



Central Goldfields Shire Council
Municipal Public Health and Wellbeing Plan 2017 – 2021

Adopted by Council 30th January 2018

Purpose

The *Public Health and Wellbeing Act 2008* states that all Victorian councils are required to prepare a Municipal Public Health and Wellbeing Plan within 12 months of the last local Council general election which:

- is consistent with the Council Plan
- covers a four-year period
- has regard for the impact of climate change

Councils must do this as they have a role under legislation to protect, improve and promote public health and wellbeing within their municipality.

Council is also identified as a decision maker under the Climate Change Act 2010 and therefore has a duty to consider the impact of climate change in the preparation of this Plan. While the direct health impacts of responding to extreme weather events are outlined within the Municipal Emergency Management Plan there are indirect health impacts caused by climate change which also need to be considered.

Local Government Role

Council plays an important role in the community. It has the responsibility to improve, promote and protect public health and does this through a number of activities within the Council Plan and Public Health and Wellbeing Plan.

The role of a local government could be classified in three segments.

1. **Direct Action:** These actions are delivered by Council and in majority of the cases Council only. An example of a Council direct action include installing water fountains in the Play grounds that are managed by the Council.
2. **Collaborative Actions:** These actions are supported by Council where the action is the responsibility of another agency. Council to support the implementation of these actions, creates an environment that these issues are discussed and supported and undertakes any reasonable measures to make sure the agency responsible for these actions, delivers the action. An example of this action is to support drinking water fountains in all recreation facilities not managed by Council.
3. **Advocacy Action:** These are activates Council advocates on behalf of community. These actions could not be achieved locally, with Council resources and any other local agencies. An example of the advocacy actions include, Council advocating for more funding for Youth Counselling services.

In the preparation of 2017-21 Municipal Health and Wellbeing Plan Council considers all three types of actions segmented above. An Action Plan is developed using the three segments above and attached to this plan as Attachment 1.

As the level of government closest to the people, the infrastructure and services councils provide can and do directly promote and enhance the health of a community.

Councils across Victoria have been developing plans in partnership with ratepayers over decades and these plans cover more than roads, rates and rubbish. They address the broader social and economic impacts which influence our communities. They also demonstrate the promotion of health through shaping the environments which enable residents and visitors to intentionally make choices to positively affect their health.

Although Council has a key role in influencing the health and wellbeing of residents and visitors it cannot and should not do so on its own. Central Goldfields Shire Council is committed to working in partnership with other stakeholders in the community to tackle issues in a concerted way. By being strategic in our approach we can ensure that health and wellbeing is considered with every decision that we make.

The following table provides an example of the impact that Council services have on the health and wellbeing of those within the municipality.

Table 1. Council Services and their Health and Wellbeing benefit

Examples of Council Services & Programs	Influence on Health and Wellbeing
<p><i>Aged and Disability Services</i></p> <ul style="list-style-type: none"> • Home support programs • Senior citizens centres • Meals on wheels • Social support services 	<ul style="list-style-type: none"> • Increased social and community connectedness positively influencing mental health and wellbeing • Enhancing independent living options • Improved nutrition through provision of meals on wheels • Preventing social isolation
<p><i>Arts, Cultural & Tourism Services</i></p> <ul style="list-style-type: none"> • Tourism development • Arts and cultural opportunities • Community festivals and Events • Library services • Aged and disability Library access programs 	<ul style="list-style-type: none"> • Promotion of positive mental health and wellbeing • Improved cultural appreciation and understanding • Economic benefits • Community cohesion • Reduction in social isolation

<ul style="list-style-type: none"> • Author visits 	<ul style="list-style-type: none"> • Increased social connection and community engagement which positively influences mental health and wellbeing
<p><i>Community</i></p> <ul style="list-style-type: none"> • Go Goldfields • Community connectedness • Social capital • Volunteer support • Local Laws 	<ul style="list-style-type: none"> • Promote community cohesion • Internal staff policies that promote health and wellbeing • Community safety
<p><i>Environmental Health Services</i></p> <ul style="list-style-type: none"> • Food and health premises registrations • Compliance with tobacco legislation • Emergency management recovery • Public Health and wellbeing planning • Climate change • Wastewater regulation • Monitoring outbreak investigations • Immunisation 	<ul style="list-style-type: none"> • Protection of public health via provision of safe food • Reducing harm from tobacco • Development and management of Municipal Public Health and Wellbeing Plan • Infectious disease control and prevention • Safe drinking water • Public health protection via natural environments (air/water/land) • Advocating for sewerage of small towns • Immunisation of secondary school aged children
<p><i>Goldfields Family Centre</i></p> <ul style="list-style-type: none"> • Maternal and Child Health • Go Goldfields • Child care services • Toy Library 	<ul style="list-style-type: none"> • Universal access for all children from birth to school age • Prevention, promotion, early detection and intervention for concerns of children • Advice on infant feeding and family nutrition • Immunisation service for infants and young children

