



COUNCIL PLAN 2021-2025

QUARTERLY PROGRESS REPORT
Q1 JULY – SEPTEMBER 2023

ACKNOWLEDGEMENT OF COUNTRY

Golden Plains Shire spans the Traditional lands of the Wadawurrung and Eastern Maar Peoples.

Council acknowledges them as the Traditional Owners and Custodians and pays its respects to both Wadawurrung and Eastern Maar Elders past, present and emerging.

Council extends that respect to all Aboriginal and Torres Strait Islander People who are part of Golden Plains Shire.

Artwork: by Shu Brown





Y3 | 23/24 ANNUAL OPERATIONAL PLAN

COMMUNITY '23/24

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	Y3 1.1.1 Education, programs, services and infrastructure to enable people to feel safe in their local communities including preventing and responding to family violence and improving mental wellbeing			25%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	<p>→ Implement the Municipal Health and Wellbeing Action Plan 2021-2025 to collaborate and advocate with community and partners for initiatives that raise awareness of health and wellbeing.</p> <ul style="list-style-type: none"> Continued advocacy for the provision of health and wellbeing services across the Shire, with a specific focus on mental health support services, including the development of resources and community education about mental wellbeing and mental illness. Supporting the prevention of family violence, through external partnerships which support the prevention, response and support services and advocacy for improving an integrated response to support those experiencing family violence. Development of targeted programs to increase community participation in preventative screening. Development and launch of a social position statement that represents Council's stance on gambling harm minimisation for the Shire. 		<ul style="list-style-type: none"> The third round of Council's Community Leadership Program is currently in planning. Registrations will open in October. Council officers continued to have a presence at the Bannockburn Farmer's Market to raise awareness of overall health and wellbeing. Council has applied for a grant from Safe + Equal for the 16 Days of Activism campaign. A twilight walk is being planned for 16 Days of Activism at Dereel. During the reporting period, Health and Wellbeing Education Sessions on Diabetes and Nutrition were delivered to two Senior Citizens Groups in Inverleigh and Rokewood. Council continues the strong linkages with the Central Highlands Elder Abuse Prevention Network to create awareness, provide information and support pathways to the GPSC and will attend the next Community of Practice session in October. Maternal Child Health continues to screen families for Family Violence using the iCOPE screening tool. Identified families have been referred to Meli or The Orange Door. Additional support is also offered through the Enhance Maternal Health Service. 	25%


Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	→ Maintain and monitor public spaces and infrastructure following the recommendations from the CCTV Steering Committee, to enable community safety and to target illegal and dangerous activities surrounding, dumping, vandalism and property damage.	<ul style="list-style-type: none"> Consider the case-by-case basis the installation of surveillance cameras that record at Council managed buildings with a history of vandalism. Ensure assets are built and/or retrofitted (when replacement required) in areas where a history of damage has occurred with more durable equipment and hardware to prevent further damage or destruction to Council assets. Continue to develop a proactive relationship with local Police and external agencies through the funded Crime Prevention program, including working with young people to identify ways to reduce antisocial behaviour in the shire. 	<ul style="list-style-type: none"> Internal surveillance cameras are in operation at the Bannockburn Cultural Centre following incidents causing damage and vandalism in recent years and alarms are in operation at number of Council facilities. All incidents of damage are reported to Victoria Police. Other measures to address safety have included beautifying and improving access to social areas in and around community centres and public recreation spaces, improved locks on bins, doors, gates, storage areas and external/sensor lighting on buildings. The planning and delivery of new and upgraded infrastructure includes the principles of both Universal Design and Crime Prevention through Environmental Design. Encouraging greater utilisation, active surveillance and community ownership also plays a part in reducing incidents and anti-social behaviour. Council Officers working in youth continue to deliver the funded Crime Prevention program. One action from the program includes working with young people to identify ways to reduce antisocial behaviour. Upcoming programs to be delivered across Quarter 2 include a 12 Days of Crime Prevention social media campaign and the delivery of a Bringing Up Great Kids program delivered by Meli, to develop parent's skills to enhance communication with their children and the relationship between family units. 	25%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	Y3 1.1.2 Leadership and advocacy to build strong, safe and resilient communities			40%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	→ Continue to implement and update plans and communications that build resilience and support communities.	<ul style="list-style-type: none"> Review and prepare an update of the Golden Plains Municipal Emergency Management Plan. Implement the recently adopted Golden Plains Fire Management Sub-Plan. Educate, seek compliance and enforce under Council's Local Laws. Implement actions under the Domestic Animal Management Plan. 	<ul style="list-style-type: none"> Across Year 3 of the 2021-25 Council Plan, Council Officers continue to work with the community and agencies to undertake the following actions: <ul style="list-style-type: none"> Review and prepare an update of the Golden Plains Municipal Emergency Management Plan. Implement the Golden Plains Fire Management Sub-Plan. Educate, seek compliance and enforce under Council's Local Laws. Implement actions under the Domestic Animal Management Plan. Organise and contribute to community resilient events. 	40%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	→ Partner with community safety stakeholders including Victoria Police, SES and CFA, to advocate, communicate and promote community safety infrastructure and activities.	<ul style="list-style-type: none"> Continue to work Emergency Management agencies to assist and help prepare our residents in case of an emergency. Advocacy for improved police response times across the municipality, including Bannockburn Police Station changed to a 24-hour Police Station. 	<ul style="list-style-type: none"> Council Officers, working in Bushfire Resilience continues to build relationships with communities within the municipality and CFA, with events for Dereel and Linton being organised. During quarter 2 of the reporting period, Council will be participating in a bushfire resilience event in Smythesdale. Council was successful in getting \$175,000 for a Recovery Officer to undertake recovery programs in flood affected areas within Golden Plains Shire. 	40%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y3 1.2.1 Promote and connect to our indigenous heritage and the traditional custodians of Golden Plains			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.2 CELEBRATING AND CONNECTING COMMUNITIES	→ Implement actions result from the Reflect Reconciliation Action Plan (RAP).	<ul style="list-style-type: none"> Undertake a desktop review of the current Reflect RAP to determine next steps in Council's Reconciliation Journey (February 2024). Continue to undertake monthly consultation sessions (8) with Traditional Owner groups across the next 12 months. Actively participate in Local Networking Groups with Other LGA's across Wadawurrung, Gulidjan and Easten Maar Country. Deliver activities in National Reconciliation Week (NRW) and NAIDOC Week. Review of Kindergarten services RAP and seek engagement and support from Wadawurrung surrounding professional development and training of educators. 	<ul style="list-style-type: none"> A RAP Review Subcommittee has been formed with internal staff to undertake a desktop review current measuring the progression of the RAP, identifying gaps and will provide recommendations. The committee has met twice is currently collecting data for analysis. Council Staff have participated in 2 two monthly consultation sessions in August and September with Wadawurrung Traditional Owners. Topic discussed have been Cultural Heritage Management Planning, Early Years and Children Services Programs, First Peoples procurement and community grants. Local Networking Groups with Other LGA's across Wadawurrung, Gulidjan and Easten Maar Country have put on hold by convener until February 2024. The Staff Engagement Subcommittee Team for the RAP have met twice (August/September) to discuss and plan a series of staff engagement activities across the next 12 months including National Reconciliation Week (NRW) and NAIDOC Week. 	25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y3 1.2.2 Recognising the rich history and artistic potential of Golden Plains Shire			25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	→ Continue to provide and seek opportunities for participation and engagement in Arts, Culture and Heritage.	<ul style="list-style-type: none"> Develop, deliver and evaluate the Golden Spaces Exhibition program (June 2024). Establish and Launch the Golden Plains Stories website. Continue to deliver the Creative Workshop Program (6 sessions) with Geelong Regional Libraries (June 2024). Coordinate and Deliver the Annual Spring in the Shire Photography Competition (December 2024) Implement recommendations from the Public Art Scoping Desk Top Audit and undertake planning for the development of a Public Arts Policy and Strategy for FY 24/25 (June 2024). Continue to support community identified and led arts, culture and heritage initiatives (June 2024). 	<ul style="list-style-type: none"> The Golden Space Exhibition program, activating Council Spaces in Smythesdale and Bannockburn. Local artists have been showcased, Retrail Exhibition (various artists across the shire), Ros Lawson solo exhibition and Council's Volunteer in Action photography Exhibition created by Goldens Plains Youth. Council Officers Continue to work with RMIT and local Artist (content creator), Historical Societies and residents in the development of content for the website in anticipation for it launch next year. Council continues to deliver the Creative Workshop Program, <i>Take Part in Local Art</i> (6 sessions) with Geelong Regional Libraries 2 workshops were run in July and September with local artists; Rosie Grundell ran a workshop on creating Mythical Creatures/Objects with 11 people participating and a waitlist, Lindy Allison worked with local residents to create a Community Mural on canvas with 10 participants and a fully booked workshop. Council Officers have commenced planning and coordination of the Annual Spring in the Shire Photography Competition, sponsorship has been secured and advertisement of Competition underway. Entries open on 2 October and close 31 October 2023. Winners will be announced, and exhibition launch will occur at the Golden Plains Twilight Market Event on the 14th of December 2023 at Bannockburn Heart, the Exhibition will be launch in the new Golden Spaces Exhibition Space in the Bannockburn Cultural Centre. Council Officers continue to implement recommendations from the Public Art Scoping Desk Top Audit, a review of the current insurance and asset register for all Arts, Culture and Heritage items is being currently undertaken to determine further actions. Research and discussions with other Local Government Authorities is being undertaken to assist in informing the development of policy. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.2 CELEBRATING AND CONNECTING COMMUNITIES	 Implement actions arising from the Arts, Culture and Heritage Strategy by delivering on Arts programs that align with the strategy.	<ul style="list-style-type: none"> • Successfully establish the Arts, Culture and Heritage Advisory Committee to Council (December 2023). • Undertake a cultural and creative survey and establish a Cultural and Creative practitioners database (October 2023). • Develop and implement an industry Standard Evaluation Framework to measure to plot short term, medium and long term goals (May 2024). • Develop and annual Arts Culture and Heritage Reporting publication to share information on the delivery of outcomes against the Arts Culture and Heritage Strategy with community (March 2024). • Deliver initiatives that address community needs and actions under the strategy. 	<ul style="list-style-type: none"> • Council undertook an Expression of Interest process in August and September, seeking interest for Committee Members for the Arts, Culture and Heritage Advisory Committee through Council Communications. Council received 2 applications but did not meet a quorum. Council Officers will engage again in February 2024 and determine if there is any further interest. • Council engaged Ashtree Consulting and Future Tense to undertake a Shire Wide Cultural and Creative Ecologies Mapping and Survey in response to actions identified in the Arts, Culture and Heritage Strategy. This was completed in August 2023. A report is being developed from the information gathered by consultants and will be shared with Community in March 2024. • An Evaluation Framework is currently being developed to assist in measuring progression and accountability of the delivery of the strategy. A report publication highlighting the operation delivery and achievements of the Strategy will be shared with Community March 2024. • Council Officers continue to deliver key projects that address community needs and actions under the strategy, notable work recently progressed is the extended project around the Vera Scantlebury Sculpture (gardens), working with Wadawurrung woman Bonnie Chew, Waddawurrung Caring for Country Team, Linton Primary School, Linton Men's Shed and 3 Golden Plains Shire Artists. A Film documenting the project and once finished featured on Council's Website and in the Linton Historical Library. 	25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y3 1.2.3 Supporting events and activities across the Shire to bring communities together and promote participation			25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	 Provide and enable opportunities for community to build social connection and encourage and foster local talent through community events, festivals, celebrations and activities.	<ul style="list-style-type: none"> • Successfully deliver the monthly farmers market program (11) from July 2023 - June 2024 (excluding January 2024). • Successfully deliver the Twilight Market Event (December 2023) • Deliver a suite of programs and events which fosters local talent and connection of young people across the municipality. 	<ul style="list-style-type: none"> • Council has successfully delivered 3 farmers markets this quarter (July, August and September): <ul style="list-style-type: none"> • July - 33 Stallholders, over 300 people attending. • August - 30 Stallholders, over 400 people attending. • September - 41 Stallholders, over 500 people attending. • Council Officers continue to finalise planning for the delivery of the Twilight Market Event to be held on the 14 December 2023, The Heart Bannockburn. This event has secured \$12,500 in sponsorship from 6 local sponsors. Over 70 stallholders have secured early registration for the event. 	25%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	Y3 1.3.1 Empower and build the capacity of residents and groups to get involved and contribute to communities			43%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	→ Continue to provide and link community volunteers to support, funding opportunities and networks.	<ul style="list-style-type: none"> Deliver 2 rounds of the Community Strengthening Grant Rounds and report on the number of Community Strengthening Grants awarded, including total monetary value and geographical spread of projects. Deliver 1 Berrybank Windfarm Community Grants and report on the number of Berrybank Windfarm Community Grants awarded, including total monetary value and geographical spread of projects. Review and report developed on utilization of Grant Guru over a 12 months period December 2023. Undertake a review of Council Grant Programs to identify key areas of improvement, December 2023. Implement recommendations from Review of Council Grant Programs June 2024. 	<ul style="list-style-type: none"> The 2023 Community Strengthening Grant Round 2 opened on 1st of September and closed 2nd of October. 16 Applications were received for the round with applicants to be notified of outcome in November 2023. The 2023 Berrybank Windfarm Community Grants round closed on for Council received 14 applications during June 2023 requesting \$160,000 exceeding the available funding pool for the year (\$78,000). Six projects were successful in receiving funding for community events, and community recreation infrastructure in Shelford, Maude, She Oaks, Steiglitz, Cape Clear, Inverleigh. Council are currently monitoring utilization of Grant Guru to inform the development of a review and draft analysis report (December 2023). Council Officers are currently collecting data, information and feedback to assist in forming recommendations for improvement of Council Grant Programs to be completed January 2023. 	35%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	→ Implement the Community Planning Program and deliver six community plans each year.	<ul style="list-style-type: none"> Development and launch of the Community Online Directory by October 2023. Finalise the Community Planning Program toolkit and resources and ensure availability to communities on Councils website September 2023. Continue to support community capacity building through a minimum of 6 training and development opportunities across the financial year. Evaluate and report on the delivery of the Community Planning Program Action Plan 2021-2024. 	<ul style="list-style-type: none"> Council Officers continue to develop the Community Online Directory, the project has moved to prefill stage, with Council Officers using existing networks to promote and encourage community groups to register before it is launched and goes live. There has been a delay in project delivery, a formal launch of the directory aimed for December 2023. The Community Planning Program Toolkit has almost been finalised with resources being transferred to branding templates and will be available on Council's website November 2023. Council Officers continue to support community capacity building by facilitating opportunities for training and development, an online session on Insurance for Community Projects hosted by JLTA Insurance was held in August with 12 participants attending, a Project Planning and Development course was held online in September with 6 participants attending as well as an online session for Cultural Education and Community Projects hosted by Wadawurrung Traditional Owners Corporation with 10 participants attending. Council Officers have commenced preliminary process of evaluation of the Community Planning Program Action Plan 2021-2024. 	50%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	Y3 1.3.2 Provide and activate spaces and develop opportunities for communities to connect and participate			25%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	→ Promote participation and community activities through the provision of a network of fit-for-purpose Council facilities.	<ul style="list-style-type: none"> Review and implement policies that promote access to the activation and utilisation of community facilities. Deliver maintenance checks and works to ensure facilities are fit for purpose. Undertake a data collection and analysis to inform assessment of future community facility needs or rationalisation. 	<ul style="list-style-type: none"> Officers commenced a review of the 'Community Services Infrastructure Plan'. This review aims to identify the current status of community facilities (their condition and activation) and support community groups to increase utilisation, whilst also ensuring strategies are in place to maintain and upgrade facilities. An annual building maintenance program was developed to assist with the proactive implementation of identified maintenance issues, along with recurring scheduled maintenance items (painting, test/tag, fire services and cleaning). This program is informed by information from inspections and the Asset Management System (Assetic). Tendering processes for trade panels - General Maintenance Services and Plumbing Maintenance Services were completed and adopted by Council in July 2023. The panel of suppliers for Electrical Services and Maintenance Works was also tendered and the report will be presented to Council in October 2023. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	→ Support and empower community volunteers and committees in managing public spaces/ places and accessing funding opportunities.	<ul style="list-style-type: none"> Lead and deliver Consumer Affairs Training Program for council delegated management entities. Continue to support community volunteers in the maintenance and enhancement of open spaces and streetscapes. 	<ul style="list-style-type: none"> Councils ongoing commitment to supporting community groups to manage Council/ Community facilities continues and was best demonstrated in Quarter 1 through: <ul style="list-style-type: none"> Supporting Leighdale Equestrian Centre to facilitate their AGM and fill vacated positions and progress the final stages of the Leighdale Undercover Arena Project. Working with the Woody Yaloak Equestrian Centre to develop a 'Facility Development Plan'. This plan progresses key recommendations identified within the site masterplan to design stage, in preparation for future funding applications/opportunities. Seeking Council endorsement for the Smythesdale Public Gardens and Brewery Dam Masterplan, following preparation of the draft plan and public exhibition period. Supporting DECCA owned/managed sites (Meredith, Napoleons and Shelford Recreation Reserves) to develop 'site plans' which identify future opportunities/facility priorities. Council Officers continue to share funding and grant opportunities community groups and clubs in the municipality, with Council maintaining a financial membership that allows a link to Grants Guru on our website for all community members access. This quarter, officers have promoted: <ul style="list-style-type: none"> The Container Deposit Scheme Berrybank Windfarm Grants Community Strengthening Grants Beyond the Valley Grants Program Community Safety Grants 	25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	Y3 1.4.1 Value and provide inclusive opportunities for residents of all ages, genders and abilities to meaningfully participate in community life			25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	→ Continue to deliver on the actions from the Active Ageing and Inclusion Plan 2020-2024.	<ul style="list-style-type: none"> Complete any outstanding actions in the 2020 - 2024 Active Aging and Inclusion Plan and initiate development of final report. Develop project plan to deliver the new Active Aging and Inclusion Plan. Recruit and onboard Active Aging and Inclusion Advisory Committee members. Recruit and onboard to internal Active Aging and Inclusion working group. 	<ul style="list-style-type: none"> Recruitment of the 23/24 Advisory Committee initiated in this quarter. 6 applicants to be recommended and put forth to Council for endorsement in October. An internal Working Group has been created with relevant staff to review the accessibility audits completed on Council facilities and implement any suitable recommendations. The group is set to have an initial meeting in October. 'Become a Dementia Friend' and 'About Dementia & Dementia friendly communities' training sessions were attended by Community Inclusion staff in July. 	25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	→ Demonstrate leadership on gender equity and promote respectful relationships.	<ul style="list-style-type: none"> Continue to deliver partnerships, programs, activities, spaces and education through the implementation of the Gender Equality Act 2020. Build capability of internal Gender Equality Champions. Implement an internal program to undertake Gender Impact Assessments across Council Business Units. 	<ul style="list-style-type: none"> Council's Gender Equality Champions model is currently being reviewed. Council's GIA template has been benchmarked by other Councils across the state. Research summaries are currently being developed to assist with the completion of gender impact assessments. Council continues to deliver partnerships, programs, activities, spaces and education through the implementation of the Gender Equality Act 2020 and build capability of internal Gender Equality Champions. Gender Impact Assessments will occur as part of the annual Gender and Diversity reporting against D&I action plan to Equal Employment Opportunity Commission. Audit review period is October - March. 	25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	→ Promote and encourage activities that build awareness of gender diversity and support inclusion for LGBTQIA+ communities.	<ul style="list-style-type: none"> Implement recommendations from Council's Rainbow Ready Audit. Develop an LGBTQIA+ action plan. 	<ul style="list-style-type: none"> Council continues to partner with Bannockburn P-12 to facilitate the Pride Party group. 39 students have participated this quarter. Council celebrated Wear it Purple Day at the Bannockburn Youth Hub with 9 participants. Annual Calendar of Observance days was endorsed in early 2023 and continues to be supported to identify and recognise selected LGBTQI+ and other cultural days. During the reporting period we recognised R U Ok? Day and Mental Health week. Council Officers are currently preparing for the following observance days throughout the quarter 2 reporting period: National Survivors Day, Transgender Day of remembrance, International Day for the Elimination of Violence Against Women, International Day of Persons with Disabilities and Human Rights Day. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	 Realise and promote the potential of young Golden Plains Shire residents.	<ul style="list-style-type: none"> • Delivery of programs at the Golden Plains Youth Hub including partnership development for new service provision. • Development and implementation of a program of Shire-wide youth activities and events. • Delivery of the Youth Development Action Plan. • Development of the Municipal Early Years Plan and implementation. • Continuous engagement between the Active Ageing and Inclusion and Health, Wellbeing and Youth teams to ensure access and support to families and children across the early years programs is provided. • Identify inter-generational program opportunities. • Support programs and activities that reduce the effects of climate change on positive health outcomes. 	<ul style="list-style-type: none"> • The Youth Development Action Plan has been completed. • Council is developing a climate change co-benefits tool to be used in conjunction with the development and delivery of other programs. • Council successfully delivered the inaugural Intergenerational Social Outing. to Hosier Lane in Melbourne for an art tour. 13 community members participated. • 231 young people participated in youth hub programs, including Y-Art, FReeZa, Youth Activation Committee and drop in open four nights per week during term. Youth Development Officers have partnered with WCIG in planning colocated youth employment assistance program in 2024. • Council has partnered with WCIG in planning co-located youth employment assistance program in 2024 at the Golden Plains Youth Hub. • 539 young people attended youth programs across the shire in Bannockburn, Lethbridge, Meredith, Smythesdale, Inverleigh and Teesdale. • 191 young people attended programs outside of Bannockburn, including school holiday activities, skate events funded by Youth Fest, YAC-led events and FReeZa's Battle of the Bands. • Council has partnered with Bannockburn P-12 and the Blue Light Foundation to support the delivery of the DASH program. • Council partnered with Friends of Bannockburn Bush and Geelong Catchment Landcare to deliver the Photosynthesis plant identification and photography workshop at Teesdale Grassy Woodlands. 25 community members participated. • 539 young people attended youth programs across the shire in Bannockburn, Lethbridge, Meredith, Smythesdale, Inverleigh and Teesdale. • 191 young people attended programs outside of Bannockburn, including school holiday activities, skate events funded by Youth Fest, YAC-led events and FReeZa's Battle of the Bands. Youth Development officers partnered with Bannockburn P-12 and the Blue Light Foundation to support the delivery of the DASH program. • The Youth Activation Committee led an intergenerational event with 13 participants attended Hosier to Holbein Intergenerational Melbourne Art Gallery tour. • The Youth Activation Committee (YAC), developed the Photosynthesis plant identification and photography workshop inline with their advocacy agenda item – the environment. Held at Teesdale Grassy Woodlands the event attracted 25 community members. Partners that supported delivery included; Friends of Bannockburn Bush, Geelong Catchment Landcare and Councils' Community Development team and Environment & Open Spaces team. • Council Officers successfully delivered Councils first Intergenerational Social Outing. The outing included transport for the 13 participants and went to Hosier Lane in Melbourne for an Art Tour. 	25%

