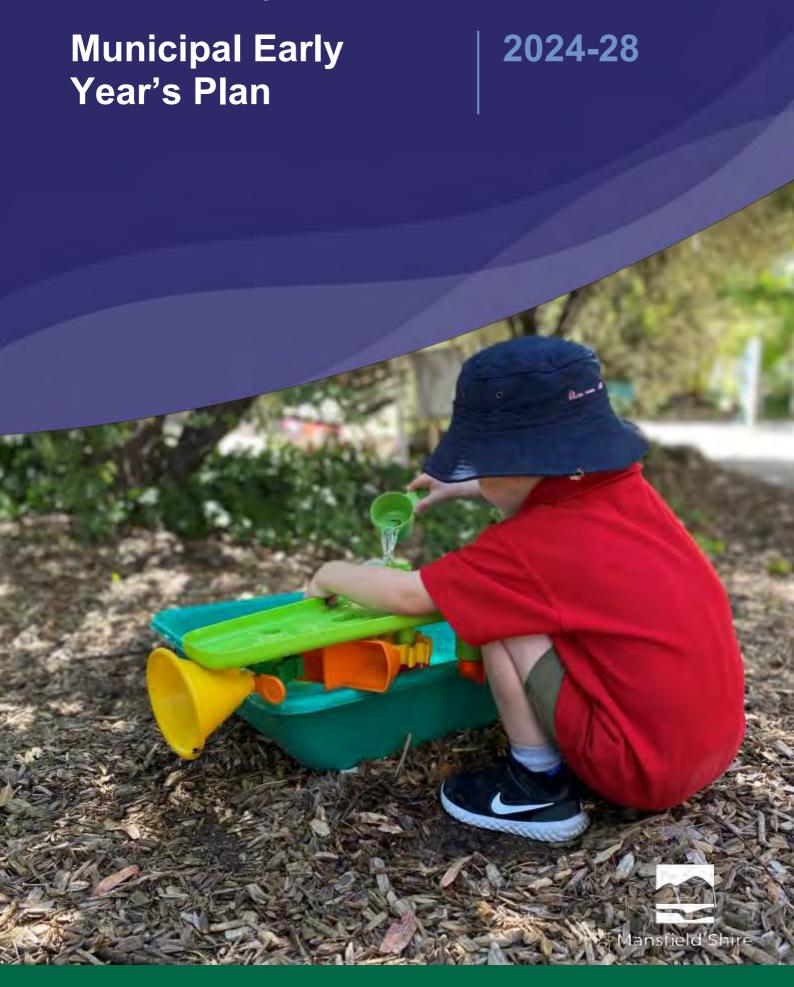
Mansfield Shire Council



Acknowledgement

Mansfield Shire Council acknowledges the Taungurung people as the traditional owners of the land upon which our Shire is located. We pay our respects to the Taungurung elders, past, present, and future and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Council would also like to acknowledge the valuable involvement of the local services providers and community members who provided feedback. Council recognises that lived experiences and extensive community connections of those involved in our community consultation processes. This has provided us with a true reflection of the aspirations and needs of families and young children in our community, so that through this inclusive Plan Council can better target its resources to respond to these needs.

Thank you to representatives from the following organisations for their involvement..

- + Albury Wodonga Health
- Albury Wodonga Health Rivers Edge
- + Central General Practice
- + Centre Against Violence
- + Centrelink Social Worker
- Department of Education Ovens Murray Early
 Childhood Branch
- Department of Education
 School Nursing Program
- Department of Families
 Fairness and Housing
- Department of Education -Health, Wellbeing and Specialist Services Branch Ovens Murray
- Gadhaba Local Aboriginal Network
- Goulburn Valley Public
 Health Unit
- Heart and Soul Counselling
- + Jamieson Primary School

- + Lou Fit Personal Training
- + MACE
- + Mansfield Autism
 Statewide Services
- Mansfield Community
 Cubby House
- + Mansfield District Hospital
- + The Farmhouse Mansfield
- Mansfield Community Kindergarten
- + Mansfield Medical Clinic
- + Mansfield Primary School
- Mansfield Rudolf Steiner School
- + Mansfield Scouts
- + Mansfield Secondary College
- + Mansfield Shire Council
- Mansfield Support Group for Children with Special Needs
- + Merri Health
- + Merrijig Primary School

