

Age Friendly Clarence Plan 2018-2022



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Overview

After more than 10 years of working collaboratively with the community the City of Clarence became the first Tasmanian council to join the World Health Organisation (WHO) Global Network of Age Friendly Cities and Communities in 2014.

The Age Friendly Clarence Plan focuses on the key strategic influences for the City, builds on past achievements and key areas for improvement, and acts on what the community has told us.

Age inclusiveness and ageing well is directly impacted by how council supports the health and wellbeing of their community, how land and assets are managed and developed, and where council's finances are being invested to support this approach.

The plan presents how council will provide leadership in partnership with older people as a valuable resource, to plan for and provide services, programs, facilities and information, in a way that supports the importance of a life course approach to ageing that is strategic, realistic, and represents good use of available resources.

Why 'age friendly'?

Importance of an age inclusive city and community

The terms ageing, growing older, being 'old', often come with negative implications. Because of this, growing older can be seen as a challenge and not a positive experience.

From the moment of birth, we are all ageing and becoming older. It is a lifelong process.

Age milestones are celebrated in many ways, such as when we reach 18, 21, 50 and 100 years old.

At the same time, we are also governed by what we can and cannot do, according to our age i.e. when we can vote, drive a car, when we are entitled to pensioner discounts and the aged pension.

With these conflicting messages about the celebrations and restrictions of age, it is important to have a focus on the inclusive or 'age friendly' attributes of growing older; one which embraces all age groups.

What does 'age friendly' mean to you?

"Taking age into account if necessary, but without stereotyping characteristics of certain age groups."

70, female, Otago



"There should be no differentiation, with similar attention and consideration being given..."

93, male, Lauderdale

"All ages are treated the same."

9, male, Richmond

The World Health Organisation (WHO) defines 'age friendly' as:

"...an inclusive and accessible community environment that optimizes opportunities for health, participation and security for all people, in order that quality of life and dignity are ensured as people age..."

Being age inclusive or 'friendly' is an important terminology. It identifies the need to be inclusive to people of all ages, and be mindful to:

"Recognise the wide range of capacities and resources among older people

Anticipate and respond flexibly to ageing-related needs and preferences

Respect older people's decisions and lifestyle choices

Protect those who are most vulnerable

Promote older people's inclusion in and contribution to all areas of community life"

Global Age-friendly Cities: a Guide



A Life course approach

Taking a life course approach to growing older through an age friendly lens sets out a clear picture of how ageing is dependent on many personal, social and economic elements.

This approach also helps to understand just how differently we are ageing from generations previously, as well as the impact that living a longer, and for many, a healthier life, will have across our life-time.

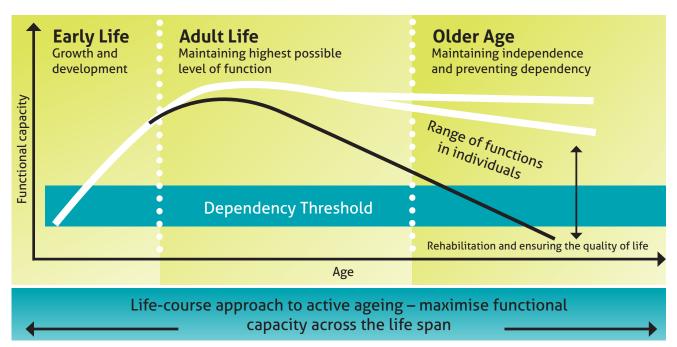
What does the life-course diagram (below) explain?

The life-course diagram explains that everyone is ageing differently and this process is dependent on a number of factors.

Functional capacity is not about 'old age' or a 'number' but being able to have the maximum quality of life for the longest possible time.

In **early life** our dependency on others is high, and our functional capacity low.

As we grow older into **adult life** we become less dependent on others and generally our functional capacity is higher.



Source: Adapted from Kalache and Kickbusch 1997 (138) and WHO 2002 (1)

Life-course diagram

Why 'age friendly'?



Bellerive All-Abilities Playpark

Continuing into **older age** most people want to maintain their independence and functional capacity, but this is influenced by:

- Gender and culture
- Physical environment
- Social and economic circumstances
- Health and access to support services
- Behaviour and personal circumstances

In young, adult or older age, people may have diminished functional capacity because of illness or disability, however no matter what age, people have a right to access appropriate support services. Where and how we live; access to money, education, work, transport and housing; all influence the quality and longevity of our life, and is closely aligned with the **social determinants of health**.

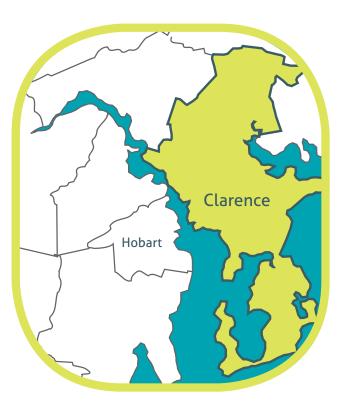
Being able to have and maintain positive emotions, engagement and relationships with others, meaning and accomplishment, and good health within our functional capacity, over our life-time, is the essence of a life course approach.

Strategic context

Council's planning over the last 10 years

Council has been actively working with the community since the Seniors Action Group Eastern Shore (SAGES) raised the importance of having a strategic focus on positive ageing in Clarence in 2002.

The development of this third plan is built on more than 10 years of working collaboratively with the community and in partnership with others to ensure maximum quality of life for adults and older people. Adopting the life course approach to age inclusiveness helps provide a better focus on the early years.



Clarence: Area 386 square kilometres Coastline 191 kilometres



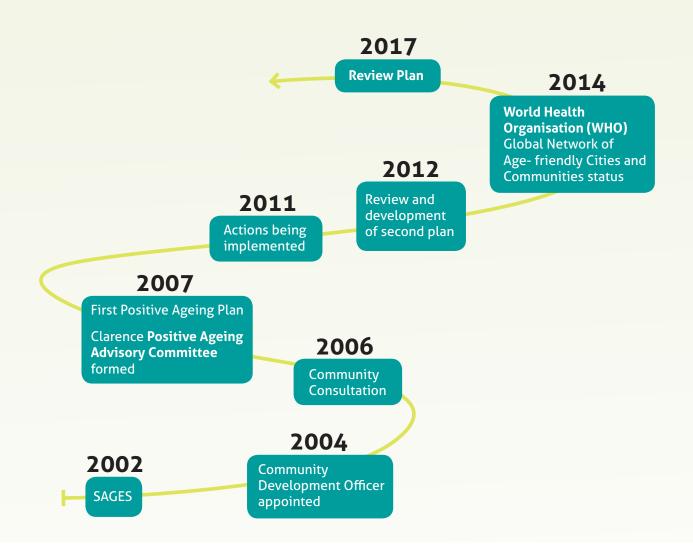




RURAL

CITY

COASTAL



Continuous improvement and progress

Well considered future planning is critical for an ageing population. This is why Clarence became the first Tasmanian council to join the World Health Organisation (WHO) Global Network of Age Friendly Cities and Communities in 2014.

Being a part of this global network recognises the achievements Council has made, provides excellent national and world-wide networking opportunities, and allows council to continuously improve and progress.

