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Purpose



The purpose of the Stonnington Health and Wellbeing Plan (the Plan) is to identify the health and wellbeing needs of our community and provide strategic guidance to Council and its partners about how we respond to these needs.

While the Plan is prepared by Council, improving health outcomes requires a collective and sustained effort from all levels of government, non-government organisations, businesses, health professionals, communities, families, and individuals.

The Plan outlines the vision and priorities for improving and promoting the health and wellbeing of our community over the next four years, identifies the outcomes we want to see in the community, what we will focus upon, and who we will work with to achieve these outcomes.

A message from Council



We are excited to present the Stonnington Health and Wellbeing Plan 2021–2025.

This plan demonstrates how we will support the Stonnington community to lead healthy, happy and fulfilled lives, recognising that good health is far broader than being free from disease. Good health is about physical, mental, and social wellbeing. We know that when our community has good health and wellbeing, they can live happy, fulfilled, and meaningful lives, and so planning activities for how we can improve and promote health and wellbeing in our community is an integral part of our role as Council. It underpins the Stonnington Community Vision 2040, the Council Plan 2021–2025, and all planning by Council.

We look forward to working with our partners and our community to increase the health and wellbeing of everyone in Stonnington.

Acknowledgement of Traditional Custodians

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The City of Stonnington acknowledges that we are on the Traditional Lands of the Wurundjeri Woi Wurrung and Bunurong peoples of the East Kulin Nations and pay our respect to their Elders past, present and emerging.

The City of Stonnington recognises and accepts its responsibility to learn from and promote the intrinsic value of Aboriginal and Torres Strait Islander cultures, heritage and contemporary aspirations to the wider community; understanding that this enriches Australia's heritage and our community. The City of Stonnington acknowledges the right

of Aboriginal and Torres Strait Islander peoples to live according to their own values and customs in our diverse community, subject to Australian law.

Council respects the Wurundjeri Woi Wurrung and Bunurong peoples' special relationship to the land and recognises Aboriginal and Torres Strait Islander sacred sites and significant places. Council recognises the valuable contributions to Victoria made by Aboriginal and Torres Strait Islander peoples and will work together towards a future of mutual respect and harmony.



Executive Summary

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The Health and Wellbeing Plan (the Plan) identifies what Council, and its partners will focus upon in the next four years to improve the health and wellbeing of the Stonnington community. The Plan has been developed in partnership with health and community agencies and reflects a strong understanding of the health and wellbeing needs of the community, the changing issues, environment, and priorities our community is experiencing and responding to.

The commitments guiding Council's health and wellbeing planning

We are committed to building a resilient, capable, and inclusive community, and we will do this by:

- » Pursuing fair and equitable health and wellbeing outcomes for our whole community.
- Advocating, collaborating, and partnering with others to deliver health and wellbeing outcomes for our community.
- Working alongside our community to plan for and make decisions about health and wellbeing outcomes.
- Making decisions and implementing actions that are based upon evidence and thorough consideration of the health and wellbeing outcomes for our community.
- **Embedding** equitable health and wellbeing outcomes in everything we do.
- » Pursuing great health and wellbeing outcomes for our community at every stage of their life.
- Implementing initiatives that deliver shared benefits which improve the health and wellbeing of our community and address other priorities Council and its partners have for the Stonnington community.

What influences our health and wellbeing?

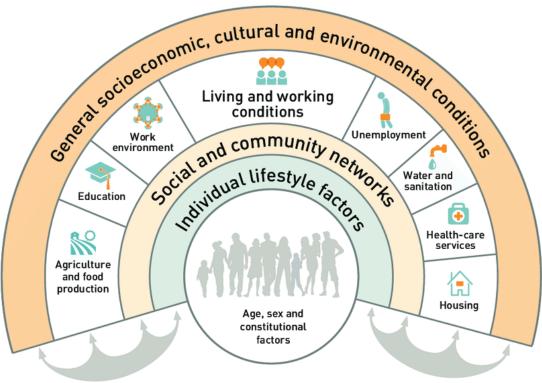


There are many factors which influence the health and wellbeing of individuals and communities. We make decisions every day about what we eat, whether we exercise and whether we drink alcohol or smoke tobacco. These all impact upon our health and wellbeing, but there are often factors beyond our control which influence these decisions and can have profound long-term impacts upon our health. These are known as the **social determinants of health**¹ and include:

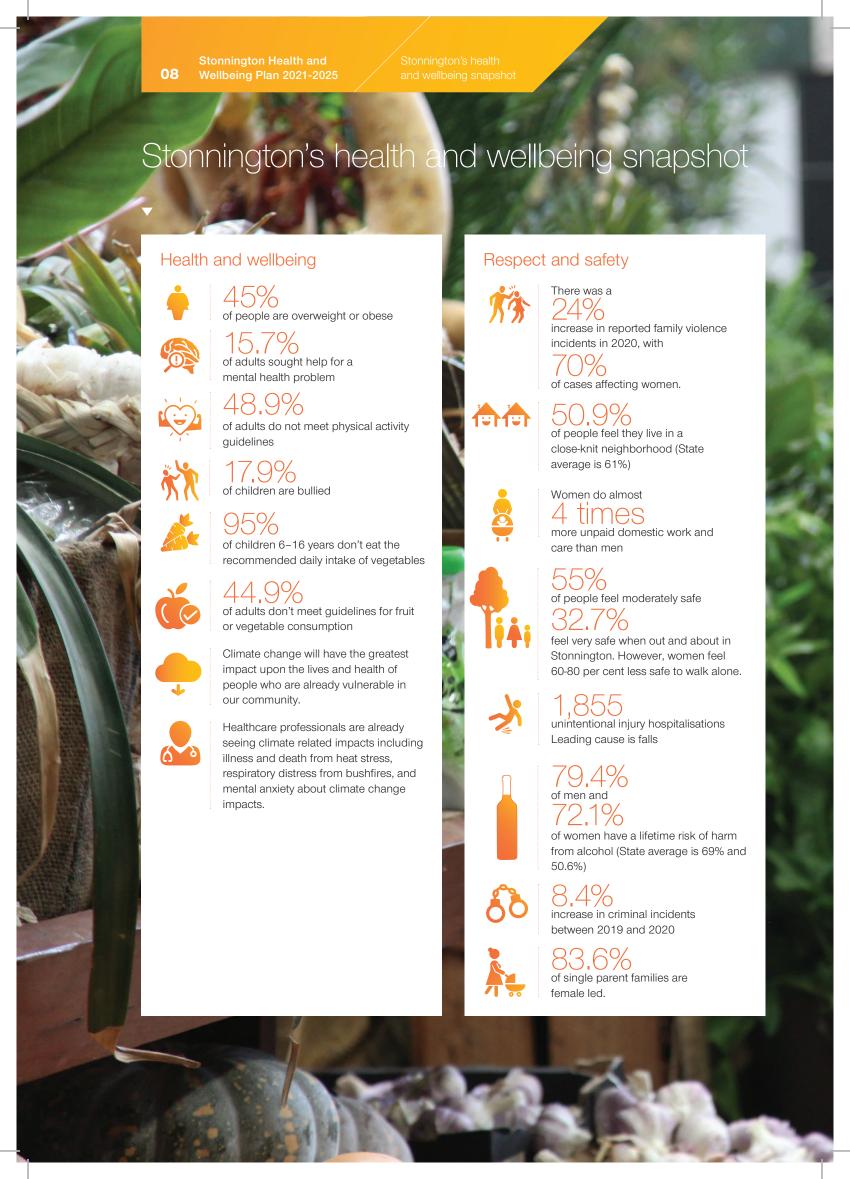
- » Socio-economic status
- » Early life circumstances
- » Social support networks
- » Education and employment
- » Housing

