

Level Up

Shire of Denmark
Youth Action Plan
2025-2029



25 November 2025 - Attachment 9.4.2

Acknowledgement of Country

The Shire of Denmark rests on Minang and Bibbulmun Noongar Country. The lands and waters within the bounds of our Shire were cared for and managed by Traditional Custodians for thousands of years before our Local Government came into existence.

The Shire of Denmark respectfully acknowledges those many, many generations of ongoing custodianship. We extend our deepest respects to Elders past and present, and we welcome their guidance and counsel.

Accessibility information

The Shire of Denmark Youth Action Plan 2025 - 2029 is available for download at **www.denmark.wa.gov.au**

Copies of this document can be made available in alternate formats upon request.

Supported by



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Shire Presidents' Message

I'm proud to share our very first Youth Action Plan for 2025-2029—a roadmap shaped by the voices of young people, families, and community partners across Denmark.

Over the past few months, we've listened to hundreds of young residents and worked closely with schools, services, and organisations to understand what matters most.

This Plan reflects our shared commitment to creating spaces, opportunities, and support that help our youth connect, grow, and thrive.

My heartfelt thanks to everyone who contributed—your insights have helped lay the foundation for a stronger, more inclusive future.

Aaron Wiggins, Shire President

A special thanks goes to Ella, Xabi, Hayden, Iris, Kaylah, and Jack who helped us craft the survey

Our Vision

Young people in Denmark have access to spaces, activities, and opportunities that support them in connecting, growing, and achieving their goals.

Level Up

It's time to Level Up—and the Shire of Denmark is doing its bit.

We've created the Youth Action Plan 2025–2029 to make sure young people in Denmark have what they need to thrive. Whether you're into sport, art, leadership, or just want more places to hang out, this Plan is about backing your ideas and your future.

This Plan is your local guide to help you connect with others, build skills, and reach your goals over the next five years. And it's not just talk—we're taking action.

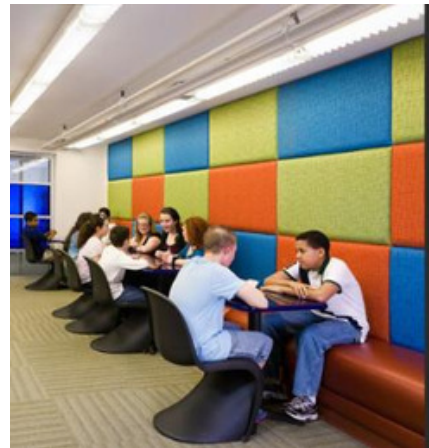
We didn't create this Plan without you. Over 200 young people across Denmark shared what matters most—through surveys, workshops, and even postcards. We also spoke with parents, caregivers, local organisations, and Shire staff to get the full picture. Your voices shaped this Plan, and your ideas will help bring it to life.

What's Coming Your Way?

Support for young makers at the Denmark Arts Markets.



Youth-friendly upgrades to Berridge Park, the Library, and the Rec Centre.



More free and low-cost events—music, art, games, and creative workshops.

