



**NORSEMAN  
COMMUNITY  
WELLBEING PLAN  
2021-2023**

An overhead photograph of a diverse group of approximately ten people sitting in a circle on a grassy area. They are all looking towards the center of the circle, where their hands are placed together. The image is stylized with a high-contrast, almost painterly aesthetic. The colors are muted, with a lot of browns, greys, and dark blues. The lighting is soft, creating a sense of unity and shared purpose.

LONG TERM OUTCOMES

to reduce  
risks and  
increase  
safety for all  
individuals  
within the  
Shire of  
Dundas

## **ACKNOWLEDGEMENT OF COUNTRY**

The Norseman Interagency Network acknowledge and recognise the Ngadju and Mirning People as the traditional owners in the Shire of Dundas, and celebrate their enduring connections to Country, knowledge and stories. We pay our respects to Elders of past, present, and emerging.

### **Acknowledgement of Lived Experience**

The Norseman Interagency Network acknowledge those who have lost, those that have been bereaved or impacted and those with lived experience of mental health or suicidal ideations. We acknowledge individuals, families and communities who have lived with, or who are experiencing, substance use dependency or trauma.

**The Norseman Community Wellbeing Plan was endorsed by the Shire of Dundas Council on XXXXX**

## **PURPOSE**

The Norseman Community Wellbeing Plan seeks to build resilience, improve health and wellbeing and strengthen agency collaboration; reducing the harms impacting the community associated with alcohol and other drugs, mental health and suicide related concerns. The Norseman Community Wellbeing Plan endeavours to achieve this by:

- Actively supporting partnerships between community and service providers to identify and address local issues.
- Provide a means to coordinate, implement and evaluate an evidence-informed, whole of community approach in a timely and appropriate manner.

**Long-term Outcome: To reduce risks and increase safety and wellbeing for all individuals within the Shire of Dundas**

## **BACKGROUND**

The Norseman Community Wellbeing Plan was developed using best practice principles (see appendix A). The Development Workshops were facilitated by the WA Mental Health Commission, coordinated by Hope Community Services and hosted by the Shire of Dundas in Norseman. Record of the development of the Plan can be found in Appendix B.

The four planning workshops were held in August 2020, September 2020, November 2020 and February 2021, and the involved the analysis of consultation documents, anecdotal data and reports, and the Community Perception Survey results have provided the context for the development of the Norseman Community Wellbeing Plan. These documents reflect the collective knowledge and experience of the Norseman Community Wellbeing Plan [NCWP] planning workshops and should be consulted if further development of the NCWP is required.

The development of the CWP has been informed by:

- Norseman Community Perception Survey 2020
- Consultation with: Norseman Youth, Norseman District High School, Ngadju Rangers, Norseman Women's Craft Group, Norseman Pensioners, Norseman Men's Shed, Norseman Police, Shire of Dundas, Ngadju Native Title Aboriginal Corporation, and the Norseman Interagency Network members.

*These documents can be acquired by contacting the Mental Health Commission – Community Support and Development Programs Team, Hope Community Service Goldfields Prevention Team or Chairperson of the Norseman Interagency Network*



## LINKS TO EXISTING STRATEGIES

The Norseman Community Wellbeing committee acknowledges the existing strategic framework of:

### National Strategies:

- National Drug Strategy 2017-2026
- National Alcohol Strategy 2019-2028
- ATSIPEP Report 2016 & ATSIPEP Youth Round Table Report 2015
- The 5<sup>th</sup> National Mental Health and Suicide Prevention Plan
- Lifespan Model

### State Strategies:

- The Western Australian Mental Health Promotion, Mental Illness and Alcohol and Other Drug Prevention Plan 2018-2025
- Western Australian Suicide Prevention Framework 2021-2025
- Working Together: Mental Health and Alcohol and Other Drug Engagement Framework 2018-2025
- The Western Australian Mental Health, Alcohol and Other Drug Services Plan 2015 – 2025 (the Plan)

### Local Strategies:

- Shire of Dundas Strategic Community Plan

## WORKING DOCUMENT

The Norseman Community Wellbeing Plan is a **two-year** plan. However, the working group acknowledges that there may be cases where strategy and key priority areas will adopt some variation according to emerging trends in community.