	<ul style="list-style-type: none"> • Enhanced Maternal & Child Health service for families requiring extra support • Supporting sexual and reproductive health • Reducing violence and injury and increasing safety of women and children • Supporting literacy skills • Increasing breastfeeding rates
<p><i>Engineering, Infrastructure Projects & Operations</i></p> <ul style="list-style-type: none"> • Protect and enhance existing amenities • Maintenance of roads, bridges, footpaths, kerb & channel, parks & gardens, drainage & buildings • Traffic management • Waste management • Emergency management response 	<ul style="list-style-type: none"> • Enhancing liveability • Provision and maintenance of facilities which promote physical activity and mental health wellbeing • Enabling community connectedness • Positive environmental amenity and healthy natural environments • Creating environments that support public wellbeing and economic success • Public safety through safe and effective pedestrian, cycling and road networks
<p><i>Procurement</i></p> <ul style="list-style-type: none"> • Ensure compliance with policy, process & procedure 	<ul style="list-style-type: none"> • Supporting activities that contribute to the municipality's prosperity • Ensuring provision of healthy choice options are included within Council's Catering Policy
<p><i>Recreational Services</i></p> <ul style="list-style-type: none"> • Recreation and sporting facilities • Sporting events & programs • Recreation Strategy Plan • Major Recreation Reserve Master Plans 	<ul style="list-style-type: none"> • Promotion of physical activity across all stages of the lifespan • Enhancing liveability • Promotion of active transport • Enhancing social connectedness

	<ul style="list-style-type: none"> Improved mental health and wellbeing through connection to the natural environment
<p><i>Strategic Land Use Planning</i></p> <ul style="list-style-type: none"> Building and residential estate planning approvals Residential, commercial and community precinct planning Open space planning 	<ul style="list-style-type: none"> Environmentally sustainable development Liveable and health-enhancing built and natural environments Promotion of physical activity and active transport Creating environments that support public wellbeing and economic success Walkability and connection throughout residential areas Separation of land uses in order to achieve healthy environments
<p><i>Youth support Services</i></p> <ul style="list-style-type: none"> FReeZa Youth Space Youth Advisory Council Engage! Youth 	<ul style="list-style-type: none"> Enhanced community connection and social inclusion Supporting positive mental health Providing a voice for the youth population

VICTORIAN PUBLIC HEALTH AND WELLBEING PLAN

The *Public Health and Wellbeing Act, 2008*, provides the legislative framework for public health and wellbeing while the Victorian *Public Health and Wellbeing Plan 2015 – 2019* outlines the State government’s key priorities to improve the health and wellbeing of all Victorians.

The State plan stipulates the importance of governments working with other organisations in a concerted effort to address six priority areas:

- Healthier eating and active living
- Tobacco-free living
- Reducing harmful alcohol and drug use
- Improving mental health
- Preventing violence and injury
- Improving sexual and reproductive health

The plan also identifies the importance of maintaining healthy environments, and responding to the impacts of climate change on people's health and wellbeing.

CENTRAL GOLDFIELDS SHIRE & COUNCIL PLAN (2017 - 2021)

Located at the geographical centre of Victoria, the Central Goldfields Shire covers some 1,550km² and has an estimated residential population approaching 13,000 people.

Maryborough is the Shire's major business centre with a population of around 7,500. Maryborough has gained recognition in recent years as having some of the finest recreation and sporting facilities in regional Victoria, together with significant historical buildings dating back to the goldmining era of the 1850s. With an expanding passenger rail service Maryborough acts as a sub-regional centre providing connectivity with our regional and metropolitan neighbours.