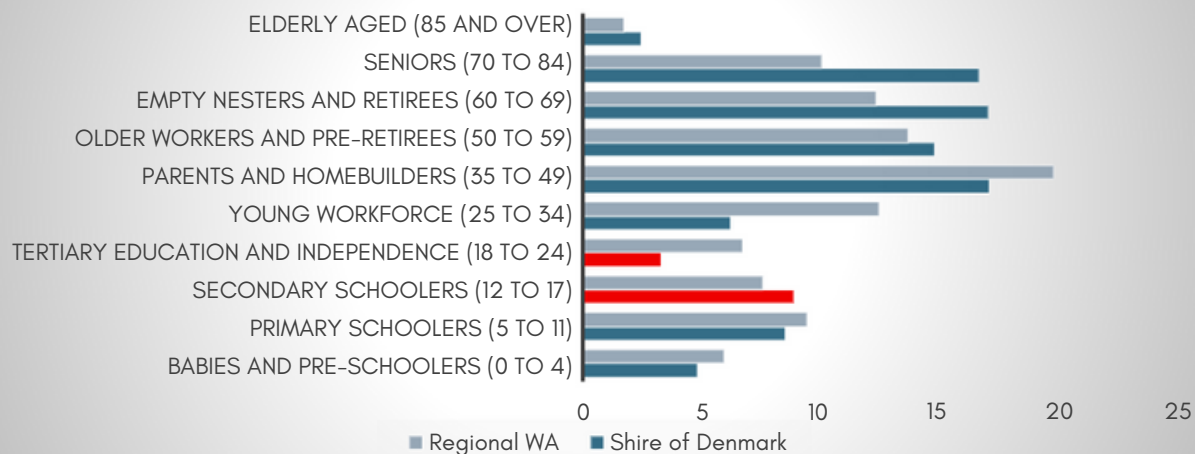


Continued delivery of Youth Fest and after-school/holiday programs.

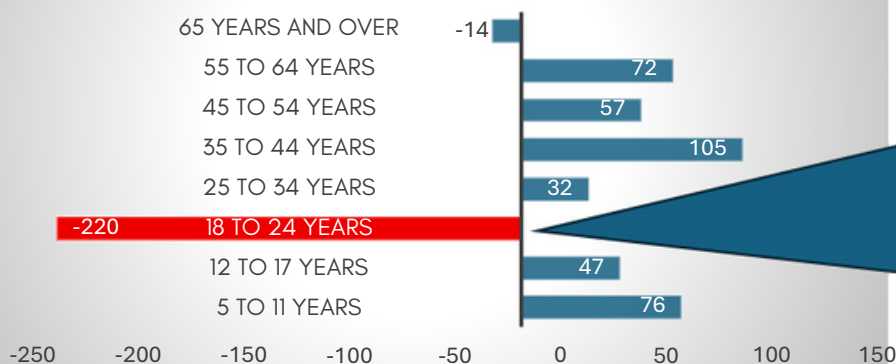
Youth Statistics in the Shire of Denmark

What's the graph showing us? Young people aged 12 to 18yrs form a significant part of the local population, exceeding the average for a regional WA community. In contrast, 18 to 24-year-olds make up a comparatively small percentage, less than half the regional average for a WA community.

Age Structure -Shire of Denmark



Net migration -Shire of Denmark 2016-2021



Where are all the 18 - 24-year-olds going?

Mostly Albany, Stirling, Victoria Park, Canning, Perth, Cockburn, Mandurah and South Perth.

The stories behind the statistics

In 2021 there were 562 young people aged 12-17yrs in the Shire of Denmark

Only 5.2% of young people aged 15 to 24 in Denmark are disengaged from employment or education—significantly lower than the regional WA average of 13.0%. This is partly due to many individuals aged 18 to 24 relocating to Albany or Perth for work or study, which reduces the local pool of available young workers. As a result, the hospitality and tourism sectors face increased pressure, as they depend heavily on young, casual workers to meet staffing needs.

- **With 6% of young people report living with a disability, 9% identifying as neurodivergent, 10% as LGBTIQ+, and 10% experiencing mental health issues**, local governments focused on well-being and belonging must ensure youth services are inclusive, accessible, and responsive to diverse needs. These figures underscore the importance of safe spaces, tailored support, and youth-led program design in fostering genuine inclusion and connection.
- **The positive net migration of young people aged 12 to 18 years** into the Shire of Denmark is partly driven by the boarding facilities at the WA College of Agriculture. This institution serves as a key educational attraction in the region, drawing an increasing number of young people to Denmark.
- **There is a large population of home-educated young people.** The rise in homeschooling among teens means local governments need to adapt youth services by offering more flexible, inclusive programs outside of school settings, improving outreach to homeschooling families, and ensuring access to social, mental health, and digital support.
- **TAFE offers a limited range of vocational courses** at its Denmark Campus which is complemented by a 24/7 University Centre located next to the CRC. This centre supports students enrolled in universities across Australia by providing access to online learning facilities, social networks, and academic support.
- **Limited access to vocational education** after school can make it more challenging for young people in small communities to acquire job skills, find local employment, and remain connected to their community. It may lead to more young people leaving town for opportunities elsewhere.