- » Access to fresh and healthy food
- » Gender, sexuality, race and ethnicity
- » Access to, and use of health services
- » The liveability of the area

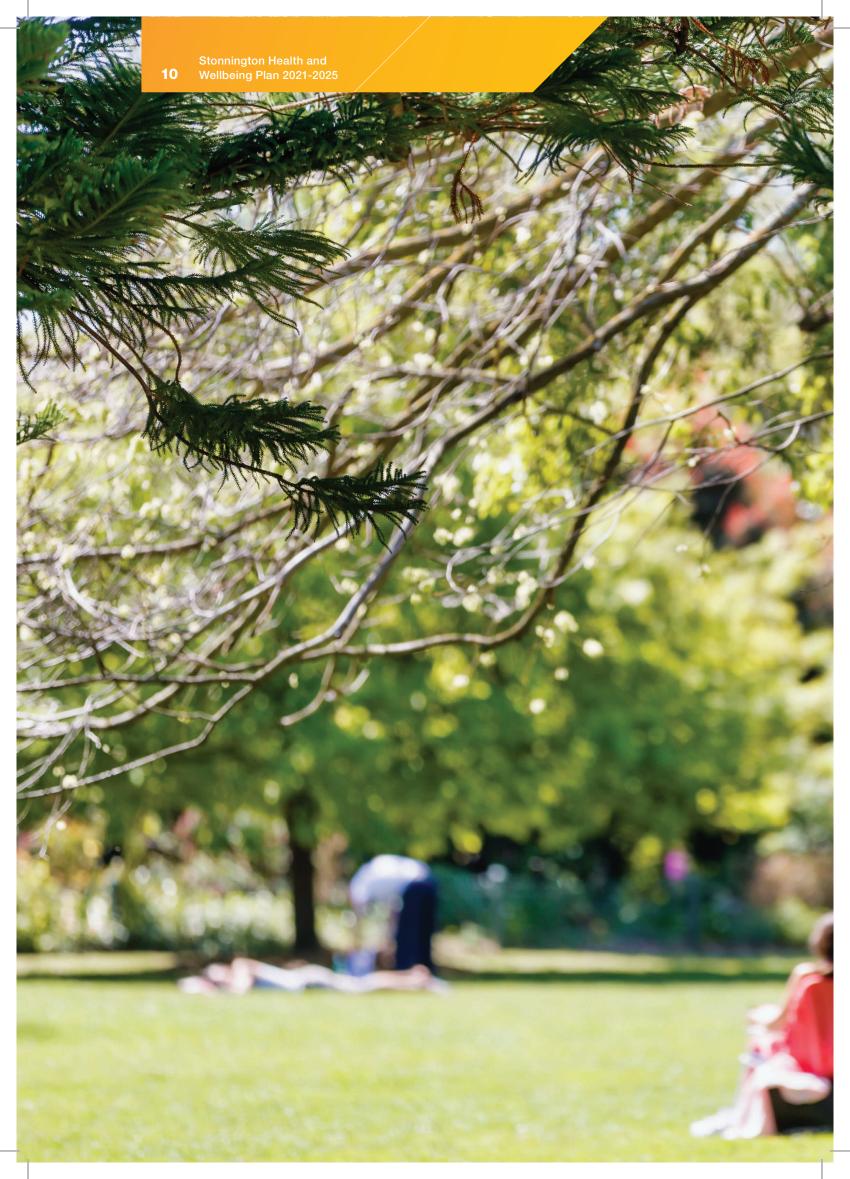
¹Commission on Social Determinants of Health (CSDH), 2008, Closing the gap in a generation: health equity through action on the social determinants of health. Final report of the Commission on Social Determinants of Health. Geneva: WHO.



Source: Dahlgren and Whitehead (1991, page 11)









Working together to improve health and wellbeing



Council has responsibility for progressing the Health and Wellbeing Plan in partnership with other health agencies and organisations supporting the Stonnington community. To ensure this partnership is strong and collaborative, the Reference Group, established to guide development of the Plan, will also guide implementation of the Plan.

The Reference Group includes representatives from:

- » City of Stonnington
- » Star Health
- » Caulfield Community Health
- » Alfred Health
- » Women's Health in the South East (WHISE)
- » Southern Melbourne Primary Care Partnership (SMPCP)
- » State Government Department of Health
- » Other health agencies and community groups with a role in health

How you can get involved

Understand how to stay healthy and well

- » Make sure you have the right health and wellbeing information for you, your family and your friends. You can find this:
 - through the State Government's Better Health Channel
 - by speaking with your general practitioner or local community health service.

Get involved in your local community

- » Join a group, club or activity
- » Know your neighbours and help them out
- » Volunteer with a community group, emergency service organisation, community support service or one of Council's advisory committees
- » Can't find a group that's right for you? Set up your own group

Be active and eat well

- » Keep your body moving take a walk around our vibrant and beautiful streets and parks, swim at one of our leisure centres, or join a sports club
- Eat a healthy and balanced diet including lots of fruit and vegetables and less treat food

Not sure where to start?

