
Thursday, 8 September 2022

Te Hui o Te Kaunihera ā-Rohe o Heretaunga
Hastings District Council
Council Meeting

Kaupapataka

Vol 1 Attachments

Te Rā Hui:
Meeting date: **Thursday, 8 September 2022**

Te Wā:
Time: **1.00pm**

Te Wāhi:
Venue: **Council Chamber
Ground Floor
Civic Administration Building
Lyndon Road East
Hastings**

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TE KAUNIHERA Ā-ROHE O HERETAUNGA

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Ka hao te Rangatahi

Hastings Youth Strategy

2022-2027





Introduction

This strategy outlines how the Hastings District Council is investing in the positive development of its young people aged 12-24 years over the next five years. Through its goals and action, we are striving to enhance young people's mana so they feel empowered to reach their full potential. The strategy provides a framework to better engage young people in the future and strengthen Council services and programmes to better meet the needs of all young people across the Hastings district.

The strategy is a joint commitment by the Hastings District Council and the Hastings Youth Council. Young people's ideas, thoughts and experiences have driven the development of the strategy, its priorities and the actions.

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Mihi



He huanui he huaroa ki te ao, ōmaio ki tua ka rongō ki te taiao nei. Hara māi te ihi, nau māi te wehi. Ko Ranginui e tū nei, ko Papatūānuku e takoto nei. Uhi, wero, tū māi te mauri, tihei mauriora!

We acknowledge the wide expanses of our world as we strive for balance and to be at one with the environment around us. We welcome the excitement of a new day and the inspiration that it can bring. We acknowledge the spiritual realm, we acknowledge the physical realm too. Let these words be all encompassing and bring us together to unite as one!

Kai ngā mana, kai ngā reo ā-taiohi, kai ngā pari kārangaranga o tēnā maunga, o tēnā pito o te rohe whānui o Heretaunga, anei ngā kupu whakamiha ki a tātau katoa.

To the important voices and people, to our youth, our esteemed communities across Heretaunga, greetings and salutations to us all.

E tika ana kia tukuna atu ngā whakaaro ki a rātau mā ko ngā mate kua purea atu e ngā hau o te wā ki tua o te ārai. Kāti rātau te tira mātai pō ki a rātau, waiho ake ko tātau te tira mātai ao ki a tātau.

We remember at this time, those who have passed on in former times, in recent times, and who have

gathered beyond the veil of death. We acknowledge our departed and leave them to unite in death, and we now acknowledge us the living who remain to take up the reins for today and tomorrow.

Ko te Kaunihera ā-Rohe o Heretaunga e mihi ake nei, e awhero nei ki te tū hei kaitiaki i runga anō i te tika, te pono me te aroha kia whakakaupurangi ngā wawata o te kāinga nei, me te mea ai hoki ko ngā rangatahi me ngā taiohi o te rohe whānui.

The Hastings District Council acknowledges one and all and in doing so aspires to champion notions of 'tika, pono and aroha' to enable us to elevate local aspirations, and especially those youth voices from across the whole district.

Pērā anō i te kāhu e hāro kaitiaki nei ki runga ake o Heretaunga, he pērā anō hoki te Kaunihera me ōna whāinga kia āta tirongia ki ngā take e noho hāngai pū ai ki te rautaki nei, ka hao te rangatahi.

Just as the kāhu soars in the skies of Heretaunga as a kaitiaki of the district, so too does the Council and its objectives to recognise issues pertinent to this strategy aim to act in a kaitiaki role with regards to ka hao te rangatahi.

Ko te tūmanako ia kia pai tā tātau whakatakoto rautaki me tā tātau mahi ngātahi nō te mea, ina kotahi ai tātau ka ea katoangia ngā wawata. Tēnā tātau katoa!

We look forward to the implementation of this strategy and the partnership moving forward with the respective groups including our youth, in order to be of one voice and one mind to realise its vision and goals.

Salutations to us all!

From the Mayor



It is a great pleasure to be launching our new Youth Strategy; a document that strongly recognises the valuable contribution of our young people towards making Hastings District a better place for our young people.

We only need to spend a little time with our Hastings youth councillors to know that our next generation of decision-makers are committed to ensuring that our district continues to be the best it can be.

By listening to our youth voice and ensuring their voice is valued and respected, our community will be stronger, it will be more inclusive and connected.

Building quality relationships develops a strong trust between youth and Council that empowers our young people to be involved in leadership throughout their lives.

This strategy's foundation is based on a kaupapa which ensures our

young people feel empowered to reach their full potential. It is their vision, their direction and their goals which ensure we achieve a better place for our young people.

I look forward to seeing the progress we make in the near future to realise the ambitions of our future generations.

Ngā mihi

Sandra Hazlehurst
Hastings District Council Mayor

Youth Council Chair

Ehara taku toa
I te toa takitahi
Engari he toa takimano
*My strength is not that of an individual
But that of the collective.*

As the Chair of the Hastings Youth Council, I am proud to present the Hastings Youth Strategy and subsequently the future of our Hastings rangatahi. This strategy addresses the importance of including and uniting youth voice when growing our community, to ensure our safety and success. Overcoming Covid has been at the forefront of our minds, and whilst returning to normalcy we have prioritized the wellbeing of our youth to provide the necessary support so collectively,

we can reach our full potential. This document is proof that our Rangatira are willing to listen to our voices so we may do the same for our tamariki, and the future generations.

The Youth council is committed to building an inclusive framework where youth are united, empowered and celebrated to pursue their passions whilst expanding their network and connecting with other rangatahi. We know the importance of understanding all perspectives to unite us all under Mana Taiohi. This strategy provides clear direction for the Hastings Youth Council to combat adversity that youth face, at home, in schools, work, and in our community. We must continue to help our rangatahi embrace



their diversities and embrace their identity amidst a chaotic world.

Together we are anchored by a network of culture, belonging, and whakapapa. By acknowledging our past, we can stand confidently today as we move toward a brighter future. We are the rangatahi of today and the rangatira of tomorrow.

Lena Ormsby
Hastings Youth Council Chair



Vision

Young people feel empowered to reach their full potential in a way that is meaningful to them.

OUR HIGH LEVEL OUTCOMES

To achieve the vision 'Young people feel empowered to reach their full potential in a way that is meaningful to them' and to uphold the Mana Taiohi principles for young people in Aotearoa, we want to see Hastings' young people strong and enhanced in their mana.

Young people's comprises of their:

- mauri (their energy and spirit)
- whakapapa (their belonging)
- hononga (their connections)
- te ao (their world).

The key outcomes for this strategy are that Hastings' young people are:

- Strong in their mana
- Safe and happy in their lives
- Connected positively within their communities
- Succeeding and learning in what they are interested in
- Proud of who they are and where they come from.



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Strategic context

Mana Taiohi: Our National Youth Framework

This strategy is underpinned by Mana Taiohi, Aotearoa's principle-based framework that informs the way people, organisations and systems work with young people. Mana Taiohi defines Ngā Tikanga Whanaketanga, the interconnected Youth Development Principles for Aotearoa.