Other towns in the Shire include Bealiba, Carisbrook, Dunolly, Majorca, Talbot, Bowenvale-Timor and the rural districts surrounding these centres. All are noteworthy for their heritage architecture and significant agriculture industries, supporting an increasing level of visitations.

The Shire has experienced significant growth including key infrastructure projects and residential developments, together with real community renewal. Central Goldfields Shire has excellent schools, health facilities and amenities that support an attractive lifestyle.

The Shire is located within one hour's drive from the main provincial centres of Bendigo and Ballarat and 2 hours from Melbourne.

Municipal Snapshot

Population 12,561 (Australian Bureau of Statistics – Estimated Resident Population 30.6.16)

Area 1,532km²

Rateable properties 8,348

Number of Employees 143.8EFT

Rate Revenue \$13.5m (Includes rates and charges 2016/17)

Total Expenditure \$32.0m (2016/17)

Length of sealed local roads 507kms

Length of unsealed local roads 793kms

Young people having completed Year 12 or equivalent (2014) 63% (State average 85%)

Prep students having reading skills at/above foundation level (2015) 76% (State average 62%)

Median Household Income (2015) \$685 pw (State average \$1216 pw)

Council's vision, as stated in the Central Goldfields Shire Council Plan (2017 – 2021), is "To be a vibrant, thriving and inclusive community."

It further states as a purpose, "The primary objective of a Council is to endeavour to achieve the best outcomes for the local community having regard to the long term and cumulative effects of decisions."

From a historical point of view local government in Victoria has a long standing association with public health. It began during the gold rushes of the 1850s with the rapid increase in population and concerns about unsanitary conditions. The focus then was on preventing the spread of epidemic diseases, primarily through action on sanitation and housing standards. This continued into the 20th century, with public health practitioners focussed on threats to health in the immediate environment by dealing with sewage, the provision of clean water, sale of adulterated foods and housing conditions. There is still an important role for local government to play in controlling these threats.

While the leading causes of ill health within the municipality are no longer infectious diseases, evidence shows that the conditions in which we live, learn, work and socialise have an enormous impact on our health. Considerations in these times include how best to keep our health, not just how to get it back.

Council plays an important role in the community. It has the legislated responsibility to improve, promote and protect public health and does this by direct involvement in a range of areas including roads, parks, waste management, land use, local laws, arts and culture, personal and home care, early-years services, recreation, community development, health protection, emergency management and advocating for community needs. Given this, local government is well placed to have an influence on many of the factors which directly and indirectly affect the health and wellbeing of our community.

Our changing climate

The environment is an issue of importance to our community and its sustainability. However according to the CSIRO our climate is changing, "It is often claimed that the observed warming of the climate system results from natural climate processes rather than being human-induced. However, there are no known natural factors that can explain the observed warming."

Changes to our climate has the potential to impact the water supply, air, soils and in turn the type and amount of crops that are grown.

On average, rainfall has declined since the 1960s, especially in autumn. The harsh Millenium Drought (1996 to 2009) ended with two of the wettest years on record in 2010 – 11.

Bureau of Meteorology data shows a trend within this region of:

- temperatures continuing to increase year round
- less rainfall
- fewer frosts
- more frequent and intense heavy downpours
- more days of extreme heat
- harsher fire weather

The change in climate brings with it an unreliability of the natural forces that potentially impact our health. While these cannot be controlled, they can be anticipated and prepared for.

GO GOLDFIELDS

People often ask ‘what is Go Goldfields?’ Put simply Go Goldfields is our community working together towards a positive future.

The Central Goldfields Shire Council is the backbone for this work. Consequently the Council Plan (2017 – 20121) endeavours not only to support the work but demonstrates how Council as an organisation is ‘walking the talk.’ Continuing the implementation of the Go Goldfields program, and working towards program sustainability is listed as a priority within the Council Plan

Go Goldfields is a place based initiative designed to address complex social issues within the Central Goldfields Shire. When we talk about Go Goldfields the ‘we ‘ refers to everyone who has an opinion, passion, commitment and influence to help us achieve our shared aspiration of ‘Our community aspiring, achieving and living a full life,’ where:

- Family Violence is unacceptable in our community.
- Children are loved and safe.
- Everyone has the language and literacy skills needed.
- Young people are celebrated as they strive to reach their full potential.
- Everyone can earn, learn, achieve and dream.

