

# 2022 Strategic Plan





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# Purpose

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Blacktown is changing at a rapid rate. The population is growing at an unprecedented rate and the community and its needs continue to evolve and change. Against this backdrop, there is a significant risk that some of its most vulnerable residents will be further marginalised and disadvantaged if the data available is not considered during decision making.

The purpose of the document is not to sit on a shelf, but to inform the direction that Blacktown Area Community Centres Inc. (BACC) takes for years to come. Through utilising data regarding the people of Blacktown and the services that support them, BACC will be able to ensure it creates a positive impact within the community across its program areas.





# Approach and Key Considerations

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## Population Data

Key focus areas and demographic groups which shape service planning and delivery decisions for BACC were identified in consultation with key organisational personnel.

Where possible, population data was sourced from the Blacktown City Social Profile. The data utilised in the profile is sourced from the id. Group and is based on the Australian Bureau of Statistics, (ABS), Census of Population and Housing 2016.



Where information was not included in the Blacktown City Social Profile, further research was conducted to identify relevant and reliable data. Additional data sources utilised included:

- ➔ Blacktown City Food Security Plan 2014 - Blacktown City Council
- ➔ The Australian Early Development Census - Department of Education, Skills and Employment and the Social Research Centre
- ➔ National Assessment Program - Literacy and Numeracy (NAPLAN) Results - Australian Curriculum, Assessment and Reporting Authority
- ➔ Gaming machine data - Liquor and Gaming NSW

Once data was sourced for each focus area and demographic group, an analysis was conducted. This was then synthesised in the report, with an emphasis on key points and trends relevant to the service delivery context. Where appropriate, data was graphed and displayed using spatial mapping to highlight priority locations across the local government area at a glance.

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## Service Data

A scoping exercise was conducted to determine the most complete database of services available in the Blacktown local government area. Based on this exercise, the Blacktown City Council Community Information Directory, maintained by Data Diction, was identified as the most suitable and subsequently utilised to map the service landscape in the area.

To assist with mapping, service delivery categories and subcategories were identified in consultation with key organisational personnel from BACC. These categories align with the population data which was sourced, and provided an added lens to inform decision making regarding the planning and delivery of services.

Once the datacube was completed, an analysis was conducted to generate insights for service planning and delivery. The data was also graphed and spatially mapped to provide information at a glance.

The fact that data had to be compiled manually utilising the Community Information Directory is a significant consideration. A number of steps were taken to minimise any human error that could occur as part of this process. Electronic data capture forms were utilised to ensure consistency and data integrity, and the development of shared definitions and parameters increased consistency in the classification of services.

Each entry in the Community Information Directory is based on information provided by service providers. As a result, it is important to take into account that the data provided by a service may not accurately reflect the full scope of support that they deliver to the community. Additionally, there were significant inconsistencies in language regarding service delivery across database entries, and this may also have impacted on the accuracy of the final dataset.





BACC at a Glance





## Key Enablers



**Proactive  
mechanisms for  
engagement  
with community**



**Sound  
Financial  
Management**



**An embedded  
culture of  
reflective practice**



**Robust  
Policies and  
Procedures**



**Development  
and support of  
personnel**



**Leading strategic conversations that shape decisions regarding Blacktown**



**Providing quality services for people in Blacktown, driven by evidence and with a focus on areas with little or no existing supports**



**Contributing to coordinated responses that improve outcomes for people in Blacktown**



**Areas  
of Focus**



# Key Organisational Deliverables

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## Good Governance

- Incorporate the Australian Charities and Not-for-profits Commission tick into promotional material including website and emails
- Ensure all staff, volunteers, service users, students and management committee members adhere to BACC policies and procedures
- Complete a projected budget at the beginning of each financial year
- Review budget and organisational expenditure monthly
- Undertake financial audit at end of each financial year
- Implement and review established financial management structure
- Prepare funding reports for funding bodies as required
- Adhere to all legislative requirements for incorporated associations
- Ensure regular review of all BACC policies and procedures
- Review schedule of delegation for EO annually

## Employer of Choice

- Conduct annual staff planning days for whole of BACC
- Conduct team planning sessions for Community Engagement, Youth and Early Childhood Teams
- Provide opportunities for peer to peer staff skills development
- Develop staff orientation program for all new team members
- Provide opportunities and encourage staff to review and improve services
- Establish development pathways for staff and volunteers
- Ensure all staff were provided with meaningful supervision



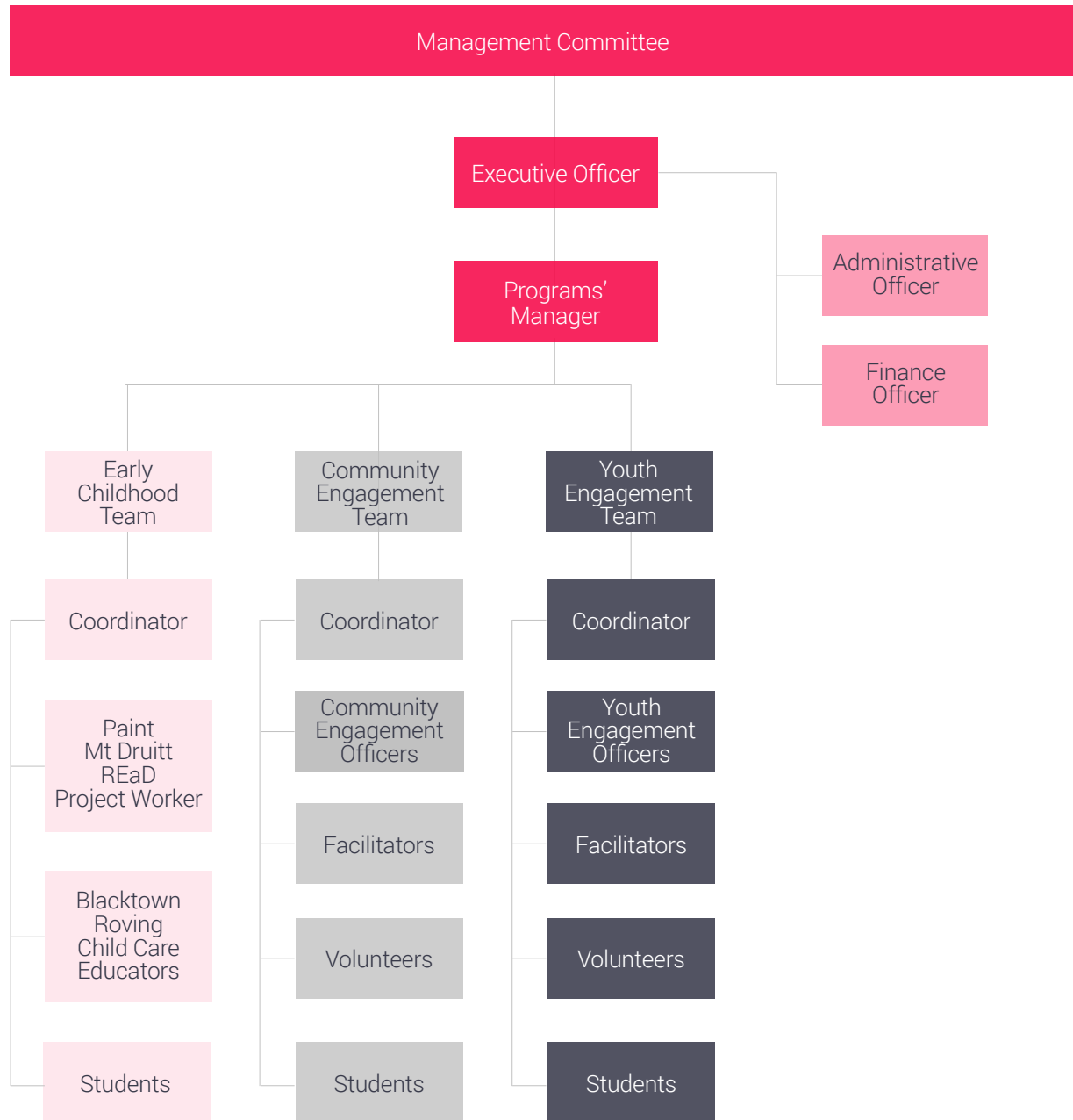
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## Organisational growth, marketing and promotion

- ➔ Identify community needs through active participation in issues based forums
- ➔ Use a range of formal and informal available plans to assess needs
- ➔ Evaluate workshops/groups at end of each term and synthesise findings to drive organisational planning and stakeholder engagement
- ➔ Undertake community consultation once per year
- ➔ Document and address gaps identified through client feedback points
- ➔ Conduct annual needs assessments
- ➔ Implement and review organisation-wide participant feedback mechanisms
- ➔ Implement and reviewed established policies and procedures for group and workshop participation
- ➔ Conduct regular satisfaction surveys with clients
- ➔ Develop, implement and review clear policies and procedures for all BACC programs
- ➔ Develop annual project plans for all BACC programs
- ➔ Develop standard operating procedures for all services delivered
- ➔ Contribute to relevant community and community sector expos and events

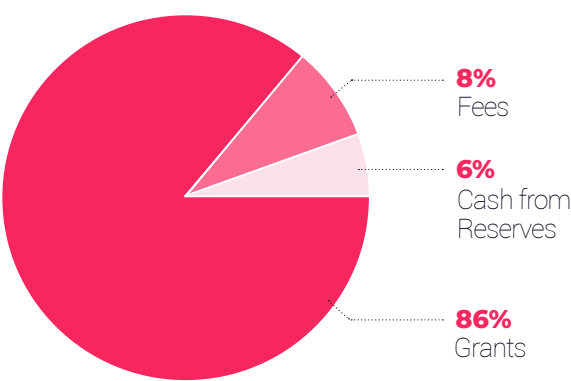
# Organisational Structure

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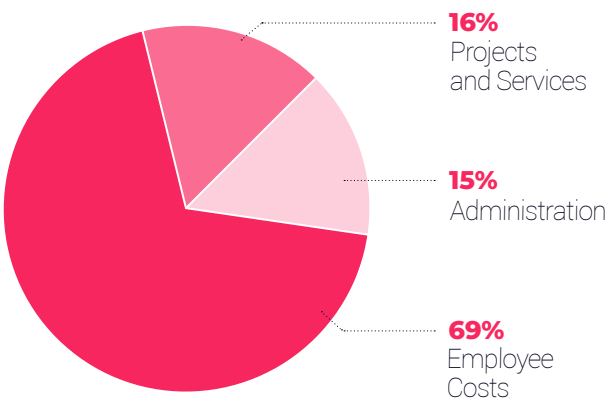
## Income

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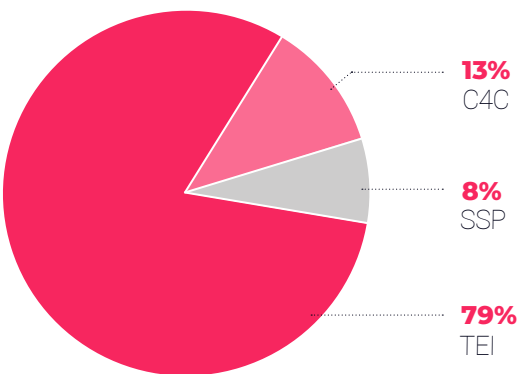
## Expenditure

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## Income by Grant Source (on-going funding)

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## North West Precinct

**113,115 residents**

Acacia Gardens  
Angus  
Colebee  
Glenwood  
Grantham Farm  
Kellyville Ridge  
Marsden Park

Melonba  
Nirimba Fields  
Parklea  
Quakers Hill (parts of)  
Richards  
Riverstone  
Rouse Hill

Schofields  
Shanes Park  
Stanhope Gardens  
The Ponds  
Tallawong  
Vineyard

## Mount Druitt Precinct

**119,056 residents**

Bidwill  
Blackett  
Bungarribee (parts of)  
Dean Park  
Dharruk  
Emerton  
Glendenning

Hassall Grove  
Hebersham  
Lethbridge Park  
Minchinbury  
Mount Druitt  
Oakhurst  
Plumpton

Rooty Hill  
Ropes Crossing  
St Marys (parts of)  
Shalvey  
Tregear  
Whalan  
Willmot

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## Blacktown Precinct

**142,513 residents**

Arndell Park  
Blacktown  
Bungarribee (parts of)  
Doonside  
Eastern Creek

Huntingwood  
Kings Langley  
Kings Park  
Lalor Park  
Marayong

Quakers Hill (parts of)  
Prospect  
Seven Hills  
Toongabbie (parts of)  
Woodcroft