This strategy seeks to recognise and enhance the four elements of young people's mana as identified in Mana Taiohi through its vision and what we seek to achieve. Our goals and actions have a mana-enhancing focus.

- **Mauri Taiohi:** Young people's life spark, their values, beliefs, skills and talents
- **Whakapapa Taiohi:** Young people's genealogy, connection to place
- **Hononga Taiohi:** Young people's relationships and connections; their whānau, peers, community
- **Te Ao Taiohi:** The big picture which impacts young people including social and economic contexts

Mana Taiaho shows us how we can enhance young people's mana and oranga (wellbeing) in four different ways:

- **Whanaungatanga:** Supporting quality relationships
- **Manaakitanga:** Nurturing the values of generosity and mutual respect
- **Whai Wāhitanga:** Supporting young people's participation, voice and decision-making
- **Mātauranga:** Ensuring we are informed by good information



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OUR COUNCIL STRATEGIES AND PLANS

This strategy is aligned with Council's long term vision 'Heretaunga whenua houkura, Heretaunga hapori ora' and contributes to the community outcomes and objectives of the Long Term Plan 2021 including:

- **Sufficient and supportive economy**

Enabling employment and growth, housing supply matches need, the transport network links people, goods and opportunities.

- **Safe and inclusive place**

Our communities are safe and resilient, smart innovation connects citizens and services, Hastings' youth have positive pathways.

- **Vibrant place to live, play and visit**

There are great spaces for all people, civic pride, cultural diversity and relationships are strong.

The Hastings Youth Council articulated the importance of the Hastings District Multicultural Strategy, as the themes from the workshops and conversations with young people identified celebrating cultural diversity and connecting with different people and communities. As a result the goals of this strategy are strongly aligned with the vision of the Hastings District Multicultural Strategy: Hastings District is an inclusive, welcoming community where everyone belongs. Connections will be sought with the Multicultural Council for mutual benefits for both the Hastings District Multicultural Strategy and the Youth Strategy.



NATIONAL AND INTERNATIONAL STRATEGIES

Our strategy aligns with the United Nations Convention on the Rights of the Child (UNCROC) to which New Zealand is a signatory. Through the actions of this strategy, we strive to ensure that the young people in Hastings have a voice in community decision-making.

Our previous Youth Strategy also contributed to the achievement of the national Child and Youth Wellbeing Strategy for all young New Zealanders under 25 years old. The Child and Youth Wellbeing strategy has six wellbeing outcomes that outline what children and young people want and need for a good life which closely align to the high level outcomes we seek from this strategy. The six wellbeing outcomes of the Child and Youth Wellbeing Strategy are that children and young people:

- are loved, safe and nurtured
- have what they need
- are happy and healthy
- are learning and developing
- are accepted, respected and connected
- are involved and empowered.

The Ministry of Youth Development (MYD) - Te Manatū Whakahiato Taiohi leads the Youth Plan which sits under the Child and Youth Wellbeing Strategy. The current Youth Plan is focused on recovery from the impacts of COVID-19 on young people and strives for transformative change for young people. A subsequent Youth Plan is currently being developed which will continue to rebuild and drive strategic action in government so young people in New Zealand thrive and succeed, now and in the future. The Youth Plan has a focus on groups of young people who experience disadvantage and marginalisation based on their ethnicity, sexuality, gender identity and disability and seeks to deliver equitable outcomes for these young people. Our Youth Strategy encompasses the wellbeing of all young people aged 12-24 years in the Hastings District. However, to fully reach the vision and outcomes, we have identified specific actions aimed at supporting young people experiencing marginalisation and disadvantage in some of our communities.

The role of Council in enhancing young people's mana



Hastings District Council has a number of roles which contribute to enhancing young people's mana:

Service provider: We provide a range of general services young people interact with and direct services specifically to support young people.

Advocate: We act as an advocate to improve outcomes for young people and their whānau to central government, funders and other organisations, particularly when addressing gaps in equity and access in the Hastings district.

Placemaker: We support a wide range of community events, pop-up activities and ensure the design of our communities strengthens how we connect, feel safe and have fun in Hastings.

Facilitator: We work with others to assist collective goals and community driven initiatives in response to needs and opportunities raised by our communities.

Partner: We work in partnership with iwi and central government so we can tackle complex issues facing our communities in need.



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Goals

There are five goals and associated outcomes which contribute to the Youth Strategy vision. These are:



Positive connections and pathways

All Hastings' young people have positive connections and opportunities which nurture their mana as they grow up.



Youth friendly communities:

We have youth-friendly communities within which Hastings' young people feel a sense of belonging, welcome and safety.



Youth voice and action:

Hastings' young people have opportunities to have a voice in their communities, participate and lead ideas, activities and events.



Supported diverse youth communities:

Our diverse youth communities are respected, recognised and included.



A strong and connected youth sector:

The community organisations supporting young people are strong, vibrant and connected.





Positive connections and pathways

All of Hastings' young people have positive connections and opportunities which nurture their mana as they grow up.

OUTCOME

Hastings' young people have positive connections and opportunities which nurture their mana as they grow up.

WHY THIS GOAL?

Young people want meaningful opportunities and pathways which help them reach their goals. They want better access to information on the wide range of opportunities and support available in Hastings. Some of our young people need a helping hand in accessing support to help them thrive. Council has a role to play in addressing the barriers faced by young people and their families in Hastings and improving outcomes for tamariki and rangatahi Māori.

This goal aligns with Council's Long Term Plan, in particular the focus on growing meaningful work pathways for people, improving equity in jobs, income and health outcomes.

HOW THIS WILL BE ACHIEVED:

- Support initiatives which enhance young people's mana and wellbeing
- Improve access to up-to-date youth-friendly information on the opportunities and services available to young people
- Facilitate pathways which nurture inclusive leadership opportunities for young people
- Help transform systems, policies and services to work better for rangatahi Māori
- Support by Māori for rangatahi Māori solutions
- Seek out opportunities to better support the needs and interests of Hastings' Pasifika youth communities
- Celebrate young people's achievements
- Continue to build on the successes of current projects supporting young people to access education, training and employment pathways they are interested in
- Advocate for better targeted support for vulnerable young people
- Support the Hastings Youth Council in it's wide and diverse representation of Hastings' youth communities.



Youth-friendly communities

We have youth-friendly communities where Hastings' young people feel a sense of belonging, welcome and safety.

OUTCOME

Youth-friendly communities where Hastings' young people feel a sense of belonging, welcome and safety.

WHY THIS GOAL?

Communities which are youth-friendly play an important role in strengthening young people's well-being and mana. Young people across Hastings love lots of things about their communities. They want Hastings as a whole to feel safe and inclusive of them. Youth-friendly communities means having more public spaces which are designed with young people's needs and interests in mind. It means involving young people in wider community activities as well as supporting youth-led events and projects across the city. Young people want to work with their communities to identify places that do not feel safe and inclusive to help transform these.

This goal aligns with Council's Long Term Plan's focus on enhancing where we live and community safety. It also aligns with the Hastings Alive! initiative which draws together a number of city centre-focused plans, to add vibrancy and fun to the heart of Hastings, build pride and enjoyment, and support our local businesses.