To achieve our ambitious outcomes we have governance structures and processes in place, and commitments from, community (people who live, work and play in the community), services and Education, Business, Philanthropy and other funders, Government departments and Peak bodies. The Central Goldfields Shire Council holds the Backbone role for supporting the implementation of the collective impact approach for this initiative.

Over the decades the Central Goldfields Shire population has been significantly impacted by the closure of manufacturing industries and a lack of transport to major places of employment and learning. However in more recent times there is a real buzz in the community as change becomes evident. Go Goldfields provides a collaborative platform for this change where everyone is working together towards a positive future for all who live, work and play in the community.

We work to support the Central Goldfields Health and Wellbeing Partnership plan (2017 -2021) through the social inclusion lens of our work. We act to ensure sharing power with community in decision making is foundational in developing shared aspirations and mobilising for change.

CENTRAL GOLDFIELDS HEALTH AND WELLBEING PARTNERSHIP (CGHWP)

The Central Goldfields Shire Council (and Go Goldfields) has partnered with Asteria Services Inc. (disability service providers), Central Victorian Primary Care Partnership, Maryborough District Health Service and Women's Health Loddon Mallee. These partners have come together because of the recognised need to work together in order to maximise the opportunities for all residents to achieve optimal health and wellbeing. Working together at a local level enables a systems approach to place-based prevention.

POPULATION DATA

Listed below are some important demographic statistics specifically related to the health and wellbeing of the population within the municipality.

- 12, 575 people live in Central Goldfields Shire (Census Australia Bureau of statistics 2015)
- Median age 49.8 person years and in Australia 37.4 person years population (ABS 2011).
- 54% of individuals with income less than \$400 per week. Significantly above Victoria at 40% (Census of Population and Housing, Basic Community Profiles, ABS 2011)
- Manufacturing is the main employment industry, employing 17.1% of the population (ABS 2011)

Social Inclusion

- In 2011 53% of households in the Central Goldfields Region had broadband internet compared to the Victoria average of 72.4%.

- 71% of Central Goldfields Residents said that they feel like they live in a close knit neighbourhood. This is higher than the Victorian average of 61%.

Healthy Eating and Active Living

- 13% of people in Central Goldfields were reported to drink soft drink every day (Victorian Adolescent Health and Wellbeing survey 2009, Department of Education and Early Childhood Development)
- 39% of infants were reported as fully breastfed at 3 months of age in Central Goldfields. This was lower than the proportion reported across Victoria at 52% (Department of Education and Early Childhood Development and 2010 Estimated Resident Population, ABS 2010-2011).
- Compared to all Victorians, a significantly larger proportion of Central Goldfields residents engaged in no physical activity during the week (26.9%, Victoria = 18.9%) (Central Goldfields LGA Profile VicHealth Indicators Survey 2015 Results)
- The three most popular non-organised physical activities in Central Goldfields were walking (59.3%), gym or fitness (6.9%), and swimming (5.7%) (Central Goldfields LGA Profile VicHealth Indicators Survey 2015 Results).

Mental Wellbeing

- Over 50% of youth report, they are engaged in local, clubs, associations or community groups, with the remaining proportion reporting they are not involved with any local groups (Youth Survey, Youth Advisory Council, and Central Goldfields Shire 2016).
- Nearly 12% of families are experiencing high levels of stress (Department of Education Victorian Child and Adolescent Monitoring System 2015)
- 16.4% of Loddon Area young people are bullied most days. (15.3% for Vic).

Primary Prevention of Violence against women

- Family Violence rates in the Central Goldfields are 3 times the state average and second highest in Victoria (per 100,000 population Victoria Police 2013/2014)
- 43% of family violence incidents in Central Goldfields have children present (per 100,000 population Victoria Police 2013/2014)
- In Central Goldfields 83.0% of lone parent families are headed by a female parent compared to the state average of 81.6% (2011 Census of Population and Housing, ABS. Census Table: Lone parent status by Sex by LGA, Population: Persons)

COMMUNITY CONSULTATION

In a bid to accurately capture community perspectives and viewpoints on what makes a community vibrant, and seeking ways to improve health and wellbeing, extensive community consultations were held. As a result the voices of our community have strongly informed this plan.