Source: Blacktown Social Profile, 2020

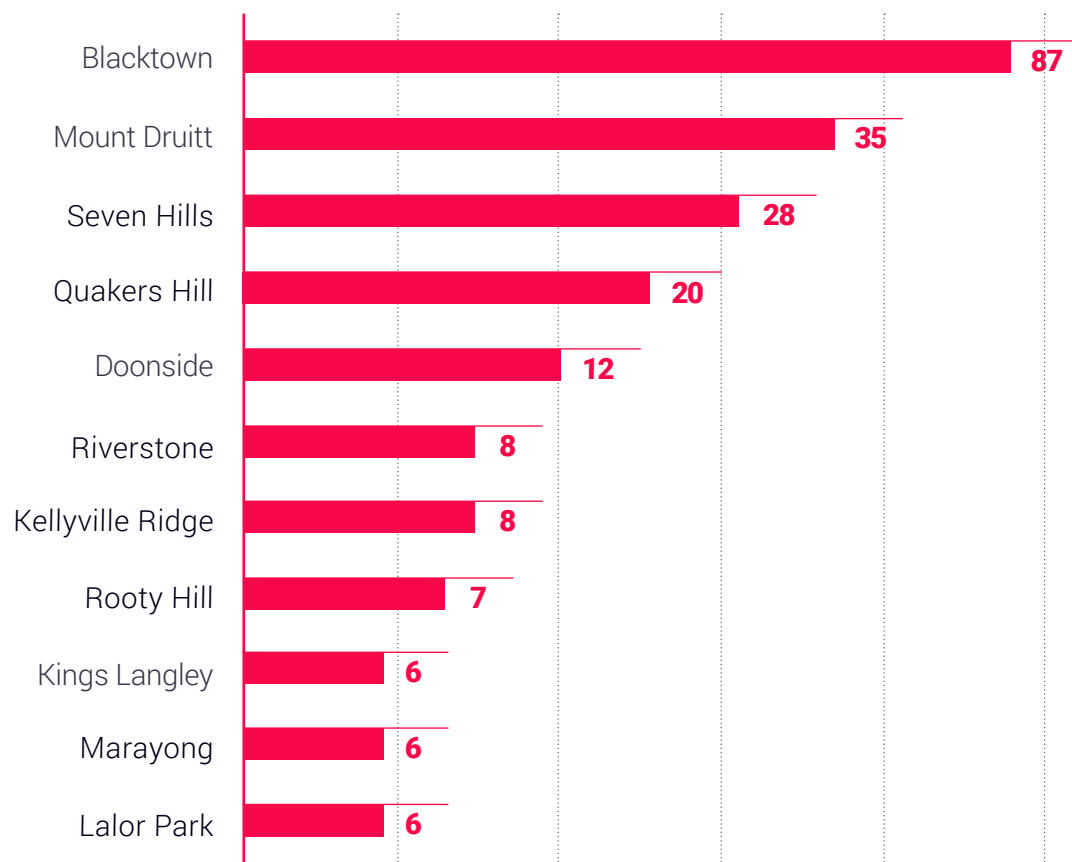
# Services in Blacktown at a Glance

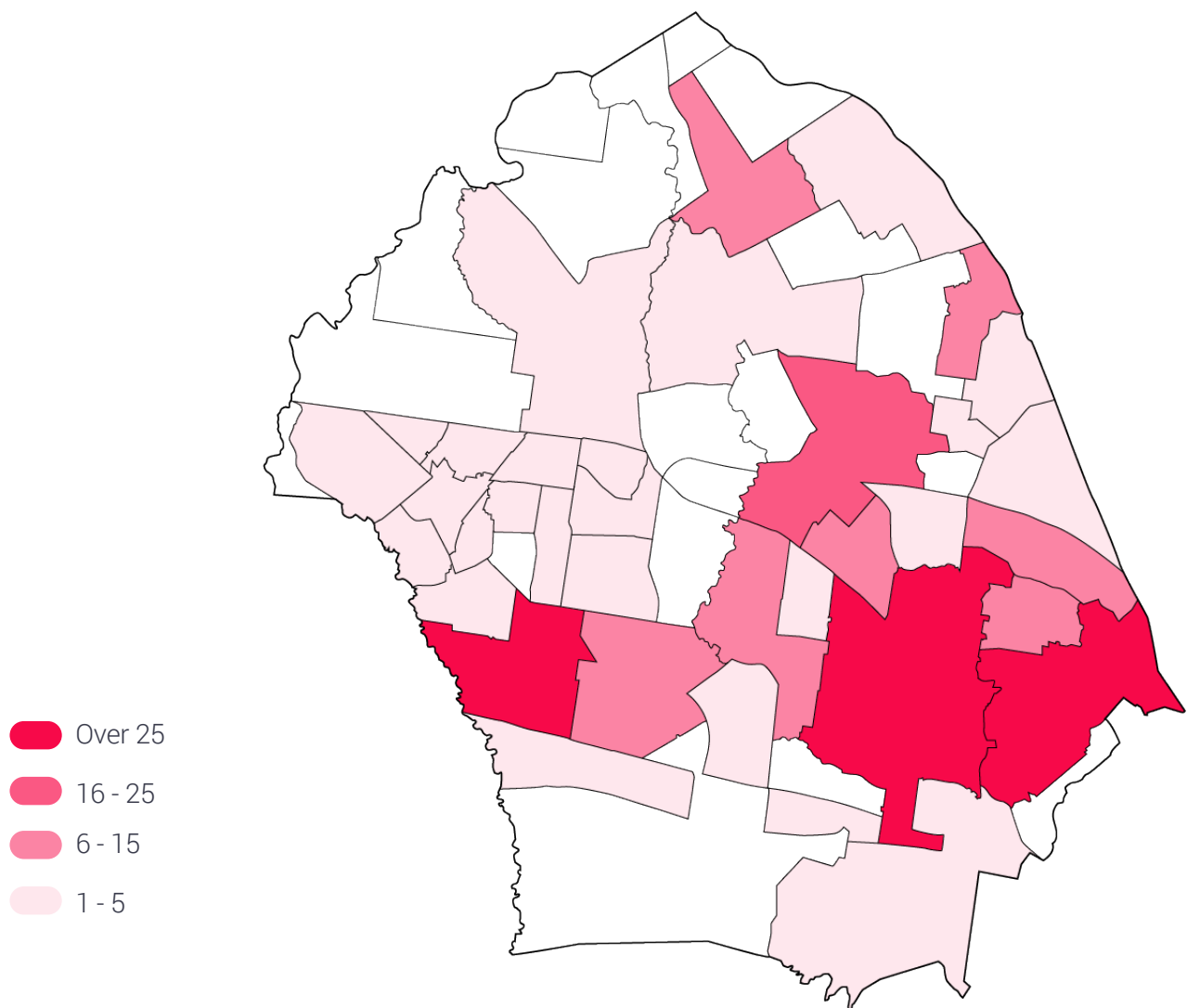
Overall there were 294 relevant services identified in the Blacktown local government area.

Service coverage in the Blacktown local government area clearly correlates with the location of its urban centres. Blacktown, Mount Druitt, Seven Hills and Quakers Hill all have a relatively high number of services compared to other suburbs.

Spatial mapping also demonstrates the current lack of services in the North West precinct, with only 8% of services being located there. This is a particular concern when factoring in the significant population growth that this precinct is projected to experience over the coming decade.

Number of Services by Suburb, Blacktown Local Government Area





Source: Data Diction, 2021

# Population Projections in Blacktown

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The growth of Blacktown will be driven largely by urban development in its North West Growth Area, including Kellyville Ridge, The Ponds, Riverstone, Schofields and Marsden Park. In addition, the established precincts of Blacktown and Mount Druitt will experience high levels of residential infill development, including developing vacant or underused properties through subdivision or construction of granny flats.

**Projections indicate the population of Blacktown is estimated to increase by 264,100 people between 2016 and 2041.**



**More people reside in Blacktown than in the whole of the Northern Territory.**



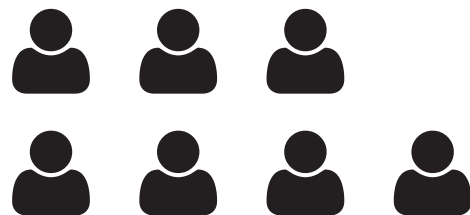
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**2016 Population**  
**348,050**

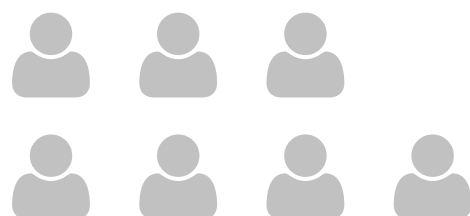


**Natural change over 25 years**  
Projected births minus deaths

**134,850**



**Migration over 25 Years**  
**129,250**



**2041 Population**  
**612,150**

Source: Blacktown Social Profile, 2020

# Top Five Likes of Residents

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## North West Precinct

- |  |   |
|--|---|
| ① Having close access to work, facilities and services (education, shops, health, community) | ④ Well planned suburbs (roads, paths, cycles ways, parks) |
| ② Open spaces, playgrounds, parks and reserves   | ⑤ Living in a friendly place                              |
| ③ Close to transport like buses and trains   |   |

## Mount Druitt Precinct

- |  |  |
|--|--|
| ① Having close access to work, facilities and services (education, shops, health, community) | ④ Open spaces, playgrounds, parks and reserves |
| ② Living in a friendly place   | ⑤ Close to transport like buses and trains     |
| ③ A quiet place to live  |  |

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## Blacktown Precinct

- ① Having close access to work, facilities and services (education, shops, health, community)
- ② Being close to transport like buses and trains
- ③ Community spirit, feel. Good community
- ④ Open spaces, playgrounds, parks and reserves
- ⑤ A quiet place to live



Source: Blacktown Social Profile, 2020

# Concerns Raised by Residents

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## North West Precinct

- There is a lack of transport in area (not enough public transport services, connectivity between buses and trains, frequency).
- Increasing development (more people, high density, busy congested communities, roads and services).
- Need infrastructure to respond to growing community need (footpaths, cycleways, roads and lighting).
- There are not enough facilities and services (schools, health, community, education, and shops).
- The lack of parking (especially commuter).
- Not enough social, recreational, cultural sporting facilities and events to help build community connections.

## Mount Druitt Precinct

- Concerned about community safety, family and community violence and crime.
- Would like to see improvements in cleanliness, levels of rubbish, graffiti and litter.
- There are not enough facilities and services for community (health, support, community, cultural)
- Need new and upgraded infrastructure (bridges, footpaths, railway lifts, lighting).
- Improved maintenance of parks, equipment, roads, footpaths, trees and waterways.
- Need strategies to improve traffic and reduce dangerous speeding drivers.
- Lack of transport in area (not enough services and buses, frequency and coverage).
- Need to change the perception people have about neighbourhood.

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## Blacktown Precinct

- ➔ Increasing population and development and planning issues. Increasing pressure on roads, traffic and parking and driver behaviour.
- ➔ Overcrowding, congestion and noise in public spaces, shopping centres, recreational areas, events, on roads and within housing estates is a cause of stress. Higher density and increasing development granny flats.
- ➔ Growing pressure on essential facilities and services (shops, health, community).
- ➔ Growing pressure on infrastructure (roads, footpaths, lighting, commuter lifts).
- ➔ The access, maintenance and look of public spaces, parks, equipment, roads, foot paths and trees.
- ➔ The condition and look of Main Street, Blacktown central business district, is unappealing and impacts on perceptions of personal safety.
- ➔ Community perceptions of high crime levels which makes community safety a real concern.
- ➔ Antisocial behaviour, in neighbourhoods, around shopping centres, parks and transport interchanges (including drinking alcohol, drug-taking, abusive language and swearing).
- ➔ Vandalism and graffiti make areas look run-down and impact on personal safety.



Source: Blacktown Social Profile, 2020





People in Blacktown







# Children in Blacktown

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Making decisions that foster inclusion and safety for children plays a critical role in creating thriving communities. Creating opportunities for participation for children and their carers significantly enhances health, wellbeing and development of children. In 2012, Blacktown was declared a Child Friendly City and council has committed to improving health and wellbeing outcomes for children.

In the 2020 Blacktown Social Profile children report their main concerns about their community as being:

- ➔ people are mean, not nice or friendly
- ➔ loud and noisy
- ➔ needs more spaces to play, do sports and be outside
- ➔ fighting, bullying and abuse
- ➔ not feeling safe
- ➔ not kind or respectful

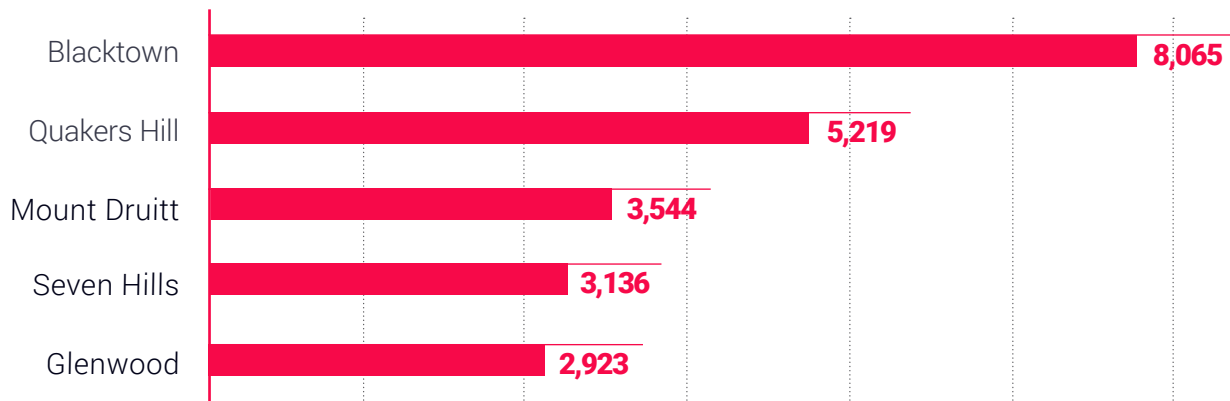
**There were 63,174 children aged 0 to 11 living in Blacktown in 2016, accounting for 18.8% of its total population.**





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### Suburbs with highest number of children aged 0 - 11, 2016



Source: Blacktown Social Profile, 2020

### Activities that Blacktown Area Community Centres conduct relating to children in Blacktown include:

- |  |  |
|--|--|
| → Place REaD, Pick and Swap boxes in strategic locations across suburbs of 2770          | → Highlight community issues to the sector through participation in local networks |
| → Provide quality programming for all Roving Childcare sessions                          | → Brief local MPs on issues affecting local communities                            |
| → Incorporate elements of 3a Australia and EYLF in all Roving Childcare session programs | → Brief local media on issues affecting local communities                          |
| → Incorporate elements of 3a Australia and EYLF in all Support Playgroup sessions        | → Actively participate in Child Protection interagency                             |
| → Increase the number of supported playgroups provided each week                         | → Participate in Child Protection Week activities and events                       |
| → Provide a variety of evidence based parenting programs                                 |  |

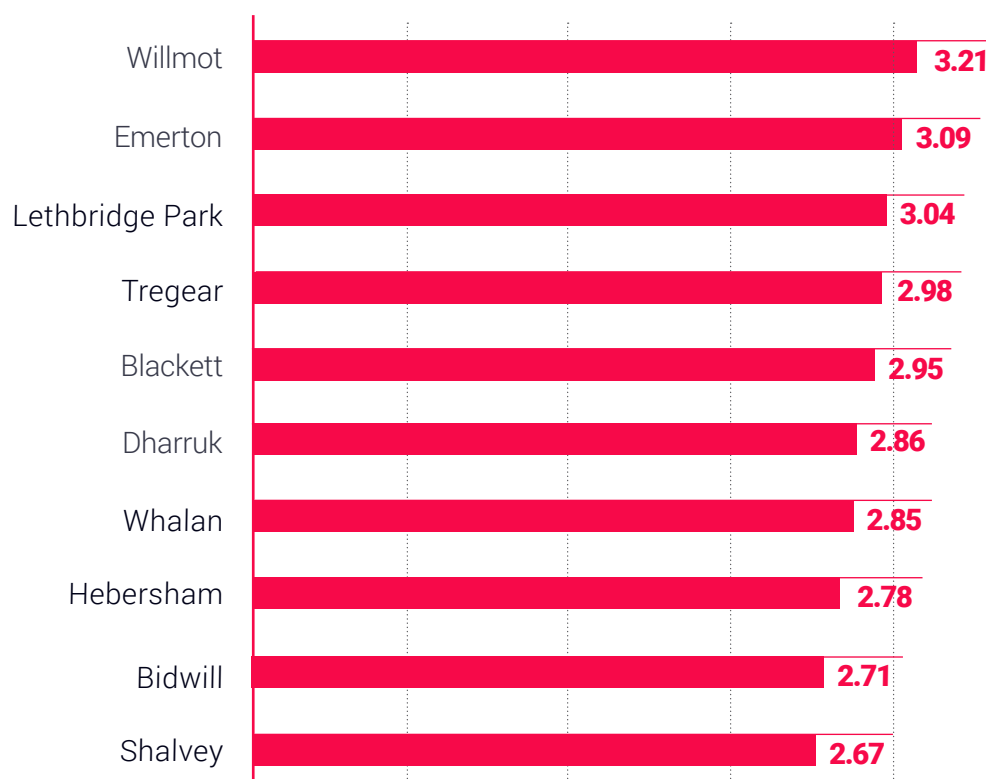
# Families in Blacktown

Families are a critical part of the social fabric of communities. It is crucial that there are supports in place for family, include antenatal and postnatal care services, leisure and social support services, to address inequities and disadvantage. Fertility rates are an important metric to consider when planning service investment and delivery for families.

The suburbs with the highest fertility rates are located within the Mount Druitt precinct. Willmot has the highest fertility rate at 3.21, followed by Emerton and Lethbridge Park.