HOW THIS WILL BE ACHIEVED:

- Support community events and activities that enable young people to take active leadership.
- Provide funding for place-based events and activities partnered with young people
- Include young people in the planning of Council's crime prevention through environmental design and community beautification initiatives
- Target key places of concern young people identify and work with local young people to strengthen safety and inclusion (lighting, features, art work, clearing rubbish)
- Explore solutions to increase young people's feeling of safety in Hastings at night
- Support more urban art projects which include input from young people
- During park and playground development and improvements, include input from youth as well as children
- Continue to review and develop sports and recreation spaces for young people in the context of the wider community
- Support organisations and communities to work with young people to provide a range of youth-friendly recreational, cultural and community events
- Empower local communities to include young people in their plans and developments - making changes that work best for their whole community.



Youth voice and action

Hastings' young people have opportunities to have a voice in their communities, and to participate and lead ideas for activities and events.

OUTCOME

Hastings' young people have opportunities to have a voice in their communities, and to participate and lead ideas for activities and events.

WHY THIS GOAL?

Young people want to have a say in their communities, drive ideas and action for youth activities and youth spaces in Hastings. This goal aligns with the national Mana Taiohi principle of Whai Wāhitanga: "Whai wāhitanga recognises young people as valued contributors to society, giving them space to participate, assume agency and take responsibility."

Across all five goals of this strategy, youth participation in decision-making and whai wāhitanga is key to achieving outcomes. As action is progressed, the partnership with the Youth Council will drive the Youth Strategy over the next five years. Young people want Council to seek out their voices and take action on what young people say they want and need. Young people are aware of the implications climate change will have on their future pathways and opportunities, they want to be part

of the solution. They want actions by young people for young people to be supported by Council. Hastings' diverse youth communities need to be sought out as they may not engage with typical consultation processes, to ensure we develop youth-friendly spaces and places that work for them.

HOW WE WILL ACHIEVE THIS:

- Continue to support and strengthen the role of the Hastings Youth Council
- Provide a range of mechanisms for young people to engage with Council, ensuring processes work, in particular, for rangatahi Māori, Pasifika young people, our rainbow youth and migrant youth communities
- Ensure specific strategies to include young people in wider community decision-making processes which they are interested in
- Advocate with the Hastings Youth Council to central government and funders on behalf of Hastings young people's needs and interests
- Seek out the thoughts and ideas of those young people whose lived experience is relevant to the plan or action required (for example, ensuring homeless young people have a voice on social housing plans)
- Promote and support the whai wāhitanga, youth voice and leadership initiatives growing in the Hastings youth sector.
- Ensure young people's voices and needs are included in strategic work on climate change action and mitigation.





Supported diverse youth communities

Our diverse youth communities are respected, recognised and included.

OUTCOME

Hastings' diverse youth communities are recognised, supported and celebrated.

WHY THIS GOAL?

Hastings has many vibrant and diverse youth communities which bring different needs, interests, and contributions into the city. Young people have told us that they want the Youth Strategy to 'grow the positive'. They want the great things young people are doing to be showcased and to break down negative stereotypes of young people. They want to see their cultural diversity reflected in the events, programmes and services provided in Hastings. There is a need to break down negative public stereotypes of young people which impact on young people's wellbeing. Young people want to challenge exclusion, racism and homophobia experienced by some young people in Hastings. They want opportunities to meet new people and break down the disconnection between the different youth communities in Hastings.

HOW THIS WILL BE ACHIEVED:

- Acknowledge and celebrate the diversity of Hastings' young people through events, programmes and services
- Ensure Council's youth engagement is representative of Hastings' diverse youth communities
- Create more opportunities which bring young people together and celebrate their interests and talents
- Support the recognition and celebration of rangatahi Māori in the context of their whānau, hapū and iwi
- Co-design with young people strategies to break down the negative stereotypes and discrimination experienced by them
- Partner with those who work alongside our rainbow youth communities to celebrate and support our LGBTQIA+ youth communities
- Grow on the success of Mahi for Youth's support of diverse young people and improve rangatahi Māori and Pasifika youth engagement with other Council services
- Improve understanding of the needs and interests of migrant young people and develop plans to increase Council engagement with our migrant youth communities
- Continue to strengthen the relationship between the Multicultural Council and the Hastings Youth Council.



A strong and connected youth sector

The community organisations supporting young people are strong, vibrant and connected.

OUTCOME

Our youth sector is strong, sustainable and connected.

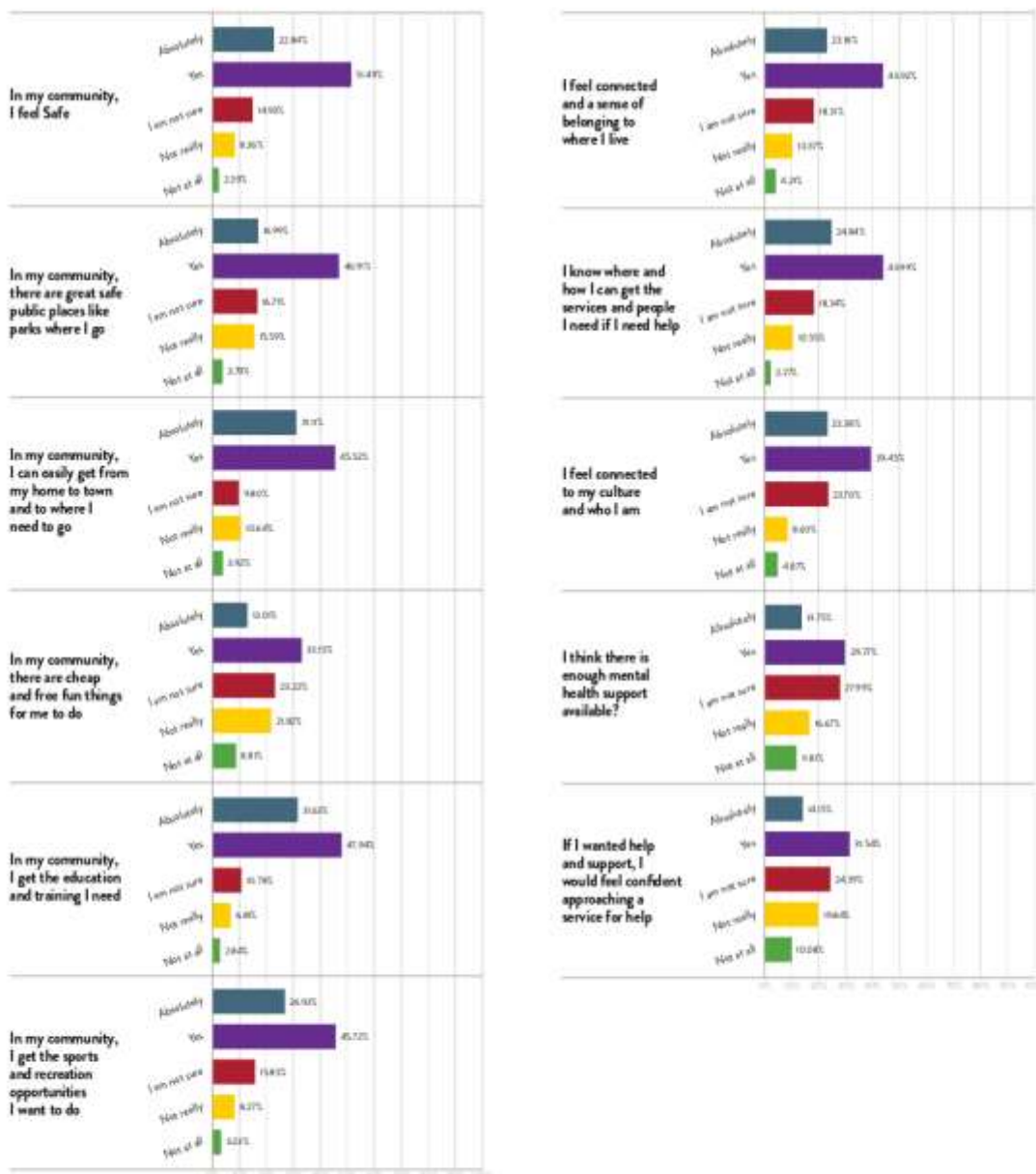
WHY THIS GOAL?

