



Merri Health

Healthcare that moves with you

Merri Health

Community Health – Health Promotion

Action Plan 2023-2025



Acknowledgement

Merri Health acknowledges Aboriginal and Torres Strait Islander people as the traditional owners and custodians of the land, water and skies where we work. For the Merri-bek local government area, this is the Wurundjeri Woi Wurrung people of the Kulin Nation.

We pay our respects to Elders past and present and acknowledge emerging leaders within Aboriginal and Torres Strait Islander communities.

We also recognise our role in working towards reconciliation; to listen to and be led by the voices of Aboriginal and Torres Strait Islander people, to honour truth-telling so we can learn from the wrongdoings of the past, and to do the heavy lifting to lead change.

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Priority Area: Active Living

Active Living Summary

Project aim	This project aims to increase participation, inclusion and safety in active living settings in Merri-bek.
Project overview and background	<p>Healthy Sports Clubs</p> <p><i>Healthy Sports Clubs</i> has been developed and piloted by Monash Health in partnership with Cardinia Shire Council, City of Casey Council and City of Greater Dandenong Council.</p> <p><i>Healthy Sports Clubs</i> is evidence informed, based on best practice and guided by multiple existing frameworks, programs, initiatives and learnings including:</p> <ul style="list-style-type: none">• Alcohol and Drug Foundation, <i>Good Sports & Tackling Illegal Drugs</i>• Cancer Council Victoria, <i>Sun Smart & QUIT</i>• Peninsula Health, Health Promotion, <i>Creating Smoke Free Environments in Sporting Clubs</i>• State of Victoria, Department of Health and Human Services, <i>Achievement Program & Healthy Choices Guidelines</i>• VicHealth, <i>Healthy Sporting Environments</i> <p>Health areas have been developed with the support of Victorian State Sporting Associations, peak bodies and organisations through attendance at consultation forums.</p> <p><i>Healthy Sports Clubs</i> encourages sports clubs to create healthier clubs that promote positive health and wellbeing. The initiative is built around a framework that focuses on a whole club approach. It brings together existing health and wellbeing efforts and looks at how they can be strengthened.</p> <p>Clubs receive ongoing localised support and a suite of resources to progress through the continuous improvement cycle. All clubs will move through the stages of commit, create, initiate and celebrate at their own pace.</p> <p>Community Champions</p> <p>Community Champions are local residents that are well connected with the community, have good communication skills and feel passionately about active living. The Community Champions' model recognises that building the capacity of well-connected community members can support service access to a range of important health services and improve health knowledge and literacy.</p> <p>The Community Champions model will be utilised to share information in relation to active living in our 2023-25 CH-HP plan. Community Champions will work closely with the active living team to share key messages, and act as a 'connection' between clubs, active recreation services and community to improve the community's access to active living opportunities.</p> <p>We're Game</p> <p>'We're Game' is a project that brings together community and women's health, leisure centres, sports clubs, local government, state sporting associations, research partners and community to take a whole-community approach to tackling gender-based violence in sport. The project draws on Sports and Recreation Victoria's 'Guidelines for preventing violence against women: Tackling action through community sport' to harness the power of sport to drive action on gender</p>

	<p>equity in Merri-bek while also increasing the participation of girls and women in active living.</p> <p>Active Schools</p> <p>Merri Health will explore capacity to partner with schools around Active Living initiatives.</p> <p>Community led initiatives such as The Great Idea Program</p> <p>Community led initiatives such as the Great Idea Program will work with communities to adapt and deliver active living initiatives tailored to the local context, including with priority cohorts such as women and girls.</p>
Partners	<ul style="list-style-type: none"> - Merri-bek Council - Healthy Sports Club CoP members - Sports clubs in Merri-bek - YMCA (Active Merri-bek) - Women’s Health in the North - Tennis Victoria
Co-funding	SRV preventing violence through sport grant for We’re Game
Priority communities / settings	<ul style="list-style-type: none"> - Culturally and linguistically diverse communities (women and girls) - Low socioeconomic status
Objectives	<ol style="list-style-type: none"> 1. Increased provision of fair, safe and inclusive environments at sport and active recreation clubs 2. Increased participation in sport and active recreation opportunities 3. Increased capacity to be more physically active and less sedentary
Project timeframe	From July 2023, with a commitment for six years