In 2021 there were just 210 young people aged 18–24yrs in the Shire of Denmark

- With 6% of young people in the survey identifying as Aboriginal—double the overall Aboriginal population of 3%—local government services must recognise and respond to the unique cultural identities and needs of Aboriginal youth. This highlights the importance of culturally safe and inclusive programs that support connection to culture, community, and identity, ensuring Aboriginal young people feel seen, heard, and valued.
- The removal of e-scooters from the community has significantly affected transport options for young people without a driver's licence. E-scooters provided a flexible, affordable, and accessible mode of transport, particularly for those aged under 18 who are not eligible to drive. Without this option, many young people face increased barriers to participating in work, education, and social activities—especially in areas with limited public transport.
- 15% of young people identified as neurodivergent, which includes conditions such as autism, ADHD, dyslexia, and other cognitive differences that affect how individuals think, learn, and interact.
- This may not have been widely recognised previously due to:
 - Increased awareness and improved diagnostic practices in recent years.
 - Past underreporting or lack of inclusive data collection methods.
 - Stigma or misunderstanding that may have discouraged disclosure.
 - More inclusive and youth-friendly engagement processes in this consultation, allowing young people to share their experiences more openly.
- With 82% of young people getting information from friends and 75% from family, effective engagement must prioritise peer-to-peer communication and family networks, using informal channels, youth ambassadors, and social spaces to ensure messages are shared in ways that feel natural and trusted.
- With beaches (72%), shops (72%), and cafés (69%) being the most frequented spaces by young people in the survey, local government should prioritise youth-friendly planning and activation of these public and commercial areas, ensuring they are safe, inclusive, and offer opportunities for social connection, recreation, and informal engagement.

What you told us

Focus on Places and Activities

Our goals are to ensure...

- Young people can access safe, welcoming, and inclusive social spaces.
- Young people have access to regular activities and events that cater to their diverse interests and ambitions.



You Said

- Denmark has great natural spaces, but there are few safe, indoor places for young people to hang out.
- Existing facilities, like the Library or Community Resource Centre, could provide more for young people.
- Sports options in Denmark are good, but there aren't many options for young people to participate in other activities.
- The Denmark Arts Market are popular with young people.
- Young people want more low-cost and free events and activities to take part in.
- Young people want a swimming pool in Denmark.

We Will

- Ensure that leases operating from McLean House are aligned with the goal of delivering youth-focused activities and services.
- Include activities for young people in the Berridge Park redevelopment.
- Work with local organisations to deliver low-cost/free activities and events for young people.
- Continue to deliver Youth Fest.
- Explore initiatives for young makers/crafters at the Denmark Arts Markets.

Places and Activities – more details

The abundant natural spaces in Denmark were highly valued by young people. Young people told us they used mountain bike trails, walking trails, beaches, and fishing spots. However, they also wanted safe, dedicated youth-focused indoor places where they could hang out after school and on the weekends. There was a desire to see youth-friendly elements in the Berridge Park redevelopment, such as undercover spaces and benches, so that young people could hang out and socialise.

There was strong demand by young people, parents, and stakeholders alike for a swimming pool -- it was the most frequently mentioned facility when young people were asked what they would change about Denmark.

While the Council has determined that it is not currently in a financial position to support a swimming pool, it has committed to revisiting the proposal once Denmark is projected to be within 10 years of reaching a population of 10,000.

A swimming pool is a costly asset to operate and maintain, and it requires a sufficient population base to help fund the service through both rates and user fees.

Most people said that there were numerous, good-quality sporting options available for young people in the Shire. However, there was a desire for more gym and sports options targeted to girls and young women.

Outside of sport, young people reported that there was little consistent provision of free or low-cost activities and events that they could attend, particularly after school and on weekends. During the Youth Week 2024 consultation, young people expressed a desire to see sports/fitness, games, social events, music, and arts/crafts at McLean House.

Current facilities, such as the library, recreation centre, and CRC, run some youth-focused programs that could be expanded upon. Young people said that they enjoyed YouthFest and looked forward to it; however, the event they most frequently attended was the Denmark Markets, which they viewed as an opportunity for young people to engage in arts and crafts and potentially explore entrepreneurial ventures.



"Utilising the CRC more as a youth space due to its accessibility"



"Support for creative young people (places to show/celebrate their art/music/writing/poetry/etc.)"