Why an age friendly, life course lens is important for Clarence

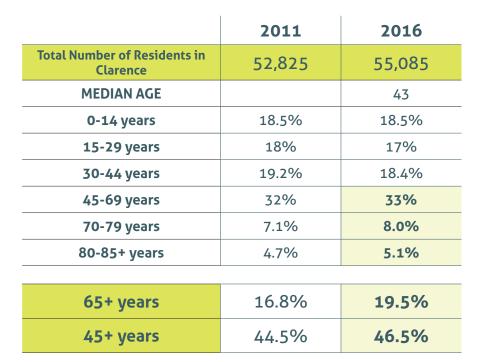
Clarence is the second largest City in Tasmania by population. With approximately 55,000 people, the City is geographically spread out with nearly 200 km of coastline. Being geographically diverse, Clarence has an urban heart with rural and semi-remote pockets.

The City is socially and economically diverse.

This means council works to balance the challenge of providing services and programs equitably across a diversity of individual and community needs.

Without placing too much focus on growing older as a number i.e. 'over 65', the statistics do provide us with interesting and important data over the life course.

The table below paints a picture for Clarence, comparing data collected from 2011 and 2016.





 $http://stat.abs.gov.au/itt/r.jsp?RegionSummary\®ion=61410\&dataset=ABS_REGIONAL_LGA2016\&-geoconcept=LGA_2016\&maplayerid=LGA2016\&measure=MEASURE\&datasetASGS=ABS_REGIONAL_ASGS2016\&datasetLGA=ABS_REGIONAL_LGA2016\®ionLGA=LGA_2016\®ionASGS=ASGS_2016\&datasetLGA=ABS_REGIONAL_LGA2016\®ionLGA=LGA_2016\®ionASGS=ASGS_2016$



Despite overall population growth – over the last 5 years, it is the 45+ age groups that are increasing in numbers



Working age population (15-64 years) has decreased since 2011 (64.8%)



Nearly half of the population in Clarence now is 45+ years

Comparison local government statistics can be found here:



www.abs.gov.au

Strategic context

It tells us that:

- While Tasmania is the 'oldest' state in Australia with a median age of 42, the Clarence median age is slightly higher at 43 years of age
- Our population has grown, but for those people under 44 years of age, the numbers are unmoving or in decline
- Nearly 50% of the Clarence population is 45+ years old and this is rising
- Our working age population, 15-65 years is also decreasing
- It is projected that in just three years the 65+ year old age group will make up 25% of the population in Clarence, and will continue to grow



Projected by 2020 to be nearly 25% of Clarence population

Focus

From the comparison statistics and progress over the last 10 years the key strategic influences for Clarence to FOCUS on:

It is the early life age group that requires an improved strategic focus

The adult life age group, in particularly the 45+ ages, will require more focused engagement

Council is well engaged with the **older age** group but there is still progress to be made to adequately cater for an increasing, longer living, ageing population.

Supporting an age friendly environment

Council's strategic direction *Strategic Plan (2016-2026)* supports a life course approach to active and inclusive ageing.

Council's **vision** is for a "vibrant, prosperous, sustainable city", and its mission is "responding to the changing needs of the community through a commitment to excellence in leadership, advocacy, innovative governance and service delivery".

Council achieves this through 4 key planning domains:

Financial

Land Use

Asset Management

Health and Wellbeing

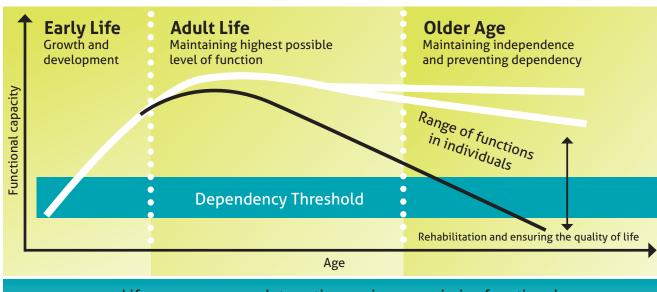
There are multiple supporting plans in each key domain and this 'whole of council' approach, ensures that Clarence continues to be an age inclusive or 'friendly' City.

Age inclusiveness and ageing well are directly impacted by how council supports the health and wellbeing of their community, how land and assets are managed and developed, and where council's finances are being invested to support this approach.

Combining the life course diagram with council's strategic planning demonstrates this approach (next page).

"A place where all people want to live, young families, people without children, singles, older people..."

Online response



Life-course approach to active ageing - maximise functional capacity across the life span

Council's Strategic Planning

Age Friendly City and Community

Social Policies, Plans, Regulatory Frameworks

These are designed to help implement Council's strategic directions, and to complement each other.

- Access and Inclusion Plan
- Age Friendly Clarence Plan
- Asset and Recreational Planning

Bushland and Coastal Strategy

Climate Change

Land and Coast Care

Public Open Space Strategy

Reserve Activity Plans

Sport and Recreation Strategy

Tracks and Trails Strategy

Waste Management Strategy

Bicycle Plan

- Community Health and Wellbeing Plan
- **Community Consultation Policy**

- **Community Grants Policy**
- **Draft Community Planning Framework**
- Cultural Arts Plan
- Cultural History Plan
- **Customer Service Framework**
- **Economic Development Plan**
- Environmental health standards and legislation
- **Events Plan**
- Financial Plan
- Land Use Planning and Urban Design
- Marketing Plan
- Social Policy
- Youth Plan

Source: Adapted from Kalache and Kickbusch 1997 (138) and WHO 2002 (1)

The Review

A 3P Approach

Becoming an Age Friendly City has enabled council to develop a holistic vision with a '3P' approach.

This approach has enabled our successes as an Age Friendly City to be captured and measured.

Policy

Council's *Positive Ageing Plan 2012-2016* identified a series of indicators of success, and the majority of these actions have been successfully achieved.



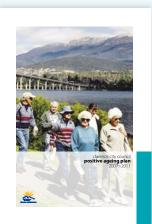
Council, CPAAC members and Dr Peta Cook (from the University of Tasmania) at the launch of the plan review



The development of Guiding Principles is a key achievement underpinning the work of council together with the Clarence Positive Ageing Advisory Committee (CPAAC), a dedicated group of volunteer community residents from across the City, and key service providers.

Council has provided a comprehensive Progress Report to the World Health Organisation (WHO) detailing achievements against the 8 Age Friendly Domains.









Practice

Our success is because we have facilitated involvement, captured expertise, acted on advice, and ensured everyone's capabilities and contributions are acknowledged and used. Because of this we have seen:

- Better partnerships and networks that have been built and maintained
- Increased capacity across council to respond to creating improved age inclusive information and environments

- Increased capacity amongst individuals and community to contribute their expertise and create meaningful partnerships
- ▶ Progress getting things done is important and only sustainable with good community governance and leadership

Programs

Many fantastic and valuable short and long term projects and partnerships have been established with the community.

For more detailed information on policy and some key programs refer to the background section of this document.



5 Factors to Prosper

Council has been lucky to have met on several occasions Dr Alexandre Kalache.

Dr Kalache is a specialist and leading pioneer in age-related issues and his contributions are widely acknowledged on the global stage.

He indicated to council at the inaugural Age Friendly Cities Australia Forum held in South Australia during 2016, that there were 5 factors to prosper and make good progress in the age friendly or inclusive space.