## PRIORITY AREAS

### Priority 1: Strengthen community mental health and wellbeing

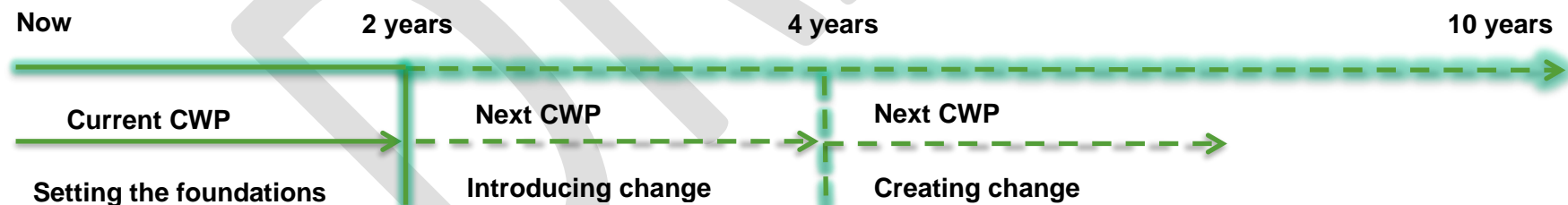
- Reduce stigma associated with mental health and suicide
- Increase mental health literacy and knowledge, including the ability to identify and respond to a mental health concern or crisis
- Increase community connectedness

### Priority 2: Reduce the harms associated with alcohol and other drug use

- Increase community awareness of alcohol and other drug resources and support available
- Increase the number of young people engaged in education and youth activities (inc., sport; youth focussed community events)
- Increase community awareness of the harms associated with alcohol and other drug use

### Priority 3: Improve communication and collaboration between service providers and between service providers and community

- Increase community awareness of support services and how to access them
- Increase community access and reduce barriers to support services
- Increase knowledge between service providers of their individual referral pathways, scope of service, etc.



## Priority 1 Strengthen community mental health and wellbeing

Short-Term Outcomes (24 Months)	Key Performance Indicators	Collection Tool	Collected By
1.1 Reduce <b>stigma</b> associated with mental health and suicide	An increase in the percentage of respondents (community members) who disagree with the statement: "I would think less of someone who was struggling with a mental health issue" (>78%)  A decrease in the percentage of respondents (community members) selecting "No-one / I would not talk about it" to the question: <i>Who would you speak to for MH / SP Support?</i> (<22%)	Community Perception Survey 2020-2023 Comparison	Committee Supported by MHC & Hope Community Services' Prevention Team
1.2 Increase mental health <b>literacy</b> and <b>knowledge</b> , including the ability to identify and <b>respond</b> to a mental health concern or crisis	An increase in the percentage of respondents (community members) who agree with the three (3) statements: "I am confident that I could support someone who was experiencing suicidal thoughts, to seek help" (>59%); "I feel prepared to talk directly and openly to a person about their thoughts of suicide" (>64%); "I can access MH/SP training in my community (>34%)	Community Perception Survey 2020-2023 Comparison	Committee Supported by MHC & Hope Community Services' Prevention Team
	Provision of quarterly mental health literacy and/or suicide intervention training opportunities for service providers and community ( $\geq 4$ per year)	Number of training opportunities provided  Pre and post participant training evaluation forms	Committee Supported by MHC & Hope Community Services' Goldfields Suicide Prevention Coordinator
1.3 Increase community <b>connectedness</b>	Coordination and delivery of events, campaigns and other initiatives that facilitate community connection	Number of events, campaigns and initiatives delivered	Shire of Dundas Supported Committee