- NDIS Latrobe Community
 Health
- + NESAY
- + Noah's Ark
- Northeast Victoria
 Regional Mental Health
 Team
- + Rural Housing Network
- + Scope
- + Small Talk Speech Pathology / Kidex
- + St Mary's Primary School
- Support Group for People with a Disability and their Carers
- + Taungurung Land and Waters Council (TLaWC)
- Upper Murray Family Care UMFC
- + Victoria Police (Mansfield)
- Women's Health Goulburn North East (WHGNE)
- Yooralla Mansfield

Contents

AC	Knov	wiedgement	∠
1.	Ex	recutive Summary	4
2.	Int	troduction	6
2	2.1	Vision	6
2	2.2	Council Plan Objectives	7
2	2.3	A framework for positive early childhood development:	8
3.	Our	Approach	9
(Cour	ncil's role in the early years	9
(3.1	Planning and coordination	9
(3.2	Facility Planning	10
(3.3	Advocacy	10
(3.4	Strengthening community capacity	10
(3.5	Service Provision	10
4.	Οι	ur Community – A Demographic Snapshot	13
5.	Sta	akeholder Engagement	14
į	5.1.	What our children and families facing	14
į	5.2.	What the families and children told us:	15
į	5.3.	What the service sectors told us	16
6.	W	hat council will do	17
(3.1	Implementation, monitoring and evaluation.	17
7.	M	EYP priority areas - Starting with the end in mind	20
8.	M	EYP actions table	21
9.	Sc	ource/References	27

Enabling stronger families and thriving children.

1. Executive Summary

Municipal Early Years Plans (MEYP) foster a whole-of-community, whole-of-system approach to building community strength and addressing the underlying causes for inequality and vulnerability of children and families. It is a place-based focus on prevention, equity, health, and long term social and educational outcomes for children.

The Mansfield Municipal Early Years Plan lays out our community's vision and priorities for the Shire's children, and for being a child friendly community for every child that lives, learns, is cared for, and plays here. Through the MEYP we will ensure the delivery of local policies, programs and infrastructure that can influence the health, education and wellbeing of its younger population and their families. We will deliver, partner, advocate for and provide leadership to ensure that Mansfield and our surrounding communities are child friendly and support optimal outcomes.

Our plan is informed by what children in Mansfield have told us is important to them through our consultation, and engagement with children, parents, service providers and stakeholders.

We are committed to making informed decisions based on the best available evidence and community feedback and will work in partnership with our community to deliver our services, programs, and information.



2. Introduction

The Mansfield Shire Council Municipal Early Years Plan (MEYP) is a local strategic plan that outlines the council's role in providing services, infrastructure, planning, advocacy and community development for children and families. It is developed by the council, in partnership with the community, to support enhancement of the wellbeing of the community. The Mansfield MEYP encompasses children from birth to 12 years."

2.1 Vision

Councils vision for children and young people, is that:

"Mansfield Shire will be a place where every child and young person will be able to thrive, reach their potential and actively participate in decision making."

The Mansfield Shire, Community Vision 2040 elicited approximately 25,000 words worth of insights and input from community. The "core destinations" table condense those thoughts and feelings into a succinct, palatable framework. It highlights the community priorities.











2.2 Council Plan Objectives

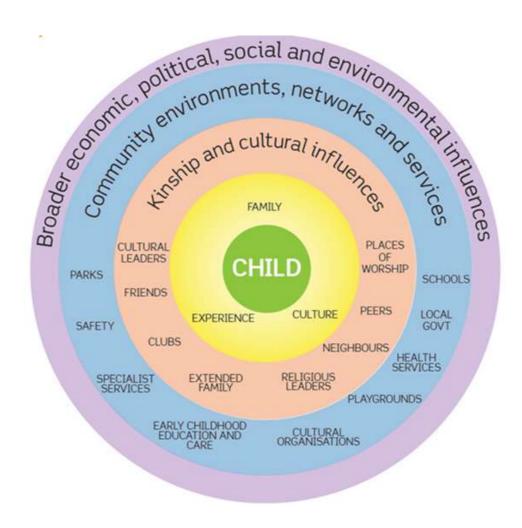
There are three key themes in the Council Plan 2021 – 2025, and each theme has several Strategic Objectives. These themes and Strategic Objectives are summarised in the diagram below.



