading, writing and numeracy within a decade and to ensure all Indigenous children participate in quality early childhood education within five years
- Helping Australians balance work and family commitments by providing access to 18 weeks paid parental leave starting from January 2011, and providing a right to request flexible work arrangements, for parents with children below school age
- Improving affordability of child care by increasing the Child Care Rebate from 30% to 50%
- Improving child and family health through better access to maternity services, early intervention and prevention of chronic disease and mental health problems, and a range of initiatives to promote healthy eating and exercise in children
- Supporting vulnerable children through the National Framework for Protecting Australia's Children, and through the Family Support Program
- Helping children with disabilities through early intervention under the National Disability Agreement and the Helping Children with Autism package.

## State Government

As part of its broader policy agendas – *A Fairer Victoria 2010 – the Victorian Government’s Social Policy Action Plan* and *Growing Victoria Together – A Vision for Victoria to 2010 and Beyond*, the State Government provides funding for primary schools and universal early years programs such as immunisation, libraries, community health, maternal and child health and kindergarten. It funds a broad range of targeted and intensive services including family support and early intervention and is responsible for Victoria’s child protection system.

Through the introduction of the *Child Wellbeing and Safety Act 2005*, the State Government established principles for the wellbeing of children, a Victorian Children’s Council, a Children’s Services Coordination Board and a Child Safety Commissioner and the notifications of births to municipal councils. This act is the most significant piece of legislation to-date implicating local government in the planning and delivery of early years services. The *Child Youth and Families Act 2005* reformed the system of child protection across Victoria.

Below is a brief outline of recent State Government policies related to the early years:

- The State of Victoria’s Children report, produced by the State Government annually since 2006, based on data including the Victorian Child and Adolescent Monitoring System (VCAMS)
- Victoria’s Plan to Improve Outcomes in Early Childhood, 2007, which sets out a framework for reform within COAG policy directions
- Blueprint for Education and Early Childhood Development, 2008 (the “Blueprint”), containing the following four priorities:
  - Increase access to high-quality early childhood programs
  - Strengthen public confidence in a world-class school education system, with a strong and vibrant government school sector at its core
  - Integrate services for children and families
  - Improve outcomes for disadvantaged young Victorians

The Blueprint identifies specific actions to achieve six goals, organised under the following three major strategies:

- System improvements
- Partnerships with parents and communities
- Workforce reform

Blueprint for Education and Early Childhood Development: One Year On, 2009, which sets out the achievements of the Blueprint in its first year of implementation, and the following is a

snapshot of some of the new initiatives for 2010 (many of which are likely to have implications for Municipal Early Years Planning):

- Implement the revised Kindergarten Cluster Management Policy Framework to develop stronger local networks, more effective local planning and greater integration of care and education
- Trial the establishment of extended school hubs in low socio-economic locations agreed under the National Partnership on Low Socioeconomic Status School Communities
- Release a 10-year plan to improve outcomes for all Victorian Aboriginal children and young people
- Develop a rural education strategy to strengthen education delivery in rural and remote schools
- Develop a framework for collaboration with the community sector on education and early childhood development
- Implement the Victorian early childhood workforce strategy
- 2009 Victorian Early Years Learning and Development Framework, developed by the Department of Education and Early Childhood Development (DEECD) and the Victorian Curriculum and Assessment Authority, which sets out Practice Principles, Transitions and Outcomes for advancing children's learning and development from birth to eight years
- Transition: A Positive Start to School: A Guide for Families, Early Childhood Services, Outside School Hours Care Services and Schools, 2009, a guide to improving children's experience of starting school and implementing supports for transition readiness
- 2009 strategy for the improvement of Victoria's early childhood workforce, Improving Victoria's Early Childhood Workforce: Working to Give Children the Best Start in Life, which set out the strategy for responding to Victoria's increasing demand for early childhood services
- Guidelines for the Children's Capital Program 2009-2010, which sets out the capital and infrastructure investment plan and how this links in with the Blueprint
- Growing, Learning and Thriving - Building on Victoria's Achievements in Early Childhood Development – a statement published in 2009 setting out the State Government's vision with regard to early childhood development, identifying priority reform actions within the strategic framework of the Blueprint, many of which have implications for Municipal Early Years Planning. For example:
  - The implementation of the Victorian Early Years Learning and Development Framework (birth to eight years)
  - Roll out of universal access to 15 hours of kindergarten
  - Strengthening of kindergarten cluster management
  - Reform of the Maternal and Child Health Service

- Enhancement of Best Start to build local level responsiveness
- Increase of the participation of Aboriginal children in early childhood services
- Implementation of Victoria's early childhood workforce strategy.
- Balert Boorron: The Victorian Plan for Aboriginal Children and Young People (2010 – 2020), which sets the State Government's reform agenda relating to Aboriginal children and young people and provides a policy response to the State of Victoria's Children 2009: Aboriginal children and young people in Victoria.