LIVEABILITY '23/24

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	Y3 2.1.1 Maintaining and improving our road and bridge networks			25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Advocate for further investment in roads infrastructure.	<ul style="list-style-type: none"> Continue to advocate for VicRoads projects, Black Spot funding, Regional Roads Victoria and other funding opportunities. Advocate for improvements/ duplication of the roads from Bannockburn to the Geelong Ring Road. Deliver of road safety improvements Sebastopol-Smythesdale Road, through the Local Roads and Community Infrastructure Program. Deliver on various drainage projects through the Local Roads and Community Infrastructure Program including Common Road Inverleigh, Glen Avon Road, Bannockburn and Lowndes Road, Bannockburn. Widening of Kopkes Road, Haddon and Mt Mercer Road, Dereel through the Roads to Recovery program. 	<ul style="list-style-type: none"> A Black Spot funding application was submitted in the reporting period. Advice on successful submission is expected in Quarter 2. Works included upgrade of Slate Quarry Road and Gumley Road. Council Officers continue to meet quarterly with the Department of Transport to advocate for improvements/ duplication of the roads from Bannockburn to the Geelong Ring Road. Design of road safety improvements to Sebastopol-Smythesdale Road is complete. Works are planned for the third quarter and are funded through the Local Roads and Community Infrastructure Program. The design of the Common Road catchment mitigation projects commenced this quarter. Construction of drainage projects are planned to commence in the third quarter. Widening of Kopkes Road, Haddon is 75% complete. Design of Mt Mercer Road, Dereel is complete. Construction is planned for the fourth quarter and is funded through the Roads to Recovery program. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Implement Council's road and bridge upgrade programs.	<ul style="list-style-type: none"> Deliver Milton Street kerb and channel, drainage and carpark improvements. Deliver Haddon School Road - Racecourse Road intersection upgrade. Deliver Henderson Bridge, Bamganie bridge replacement. Installation of guard rails and bridge renewal from condition inspections as per the Bridge Renewal Program. 	<ul style="list-style-type: none"> Planning for delivery of capital program has commenced with design underway for Milton Street Kerb and Channel and Haddon School Road Intersection. Projects are expected to go to Tender in Quarter 2. A funding application from the Bridge Renewals program was submitted for Hendersons Road Bridge, Bamganie and notification of advice on successful application is due in Quarter 2. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	Y3 2.1.2 Advocate and plan for safe pedestrian, cycling and recreation paths and trails that reduce reliance on vehicles			26%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Continue to priorities and implement path and trail improvements to promote safe, active transport.	<ul style="list-style-type: none"> Preparation of path assessment to identify off-road cycling and walking options. Implementation of recommendations from Councils Tracks and Trails Strategy. Design and delivery of new footpaths in townships as per 2023/24 capital works program. Maintenance of Council's network of footpaths and trails, including the paths constructed from concrete, asphalt and gravel including all signage, drains and bollards. 	<ul style="list-style-type: none"> During the Quarter 1 reporting period Council Officers continued to work with key stakeholders to develop a Tracks and Trails Strategy. This included the finalisation of the Issues and Opportunities Paper that was presented to Council in June 2023, and the commencement of work on a Draft Strategy. As part of this process, the following activities were undertaken: <ul style="list-style-type: none"> An assessment of Council's current tracks and trails network Consideration of regional priorities (connection trails) A hierarchy of trails to assist with planning Estimated maintenance and capital development costs. The Draft Strategy will be provided to Council for endorsement for public exhibition in Quarter 2. New footpath upgrades have been completed in Teesdale, Haddon and Rokewood. Footpath maintenance programs have been issued to contractors for works in Teesdale, Inverleigh, Bannockburn, Lethbridge, Linton and Enfield. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Investigate sites and advocate options to allow safe pedestrian, cycling and recreation paths and trails.	<ul style="list-style-type: none"> Development and implementation of Footpath Strategy 2023-2033. Investigate and advocate for pedestrian crossings in townships, including safe road crossings at school and school bus drop-off points and shared paths and trails. Explore rural paths connecting townships, including further investigation of a Teesdale to Bannockburn path. 	<ul style="list-style-type: none"> Community Consultation on the Footpath Strategy 2023-2033 was completed this quarter. Preparation of the draft report is planned for the second quarter. Planning and design commenced this quarter for Pedestrian crossings in the Smythesdale, Inverleigh, Rokewood and Teesdale townships, including safe road crossings at school and school bus drop-off points and connections to shared paths and trails. Assess opportunities for universal access in new projects and/or path and crossing works upgrades. The Issues and Opportunities Report for the Tracks and Trails Strategy was presented to Council in June 2023. The Draft Strategy is scheduled to be presented to Council in November 2023 prior to being made available for public exhibition. 	26%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	Y3 2.1.3 Continue to advocate and explore transport options across the Shire			25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Advocate to State and Federal Governments for improved public transport infrastructure and connected services.	<ul style="list-style-type: none"> Continued advocacy for the extension of Ballarat's public bus network to townships in shire's north including Smythesdale, Smythes Creek and Haddon. Continued advocacy for a more frequent bus services on the Gelong bus network from the city to the growing towns of Bannockburn, Inverleigh and Teesdale. Continued advocacy for the reinstatement of passenger rail from Bannockburn to Geelong. 	<ul style="list-style-type: none"> Council continues to meet with City of Ballarat, City of Geelong, Committee for Ballarat, Committee for Geelong and key industry stakeholders to support continued advocacy for the extension of Ballarat's public bus network to townships in shire's north including Smythesdale, Smythes Creek and Haddon and a more frequent bus services on the Gelong bus network from the city to the growing towns of Bannockburn, Inverleigh and Teesdale. Council continues to advocacy for the reinstatement of passenger rail from Bannockburn to Geelong. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Implement recommendations from the Shire wide Department of Transport Study.	<ul style="list-style-type: none"> Explore funding opportunities to progress the recommendations as identified within the Department of Transport Study report received in the 2022/23 reporting period. 	<ul style="list-style-type: none"> Flexible Local Transport Solutions Program Project (FLTSP) funding application has been submitted and Council are awaiting response from Department of Transport on outcome. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	Y3 2.2.1 Provide, maintain and advocate for sustainable and accessible facilities that promote and enable healthy recreation, physical activity and social connection			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Continue to progress Council's Play Space and Sport and Active Recreation Strategies.	<ul style="list-style-type: none"> Develop a Service Level Provisions Plan and Priority Project Assessment Tool. Continue to seek funding for recreation and community projects that have been identified for implementation. Consider sites for future Play Space upgrades and further consult regarding the future decommissioning of play spaces. Continue to maintain and strengthening relationships, collaborations and actively participating in regional and state recreational and sporting partnerships. 	<ul style="list-style-type: none"> Following 2022 pre-election commitments, Council applied and entered into a funding agreements with the Federal Government to deliver facility improvement works at Linton Oval and Inverleigh Active Youth Space. Applications were submitted for Woody Yaloak Recreation Reserve Lighting in Smythesdale, Bannockburn Victoria Park (Netball Pavilion and Football Refurb) and Maude Tennis Pavilion. An Expression of interest was submitted under the Federal Government's 'Growing Regions Program' to consider funding \$1.5 million towards the Teesdale Don Wallace Changeroom Upgrade. This would be in addition to funds already committed by the State Government (\$1.5 million). Council will be notified if successful in Quarter 2 and would then need to formally submit an application. Detailed Designs were completed for the Victoria Park Netball Changeroom Project, Bannockburn Skate Bowl & Bike Park, Inverleigh Active Youth Space and for a Woody Yaloak Netball/Tennis Court Upgrade. Detailed Design work has continued to progress on the Rokewood Community Hub, with final plans expected in Quarter 2. As part of Council's management of play spaces and commitment to improvement works, Officer's continued planning the development of Lethbridge Play Space. In Quarter 1, fabrication of play space elements commenced, and designs for the nature play space were finalised. Officers continued to strengthen relationships, collaborate and actively participate in regional and state recreational and sporting partnerships. This included participating in the 'Barwon Region Communities of Practice' which focused on the implementation of the State Government's 'Change our Game' Policy. Council has also participated and contributed to the development of the draft 'G21 Regional Football Strategy' which will be provided to Council for endorsement in Quarter 2 following the public exhibition period. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Prioritise, advocate and plan for upgrades, new community recreational facilities and rationalisation of existing facilities.	<ul style="list-style-type: none"> Identify facilities that may be appropriate for funding opportunities in alignment with the principles in the Play Space Strategy, Sport and Active Recreation Strategy and Community and Social Infrastructure Plan. Consider Growth planning and future provision, including female friendly and universally accessible facilities. 	<ul style="list-style-type: none"> During the Quarter 1 reporting period Council continued to explore opportunities to leverage external funding opportunities for projects identified in Council's Play Space Strategy, Sport and Active Recreation Strategy and Community and Social Infrastructure Plan. The Federal Governments 'Growing Regions Program' was one program identified which could assist Council to deliver the 'Teesdale Don Wallace Changeroom Upgrade' which is expected to be approximately a \$3M project. Council submitted an EOI for this project and hopes to hear whether it's been invited to submit an application in Quarter 2. It is important to note that Council did not allocate funds in the 2023/24 Capital Budget for Recreation Projects and Golden Plains Shire has since been removed by the State Government from the Growing Suburbs Fund. As such, there is limited opportunity this financial year to apply for external funding, and Council will focus on delivering its current program of works, with an eye to invest in new projects from next financial year. Following the undertaking of concept designs and costings for a new Maude Community Hub, further exploration as to what work is possible on the existing at Maude Tennis Pavilion (with \$350K of committed Federal funding) is occurring, including a structural assessment and accessibility audit. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	Y3 2.2.2 Programs, initiatives and services to promote optimal health and wellbeing, including physical activity, healthy eating, mental health and social connection			25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Facilitate healthy and active living by supporting low cost, place-based recreational activities.	<ul style="list-style-type: none"> Work with clubs, committees and volunteers across the municipality to deliver 'Come and try days' and activation events which support low cost, place based recreational activities to promote inclusion, participation and connection. Delivery of the Active Golden Plains program. Delivery positive ageing activities across the municipality. 	<ul style="list-style-type: none"> The quarter 1 reporting period was predominantly used to plan projects for implementation this financial year, with an emphasis on 'Active Golden Plains' and specifically the 'Spring into Summer' program. A rebrand of Active Golden Plains was completed, with marketing and promotional materials developed to support implementation and raise awareness of the program. The 'Spring into Summer' program commenced in September 2023, with over 118 low-cost or free activities delivered across the Shire, providing opportunities for people of all ages and abilities. Final participation numbers and program assessment information will be available in Quarter 2. Positive Ageing programs across the Shire are in planning stages for delivery during the Seniors Festival in October. The schedule of programs include: <ul style="list-style-type: none"> Digital Technology workshops x2 - Meredith and Dereel Social/music event- Sing Australia Choir - Smythesdale Ageism Awareness morning tea - Bannockburn Social Outings x2 Wiser Driver workshops (in partnership with VicRoads) 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Support and build capacity of community groups, clubs and committees to activate recreation facilities.	<ul style="list-style-type: none"> • Work with sporting clubs, Men's Sheds, interest groups, Committees of Management to build capacity. • Continue to work with sporting clubs, Men's Sheds, Social and interest groups, Committees of Management to advocate for safe and equitable participation opportunities for all. 	<ul style="list-style-type: none"> • In Q1, Officers have been supporting community groups and committees with the implementation of the new community facilities 'licence template'. These templates replace the previous 'Management Agreements' and outline responsibilities, expectations and commitments for a 3-year period, with an option for an additional 2 x 3-year terms. A review of Public Liability Insurance coverage has been undertaken by the Governance team to further inform the licenses. • Council also submitted draft 'Participation Plans' for Leighdale Equestrian Centre and Rokewood Recreation Reserve, to Sport & Recreation Victoria. These plans form part of Council's funding agreements for projects under the 'Local Sports Infrastructure Fund'. These plans outline strategies to increase participation and utilisation of recreation reserves, and the people/ organisations responsible delivery. Officers worked closely with key user groups to develop these strategies and will continue to support them to be actioned over the next 12 months. • Clubs, Men's Sheds and Committees were invited and encouraged to participate in Council's Volunteer Training Program, which aims to build volunteer capacity, knowledge and skill sets and empower them to lead positive change within their own communities. • Assistance has been provided to a number of clubs and committees and user groups in promoting and seeking grant funding opportunities or planning and implementing projects, activities or facility improvements. • Networking at all Senior Citizen groups, Men's Sheds and other groups to continue to build rapport and relationships with our active ageing community to strengthen relationships to increase participation numbers at upcoming events and workshops during Seniors Weeks. • Financial support provided through funding to 5 Senior Citizen Groups to help support and promote social connection and reduce the barriers of isolation to Rokewood, Inverleigh, Dereel, Smythesdale and Meredith. Further support to be provided to these groups and others across the municipality to access and apply for community grants at Council as a funding alternative. • The Youth Advisory Committee continues to meet regular to discuss ideas and strategies to better connect young people to the community, reduce social isolation and promote positive mental health. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Support programs, initiatives and partnerships that promote and advocate for healthy eating and social connection.	<ul style="list-style-type: none"> • Provide education and training to schools, community groups, sporting clubs and workplaces surrounding healthy eating, drinking and access to nutritious foods. • Review and support food security programs, community projects, activities, spaces and measures. • Support programs and activities that reduce the effects of climate change on positive health outcomes. • Identify and deliver inter-generational program opportunities. 	<ul style="list-style-type: none"> • Council has partnered with Ballarat Community Health to deliver the Vic Kids Eat Well program to Linton Primary School. • Council is sponsoring Napoleons Primary School to participate in the Stephanie Alexander Kitchen Garden program. • Council partnered with Jean Hailes For Women's Health, WHISE, Cancer Council and Hesse Rural Health to deliver 3 programs during Jean Hailes Women's Health Week. 112 people participated across the week. • Planning is underway to deliver the next round of community Mental Health First Aid Training in October. The program is fully subscribed. • Council launched the Reusable Products Rebate Program to support community members in making eco-conscious choices. • Council's partnership with Barwon Water continues with the provision of hydration stations at the Bannockburn Farmer's Market. Council continued to attend the Bannockburn Farmer's Market to promote the Choose Water Every Day campaign, Women's Health Week and our Wellbeing Support Cards and has partnered with Barwon Water to install a water fountain at Lethbridge Lakes. • Council continued to deliver the Edible Gardens - extended series webinars. 180 registrations have been received to date. • Health and Wellbeing Education Sessions were delivered to the Inverleigh and Rokewood Senior Citizen Groups on diabetes and nutrition. 41 community members attended across both sessions. • Health and Wellbeing Education Sessions were delivered to two Senior Citizen Groups in the Shire on Diabetes and Nutrition: <ul style="list-style-type: none"> • Inverleigh Senior Citizens Group - 32 attendees • Rokewood Senior Citizens Groups - 9 attendees 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	Y3 2.3.1 Identify areas across the Shire that balance future urban growth whilst maintaining rural and township character			38%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Continue advocacy and planning to consider and accommodate for a variety of living options, including maintaining and improving rural and township character and the provision of affordable and social housing.	<ul style="list-style-type: none"> Finalise the Growing Places Strategy which will clearly identify those locations which can accommodate growth of various types, and in doing so protect the valued character of smaller townships. Continue to work with the Victorian Planning Authority in finalising the Bannockburn South East Precinct Structure Plan which will provide targets for social and affordable housing options. Progress the Bruce's Creek West amendment, which also seeks to provide targets for social and affordable housing options. 	<ul style="list-style-type: none"> The Growing Places Strategy will clearly identify those locations which can accommodate growth of various types, and in doing so protect the valued character of smaller townships. Council Officers continue to work with the Victorian Planning Authority in finalising the Bannockburn South East Precinct Structure Plan which will provide targets for social and affordable housing options. The target aiming to be agreed to is 6.5% Progress the Bruce's Creek West amendment has commenced. 	