Active Living Program Logic

Inputs	Activities	Outputs	Immediate impacts	Medium-terms impacts (by June 2025)	Longer-term outcomes
<p>Senior HPO HPO Community Engagement Officer HPO – We’re Game TL CHP</p> <p>Partnerships with sports clubs and active recreation providers in Merri-bek</p> <p>Partnerships with other partners supporting active recreation such as Merri-bek Council, SRV, Tennis Victoria</p> <p>Frameworks: Healthy Sports Clubs Active Schools</p> <p>Refer to budget in project plan</p>	<p>Healthy Sports Clubs</p> <p>–Support club settings to implement evidence-based programs and initiatives such as the Healthy Sports Clubs Framework supporting active living environments and policy</p> <p>Community Champions</p> <p>–Lead community activation and engagement approaches to drive support and uptake for active living initiatives within the community</p> <p>Community-led activities (TGIP)</p> <p>–Work in partnership with communities to adapt and deliver active living initiatives tailored to local context, including with priority cohorts (e.g., women and girls).</p>	<ul style="list-style-type: none"> –# clubs engaged –# policies developed –# & proportion that have achieved or maintained one or more small steps <ul style="list-style-type: none"> –# community champions retained and supported to share information with women and girls –# options shared –# training opportunities provided –# meetings held –# community projects –# attendees 	<p>Community champions report:</p> <p>Improved knowledge of the health and wellbeing impacts of physical activity</p> <p>(Post survey small step ICF 10b)</p> <p>Improve knowledge of options for local structured and unstructured free and fee-paying physical activity e.g., local parks, bike paths, recreation facilities and community activities</p> <p>(Small step ICF 10c)</p> <p>Participants (CC & TGIP) report increased:</p> <ul style="list-style-type: none"> – leadership skills – social connections – sense of belonging – participation in social activities <p>Measures to be determined once community led</p>	<p>Through working with clubs:</p> <p>Increase the provision of a fair, safe and inclusive environment at sport and active recreation clubs</p> <p>(Small step ICF 18i)</p> <ul style="list-style-type: none"> – Measured by the number of clubs that have completed the entire inclusion area of the Healthy Sports Clubs Framework <p>Participants have increased:</p> <ul style="list-style-type: none"> – sense of safety – involvement in community action – sense of agency and influence – sense of self-worth – social support – social participation 	<p>Increased participation in sport and active recreation opportunities (Big step ICF 7)</p> <p>Increased capacity to be more physically active and less sedentary (Big step ICF 4)</p> <p>People from target communities have increased physical wellbeing</p> <p>Active living settings are inclusive and safe for target communities</p> <p>People from target communities are socially included</p> <p>People from target communities live free from discrimination, violence and exclusion</p>

	<p>Community / stakeholder engagement</p> <ul style="list-style-type: none"> - Build relationships with community members from priority communities and local stakeholders - Engage with local and statewide partners to determine local needs and priorities in active living - Formalise partnerships with stakeholders, where appropriate - Participate in Communities of Practice for Healthy Sports Clubs - Facilitate Steering Committee meetings for Healthy Sports Clubs - Deliver collaborative projects - Develop an active living newsletter 		<p>projects commence. Potential outcomes of projects include:</p> <p>Increase provision and access to free or fee-paying community active classes or events (fitness/aerobics, health walks in public places (parks, community centres, worksites) or fun activity sessions for children and young people.</p> <p>(Small step ICF 19.k)</p> <p>Increase provision and participation in a variety of free or fee-paying physical activity community programs.</p> <p>(Small step ICF 19.l)</p> <p>Improved motivation to undertake physical activity (Small step ICF 11.e)</p> <p>Improved confidence of participants to undertake physical activity</p> <p>(Small step ICF 11.f)</p>		<p>People from target communities have improved mental wellbeing</p>
<p>WE WILL EVALUATE / MEASURE / MONITOR THE ABOVE THINGS!</p>			<p>FROM HERE ONWARDS, IT'S BASED ON WHAT WE KNOW FROM EVIDENCE...</p>		
			<p>Assumptions</p>	<p>Assumptions</p>	<p>Assumptions</p>

Increased awareness
will lead to increased
participation

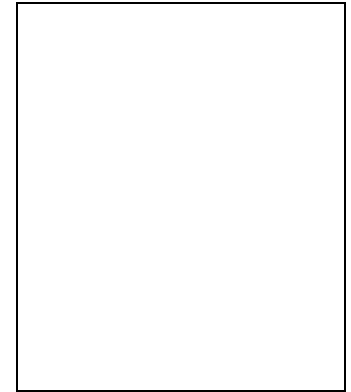
People will be able and
want to participate