**In 2018, Blacktown City had the highest fertility rate in Greater Sydney at 2.06 births per woman.**

Fertility Rates per Suburb, Blacktown local government area



Source: Blacktown Social Profile, 2020

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## North West Precinct

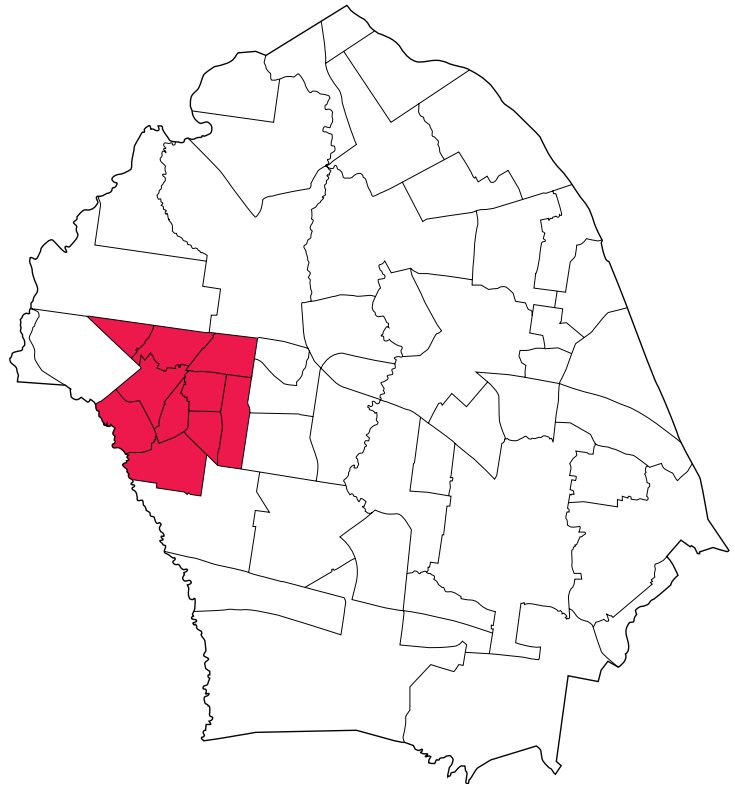
56% of households are couples with children

## Mount Druitt Precinct

42.4% of households are couples with children

## Blacktown Precinct

41.9% of households are couples with children



Activities that Blacktown Area Community Centres conduct relating to families in Blacktown include:

- ➔ Provide information, referral and support to families (including assisted referrals)
- ➔ Host family fun days with activities, information and giveaways
- ➔ Provide a variety of evidence based parenting programs
- ➔ Increase the number of supported playgroups provided each week
- ➔ Provide high quality childcare for parents attending parenting groups
- ➔ Highlight community issues to the sector through participation in local networks
- ➔ Brief local MPs on issues affecting local communities
- ➔ Brief local media on issues affecting local communities

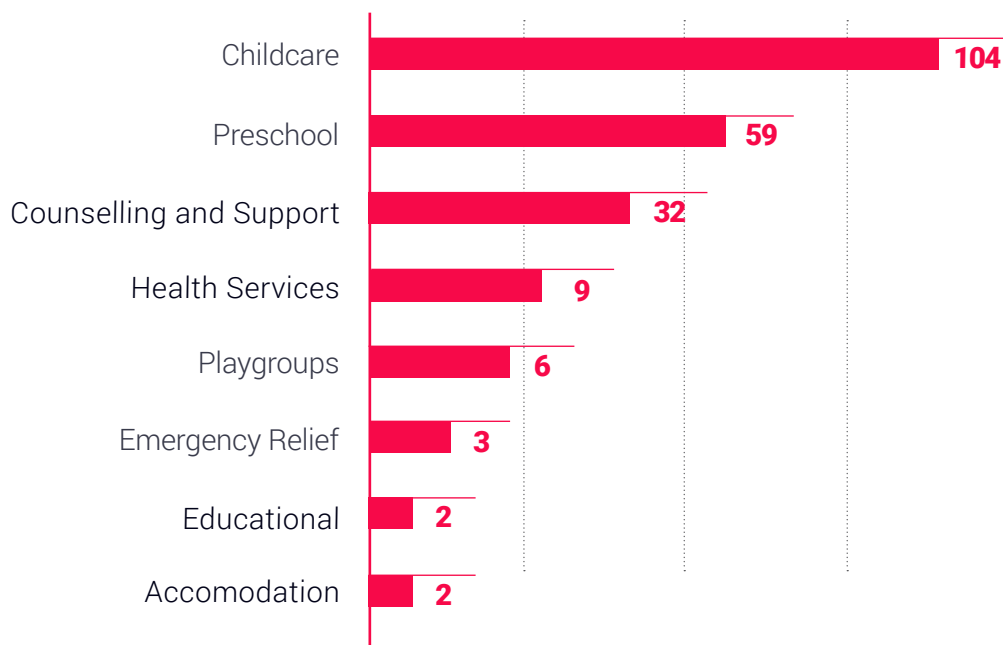
# Services for Children and Families in Blacktown

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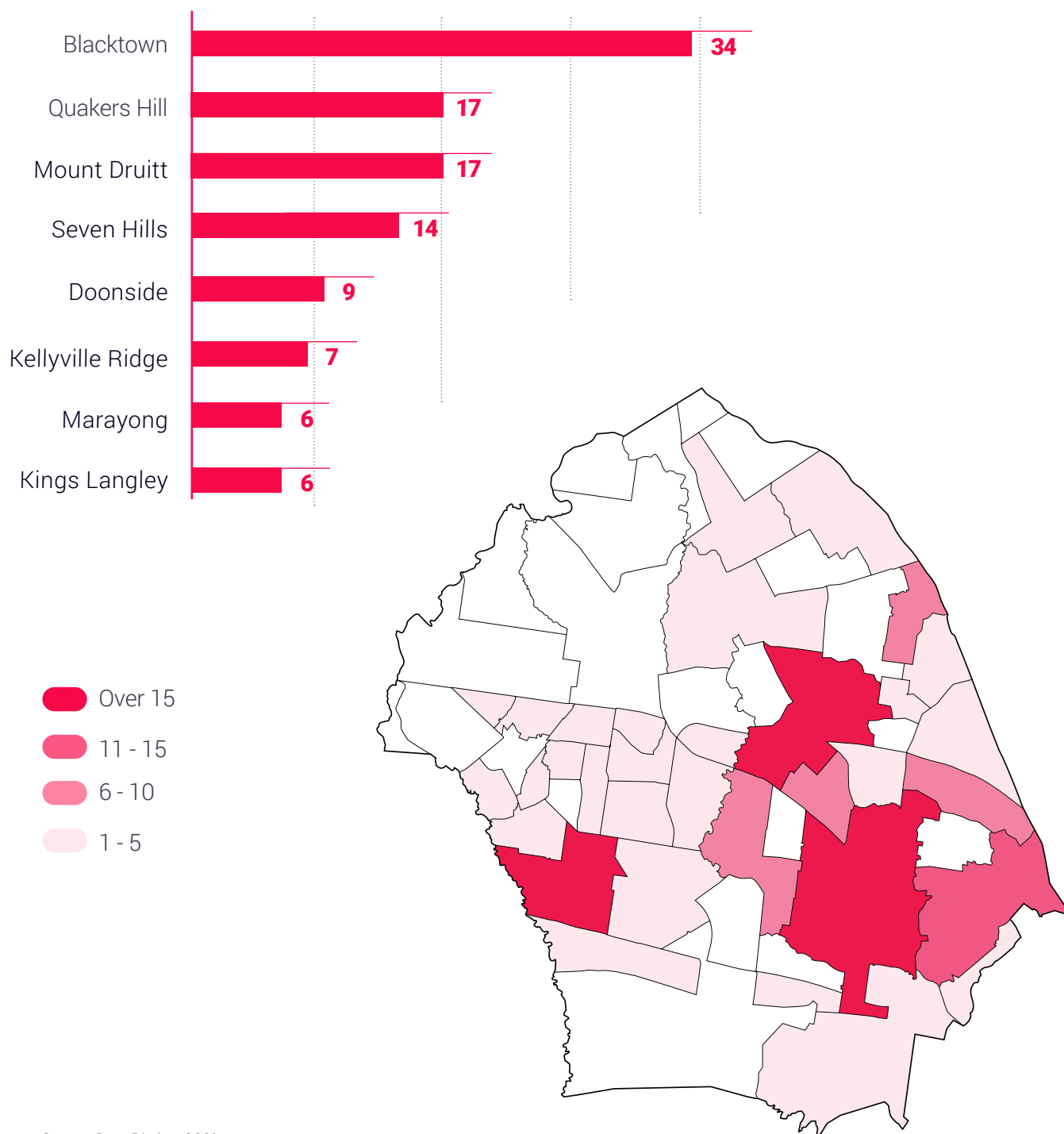
There were 165 services for children and families identified in the Blacktown Community Information Directory. There were a large number of organisations who offer childcare and/or preschool services in the local government area, as well as a number of organisations who provide counselling and support.

Blacktown is the suburb with the highest number of organisations providing services for children and families in the local government area. This was followed by Quakers Hill, Mount Druitt and Seven Hills.

Category of services provided to children and families, Blacktown local government area



Number of organisations providing services to children and families by suburb,  
Blacktown local government area



Source: Data Diction, 2021

# Young People in Blacktown

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Young people make an important contribution to the Blacktown local government area, playing a critical role in its vibrancy and diversity. The Blacktown Social Profile explains that civic participation is a key indicator for young people, which creates benefits for both young people's health and wellbeing as well as the community at large.

The top concerns shared by young people in the Blacktown Social Profile included:

- ➔ mental health
- ➔ youth and family violence
- ➔ gender and cultural diversity

The changes that young people wanted to see in their community closely aligned with these concerns. They were:

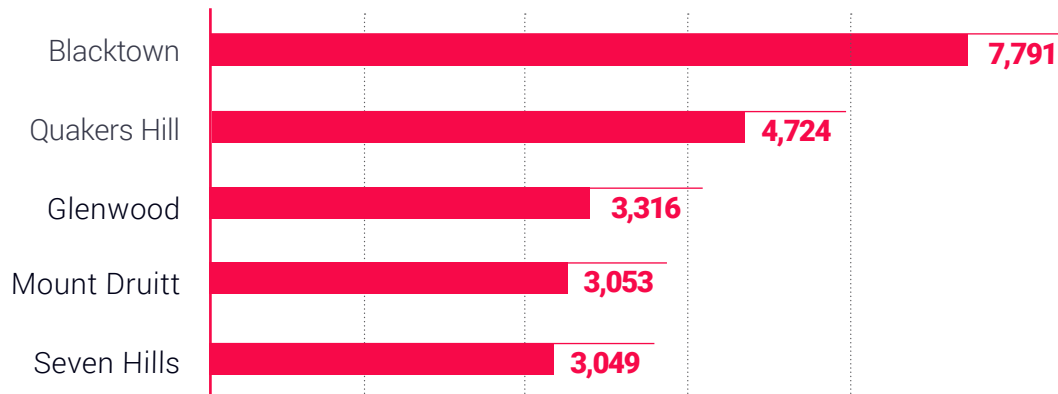
- ➔ better community cohesion
- ➔ an increase in services, facilities and events for young people
- ➔ an increase in community safety and a reduction in violence and crime

**There were 59,607 young people aged 12 to 25 living in Blacktown in 2016, accounting for 17.7% of its total population.**



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### Suburbs with highest number of young people aged 12 - 25, 2016



Source: Blacktown Social Profile, 2020

### Activities that Blacktown Area Community Centres conducted relating to young people include:

- Develop and distributed four term programs a year
- Strengthen partnerships with local youth services to deliver coordinated support to young people
- Develop and deliver a school engagement program in local high schools
- Organise youth led events
- Deliver successful school holiday programs for high school students
- Provide information, referral and support to youth and their families
- Actively participate in local youth related networks, interagencies and forums
- Highlight community issues to the sector through participation in local networks
- Brief local MPs on issues affecting local communities
- Brief local media on issues affecting local communities

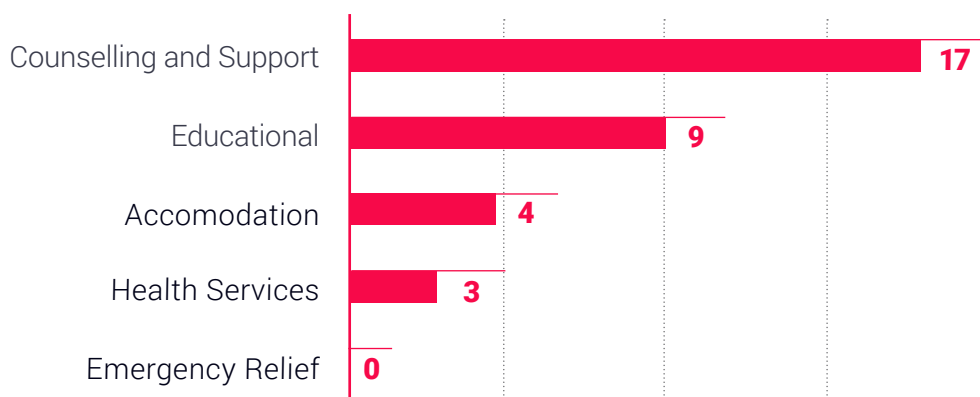
# Services for Young People in Blacktown

According to descriptions in the Blacktown Community Information directory there were 28 organisations who worked with young people in the Blacktown local government area. Counselling and Support was the most common service type offered, followed by education.

The suburb with the highest number of organisations providing services for young people was Blacktown, followed by Mount Druitt.

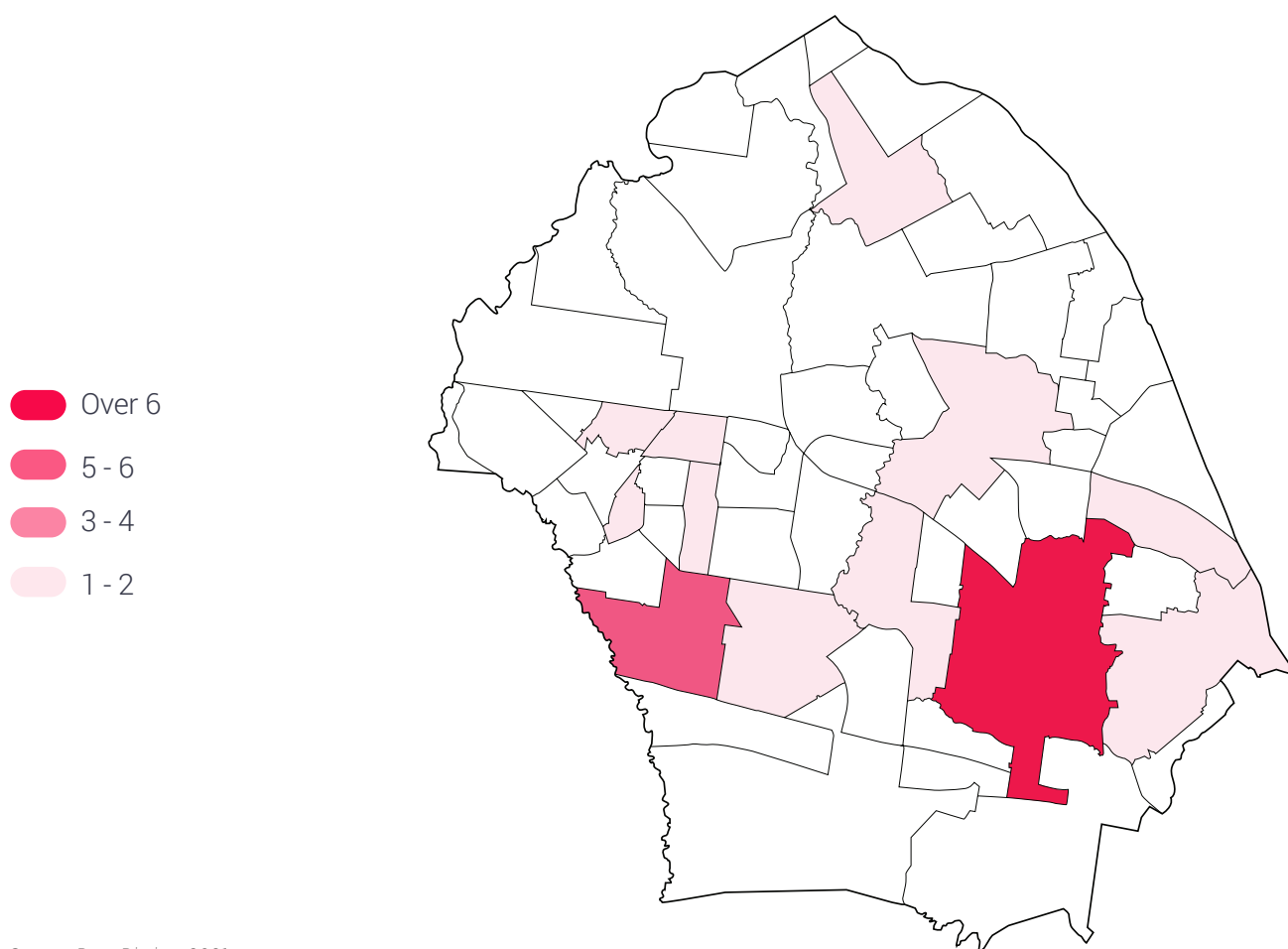
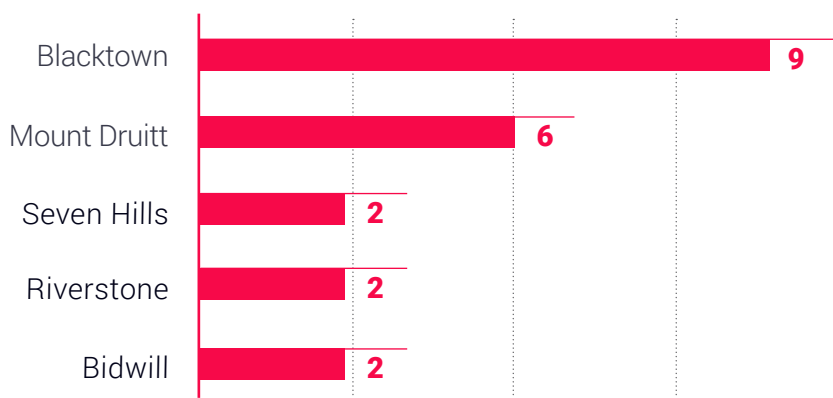


Category of services provided to young people, Blacktown local government area





Number of organisations providing services to young people by suburb,  
Blacktown local government area



Source: Data Diction, 2021

# Older People in Blacktown

The social, cultural and economic participation of older people in the Blacktown local government area is identified as a critical in the Blacktown Social Profile. It encourages healthy ageing, as well as providing added benefits to the broader community.