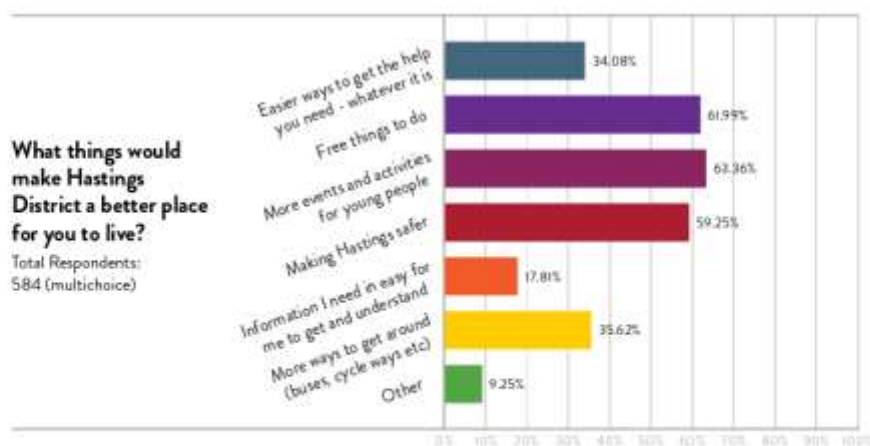
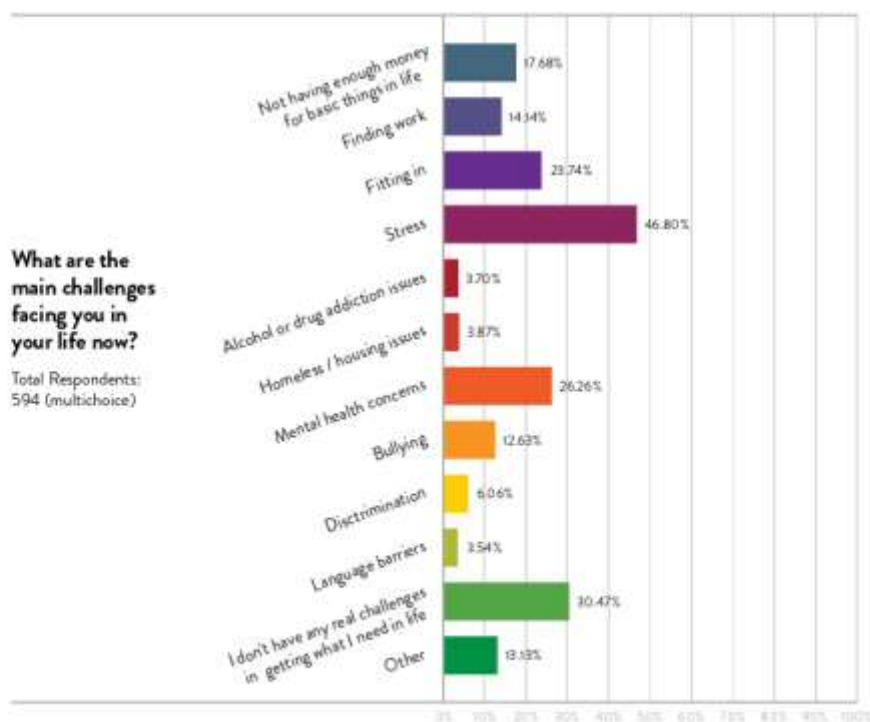
Our community organisations have an essential role to play in supporting our young people. Hastings has a strong youth sector with a wide range of organisations which help enhance young people's mana and build the conditions needed for Hastings' young people to thrive. People working with young people want to connect more as a sector, build their capacity and sustainability, and have more opportunities to learn and collaborate. Council can play a role as a facilitator to support the collective goals of the youth sector and foster further collaboration to achieve positive outcomes for young people.

HOW WE WILL ACHIEVE THIS:

- Work alongside youth sector and youth worker network leaders to build a purposeful networking and collaboration plan
- Strengthen Council's knowledge of national policies and research to contribute to our local knowledge of young people and share knowledge with the youth sector
- Improve communication with the youth sector to ensure relevant and timely information is shared
- Explore with the Youth Council opportunities to strengthen their role in the youth sector
- Increase clarity about our youth funding - what is funded, why it is funded, who is funded, long term funding opportunities for partners on the Youth Strategy outcomes
- Partner with key stakeholders to invest in more strategic training for people working with young people (MYD/Wellington Regional Youth Worker Trust/ Ara Taiohi)
- Help the sector identify their training needs and explore a collective training plan
- Support youth sector organisations to grow resilience and sustainability in terms of funding, responding to changing needs in our communities and changes in government policies
- Advocate for central government funding to ensure youth services are able to meet the needs of vulnerable young people in Hastings.

What our young people said





What our young people said: Key themes

The thoughts and ideas outlined in this section were gathered directly from young people in the workshops and were gathered directly from conversations held with young people in the workshops, and through the 2021 Hastings Youth Survey.

The key themes are:

- Community connections
- Feeling safe
- Creating more youth-friendly spaces
- Having fun in Hastings
- Connecting through events
- Exclusions and challenges faced by young people
- Youth voice
- Knowing where to find things
- Better transport

People in their community, including their friends and family, and proximity to services and places were the two most important things young people liked about their community in the survey. 67% of young people in the survey felt connected and a sense of belonging to their community. Many young people commented that having a quiet 'peaceful' neighbourhood was something they liked about where they lived.

- "Safety, quietness and friendliness"
- "The marae is down the road, I'm related to everyone that lives down my street"
- "Despite the troubles and differences in our people, our community will always reunite as one. We are basically a family of different families who protect each other"





FEELING SAFE

The importance of feeling safe was a key theme in the survey and in the workshop with young people. The Youth Council identified that feeling safe was an important part of having a strong and positive sense of belonging for young people.