- Visit the City of Stonnington and Active Stonnington websites
- » Visit the VicHealth Be Healthy website
- » Visit the *This Girl Can* website.

The Plan

What is public health and why is it important?

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Public health looks at the health of a community or population group and works to prevent people from becoming unwell in the first place. The World Health Organisation (WHO) defines public health as 'the art and science of preventing disease, prolonging life and promoting health through the organised efforts of society'. Health in this context includes physical, mental, and social wellbeing and it is not merely the absence of disease or infirmity².

The purpose of public health is to protect, improve and promote health and wellbeing. This happens through educating our communities about staying healthy and well, encouraging healthy lifestyles, and research about disease and the prevention of injuries. It focuses on preventing avoidable disease, injury, disability and death, and promoting and building a healthy and sustainable environment for current and future generations³.

Focusing on health is important because being healthy and well underpins the lives of individuals, families, and communities. When we are healthy and well, we can live happy, fulfilled, and meaningful lives, when we are unwell, our opportunity to live happy, fulfilled and meaningful lives is reduced.



What is a public health and wellbeing plan and why do we need one?



It is a requirement of the *Public Health and Wellbeing Act* 2008 (the Act) that all local governments prepare a public Health and Wellbeing Plan within twelve months of Council elections. But more importantly, by developing a Health and Wellbeing Plan, Council and its partners demonstrate that:

- * they understand the health and wellbeing needs of the community;
- are clear about the priorities for improving health and wellbeing; and
- are committed to improving health outcomes for everyone in the community.

Local government's role in health and wellbeing



Council has several recognisable statutory responsibilities for improving health outcomes in Stonnington including:

- developing and enforcing public health standards and intervening if the health of the Stonnington community is affected:
- coordinating and providing immunisation services to people living in or being educated in Stonnington; and
- » maintaining Stonnington in a clean and sanitary condition⁴.

However, our biggest role is to create environments which support all people in our community to walk, live healthy and well lives. We do this in many ways including:

- » planning neighbourhoods and spaces that encourage our community to walk, cycle and play;
- » land use planning and the development and enforcement of local laws;

- working in partnership with other agencies to improve health and wellbeing in the local community⁵;
- advocating to other levels of government about changes that are needed to reduce harm and improve the health of our community; and
- » supporting all our community, including people experiencing vulnerability or disadvantage, to access services and supports and to actively participate in community life.

We will continue this focus in our new Plan (particularly in response to the disruption caused by the COVID-19 pandemic) to help improve understanding of the health impacts of climate change, increase physical activity levels, impact healthier food and drink choices and create a more respectful and equitable community.

² Public Health Association of Australia, May 2018, Fact Sheet: What is Public Health. Available: Reports - Public Health Association of Australia Inc (phaa.net.au)

³ Public Health Association of Australia, May 2018, Fact Sheet: What is Public Health. Available: Reports - Public Health Association of Australia Inc (phaa.net.au)

⁴ Victorian State Government, 2008, Victorian Public Health and Wellbeing Act

 $^{^{\}mbox{\tiny 5}}$ Victorian State Government, 2008, Victorian Public Health and Wellbeing Act

Planning and policy framework underpinning the Health and Wellbeing Plan

The Health and Wellbeing Plan is informed and shaped by Council's planning framework, and by State and Federal Government policies; and is informed by the United Nations Sustainable Development Goals, as well as Australian and Victorian guidelines.



For Council, the Community Vision and Council Plan are critical to shaping the Health and Wellbeing Plan. The community vision is:

'Our community is a safe, inclusive and creative city that celebrates and embraces its vibrancy of cultures. Walking the tree lined streets, we pay respect to the influence of the Nation's First Peoples past and living on a modern, sustainable and interconnected way of life that supports the good health and wellbeing of all.'

The Council Plan 2021–2025 is centred on three strategic directions representing our broad aspirations in achieving the Community's Vision:

Strategic Direction / Objectives	
A thriving and unique place	Identity and destination
	Thriving and desirable businesses
	Pride of place and character
	Active transport and connected city
An inclusive and healthy community	Health and wellbeing
	Diverse, inclusive and safe
	Public and green spaces
	Sustainability and climate action
A people centred and future ready city	Community focus, connection and engagement
	Enhanced customer experience
	Engaged and capable people
	Fit for purpose operating model and resource management

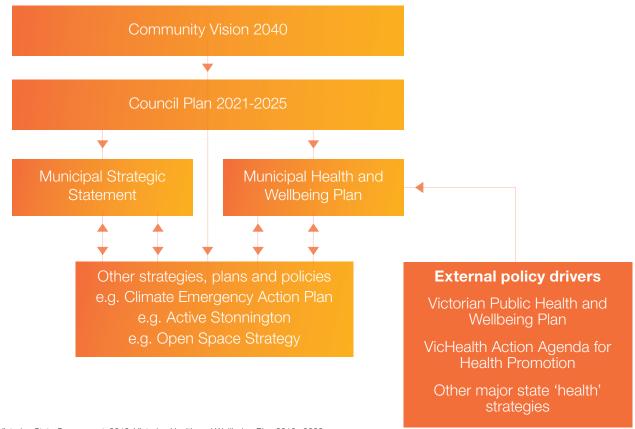
The Victorian Health and Wellbeing Plan 2019–2023 outlines high level strategies and priorities for improving the health and wellbeing of the Victorian community. The priorities of this plan must be considered as part of municipal health and wellbeing plans including:

- » Tackling climate change and its health impacts
- » Reducing injury
- » Preventing all forms of violence
- » Increasing healthy eating
- Decreasing the risk of drug resistant infections in the community
- » Increasing active living
- » Improving mental wellbeing

- » Improving sexual and reproductive health
- » Reducing tobacco related-harm
- » Reducing harmful alcohol and drug use⁶.

The VicHealth Action Agenda for Health Promotion 2019–23 also provides important guidance in developing the Health and Wellbeing Plan. The five strategic imperatives of the Action Agenda are:

- » encourage regular physical activity
- » prevent tobacco use
- » improve mental wellbeing
- » promote healthy eating
- » prevent harm from alcohol⁷.