The community were consulted over a 6 week period including an online survey, focus group discussions with a number of more vulnerable groups, pocket and pebble activity and we made sure to utilise the data that has been collected through recent community consultation with the Central Goldfields community, particularly through Go Goldfields and with youth.

Data collected from the above consultation activities were collated and used, along with population health data to inform priority selection.

On collation, the most important factors for the health and wellbeing of the community were preventing violence against women, reducing harmful drug and alcohol use and improving mental health.

In regard to their own health and wellbeing, people were least satisfied with how much they exercise, their oral health, their ability to cope with stress and their connection to community. People felt least confident in their ability to make changes in the following areas: oral health, mental health, active living and social connection

IDENTIFIED PRIORITIES

As a result of examining the community's data, and feedback from the community consultation three priority areas were identified for action:

Priority 1: Healthy Eating and Active Living

Priority 2: Mental Wellbeing

Priority 3: Primary Prevention of Violence against Women

Overarching Lens: Social Inclusion

In setting these priorities we acknowledge that we also have a leadership role to play in ensuring all of our community, regardless of diversity, can live a full and healthy life. As such, we have committed to applying a social inclusion lens to all of our work in this plan, which is reflected in our plans overarching vision. This will be enacted by utilising the document *Building a Socially Inclusive Rural Community: A complete resource* during planning, implementation and evaluation.

Council recognises the influence of the organisation on all three identified priority areas, often through direct provision of services. It also acknowledges the key advocacy role it plays to support work within the priorities, in line with the objective listed in the Council Plan, to support community cohesion, health and wellbeing for our community.

Go Goldfields and Priorities

The priority of this plan for Healthy Eating and Active Living is supported through the work of the shared aspiration in Go Goldfields for 'Children in our community are confident, creative, safe and healthy'. The themes in this work are:

- Services and education providers work in ways that meet individual needs of children and families
- Children have the language and literacy skills to support aspiration and create life opportunities
- All parents nurture their children so they can achieve their aspirations
- All children are active and valued community participants

We work to support the priority of Mental Wellbeing through our work on youth connectivity and the implementation of the Central Goldfields Shire Youth Services Development Plan. This plan addresses the importance of ensuring that there are supportive environments to nurture the health and wellbeing of young people in the shire, and that they have opportunities for clear pathways for the future. Children in our community are 'loved and safe'.

We work to support the priority of 'Primary Prevention of Violence Against Women' through the work of the Go Goldfields Family Violence Action Group and the implementation of the Go Goldfields Family Violence Action Plan in the Shire. The Go Goldfields themes in this work are:

- Women are treated equally and respectfully and their expertise is valued and sought.
- The Community is skilled and empowered to take action against family violence.
- Family violence offenders are held to account by police, court and community.
- A cultural shift in service sector – service providers have the ownership, the will skills and resources to meet community need.

We learn, monitor and evaluate our impact on outcomes and processes through systems of shared measurement.

IMPLEMENTATION

The Central Goldfields Health and Wellbeing Partnership Plan 2017-21 presents the overarching strategic framework to guide the development of an annual implementation plan. The partnership through developing this plan has formed strong relationships and is committed to the sustainability of the objectives.

The Partnership will meet on a regular basis to continue to monitor and refine the plan. The plan will be considered a live document as we recognise the need to be flexible and adaptable to the changing health and wellbeing needs of our community.

The Central Goldfields Health and Wellbeing Partnership will:

- Develop an annual implementation plan each year to capture the activities of partnership members to address the objectives of the plan.
- Work with the community using a co-design process to ensure our activities work for them, in particular the vulnerable and hard to reach groups.
- Continue to actively pursue cross-sector partnerships.
- Apply a social inclusion and a gender equity lens to all activities
- Monitor and evaluate the plan to ensure activities leading to change
- Provide yearly reports to DHHS and all partner organisations.

Central Victorian Primary Care Partnership will provide the backbone support to this partnership.

MONITORING AND EVALUATION

Monitoring and evaluation will be central to this plan and to meeting the health and wellbeing needs of the Central Goldfields community. The monitoring and evaluation framework will ensure the plan is focussed on delivering long term outcomes for the community.

To create a culture of action, reflection and experimentation, developmental evaluation alongside a co-design approach will facilitate real-time feedback to inform the ongoing design, development and implementation of local strategies.