Council has used these 5 factors as an additional measure of success for achievements over the past 5 years. These are:

- ✓ Have good Government support
- ☑ Great community engagement
- Indicators of success (can improve)
- Academic support/input (are improving)

While council has made significant progress across these 5 factors we aim to continuously review and improve on our successes.



http://ilcbrazil.org/president

Build

Despite some excellent outcomes and good progress, there is always more to achieve and improve. The key strategic areas to build on are:

Housing

Location, diversity, social impacts, land use planning

Industry regulations, private lifestyle, retirement villages

Transport and mobility

Continuing to build on more effective solutions such as park, ride, pedestrian – plan for short and long term strategies across the city e.g. 'park and ride' concept

Diversity of needs for older migrants and refugees

Recognition of the needs and access to programs and activities locally in Clarence

Indicators of Success

Improve on indicators of success by developing consistent qualitative and quantitative data sets

Academic support and partnerships

Improve key partnerships with academic organisations and institutes

What the community told us

Community Engagement

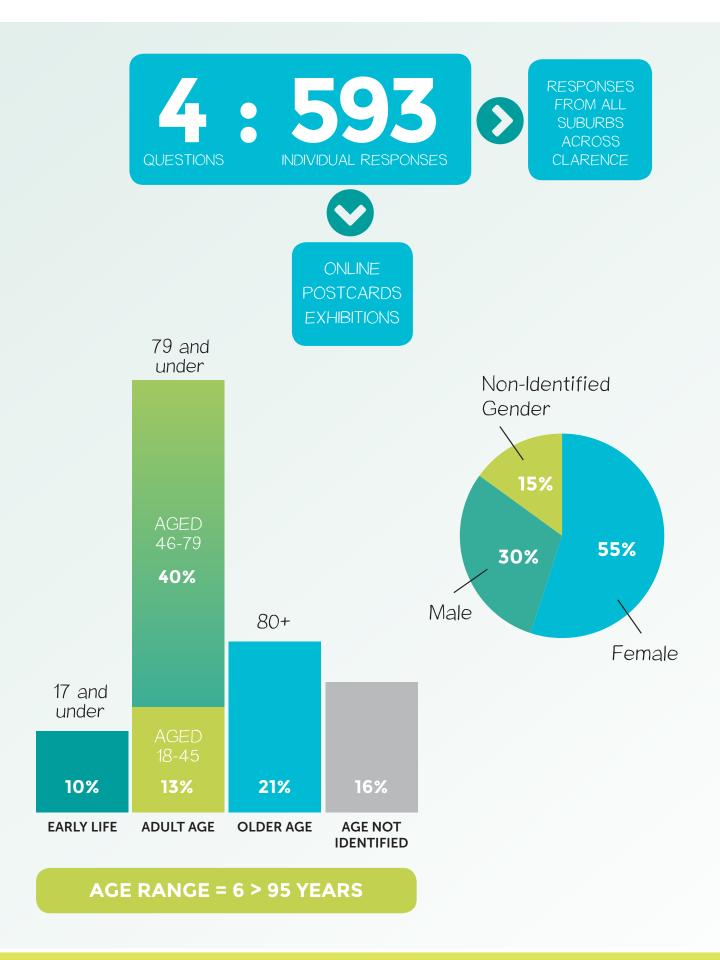
A detailed community engagement plan was created to inform the development of council's Age Friendly Plan. This information can be found in more detail in the background section of this document.

The in-depth, quality information gathered from the community was categorised and sorted into themes so that the data could be analysed, and key actions developed.

"Growing old is definitely special."

11, male, Clarendon Vale

What does 'age friendly' mean to you?	Imagine your life in 5 years' time. What does it look like? What are your needs?
What makes growing older easier? What makes growing older challenging?	What are your thoughts and experiences of growing older?
We are interested in hearing views from people Please complete the answers above and post back (reply paid) Answers to the questions will be used to inform the review of Conand research being generated by Dr Peta Cook, University of Tasis For more info on the project contact Julie Andersson 6217 959	by 22 August 2017. uncil's Positive Ageing Plan, mania (Peta.Cook@utas.edu.au) SUBURR



Key Findings

Across **all ages** the community told us what was important to **ACT** on.

54%

Relationships and being engaged was very important.

Growing older is easier when you have social connections, purpose, and supports to enable this.

People identified that loneliness, social isolation, feeling unsafe, lack of transport, choice of housing, inaccessible information and environments, were key barriers to achieving this.



"That with age comes hurdles that sometimes needs others to help overcome."

44, male, Clarendon Vale

"Growing older is eased by network and support systems."

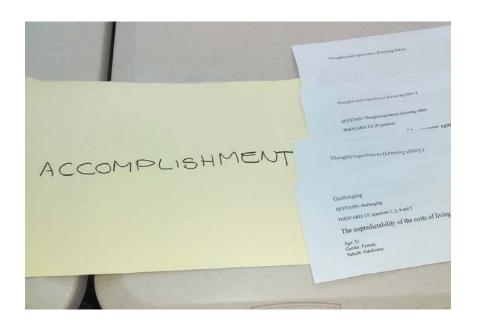
17, female, Howrah

"Shopping, medical, transport, accommodation facilities concentrated and centralised in level areas."

95, male, Lindisfarne

"Accessibility of technology and services and resources."

34, female, Richmond



31%

Having meaning and accomplishment and celebrating this, was central to where people saw themselves now, and in the future.

A lack of and/difficulty in accessing employment, training, creative choices and resources for lifelong learning, were key barriers to achieving this.

"At an age when we have time and freedom to enjoy past-times such as music, exercise and social activities, when health allows. Feel content."

80, female, Lindisfarne

"In five years I'll be at university."

17, female, Howrah

"I want to be an author for books and be my own boss."

11, male, Clarendon Vale

"In five years time I will be working full-time to support a family."

33, female, Oakdowns

"I think growing up is exciting."

9, female, Sandford

"It's also a scary thought because you are closer to death."

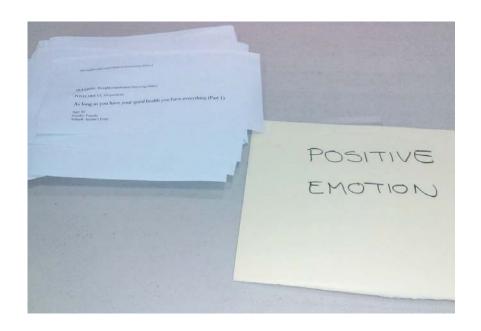
11, male, Clarendon Vale

"The reality of growing older hasn't hit me yet."

79, female, Rokeby

"I will persist in my endeavours to remain totally selfdependent, then who knows what life will present."

93, male, Lauderdale



15%

Being **positive** and **resilient** encouraged good attitudes to other people and to your own personal health and wellness as you age across the life course.

People identified that losing independence, a decline in health or illness, and negative attitudes to growing older, were barriers to achieving this.



"Don't see friends

70, male, Risdon Vale

a lot anymore."

"I like to spend time with my Gran and Pa - I like to go to Richmond to look at old things."

9, female, Sandford

Act

From the community engagement process the key strategic areas for Clarence to **ACT** on are:

Relationships and being engaged

Having meaning and accomplishment

Being positive and resilient

"Safe pathways and parking lots with even footing and warning of hazards."