Settings are willing and
able to make changes

Participation will be
positive, safe and
inclusive

Program impact will last
beyond participation

Social participation will
continue beyond
program participation



Active Living Action Plan

Policy (lead functions) <ul style="list-style-type: none"> Support organisations and settings to develop and implement policies that support active living and inclusion 		
Actions	Targets (where relevant)	Due date
Support sporting clubs to review, develop and implement policies that support active living and inclusion	1-2 policies developed or reviewed	June 2024 June 2025
Environments & Community (lead functions) <ul style="list-style-type: none"> Implement evidence-based programs and initiatives supporting active living environments and policy Lead community activation and engagement approaches to drive support and uptake for active living initiatives within the community Work in partnership with communities to adapt and deliver active living initiatives tailored to local context, including with priority cohorts 		
Actions	Targets (where relevant)	Due date
Implement the We're Game project	10 Clubs/settings engaged 5 action plans developed	Completed June 2024
Implement the evidence based Healthy Sports Clubs framework with clubs in Merri-bek	10 clubs engaged 50% of clubs targeting vulnerable and disadvantaged populations At least 1 small step achieved or maintained 1-2 action plans developed 1 club recognised for achieving a health area (2025) Increase the provision of a fair, safe and inclusive environment at sport and active recreation clubs (Small step ICF 18i) –Measured by the number of clubs that have completed the entire inclusion area of the Healthy Sports Clubs Framework	June 2024/June 2025

<p>Utilise the Community Champions (CC) model to engage community members in active living opportunities.</p>	<p>Develop EOI for CC</p> <p>Develop a communications strategy to engage with clubs and community members</p> <p>Recruit 6 culturally diverse community champions to share information about active living with women and girls</p> <p>2 community engagement or training opportunities provided to CC</p> <p>10 active living options shared</p> <p>1-2 community champions connected with clubs in Merri-bek in a volunteer capacity</p> <p>Community champions report:</p> <ul style="list-style-type: none"> - improved knowledge of the health and wellbeing impacts of physical activity (Post survey small step ICF 10b) - improved knowledge of options for local structured and unstructured free and fee-paying physical activity e.g., local parks, bike paths, recreation facilities and community activities (Small step ICF 10c) - improved motivation to undertake physical activity (Small step ICF 11.e) - improved confidence of participants to undertake physical activity (Small step ICF 11.f) - increased ability to be a leader - increased confidence to lead community projects and initiatives - opportunities to be involved in community projects and initiatives - increased sense of belonging to their community - increased social connections - participate in social activities more - increased mental health and wellbeing 	<p>Completed June 2024</p> <p>Completed June 2024</p> <p>Completed June 2024</p> <p>June 2024/June 2025</p> <p>June 2025</p> <p>June 2025</p>
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<p>Support community members to deliver active living initiatives tailored to Merri-bek through community led activities such as The Great Idea Program</p>	<p>6 community members form selection panel</p> <p>2-4 community leaders engaged</p> <p>2 projects supported</p> <p>30 participants attend TGIP funded initiatives</p> <ul style="list-style-type: none"> - Increase in provision and access to free or fee-paying community active classes or events (fitness/aerobics, health walks in public places (parks, community centres, worksites) or fun activity sessions for children and young people. (Small step ICF 19.k) - Increase provision and participation in a variety of free or fee-paying physical activity community programs. (Small step ICF 19.l) <p>Participants report:</p> <ul style="list-style-type: none"> - improved knowledge of options for local structured and unstructured free and fee-paying physical activity e.g., local parks, bike paths, recreation facilities and community activities (Small step ICF 10c) - improved motivation to undertake physical activity (Small step ICF 11.e) - improved confidence to undertake physical activity (Small step ICF 11.f) - increased ability to be a leader - increased confidence to lead community projects and initiatives - opportunities to be involved in community projects and initiatives - increased sense of belonging to their community - increased social connections - participate in social activities more 	<p>June 2024/June 2025</p> <p>June 2025</p> <p>June 2025</p>
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Prevention system actions (lead functions)

- Engage with local and statewide partners to determine local needs and priorities in active living
- Build capacity for active living among settings and internal and external stakeholders, e.g. CoP for settings staff and others to create active living environments
- Leverage off networks, relationships, and cross-sectoral connections to influence the determinants of active living and address co-benefits to health and wellbeing (e.g. climate change and health, healthy eating, mental wellbeing).