### 1.1 Reduce stigma associated with mental health and suicide

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
1.1 (1) Develop and implement a Public Education and Awareness Plan / Communication Plan, outlining how/where/when (including on					

social media) the following campaigns will be localised in the Shire of Dundas: <ul style="list-style-type: none"> <li>- Think Mental Health</li> <li>- R U OK?</li> <li>- Act Belong Commit</li> </ul>					
<b>1.1 (2)</b> Re-establish the Wesley LifeForce Suicide Prevention Network in Norseman. <ul style="list-style-type: none"> <li>- Invite the WA Wesley LifeForce Community Development Coordinator to a committee meeting</li> <li>- Establish community interest and attract network members</li> <li>- Re-commence network meetings</li> </ul>					

### 1.2 Increase mental health literacy and knowledge, including the ability to identify and respond to a mental health concern or crisis health and suicide

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
<b>1.2 (1)</b> Coordinate/deliver mental health and suicide prevention/intervention training and education opportunities for community and service providers/health professionals, including: <ul style="list-style-type: none"> <li>- LivingWorks; START, safeTALK, ASIST</li> <li>- Be You; Parent &amp; Carer Information Session/s</li> <li>- Mental Health First Aid</li> <li>- Aboriginal &amp; Torres Strait Islander Mental Health First Aid</li> </ul>					

### 1.3 Increase community connectedness

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
<b>1.3 (1)</b> Coordinate and deliver community events and activities in acknowledgement of mental health and suicide prevention awareness days/weeks, including:					



<ul style="list-style-type: none"> <li>- Mental Health Week (e.g., Community designed coffee cups)</li> <li>- R U OK? Day</li> </ul>					
<p><b>1.3 (2)</b> Investigate the implementation of a Community Mural, designed by local youth (18-24yrs).</p>					
<p><b>1.3 (3)</b> Strengthen existing community groups (i.e., Sporting Clubs; P&amp;C Association; Craft Group) through greater promotion and by improving accessibility and inclusivity.</p>					
<p><b>1.3 (4)</b> Explore opportunities to identify and build on male role models (or mentors) in the community.</p>					

DRAFT

## Priority 2 Reduce the harms associated with alcohol and other drug use

Short-Term Outcomes (24 Months)	Key Performance Indicators	Collection Tool	Collected By
2.1 Increase community <b>awareness</b> of alcohol and other drug <b>resources</b> and <b>support</b> available	An increase in the percentage of respondents (community members) who report awareness of and/or correctly identify services for: Alcohol related support (>51%) Drug related support (>45%)	Community Perception Survey 2020-2023 Comparison	Committee Supported by MHC & Hope Community Services' Prevention Team
	Provision of information resources on AOD support services accessible in Norseman	Number of resources distributed	Committee Supported by Hope Community Services AOD Prevention Officer
2.2 Increase the number of <b>young people</b> engaged in <b>education</b> and <b>youth activities</b> (inc., sport; youth focussed community events)	An increase in student attendance rates at Norseman District High School.	School attendance data	Department of Education
	An increase in the number of 12-25-year old's accessing relevant services and attending local youth focused events.	Pre/post audit of youth specific activities and attendance Anecdotal and statistical trends of service access	Committee Service Providers
2.3 Increase community <b>awareness</b> of the <b>harms</b> associated with alcohol and other drug use	Provision of alcohol and other drug related education opportunities for Parents and Carers.	Number of Department of Education (RSDE Branch) Parent Information Sessions delivered / attended	Department of Education – RSDE Branch
	Provision of alcohol and other drug related education materials and/or resources, including the potential long-term harms, to community and service providers	Number of resources distributed	Committee Supported by Hope Community Services AOD Prevention Officer

### 2.1 Increase community awareness of alcohol and other drug resources and support available

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
2.1 (1) Promote the IAS and the Family First Centrecare Programs available to the Norseman community.			Centrecare		

<b>2.1 (2)</b> Promote the Goldfields Community Alcohol and Other Drug Service Outreach Counsellor.			Hope Community Services		
<b>2.1 (3)</b> Build the capacity of current Peer Groups and Community Champions by providing education and information on AOD support available to the Norseman community.					
<b>2.1 (4)</b> Scope Youth Services in the Region for capacity to provide outreach support in Norseman, and advocate for the provision of <i>new</i> services to support the youth in Norseman.					
<b>2.1 (5)</b> Advocate for the introduction of Workplace AOD Policies; including brief education and promotion of support services.					