This table is an overview of the strategic linkages for Council Plan 2021 - 2025, the MEYP and the community.



2.3 A framework for positive early childhood development:



Children learn about themselves and construct their own identity within the context of their families and communities. This includes their relationships with people, places and things and the actions and responses of others. Identity is not fixed. It is shaped by experiences.

When children have positive experiences, they develop an understanding of themselves as significant and respected and feel a sense of belonging. Relationships are the foundations for the construction of identity – 'who I am', 'how I belong' and 'what is my influence?'

(Belonging, Being and Becoming – The Early Years Learning Framework for Australia p.20)

3. Our Approach

Council's role in the early years



3.1 Planning and coordination

Council has an integral and legislated role in the planning for services in the municipality. Recent strategic work carried out by Council impacting children and families includes:

- + Mansfield Shire Council Plan 2021-2025
- + Youth Strategy and Action Plan 2019-2023
- Mansfield Municipal Health and Wellbeing Action Plan 2021-2025
- + Mansfield Kindergarten Infrastructure and Service Plan (KISP) 2021-2029
- + Other strategic documents including Mansfield Open Space Strategy, Sport Facilities Strategy, Footpath and Shared Path strategy, Mansfield Botanic Park Masterplan.

The MEYP is a significant strategic planning document for Council in the early years. Through the planning process associated with developing, implementing and evaluating the MEYP, Council seeks to achieve the following benefits for the community:

- + Provision of a long term strategic early years planning guide across all Council departments
- + Articulation of Council's role in the early years
- + Engagement of partners in planning for the future
- + Support for Council in making informed decisions and maximizing resources.
- + Servicing as a basis for partnership and negotiation with other levels of government.

3.2 Facility Planning

This involves planning, providing, and maintaining a range of early years infrastructure. Council provides the physical infrastructure from which several early years services operate:

- + Mansfield Community Kindergarten
- + Mansfield Family and Children's Centre where MCH services, Supported Playgroup, financial counselling, and Integrated Family Services are delivered. This Centre also houses Mansfield Community Cubby house, providing Long Day Care and Integrated 3-year-old kindergarten.
- + Mansfield Youth Centre which houses a supported playgroup and educative support sessions.

In recent years, Council has been actively advocating for increased funding for early years infrastructure required in Mansfield Shire to service the rapidly growing population.

Key documents that detail Council infrastructure planning for children and families are.

- + Sports and Recreation Strategy
- + Open space Strategy
- + Kindergarten Infrastructure and Service Plan KISP

3.3 Advocacy

Council regularly seeks and participates in advocacy opportunities in the early years sector.

- Early Years Strategy group Municipal Association of Victoria (MAV)
- + Early Years Workforce Advisory group MAV
- + Maternal and Child Health Advisory group Department of Health (DH)
- + Ovens Murray Child and Family Services Alliance Department of Families, Fairness and Housing (DFFH)
- + Ovens Murray Early Learning Leadership Department of Education (DE)
- + Gadhaba Local Aboriginal Network

These forums are a platform for council to engage with government departments and voice the needs and aspirations for our community.

3.4 Strengthening community capacity

All services and programs within the Community Health and Wellbeing department are aimed at supporting and developing families' capacity to care for children, particularly for those experiencing vulnerability. Mansfield Shire Council facilitates two networks that focus on the needs and outcomes for children: the Better Communities for Children Leadership Network and the Mansfield Early Years Educators network.

Mansfield Shire also partners with the Mansfield District Hospital on the RESPOND program, is a member of the Ovens Murray child and family services alliance and the Mansfield health and wellbeing network. These regional networks are aimed and supporting equitable health and wellbeing outcomes for our families and children.