"An indoor space for winter gathering"

Survey snapshot

- For young people, the top two issues were – not enough places to hang out (42%) and not enough activities (41%)
- "Young people highlighted the beach (72%), shops (72%), and cafes (69%) as their most popular destinations, with the Arts Centre (6%) and CRC (11%) offering opportunities for increased engagement."
- Over half of parents/caregivers wanted action on activities for young people.
- "Respondents identified visiting the beach (74%) and swimming (69%) as their favourite current activities. Activities such as horse club (2%), cadets (3%), dance (6%), and karate (6%) were mentioned less often, suggesting opportunities to explore ways to boost participation and interest in these areas."
- Most popular event was the Denmark Markets (64%)



What you told us

Focus on well-being and Belonging

Our goals are to ensure...

- Young people have improved access to health and well-being supports.
- Young people feel like valued members of the community.



You Said

- Young people are quite unaware of mental health services, where they are, and how to access them.
- Young people are more likely to rely on parents/caregivers and friends for support than on professional services.
- Getting around Denmark independently from outside the town centre, or to Albany, is difficult for young people.
- More jobs and training opportunities are needed for young people to 'stay in town'.
- Many young people feel like the town caters more to adults and tourists than to young people.
- Young people mostly feel safe in Denmark.

We Will

- Increase community awareness of available support services for young people.
- Advocate for better transport options.
- Seek to engage young people as part of the Shire workforce through traineeship programs.

Well-being and Belonging – more details

Considering its small size, Denmark offers a reasonable level of mental health support for young people, including school-based mental health programs and outreach services. The Shire of Denmark receives funding from the Department of Communities to deliver the Denmark Youth Outreach (DYO) program, which is administered by the Albany Youth Support Association (AYSA).

The message varied between adults and youth regarding levels of mental health support. Adults stated that mental health services were insufficient to meet the community's needs. However, mental health was not a top-five issue for most young people. This varied by demographic and could be impacted by the stigma of talking about mental health, which is more common in regional areas.

Young people were often unaware of mental health and support services, including where they were located and how they could access them. Young people expressed general dissatisfaction with the healthcare services available to them, primarily due to wait times, costs, and the distance they need to travel for specialist care.

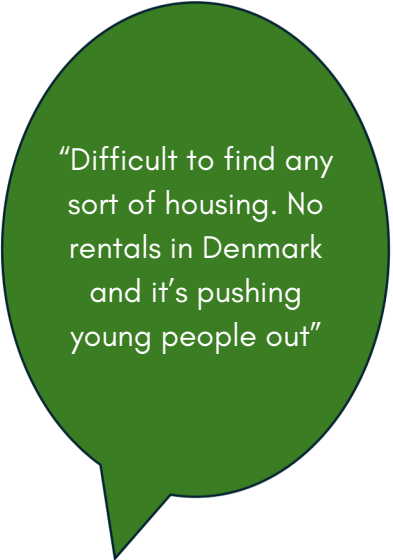
Young people across age groups indicated that they are highly reliant on parents/caregivers and friends for support when they need help, with some minority groups relying heavily on their peers. Levels of help-seeking through professionals, such as school psychologists or teachers, mental health services, and GPs/nurses, were low. This high level of reliance on informal supports and low level of youth awareness of formal supports indicates a need to raise community understanding of and skills with signposting in the health and well-being space.

Certain demographics of young people had more barriers or less access to mental health support than others. Denmark has a higher-than-average homeschool population, and many young people in Denmark also attend private schools in neighbouring Albany. Neither group is served by the Denmark Youth Outreach (DYO) program.

The closest educational support for young people disengaged from school is Albany. Support for LGBTQIA+ young people was another area where stakeholders identified gaps, with this cohort needing to travel to Albany to access a social network group. We heard that there was a high proportion of neurodivergence in young people in Denmark, which was confirmed by self-identification in the survey.



"Never really heard about any mental health facilities"



"Difficult to find any sort of housing. No rentals in Denmark and it's pushing young people out"

Well-being and Belonging – more details

Stakeholders emphasised the need for inclusive strategies and support to engage and involve neurodivergent young people in youth activities and services.