## **Appendix Four – State Government / Local Government Partnership Approach**

### ***Public Health***

The Department of Health is responsible for a broad range of health services, policy and program area across Victoria. Public health initiatives or programs located in early year's settings include, but are not limited to, immunisation, injury prevention, physical activity and healthy nutrition.

### ***Maternal and Child Health***

The Maternal and Child Health Service is a universal primary care service for families with children from birth to school age. The service is provided in partnership with Municipal Association of Victoria (MAV), Local Government and DEECD and aims to promote healthy outcomes for children and their families. The service provides a comprehensive and focused approach for the promotion of health and development, prevention and early detection of the physical, emotional or social factors affecting young children and their families in contemporary communities.

### ***Preschool Field Officer (PSFO)***

The Preschool Field Officer (PSFO) is funded by State Government to support the inclusion of children with additional needs into State funded Kindergarten services. The PSFO has extensive experience in Early Childhood Development and Special Education with a background in Kindergarten teaching. The PSFO is experienced and skilled in working with children with additional needs and their families.

Children with additional needs, including:

- Children with challenging behaviours
- Children with social or emotional issues
- Children with speech, language and/or communication delays
- Children with developmental delays
- Children with advanced abilities and skills
- Children with disabilities

The role of the PSFO is

- Visit kindergarten services and undertake play-based assessments of referred children

- Assist with the development of individual programs and strategies for children with additional needs
- Provide information, support and resources to kindergarten staff
- Facilitate staff training to enhance professional development
- Support, advise and resource families
- Provide specialist toys, equipment and resource materials

## *Libraries*

Local government operates Victoria's public library services, which play a critical role in the development of online information and communications access to local communities. There are a total of 310 public library service points in Victoria across all 79 municipalities.

Public libraries are also highly valued by the community as accessible public meeting spaces and information hubs with free access to books, publications and the internet, global learning opportunities and social engagement. They provide many benefits to communities through improved literacy outcomes, the development of social capital and a contribution to a reduction in social inequality.

The MAV acts as an advocate on behalf of councils in policy, planning and funding negotiations with the State and Federal governments on the provision of infrastructure support for public libraries.

## *Infrastructure provision*

Victorian Local Government invests heavily in early years infrastructure provision. It owns the majority of buildings from which libraries, maternal and child health, kindergarten and integrated early years programs operate<sup>11</sup> and is the major early childhood facility planner. Prior to 1985 the Federal and State Governments provided capital funding grants for every kindergarten and community based childcare centre built. The State Government regularly and the Federal Government periodically provide funding contributions towards new children's services capital and capital improvement. Access to funding is highly competitive. Responsibility for early year's facilities is a funding partnership between State and Federal Government, Local Government, community groups and at times private providers.

## *Family Support Innovation Projects*

In partnership with a number of community service organisations and local government authorities, the State Government of Victoria is taking an integrated approach to supporting

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<sup>11</sup> Victorian Local Government Support for Early Childhood Services - Survey of Local Government:

vulnerable families whose needs are complex, through the establishment and implementation of Family Support Innovations Projects.

This approach also aims to better integrate child protection services with family support and other services. The networks work closely with vulnerable families and their children and provide a valuable opportunity to build a strong interface and collaborative approach with Best Start.

### *Primary Care Partnerships*

The Primary Care Partnership strategy aims to: improve the experience and health wellbeing outcomes of people using primary health care services; reduce the use of hospital, medical and residential services through a greater emphasis on health promotion programs; and improve coordinated service responses to people experiencing early signs of disease and who require support.

Primary Care Partnerships use a social model of health providing strong synergies with the Best Start approach. A number of partnerships have previously identified early years as an important setting for early intervention to improve community health and provide a key planning platform to progress an early years health and wellbeing agenda.

### *Disability Metropolitan and Rural Access*

Disability Metropolitan Access was implemented by State Government in partnership with local government providing positive opportunities for Disability Services and Local Government to create a shared vision and 'joined-up' effort in supporting greater participation and inclusion of people with disabilities in local communities.

### *Community Strengthening*

The Department of Planning and Community Development has undertaken a number of initiatives aimed at enhancing community strengthening resources, initiatives and support across Victoria. In 2007, the Department of Planning and Community Development published Planning Together: Lessons from local government community planning in Victoria. This report was based on a review of nine case studies of local government-led community planning undertaken by councils.