Actions	Targets (where relevant)	Due
Contribute to local and state-wide advocacy to inform local needs and priorities in active living.	2 advocacy submissions	June 2024 June 2025
Formalise partnerships with stakeholders, where appropriate	Partnership agreement with Merri-bek Council developed	June 2024
Explore options to bring together key partners (e.g., Community of Practice)	Model developed/proposed Participate in Merri-bek Council's women and girls network	June 2024 June 2025
Develop an active living newsletter	# editions, reach & subscribers Contribute 3 articles to Merri-bek Council's women in sport newsletter	June 2024 June 2025

Prevention system actions (support functions)

- Link with other agencies to understand and address gender and intersectional considerations for local active living initiatives and tailor accordingly
- Participate in topic or placed based networks, communities of practice and partnerships to collaborate on shared priorities, join up work, learn from others, as well as contribute to local coordination and leveraging opportunities for engagement, activation, and implementation. This could include forums facilitated by the Achievement Program, VicHealth, Victorian Active Living Alliance
- Support other initiatives that drive uptake of sport and active living in communities (e.g. vouchers, incentives to get kids active)

Actions	Targets (where relevant)	Due date
Participate in Monash Health's Community of Practice (CoP) for Healthy Sports Clubs and other networks facilitated by leaders in this space	Representative from MH to attend all CoP sessions	June 2024 June 2025
Utilise the Community Champions model to engage community members in relevant incentives to get kids active	# options shared "Kids get active" vouchers are promoted through networks, including Community Champions	June 2024 June 2025
Participate in Women's Health In the North's Building a Respectful Community (BRC) Steering Committee and Network to champion gender equality in sports settings	Team Leader attendance at BRC Committee meetings, manager attendance at advisory group meetings.	June 2024 June 2025

Priority Area: Mental Wellbeing

Healthy Schools Initiative Summary

Project aim	Partnering with local primary and secondary schools in Merri-bek, this whole-school approach aims to reduce experiences of discrimination, mental ill-health and exclusion for young people, with a particular focus on reconciliation, LGBTIQ+ safety and inclusion, and healthy masculinities and identities.
Project overview and background	<p>Merri Health has a long history of working with schools in Merri-bek to support both the physical and mental health of students, staff and the wider community. This work is based upon needs identified by schools and can be adapted to the specific context of the school. Our work seeks to promote student, staff and community mental health and wellbeing, regardless of gender, sexuality or cultural background. In particular, projects for 2023-2025 will focus on:</p> <p>LGBTIQ+ safety and inclusion</p> <ul style="list-style-type: none">– Local schools continue to seek support to create safe and inclusive environments for LGBTIQ+ staff and students in education settings, with a focus on multicultural and multi-faith communities. <p>Reconciliation</p> <ul style="list-style-type: none">– Local schools are interested to further develop their teaching and learning, environments, policies and practices around reconciliation. We will continue to support student led action around National Reconciliation Week. <p>Healthy masculinities/ identities</p> <ul style="list-style-type: none">– Repeated conversations with local schools also reveals that work around healthy identities is needed. Merri is involved in planning discussions with other partners working in this space (e.g. Merri-bek youth services, Department of Education Respectful Relationships, Women’s Health In the North), and will apply a partnerships approach to this work.
Partners	<ul style="list-style-type: none">– Local primary and secondary schools in Merri-bek – to lead the work, with support from Merri Health, and:<ul style="list-style-type: none">○ Department of Education Respectful Relationships (to partner as required on healthy identity projects with schools)○ Women’s Health in the North (to partner as required on gender equality/healthy masculinities projects with schools)– MY Rainbow to be co-led and co-funded by Merri Health and Merri-bek City Council
Co-funding	<ul style="list-style-type: none">– \$2,000 plus in-kind staffing from Merri-bek Council for MY Rainbow– Contribution from Community Health Funding for MY Rainbow (0.2EFT)
Priority area	<ul style="list-style-type: none">– Improving mental health– Preventing all forms of violence

Priority communities/ settings	<ul style="list-style-type: none">- LGBTIQ+ young people and their allies- Aboriginal and Torres Strait Islander people- Men and boys- Teachers and whole school communities
Project objectives	By June 2025: <ol style="list-style-type: none">1. Schools in Merri-bek are safer and more inclusive for children, young people and staff, particularly those from LGBTIQ+ communities, Aboriginal and Torres Strait Islander communities and young women and gender diverse people2. Children and young people at schools in Merri-bek report improved mental wellbeing
Project timeframe	July 2022 – June 2025