 $^{^{\}rm 6}$ Victorian State Government, 2019, Victorian Health and Wellbeing Plan 2019 - 2023

⁷ VicHealth, 2019, VicHealth Action Agenda for Health Promotion 2019 – 23

How we developed the Plan

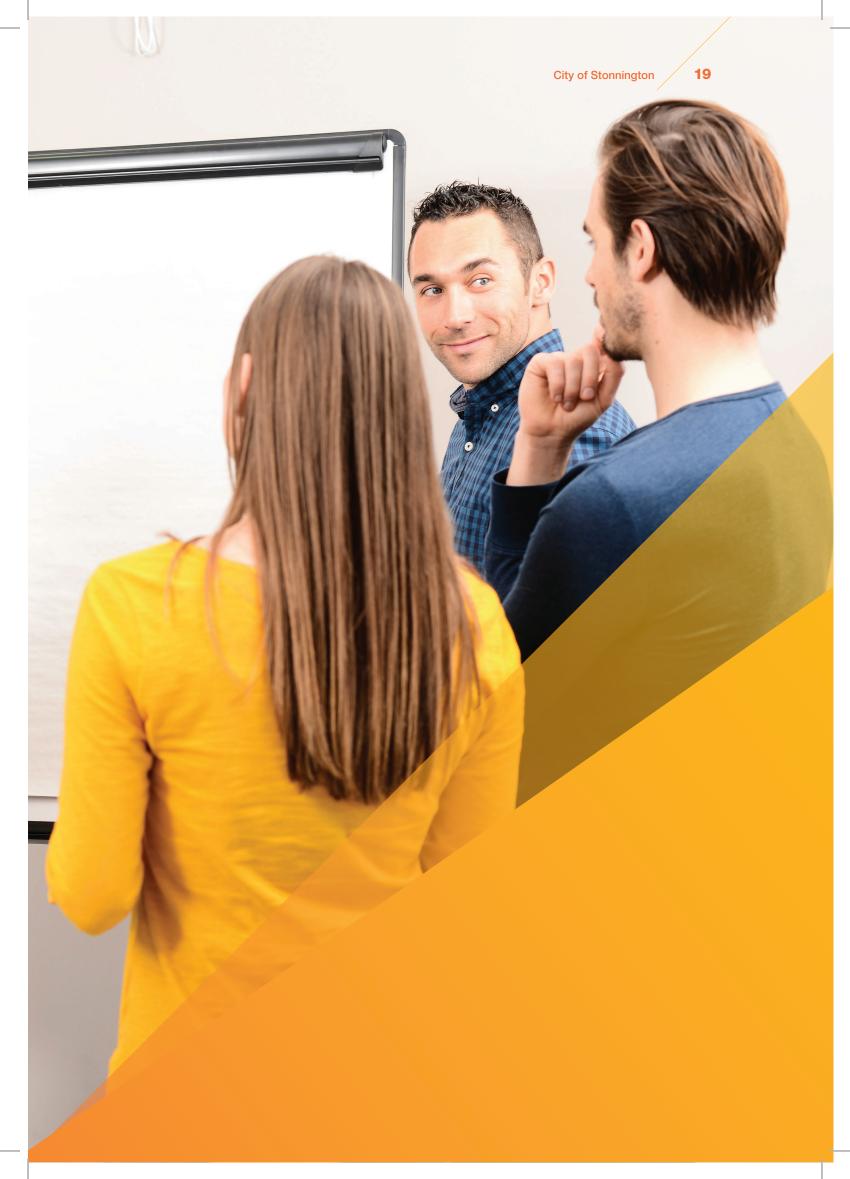


The Health and Wellbeing Plan has been developed in collaboration with key partners and is underpinned by extensive research and engagement. The planning process began in October 2020 and has included:

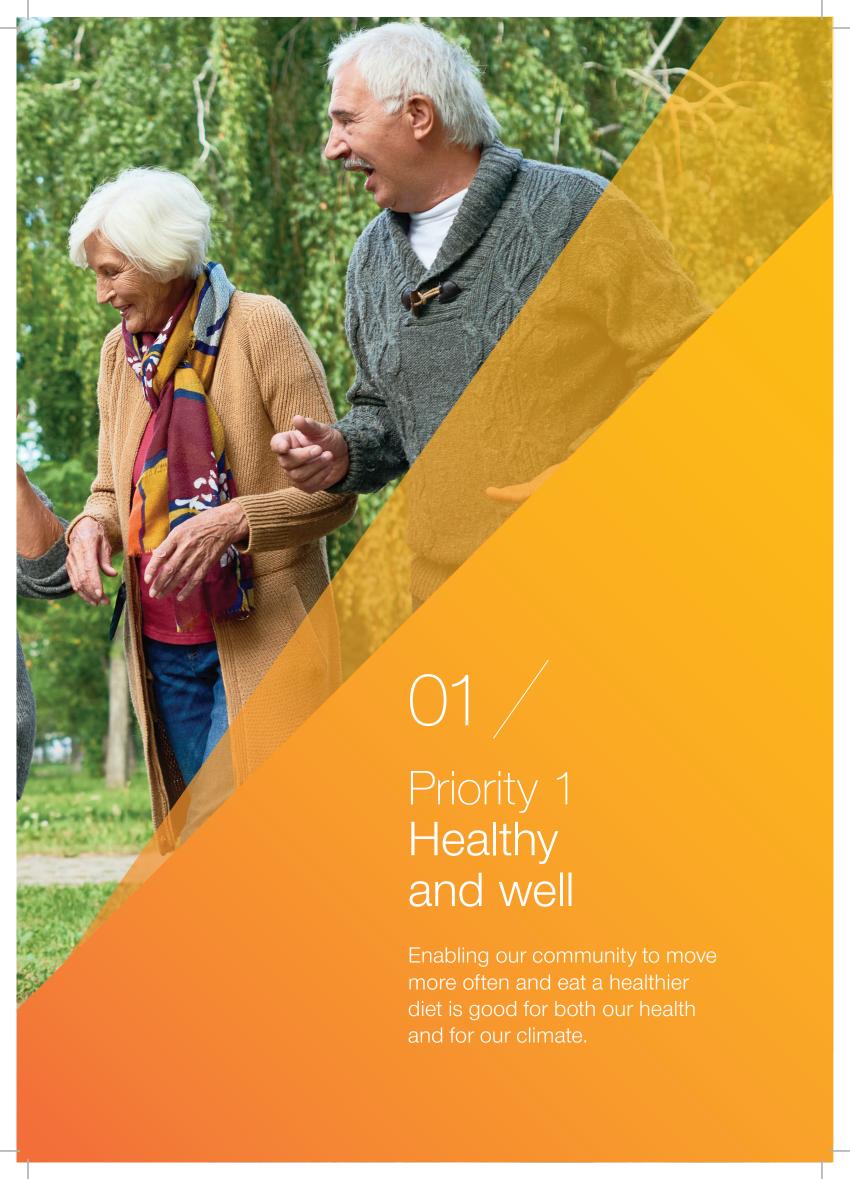
- Stablishment of a Reference Group to guide the development of the Plan
- » A review of the previous Health and Wellbeing Plan 2017–2021
- » Research about the health and wellbeing profile of our community
- » An analysis of the policy context and health research
- Extensive consultation and engagement with internal and external stakeholders who are involved in implementing the Health and Wellbeing Plan including:
 - A series of round table workshops about key issues and topics
 - Targeted conversations with various stakeholders to identify priorities and strategies
 - Briefings and discussions with Councillors