69, female, Montagu Bay

"Know myself better and am lucky enough to be healthy."

45, male

The 5 year action plan

The scope of this action plan details how council will:

FOCUS

Focus on Key Strategic influences



Build on achievements and key areas for improvement



Act on what the community told us

The Action Plan aims to support and contribute to council's Strategic Plan and its multiple supporting plans.



www.ccc.tas.gov.au/publications

It does this through the lens of 'age inclusiveness' across the life course, and quality community input has determined where the gaps and innovations are.

Each theme is inter-connected, they do not stand alone. They also align with the relevant:

World Health Organisation (WHO) 8 Age Friendly key domains:

www.who.int/ageing/publications/ age_friendly_cities_guide/en

Strong Liveable Communities: Tasmania's Active Ageing Plan 2017-2022 key themes:

www.dpac.tas.gov.au/__data/ assets/pdf_file/0009/330588/Strong_ Liveable_Communities_-_Low_Res.pdf

The 5 year action plan

Council's Role to progress the actions of the plan is indicated in 4 ways:

Advocate

Take a leadership role in the community, across all tiers of government, and peak community organisations.

Deliver

Direct service provision including in partnership - programs, information, education, support, activities and events etc.

Facilitate

Provide key engagement, connections and planning to help progress outcomes.

Partner

Work collaboratively with other committees, agencies and organisations including accessing funding.

Timelines and resource requirements

over the next 5 years are within each financial year, to assist council to prioritise allocation of resources. These are indicated by a \$ sign.

Indicators of Success are identified after each key theme section.

An overview of projected resource allocations is provided in the background section.

Key Themes and their Strategies

Relationships and Being Engaged

STRATEGIES

- 1 Plan for, and provide, liveable environments for people of all ages and abilities
- 2 Develop and deliver services, programs and activities that increase social connections and support
- **3** Provide relevant and timely information in a range of accessible ways

Having Meaning and Accomplishment

STRATEGIES

- 1 Create opportunities across the City for celebrating the diversity of people of all ages
- 2 Support lifelong learning, creativity and employment opportunities for people to accomplish and contribute

Being Positive and Resilient

STRATEGIES

- 1 Help to improve optimistic attitudes and experiences between the generations
- 2 Support health and wellness across the life course within people's functional capacities

Leadership and Partnerships

STRATEGIES

- 1 Provide opportunities for the community to participate in the development, implementation, and review of age friendly planning for the City
- 2 Encourage key partnerships that support and complement the actions of the Age Friendly Clarence Plan
- **3** Develop improved and consistent indicators of success for council
- **4** Ensure that adequate human and financial resources are allocated for the ongoing Age Friendly Clarence Programs commitments

Key Themes and Strategies

"Generations mixing - not separated e.g. playgroups in aged care facilities."

34, female, Richmond

Relationships and Being Engaged

STRATEGY 1

Plan for, and provide, liveable environments for people of all ages and abilities

ACTION	CITY'S ROLE	TIMEFRAME
Develop a standard project requirement to adopt a 'life course' lens i.e. be age inclusive and accessible to all, for all of council's audits and master plans (internal or contracted) for new and re-developed infrastructure, facilities, public open spaces and environments, and urban development master plans.	Deliver	2019/2020
Continue to involve council's Positive Ageing Advisory Committee (CPAAC) in the provision of feedback, advice and recommendations on major master plans and audits.	Facilitate	2021/2022
Continue liaison and connection between CPAAC and other special committees/groups of council to share information and knowledge, and collaborate on 'liveable' community projects of mutual interest i.e. Tracks and Trails, Health and Wellbeing, Youth Network, Disability Access etc.	Partner	2021/2022

contract information.

Relationships and Being Engaged

Continue to work with council's Disability Access Advisory Committee (DAAC) to inform and collaborate on strategies and actions identified in the Access Plan, including: Complete the Access and Inclusion Checklist (Assessment and Reference Tool for General Deliver 2018/2019 Design) supporting a universal design approach. Promote and ensure a universal design Advocate 2018/2019 approach is adopted by council. Work with Metro on the development of bus 2020/2021 shelters that adopt a universal design approach, **Partner** in particular those bus stops located in high use \$ areas across the City. Continue to work with council's Health and Wellbeing Committee to inform and collaborate on strategies and actions identified in the Health and Wellbeing Plan under 'enhance liveability', including: Collaborate on future recommendations arising from council's Community Hubs Project 2019/2020 recommendations where they influence greater Deliver \$ age inclusive environments, services and facilities. Investigate alternative and innovative housing models across the City, with the aim of encouraging investment in the development of a housing model Advocate 2019/2020 that encourages people of all ages to reside i.e. co-located housing. Convene a 'Futures in Housing Models' Forum with regional councils/Local Government Association Advocate 2019/2020 Tasmania (LGAT)/COTA Tasmania/State Government, to help identify key enablers and barriers. Advocate with other organisations and peak bodies for private lifestyle retirement villages to develop Advocate 2021/2022 industry regulations in relation to simplifying

The 5 year action plan

Relationships and Being Engaged

Develop a Children and Family Services Strategy to recognise current service provision to children and families, identify gaps, and help guide council in the provision of and physical placement of child and family services.	Deliver	2021/2022 \$
Collaborate with other organisations and support relevant actions arising from council's Community Safety and Graffiti Management Plans.	Partner	2021/2022
Work across council and with other councils to develop a strategic and responsive approach to transport solutions by:		
Ensuring that the views of people of all ages and abilities are asked for, collated, and provided, toward the development of a regional transport strategy.	Facilitate	2021/2022
Continuing to investigate the 'Park and Ride' concept and opportunities, such as planning for parking that allows drivers to complete journeys by public transport i.e. bus, ferry etc.	Facilitate	2021/2022
Reviewing the operation of Council's Community Bus as an investment in the community, and with the view to investigating a regional resource sharing model with other council's.	Partner	2021/2022
Continuing to partner with the Risdon Vale and Warrane Mornington Neighbourhood Centres, South Arm Peninsula Residents Association Inc. and the Christian Family Centre Risdon Vale with the community bus partnership across these communities.	Partner	2021/2022

The 5 year action plan

Relationships and Being Engaged

Work across council to raise awareness of the importance that mobility, or being mobile, is important for people as they age by:

> Acknowledging that new technologies and the increased use of mobility scooters, electric bikes and trikes are viable transport options.

Ensuring council plan for and provide connected multi-use pathways and safe road crossings in key areas.

Deliver 2021/2022 2021/2022 Deliver \$

Acknowledge the importance of climate change and its impacts by:

Increasing public awareness through education on how elevated temperatures impact heat stress.

Planning for and providing ways that increase shade in the community e.g. tree planting and shade structures in parks, car parks and streetscapes etc.

Deliver	2021/2022
Deliver	2021/2022 \$

"Easy access to suitable medical professionals and facilities."

63, female, Clifton Beach

"Easy access for all."