Healthy Schools Initiative Program Logic

Inputs	Activities	Outputs	Immediate impacts (by July 2024)	Medium-terms impacts (1-3 years)	Longer-term outcomes (3+ years)
<p>HPO 0.8 EFT TL 0.5 EFT HPO 0.7 EFT</p> <p>Merri-bek Council staff to co-facilitate MY Rainbow group</p> <p>Project Assistant-0.6 EFT</p> <p>Consultant ad-hoc (budget pending)</p> <p>Partnerships with primary and secondary schools in Merri-bek</p> <ul style="list-style-type: none"> - John Fawkner College (JFC) - Pascoe Vale Girls College (PVGC) - Brunswick Secondary College - Glenroy College - + others <p>Partnerships with other partners</p>	<p>2023</p> <p>Launch MY Rainbow LGBTIQ+ peer support and social group</p> <p>Continue supporting Brunswick SC and JFC with reconciliation projects</p> <ul style="list-style-type: none"> - Student led projects complete - Education around Uluru Statement <p>Continue supporting work with JFC and PVGC around LGBTIQ+ inclusion</p> <p>JFC</p> <ul style="list-style-type: none"> - Facilitate internal working group meetings - Scope potential for Stand Out group - Support staff professional development 	<p>2023</p> <p>MY Rainbow group</p> <ul style="list-style-type: none"> - 1 x weekly groups delivered during term time - Promotional plan created to promote the group - Co-design weekly workshops with young people - Average attendance of 8-10 participants per group <p>2 Student projects delivered celebrating reconciliation</p> <ul style="list-style-type: none"> - 2 partnerships developed - At least 1 activity delivered in each school - At least one strategy delivered to increase knowledge among school community 	<p>As a result of MY Rainbow:</p> <p>Participants report:</p> <ul style="list-style-type: none"> - Increased sense of belonging in their community <p>As a result of reconciliation activities:</p> <p>School staff report:</p> <ul style="list-style-type: none"> - Increased school commitment to reconciliation in Merri-bek <p>Students involved with project planning (including Aboriginal and/or Torres Strait Islander students) report:</p> <ul style="list-style-type: none"> - increased ability to be a leader - increased confidence to lead community projects and initiatives 	<p>As a result of involvement in events, stand out groups, student-led projects and training, students at all schools report:</p> <ul style="list-style-type: none"> - Increased leadership skills - Confidence to lead a project - Increased knowledge/appreciation of different communities - Ability to identify discrimination - Opportunities to be involved with community projects - Increased sense of belonging to their community - Their school has made changes to improve inclusion (LGBTIQ+ / 	<p>Schools in Merri-bek see a reduction in discrimination, violence and social exclusion</p> <p>LGBTIQ+ young people see improvements in their mental wellbeing</p> <p>Aboriginal and Torres Strait Islander young people see improvements in their mental wellbeing</p> <p>Young people of all gender identities see improvements in their mental wellbeing</p> <p>Staff see improvements in their mental wellbeing</p>