- » Engagement with the community including:
 - A health and wellbeing survey about needs and priorities of the community
 - An opportunity for community members to contribute to an ideas board through Connect Stonnington, Council's online engagement platform
 - Consultation with the community about the draft Health and Wellbeing Plan.

Engagement undertaken as part of developing the Community Vision and the Council Plan 2021–2025 has also informed the development of the Health and Wellbeing Plan.







Priority 1: Healthy and well



Why is this important?

Overweight and obesity, unhealthy diets and physical inactivity are avoidable risks for chronic health conditions such as heart disease, type 2 diabetes, and several cancers.i

Moving more and sitting less reduces the risk of health conditions like heart disease, type 2 diabetes, and cancer' and improves mental wellbeing, strengthens social connection, and reduces social isolation. Those who do little or no physical activity are more likely to get active and stay active when the activity is social, unstructured and fitted into everyday life."

Good nutrition is essential to childhood growth and development, maintaining a healthy weight, good mental and physical health, resistance to infection and improved protection against chronic diseases.

According to the World Health Organisation, climate change is our biggest health challenge in the 21st century, with those most likely to experience poorer

health also most vulnerable to the effects of climate change. Increasing use of active transport such as walking and cycling, eating a diet rich in plant-based foods, and reducing consumption of processed and packaged foods, helps reduce energy consumption and waste, which is good for both our health and the environment.

Many members of our community face barriers to achieving optimal health and wellbeing.

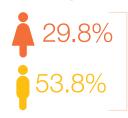
These include women, older members of our community, those with lower education levels and socioeconomic status and people from culturally and linguistically diverse backgrounds.

Low health literacy contributes to health inequality in our community. People who do not understand how to access, understand, and use health information, are at higher risk of poorer health outcomes and behaviours.iii



What we know about our community

Overweight and Obese



are overweight or obese

- Groups who are more likely to be overweight or obese are:
- People with a disabaility
- » Older people (65 74 years)
- » People on low \$\$\$
- » Aboriginal and Torres Strait Islanders
- Men.

Poor Nutrition



Our community has easy access to and a high intake of **foods and drinks** high in saturated fat, sugar, and salt, and with **little or no nutritional value:**

95%

of children 6-16 years don't eat the recommended daily intake of vegetables

44.9%

of adults don't meet dietary guidelines for fruit or vegetable consumption

Physical Activity Levels



In total

48.9%

of adults do not meet physical activity guidelines:

51% undertake low, very low or no physical exercise



do not meet physical activity guidelines

MOST 12–18-year olds do not meet recommended guidelines for weight, diet, exercise, and screen time.

COVID-19 Impacts





COVID-19 has exacerbated unequal access to services for people with a disability, older adults and disadvantaged community members, particularly in navigating online services



14.3%



in reported family violence incidence during COVID-19 restrictions April to Sept 2020

55.3%

of people feel more connected to their community since COVID-19

Our community wants to live well locally by having the places and things they need regularly, within walking or cycling distance of where they live.

Health Impacts of Climate Change

- Climate change will have the greatest impact upon the lives and health of people who are already vulnerable in our community including people with a mental illness, Aboriginal and Torres Strait Islander people, people aged under 5 and over 65, women, people living with poor quality housing and people with existing long-term health conditions.
- » Healthcare professionals are already seeing climate-related illness and death from heat stress, respiratory distress from bushfires, and anxiety about climate change impacts.

What outcomes we want to see and what we will focus on

OUR COMMUNITY IS MORE PHYSICALLY ACTIVE

- Creating neighbourhoods that make it easy for our community to be physically active.
- Increasing understanding about the factors that influence health and how important it is to be physically active.
- Building the capacity of our community to be more active and remain engaged in sport and physical activity throughout their life.

OUR COMMUNITY HAS A HEALTHIER DIET

- Embedding healthy food and drink policies in Council-owned and operated spaces, programs and activities.
- Improving our community's understanding about how healthy food and drink is good for their health and good for the environment.
- Enabling all members of our community to access nutritious and safe food.