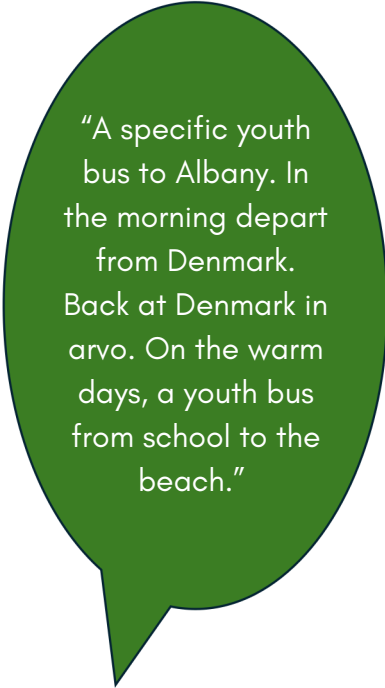
The lack of viable transportation options for young people to access places and services was a strong theme. Young people felt this especially acutely after the discontinuation of the eScooter services, which many found helpful. The lack of transport options also affected the ability of young people to access services and supports independently, and there was a strong desire for a publicly available bus between Albany and Denmark.

A common response was that the cost-of-living pressures significantly impacted young people's access to places, services and supports, with the perception that tourism in Denmark drove up prices even more than elsewhere. This had a particularly significant impact on young people aged 18 to 25, as well as those facing additional barriers.

Although young people felt safe in a tight-knit community (outside of tourist season), an undercurrent to the consultation was the perception that young people had that the focus of the Shire and businesses was on catering to older adults and tourists, which substantially impacted their sense of belonging. The Shire population has less than half the proportion of 18-to-25-year-olds compared to regional WA. Many young people in this age group leave town after they finish high school. Young people stated that they wanted to stay, but the factors that would prompt them to leave included the town's small size, a lack of opportunities for further employment and career advancement, boredom, a desire to travel, and a shortage of affordable housing.

Young people also noted that there are fewer options for entry-level jobs in the Shire compared to larger cities, such as Albany, which offer more retail and fast-food opportunities. They said many jobs came through 'who you know', and young people at the Agricultural College said that the reliance on existing connections was a barrier because they were outside of the tightly knit social networks in Denmark.

It was identified that a concerted effort was needed to provide more support for the 16- to 25-year-old age demographic to help keep them in the community.



"A specific youth bus to Albany. In the morning depart from Denmark. Back at Denmark in arvo. On the warm days, a youth bus from school to the beach."

Survey Snapshot

- Young people who reported mental health as a top concern were more likely to be LGBTIQ+ (58%), have a mental health difficulty (92%), or be neurodivergent (44%), highlighting the need for inclusive, targeted mental health support in local services.
- 67% of young people with a disability and 58% of those with mental health difficulties reported loneliness or isolation (67%) as a top issue
- 68% of young people reach out to parents/caregivers or friends when they need support
- 54% of young people identified transport and cost as the top barriers that prevented them from attending or participating in services, events, and activities; transport was more of a barrier for teens (68%) and cost for 18- to 25-year-olds (67%)
- 67% of parents/caregivers identified transport as a barrier for their young people
- 15% of young people identified as neurodivergent in the survey
- Access to opportunities was the fourth most important issue (39%); this jumped to 45% for those aged 18 to 25 and 67% for those with disabilities
- 40% of young people said they still expected to be living in the Shire five years' time; 60% were unsure or planned to move away



What you told us

Focus on Connection and Engagement

Our goals are to ensure...

- Young people are informed of initiatives, opportunities, and support available for them in the Shire and beyond.
- Young people have the skills and opportunities to be involved in shaping initiatives and community decisions that impact them.



You Said

- Young people want better communication about opportunities, activities and services that are available to them.
- Parents/caregivers, friends and school are the main ways young people get information.
- Young people want to be more involved in decision-making and leadership opportunities as they often feel their opinions aren't taken seriously.
- Young people want more access to volunteering opportunities.

We Will

- Promote opportunities for young people through established communication channels such as school newsletters, assemblies and noticeboards.
- Establish a Shire online presence using youth-friendly platforms.
- Provide professional development training to staff and community groups on effective youth engagement practices.

Connection and Engagement – more details

Local governments often struggle to effectively communicate with young people. During the consultation period, young people frequently shared that they were unaware of certain youth support services, despite their established presence in the Shire. A significant proportion stated that not knowing an event, activity, or space existed was a barrier to their attendance or participation in it.