<p>supporting young people</p> <ul style="list-style-type: none"> - Merri-bek Youth Services - Department of Education- Safe Schools, Respectful Relationships - Women's Health In the North - Reconciliation Victoria - + others <p>Frameworks</p> <ul style="list-style-type: none"> - Safe Schools - Narragunnawali - Resilience, Rights and Respectful Relationships curriculum - Health Promoting Schools Framework <p>Refer to budget in project plan</p>	<ul style="list-style-type: none"> - Develop gender affirmation policy and plan templates <p>PVGC</p> <ul style="list-style-type: none"> - Support Stand Out group - Support students to lead event for visibility day - Coordinate Upstander training for 1 year level <p>Research existing work and evidence in this space</p> <p>Conduct meetings with partners to determine project needs and service gaps</p> <p>Develop package of offerings with 3 x streams (LGBTIQA+, Reconciliation, Healthy Identities)</p> <p>Distribute EOI to 100% schools in Merri-bek</p> <p>Inform successful schools of participation</p> <p>Submit 1 application to Merri-bek Council Community grants to support student-led</p>	<p>around the Uluru Statement and The Voice</p> <ul style="list-style-type: none"> - At least 2 Aboriginal and Torres Strait Islander young people engaged <p>Continue work with 2 schools (JFC and PVGC)</p> <ul style="list-style-type: none"> - Engage 350 students and teachers (direct: 150 through training and stand out groups, and 200 students and teachers indirectly through events) - 3 internal working group meetings held at JFC - Stand Out group launched at JFC (if safe) - 1 tailored training session run by Budi Sudarto held for JFC staff - 2 policies reviewed with Safe Schools support- 1 per school 	<ul style="list-style-type: none"> - increased knowledge and/or appreciation of different communities - opportunities to be involved in community projects and initiatives - Increased positive attitudes towards diversity - Increased understanding of reconciliation <p>As a result of Upstander training, students report:</p> <ul style="list-style-type: none"> - Increased ability to identify discrimination - Improved knowledge of upstander actions - Increased confidence to use upstander actions - Increased knowledge and/or appreciation of different communities <p>As a result of training / information session,</p>	<p>gender equality/ reconciliation)</p> <ul style="list-style-type: none"> - Having safe spaces for students <p>Teachers report:</p> <ul style="list-style-type: none"> - Their school has proactively taken steps to improve the quality of the school culture and environment and create a more inclusive place for staff and students - They are consistently challenging discriminatory language - Increased confidence to take action against discriminatory behaviour - That as a result of the work done, their school is safer and more inclusive for children, young people and staff 	
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	<p>projects (TBC- budget pending)</p> <p>2024-2025</p> <p>Support 4 successful schools to implement whole-school approach around chosen topic, including:</p> <ul style="list-style-type: none"> - Review policies - Implement environmental change - Provide training - Support student-led action - Facilitate events to recognise visibility days - Support related student groups e.g. Stand Out groups - Embed work into plans e.g. school Annual Implementation Plan, Reconciliation Action Plan - Support schools registered with the Achievement Program to align with Mental Health and Wellbeing health area 	<ul style="list-style-type: none"> - Stand Out group continued at PVGC with average attendance of 15 students - Tailored Upstander training delivered for year 8 students - 1 student-led event held at PVGC to celebrate day of visibility - Suite of project offerings developed - 1 grant application submitted <p>2024-2025</p> <ul style="list-style-type: none"> - Work with at least 4 schools in Merri-bek - Engage 600 students and teachers (direct: 200 through curriculum delivery and student-led action, and 400 students and teachers indirectly through events or 	<p>staff and/or parents report:</p> <ul style="list-style-type: none"> - Increased knowledge, skills & confidence in relation to training aims <p>Stand Out participants report:</p> <ul style="list-style-type: none"> - Increased leadership skills - Increased social connections - Confidence to lead a project - Opportunities to be involved with community projects - Increased sense of belonging to their community - Increased ability to identify discrimination - That Stand Out provides a safe space for them <p>Students leading student-led projects report:</p> <ul style="list-style-type: none"> - Increased leadership skills - Confidence to lead a project 		
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	<p>Investigate capacity building options for school staff and/or school parents e.g. combined interschool information or training session</p> <p>Organise guest speaker for 2 schools</p>	<p>student-led activities)</p> <ul style="list-style-type: none"> - 4 schools make changes aligning with whole-school approach (e.g. policy, environment, training) - Parent or teacher training offered for all 4 schools - At least 1 student-led project or event at each school - Guest presentation at 2 schools 	<ul style="list-style-type: none"> - Opportunities to be involved with school projects - Increased sense of belonging to their community - Increased confidence to take Upstander action - Increased ability to identify respectful relationships - Improved mental health and wellbeing 		
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<p>WE WILL EVALUATE / MEASURE / MONITOR THE ABOVE THINGS!</p>	<p>FROM HERE ONWARDS, IT'S BASED ON WHAT WE KNOW FROM EVIDENCE...</p>
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<p>Assumptions</p>	<p>Assumptions</p>	<p>Assumptions</p>
<p>Students are interested in leading projects</p> <p>School leadership will approve and support actions posed above</p> <p>Partners are supportive of this work and see it as complementary to their own</p>	<p>Schools stay committed</p> <p>Staff turnover doesn't negatively affect progress</p> <p>Resistance can be mitigated and proactively in a way that prevents homophobia or transphobia</p>	<p>The actions we take in each school environment are well received by teachers and students and contribute to longer term cultural change</p>