74% of young people who answered the question in the survey felt safe in the community they live in. Some young people weren't sure about being safe in their communities (15%), and a smaller number didn't feel very safe in their communities (answered 'not really safe' 8%, 'not at all safe' 2%).

Overall, young people felt that 'making Hastings safer' (59%) would make Hastings a better place for them to live. When asked about the need for a youth centre, just over a third (36%) of respondents

wanted a youth centre because Hastings was unsafe at night and half (50%) said that Hastings needs a safe place just for young people.

In the workshops, young people talked about what makes them feel safe and unsafe in Hastings. Young people were more likely to feel safe in the places they knew; their home-communities and places they visit regularly. Many young people talked about the difference in safety they felt in the day and at night. Lack of lighting, empty buildings, parks at nighttime, gang presence, unknown places, gloomy and isolated spots were all seen to contribute to feelings of being unsafe.

- "There are some places where it would be good to have it cleaned up and lights in"
- "It feels unsafe when people with gang patches and gang tattoos are in the vicinity"





CREATING MORE DEDICATED YOUTH-FRIENDLY SPACES

Young people across the survey and the workshops provided ideas for solutions to strengthen young people's feeling of safety, and opportunities to connect with the community and engage with Hastings public spaces. Creating more dedicated youth spaces through the use of murals, lighting, designs which are vibrant and attractive designs, and involving young people in the development of those spaces were some of the key ideas shared.

Some young people identified places in Hastings where they felt unsafe and made suggestions to improve these places. Others commented on places that provide great youth-friendly and safe environments, which they felt could be replicated in other areas of the city. Increasing urban art was a common recommendation with some commenting on the importance of involving young people in the design of murals and public spaces.

- "By Rockshop alleyway is a great example of feeling safe/connected... more youth-friendly places like this"
- "More murals, perhaps youth inspired ones. More art in general around the city. And more spaces like parks but with more of an urban feel"

- "Better decorations around town like more plants and cool weird art pieces..."

Increasing the sports and recreational spaces available to young people outside sports clubs in some Hastings communities was often raised. Across the workshops and survey, many commented that a lot of the recreational opportunities in Hastings were more suited to children rather than teenagers and young people. They talked about enjoying facilities like Splash Planet and parks when they were young children but that these did not meet their current recreational and social needs. Some suggested parks could have more design features that support teen interests.

- "Would be good to have more social sports places - i.e. hoops/goal posts in parks"
- "Change how there are parks just for little kids and get some more things for us [teenagers]"

A number of those surveyed felt neighbourhood beautification would help create more safe and youth-friendly communities. When asked what they would like to change about Hastings, rubbish was also noted as an issue for many.

- "Rubbish - More clean ups because there is a lot of rubbish"
- "Tidying up the town - rubbish and refreshing"



HAVING FUN IN HASTINGS

Fun community events and things of interest for young people to engage with helps them feel a part of a community. Many talked about activities and events they have enjoyed in Hastings, and how they engage positively with Hastings' public spaces. Across the workshops and the survey, they commented on the great things Hastings has to offer them. In particular, they identified many outdoor activities, sports and recreation activities and spaces across the district they enjoy. A number commented on some great community events happening in different communities in Hastings.

- "I also love events such as the Blossom Parade where the whole community gets involved"
- "Hastings has great things - market, Te Mata Peak, biking, sports, beaches"
- "There are good parks to go to and play sport or hang out with friends"

Young people also participate in the CBD as well as their local shopping areas and want to feel a part of town. A key aspect of what they liked about their own neighbourhoods was the shopping areas and the proximity to services and places they connected with. Many survey respondents identified having nearby shops including a dairy or supermarket in their community as important to them.



When asked to name 'the three best things about where you live', most listed outdoor spaces. Places like parks, basketball courts, skate parks, beaches and bike trails were often listed as more than one of the three things young people enjoyed about their community. 75% of survey participants felt they have got the sports and recreational opportunities they wanted in Hastings. It is important to recognise, however, that 11% felt they did not get the sports and recreational opportunities they would like to engage with. When considering other factors commented on through the survey and workshops, some of the barriers for this group may include time, accessibility, transport and having money to participate in organised sport opportunities.

64% percent of survey respondents said that they felt there were 'great safe public places like parks where I can go'. Seventeen percent were not sure and 16% ticked 'not really' and four percent ticked 'not at all'. Some factors behind feeling they did not have 'great safe places' include not feeling safe, accessibility, transport and different interests.

CONNECTING THROUGH EVENTS

"It's good to have some things in our community and some in town (CBD) to help us feel more connected"

Another key theme across the survey and workshops was young people wanting more free community activities and youth events. When asked: 'What things would make Hastings District a better place for you to live'

- 62% selected 'free things to do'
- 63% selected 'more events and activities for young people'

"I would love to have more opportunities for young people to hang out and spend time with friends outside, without worrying that they haven't got the money"

Events were seen as a way for young people to meet other young people, connect with their wider community, celebrate and have fun. When asked through the workshops and survey, a number felt more opportunities were needed to connect different groups of young people across the district. Some workshop participants discussed the need for different youth communities to come together and break down barriers between them.

- *"We (young people) get put together as one but there are lots of different groups of people and we need to have events which bring us together more and let people showcase their talents and meet other people"*
- *"More opportunities to celebrate the diversity of young people in Hastings"*

They were keen to grow youth participation in wider community events in the CBD and across the small communities that make up Hastings District. They enjoyed the community activities they participated in. Many value community events and activities where young people feel welcomed and involved.

- *"I go regularly to the fitness sessions and it's a great community thing here for everyone"*
- *"Doing more with the community, community events which are fun helping the community out"*



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EXCLUSIONS AND CHALLENGES FACED BY YOUNG PEOPLE

Workshop and survey feedback was that many young people experience exclusion and discrimination.

Examples included negative stereotypes of young people:

"Some adults look down on us, I get the feeling we are not wanted in some places." Some talked about homophobia and racism. Others talked about aspects of poverty in their lives. In the survey, 18% indicated that 'not having enough money for basic things in life' was a key challenge. Many suggested ways to address disparities in social and health outcomes they see and experience in Hastings. These included: "No one goes hungry and no one is to live on the street" and "helping people in motels to homes like myself."

Many wanted to see the elimination of discrimination and exclusion in Hastings. A number felt there was a need for "better inclusion of rainbow and diverse communities." One wanted to see Hastings as a place "where you can be yourself and not be discriminated against", and another stated they "would definitely like Hastings to be a more LGBTQ+ friendly space."

Some felt their communities within Hastings were also stigmatised: "I don't say I am from [here] because people judge that and look down on us for that."

Mental health was a general theme across the survey and workshop discussions. The COVID pandemic added to the challenges they experienced. From the survey, stress (47%), mental health concerns (26%) and fitting in (24%) were the top three challenges facing young people in their lives right now. 13% selected bullying as a challenge in their life. 30% were not experiencing any challenges in their lives at present. 29% of survey respondents felt there was not enough mental health support available. There were comments about the need for increased and better youth mental health provision. The demand on mental health services, long waiting lists, costs associated with accessing services and the stigma of mental health were identified in the survey.