Across all age groups, young people most reported that they found out about things through friends and family. This highlights the significance of marketing to parents and caregivers, as well as strategies for encouraging young people to share information. Over half of teenagers reported finding out about things through their school. Posters and flyers remain important means of reaching young people, but they should be placed in areas where young people congregate.

Instagram and Facebook were used to gather information relatively evenly across the age groups, with just over a third of the respondents using these platforms. Young respondents aged 17 and under were more likely to use Instagram, whereas young respondents 18 and over were more likely to use Facebook. To break through and maintain relevance, marketing to young people needs to be driven by the target audience—the young people themselves, so that they can tap into current trends. Stakeholders considered effectively connecting with young people a priority for the Shire and wanted to see a better use of social media and QR codes.

There is a growing recognition that young people should be involved in all types of decision-making. There was strong support for the Shire to take a more active role in nurturing youth advocacy and leadership. Stakeholders believed that empowering young people with leadership opportunities could provide them with a stronger voice in local decision-making and community planning. Some of the young people mentioned that the Denmark Arts Youth Advisory Group and the school's student councils were positive ways for young people to have their say. However, there was a consensus that the opinions and perspectives of young people are not particularly heard or considered.



"I feel as if they promote our ideas being heard yet our voice still feels unheard"

Connection and Engagement – more details

Young people felt that the Shire predominantly catered to older populations and that their opinions were not taken seriously.

The most important consideration when involving young people in decision-making is that it is authentic; the organisation needs to provide meaningful opportunities for a diversity of young people to have an impact and adequately resource the work. As the Shire is a smaller local government with limited staffing, it is essential that the work of involving young people is disseminated across the community and targeted at projects where it will have the greatest impact. Ongoing Youth Advisory Groups can have benefits, but they are resource-intensive. Getting young people involved in small projects is more viable.

Volunteering is important for young people as it helps them develop the skills needed within their field of interest, as well as connecting them to their community. Volunteering is not always accessible for young people, as they may not know who to approach or encounter organisations that are not set up to support young people in volunteering roles. The self-reported youth volunteering rates during the consultation were low compared to the high rates of the broader Denmark resident population. Stakeholders noted that the community's heavy reliance on volunteers was challenging; while local clubs and organisations depend on volunteers, there is a risk of burnout. They suggested that more training, work experience, and volunteering opportunities for young people could help alleviate this pressure and provide them with valuable skills and experience. Key community members commented that connecting young people with intergenerational mentors would also help build their connection to the community.



“More intergenerational knowledge sharing. We have a large cohort of older residents with many skills and knowledge to share and young people keen to learn”

Survey snapshot

- Not knowing that an event, activity, or space existed was the third most reported barrier by young people (35%)
- Young people reported that they mostly found out about things from friends (82%) and family (75%)
- 51% of young people 17 and under found out about youth-related events or activities through school
- 38% of young people found out about activities and services through posters and flyers
- Involving young people in decision-making was the number one issue parents/caregivers thought the Shire should address (68%)
- A very high proportion of the Shire's population of young people participated in the consultation for this plan (16%)
- 46% of young people wanted to be sent a copy of the Youth Action Plan when it was complete
- 85% said online surveys were their preferred way for the Shire to gather their opinion on things
- 11% of young people reported that they volunteered



Delivering the Youth Action Plan

- Enough staff dedicated to youth services within the Shire of Denmark
- Support from young people, especially for marketing and events
- Annual planning and review to track progress and guide implementation
- Regular meetings between local organisations to strengthen collaboration
- Ongoing engagement with young people to ensure their voices are heard
- Seeking funding through grants and State government opportunities
- Building strong partnerships with local and neighbouring community groups and services
- Using technology to support training and access to resources

Making the Plan Work

Enablers are external factors that can positively support the delivery of this Plan and be leveraged for better outcomes.

Threats are external challenges that may hinder success and require attention from the Shire and community to reduce their impact.