It is projected that there will be a steady increase in the proportion of older people both nationwide and in Blacktown local government area. Newer suburbs in the area, particularly in the North West Precinct, will see a significant increase in older residents.

It is important to note that a high proportion of older people in Blacktown have been part of their community for a long time, with 80% of older residents surveyed stating that they have lived in the area for more than 10 years.

The Blacktown Social Profile reports that:

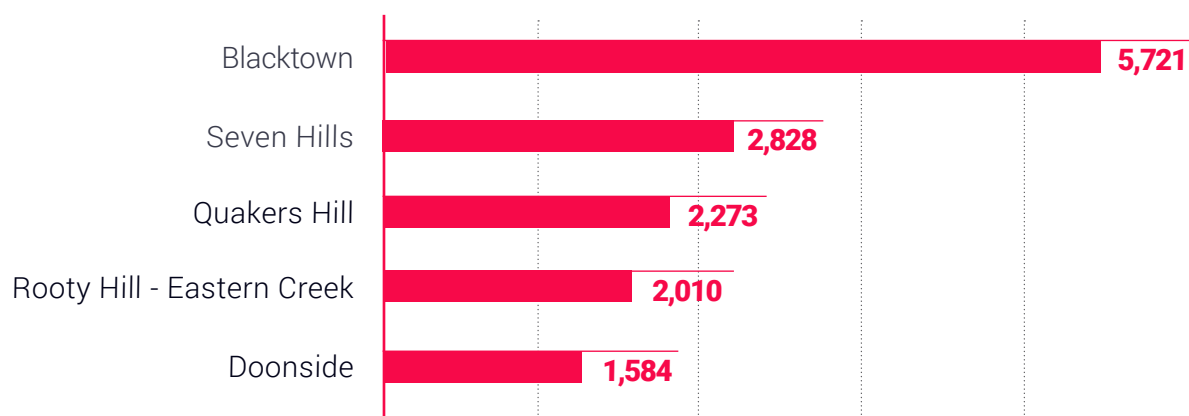
- ➔ 7 in 10 older people say they can count on their neighbour at a time of need
- ➔ 1 in 2 speaks to their neighbours more than once a week
- ➔ 57% always feel safe walking down the street, while 38% only feel safe sometimes
- ➔ 82% agree or strongly agree they belong in their community

**There were 34,769 older people aged over 65 years living in Blacktown in 2016, accounting for 10.3% of its total population.**



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Suburbs with highest number of older people aged 65 and over, 2016



Source: Blacktown Social Profile, 2020

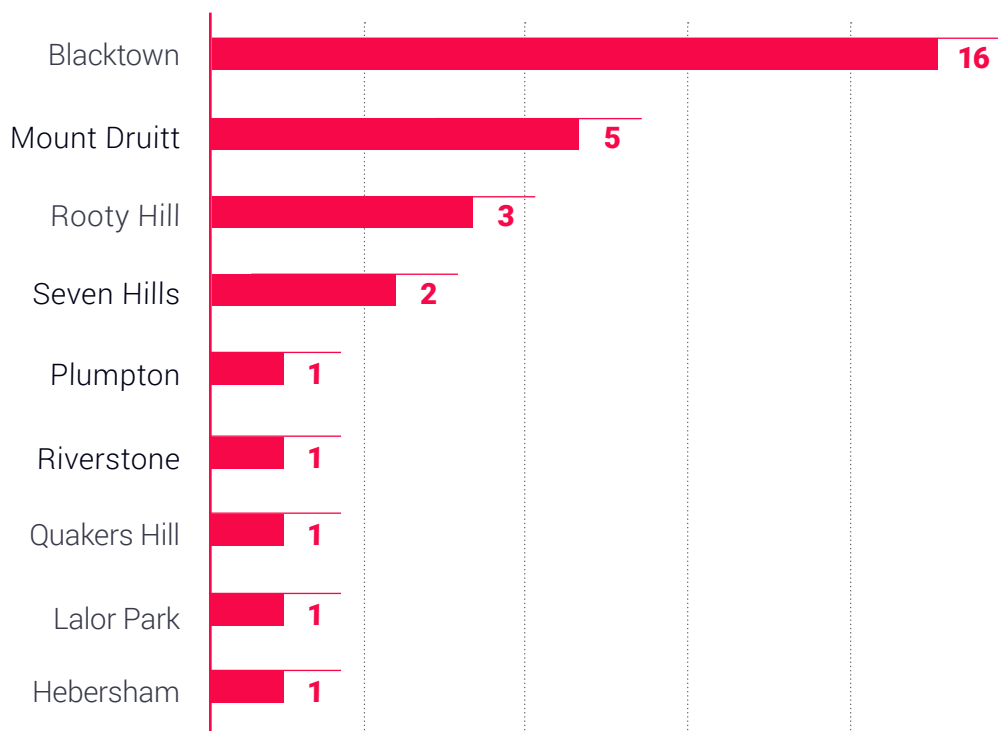
# Services for Older People in Blacktown

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There were 31 organisations who provided services to older people captured in the Blacktown Community Information Directory. The suburb of Blacktown had the highest number of services, followed by Mt DrUITt and Rooty Hill.

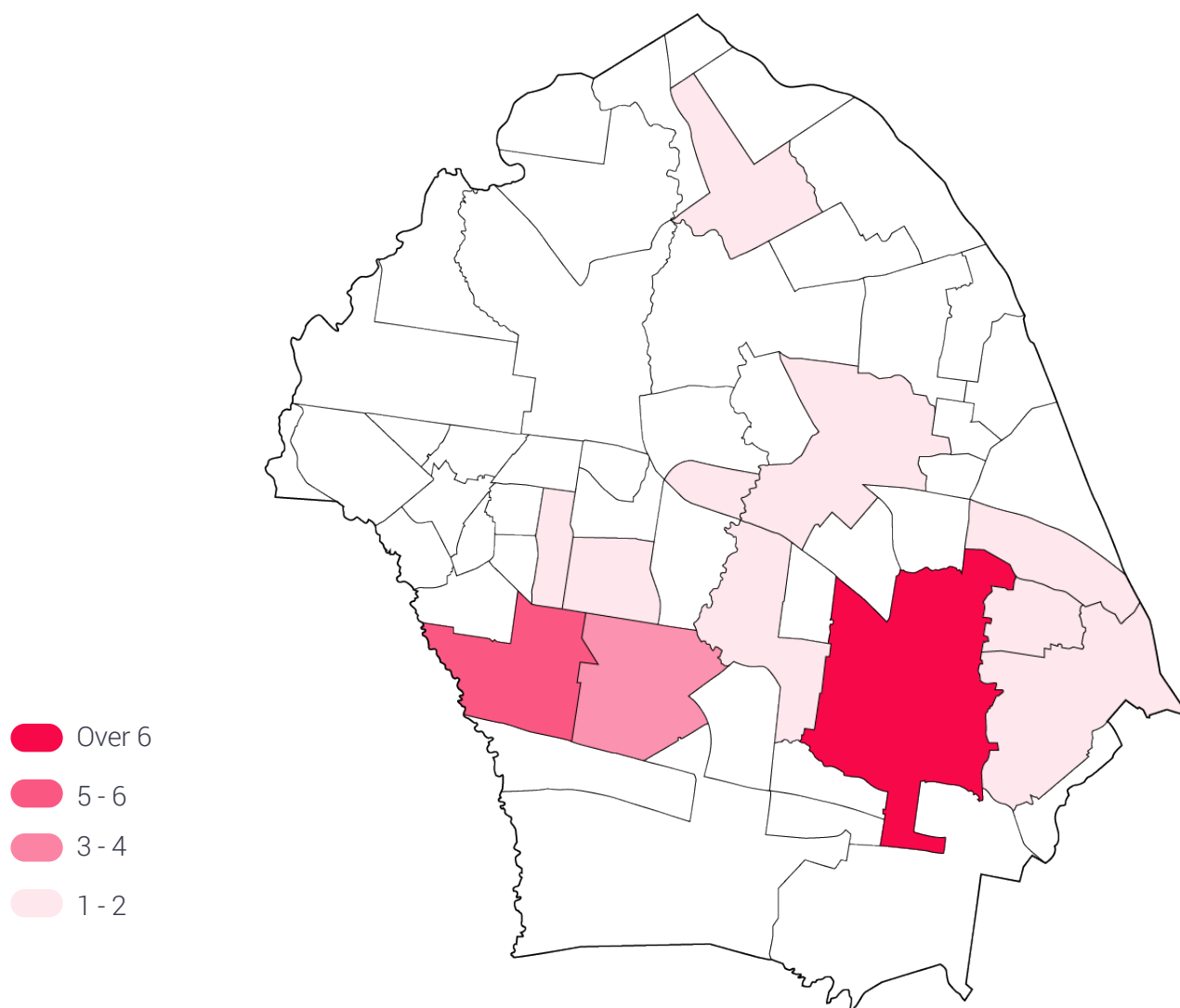
Significantly, spatial mapping demonstrates that there is a clear absence of support for older residents in the North West precinct.

Number of organisations providing services to older people by suburb, Blacktown local government area



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Number of organisations providing services to older people by suburb,  
Blacktown local government area



Source: Data Diction, 2021

# Aboriginal and Torres Strait Islander People in Blacktown

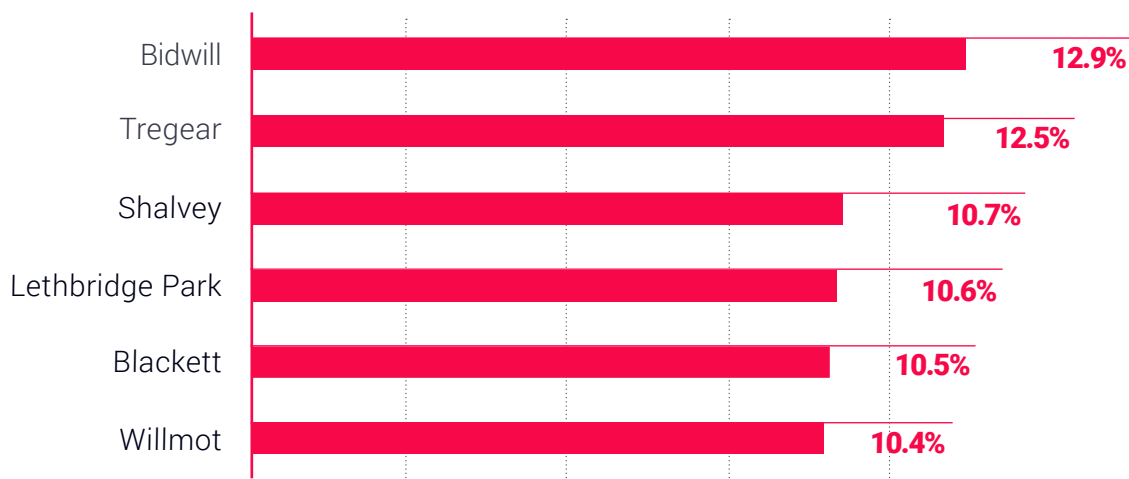
Blacktown has one of the highest Aboriginal and Torres Strait Islander resident populations in New South Wales.

The experiences of Aboriginal and Torres Strait Islander people vary, and may be influenced by a range of factors including connection to culture and personal experiences. They face a number of additional challenges including:

- ➔ lower life expectancy
- ➔ higher rates of physical and sexual violence
- ➔ higher rates of imprisonment
- ➔ higher percentage of households in social housing

**In 2018, Blacktown was home to approximately 11,782 people of Aboriginal and Torres Strait Islander background, which equated to 2.8% of the total population.**

Suburbs with largest Aboriginal and Torres Strait Islander populations as a percentage of total number of people, 2016



Source: Blacktown Social Profile, 2020

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## North West Precinct

1,309 residents identify as  
Aboriginal or Torres Strait Islander  
1.4% of precinct population

## Mount Druitt Precinct

5,282 residents identify as  
Aboriginal or Torres Strait Islander  
4.7% of precinct population

## Blacktown Precinct

2,795 residents identify as Aboriginal  
or Torres Strait Islander  
2.1% of precinct population



Activities that Blacktown Area Community Centres conduct relating to Aboriginal and Torres Strait Islander People in Blacktown include:

- ➔ Develop an Indigenous supported playgroup
- ➔ Develop and adopt a “Reflect” RAP
- ➔ Add acknowledgment of country to email signatures
- ➔ Actively encourage participation from Aboriginal and Torres Strait Islander communities
- ➔ Purchase and display plaques stating BACC’s commitment to reconciliation
- ➔ Purchase and display map of Australia with traditional land names
- ➔ Fly Aboriginal and Torres Strait Island flags at Doonside Cottage
- ➔ Host Koori Interagency at Doonside Cottage
- ➔ Actively participate in reconciliation walk
- ➔ Actively participate in NAIDOC celebrations
- ➔ Highlight community issues to the sector through participation in local networks
- ➔ Contributed to relevant community and community sector events

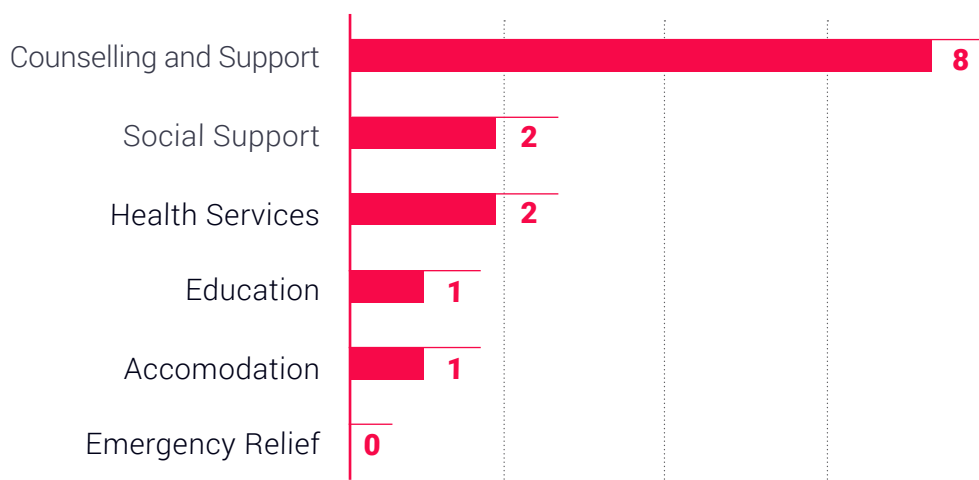
# Services for Aboriginal and Torres Strait Islander People in Blacktown

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According to descriptions in the Blacktown Community Information directory there were 14 organisations that delivered specific services to Aboriginal and Torres Strait Islander people. Counselling and Support was the most common service type offered.