YOUTH VOICE

"I think the more involved youth are in decision making and influence over potential opportunities offered by the Hastings Youth Council, the more secure and open the community will be."

The importance of youth voice was another theme across the survey and workshops. Some talked about wanting to be heard but not feeling like their opinions and ideas were valued at a community level. Others talked about the importance of having face-to-face opportunities and online consultations so young people can share their thoughts on community decisions which impact them. Some of the challenges to youth voice opportunities they identified included: not hearing the voices of Hastings diverse youth communities due to language and cultural barriers and not feeling like having a voice necessarily led to change.

- "I think it's great that we're getting a voice in this, and I hope we're listened to, and action actually happens"
- "Be present at as many local events as possible. At night markets, farmers markets, concerts, etc (maybe as a stall) in order to receive as many ideas as possible from local youth about issues important to them"

Many commented on a need for more 'by youth, for youth' events and activities. This is another way to bring young people to the decision-making table and provides opportunities for them to take the lead.

- "We need to have more things for young people where we can make our own projects not just things in the community"
- "Free things for us to do. Not just summer things but pop-up things which are run by young people."

KNOWING WHERE TO FIND THINGS

"We don't know what is there that can help us."

The need for better access to local services and opportunities young people can tap into was a strong theme in the workshops. Participants felt they lacked knowledge of what was available and how to access support and services. They talked about the great services they already connect with in Hastings including in health, employment, youth development and recreation. There was also a desire for a stronger understanding of the wider opportunities and services in Hastings beyond social and health services such as new opportunities, programmes and events for young people.

- "There are so many opportunities here but people don't know about them all"
- "A more connected network of support all around"

54% of participants were either not sure or didn't feel they would be confident approaching a service to get help (24% - not sure, 20% not really, 10% - not at all). However, 69% felt they knew where and how to get the services and people to support them if they needed help. Some in the workshops spoke about the challenge of going to a new service. They acknowledged that they would often not engage with opportunities because they felt uncomfortable approaching services they did not know. First time face-to-face engagement with services was hard for many young people.

"I don't know what I can do and that it is available online anonymously (only if possible) because physically going somewhere to make an appointment is hard."

Many spoke about accessing services which are youth friendly. These included: easy locations for them to get to, services they walk past often, those with an open and vibrant youth atmosphere and knowing friends accessed the services as well.

"I know Directions and go there but I don't know if I would go to other places or actually I can't think of many other youth services which can help."

In the survey, two key sources for help young people were aware of were: national helplines (78%) and school counsellors (49%), with 11% saying there was not enough support available to them. Many said that their family and friends provided their main source of help with tackling challenges in their lives. Overall, young people want more updated and youth-friendly information about available services and resources.

"If there was more awareness of places that you can go. I feel that especially within schools they don't tell you the sheer amount of places that offer support and they definitely don't tell you how to access it."

There were lots of ideas about getting information to young people on what was available for them in Hastings and the wider Hawke's Bay region. Ideas included: using social media and having a physical youth space as well as an online portal to act as central hubs for sharing information about services and opportunities to young people. Others spoke about the importance of people working with young people, sharing more information and supporting young people with accessing services and opportunities. One suggested:

"People from the services to actually come to our community and speak about their services."

"it would be good to have something like a list of services and how they can help you and if it is free and photos of it so you know what it is like before you go there."



BETTER TRANSPORT

Issues around roading, public transport and other methods of transport were raised. When asked in the survey 'what things would make Hastings District a better place for you to live?' 36% of those who answered selected 'more ways to get around'. Some felt the public transport system could be better with frequency, flexibility and being more "simple to use and understand". The need to improve roading in Hastings, particularly near the CBD was also raised by those who drive.

- "Improve roads (more lanes on some roads that have a lot of traffic)"
- "Road conditions aren't the best in some places - hard for young drivers - feels unsafe"

What our youth sector said: Key themes

Hastings has a rich and vibrant youth sector providing a wide range of people, resources, programmes and services which help enhance young people's mana and build the conditions needed for our young people to thrive. They also support them intensively in times of need.

In the youth sector the focus is broad, across services, populations and programme delivery, including:

- supporting young people's development and wellbeing through a variety of arts, sports and cultural programmes
- providing intensive services and programmes to young people in need of additional support to reach their full potential.
- providing culturally specific frameworks to work with rangatahi
- working with young people in the context of their family/whānau.

There were a number of key themes raised by organisations through the youth sector workshop and discussions. These themes have contributed to the development of the goals of the strategy.

The themes were:

- **CONNECTION + COLLABORATION IN THE YOUTH SECTOR + WITH COUNCIL**
- **CAPACITY BUILDING FOR THE SECTOR**
- **DIVERSITY + ACCESSIBILITY**
- **LEADERSHIP + VOICE**
- **CELEBRATING AND CONNECTING OUR DIVERSE YOUTH COMMUNITIES**
- **INCLUSIVE YOUTH-FRIENDLY SPACES**



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LEADERSHIP + VOICE

This theme was about both the leadership and voice of young people and of the youth sector. Many felt there was a need for Council to further support the growth of leadership in the youth sector and for Council to advocate on behalf of the youth sector. These leadership ideas were connected to building the capacity of a more connected youth sector. Advocating for the needs of young people and the youth organisations which serve our young people was seen as a part of the leadership of Council.

- "Council be a leader and know what is going on for young people, share that knowledge, advocate for change at the local level by supporting the youth sector and advocate to central government on behalf of young people and the youth sector"
- "Develop capability in leaders at all levels"
- "Need to grow community leaders to support structural change"

Many Hastings youth organisations are growing leadership and engagement in their programmes and services to strengthen outcomes for young people. They commented that Council could improve on how it supports young people's voice in Hastings; providing ways for diverse young people to access leadership opportunities and have a voice in addition to the role of the Hastings Youth Council.

- What can Council do for young people - advocacy/leadership/ listen to rangatahi/including young people in the wider community dialogue

DIVERSITY + ACCESSIBILITY

Organisations highlighted the importance of Council focusing on the diverse communities of young people in Hastings and ensuring young people are not excluded. Some commented that Council and the youth sector together had a role to play in addressing the systemic and complex issues and barriers facing rangatahi and their families.

- "Poverty is holding out families back families are living in survival mode - these are all things that impact on our young people deeply"
- "The stereotypes and racism our rangatahi face in our communities"
- "Support structural change in our society which holds our rangatahi back"

They talked about the role of Council in ensuring services and resources were accessible to those who needed them rather than assume all young people have the same means to access opportunities. There were many different ideas of what accessibility was needed:

- "Supporting services which reach rangatahi Māori in a culturally appropriate way"
- "Ensuring public transport systems worked for young people"
- "Connecting with organisations that support young people who are experiencing exclusion and disadvantage in their lives"
- "Enhancing ways that young people can access youth organisations (i.e. an interactive services map)"
- "More diversity in how we connect with rangatahi and then we will connect with more diverse young people"
- "Ensure the Youth Strategy reflects the needs of our diverse communities across Hastings and works for all youth"





The youth sector reinforced a need to focus on celebrating the strengths of Hastings' diverse youth communities. A number commented on creating more opportunities for young people to develop their sense of community belonging through activities and events which bring young people together and celebrate their interests and talents. Others felt that there should be more inclusive community events for all ages but which showcased diverse young people.