18, female, Geilston Bay

Relationships and Being Engaged

STRATEGY 2

Develop and deliver services, programs and activities that increase social connections and support

ACTION	CITY'S ROLE	TIMEFRAME
Continue to support and partner with the Clarence Community Volunteer Service (CCVS) by:		
Working with the CCVS Steering Committee to respond to new service needs with innovative community solutions and projects that assist people to remain in their own homes and be independent as long as they are capable.	Deliver	2021/2022
Further develop the 'Planting Ahead' Program to improve community education on the benefits of low maintenance and 'easy' care gardens and environments.	Deliver	2019/2020 \$

Continue to support the Food Connections Clarence (FCC) Partnership with community organisations, Tasmanian Health Service, schools and businesses, by:

Facilitate the FCC partnership meetings.	Facilitate	2021/2022 \$
Coordinate the delivery of the FCC annual program promotion.	Deliver	\$
Work with partners to deliver and develop new social eating programs across the City.	Partner	\$
Continue to partner with other organisations in supporting the development of community gardens across the City.	Partner	\$

The 5 year action plan

Relationships and Being Engaged

Continue to strengthen the partnership with Alma's Activities Centre Clarence by:

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Working with the centre management committee with the implementation of Alma's Strategic Plan.	Partner	2021/2022
Establishing Alma's as the City's showcase of the Age Friendly '3P approach' (Policy, Programs and Practices).	Deliver	2020/2021
Continuing to deliver the Thursdays at Alma's Program in response to community requests and interest.	Deliver	2021/2022
Continue to support and facilitate the development of Men's/Community Sheds across the City.	Facilitate	2021/2022 \$
Facilitate an annual Neighbourhood Centre Forum to improve collaborative and strategic approaches to age inclusive programs and activities that provide social connections and support in the neighbourhoods of Clarendon Vale, Risdon Vale, Rokeby, and Warrane Mornington.	Facilitate	2021/2022

"Loss of independence and loneliness play a huge role in whether ageing is a happy experience or not."

69, female, Geilston Bay

The 5 year action plan

Continue to facilitate 4 Positive Ageing Network (PAN) Forums per year. As part of the PAN, liaise with Aged Care Providers in the City in particular their leisure and recreation programs, to increase support and integration of residents in the wider community.	Facilitate	2021/2022 \$
Ensure that council's Grant Program targets projects and initiatives that focus on the social inclusion of people of older ages.	Advocate	2021/2022 \$
Continue to respond to community and partnership requests by working with other organisations,	Partner	2021/2022
groups and community centres on relevant project collaborations, with a particular focus on projects that increase social inclusion.	Deliver	\$

"Very important to have people around who CARE whether they be friends, family or volunteers."

69, female, Geilston Bay

STRATEGY 3

Provide relevant and timely information in a range of accessible ways

ACTION	CITY'S ROLE	TIMEFRAME
Conduct a trial of 'face to face' Info Pop Ups across the City to share and disseminate information on what's happening with relevant projects and activities in key locations.	Deliver	2019/2020
Review the successes and challenges of the trial, with the view to developing a regular series of Info Pop Ups.		
Roll out the new Age Friendly Website and Facebook page in partnership with Alma's Activities Centre, as the key portal for the City's Age Friendly information.	Deliver	2018/2019
Review council's commitment to producing the biennial hard copy resource the 'Get Going Guide', by surveying users of the guide to establish how wide-spread and useful it is.	Deliver	2018/2019 \$
Continue to produce the Spotlight on Seniors Newsletter as a hard copy and email distribution 6 times per year, with the view to annually reviewing the impact and effectiveness of this product in the community.	Deliver	2021/2022 \$
Investigate the possibility of regular community radio announcements of news and 'what's on' across the City with local Hobart FM radio station.	Partner	2018/2019

How we will measure success

A 'Life Course' lens approach has been adopted by council for all project planning and procedures.	☐ 5 Neighbourhood Centre Forums have been conducted, with at least 5 strategic issues identified and under development.
 A Universal Design Approach has been adopted by council. 	At minimum one bus shelter
An Access and Inclusion Checklist supporting the practical inclusion of Universal Design has been	has been re-developed or built accordingly to the universal access design approach.
completed, is being implemented, and success measured.	☐ The community hubs project has delivered at least one good outcome for age inclusivity.
 That council can demonstrate in infrastructure planning and delivery, where it has provided connected 	A Futures in Housing Forum has been delivered.
multi-use pathways and safe road crossings in key areas.	Alternative housing models have been investigated and
 That at least 5 public awareness campaigns on the impact of heat 	recommendations provided to council.
stress have been conducted. That the importance of shade	 A Regional Transport Development Strategy has been progressed.
structures and tree plantings is incorporated into design features.	Council's Community Bus policy has been reviewed.
A 25% reduction in complaints regarding footpaths and hazards across the City.	A 'Greater Council's' regional resource sharing model of community transport options has been investigated.

The 5 year action plan

	The Clarence Community Volunteer Service (CCVS) has continued to respond to client		Alma's Activities Centre has been established as the Age Friendly showcase for the City.		
needs within funding agreements, and has increased its services to the adult and younger age groups who have a disability.			The Thursday's at Alma's program has conducted 15 seasonal programs, with a review of the successes and challenges.		
	The Planting Ahead Program has been reviewed and revitalised.		20 Positive Ageing Network (PAN) Forums have been held with service		
	Advocacy to organisations and peak		providers.		
	bodies has occurred for private lifestyle retirement villages to develop industry regulations .		Council's Grants Program has provided at least 4 grants to projects that support the social		
	A Children and Family Strategy has		inclusion of older people.		
	been developed.		5 Neighbourhood Centre Strategic		
	The Food Connections Clarence		Forums have been held.		
	(FCC) Program has had at least 4 new social eating programs developed across the City.		10 Community Pop UP info sessions have been conducted across the City.		
	The Heemskirk Community Garden in Warrane has been established and measures of success developed (with the garden committee) that		The Age Friendly website and Facebook page has been launched and reviewed.		
	indicate the space is used by people of all ages and abilities.		The Get Going Guide has been reviewed and released.		
	Other community gardens and men's/community sheds have been		35 Spotlight on Seniors newsletters have been produced and released.		
	supported to develop.				

Having Meaning and Accomplishment

STRATEGY 1

Create opportunities across the City for celebrating the diversity of people of all ages

ACTION	CITY'S ROLE	TIMEFRAME
Work with others to apply for a Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) grant, through the Tasmanian Government Grants Program, to deliver a project that raises awareness and creates greater understanding of this diversity among younger and older people.	Partner	2019/2020 \$
Connect with Aboriginal Elders in the City by working in partnership with the Cultural History Advisory Group and others, to establish how to strengthen recognition and collaboration.	Partner	2018/2019
Establish an Older Migrant reference group in the City (in partnership with others) to help inform on the specific needs of people with culturally diverse backgrounds (CALD).	Partner	2019/2020
Support the Older Migrant reference group in showcasing their diversity at council's biennial World Games Day event.	Facilitate	2019/2020

The 5 year action plan

Having Meaning and Accomplishment

Initiate a 'celebration of people over 90' project based on the Adelaide Fringe Festival concept.	Deliver	2019/2020
Continue to celebrate 'Seniors Week' annually and partner in collaboration with:		
The Youth Network Advisory Group (YNAG) through the 'Our Shared Space' Program.		
The Cultural History Advisory Committee.	Deliver	2021/2022
Alma's Activities Centre Committee.		\$
Other community organisations.		