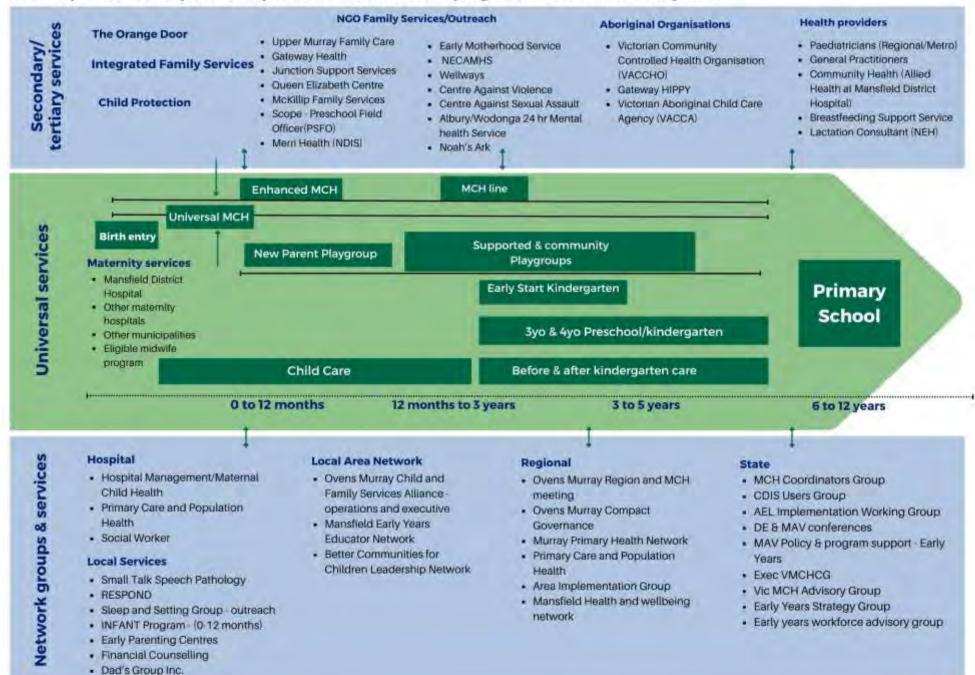
3.5 Service Provision

Council's direct service delivery within the early years is through the Community Health and Wellbeing department. This department operates predominately out of Council's facility at the Mansfield Family and Children's Services, 10 Davies Street, Mansfield; and, the Mansfield Library, Chenery Street, Mansfield. Direct service provision is through:

- + Maternal and child health service,
- Supported playgroups program,
- Integrated family services,
- Mansfield Library services
- Financial Counselling service



Service provision and partnerships involved in children's progression from birth to 12 years



4. Our Community - A Demographic Snapshot

Who are we? Mansfield Shire in 2023



20.8% of households were made up of couples with children



7.1% were one parent families



17.1% are aged between 0-14 years



The median age is 49



1.1 % of the population identify as Aboriginal or Torres Strait Islander



11% of the population born overseas and 4% speak a language other than English at home

ABS and Profile Id Data 2023

How we are growing



Mansfield Population



The birth rate is consistent with an average of 72 births per year over the past 7 years



The number of households increased by 730 between 2016 and 2021



Households of couples with children increased by 119 between 2016 and 2021

Profile ID and Local CDIS Data



Kindergarten enrolments

2022 Mansfield (S) ECE profile

MCH participation



Infants enrolled in MCH



Birth notifications

2022 2023 LGPRF Data

How our children are learning



Mansfield Shire

Percentage of parents who report being concerned about the behaviour of their chidren



Victoria

Percentage of parents who report being concerned about the behaviour of their chidren



Mansfield Shire

Percentage of children developmentally vulnerable on one or more domains



Victoria

Percentage of children developmentally vulnerable on one or more domains

What the data tells us:

The Australian Early Development Census (AEDC) gives communities a snapshot of how children in their local area have developed by the time they start school. The AEDC has been implemented every three years since 2009. It measures children's development across five domains:

- + physical health and wellbeing
- + social competencies
- + emotional maturity
- + language and cognitive skills (school-based)
- communication skills and general knowledge.

AEDC results are reported as proportions of children who are:

- + 'On track' that is, doing well.
- 'Developmentally vulnerable' on one or more domain those children who may be at risk of not doing well in life.
- + 'Developmentally vulnerable' on two or more domains those children who may not be ready to achieve success at school, and/or who do not have the basic skills in place.



5. Stakeholder Engagement

5.1. What our children and families facing

Our families are influenced by trends and social issues that can impact on their ability to meet their children's needs. Supporting families during their children's early years improves child health, development and wellbeing, parenting capacity, and social connectedness.