ENABLERS	THREATS
Strong sense of community	Small population size
The Shire's small population size means that the community is tightly knit. There are strong connections between community members and a sense of community	Denmark's small population and limited rate base make it difficult to fund services beyond the core responsibilities of local government,
Access to nature	Tourism
Denmark's easy access to beaches, rivers, and bushland is a unique asset for young people, offering natural spaces for recreation, connection, and well-being.	Denmark's popularity as a tourist destination brings seasonal influxes that can strain local services and facilities, often prioritising visitors over residents and contributing to congestion, higher amenity costs, and limited accommodation.
Safety	Cost of living
Young people and community members generally feel safe in Denmark, supported by a low crime rate and a strong sense of community.	While cost-of-living pressures are felt statewide, Denmark's popularity as a tourist destination intensifies the impact for young people, driving up prices and limiting access to affordable housing and services.
Strong Community Partnerships	Limited funding and Resources
Collaboration with community organisations, schools, health providers, youth organisations, and state agencies can extend reach and resources.	Small or rural councils often face budget constraints that limit their ability to invest in youth programs, staffing, and infrastructure.

Focus Area 1: Places and Activities

Goals and Actions	Shire Team	25/26	26/27	27/28	28/29	29/30
DELIVER ongoing programs and services targeted to young people at the library and rec centre	Community Services	●	●	●	●	●
DELIVER inclusive spaces for young people at the Rec Centre and Library	Community Services	●	●			
DELIVER youth-focused elements when developing Berridge Park that encourage social connection, recreation and a sense of belonging (e.g., skate facilities, covered areas and seating,	Sustainable Projects	●	●			
FUND youth-focused activities and equipment in the Library and Recreation Centre that cater to diversity, including inclusive games and resources; creative equipment; sensory-friendly spaces; flexible furniture; and tech access.	Community Services	●	●	●	●	●
FUND , through the Community Grants Program, programs that offer low-cost/free activities and events for young people, including non-sport-related activities.	Community Services	●	●	●	●	●
PARTNER with the Denmark CRC to provide low-cost/free activities for young people,	Community Services	●	●	●	●	●
DELIVER a range of after-school and school holiday programs for young people aged 12 and up, designed to support social connection, creativity, skill-building, and well-being.	Community Services	●	●	●	●	●
DELIVER annual <i>Youth Fest</i> event with a focus on delivering ‘have a go’ activities that link to ongoing opportunities and connecting young people with support agencies.	Community Services	●	●	●	●	●
PARTNER with community organisations to support young entrepreneurial artists and crafters in showcasing and selling their work at events like the Denmark Arts Markets. This may include:	Community Services	●	●			

Goals and Actions	Shire Team	25/26	26/27	27/28	28/29	29/30
- o offering free or low-cost stall fees for individuals under 25, - o creating a designated “Youth Makers Zone” with signage and promotion, and - o hosting practical workshops on topics such as pricing, branding, stall setup, and basic business skills. Support could also include mentoring from local creatives and access to shared equipment or materials to reduce startup costs.						

Focus Area 2: Well-being and Belonging

Goals and Actions	Shire Team	25/26	26/27	27/28	28/29	29/30
FUND the Denmark Youth Outreach program to provide mental health and wrap-around services for young people.	Community Services	●	●	●	●	●
ADVOCATE for expanded health and well-being services for young people outside of the school environment.	Community Services	●	●	●	●	●
PARTNER with local health and well-being services to increase awareness of, and access to, youth health and well-being services	Community Services	●	●	●		
DELIVER inclusive initiatives (e.g., sensory-friendly spaces, quiet zones, low barrier activities) and other accessibility measures at youth spaces, activities, and events to support inclusion of young people with disability and/or neurodivergence.	Community Services	●	●	●	●	●
ADVOCATE for transport options that increase young people’s mobility around Denmark and Albany.	CEO Councillors	●	●	●	●	●

Goals and Actions	Shire Team	25/26	26/27	27/28	28/29	29/30
DELIVER youth-focused initiatives that encourage young people to connect through shared environmental volunteering opportunities. This could include: • revegetation activities, • native planting days, • sustainability workshops held in public spaces.	Community Services, Sustainable Projects	●	●	●	●	●
DELIVER a Shire employment program for local young people who are finishing high school and want to stay in the Shire.	Corporate Services		●	●	●	●
DELIVER an annual Shire Award that continues to celebrate and acknowledge youth excellence by recognising outstanding achievements across a range of fields.	Community Services	●	●	●	●	●