"Young people are willing to help if you are in trouble."

81, male, Lauderdale

"Inclusive and safe society."

73, male, Howrah

STRATEGY 2

Support lifelong learning, creativity and employment opportunities for people to accomplish and contribute

ACTION	CITY'S ROLE	TIMEFRAME
Partner with others to establish creative ways to introduce new technologies to older people who want to learn how to use and access information technology, but have limited knowledge or no access to computers, tablets, smartphones etc.	Partner	2019/2020
Continue to support the Clarence Community Volunteer Service (CCVS) in the recruitment of a wider range of valuable volunteers who support older and younger people who have a disability in the community.	Deliver	2021/2022
Develop a Volunteer Strategy for the recruitment, retention, and resource management of all people who volunteer with council.	Deliver	2019/2020
As part of the Volunteer Strategy, ensure that:		
Older people are recognised as a valuable resource and contributor to the City's 'future draft' Emergency Response and Recovery Plan.	Deliver	2019/2020
Council's strategic policy positions on management of assets (i.e. halls and venues) and the volunteer groups who use these facilities (i.e. fee paying and non-fee paying) are reviewed.	Deliver	2019/2020
As a component of council's Organisational Development (OD) Plan, facilitate a working group to identify how multiple avenues for people of all ages and abilities to train, volunteer and gain employment at council can be facilitated.	Facilitate	2019/2020

The 5 year action plan

Having Meaning and Accomplishment

Partner with council's Youth Service and Economic Development on projects, innovations and sourcing of funding, to help contribute to training, education and skills development that lead to employment for younger and older workers.	Partner	2020/2021
Continue to promote and support (where possible), the multiple groups, centres and organisations across the City who provide valuable places for creativity and life-long learning to occur.	Facilitate	2021/2022
Support council's Cultural Arts Program in responding to and providing ongoing programs and activities.	Deliver	2021/2022
Partner with other organisations and agencies on projects and activities that contribute to the importance of arts, creativity and ageing.	Partner	2021/2022

"Good Public transport."

63, female, Clifton Beach

"I do not wish to go into a nursing home."

93, male, Lindisfarne

"In some ways it's nice to get help whenever needed. In other ways it's a bugger."

85, female, Opossum Bay

Having Meaning and Accomplishment

How we will measure success

 A Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) grant, through the Tasmanian Government Grants Program has 	That council's Emergency Response and Recovery Plan included the value of older people's knowledge and expertise.
been applied for and a project successfully completed.	Council's strategic policy positions on management of assets (i.e. halls
Meaningful connection has been made with Aboriginal Elders in the City.	and venues) and the volunteer groups who use these facilities (i.e. fee paying and non-fee paying)
An Older Migrant Reference Group has been established.	have been reviewed. Contributions to the Organisational
 A 'Celebration of People Over Ninety' Project has been 	Development (OD) Plan have been made.
conducted.	Economic Development,Community Planning and
■ 5 Seniors Week events have been held.	Development and Youth Services, have collaborated
A partnership has been established that has initiated various approaches to how older people can learn about and use new technologies .	and recommended a number of strategic actions that have contributed to skills, training, and development initiatives.
	At least 3 partnerships have been
 The Clarence Community Volunteer Service (CCVS) has had a 20% increase in younger volunteers. 	established that support the ongoing importance of creativity and the arts across the City.
A Volunteer Strategy has been developed for the City.	

STRATEGY 1

Help to improve optimistic attitudes and experiences between the generations

ACTION	CITY'S ROLE	TIMEFRAME
Develop a multi-media campaign to increase awareness and education of what being 'age friendly' means through:		
Using the quality information gained through the plans review from people of all ages to conduct a 'feedback exchange' with the community, starting with schools.	Deliver	2018/2019
Partnering with COTA Tasmania in promoting their #RethinkAgeing campaign by sharing social media posts, providing information on council's websites, and newsletters.	Partner	2018/2019
Conducting educational sessions with younger adults at Alma's Activities Centre and the Thursdays at Alma's Program.	Deliver	2021/2022
Progress innovative partnerships that focus on combating ageism including:		
Establishing an Age Friendly Retail Award in partnership with COTA Tasmania, and businesses.	Partner	2019/2020 \$
Working with council's Children's and Youth Services on project/s that address what Ageism is through the Our Shared Space Program.	Deliver	2021/2020 \$
Work with COTA Tasmania on helping to raise awareness of what elder abuse is and on	Partner	2019/2020

initiatives with the community to combat this.

The 5 year action plan

Being Positive and Resilient

Work with the University of Tasmania on the collaborative research project "Examining community needs and wants for an age-friendly, intergenerational city", in partnership with Youth Services, the Tasmanian Community Fund and Tasmanian Government.	Partner	2018/2019 \$
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STRATEGY 2

Support health and wellness across the life course within people's functional capacities

<u> </u>		
ACTION	CITY'S ROLE	TIMEFRAME
Ensure that the City plans for the provision of flexible, multi-purpose environments for sport and recreation, cater for people of all ages and abilities through public open space and recreational strategies.	Facilitate	2018/2019
Acknowledge the importance that the community places on health and wellness by continuing to support, facilitate and partner with others on health and wellbeing programs across the City, with a specific focus on:		
Continuing Gentle Exercise Programs for people in the communities of Rokeby and Risdon Vale.	Deliver	2018/2019 \$
In collaboration, develop a 'Returning to Exercise' taster program for people with limited capacity in suburbs where more inclusiveness was indicated e.g. Clarendon Vale, Risdon Vale, Clifton, Cremorne and South Arm, Opossum Bay.	Partner	2020/2021 \$
Continuing the 'Live Well Live Long Program' partnership including further developing access to the program in the City, and support the adoption of the program across Tasmania.	Deliver	2021/2022 \$
Continuing to support the Fitness in the Park Program and working with the Health and Wellbeing Committee on the feasibility of satellite programs outside of the CBD i.e. South Arm and Richmond.	Deliver	2021/2022 \$
Promote good health through the annual Living Well in Clarence event, by continuing to showcase programs and resources.	Deliver	2021/2022

Continue partnering with relevant institutions, organisations and the community, on dementia friendly projects and initiatives, including investigating making Clarence a 'Dementia Friendly City'.	Partner	2021/2022 \$
Continuing to partner with the 'aWake Before Death Program' to help facilitate the ethos that preparing for end of life care is important, including:		
Sourcing additional funding for a suite of small films to be produced with existing raw footage.	Partner	2021/2022 \$
Partnering with Palliative Care Tasmania to continue to provide workshops and forums on advanced care planning, and other topics of interest.	Partner	2021/2022 \$
Promote and support existing walking groups and the formation of new local walking groups.	Partner	2021/2022 \$
Support and promote the benefits of bike riding for health and wellness and the formation of more bike riding groups.	Partner	2020/2021
Acknowledge the important role that companion animals or pet ownership has to social connections and physical opportunities i.e. walking, by:		
Continuing to support the pilot dog walking program of clients of the Clarence Community Volunteer Service and evaluate outcomes and sustainability.	Deliver	2019/2020 \$
Ensuring that council considers the need for more fully fenced dog parks across the City in the review of its Dog Management Policy.	Deliver	2021/2022 \$
Investigating pet-friendly transport options that help increase social connections for people who have no alternative options.	Facilitate	2020/2021 \$