Healthy Schools Initiative Action Plan

Policy (Support) <ul style="list-style-type: none"> Support organisations and settings to develop and implement policies that support mental wellbeing 		
Actions	Targets	Due date
In partnership with local schools (JFC and PVGC), review policies in relation to supporting mental wellbeing and/or inclusion practices	<ul style="list-style-type: none"> 2 policies reviewed with Safe Schools support – 1 per school 	By June 2024
Environments & Community (Mixture of Lead and Support) <ul style="list-style-type: none"> Implement evidence-based programs and initiatives supporting mental wellbeing environments and policy Lead community activation and engagement approaches to drive support for mental wellbeing initiatives within the community Work in partnership with communities to deliver mental wellbeing initiatives tailored to local context, including with priority cohorts Amplify and localise social marketing campaigns, e.g. IDAHOBOT, Wear It Purple, National Reconciliation Week, International Women’s Day 		
Actions	Targets	Due date
2023: Complete 2 current student-led projects celebrating reconciliation at JFC and Brunswick SC <ul style="list-style-type: none"> 2 partnerships developed At least 1 activity delivered in each school At least one strategy delivered to increase knowledge among school community around the Uluru Statement and The Voice At least 2 Aboriginal and Torres Strait Islander young people engaged 	As a result of reconciliation activities: School staff report: <ul style="list-style-type: none"> Increased school commitment to reconciliation in Merri-bek Students involved with project planning (including Aboriginal and/or Torres Strait Islander students) report: <ul style="list-style-type: none"> increased ability to be a leader increased confidence to lead community projects and initiatives increased knowledge and/or appreciation of different communities opportunities to be involved in community projects and initiatives Increased positive attitudes towards diversity Increased understanding of reconciliation 	December 2023
2023: Continue current partnership with JFC and PVGC to promote LGBTIQ+ inclusion	<ul style="list-style-type: none"> Engage 350 students and teachers (direct: 150 through training and stand out groups, and 200 students and teachers indirectly through events) 3 internal working group meetings held at JFC Stand Out group launched at JFC (if safe) 1 tailored training session run by Budi Sudarto held for JFC staff Stand Out group continued at PVGC with average attendance of 15 students Tailored Upstander training delivered for year 8 	December 2023

	<ul style="list-style-type: none"> – 1 student-led event held at PVGC to celebrate day of visibility 	
To determine future work: research most current existing approaches and evidence in relation to mental wellbeing and inclusion, including meetings with partners to determine project needs and service gaps	<ul style="list-style-type: none"> – Desktop review conducted – Feedback from existing model collated and new model and/or priority areas developed for 2025 – 3 meetings per year held with local partners (e.g. Merri-bek Youth) 	<p>July - September 2023</p> <p>August 2024- October 2024</p> <p>July- September 2023, 2024</p>
Develop 'package of offerings' explaining Merri Health's partnership approach with schools for subsequent year of delivery	<ul style="list-style-type: none"> – Package with 3 streams developed for 2024 – 1 for each of the topics of LGBTIQ+, reconciliation and healthy identities 	September – October 2023
Send EOIs to schools and inform successful schools of participation	<ul style="list-style-type: none"> – EOI form sent to 100% of primary and secondary schools in Merri-bek – Communications plan developed – At least 4 responses received 	<p>Send: October / November 2023, 2024</p> <p>Inform: December 2023, 2024</p>
Support schools to use a whole-school approach to implement their chosen topic	<p>At least 4 schools per year supported to use whole-school approach, which may include:</p> <ul style="list-style-type: none"> – Policy review – Environmental change – Culture (e.g. days of visibility, student groups) – Supported staff (e.g. teacher training) – Family and community partnership (e.g. parent information session) – Leadership and commitment (embed work into plans e.g. Annual Implementation Plan) – Support schools undertaking the Achievement Program to understand the alignment with the Mental Health and Wellbeing health area 	February 2024 – June 2025
Work with 4 local schools per year to implement student-led action to promote mental wellbeing and social inclusion	<ul style="list-style-type: none"> – Classroom sessions delivered at 4 schools per year (Term 1-3) – 4 projects co-designed and implemented per year (Term 3-4, 1 per school) – Engage 600 students and teachers (direct: 200 through curriculum delivery and student-led action, and 400 students and teachers indirectly through events) <p>Students participating in classroom sessions report:</p>	<p>February - September 2024, February – June 2025</p> <p>July- November 2024</p>

Investigate capacity building options for parents and/or school staff	1 training session offered to staff /parents at participating schools Attending parents/staff report: - Increased knowledge/confidence/skills related to training	February – June 2024, 2025
Participate in networks/meetings regarding local context	2 meetings attended as appropriate (e.g. Healthy Masculinities brainstorm)	By June 2024, 2025