Families

- + Services such as kindergarten, childcare, maternal and child health, immunisation and library are only available in the township of Mansfield. Limited capacity to travel to access services can be experienced by our families in outlying communities.
- + The COVID-19 pandemic has produced additional pressures for some families. It has particularly exacerbated pre-existing disadvantage and has disproportionately affected our most vulnerable children and families to be connected to learning, and to services.
- + In many families both parents are working and rely heavily upon early years services such as childcare, kindergarten and Out of School Hours Care (OoSHC).
- + New families moving to the area report increased isolation with a decrease in extended family supports.
- + Trauma including family violence, drugs and alcohol, and mental health issues. Council family services report that more families they are supporting are experiencing family violence.
- + Regional disadvantage regarding the availability of specialist and allied health services. There is a lack of public transport increasing the segregation from accessing regional and metro health and medical services.
- Parents/carers have difficulty navigating the NDIS system and accessing allied health services leading to children not receiving early intervention.
- + Mental health services are inadequate for the demand in adult, perinatal and child and adolescent mental health.

Digital technology

- + Screen time can have an impact on the amount of parent-child interaction and child development and wellbeing.
- + Social media can impact on parenting self- efficacy with the overabundance of information of varying quality and validity.

Cultural diversity

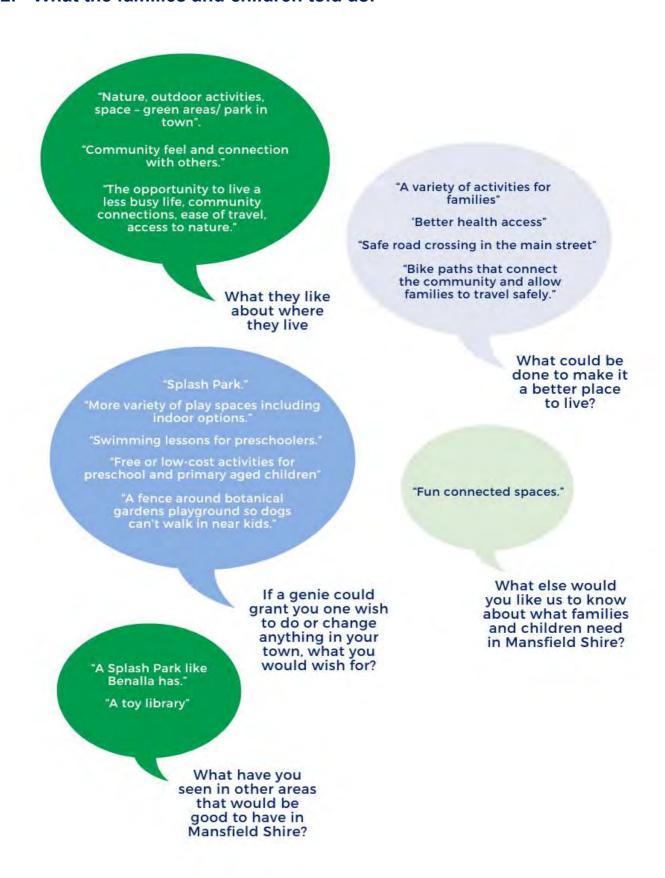
- + Health, inclusion, and participation outcomes for Aboriginal families living in Mansfield and surrounds are not clearly understood.
- + Growth in multicultural population results in a minority population who may experience

isolation, past trauma, and lack of community connections.

Financial stress

 There are a proportion of children living in households with housing stress, particularly for single parent families.

5.2. What the families and children told us:

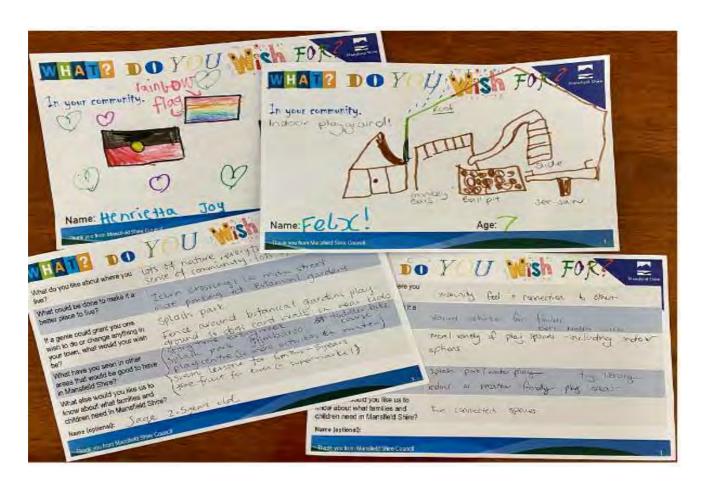


5.3. What the service sectors told us.

Consultation between Council services and other services and stakeholders was another important aspect in developing the Early Year's Plan. This took place through interviews with Family service providers and Maternal and Child Health staff; the network meetings of service providers, ECE and schools and a key stakeholder survey which was distributed to 84 participants.