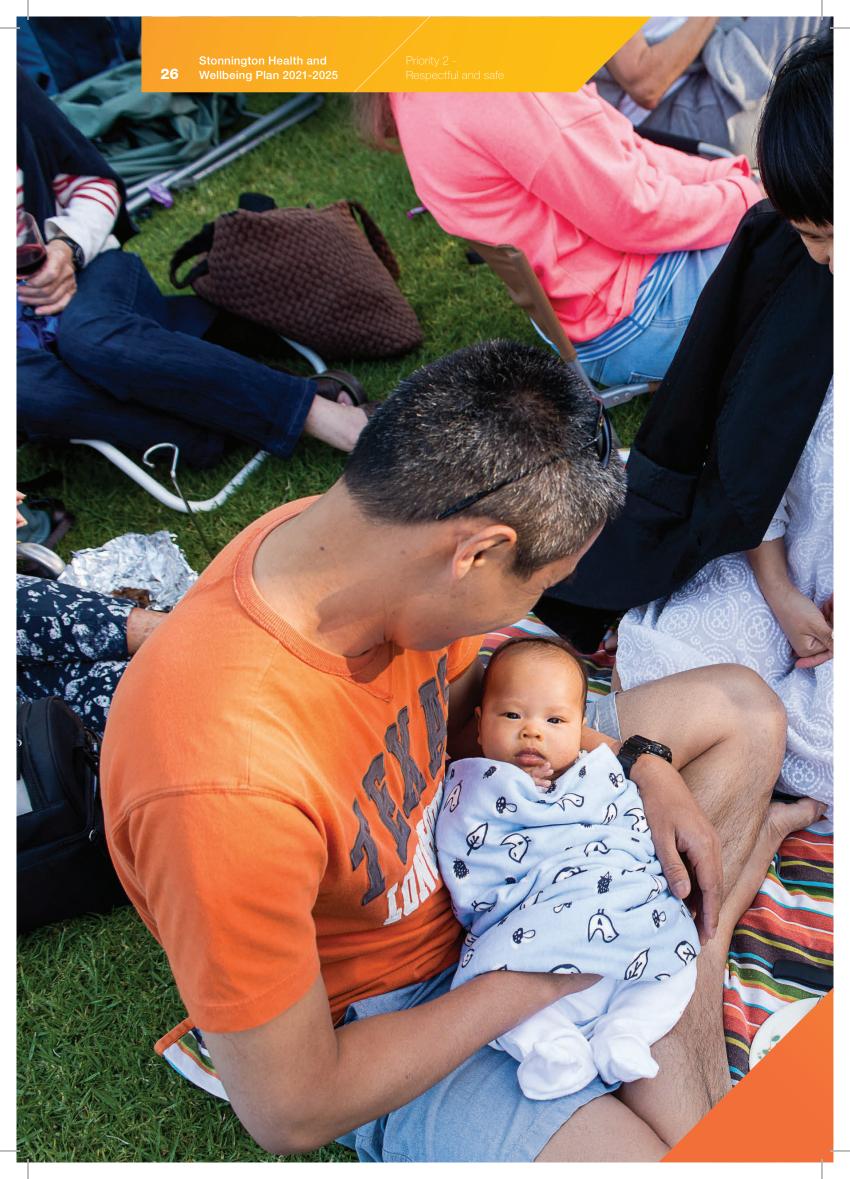
SERVICES, SUPPORTS AND INFORMATION ARE EASIER TO ACCESS IN OUR COMMUNITY

- Increasing our understanding of the barriers our community experiences when accessing services, supports and information.
- Advocating for and facilitating access to health and community services throughout Stonnington.
- Facilitating more effective ways of getting information to our community about services and supports, and about how diseases and illnesses can be prevented or reduced.

OUR COMMUNITY IS HEALTHY IN A CHANGING CLIMATE

- Enabling 20-minute neighbourhoods to increase opportunities for local living.
- Increasing access to quality public open space, especially in areas where there is higher residential density or lower socioeconomic circumstances.
- Supporting our community to understand and take action to adapt to the health impacts of climate change.







Priority 2: Respectful and safe



Why is this important?

The impact family violence has upon health and wellbeing is profound. Family violence is primarily experienced by women and children, while men are more likely to be impacted by street and community violence. Individual poor physical and mental health, loss of housing, loss of, or limited, access to employment, a lack of financial security, alienation, and disconnection from family and social supports, and in extreme case, death. The impacts for children are just as significant, with their development, mental health, behaviour and learning all profoundly affected over the long term. Higher rates of violence are experienced by women with disabilities, Aboriginal, immigrant, refugee women, women from culturally and linguistically diverse backgrounds, pregnant women and new mothers.

There is growing understanding of the prevalence and impact of elder abuse in our communities. This is a complex health and social problem that can have devastating physical, emotional and social consequences for older people, their families, and their communities. Elder abuse can be challenging to identify as there is no single type of older person who is at risk, and no single type of person who may cause harm. It can be deliberate or unintentional and it can occur once or many times.

Gender equality is when people of all genders have equal rights, responsibilities and opportunities. Everyone benefits from gender equality as it prevents violence against women and girls, is essential for economic prosperity, improved health outcomes and more connected communities.

Injury affects Australians of all ages and is the greatest cause of death between the ages of 1 and 44 years and it leaves many people with serious disabilities or long-term conditions. The leading causes of injury are falls, attempted suicide, road trauma, drowning and poison. vii

Alcohol is one of the most harmful and widelyused drugs in our community. It causes more chronic diseases and is linked to more deaths than many illicit drugs. **** Regular use of alcohol can lead to depression, poor memory and brain damage, liver disease, cancer, high blood pressure, heart disease, and difficulty having children. ix

Tobacco is the leading contributor to disease and death in Australia. While there has been a large decline in smoking rates over recent decades, this has slowed, and some communities continue to have high smoking rates compared with the wider community.*

More than two thirds of adult Victorians participated in some form of gambling in 2018 and the internet continues to grow in popularity as a platform for gambling with dramatic growth in online race and sports betting. People who are high risk gamblers are more likely to experience poor mental health, consume excessive alcohol and be smokers.xi



What we know about our community

Violence



24% of in reported family violence incidence in 2020

Women were affected in 70% of family violence cases

Those aged 25
– 34 years were most likely to be affected.

Injury



1,855 unintentional injury hospitalisations in 2018:



MOST injuries occurred in the home followed by roads, residential institutions, sport and athletic areas.

Alcohol

The lifetime risk of harm from alcohol is notably > than the State average:







Safety

criminal incidents in 2020, an 8,4%

increase from 2019, mostly related to COVID-19 compliance issues: South Yarra, Prahran and Malvern East experienced the most crime followed by Windsor.

Theft from a is the main crime committed.

When out and about in Stonnington, **most** people feel **moderately (55%)** or **very safe (32.7%)**. More people report **feeling unsafe** in entertainment precincts/nightlife areas, laneways, residential streets, travelling on public transport and bike/shared pathways.