The partnership has utilised the *Victorian Public Health and Wellbeing Outcomes Framework* to identify shared indicators for each objective in order to measure longer term impact at a community level. To demonstrate that we are making progress towards achieving these longer term impacts, we will develop shorter term progress measures and also continue to collect process indicators. These are included in the annual implementation plans.

Attachment 1: Central Goldfields Shire Council – Action Plan

Area	Action	Outcomes	Time	Responsibility/comment
Priority 1 : Healthy eating and Active living				
1.Support mothers by providing breastfeeding friendly places	Direct Action			
	1.1 Educate staff on the existing arrangements with supporting staff with infants.	A staff bulletin is prepared and information provided in meetings with the interested staff members Staff members are aware of their right and obligations as part of EBA	Jan 2018-June 2018	HR Manager and communications officer
	1.2 Consult with Staff on any gaps within EBA regarding supporting staff with breastfeeding arrangements	Staff inputs are tabled in EBA discussions	Jan 2020-March2020	HR Manager
	1.3 Consider Breastfeeding friendly facilities in the development of future community infrastructure	Develop/amend a planning policy/framework to include consideration of parents room facilities	Jan 2018-Dec 2018	Planning Manager
	1.4 Promote Council facilities that are breastfeeding friendly	a. Have a signage, presence in Council website, regular social media updates b. Promote the MCH facility available for residents and visitors as a safe, clean and breastfeeding friendly facility.	Ongoing	Communications Officer
	Advocacy			
	1.5 prepare an advocacy package to enable MCH Nurses additional time and backfill to attain IBLCE (International Board Certified Lactation Consultants) qualifications.	Advocacy paper prepared and endorsed by the collaborative table.	June 2018- Dec 2018	General Manager Go Goldfields
	Collaborative Action			
	1.6 Support Go Goldfields Children and Families Action Group in educating and promotion of Breastfeeding leveraging the existing MCH Nurses Council has available.	Increase awareness of the business community	ongoing	Economic Development resource (TBD)

2. Promote increase of water intake	Direct Action			
	2.1 Consideration of water fountains in developing public infrastructure	Water fountains are considered in all future infrastructure works	Ongoing	General Manager Technical Services
	2.2 Internal campaign/education to staff on Central Highlands Water Choose Tap campaign	More awareness to staff on water consumption Create a visual Displays in the staff rooms (Vic Health Resource)	March 2018	Health and Wellbeing Committee
	Advocacy			
	2.3 Advocate for more water fountains in the public places	Engage with Central Highlands Water in improving and increasing Drinkwater facilities in public spaces	Feb 2019-June 2020	GMTS
3. Support Fresh Food intake	Direct Action			
	3.1 Promote Healthy eating at workplace	Work with the Health and Wellbeing committee to engage staff in supporting Healthy Eating at workplace	July 2018-June 2019	HR Manager
	3.2 Conduct an audit in Council owned kitchen facilities	Audit report of Council owned kitchen facilities. Report provided to Council	Jan 2018- Dec 2018	EHO
	Collaborative Action			
	3.3 Support Street Harvest or any other community groups in establishing or enhancing Community gardens	Provide resources (shared services – Ballarat City)	Jan 2019-Dec 2019	GMCCS
4. Support Walking and cycling (Physical movement)	Direct Action			
	4.1 Continue to implement footpath links and connections as per Walking and Cycling strategy	a. Progressive implementation of footpaths construction/renewal and consideration in the annual budget and long-term planning	Ongoing	a. Recreation Officer b. Manager Planinng