How we will measure success

 A multi-media campaign has been planned and produced to help combat ageism and the following outcomes achieved: a community feedback exchange of information promotion of the #RethinkAgeing campaign 	Gentle Exercise Programs in targeted communities have continued; and a 'Returning to Exercise' partnership has been created to facilitate people with lower functional capacity than others to have greater opportunities for movement.
 educational awareness programs of the importance of ageing and end of life care planning 	Awareness has been raised on what elder abuse is through at least4 community initiatives.
 Age Friendly Retail Awards have been established with COTA Tasmania. 	New walking groups have been formed and at least 2 bike riding groups.
☐ The Our Shared Space Program has worked on at least 4 projects combatting Ageism.	☐ The Clarence Community Volunteer Service has evaluated the dog walking program for clients.
☐ The "Examining community needs and wants for an age friendly, intergenerational city" project has	That an investigation has been done on pet-friendly transport options.
been conducted and evaluated.	☐ That council has considered the
 The City has adopted the provision of flexible, multi-purpose environments for sport and 	need for more fully fenced dog parks across the City in the review of its Dog Management Policy .
recreation, for people of all ages and abilities, in its public open space and recreational strategies.	

The 5 year action plan

Being Positive and Resilient

- The **Live Well**. **Live Long** Program has continued to provide good outcomes for people, and that access to the program by the wider community has increased.
- The feasibility for the Fitness in the Park Program to expand to outer suburbs has been investigated and options developed.
- Dementia awareness projects and programs have increased in the City and investigation has occurred on making Clarence a **Dementia** Friendly City.
- The aWake Before Death
 Program has increased its suite
 of educational short films and
 an evaluation process has been
 developed for the use of the films
 locally, nationally and globally.

FOUNDATIONAL THEME

As evidenced by successful progress over more than 10 years working in the positive and age friendly environment, council has established a leadership role with the **community** and **key partnerships** with others. It is important to recognise this role so that it can continue to form the foundational basis underpinning the work of the other key themes.

Of equal importance is to further develop consistent and measurable indicators of success and adequate resources to support the Age Friendly Clarence Program.

STRATEGY 1

Provide opportunities for the community to participate in the development, implementation, and review of age friendly planning for the City

ACTION	CITY'S ROLE	TIMEFRAME
Continue to facilitate the Community Governance Model established with residents and key stakeholders who form the Clarence Positive Ageing Advisory Committee (CPAAC)	Facilitate	2021/2022 \$
Continue to renew and revitalise the committee constitution and membership in line with current council policy, every 4 years of council elections.	Facilitate	2021/2022
Continue to support and encourage current and future leaders of CPAAC and the Youth Network Advisory Group (YNAG) to attend and represent with council, at forums, training and workshops.	Facilitate	2021/2022 \$

STRATEGY 2

Encourage key partnerships that support and complement the actions of the Age Friendly Clarence Plan

ACTION	CITY'S ROLE	TIMEFRAME
Progress partnerships as indicated across the key theme areas, and monitor opportunities for collaboration on projects arising.	Partner	2021/2022 \$
Continue to maintain council's status as an Age Friendly City and Community on the World Health Organisation (WHO) Global Network, including:		
Providing progress reports to the WHO	Partner	2021/2022
Maintaining an active presence on the WHO Age Friendly Global Database with council's projects and programs	Partner	2021/2022
Continue to be a part of the National Australian Age Friendly Cities Network.	Partner	2021/2022 \$
Facilitate with COTA Tasmania and others a Tasmanian Age Friendly Network discussion group.	Facilitate	2018/2019

STRATEGY 3

Develop improved and consistent indicators of success for council

ACTION	CITY'S ROLE	TIMEFRAME
Investigate a partnership with the University of Tasmania (UTAS) to help develop an 'Indicators of Success' using the PERMA+ models (or similar).	Partner	2019/2020 \$
Facilitate a coordinated Council approach to the collection and dissemination of measures of success/data across council, consistent with:		
Council's Draft Community Planning and Development Framework recommendations.	Facilitate	2021/2022 \$
Future Organisational Development (OD) Plan.	Facilitate	2021/2022
Regional Health and Wellbeing surveys.	Facilitate	2021/2022
PERMA+	Facilitate	2021/2022
Data collected and disseminated by the State Government.	Facilitate	2021/2022

STRATEGY 4

Ensure that adequate human and financial resources are allocated for the ongoing Age Friendly Clarence Program commitments

ACTION	CITY'S ROLE	TIMEFRAME
Investigate the cost effectiveness of developing a Programs Officer position, as a viable model that can support the development and promotion of age friendly programs and activities across all council managed community centres/halls e.g. Alma's, Lindisfarne, Howrah, Risdon Vale, South Arm etc.	Facilitate	2019/2020 \$

How we will measure success

Membership and support of 20 CPAAC meetings have been the National Australian Age conducted and the committee Friendly Cities Network has been constitution has been reviewed and maintained. membership revitalised. A Tasmanian Age Friendly City CPAAC and YNAG members have. Network and resource sharing has been supported to attend relevant been discussed and developed. forums, training and activities. Indicators of Success have been Membership status with the WHO **Age Friendly City and Community** developed for a whole of council approach to benchmarking. Global Network has been maintained and progress reports ☐ The resourcing for a **Program** and activities submitted. Officer position has been investigated and approved.

Table Overview of Projected Resource Allocations

Financial Year	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022
Actions				
Age Friendly website and Facebook page				
Get Going Guide				
Spotlight on Seniors Newsletter				
UTAS Intergenerational Project (with Dr Peta Cook)				
Universal design bus shelter project NEW				
Community Hubs Project recommendations				
Planting Ahead Program (CCVS)				
Food Connections Clarence Program				
Alma's Activities Centre:				
Establishing site as a showcase NEW				
Thursdays at Alma's Program				
Support to Men's/Community Sheds				
Support to community garden developments				
Relevant council grants				
Relevant Project Collaborations especially on:				
Mental Health				
Creativity, Arts and Ageing				
Children and Family Services Strategy				

Financial Year	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022
Actions				
LGBTI Project NEW				
Celebration Over 90 Event NEW				
Seniors Week events				
Volunteer Strategy NEW				
Our Shared Space Program				
Age Friendly Retail Award NEW				
Gentle Exercise Programs Risdon Vale and Rokeby				
Return to Exercise Partnership NEW				
Fitness in the Park satellite programs (Community Health and Wellbeing Plan)				
Living Well in Clarence event				
Positive Ageing Network (PAN) Service Providers				
Dementia Friendly Projects				
aWake Before Death				
Clarence Positive Ageing Advisory Committee (CPAAC) Community Governance model – including support to Youth Network Advisory Group to attend forums, training, workshops				
National Australian Age Friendly Cities Network				
Developing holistic measures of success/ PERMA+ model in partnership with UTAS NEW				
Program Officer NEW				

Policy

Age inclusiveness and ageing well is directly impacted by how council supports the health and wellbeing of the community, how land and assets are managed and developed, and where council's finances are being invested to support this approach.



It is council's policy to:

Recognise and support the World Health Organisation (WHO) definition of an age friendly or inclusive city and community.