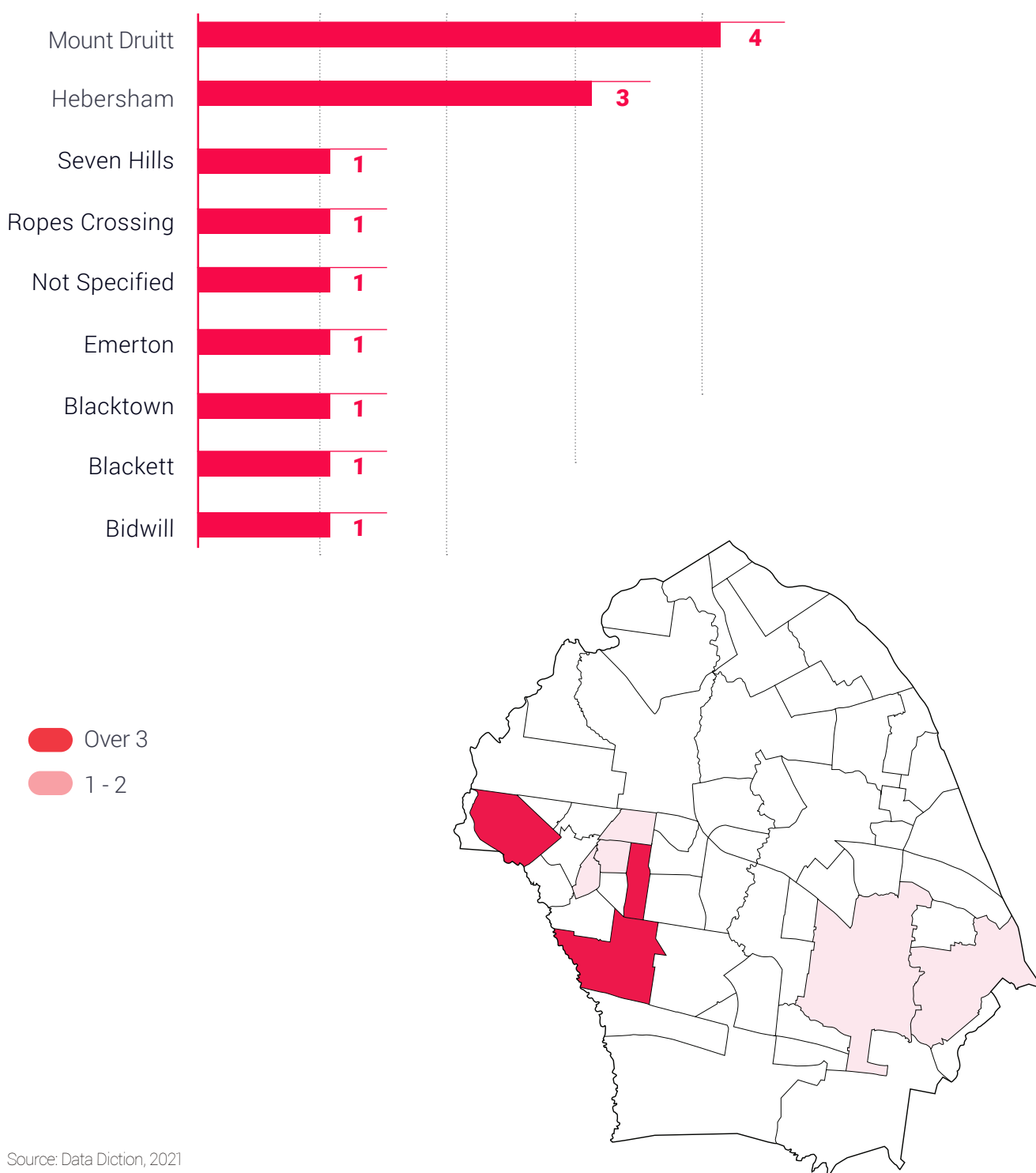
There is a clear concentration of services in the Mount Druitt precinct which correlates with the significantly higher proportion of residents identifying as Aboriginal or Torres Strait Islander.

Category of services provided to Aboriginal and Torres Strait Islander people, Blacktown local government area





Number of organisations providing services to Aboriginal and Torres Strait Islander people by suburb, Blacktown local government area



# Diversity in Blacktown

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One of Blacktown's key features is its diversity. 188 nationalities, 182 languages and 123 ancestries are represented in the Blacktown local government area.

Diversity brings both benefits and challenges within Blacktown. Some of the challenges identified in the Blacktown Social Profile include:

- ➔ language barriers
- ➔ loss of cultural identity
- ➔ difficulty accessing services
- ➔ isolation due to distance from family
- ➔ unemployment

It is important to note that these challenges often result in people from diverse backgrounds requiring additional support to access services, including education, health care, housing and employment.

**In Blacktown, a total of  
138,146 people speak  
a language other than  
English at home.**

Diverse communities by precinct

## Blacktown Precinct

India | Sri Lanka | Philippines |  
China | New Zealand

## Mt Druitt Precinct

India | Pakistan | Philippines | Bangladesh

## North West Precinct

India | Philippines | China | Sri Lanka

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### *North West Precinct*

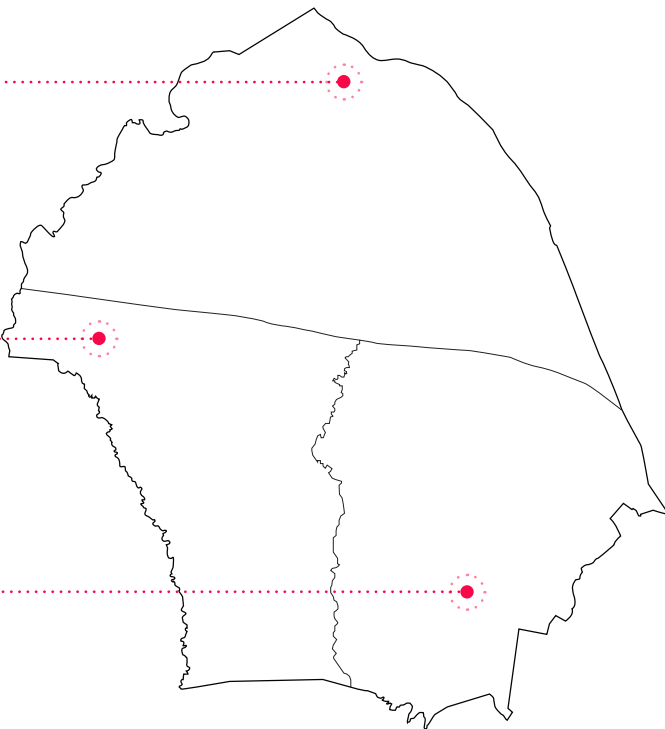
38.6% of residents speak a language other than English at home

### *Mount Druitt Precinct*

40.3% of residents speak a language other than English at home

### *Blacktown Precinct*

43.3% of residents speak a language other than English at home



Source: Blacktown Social Profile, 2020

Activities that Blacktown Area Community Centres conduct relating to diversity in Blacktown include:

- ➔ Participate in Refugee Week activities and events annually
- ➔ Participate in Harmony Week activities and events annually
- ➔ Actively encourage participation from CALD communities
- ➔ Deliver culturally appropriate services informed by social inclusion policy
- ➔ Ensure that Pick, READ and Swap Boxes contain books written in languages other than English
- ➔ Utilise interpreters, translators, bilingual workers and resources available in community languages to engage with CALD communities.
- ➔ Develop a calendar of culturally significant days for local CALD communities and commit to acknowledging and celebrating significant days

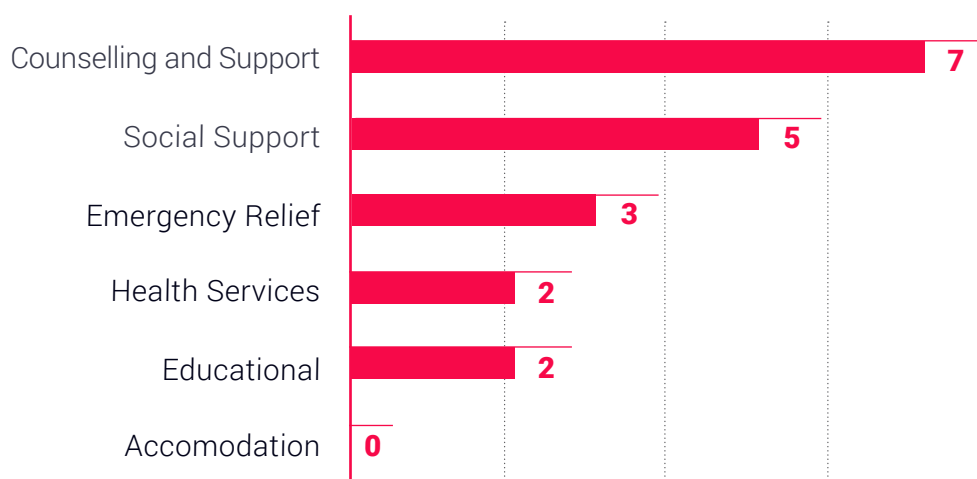
# Services for Culturally and Linguistically Diverse People in Blacktown

Despite the high levels of diversity in Blacktown, only 13 organisations delivered specific services for Culturally and Linguistically Diverse people according to descriptions in the Blacktown Community Information directory. Counselling and Support was the most common service type offered, followed by social support and emergency relief.

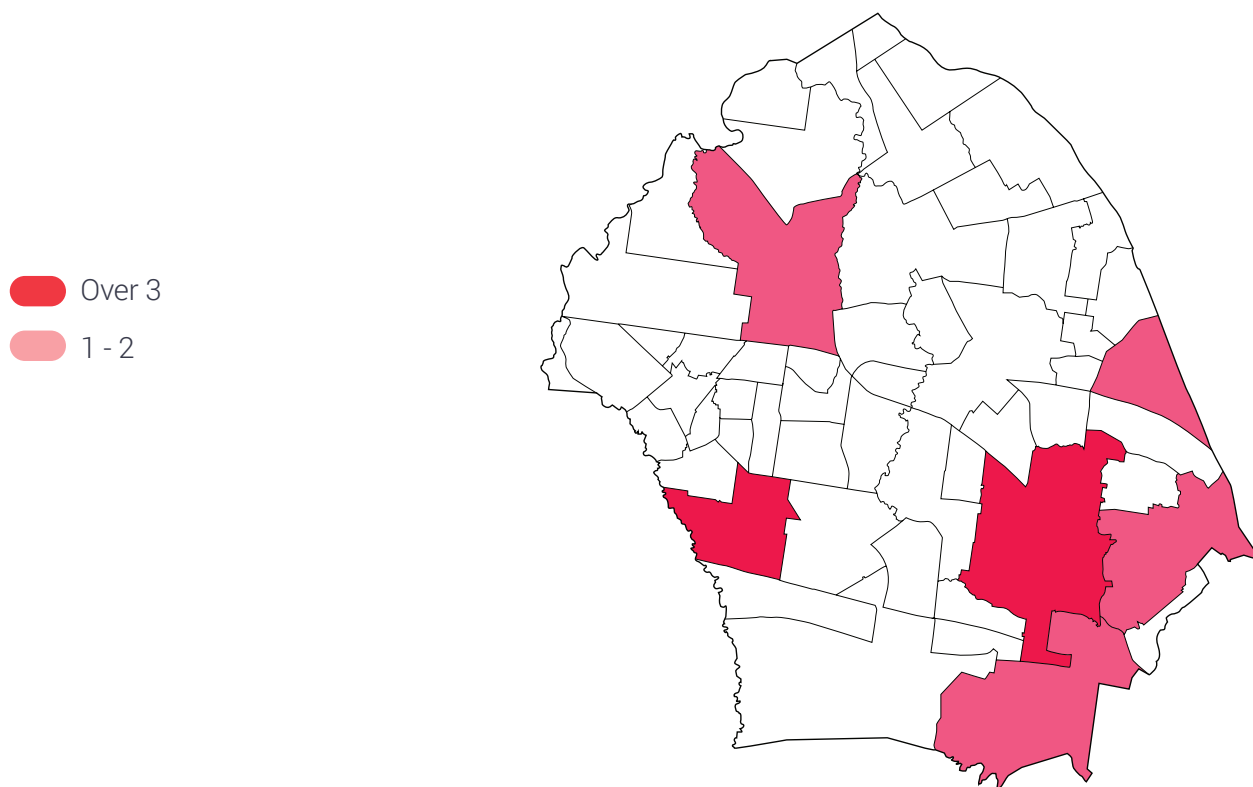
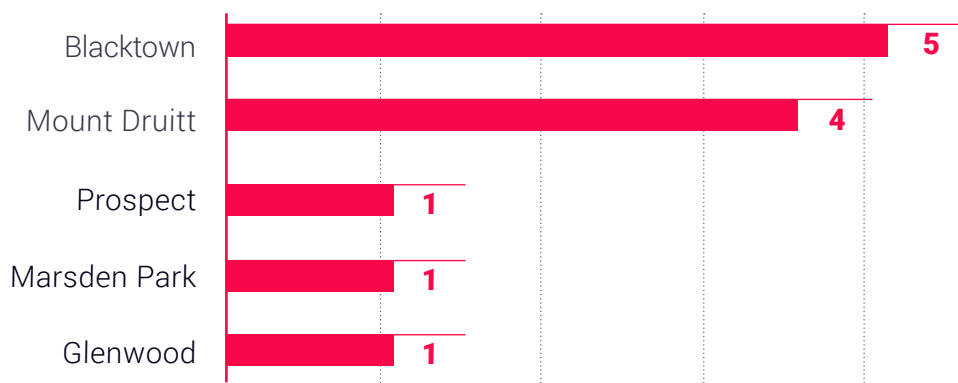
Organisations were largely based in urban centres within the local government area, with the majority of organisations being based in the suburbs of Blacktown and Mount Druitt.



Category of services provided to Culturally and Linguistically Diverse people, Blacktown local government area



Number of organisations providing services to Culturally and Linguistically Diverse people  
by suburb, Blacktown local government area



Source: Data Diction, 2021

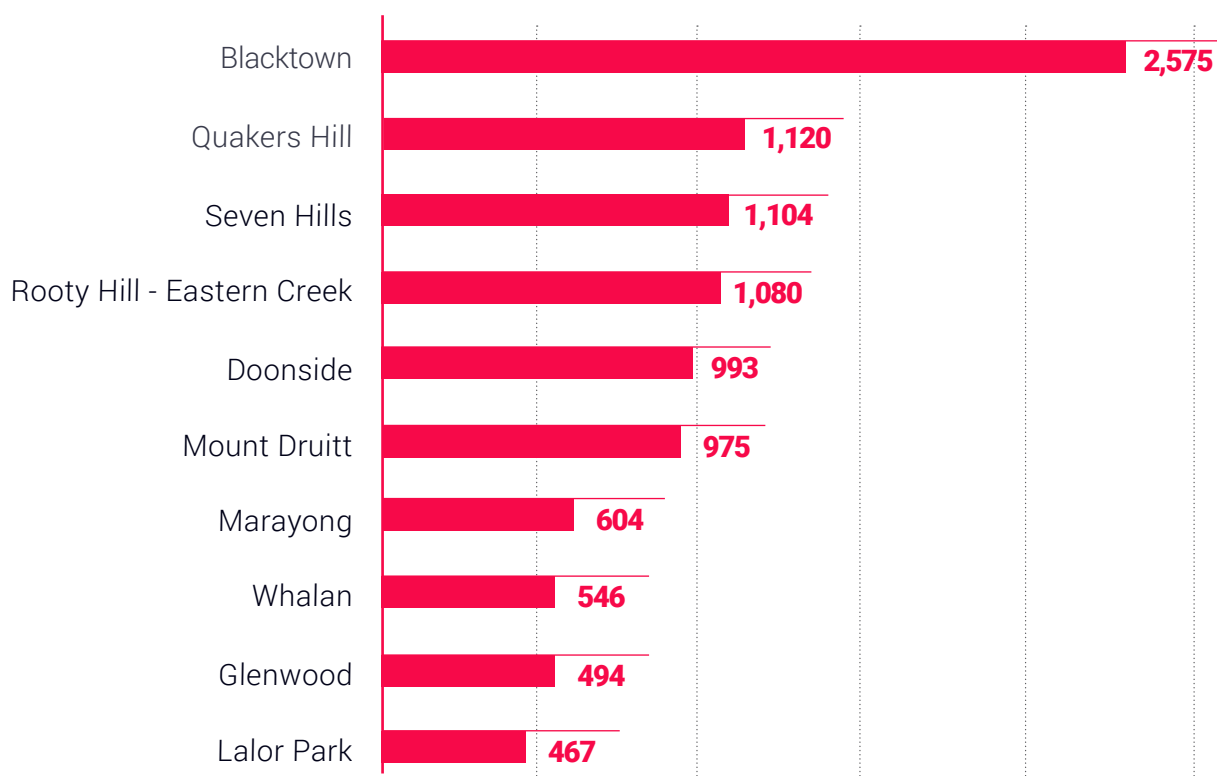
# People Living With Disability in Blacktown

People living with disability face a range of challenges that impact on their wellbeing and participation in the community. These barriers, particularly those relating to health, safety and employment, cause people living with disability to experience higher levels of disadvantage when compared to the broader population cohort.

According to the Blacktown Social Profile, the data shows that there is a clear correlation between the distribution of people living with disability and suburbs in Blacktown with higher levels of disadvantage.