Gender Inequity

32% of earn below the minimum wage compared with 23% of

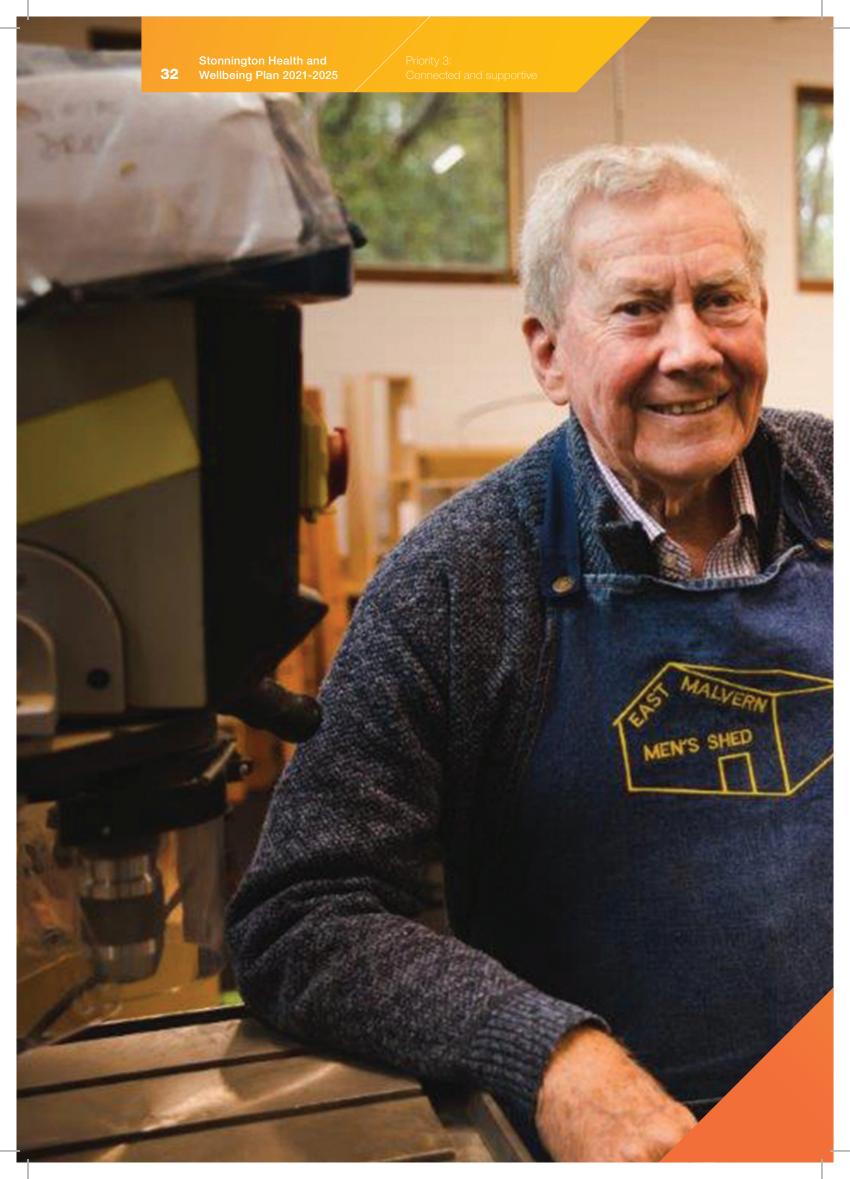
83.6% of single parents are













Priority 3: Connected and supportive

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Why is this important?

Mental health is a significant component of individual and community wellbeing. Mental health conditions are common and have increased during the COVID-19 pandemic. They can be distressing and disabling, particularly when untreated.*ii Feeling connected to others, being able to cope with the usual stresses of life, having the opportunity and capacity to contribute to community, and being productive are all critical to mental health.xiii Making the topic of mental health more accessible and better understood is key to responding to this growing issue.

Resilient people and resilient communities can cope or 'bounce back' after negative events or difficult situations and return to the same level of wellbeing. They can respond to difficult situations and still thrive. Building resilient communities that promote social inclusion and economic participation is key to social and emotional wellbeing.

Inclusion is critical to the health and wellbeing of communities and individuals. In its simplest form, inclusion is about the opportunity to be involved, to contribute and to be valued for your contribution.

In an inclusive community, services, programs and supports are welcoming of everyone; information is easily available to all community members, places and spaces are universally accessible, and community members feel they belong.

Engaged and empowered communities are more connected and healthier because they are active participants in decision making about their lives and their community.

Communities that are more equal always do better. In communities which are more equal, child wellbeing, levels of trust, life expectancy and educational scores are higher. In communities where there is large inequality of income and wealth, health and social problems are worse. The prevalence of mental illness is higher, drug use is more common, more adults are obese, more children drop out of high school, and children experience more conflict.



What we know about our community

Mental Health

In 2018,

8 40/0
of Stonnington
residents reported
high or very high
psychological
distress.



15.7% of adults sought help for a mental health problem



17.9% of children were bullied



The top 3 challenges for young people in 2020 were, being in isolation due to COVID-19, loneliness and anxiety.

In 2021, improving mental wellbeing is extremely important to adults and young people in Stonnington.

Community connection and belonging



Fewer Stonnington residents

feel they live in a close-knit neighbourhood compared with Victoria (61%).



74.1%

agree that people in their neighbourhood can be trusted



21.4%

volunteer for an organisation or group.

Diversity and Inclusion



3,463 people need help in their day to day lives due to disability



of adults identify as LGBTIQA+



31.4% were born overseas and 56.3%

speak a language other than English at home.

Vulnerability



2.4% of people ran out of food in the last 12 months and could not afford to purchase more.