- "Connection for our youth communities across Hastings - unity/celebration/break down the barriers"
- "Recognise and celebrate the diversity of our young people"
- "Events and places for young people - not just one-off but building community for young people/safe spaces to celebrate young people. Where young people can have ownership and also support"
- "Support the development of strong positive youth culture"



INCLUSIVE YOUTH FRIENDLY SPACES

The need for inclusive and safe youth spaces was a strong theme. Overall there were many suggestions that more youth-friendly community spaces across Hastings would support their work with young people and support positive youth development outcomes. Many suggested a central youth space had the potential to bring young people from different parts of the community together and provide a place for them to lead activities.

- "Youth spaces - plural - we need places and communities which are youth inclusive and friendly"
- "Create a community centre and different places that young people feel ownership over and can develop into a centre that connects all youth services"



How we went about developing this strategy

A range of information was collected to inform the Youth Strategy, understand young peoples' needs and identify issues, challenges and opportunities. Young people and those working with young people helped develop a picture of what was important to young people and what factors were impacting their wellbeing in Hastings. National and local research was considered in the development of the strategy including Youth19 research papers, Ministry of Youth Development COVID-19 research and population data from the Thriving Rangatahi Population Explorer.

Young people were engaged in multiple ways to develop the strategy from providing their thoughts through an online youth survey through to discussing their ideas and concerns in workshops. Over 1000 young people have had their voices captured in this strategy.

It is important to note that youth engagement is an ongoing and integral part of the delivery and implementation of the Youth Strategy. While many communities were reached when developing the strategy, we acknowledge there is a need to enhance our engagement, to reach those in our isolated and rural communities, and our rangatahi Māori and Pasifika.

The Thriving Rangatahi Population Explorer data provided us with key learnings about advantages and disadvantages experienced by young people in the Hastings district as compared to other regions and New Zealand as a whole. Youth engagement with our diverse rangatahi communities will inform our actions across all five of the goals of the Youth Strategy.



HASTINGS YOUTH COUNCIL

The Hastings Youth Council provided a key leadership role in the design and development of the Youth Strategy. A simple process of inquiry was used to develop the strategy alongside the Youth Council. Exploration in the early stages of the process with the Youth Council leveraged their own experiences, thoughts and ideas to build direction for the youth survey and other youth engagement. Key findings and summarised data was shared with the Youth Council to ensure they had direct access to the voices of young people. Workshop exercises included: local mapping, national and local impacts on young people and unpacking the strengths, weaknesses, opportunities and threats experienced by young people in Hastings. A shared understanding of the challenges facing, and strengths of, Hastings' young people informed the strategy goals and actions.

ONLINE YOUTH SURVEY

Information was gathered from an online youth survey to help understand key aspects of life for young people in Hastings. The Youth survey was developed with the Hastings Youth Council and included broad questions to find out how young people experienced Hastings, their ideas for improving Hastings and specific questions the Youth Council asked based on their unique knowledge of young people in Hastings. 840 young people aged between 12 and 24 years completed the survey online.

WORKSHOPS AND CONVERSATIONS WITH YOUNG PEOPLE

Informal chats were held with young people in Flaxmere and a workshop was held at Council's Mahi for Youth facility with participants aged 18 and over. These conversations ensured that the voices of young people who may have been missed in the Youth survey were included and added a rich layer of qualitative information to the findings of the Youth survey. Not including the Youth Council, 48 young people engaged in conversations to share their experiences, thoughts and opinions.

YOUTH SECTOR ENGAGEMENT

Understanding the organisations which support young people in Hastings was an important part of the Youth strategy's development. A mapping exercise was undertaken to explore the trends and changes in the Hastings youth sector with a focus on community organisations which have a primary or sole focus on supporting youth development and providing support to Hastings' young people. Many organisations that actively engage with Hastings' young people have their offices based outside of the Hastings district. These were included in the mapping of services.

Two workshops were held with people who work with young people. 16 Council staff who with over 200 young people participated in a workshop to share their thoughts and ideas about those who engage with Council's youth services and the needs they see through their work. 24 People working in the youth sector in Hastings representing over 500 young people participated in a workshop that some Council youth staff also attended to share their thoughts on the needs of the young people they serve and to help build a picture of the Hastings youth sector. An invite to come along and participate was sent out to a wide range of organisations. The wider youth sector workshop was attended by representatives from many different sectors providing services for young people including; social services, health, arts & culture, sport & recreation, kaupapa Māori organisations, non-government organisations and central government services. The key findings were sent to those who participated and the wider youth sector to check on the key themes and gather further feedback and ideas.



Youth facility

The need for a designated youth facility was a strong theme in the discussions held with the Youth Sector and from our young people. Historically Hastings District Council had outsourced this work to external providers to deliver a service to young people. The last large youth facility contract ended in 2017 and Council invested in outcomes for young people as opposed to outputs through a physical location.

Many suggested a central youth space had the potential to bring young people from different parts of the community together and provide a place for them to lead activities.

ONLINE YOUTH SURVEY

Question: *'Do you think it would be good to have a youth space/youth facility/youth centre in Hastings?'*

92%
APPROVAL

Most young people wanted to see the following in any future youth facility:

- Free wifi
- Food/café
- Gig/event space
- Games room
- Gaming
- Study space
- Creative workshops

The survey results indicated there was a lower need for services such as health and employment. In contrast the young people who are already connected to health and employment services rated this support very important during the more in-depth workshops. Further discussions with youth service providers also indicated the importance of the availability of local free health and employment services.

These results and responses mirror the responses from the 2018 youth survey when a youth space was requested. This ultimately evolved into 'Mahi for Youth' a pop-up, off-site location for Councils' youth employment programme.

Feedback from the youth service providers acknowledged that a designated youth space would function best if it was a multi-use and multi-agency space that supported a holistic approach to wellbeing with the young person at the center.



Measures and evaluation

As part of monitoring we will report back annually on our progress towards achieving our vision of **'young people feel empowered to reach their full potential in a way that is meaningful to them'**. Our reports will be developed with engagement from the Hastings Youth Council and will provide information on the key activities carried out and progress made over each year to help achieve the Youth Strategy's vision and outcomes.

Our reporting will utilise other sources of data available to us. The national youth health and wellbeing survey 'Whataboutme?' survey will be used to show a baseline of wellbeing and health information sourced directly from young people. It is expected that the data from the first survey will be available in 2022 and the survey will be held every three years (note year one 14-18 year olds).