		b. Ensure new residential developments or subdivisions are designed to promote walking or cycling		
	4.2 Promote walking and Cycling with the employees of Central Goldfields Shire council (including walking meetings, discounted gym membership for staff)	Promotional activities conducted to encourage employees to walk/cycle more	July 2020-June 2021	HR Manager. Health and Wellbeing committee
	4.3 Work with Maryborough Leisure Centre contractor to increase participation.	-contract review of Maryborough Leisure Centre - A report to Council with recommendations to improve participation at the leisure centre for Council consideration	July 2019- June 2020	Recreation Manager
	Advocacy			
	4.4 Prepare an advocacy package to seek funding to implement the walking and cycling strategy priorities	Advocacy package prepared	July 2018 – June 2019	Manager Recreation
	4.5 Prepare an advocacy package for Sewer Talbot township	Advocacy package prepared	July 2018 – June 2019	GMTS & GMCCS
	Collaborative Action			
	4.5 collaborate with the activities of CHSP or any other seniors funding programs to promote the recreation facilities Council manages	Provide information/ education to program managers for Senior’s program to leverage Council managed recreation facilities	July 2019 – June 2020	Coordinator CHSP & Manager Recreation
	4.6 Collaborate with Community to create a program similar to Active Ararat	Design a program and report it for Council consideration	July 2020- June 2021	Manager Recreation(Civic leadership project)
Priority 2: Mental Wellbeing				
5. Training and support to Central Goldfields Shire Council Staff	Direct Action			
	5.1 Increase awareness on mental health issues with staff working with Health and Wellbeing Committee	Provide messaging to staff on maintaining good mental wellbeing through regular communication via staff newsletters, all staff meetings	Ongoing	HR Manager & communications officer

	5.2 Formal training programs to staff	Deliver - Mindfulness sessions (or similar) - Mental Health First Aid training (to targeted staff members) - Other training/programs as identified by the Health and Wellbeing committee	July 2017-June 2021	HR Manager, Health and Wellbeing committee
	5.3 Prepare a Reconciliation Plan to Support Aboriginal and Torres Strait Islander community	Reconciliation Plan Prepared	July 2019-December 2019	GMCCS
6. Promoting programs and events to the community	Direct Action			
	6.1 Actively promote programs support Mental Health and wellbeing using Council's channels of communication	-Regular promotion in traditional and Social media on programs that Support Mental Health and Wellbeing issues -Calendar of events that support Mental wellbeing	Ongoing	Communications officer, GMCCS and GMGG
	Collaborative Action			
	6.2 Assist the MDHS and any other community services agencies to roll out programs to combat mental health issues	- Support in promotion of the events using council's event management resources,	Ongoing	Events Manager
	Advocacy			
	6.3 Prepare an advocacy package for the Youth Centre	- Advocacy Package to support Young People to have a Youth Centre, that could work as a Hub of activities for Young People	Jan 2018 – Dec 2018	GMCCS
Priority 3: Prevention of Violence against Women				
7. Training and Support to Central Goldfields Shire Council staff	Direct Action			
	7.1 Support staff facing family violence issues	Supported by - Providing EAP - Additional leave as per EBA - Support provided as per EBA	Ongoing	HR Manager, Executive team

	7.2 Staff training and increased awareness	Supported by -Sons of the West Presentation to staff -Respectful relationship training - Any other training/programs identified by the Health and Wellbeing Committee, including being part of White Ribbon Day	July 2018- June 2019	HR Manager
	7.3 Have a policy position that prevents discriminatory practices	Undertake Gender Equity Audit Adopt Equal opportunity Policy	July 2018- Dec 2018	HR Manager, Director Org Transformation
8.Supporting Female Friendly facilities and improve female participation in community events and recreation activities	Direct Action			
	8.1. conduct an audit on public amenities with a Female Friendly Lens and a Family Friendly Lens	Council to understand the gaps in the public amenities to support female friendly ethos	July 2019-June 2020	GMTS
	8.2 Actively Promote family friendly and or female friendly facilities through social media	-Organise Schedule Facebook posts to promote female friendly facilities actively	Ongoing	Communications Officer
	Advocacy			
	8.3 Advocate for funding to improve female/family friendly facilities as identified in 8.1 above	Advocacy Package Prepared	July 2020- June 2021	Recreation Manager
	Collaborative Action			
	8.2 Working with Sport and Recreation Victoria and all sporting clubs of Central Goldfields Shire Council prepare a Recreation Strategy that supports increased female participation	Recreation Strategy Prepared	Jan 2019- Dec 2019	Recreation Manager
	8.3 Support the Go Goldfields Family Violence Action Group in their work with prevention of Violence against women	- Provide advocacy support - Develop awareness to ensure that there are synergies between community activities and Council activities	Ongoing	GMGG

9. Support Community run events to prevent family violence	Collaborative Action			
	9.1 Support community groups in promoting programs and or events supporting prevention of family violence	<ul style="list-style-type: none"> - Support in promotion of the events using council's event management resources -Support funding applications for grants 	Ongoing	Events Manager