The key aim of the service provider consultation was to validate Council's three priority areas for the Early Years Plan and gain input to the identified actions.

All the consulted service providers agreed that the Council priority areas were also key priorities from their perspective. Service providers were also given the opportunity to nominate existing good practice with regards to the priority area and to nominate opportunities, changes and improvements that could improve services and facilities for families and children aged 0 - 12 years in Mansfield Shire.



"From birth, children experience living and learning with others in a range of communities. These might include families, local communities, or early childhood settings. Having a positive sense of identity and experiencing respectful, responsive relationships strengthens children's interest and skills in being and becoming active contributors to their world" (DEEWR, 2009, p. 25)

6. What council will do.

Mansfield Shire Council will work to design, develop, and foster a community where children and their families are healthy, safe, and protected. They will have equitable opportunity for services, education, and to live in an environment that nurtures their development. The council strives to create a sustainable future, with equitable social and economic conditions, and protection from the effects of environmental hazards.

Children will be protected from abuse and neglect with special consideration given to the most vulnerable. Policies, resource allocation and governance will be considered in the best interests of children and are non-discriminatory regarding gender, religion, ethnicity, economic and social background. Families and caregivers are recognised and supported for their important role of parenting and children's voices will be included in Council decision making regarding projects that may impact them.

Council acknowledges it must work in partnership with families, the service sector, and the wider community to support the development of Mansfield and surround's children into happy, healthy, and resilient young people.

Mansfield Shire Council will work at multiple levels:



Funding and delivering services for children and families. Policies, resource allocation and governance support wellbeing



Facilitating partnerships and working in collaboration with community, organisations and Government



Informing the community about services and opportunities and advocating on their behalf at all levels of Government



Planning and delivering community infrastructure including facilities for children and families across the fast-growing local government area

6.1 Implementation, monitoring and evaluation.

The Community Health and Wellbeing Department will be the primary responsibility of the coordination of the MEYP action plan implementation.

Implementation oversight will be facilitated through the establishment of an Early Years

Implementation Group, a representative group from across Council, chaired by the Coordinator Maternal and Child Health, with delegated responsibility to oversee the effective implementation of the MEYP action plan, including the delivery of any emerging issues impacting young children and their families are identified and responded to through the Municipal Early Years Plan over the next four years.

The Early Years Implementation Group will undertake six monthly progress and impact monitoring of the MEYP action plan, with progress assessed based on satisfactory achievement of actions, and impact assessed based on benefits derived through the undertaking of each action.

This will support effective decision making regarding future investment of Council efforts in influencing healthy, connected, informed, and involved families with young children throughout the community.

The Executive Manager, Community Health and Wellbeing will submit an annual Municipal Early Years Progress Report to Council, which will include:

- Evaluation of progress to date.
- Identification of risks, barriers, emerging trends; and
- + Recommendations for new or modified actions, or additional resources needed for the following year.



7. MEYP priority areas - Starting with the end in mind.



8. MEYP actions table

Priority 1: Every child enjoys a happy, healthy, and safe start to life.

Objective 1.1	What we will do	What success looks like	How we will do it
Promote opportunities for mental health and wellbeing, active	Maintain and improve playgrounds and recreational spaces across the shire	Annual report articulates delivery of maintenance, upgrades, and improvement of parks, playgrounds, and recreational facilities.	() () () () () () () () () ()
living, and a healthy start to life.	Be an active partner in Mansfield RESPOND: a community led, place-based approach to improving the health and wellbeing of our children.	Promote, participate, and co- facilitate a range of RESPOND activities and initiatives for children and families. Funding sourced to run new initiatives. (i.e., Crawl & Play)	
	Deliver the INFANT (INfant Feeding, Active play, and NuTrition) program designed to help families with healthy eating, active play, and reduced screen time from the start of their baby's life.	Four group sessions for mums, dads and carers led by local health professionals; delivered, with a high level of engagement, and valued by participants.	
Objective 1.2	What we will do	What success looks like	
Parents and carers have the supports they need to nurture their children.	Current universal health and wellbeing services delivered by council are planned and facilitated including: + Maternal and Child Health (MCH)services, + First Parent groups, + Sleep settling, + Feeding support sessions, and + Father's groups. + Supported Playgroup + Library services	A contemporary, skilled vibrant workforce providing high quality child centred programs to our community. Funding targets met for all programs CEO monthly report on data and service delivery Group attendance Literacy pack distributed to each newborn. Customer satisfaction survey and feedback	
	Specialist services to support families with increased vulnerabilities: + Enhanced MCH + Integrated Family Services + Financial Counselling,	Funding targets meet for all programs Monthly CEO report on data and service delivery Customer satisfaction survey and feedback.	