## Appendix Five – Integrated Service Policy Directions

In December 2007, the Council of Australian Governments (COAG) agreed to a partnership between the Commonwealth and state and territory governments to pursue substantial reform in the areas of education, skills and early childhood development, to deliver significant improvements in human capital outcomes for all Australians. The pursuit of reforms has found expression to date in two National Partnership Agreements, one regarding indigenous children's development and one regarding early childhood education. A National Quality Framework for Early Education and Care continues to be the subject of deliberations, although some elements of the framework are already in place. It is anticipated that the Commonwealth Government's focus on integrated children's services will be particularly apparent in the National Quality Framework for Early Education and Care.

In Victoria, responsibility for early childhood education and care services was incorporated into the Department of Education and Early Childhood Development in August 2007, when functions from the Office for Children in the Department of Human Services (DHS), were integrated with the former Department of Education. This has set the stage for increased integration of early years services with the state education system.

The 2008 *Blueprint for Education and Early Childhood Development* (Blueprint) articulates a five-year vision for education and early childhood development in Victoria. The centerpiece of the *Blueprint* is the commitment to provide every child with every opportunity to succeed, no matter where they live or what their socioeconomic circumstances. The *Blueprint* has, as one of its four main priorities, a commitment to integrate services for children and families, illustrating the importance accorded to integration. Indeed, integration is itself an important strategy for reform:

*'We will create a more integrated system that will be more convenient for families, will smooth the major transition points in the system, such as the transition from early childhood services to school, and will allow families to get the support they need' p. 12, Blueprint for Education and Early Childhood Development 2008*

Three actions are linked to this strategy: co-location and integration, improved transitions and new developmental frameworks. Another action linked to the strategy of 'partnerships' is around the creation of community hubs; it also acknowledges the importance of integration:

*'We will promote schools and other children's centres as community hubs, through co-location and integration of services and increased community use of school facilities.' p.25, Blueprint*

*Victoria's Plan to Improve Outcomes in Early Childhood* (2007), predating but supporting the National Reform Agenda and the *Blueprint*, sets out a ten year vision to improve the supports available to families with young children with a focus on better antenatal services; strengthening the health, development and learning of all children; enhancing the provision of early childhood education and care services; and improving the early years workforce.

In further resourcing the *Blueprint*, the Victorian DEECD commissioned the Centre for Community Child Health to conduct a literature review to identify best practice approaches to the establishment and operation of integrated children's hubs. The review examined:

- best practice models both nationally and internationally related to the development of integrated children's hubs
- examples of innovative centre governance arrangements that promote service integration and include parents in decision-making roles
- the extent to which children's hubs contribute to improved access to early childhood education for children, provide support for families, promote community cohesion and reduce the impact of social isolation
- barriers that impact on the establishment and operation of integrated services within children's hubs
- enablers that promote integrated service delivery
- the extent to which children's hubs encourage communication between staff and families and collaborative practice between service providers.

This work released in 2008 identified considerable research and practice evidence about multi-agency collaboration and partnerships. It found mixed evidence, indicating that building and maintaining true collaboration is neither simple nor easy. Because children's centres are a relatively recent innovation, there is limited evidence of the overall effectiveness of integrated children's hubs or of the features of best practice. Nevertheless, the researchers concluded that it is possible to extrapolate from more general literature on collaboration and partnership a coherent set of best practices to guide the introduction and consolidation of children's centres in Victoria.

## Appendix Six - Glossary of Terms

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### General terms

Centre/Facility/Location	A building (or group of buildings) housing various early childhood services, which may include kindergarten, long day care, parenting support, occasional care, alternative care, playgroups, early intervention services, family support services, maternal and child health services and other services/programs related to the needs of young children and their families.
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Child FIRST (Family Information Referral And Support Team)	A family services community-based intake and referral service. Child FIRST ensures that vulnerable children, young people and their families are effectively linked to relevant services, including Child Protection. <a href="http://www.cyf.vic.gov.au/family-services/child-first">http://www.cyf.vic.gov.au/family-services/child-first</a>
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Children's Services Advisers (CSA)	Authorised officers under the Children's Services Act 1996, who are members of the Department of Education and Early Childhood Development regional children's services branch staff.
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Child Protection	The statutory child protection service provided by the Department of Human Services, which is able to intervene to protect children and young people at risk of significant harm. <a href="http://www.cyf.vic.gov.au/child-protection-family-services/home">http://www.cyf.vic.gov.au/child-protection-family-services/home</a>
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Department Of Education And Early Childhood Development	Department of Education and Early Childhood Development is responsible for the learning, development, health and wellbeing of all young Victorians, from birth to adulthood. <a href="http://www.education.vic.gov.au/default.htm">http://www.education.vic.gov.au/default.htm</a>
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Early Childhood	Encompasses the period of growth, learning and development of children aged from birth to 8 years.
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Family Day Carer	A person approved by the family day care service to provide care or education to children, primarily in the person's residence or at a family day care venue.
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Governance	The formal and legal arrangements by which the affairs of an organisation (in this case a children's centre) are managed.
Integrated	Services combine to form a single entity operating from a single location and providing integrated inter- disciplinary child and family services.
Licensed Children's Service	A service providing care or education for four or more children under the age of 13 years in the absence of their parents, carers or guardians that is licensed under the Children's Services Act 1996.
Program/S	The activities that form part of service delivery.
Service/S	The core functions that form part of the centre's business.
Stand Alone/ Autonomous	Services operating independently, with no formal link or informal links.
Staff Members	Staff employed in licensed children's services, government schools and regional offices, Catholic schools and independent schools.
Victorian Schools	All schools in Victoria; that is, government schools, Catholic schools and independent schools.