**Over 17,276 people in Blacktown live with disability, requiring help with day-to-day activities.**

Suburbs with highest number of people living with disability, 2016



Source: Blacktown Social Profile, 2020

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### *North West Precinct*

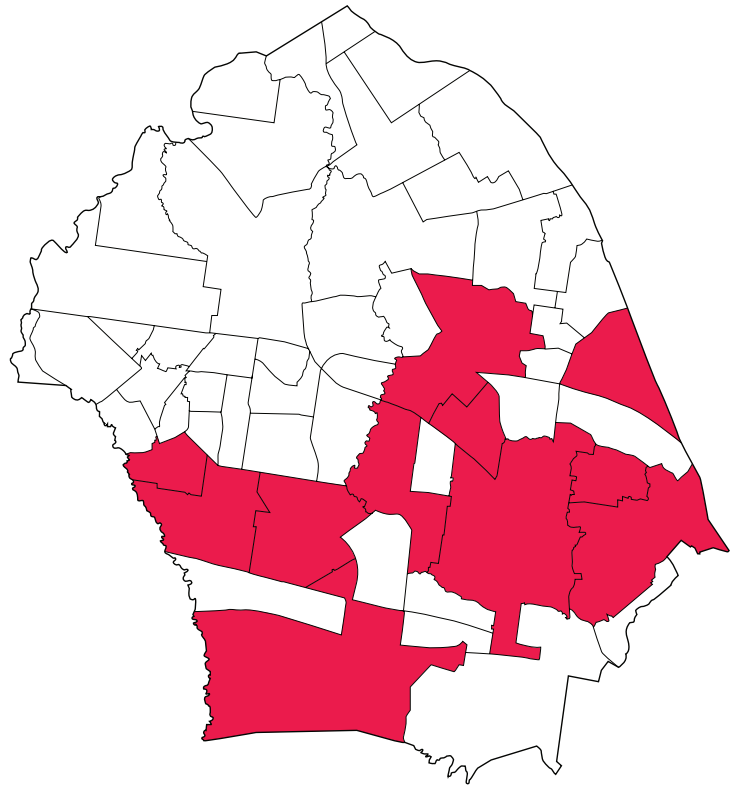
3,010 residents live with disability  
3.2% of precinct population

### *Mount Druitt Precinct*

6,949 residents live with disability  
6.2% of precinct population

### *Blacktown Precinct*

7,325 residents live with disability  
5.5% of precinct population



Activities that Blacktown Area Community Centres conduct relating to people living with disability in Blacktown include:

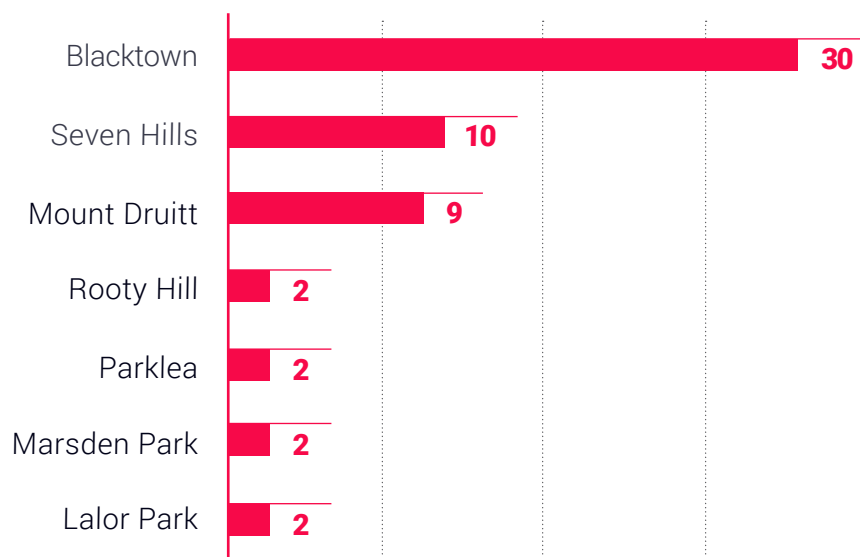
- ➔ Provide social support groups tailored for people living with a disability
- ➔ Actively encourage participation from community members with a disability

# Services for People Living With Disability in Blacktown

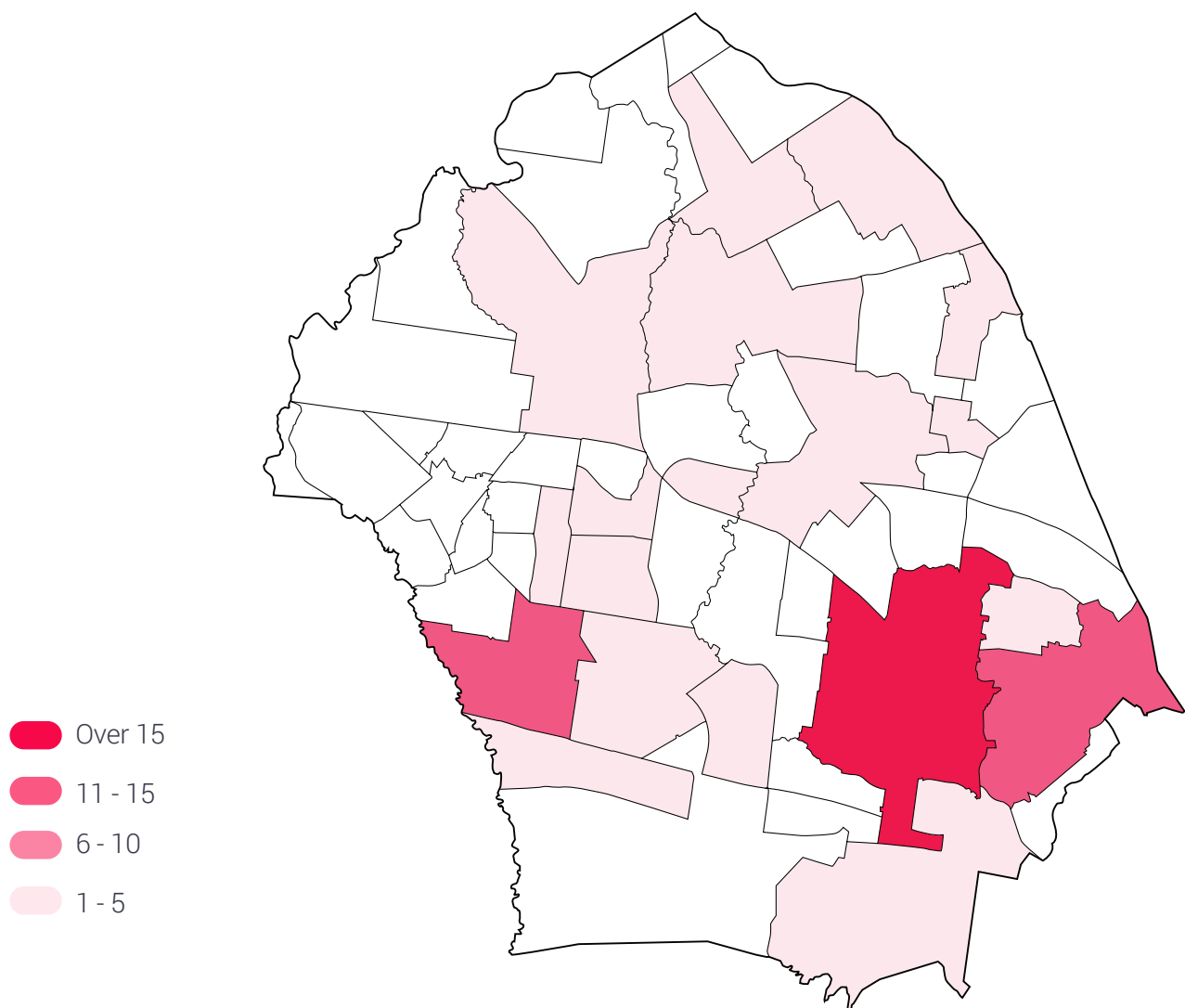
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Nearly 70 organisations that support people living with disability are based in the Blacktown local government area. Over two thirds of disability services are based in the suburb of Blacktown, with Seven Hills and Mount Druitt also accomodating a significant proportion of organisations.

Number of organisations providing services to people living with disability by suburb, Blacktown local government area







Source: Data Diction, 2021

# LGBTIQA+ Communities in Blacktown

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Lesbian, gay, bisexual, trans and intersex community members face a range of challenges that impact profoundly on their health and wellbeing. According to the Victorian Department of Health and Human Services, some of the barriers identified include:

- ➔ discrimination on the basis of their sexual orientation or gender expression
- ➔ poor access to appropriate health care services and high medical costs for some health services
- ➔ social exclusion and intersections with other social determinants of health, including employment status, housing security and socio-economic status which lessen wellbeing.

Source: Blacktown Social Profile, 2020

Estimates of the size of the LGBTIQA+ population vary. The Australian Institute of Health and Welfare estimate that 3.2% of adults identify as gay, lesbian or bisexual, while 2.4% identify as some other orientation. By contrast, the Australian Human Rights Commission states that up to 11% of Australians may have a diverse sexual orientation, sex or gender identity.

It is important to note that a disproportionate amount of LGBTIQA+ people experience poorer mental health outcomes and have a higher risk of suicidal behaviours than their peers.

**LGBTIQA+ young people aged 16 to 27 are five times more likely to attempt suicide compared to the general population, while transgender young people aged 14 to 25 are fifteen times more likely.**

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Activities that Blacktown Area Community Centres conduct relating to LGBTIQ+ communities in Blacktown include:

- ➔ Provide a safe place for same sex identifying women to meet regularly for social support and information (BLISS)
- ➔ Provide information and feedback on LGBTQIA + related issues for BCC social plan
- ➔ Raise the Pride Flag on IDAHOBIT
- ➔ Actively encourage participation from lesbian, gay, bisexual and transsexual members of the community
- ➔ Add pride flag and pronouns to email signatures
- ➔ Participate in ACON's safe place project
- ➔ Highlight community issues to the sector through participation in local networks
- ➔ Brief local MPs and Council on issues affecting local communities

BACC

Community Centres Inc.

ing Child Care  
side Cottage

SHOPS

GROUPS

TY

EFERRAL

Social Issues in Blacktown









# Employment in Blacktown

Access to employment is critical for emotional, social and financial wellbeing. Financial hardship due to unemployment doesn't just reduce an individual's self-sufficiency, but also impacts the wellbeing of their wider family unit.

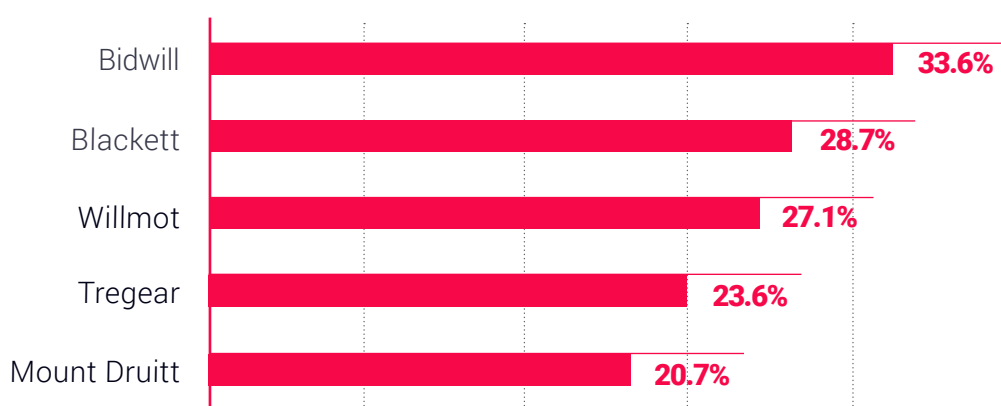
The Workforce Participation Rate measures all the people aged over 15 who are employed or who are actively looking for work. Individuals may not participate in the workforce voluntarily or involuntarily, with some common factors that cause people to be outside the labour force including, retirement, study, caring responsibilities, being unable to work or choosing not to work.

Youth unemployment is a significant issue in the Blacktown local government area. Blacktown City has a higher youth unemployment rate than Greater Sydney, Greater western Sydney, NSW and Australia, however the rate varies markedly across suburbs.

**In 2016, Blacktown City had a **workforce participation rate of 62.8%**, slightly higher than the Greater Sydney average of 61.6%.**



Highest Youth Unemployment Rate by Suburb, 2018



Source: Blacktown Social Profile, 2020

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### *North West Precinct*

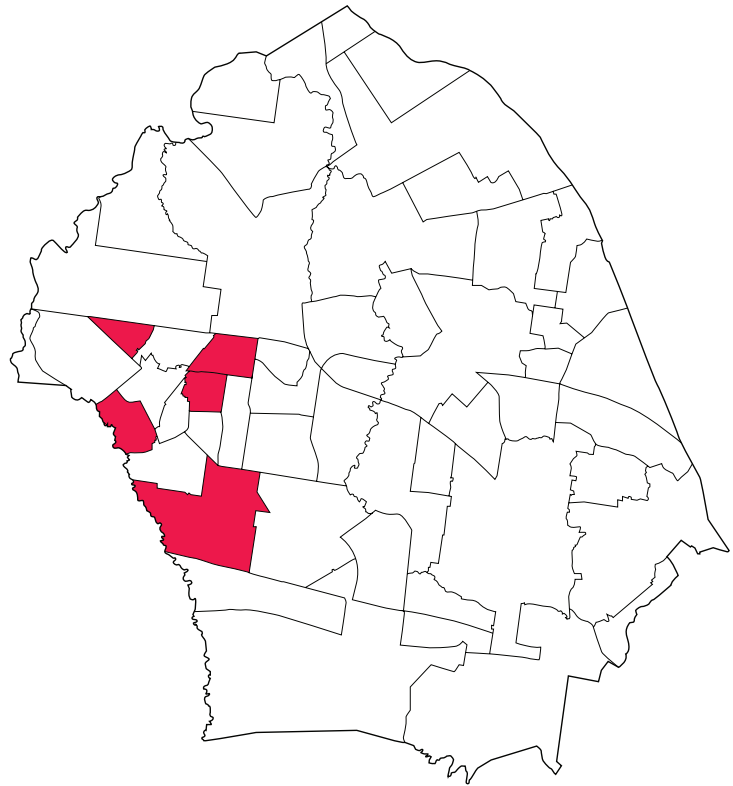
Workforce participation  
rate of 70.7%

### *Mount Druitt Precinct*

Workforce participation  
rate of 57.3%

### *Blacktown Precinct*

Workforce participation  
rate of 61.7%



Activities that Blacktown Area Community Centres conduct relating to employment in Blacktown include:

- ➔ Deliver a variety of accredited courses to increase skill, qualification and employment opportunities

# Socio-economic Disadvantage in Blacktown

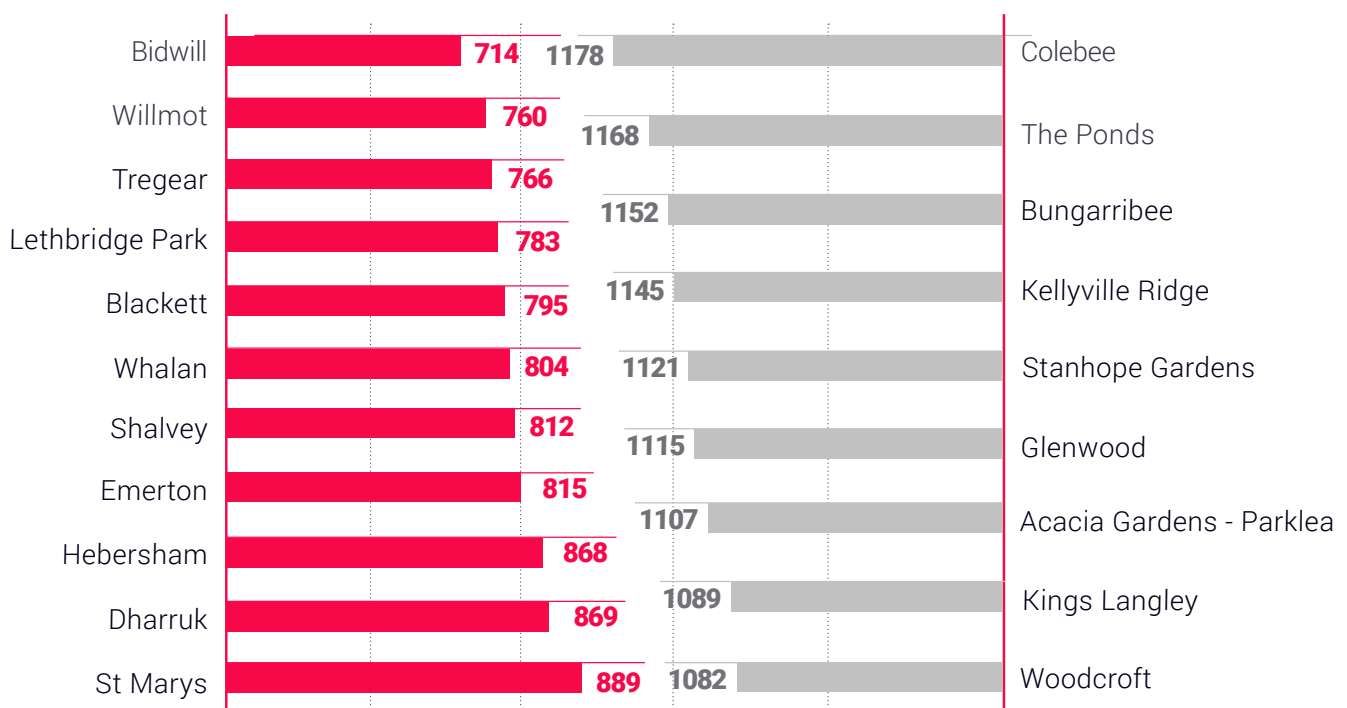
It is important to acknowledge that Blacktown has significant social and economic diversity. It is comprised of communities that are thriving and affluent, as well as some of the most disadvantaged localities within NSW. This is demonstrated by 9 suburbs ranking highly for advantage and 12 ranked as significantly disadvantaged.