50%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Continue Strategic Land Use Planning that identifies suitable areas for potential growth.	<ul style="list-style-type: none"> Assess Cambrian Hill Precinct Structure Plan. Finalise Growing Places Strategy. Finalise Shire Wide Development Contributions Framework. Finalise Teesdale Flood Study. Work with Victorian Planning Authority to finalise the Bannockburn SE PSP. Work with proponents to assess and process amendments to rezone land. Prepare a Shire Wide Open Space Strategy. 	<ul style="list-style-type: none"> Council continues to consider how to facilitate residential development in Cambrian Hill. Preparation of the final Growing Places Strategy has commenced. The Development Contributions Framework and Policy and Procedures and Teesdale Flood Study were finalised during the Quarter 1 reporting period. Council Officers continue to work with Victorian Planning Authority to finalise the Bannockburn South East PSP. Council Officers continue to work with proponents to assess and process amendments to rezone land. Request for quotation (RFQ) has been prepared for Shire Wide Open Space Strategy and RFQ has been drafted for the Bannockburn Town Centre urban design framework. 	40%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Manage planning applications, subdivisions and implement planning controls in accordance with the Planning Scheme.	<ul style="list-style-type: none"> Continue to facilitate orderly and proper planning outcomes for the municipality. Aim to achieve 80% of applications within 60 days and 90% of VicSmart applications within 10 business days. 	<ul style="list-style-type: none"> Council received 75 applications for the quarter valued at \$16 million. Council issued 49.33% within 60 days and 76.92% within 10 business days (VicSmart). 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	Y3 2.3.2 Ensure and provide infrastructure to accommodate and service existing and developing communities across the Shire			30%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Consider planning and rezoning amendments that provide a diversity of land use to support and service liveability and growth including commercial, industrial, rural and residential land.	<ul style="list-style-type: none"> Finalise the Growing Places Strategy which seeks to provide growth fronts for all land uses within the municipality. Nominate Meredith township to be the next township sewered by Barwon Water. 	<ul style="list-style-type: none"> Community and agency engagement on the Draft Growth Scenario for the Growing Places Strategy has been undertaken. The draft Strategy is being prepared however there are still 3 technical assessments required to inform the Strategy. Several rezonings and the Bannockburn SE PSP are being assessed which will provide housing choice and diversity as well as community infrastructure and open space. 	35%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Continue to advocate for and provide new and upgraded infrastructure projects across the Shire that create livability.	<ul style="list-style-type: none"> Planning and delivery of capital upgrades for: <ul style="list-style-type: none"> Bannockburn Victoria Park Changeroom Upgrade Bannockburn Skate Bowl Inverleigh Active Youth Space Lethbridge Play Space Linton Oval Upgrade Rokewood Community Hub Design and delivery of infrastructure works outlined in Council's Capital Works Program. Design and delivery of drainage improvement projects as per the drainage program identified in Council's 2023/24 budget. Prioritise and plan for key infrastructure actions identified within the Bannockburn IWM Plan. 	<ul style="list-style-type: none"> Widening of Cape Clear - Rokewood Road north and south sections is 75% complete. Installation of culverts across Meredith-Shelford Road is scheduled for the second quarter to complete this project funded under Roads to Recovery program. Progress on community projects includes: <ul style="list-style-type: none"> Bannockburn Victoria Park Changeroom Upgrade - Detailed design has been completed and the tender has been advertised for Netball Pavilion and will close on 8 November 2023. Bannockburn Skate Bowl - Detailed design has been completed and the tender has been advertised and will close on 1 November 2023. Inverleigh Active Youth Space - Detailed design has been completed and the tender has been advertised and will close on 1 November 2023. Lethbridge Play Space - Planning completed and contractor Adventure Plus engaged. Playground installation works will commence on 20 November 2023. Linton Oval Upgrade - Works commenced on site in September 2023. Demolition has been completed and earth works underway. Rokewood Community Hub - Detailed designs are well progressed with final versions due to be provided in early November 2023 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ When planning for new communities, ensure social and community infrastructure and appropriate services are delivered and funded (in part) by Development Contributions.	<ul style="list-style-type: none"> Finalise the Development Contributions Implementation Plan and progress with the creation of a Governance Structure internally to manage the creation and collection of Development Contributions. Continue to work with the Victorian Planning Authority on the development of the Development Contributions Plan Overlay for the Bannockburn South East Precinct Structure Plan. 	<ul style="list-style-type: none"> The Development Contributions Framework and Development Contributions Policies and Procedures document have been finalised by Mesh consultants. This information can now be used to guide considerations on how we collect contributions from development. The information will be translated into Council Policy and Procedures for adoption by Council. Preparation of Developer Contributions for the Bannockburn South East PSP, Bruce Creek West, Bannockburn Industrial Estate expansion, Ormond Street Rezoning and Terrier Road Rezoning are all being negotiated and prepared. 	30%
2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025	Y3 2.4.1 Provide high quality public spaces and infrastructure			25%
2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025	→ Provide and advocate for safe and attractive design to preserve and improve rural and urban character of the townships across the municipality.	<ul style="list-style-type: none"> Progress the Northern Streetscapes Framework Plan to detailed design documentation. Advocate for external funding for the Northern Streetscapes Framework Plan implementation. Implement Stage 2 of Bannockburn Recreation Precinct Open Stage Development and contribute to the development of the Open Space Strategy. 	<ul style="list-style-type: none"> Stage 2 of the Bannockburn Recreation Precinct Open Space project commenced and was completed in Quarter 1. This included the installation of street furniture, fencing and a pergola fitted with an electric BBQ. The project will support user groups to increase participation and encourage utilisation of the precinct by the wider community. An expression of Interest has been submitted through the Federal Government's Growing Regions Fund for the Northern Streetscape projects, seeking \$1.3 Million. Announcements on EOIs expected in November, and if successful, a more detailed application will be required to be prepared and submitted. 	25%
2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025	Y3 2.4.2 Maintain the amenity and cleanliness of townships, roadsides and public spaces			40%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025	→ Service, maintain and renew assets to provide usable and attractive public spaces that support a variety of social and community uses and safety.	<ul style="list-style-type: none"> Provision of all township maintenance services in accordance with Council policy. This includes street beautification and upgrade works, roadside, parkland and recreation facility mowing, irrigation maintenance, horticulture maintenance, street sweeping, street furniture maintenance/ replacement, general litter removal and removal of graffiti. Tree maintenance works on Council's local road network and managed land, to ensure community safety and in response to customer requests. Commence development of the Open Space Asset Maintenance Strategy with a cross-Council collaborative approach, and in alignment with the findings of the Open Space Strategy. Investigation opportunities for collaboration with Council's Natural Resource Management team to assist with management and maintenance activities within our natural reserves to improve the amenity and accessibility of these spaces for our community. Complete furniture upgrades to Rokewood open space (between Gibb Street & Ferrars Street.) Collaborate, support and advise community volunteers assisting with maintaining streetscape amenity. 	<ul style="list-style-type: none"> Council Officers working within our Open Space team are moving towards programmed works, which includes building a schedule for maintenance timeframes and frequencies. Further data collection and understanding of our open space maintenance responsibilities will be completed across the Quarter 2 reporting period. Programmed maintenance schedules will coincide with the Open Space Maintenance Strategy and Plan. Background research has begun to understand the needs of the Open Space Strategy and Plan and how it is best built to service the Golden Plains community while addressing risks. Playing surfaces and ovals are programmed through contractors and are currently working through the spring renovation works. Irrigation for green playing surfaces are audited annually. Street furniture and Open Space Infrastructure is assessed and replaced on an as-needs basis currently and is restricted to budget availability. The replacement and renewal of such furniture is to be reviewed and included within the Open Space Strategy and Plan Graffiti is removed as needed and street sweeping is occurring weekly with internal street sweeper. Council are currently bidding for additional resources and equipment to make the machine more mobile to service other areas of the shire. 	40%