Focus Area 3: Communication and Engagement

Goals and Actions	Shire Team	25/26	26/27	27/28	28/29	29/30
DELIVER and maintain an online presence tailored specifically for young people, using platforms and formats they actively engage with—such as Instagram and TikTok. This should include links to a youth-focused section of the Shire’s website where programs and services are promoted. This digital approach will complement the continued use of print communications.	Community Services, Governance	●	●	●	●	●
PARTNER with local schools to actively promote the Shire’s youth services, events, and initiatives by integrating information into school newsletters, assemblies, noticeboards, and social media channels.	Community Services,	●	●	●	●	●

Goals and Actions	Shire Team	25/26	26/27	27/28	28/29	29/30
DELIVER training and support programs to build the skills of Shire staff and community organisations in effectively involving young people in planning, activities, and decision-making, such as: ○ Youth engagement training ○ Co-design workshops ○ Facilitation skills for working with young people ○ Inclusive communication and cultural safety ○ Running youth advisory programs ○ Using digital platforms for youth input ○ Evaluating youth participation outcomes.	Community Services	●	●	●	●	●

About the words we use

LGBTIQ+	This is an evolving acronym which stands for lesbian, gay, bisexual, transgender, intersex, asexual and queer/questioning. There are many other terms that people use to describe their experiences of sexuality or gender, which are represented by the plus.
Neurodivergence	This refers to natural variations in brain function, broadly encompassing conditions such as autism, ADHD, and dyslexia. Some young people who are neurodivergent are identified as being disabled, but not all are.
Young people	For the purpose of this Plan, the definition of 'young people' is those aged 12 to 25.
Youth vs young people	The preferred term when referring to those in the age 12 to 25 age bracket is 'young people' rather than 'youth' or 'youths'. This is because the term 'youths' has historically negative connotations, i.e. 'the group of youths are causing problems' or 'gang of youths'. The exception is when referring to a place, event or document related to young people, such as a youth centre or a youth strategy.

More information

To discuss the Youth Action Plan 2025 – 2029 or provide feedback, please contact the Shire of Denmark:

- Phone: (08) 9848 0300
- E-mail: info@denmark.wa.gov.au
- Address: 953 South Coast Highway, Denmark WA 6333
- Postal: PO Box 183 Denmark WA 6333

Appendix A - Who participated in the Youth Survey?



To develop the plan, we conducted research on existing youth trends, examined the current initiatives the Shire is delivering for young people, and consulted with the community.

Jun to Sep 2024	June to Oct 2024	Oct to Apr 2025	April 2025	April to May 2025	Oct 2025
Planning & desktop research	Community consultation	Development of Draft Youth Plan	CEO & Council Briefing of Findings	Draft Youth Plan for Public Comments	Youth Plan Endorsed

Community consultation was delivered between June and October 2024 and included:

- Engaging six peer researchers aged 15 to 25
- A print and online survey for young people
- An online survey for parents and caregivers
- An online survey for community members
- Three youth workshops with Denmark SHS and the Denmark Agricultural College
- A drop-in session at the Denmark Community Resource Centre (CRC)
- A postcard campaign for the community to share their big ideas
- Ten interviews with organisations and services
- One workshop with Shire staff
- One solution-focused roundtable with organisations, Shire staff and Elected Members

Promotion of the opportunities to participate in the consultation was delivered through the Shire's website and Facebook pages, direct engagement with local schools and key stakeholders, and posters/flyers around Denmark.

We received 211 responses from young people as part of the community engagement undertaken for this report. This included 126 through surveys, 71 at youth workshops, and 14 through interviews, drop-ins and other engagements. The survey data showed that of those participating in the engagement:

- 60% were aged 12 to 17, and 40% were aged 18 to 25
- 46% female, 52% male, 2% non-binary/other and 2% unknown
- 15% identified as neurodivergent
- 10% identified as living with a mental health issue
- 10% identified as LGBTIQ+
- 9% identified as being from a multicultural background
- 6% identified as Aboriginal and/or Torres Strait Islander
- 6% identified as living with a disability
- 2% were young carers
- 2% were young parents
- 50% went to school in the Shire
- 8% went to TAFE/university in the Shire
- 46% worked in the Shire
- 11% volunteered in the Shire
- 29% used groups or services in the Shire
- 60% spent leisure time in the Shire

We also talked with:

- 29 parents and caregivers
- 15 organisations and services that work with young people
- Staff and Elected Members