There is a marked difference in median income levels between the highest and lowest ranked suburbs in Blacktown, demonstrating significant income inequality. The weekly median household income of Colebee is \$2,759, while the weekly median household income of Bidwill is \$793.

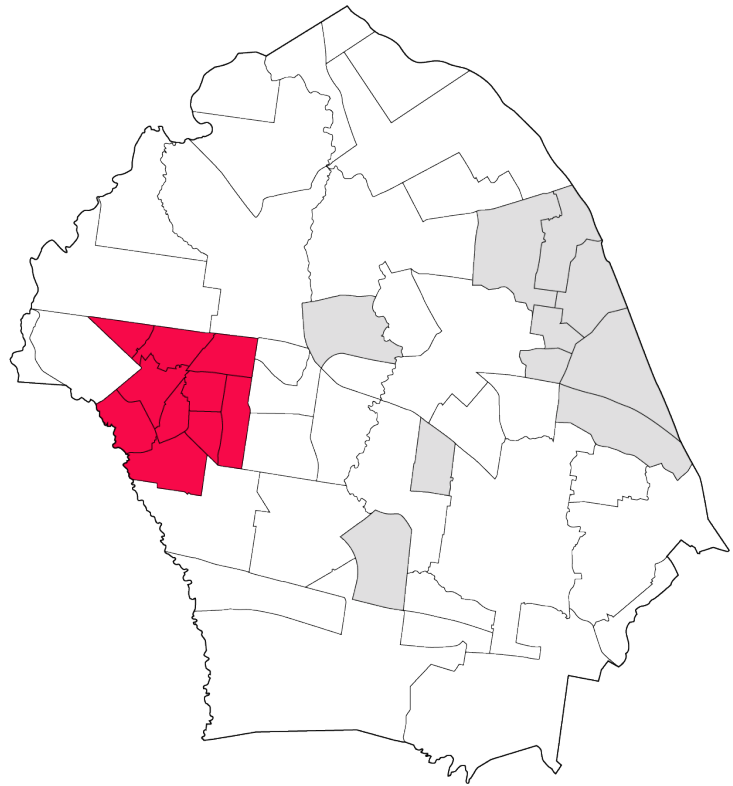
Financial security is also lower in Blacktown, with approximately a quarter of households unable to raise \$2,000 within a week if they experienced an emergency, which is lower than Western Sydney and Greater Sydney rates.

**21.8% of Blacktown residents are classified as having long term reliance on government support, which is significantly higher than the Western Sydney and Greater Sydney rates.**

Index of relative socio-economic advantage and disadvantage – Blacktown local government area, 2016



Source: Blacktown Social Profile, 2020



Activities that Blacktown Area Community Centres conduct relating to socio-economic disadvantage in Blacktown include:

- ➔ Actively encourage participation from financially disadvantaged residents
- ➔ Provide food assistance at little or no cost
- ➔ Provide personal and feminine hygiene products at no cost
- ➔ Provide BACC packs

# Homelessness in Blacktown

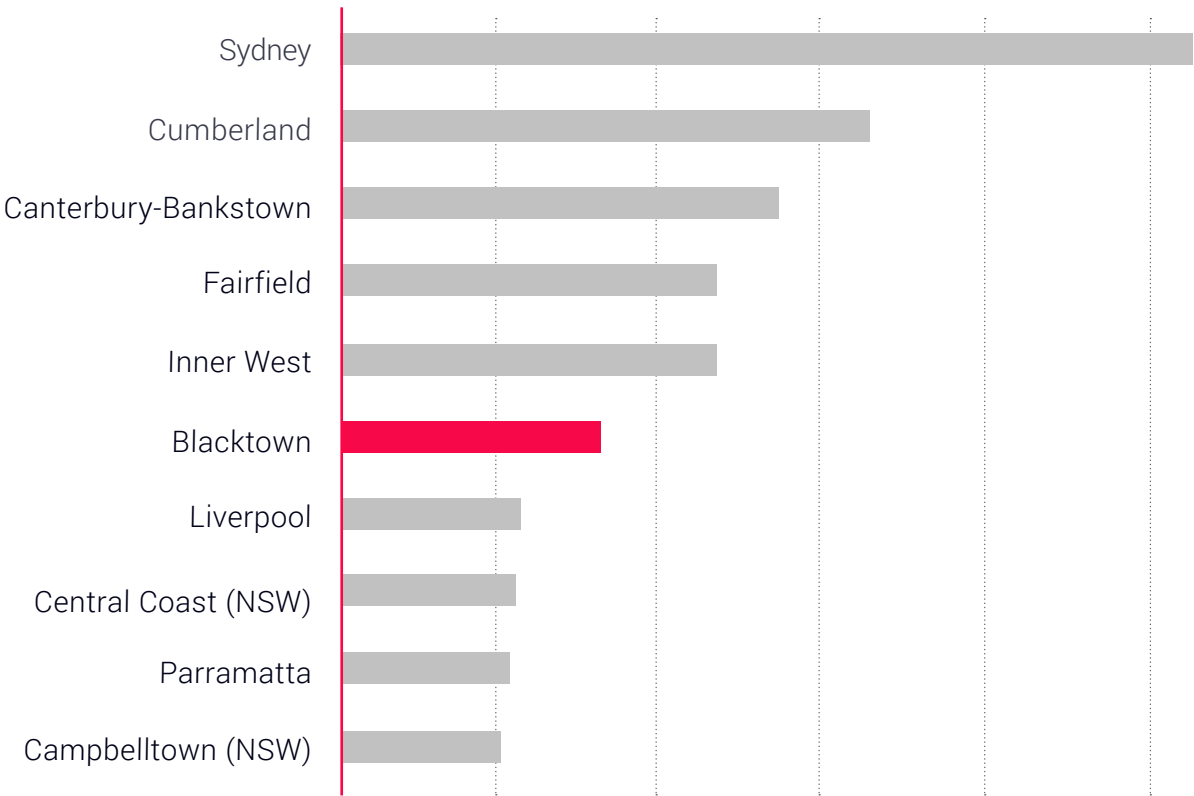
Homelessness is a growing issue, both across the Blacktown local government area and more broadly in New South Wales. Homelessness figures captured by the Australian Bureau of Statistics incorporates not only those who do not have stable accomodation, but also those who are living in severely crowded or inadequate dwellings.

The majority of this cohort in Blacktown are people who are living in severely crowded dwellings, which accounts for two thirds of the overall figure.

When compared with other local government areas, Blacktown has the sixth largest homeless population in New South Wales.

**Approximately 1,534 people were homeless in Blacktown in 2016, an increase from 1,400 in 2011.**

Estimated number of people who are homeless, 2016



Source: Blacktown Social Profile, 2020

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Number of people who are homeless in Blacktown by type, 2016





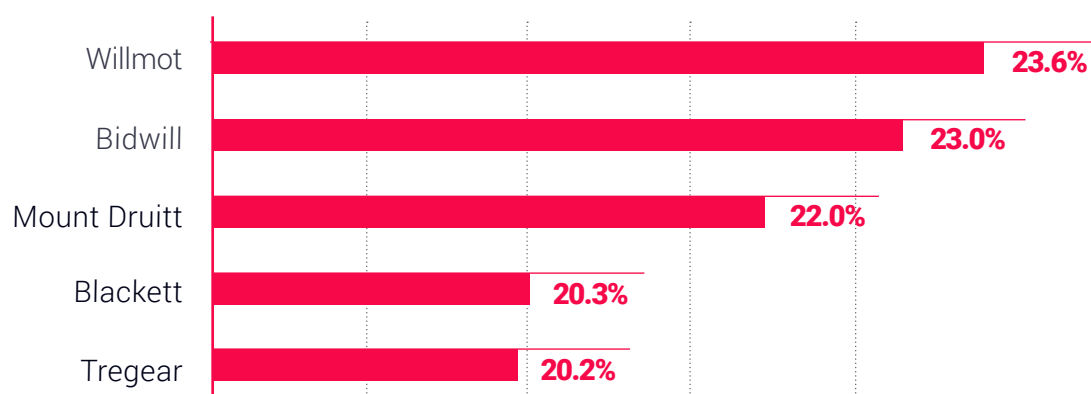
# Housing Stress in Blacktown

A household is classified as experiencing housing stress by the National Centre for Social and Economic Modelling (NATSEM) when they are in the lowest 40% of incomes and are paying more than 30% of their usual gross weekly income on rent or home loan repayments.

It is important to note that there are significance differences in the rate of housing stress across suburbs in the Blacktown local government area. This is best illustrated by the difference of 17.7% between Willmot (23.6%) and Kings Langley (5.9%), the two suburbs in Blacktown with the highest and lowest rates of housing stress respectively.

**13.5% of households in Blacktown experience housing stress, significantly higher than the Greater Sydney and NSW rates of 11.8% and 11.7% respectively.**

Suburbs experiencing extremely high housing stress, 2016



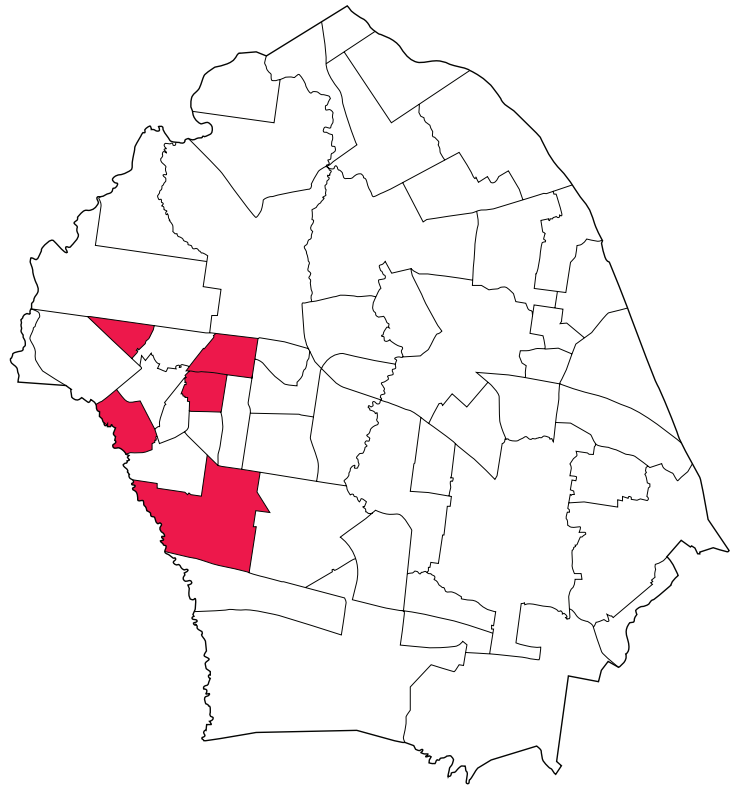
Source: Blacktown Social Profile, 2020

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North West Precinct

Mount Druitt Precinct

Blacktown Precinct



# Gambling Related Harm in Blacktown

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Residents of Blacktown Local Government area are more likely than most other residents of the greater Sydney region to experience gambling harm. Gambling harm is any negative impact experienced by a person, their family or community due to interactions with gambling products.

Gambling harm is largely reliant on people recognizing that they have a problem so it can be difficult to measure. Experts agree that Electronic Gaming Machine (EGM) or poker machine profits are a good proxy to estimating levels of gambling harm.

**Clubs in the Blacktown LGA report the 5th highest gaming machine net profit in the state, \$95,696,356 from 1 June 2020 to 30 November 2020**

**Hotels in the Blacktown LGA report the 5th highest gaming machine net profit in the state, \$81,722,374 from 1 June 2020 to 30 November 2020**

The **top 5 clubs** in the Blacktown LGA by Gaming Machine Profit are:

- 1 Rooty Hill RSL Club
- 2 Workers Blacktown
- 3 Seven Hills Toongabbie RSL Club
- 4 Workers Sports
- 5 City of Blacktown RSL Club Ltd

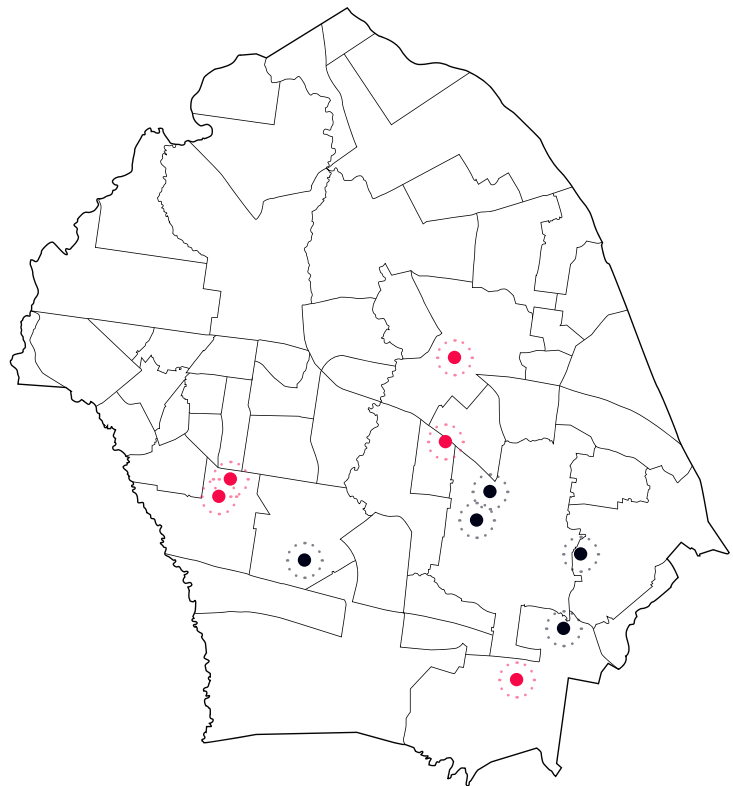
The **top 5 hotels** in the Blacktown LGA by Gaming Machine Profit are:

- 1 Mount Druitt Cedars Tavern
- 2 Kings Park Tavern
- 3 Uncle Buck's Hotel
- 4 Quakers Inn
- 5 Prospect Hotel

Source: Gaming machine data - Liquor and Gaming NSW, 2021

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Top 5 **clubs** and **hotels**  
by Gaming Machine Profit



Activities that Blacktown Area Community Centres conduct relating to gambling related harm include:

- ➔ Establish the Blacktown Alliance for the Reduction of Gambling Harm
- ➔ Participate on advisory group to WSCF Gambling Harm CALD framework
- ➔ Adopt an organisational Gambling Harm Policy
- ➔ Participate in Gambling Aware Week initiatives and events
- ➔ Provide training to all staff on gambling harm in Blacktown
- ➔ Highlight community issues to the sector through participation in local networks
- ➔ Brief local MPs on issues affecting local communities

# Early Development in Blacktown

The Australian Early Development Census (AEDC) is a national measure of the development of children at the time when they start their first year of school. It has been shown to predict health, wellbeing and academic success, and is used to inform decision making by government and community organisations.