**2.2 Increase the number of young people engaged in education and youth activities (inc., sport; youth focussed community events)**

<b>Strategy/Actions</b>	<b>Resource/s</b>	<b>Cost (\$)</b>	<b>Lead Agency</b>	<b>Support</b>	<b>By When (Date)</b>
<b>2.2 (1)</b> Explore the opportunity to introduce the Shooting Starts Program in Norseman.					
<b>2.2 (2)</b> Advocate for the Department of Local Government, Sport and Cultural Industries, to work with and provide sporting opportunities for young people (transportation potentially available).					
<b>2.2 (3)</b> Investigate the possibility of Health/Support Services to (partially) work from Norseman District High School.					
<b>2.2 (4)</b> Improve career pathways for young people (e.g., traineeships; scoping of mining industry)					

2.2 (5) Introduce opportunities for young people to connect to culture (e.g., dance programs; boys group / girls groups) with the aim to empower young people and strengthen cultural awareness.					
2.2 (6) Introduce a School Leadership breakfast/event.					

### 2.3 Increase community awareness of the harms associated with alcohol and other drug use

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
<p>2.3 (1) Develop and implement a Public Education and Awareness Plan / Communication Plan, outlining how/where/when (including on social media) the following campaigns will be localised in the Shire of Dundas:</p> <ul style="list-style-type: none"> <li>- Alcohol. Think Again: Alcohol and Health</li> <li>- Alcohol. Think Again: Alcohol and Young People “I need you to say no”</li> <li>- Drug Aware</li> <li>- Strong Spirit Strong Mind</li> </ul>	Shire of Dundas Facebook Page				
2.3 (2) Support the continuation of the Department of Education - RSDE Branch curriculum at Norseman District High School, to deliver relevant AOD and resilience building education.					

### Priority 3 Improve communication & collaboration between service providers and between service providers & community

Short-Term Outcomes (24 Months)	Key Performance Indicators	Collection Tool	Collected By
3.1 Increase community <b>awareness</b> of support services and how to <b>access</b> them	An increase in the percentage of respondents (community members) who report awareness of and/or correctly identify services for: Alcohol related support (>51%) Drug related support (>45%) Mental Health related support (>40%)	Community Perception Survey 2020-2023 Comparison	Committee Supported by MHC & Hope Community Services' Prevention Team
	Provision of information to community on local and outreach support services accessible in Norseman	Number of resources distributed	Committee
3.2 Increase community access and <b>reduce barriers</b> to support services	A decrease in the percentage of respondents (community members) who report barriers to accessing services (<25%)	Community Perception Survey 2020-2023 Comparison	Committee Supported by MHC & Hope Community Services' Prevention Team
	Provision of quarterly service provider initiatives in Norseman to connect with community ( $\geq 4$ per year)	Number of initiatives delivered	Committee Service Providers
	Community representation at Norseman Interagency Network Meeting (every second meeting)	Number of meetings in which Community were represented, evidenced in meeting records/minutes	Committee
3.3 Increase knowledge <b>between service providers</b> and their individual referral pathways scope of services, etc.	Service provider updates and information delivered in network meetings	Number and type of service provider updates/information, evidenced in meeting records/minutes	Committee

#### 3.1 Increase community awareness of support services and how to access them

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
3.1 (1) Develop a calendar of visiting service providers, including: days/dates; time; location; frequency/schedule.			Shire of Dundas Communications Officer	Service Providers	

<b>3.1 (2)</b> Introduce a monthly, full-page editorial, in 'Norseman Today', promoting local and visiting service providers.					
<b>3.1 (3)</b> Develop and promote a Shire of Dundas 'Support Services Guide' (printed/hardcopy resource).  As the Goldfields Care Hub (electronic support guide/website) develops, ensure clear and accurate representation of outreach and place-based support service available in Norseman.			Hope Community Services' Prevention Team		
<b>3.1 (4)</b> Build the capacity of current Peer Groups and Community Champions by providing information on support available to the Norseman community and how to access these.					
<b>3.1 (5)</b> Coordinate a 'pop up' service provider day/expo; including short workshops and school involvement/attendance.					