Provide leadership in supporting an age friendly environment through the Guiding Principles of:

- Collaboration
- Community governance
- Partnerships
- Resources
- Evaluation

Plan for, resource and provide services, facilities and information in a way that supports the importance of a life course approach to ageing across the whole of council, in partnership with others.

Practice

Consultation Process

Working with council's Positive Ageing Advisory Committee (CPAAC) to:

> Identify measures of success listed in the existing plan;

> Establish the scope and method of the review:

Conduct a workshop with Aldermen for their advice and feedback: and

Act as the key project review working group.

Discussing the review of the plan with council's Community Participation Steering Group for their input and advice.

A partnership with Dr Peta Cook (University of Tasmania). As a researcher and artist, council and CPAAC worked with Dr Cook to bring her exhibition 'Reclaiming the self: How older people perceive and experience their ageing' to 15 venues across Clarence, from schools to community centres and markets, as the major component of the community engagement process for residents of all ages.

The exhibition displayed photographs taken by older Tasmanians which focused on how they represented their ageing. Each image was accompanied by interview extracts from the person who took the picture.

The community engagement process was launched at a special exhibition at council chambers.

Four key questions were crafted as an invitation for the community to share their own thoughts and experiences of their ageing. Participation was encouraged by writing answers on special 'tablecloths' at each exhibition, by picking up a reply paid postcard and returning answers to council in their own time, or by responding to the questions on council's website.



A thematic analysis workshop with CPAAC members was facilitated by Dr Peta Cook (University Of Tasmania) to help categorise the significant amount of qualitative data gathered from the community. Quantitative data was gathered on age, gender and suburb.

The data was sorted using the PERMA+ model (individual happiness and wellbeing), focussing on the enablers and barriers to each of the categories below.

Positive Emotion

Engagement

Relationships

Meaning

Accomplishment

+ Physical Activity, Nutrition, Sleep & Optimism

More information on the PERMA+ model can be found here.

www.wellbeingandresilience.com/the-science

Development of the draft plan

Input from key council staff

A second workshop with Aldermen to discuss the draft plan

Advertising the draft plan for further public comment

Final adoption of the plan by council

Launch of the new plan

Implementation, Monitoring and Review

The Age Friendly Clarence Plan is a 5 year plan and each action has clear review timelines within council's annual financial year to assist with council's Annual Plan and Capital Works Program.

It is the role of the Clarence Positive Ageing Advisory Committee (CPAAC) to assist council with the practical implementation and review of the Plan.

Council will report each financial year on the progress of the Plan's implementation in the Annual Report.

Programs

Many fantastic and valuable short and long term projects and partnerships have been established with the community.

aWake Before Death

The award winning partnership program addressing end of life care and death and dying. Partners include: Warrane Mornington Neighbourhood Centre, Fairway Rise Retirement Living Village, Community Conversations, and Salmutations Music Therapy.







www.awakebeforedeath.org.au



Heart Moves / **Gentle Exercise**

Delivering Heart Moves/Gentle Exercise programs in targeted communities, providing the opportunity for adult and older age groups to be introduced to activity or return to exercise after injury or illness, and maintain and/or strengthen their physical fitness within their functional capacity.

Community Bus

A Community Bus partnership across 3 diverse suburbs. opening up transport solutions and providing social and recreational opportunities for people of all ages. Partners include: Risdon Vale Neighbourhood Centre, Warrane Mornington Neighbourhood Centre, South Arm Peninsula Residents Association (SAPRA) Inc. and Christian Family Centre Risdon Vale.







Howrah Men's Shed

Facilitating the development of the Howrah Men's Shed as a safe place to share skills, make friends and network with others, with the primary purpose of enhancing personal well-being.

www.howrahmensshed.org

Our Shared Space

Coordinating with council's Youth Network Advisory Group (YNAG) the Our Shared Space Program, promoting safe environments, connections, and developing activities people of all ages.





Publications

Developing and delivering information in multiple formats with the community, such as the Get Going Guide resource booklet and Spotlight on Seniors newletter.







Thursdays at Alma's

Delivering a seasonal program on topics of interest raised by the community, in partnership with Alma's Activities Centre.

Seniors Week

Providing an annual community celebration during Seniors Week with a focus on walking and enjoying social interaction, across different locations in the City.





Pop Up Cafe Conversations

Collaborating with the University of Tasmania/Wicking Dementia Research and Education Centre to conduct a series of Pop Up Café Conversations on Dementia across the City, providing a safe and welcoming environment to find out more about dementia and provide insights and support to others.





Live Well. Live Long.

Another award winning collaborative program Live Well. Live Long focussing on promoting health and wellness in adult and older age in partnership with the Clarence Community Volunteer Service, Clarence Integrated Care Centre, and Tasmanian Health Service - Health Promotion.



Community Gardens

Partnering and participating in health and wellness community events such as Living Well in Clarence, and supporting the development of multiple community initiatives such as: Heemskirk Community Garden (Warrane Mornington Neighbourhood Centre).

Planting Ahead

Supporting the Clarence Community Volunteer Service to develop a low maintenance, easy care garden program for clients of the service.









Food Connections Clarence

Supporting the Food Connections Clarence (FCC) Program developing and promoting social eating opportunities and a packaged meal program in collaboration with Clarendon Vale Neighbourhood Centre, Clarence Community Volunteer Service, Risdon Vale Neighbourhood Centre, Warrane Mornington Neighbourhood Centre, Clarence High School, Alma's Activities Centre, South Arm Peninsula Residents Association (SAPRA) Inc. and Moto Vecchia Café.

www.facebook.com/FoodConnectionsClarence

References

Australian Bureau of Statistics – Clarence **www.abs.gov.au**

International Longevity Centre www.ilc-alliance.org/index.php/home

International Longevity Centre – Australia www.ilc-alliance.org/index.php/members/details/ilc-australia

SAHMRI South Australian Health and Medical Research Institute – The Wellbeing and Resilience Centre

www.wellbeingandresilience.com/the-science

World Health Organisation Ageing and Life Course www.who.int/ageing/age-friendly-world/en

World Health Organisation Age Friendly Cities and Communities www.who.int/ageing/projects/age-friendly-cities-communities/en

World Health Organisation Age Friendly Cities Guide Global Age-friendly Cities: a Guide www.who.int/ageing/age_friendly_cities_guide/en

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Dr Peta Cook (University of Tasmania) with **CPAAC** members Joan Carr, Kevin Huxtable and **Leanne Doherty**

Council would like to thank:

The Clarence Positive Ageing Advisory Committee (CPAAC) for their advice, active participation and support in implementing the actions of the Positive Ageing Plan 2012-2016; and for their committed work during the review in contributing to this new Age Friendly Clarence Plan.

Dr Peta Cook, Senior Lecturer of Sociology, School of Social Sciences, College of Arts, Law and Education, University of Tasmania (UTAS).

Dr Cook provided many hours of voluntary support toward the review and community consultations for the plan, and reviewing the draft Age Friendly Clarence Plan 2018-2022. Council is privileged to have had the opportunity to partner with UTAS through Dr Cook, and participate in her ongoing research into ageing.

The **staff and community** who took the time to provide valuable contributions and insights toward informing the plan.

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