The five key areas that are measured by the AEDC are:

- physical health and well being
- social competence
- emotional maturity
- language and cognitive skills (school-based)
- communication skills and general knowledge

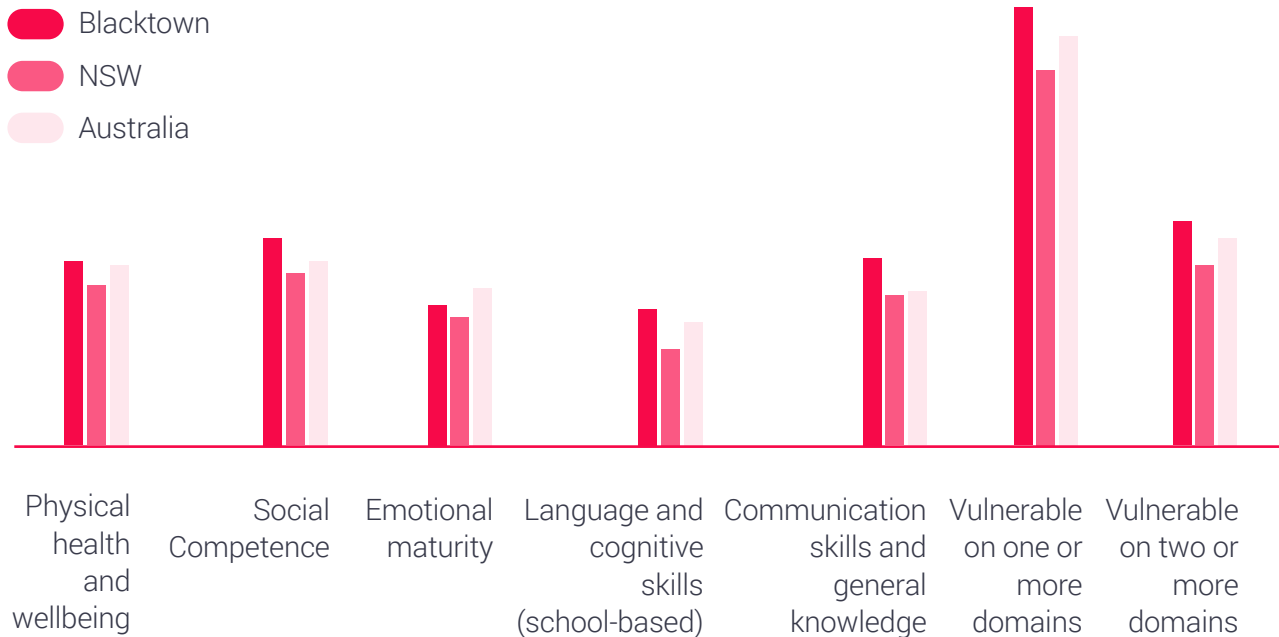
**When compared with state and nationwide averages, a higher proportion of children in Blacktown are developmentally vulnerable, with **23.2% of children classified as vulnerable on at least one domain.****

Percentage of children developmentally vulnerable, 2018

	<b>Blacktown</b>	<b>NSW</b>	<b>Australia</b>
Physical health and wellbeing	9.8%	8.5%	9.6%
Social competence	11.1%	9.2%	9.8%
Emotional maturity	7.5%	6.8%	8.4%
Language and cognitive skills (School-based)	7.3%	5.2%	6.6%
Communication skills and general knowledge	10.0%	8.0%	8.2%
Vulnerable on <b>one</b> or more domains	<b>23.2%</b>	<b>19.9%</b>	<b>21.7%</b>
Vulnerable on <b>two</b> or more domains	<b>11.9%</b>	<b>9.6%</b>	<b>11.0%</b>

Source: The Australian Early Development Census - Department of Education, Skills and Employment and the Social Research Centre, 2018

Percentage of children developmentally vulnerable, 2018



Activities that Blacktown Area Community Centres conduct relating to early development in Blacktown include:

- ➔ Place REaD, Pick and Swap boxes in strategic locations across suburbs of 2770
- ➔ Provide quality programming for all Roving Childcare sessions
- ➔ Incorporate elements of 3a Australia and EYLF in all Roving Childcare session programs
- ➔ Incorporate elements of 3a Australia and EYLF in all Support Playgroup sessions
- ➔ Increase the number of supported playgroups provided each week
- ➔ Provide a variety of evidence based parenting programs
- ➔ Highlight community issues to the sector through participation in local networks
- ➔ Brief local MPs on issues affecting local communities
- ➔ Brief local media on issues affecting local communities
- ➔ Actively participate in Child Protection interagency
- ➔ Participate in Child Protection Week activities and events



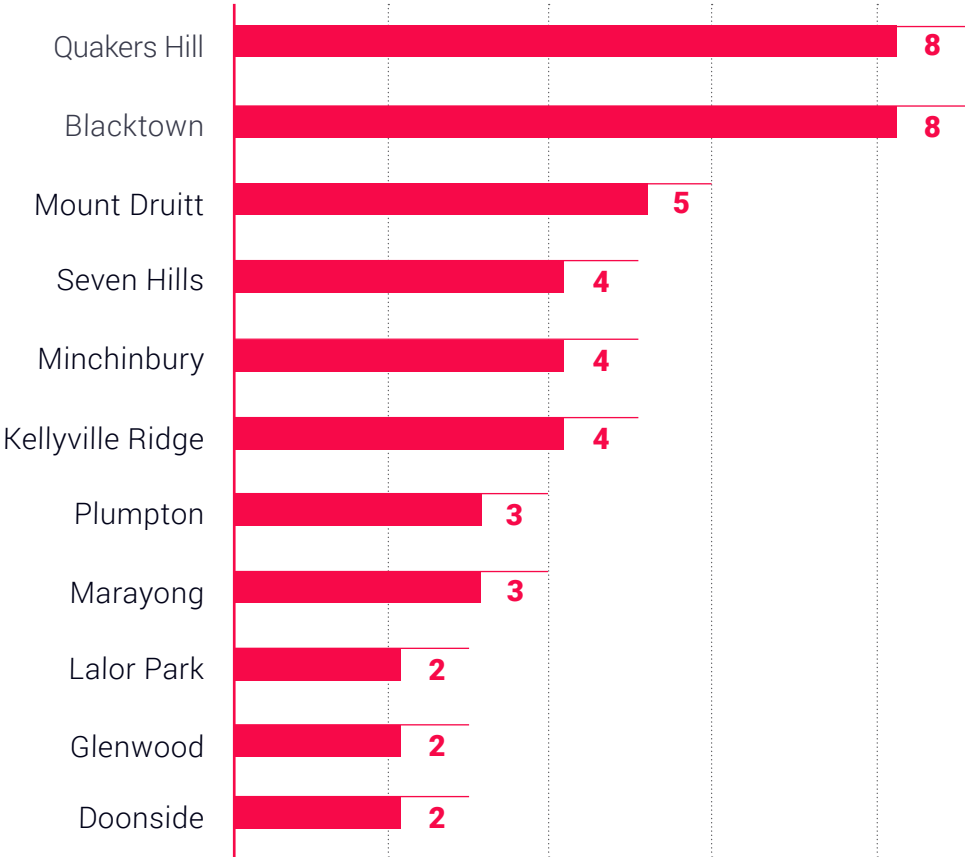
# Preschool Providers in Blacktown

There were 45 organisations who identified as preschool providers captured in the Blacktown Community Information Directory. The suburb of Blacktown had the highest number of services, followed by Rooty Hill and Mount Druitt.

Significantly, spatial mapping demonstrates that there is a clear absence of support for older residents in the North West precinct.

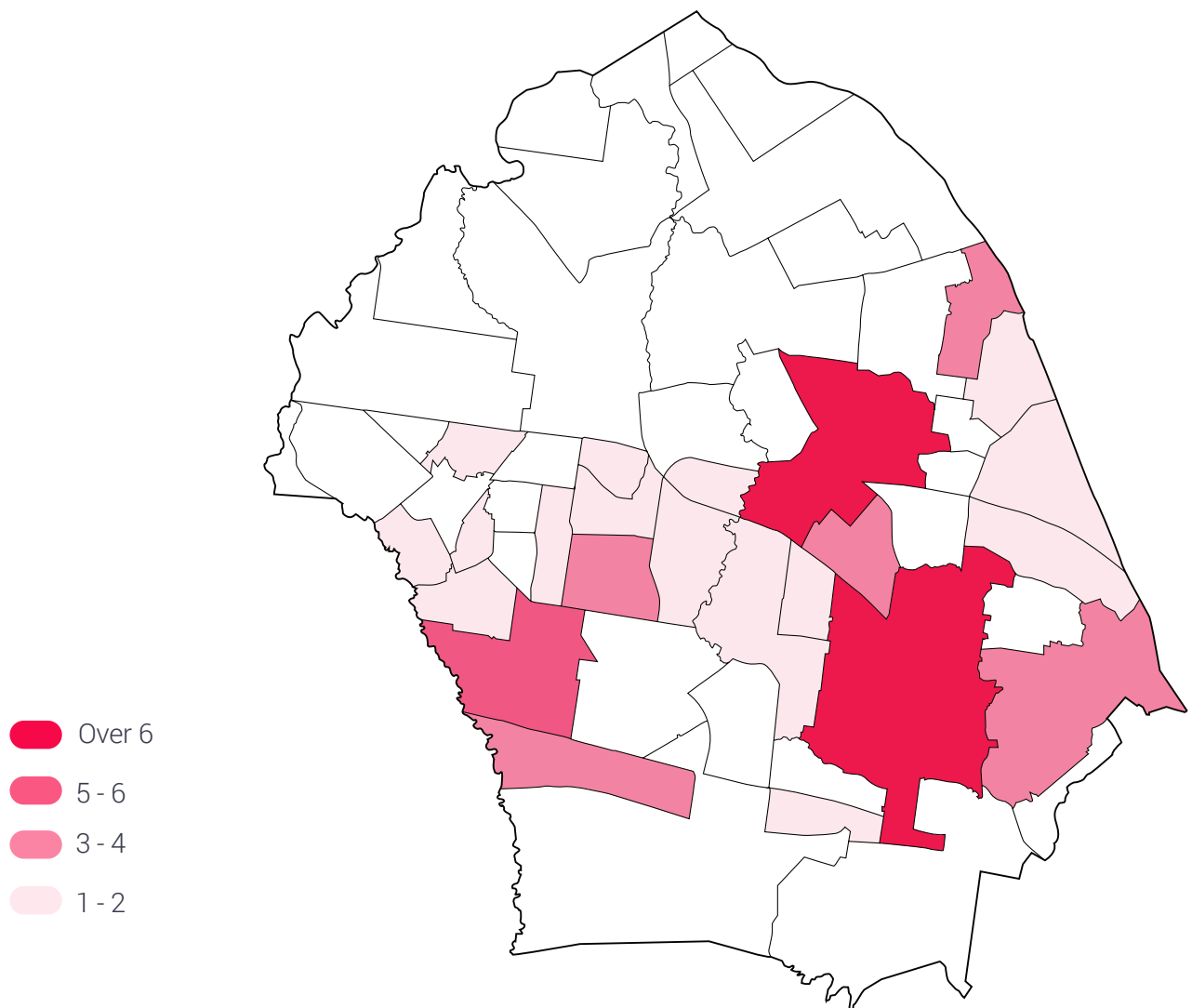


Number of organisations providing preschool by suburb, Blacktown local government area



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Number of organisations providing preschool by suburb, Blacktown local government area



Source: Data Diction, 2021

# NAPLAN Results in Blacktown

The National Assessment Program – Literacy and Numeracy (NAPLAN), is a nationwide measure that assesses essential skills for every child as they progress through both school and life. The annual results are used to determine whether children and young people are meeting educational milestones and to drive improvement in both teaching and the broader curriculum.

NAPLAN testing covers five key domains

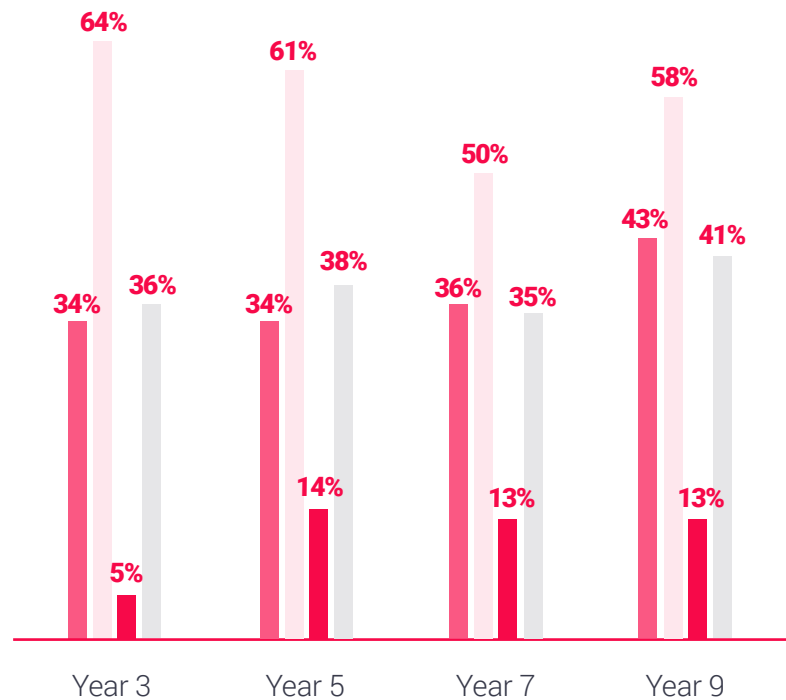
- ➔ reading
- ➔ writing
- ➔ spelling
- ➔ grammar
- ➔ numeracy

**Approximately a third of schools in Blacktown are scoring below the national average in at least four domains. In the Mount Druitt precinct, this number rises to between half and two thirds of schools.**



## Proportion of schools with 4 or more domains under national average, 2019

- Blacktown Precinct
- Mount Druitt Precinct
- North West Precinct
- Blacktown City



Source: Australian Curriculum, Assessment and Reporting Authority, 2019

## Activities that Blacktown Area Community Centres conduct relating to NAPLAN in Blacktown include:

- ➔ Place REaD, Pick and Swap boxes in strategic locations across suburbs of 2770
- ➔ Provide a variety of evidence based parenting programs
- ➔ Provide quality programming for all Roving Childcare sessions
- ➔ Highlight community issues to the sector through participation in local networks
- ➔ Incorporate elements of 3a Australia and EYLF in all Roving Childcare session programs
- ➔ Brief local MPs on issues affecting local communities
- ➔ Incorporate elements of 3a Australia and EYLF in all Support Playgroup sessions
- ➔ Brief local media on issues affecting local communities
- ➔ Increase the number of supported playgroups provided each week
- ➔ Actively participate in Child Protection interagency
- ➔ Participate in Child Protection Week activities and events

# Food Security in Blacktown

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Food security is defined by the United Nations as when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food to meet their dietary needs and food preferences so that they can live an active and healthy life. Food security is linked to four interrelated elements- availability, access, utilisation and stability.

While there is no official data available for Blacktown specifically, research shows that COVID-19 has had a significant impact on food security nationwide.

**In 2020, 38% of food insecure residents in NSW and ACT were accessing food relief at least once a week, compared to 16% in 2019.**

A community food assessment in 2014 carried out by Blacktown City Council found that:

- ➔ Urban development and population growth, youthful and ageing populations, socioeconomic disadvantage, cultural barriers, limited public transport options, increasing diet-related illnesses and food wastage rates all made Blacktown more vulnerable to food insecurity.
- ➔ Vulnerability to food insecurity and poor health was increased by the prevalence of takeaway outlets, which were twice as prevalent as supermarkets.
- ➔ Disadvantaged areas were more likely to experience challenges accessing healthy food, with less fruit and vegetables available in low income areas compared to the higher income areas throughout Blacktown City.

Activities that Blacktown Area Community Centres conduct relating to food security in Blacktown include:

- ➔ Develop and delivered a Food Pantry program
- ➔ Highlight community issues to the sector through participation in local networks
- ➔ Brief local MPs on issues affecting local communities
- ➔ Brief local media on issues affecting local communities

Source: Blacktown City Council, 2014