### 3.2 Increase community access and reduce barriers to support services

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
<b>3.2 (1)</b> Introduce a quarterly BBQ for services and community.					
<b>3.2 (2)</b> Invite key community representatives to attend every second Norseman Interagency Network meeting, to provide feedback and guidance to place-based and visiting agencies/organisation on reducing barriers to community accessing services.					
<b>3.2 (3)</b> Investigate opportunities for engaging young people in MH/AOD support programs and services (e.g., introduction of Ngadju Program; media/promotional material for services providers developed by young people).					

3.2 (4) Map current services available to Eucla and increase service provision capacity in Eucla (i.e., explore the coordination of a service provider 'road trip' / 'roadshow').					
---	--	--	--	--	--

**3.3 Increase knowledge between service providers and their individual referral pathways scope of services, etc.**

Strategy/Actions	Resource/s	Cost (\$)	Lead Agency	Support	By When (Date)
3.3 (1) Maintain the Norseman Interagency Network Bi-Monthly meetings, including updates on Service Provision.					

DRAFT

**TIMELINE (Working Document)**

	Action	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Priority 1													
Priority 2													
Priority 3													





## APPENDIX B: Development and Planning Checklist

Steps	Task	Date	Completed
1. Create AOD management group	<ul style="list-style-type: none"> <li>Identify management group members.</li> </ul>		
	<ul style="list-style-type: none"> <li>Call first meeting to establish purpose and structure, including terms of reference, meeting structures, meeting schedules, reporting pathways, etc.</li> </ul>		
2. Identify local needs	<ul style="list-style-type: none"> <li>Review existing information and research in relation to AOD related issues in the area.</li> <li>Conduct community/key stakeholder consultation around issues (if no existing information or research found).</li> </ul>	3 August 2020	
	<ul style="list-style-type: none"> <li>Confirm research/consultation findings with key stakeholders and the management group.</li> </ul>	21 September 2020	
3. Prioritise issues for action	<ul style="list-style-type: none"> <li>With management group, prioritise the top two or three issues for action.</li> </ul>	21 September 2020	
	<ul style="list-style-type: none"> <li>Work through each priority using the DAO <i>'mapping tool'</i> refine priorities by identifying target groups, community impact, contributing factors, etc.</li> </ul>	11 November 2020	
4. Develop actions and implement plan	<ul style="list-style-type: none"> <li>With management group agree on a broad range of actions to address each priority.</li> </ul>	11 November 2020	
	<ul style="list-style-type: none"> <li>Complete an NCWP template for each priority issue which includes – actions, timeline, resources and evaluation.</li> </ul>	24 March 2021	
	<ul style="list-style-type: none"> <li>Implement strategies and regularly report on progress to the Norseman Interagency Network.</li> </ul>		
5. Review	<ul style="list-style-type: none"> <li>With management group, identify a suitable date to review the NCWP and appropriate communication pathways to enable regular feedback to community and key stakeholder groups.</li> </ul>		

## APPENDIX C: Acronyms

Acronyms used within this document:

<b>NIN</b>	Norseman Interagency Network	<b>MHC</b>	WA Mental Health Commission
<b>NCWP</b>	Norseman Community Wellbeing Plan	<b>RSDE – Branch</b>	Road Safety and Drug Education Branch
<b>AOD</b>	Alcohol and Other Drugs	<b>DLGSCI</b>	Department of Local Government, Sport and Cultural Industries
<b>MH</b>	Mental Health	<b>WAPOL</b>	Western Australian Police
<b>SP</b>	Suicide Prevention	<b>SPC</b>	Suicide Prevention Coordinator