Objective 1.3	What we will do	What success looks like	
Promote children's safety and minimise risk of harm.	Develop our neighbourhoods to ensure all children can move safely to play, walk, ride bikes, and commute to school, kindergarten & early learning environments, health settings and recreational activities.	Footpath strategy enacted resulting in increased footpath connections throughout the township. Council continues to support the school crossing supervisor's initiative.	
	Promote prevention of violence toward women and children's activities through child and family services.	MCH family violence consultation targets met Family services targets met. Referrals to CAV, CASA, and Safety Planning team.	
	Be a Child Safe Organisation	Maintain Child Safe Policy and Reportable conduct procedural guidelines.	
Objective 1.4	What will we do	What success look like	
Advocate for, support, and provide investment in new and improved infrastructure where needed.	Explore options for grant funding to expand on recreational options for children	Implementation of the Open Space Strategy, January 2023	
Objective 1.5	What will we do	What success look like	
Build capacity of parents/carers through education and support.	Plan, develop, and facilitate the delivery of parent support programs i.e., New Parent groups, Supported Playgroup, Sleep settling and feeding support sessions, and family support services.	Progressive increase in client engagement and satisfaction surveys.	
Objective 1.6	What will we do	What success look like	
Show leadership in gender equity, diversity, and family violence prevention.	Fair Access Policy is implemented undertaking and ensuring council applies a gender lens in the development of gender equitable access and use for community	Progress is made with implementation of the Fair access policy.	

Outreach family violence support services are supported to provide counselling and care for those in need.	Services including CASA, CAV, and UMFC Safety team regularly provide professional support for children and families	
Council Family Services engage with Family Violence networks such as RAMP (Risk and Management Planning) to address local issues and ensure families receive the support they need.	Families and Specialist Family Violence services report a responsive service system in Mansfield.	
Support and encourage schools and Early Childhood Education (ECE) services to adopt and implement Respectful Relationships Education as part of the curriculum and a broader whole school approach.	All schools and ECE programs participate. Best practice and local initiates are shared and celebrated in network meetings.	F.
Participate in 16 days of activism annual awareness campaign	16 Days of activism program completed annually	









Planning Partner

Priority 2: Every child is supported to become a confident learner

Objective 2.1	What will we do	What success look like	How we will do it
Ensure readiness for	Continue to maintain	Conduct an annual review of the	
Mansfield to deliver	early years' service	Mansfield KISP.	
the Early Years	mapping and developing	Kindergarten enrolment and	♦ ⊒⁄
Reform of funded	our understandings of	participation rates exceed 90%.	
kindergarten.	gaps and opportunities		000
	within the municipality.		(PS)
	Families are supported to		200
	participate in two years of		Fi :
	funded kindergarten.		
Objective 2.2	What will we do	What success look like	
Service provision is	Ensure that better co-	Agenda and minutes of network	
based on key themes	ordination and sharing of	meetings indicate AEDC analysis with	
of early years research	data sources through	Departmental colleagues	♦ ⊒⁄
and data to guide	facilitation of EY networks	-	
program development	Undertake annual analysis	Key stakeholders;	1.5
and implementation	of Australian Early	+ are engaged to undertake AEDC	2000
	Development Census	analysis.	(OS)
	(AEDC) data, determining	+ report a service system where	
	areas of vulnerability and	expertise is shared, resources are	cies .
	increased support needs,	situated appropriately, and data is	H
	to inform program and	collected to support service planning	
	service delivery.	and decision making	
	Work to collaborate with		
	key stakeholders around		
	School Readiness funding.		
Objective 2.3	What will we do	What success look like	
Provide advocacy and	Facilitate quarterly	Agenda and minutes of network	0-0
planning for early	network meetings with	meetings indicate robust	ESD D
years services to	external service providers	engagement, relevant key speakers,	
maintain future needs	to discuss collaborative	and valued information sharing.	65
	approaches to early years'		/1.3
	policy, procedures, and		
	practices.		
Objective 2.4	What will we do	What success look like	
Build and support	Mansfield Library will	The library maintains a vibrant,	202
early literacy skills.	prioritise and promote	relevant, and well-organised	
	early literacy and reading	collection of quality picture books	V -
	time as part of family	and early readers.	
	routine through.		
	+ collection development,	Library services, programs and	
	+ fortnightly preschool	events are well publicized across	
	Storytime sessions'	various mediums.	
	+ kindergarten groups		
	receive visits from Library	Storytime sessions, group sessions,	
	staff as well as visit the	and special events are well attended	
	library each year.	and well evaluated by the attendees.	