Appendix

Actions and monitoring

Online survey results

Mahi for youth approach


Youth employment approach

Youth Co-lab approach

APPENDIX ONE

Actions and monitoring

	INDICATORS WHAT WE MEASURE	SHORT TERM 1-2 YEARS	MEDIUM TERM 3-4 YEARS	LONG TERM 5+ YEARS
GOAL 1 <i>Positive connections and pathways:</i> All Hastings young people have positive connections and opportunities which nurture their mana as they grow up.				
Support initiatives which enhance young peoples' wellbeing	Continue to measure percentage of young people who feel connected to their community via youth surveys.			
Improve access to up-to-date, youth-friendly information on the opportunities and services available to young people	Continue to measure the use of the Youth Services Database			
Facilitate pathways which nurture inclusive leadership opportunities for young people	Continue to measure percentage of young people who can access leadership opportunities			
Help transform systems, policies and services to work better for rangatahi Māori	Work with partners organisations to increase access to services by rangatahi Māori			
Support by Māori for rangatahi Māori solutions	Work with partners organisations to increase services by Māori for rangatahi Māori			
Seek out opportunities to better support the needs and interests of our Pasifika youth communities	Continue to measure percentage of Pasifika young people who feel connected to their community via youth surveys.			
Celebrate young people's achievements	We will continue to celebrate our young people through initiatives such as the Youth Potential Awards			
Continue to build on the successes of current projects supporting young people to access education, training and employment pathways they are interested in	Work to increase the number of young people accessing current programmes such as Creative Leaders and Mahi for youth			
Advocating for better targeted support for underrepresented young people	Work with partners organisations to increase services supporting underrepresented young people			
Ensure young people's voices and needs are included in strategic work on climate change action and mitigation	Increase the opportunities for young people to engage with councils work on climate change action			
Support the Hastings Youth Council in their wide and diverse representation of Hastings youth communities	Support the Hastings Youth Council to ensure that the group best represents the diversity of the Hastings District			

		INDICATORS WHAT WE MEASURE	SHORT TERM 1-2 YEARS	MEDIUM TERM 3-4 YEARS	LONG TERM 5+ YEARS
 GOAL 2		Youth friendly communities: We have youth-friendly communities where Hastings' young people feel a sense of belonging, welcome and safety.			
Provide a safe youth friendly space that can be accessed any used by young people	Investigate the development and feasibility of a dedicated youth facility				
Support community events and activities that young people can take an active leadership in	Provide and activate a dedicated youth facility Increasing the number of events that are delivered by young people in the Hastings District				
Support organisations and communities to work with young people to provide a range of youth friendly recreational, cultural and community events	Increase the funding allocation to events for young people in the Hastings District				
Include young people in the planning of our crime prevention through environmental design and community beautification initiatives	Increase the involvement of young people in these consultations through new ways of engagement				
Target key places of concern young people identity and work with local young people to strengthen feelings of safety and inclusion (lighting, features, art work, clearing rubbish)	Places of key concern are identified and progress made to increase safety				
Explore solutions to increase young people's feeling of safety in Hastings at night	Provide safe spaces and increase positive activity across the district at in evenings				
Support more urban art projects which include young people	Increase the numbers of youth art projects across the district through creative communities and creative leaders				
Continue to review and develop sports and recreation spaces for young people in the context of the wider community	Provide more opportunities for more young people to feed into planning for parks, sport and recreational facilities				
Empower local communities to include young people in their plans and developments.	Increase the number of young people actively engaged in Community Plans				

		INDICATORS WHAT WE MEASURE	SHORT TERM 1-2 YEARS	MEDIUM TERM 3-4 YEARS	LONG TERM 5+ YEARS
 GOAL 3		Youth voice and action: Hastings' young people have opportunities to have a voice in their communities, participate and lead ideas, activities and events.			
Continue to support and strengthen the role of the Hastings Youth Council	Increase the support council staff provide the Hastings Youth Council to enable them to actively participate in council governance				
Provide a range of mechanisms for young people to engage with Council, ensuring processes work, in particular, for rangatahi Māori, Pasifika young people, our rainbow youth and migrant youth communities	Support the development of advisory groups for council that include the support of underrepresented young people				
Provide opportunities for young people to engage with individual council facilities	Support the development of advisory groups for individual council facilities to improve youth engagement				
Ensure specific strategies to include young people in wider community decision-making processes which they are interested in	Increase youth engagement in community consultation				
Advocate with the Hastings Youth Council to central government and funders on behalf of Hastings' young people's needs and interests	Increased investment into local youth programmes and services				

GOAL 4	INDICATORS WHAT WE MEASURE	SHORT TERM 1-2 YEARS	MEDIUM TERM 3-4 YEARS	LONG TERM 5+ YEARS
	Supported diverse youth communities: Our diverse youth communities are respected, recognised and included.			
Acknowledge and celebrate the diversity of Hastings' young people through events, programmes and services	Increase the number of events that are delivered for young people in the Hastings District that celebrate diversity			
Ensure youth engagement is representative of Hastings' diverse youth communities Create more opportunities which bring young people together and celebrate their interests and talents	Continue to increase programming for all young people across council facilities			
Support the recognition and celebration of rangatahi Māori in the context of their whānau, hapū and iwi	We will continue to celebrate our young people through initiatives such as the Youth Potential Awards			
Co-design with young people strategies to break down the negative stereotypes and discrimination experienced by them	Support the development of advisory groups for council that include the support of underrepresented young people			
Partner with those who work alongside our rainbow youth communities to celebrate and support our LGBTQIA+ youth communities	Increase programming and opportunities that support our LGBTQIA+ youth communities across council facilitiesV			
Improve understanding of the needs and interests of migrant young people and develop plans to increase Council engagement with Hastings' migrant youth communities	Support the development of advisory groups for council that include the support of underrepresented young people			
Continue to strengthen the relationship between the Multicultural Council and the Hastings Youth Council	Increase the engagement between Council, The Hastings Youth Council and the Multicultural Association			

	INDICATORS WHAT WE MEASURE	SHORT TERM 1-2 YEARS	MEDIUM TERM 3-4 YEARS	LONG TERM 5+ YEARS
 GOAL 5				
A strong and connected youth sector: The community organisations supporting us are strong, vibrant and connected.				
Work alongside youth sector and youth worker network leaders to build a purposeful networking and collaboration plan	A youth worker training and development plan is developed			
Strengthen our knowledge of national policies and research to contribute to our local knowledge of young people and share knowledge with the youth sector	HDC continues to be an active member of Ara Ara Taiohi and youth staff continue to be trained appropriately at a minimum on Level 3 youth work.			
Improve communication with the Youth Sector to ensure relevant and timely information is shared	Provide administration support to a regional youth sector forum to share information			
Partner with key stakeholders to invest in more strategic training for people working with young people (MYD/ Wellington Regional Youth Worker Trust/ Ara Taiohi)	HDC continues to be an active member of Ara Ara Taiohi and youth staff continue to be trained appropriately at a minimum on Level 3 youth work.			
Help the sector identify their training needs and explore a collective training plan	A youth worker training and development plan is developed			
Support youth sector organisations to grow resilience and sustainability in terms of funding, responding to changing needs in our communities and changes in government policies	Increase the availability of longer term funding and partnership opportunities with youth organisations			
Advocate for central government funding to ensure youth services are able to meet the needs of vulnerable young people on Hastings	Increased investment into local youth programmes and services			



Item 5