3.2% of residents live in social housing



People who are homeless are most likely to be aged 40 – 49



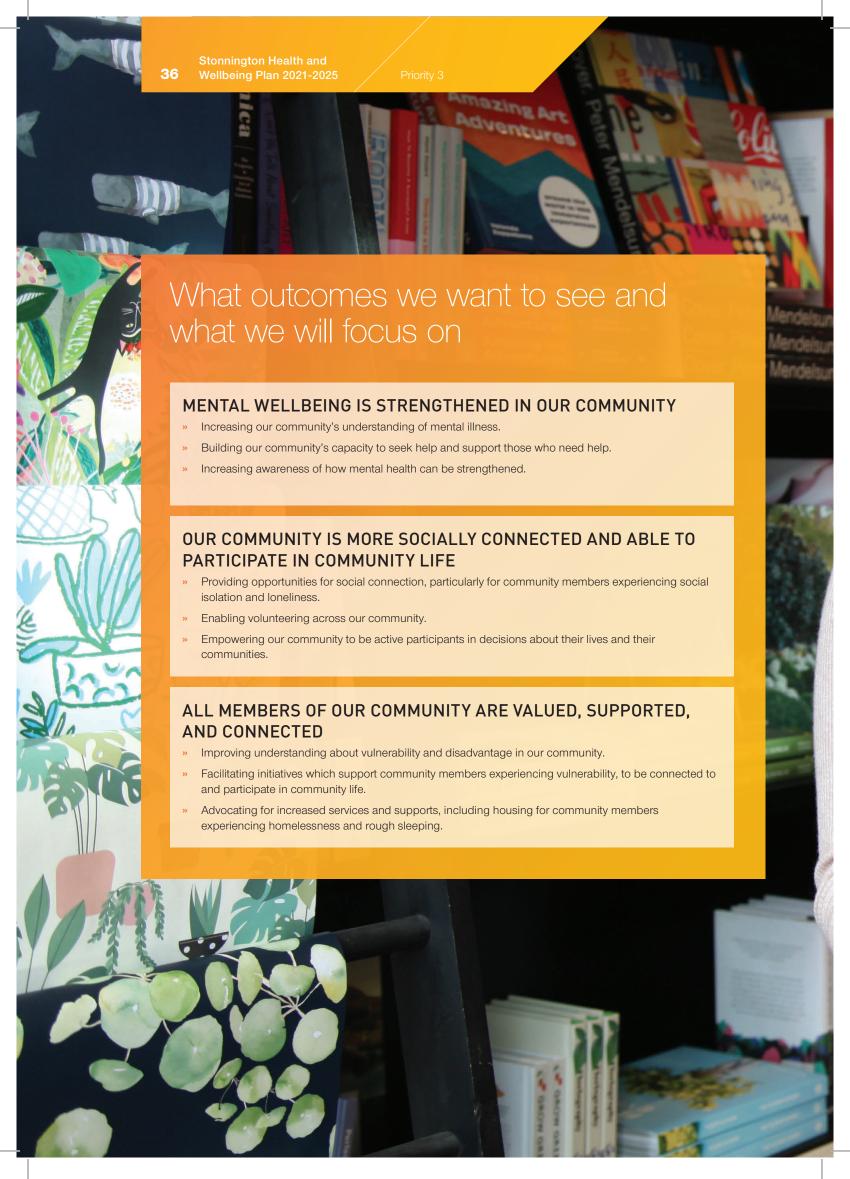
31.7% are lone person households



17.7% of low-income households experience rental stress



40.2% of people live in privately rented homes, and with COVID-19, rental stress has increase





Implementing the Plan



The outcomes of the Health and Wellbeing Plan will be achieved through the development and/or implementation of Council policies, strategies and action plans; in partnership with community agencies, local and state-wide organisations, state government departments and neighbouring municipalities, where relevant.

Priority Area	Policy / Strategy / Plan
Healthy and well	Active Stonnington Strategic Framework Sustainable Environment Strategy
	Walking Strategy
	Active Transport Strategy
	Community Recovery Plan
	Open Space Strategy
	Cycling Strategy
	Playground Strategy
	Climate Emergency Action Plan
	Urban Forest Strategy
	Neighbourhood Activity Centre Strategy
	Community Infrastructure Plan
	Biodiversity Strategy
	Municipal Emergency Management Plan
Respectful and safe	Community Safety Strategy
	Road Safety Strategy
	Gambling Harm Policy and Action Plan
	Alcohol Management Policy
	LGBTIQA+ Action Plan
	Gender Equality Strategy
	Child Safety Policy
	Local Law
	Graffiti Management Plan
	Mutual Respect Charter
Connected and supportive	Homelessness Protocol (Stonnington Zero)
	Cultural Diversity Action Plan
	Inclusion Plan
	Reconciliation Action Plan
	Volunteer Support
	Social and Affordable Housing Policy
	Engagement Policy
	Community Grants Policy
	Children, Youth and Family Strategy
	Positive Ageing Strategy
	Library Strategy
	Economic Development Strategy
	Arts and Cultural Strategy

To view the policies, strategies and plans visit:

- www.stonington.vic.gov.au/policies
- » www.stonnington.vic.gov.au/ strategies and plans

Monitoring Progress

The progress of the Health and Wellbeing Plan will be transparent and collaborative:

- The Reference Group will meet quarterly to oversee, guide and review the implementation of the Plan.
- » An evaluation framework including key performance indicators will be used to measure progress.
- An annual report will be provided to Council about the outcomes achieved by Council and its partners, over the previous twelve months.
- Each year, the Plan will be reviewed and evaluated with adjustments made as needed in response to emerging health needs of the community, and increased understanding about how we can better support our community to be healthy and well.

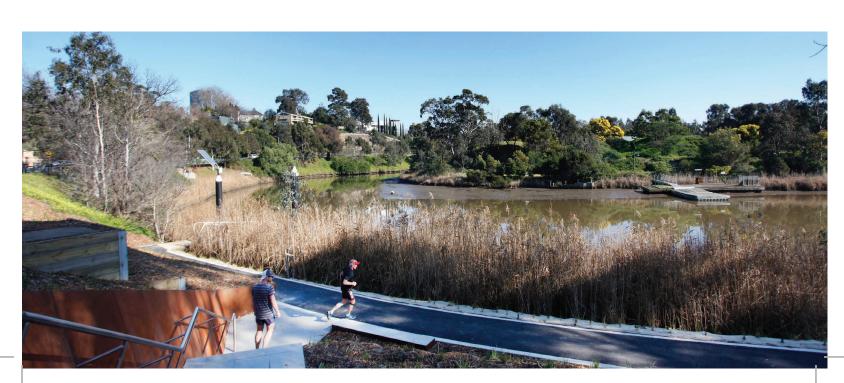
Attachments

The following fact sheets and reports are available on the City of Stonnington website: stonnington.vic.gov.au:

- » Our day-to-day health and lifestyle
- » Our diverse community and their needs
- » A safe and connected community
- » Gender issues and the impact on health
- » Reducing harm from alcohol, tobacco, drugs, and gambling
- » Climate change our biggest health challenge
- » City of Stonnington Health and Wellbeing Scan (2021-25).

References

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- ii VicHealth Action Agenda, 2019 2023, p7.
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- Council of Attorneys-General, 2019, National Plan to Respond to the Abuse of Older Australians (Elder Abuse)2019–2023 (ag.gov.au)
- vi Victorian State Government, March 2021, **Gender equality: what is it and why do we need it? | Victorian Government (www.vic.gov.au)**
- vii Victorian State Government, Injury prevention health.vic
- viii Alcohol and Drug Foundation, April 2021, Alcohol Alcohol and Drug Foundation (adf.org.au)
- xi Alcohol and Drug Foundation, June 2021, Alcohol Alcohol and Drug Foundation (adf.org.au)
- x Draft National Preventive Health Strategy 2021–2030 p.46
- xi Victorian Responsible Gambling Foundation, 2020, Victorian population gambling and health study 2018 2019
- xii VicHealth, July 2020, Evidence Review: The primary prevention of mental health conditions
- xiii Victorian State Government, 2019, Public health and wellbeing planning health.vic
- xiv Wilkinson and Pickett, 2009, The Spirit Level. The Spirit Level | The Equality Trust





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