+ provide each new baby born to parents in the Shire with a selection of books and reading resources. + facilitate a session for each new parent group with the theme 'Read, sing, talk and play, with your baby every day.' + promote and offer the "1000 Books Before School' program or	The literacy packs distributed to all new parents and are appreciated, utilised, and the program evaluated.	
equivalent.		









Planning

Partn

Priority 3: No child is left behind. Provide early and sustained support for those who need it most.

Objective 3.1	What will we do	What success look like	
Children with the highest need are identified and offered support.	Prioritise early identification of developmental concerns and strengthening referral pathways and consider barriers faced by families and children who may face disadvantage. + Aboriginal and Torres Strait Island descent + Experience of Family Violence + Culturally and Linguistically Diverse + Protective services involvement.	MCH advocate for and develop partnerships with ECE to enable developmental assessment/KAS visits for vulnerable and indigenous children who were otherwise disengaged from this service.	
Objective 3.2	What will we do	What success look like	
Children have access to early intervention services in their local community	Strengthen communication between stakeholders and families to develop better promotion of services	Referral follow up through Maternal and Child Health Service and CDIS data	
Objective 3.3	What will we do	What success look like	
Improve the identification and referral of children and families at risk of family violence	+ Identify and support children at risk of harm in alignment with the MARAM framework. + Participate in training in trauma informed practice and implementation of same in council early years services. + Participate in Child Link	+ Active identification of family violence and appropriate referral attended across all council early years services. + Practice that provides authentic support and comes from trauma informed theory	
Objective 3.4	What will we do	What success look like	
Improve local service coordination and referral pathways	+ Ensure those who have challenges with accessibility are supported to enrol in early years services i.e., better promotion and enrolment processes. + Continue to maintain early years' service mapping and developing our understandings of	+ Maintain active membership and involvement of the Ovens Murray Child and Family Services Alliance. + A robust service system and cycle of continuous improvement.	

	gaps and opportunities within the municipality		
Objective 3.5	What will we do	What success look like	
Continually reassess and strengthen cultural competence and cultural safety across all areas of Mansfield Shire and children's services.	+Ensure Shire of Mansfield run children's and family services are culturally safe and culturally appropriate. + Participate in partnership with the Department of Education, the Koorie Children's Attendance Project to provide social and cultural awareness (in kindergarten) and track attendance.	Project outcomes reviewed and implications addressed in annual MEYP review	
Objective 3.6	What will we do	What success look like	
Mansfield children are involved in reconciliation.	+ Consult and partner with Gadhaba Local Aboriginal Network (GLAN) and Taungurung Land and Waters Council (TLaWC) to promote specific education materials and children' activities in cultural heritage knowledge.	Awareness raised in the broader community of Taungurung cultural values. Project outcomes reviewed and implications addressed in annual MEYP review	
Objective 3.7	What will we do	What success look like	
Continue to support a culture of collaboration with key stakeholders to	+ Work to collaborate with key stakeholders around School Readiness funding.	+All services benefit from shared information knowledge and resources to streamline transitions for children.	
enable a more responsive service system	+ Build infrastructure and/or support planning initiatives that supports integrated service	+ Increased opportunities for collaborative projects. + Location of services is embedded as part of Council's broader	F.
	delivery. Include maintenance and refurbishment of facilities to meet the growing needs of the community.	infrastructure planning	









9. Source/References

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