### **Legislative Frameworks**

Charter Of Human Rights And Responsibilities Act 2006	<p>The law that protects the human rights of all people in Victoria. The charter contains 20 rights reflecting four basic principles: freedom, respect, equality and dignity.</p> <p><a href="http://www.justice.vic.gov.au/wps/wcm/connect/justlib/DOJ+Internet/Home/Your+Rights/Human+Rights/">http://www.justice.vic.gov.au/wps/wcm/connect/justlib/DOJ+Internet/Home/Your+Rights/Human+Rights/</a></p>
Children's Services Act 1996	<p>The law that provides for the licensing and regulation of all Victorian children's services to a set of required minimum standards.</p> <p><a href="http://www.austlii.edu.au/au/legis/vic/consol_act/csa1996196/">http://www.austlii.edu.au/au/legis/vic/consol_act/csa1996196/</a></p>
Children's Services Regulations 2009 (Regulations)	<p>A regulatory framework to ensure that all licensed children's services meet minimum service standards and requirements.</p> <p><a href="http://www.eduweb.vic.gov.au/edulibrary/public/earlychildhood/CSRegulations2009-53sr001.pdf">http://www.eduweb.vic.gov.au/edulibrary/public/earlychildhood/CSRegulations2009-53sr001.pdf</a></p>

Children, Youth And Families Act 2005 (CYFA)	The legislative basis of the Victorian Government's 'Every Child Every Chance' reforms. <a href="http://www.austlii.edu.au/au/legis/vic/consol_act/cyafa2005252/">http://www.austlii.edu.au/au/legis/vic/consol_act/cyafa2005252/</a>
Adoption	Adoption Act 1984 Adoption Regulations 2008 Family Law Act 1975 (Cth) Immigration (Guardianship of Children) Act 1946 (Cth) (Refer Adoption Regulations 2008) Migration Act 1958 (Cth) Migration Regulations 1994 (Cth) Supreme Court (Adoption) Rules 2005
Children And Young Persons	Child Wellbeing and Safety Act 2005 Children, Youth and Families Act 2005 Children, Youth and Families Regulations 2007 Children's Services Act 1996 Children's Services Regulations 2009 Coroners Act 2000 Guardianship and Administration Act 1986 Supported Accommodation Assistance Act 1994 (Cth)
Disability	Disability Act 2006 Disability Regulations 2007 Disability Discrimination Act 1992 (Cth) Sex Discrimination Act 1984 (Cth)
Education	Education and Training Reform Act 2006 Education and Training Reform Regulations 2007
Health	Drugs, Poisons and Controlled Substances Act 1981 Food Act 1984 Food (Forms and Registration) Regulations 2005



Public Health and Wellbeing Act 2008

Health Records Act 2001

Health Services Act 1988

Health (Immunisation) Regulations 1999

Health (Infectious Diseases) Regulations 2001

Health Services (Conciliation and Review) Act 1987

Infertility Treatment Act 1995

Infertility Treatment Regulations 1997

Occupational Health and Safety Act 2004

Health Practitioners Regulation 2009

Nurses Act 1993

Mental Health Act 1986

Concessions  
Related

Local Government Act 1989

Municipalities Assistance Act 1973

State Concessions Act 2004

Water Act 1989

Water Industry Act 1994   Water (Groundwater) Regulations 2002

Other

Building Code of Australia 2009

Family Violence Protection Act 2008

Stalking Orders Act 2008

Equal Opportunity Act 1995 (Vic)

Freedom of Information Act 1982

Local Government Act 1989

Ombudsman Act 1973

Public Administration Act 2004

Public Records Act 1973

Information Privacy Act 2000

Racial and Religious Tolerance Act 2001