Social Inclusion Shared Measurement Project Summary

Project aim	The Social Inclusion Shared Measurement Project aims to measure the collective impact of social inclusion interventions among partners.
Project overview and background	<p>In 2019, the Inner North West Primary Care Partnership (INWPCP) led the Social Inclusion Shared Measurement Project, which aimed to co-design a set of indicators and measures for monitoring and evaluating social inclusion by partner agencies in the region. The project resulted in the development of the INWPCP Social Inclusion Measurement Framework, which organisations across Melbourne have utilised to guide planning and evaluation of their social cohesion projects and initiatives.</p> <p>In agreement with the Department of Families, Fairness and Housing, Merri Health has been continuing this work and has created a data dashboard to display the shared data. Merri is committed to leading this work until December 2023. This will help to ensure that this collective work is embedded into organisational plans and that resources and processes are developed to support the continuation and possible expansion of this work.</p>
Partners	<ul style="list-style-type: none"> – Department of Families, Fairness and Housing – Department of Health – DPV Health – Merri-bek Council – YMCA Active Merri-bek – Your Community Health – Sunbury Cobaw Community Health – Sussex Neighbourhood House – Fawkner Neighbourhood House – North Richmond Community House
Co-funding	N/A
Priority area	<ul style="list-style-type: none"> – Mental Wellbeing
Project objectives	<ol style="list-style-type: none"> 1. Support partners to embed the shared indicators into their monitoring and evaluation activities. 2. Collect shared social inclusion data in a way that enables collective monitoring and evaluation across the region. 3. Develop resources to guide partners on data collection, sharing and usage, as well as onboarding new partners. 4. Advocate for this shared measurement model, and for the model's ability to measure social inclusion. 5. Find suitable 'steward' for this work, and transfer leadership of project.
Project timeframe	Merri Health's leadership of this project has run from May 2022 and will continue until June 2025.

Social Inclusion Shared Measurement Project Action Plan

Actions	Targets	Due date
Support partners to embed the shared indicators and evaluation questions into their evaluation plans.	<ul style="list-style-type: none"> – 5-10 partners (including 1-5 new partners) – Guides and resources developed – 1:1 support provided to partners – 1 partner workshop hosted 	June 2025
Build capacity of partners to onboard new organisations to the project.	<ul style="list-style-type: none"> – Create summary infographic – Develop slide deck – Record video demonstration guide 	June 2025
Guide updates to the Power BI data dashboard based on partner feedback.	<ul style="list-style-type: none"> – Data dashboard updated to reflect suggested changes 	June 2025
Undertake advocacy for this shared measurement model, and for the model's ability to measure social inclusion.	<ul style="list-style-type: none"> – 2 presentations to state government – 1 conference presentation – Resource pack developed and shared 	June 2024, June 2025
Support ongoing momentum for this work through finding suitable steward and handing over lead.	<ul style="list-style-type: none"> – Suitable steward identified – Work undertaken to hand over lead role 	June 2025
Evaluation and reporting	<ul style="list-style-type: none"> – Develop evaluation report and disseminate. 	June 2025

Planning for 2025-2029 CH-HP plan

Project aim	Develop a new 4 year strategic Health Promotion Plan
Project overview and background	In 2025, Banyule Community Health and Merri Health are intending to merge as one organisation. Our health promotion teams would like to develop a shared plan, reflective of our new organisation and broader geographical area, in consultation with community and staff.
Partners	<ul style="list-style-type: none"> – Banyule Community Health – Merri-bek Council – YMCA Active Merri-bek – Banyule Council
Co-funding	N/A
Priority area	–
Project objectives	<p>Collaborate with Banyule Community Health to:</p> <ol style="list-style-type: none"> 1. Develop a 2025-2029 strategic plan that aligns with the CH-HP guidelines, draws on the strengths of both organisations and responds to local need.
Project timeframe	Jan 2025 – June 2025

Planning for 2025-2029 CH-HP plan – Action Plan

Actions	Targets	Due date
Review current Merri Health work and ways of working	<ul style="list-style-type: none"> – Review CC & TGIP models to look at how best to support community led active living work – HSC review – Healthy Schools review 	December 2024
Review other CH-HP Plans and CH-HP guidelines	<ul style="list-style-type: none"> – Review the structure of at least 3 other plans to ascertain best structure for new strategic plan – Review the new CH-HP guidelines 	April 2025
Review local data	<ul style="list-style-type: none"> – Collate and review local health data for Merri and Banyule 	April 2025
Collaboration mechanisms and planning meetings with Banyule	<ul style="list-style-type: none"> – At least x5 meetings with leadership at Banyule Community Health – Mechanisms in place for shared collaboration – In collaboration with Banyule Community Health, organise at least 2-3 staff sessions to review current work, review data, decide priorities, settings and priority communities 	April 2025

Actions	Targets	Due date
Meet with Department of Health	– 1 x meeting	June 2025
Community Consultation	– At least one focus group to present the draft strategic plan and get feedback	June 2025
Final draft developed	<ul style="list-style-type: none"> – In-house or external graphic design – Final CH-HP strategic plan submission 	July 2025