SUSTAINABILITY '23/24

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT	Y3 3.1.1 Ensuring our native vegetation, ecosystems, flora and fauna and old growth trees are healthy and protected			23%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT		Continue to implement and report on progress of Council's Environmental Strategy 2019-2027 and carry out works in line with Natural Reserves Management Plans.	<ul style="list-style-type: none"> Continue to implement and report on progress of Council's Environment Strategy 2019-2027, and carry out key actions identified within the Natural Reserves Management Plans. Advocate for additional resources to rehabilitate Edinburgh Reserve. Partner with Linton Progress Association to support works. 	25%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT		Preserve and protect native vegetation and assess potential environmental impact of new developments within the municipality.	<ul style="list-style-type: none"> Proactively work to ensure compliance with environmental legislation and best practice guidelines to protect and conserve vegetation. Council Officers work closely with the Statutory and Strategic Planning teams who refer planning and development works to the Environment and Sustainability team to ensure compliance with legislation, vegetation protection and management of environmental impacts. Natural Resource Management Officers attend and contribute to development planning strategic meetings. Major developments being assessed include, Bannockburn Southeast Precinct Structure Plan, Bruce's Creek West Development and the Bannockburn Industrial Estate Development. 	20%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT	Y3 3.1.2 Value, promote and preserve our cultural and natural heritage for future generations			10%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT		Implement ongoing initiatives and activities to preserve the cultural and natural heritage of the Shire.	<ul style="list-style-type: none"> Acknowledge and preserve Aboriginal values and culture through partnerships, land management practices and education. Maintain, store and promote the Golden Plains Civic Collection, including ensuring the digitized collection is available online to the general public and residents (January 2024). Develop 2 initiatives/projects that engage historical societies or historical practitioners that addresses actions identified under the Arts Culture and heritage Strategy (May 2024). Identify appropriate communication platforms to assist in the promotion of places of indigenous, natural and historical significance across the Shire (March 2024). Council Officers are continuing discussions with Victorian Collections in uploading the digital collection of the Golden Plains Civic Collection, on their website to be accessible to the general public and residents. Council is yet to start planning discussions with historical societies to develop 2 initiatives/projects that engage historical societies or historical practitioners that addresses actions identified under the Arts Culture and heritage Strategy, discussion to commence early next year (February 2024). Council Officers are yet to identify appropriate communication platforms to assist in the promotion of places of indigenous, natural and historical significance across the Shire, research to commence January 2024. 	10%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	Y3 3.2.1 Provide sustainable and efficient waste management services			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Continue to work with regional partners and stakeholders to develop waste minimisation, management and education strategies and to advocate for Regional or State waste improvements and initiatives, such as the Container Deposit Scheme.	<ul style="list-style-type: none"> Planning, education and communications in preparation for the implementation of the Container Deposit Scheme. Advocating for external funding for implementation of the Container Deposit Scheme. Continue to work with Barwon Water towards RRON for FOGO. Continue to collaborate with Councils on waste minimisation strategies regionally. Continue to collaborate with the City of Ballarat's feasibility study for a waste to energy facility. Meet legislative requirements regarding the provision of a 4 stream waste management system. 	<ul style="list-style-type: none"> Council continues to be involved in collaborating on regional waste projects, including with City of Ballarat on a potential Circular Economy Facility in the Ballarat area. Council continues to monitor progression of delivery of the State Government's Container Deposit Scheme and provide supportive communications for positive outcomes for the Shire. 	25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Continue with the implementation with initiatives from the Waste and Resource Recovery Strategy 2020-2030.	<ul style="list-style-type: none"> Deliver responsive household waste collections services – garbage and recycling. Public and community litter bins and services delivery. Landfill rehabilitation and ongoing management. Planning, education and communications in preparation for the implementation of four bins. Advocating for external funding for waste management initiatives. Compliance with legislation and best practice. Undertake an audit of Linton Tip and assess options. 	<ul style="list-style-type: none"> Council Officers working in waste services continue to manage the kerbside collection contract. Council is progressing landfill rehabilitation plans for the closed Rokewood landfill site, expecting to go out to tender for completed works by end of 2023. Technical documents for the rehabilitation of the Teesdale site has been prepared, and will further progress during 2024 as resources become available. Council Officers are preparing a final proposal for the introduction of the purple glass bin across the Shire, expected to be submitted to Council for endorsement in November. Remediation options for the Lintop Tip site have started to progress. 	25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	Y3 3.2.2 Investigate options for the disposal of hard waste and prevention of illegal dumping			25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Respond to incidences of illegal dumping and respond with different approaches to prevention and enforcement.	<ul style="list-style-type: none"> Work collaboratively with Regulatory Services and Outdoor Maintenance teams to respond to incidences of illegal dumping. 	<ul style="list-style-type: none"> Council Officers continue to follow up, issue notices and infringe people caught dumping rubbish. Council Officers continue to work closely with the Environment Protection Authority of Victoria to investigate illegal dumping. 	25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Review of the Waste Strategy to review hard waste initiatives and opportunities.	<ul style="list-style-type: none"> Complete an options analysis into the provision of a Hard Waste Service. Align the Waste Strategy to reflect these findings, following Council decision/direction on the next steps. 	<ul style="list-style-type: none"> A detailed hard waste collection cost/benefit analysis with options was presented to Senior Management for consideration and presented to Council at a briefing in August 2023. Further cost analysis has been provided for consideration. 	25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	Y3 3.2.3 Education and promotion of responsible behaviours to reduce waste to landfill			0%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Continue engaging with community and businesses on waste reduction strategies and responsible waste disposal options.	<ul style="list-style-type: none"> • Work with Regulatory Services to manage incidents of illegal dumping. • Encourage and advise on appropriate disposal of hazardous materials, and act in accordance with legislation. • Waste Education Officer position to continue to be funded to ensure provision of communications and education to encourage positive behaviour changes within the community, and inform about changes to waste services, such as CDS and four bins. 	<ul style="list-style-type: none"> • Due to resourcing constraints, waste education activities are expected to resume in November 2023. 	0%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	Y3 3.3.1 Conduct land management practices and behaviours that enable a safe and thriving natural environment			21%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Continue to work with private landowners and businesses to educate and partner in appropriate and sustainable land management, agriculture and natural resource practices.	<ul style="list-style-type: none"> • Continue to advise, educate and empower local farming industries, businesses and community to promote, support and implement environmentally sustainable practices. • Collaborate with Regulatory Services team and statutory authorities to report environmental risks, incidents and threats as identified under legislation. • Undertake a review of environmental compliance in accordance with the Environmental Protection Act. 	<ul style="list-style-type: none"> • Council regularly responds to enquiries from residents about sustainable land management, agricultural and natural resource practices. 	10%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Continue undertaking activities that reduce the risk of wildfires and flood events.	<ul style="list-style-type: none"> Golden Plains Shire Council is susceptible to fire, flood and storm events. During the summer, Council will undertake the following: <ul style="list-style-type: none"> Issuance of fire prevention notices. Undertake roadside and reserve slashing. Maintain Neighbourhood Safer Places - Bushfire Place of Last Resort. Work closely with the CFA and assist them when needed. Inspect the strategically placed fire tanks in the shire to ensure they are filled with water for the CFA. Assist and advertise community education regarding fire and flood, and prepare for and mitigate exposure to fires and flood. Undertake planned burns for fuel reduction and biodiversity purposes. Undertake drainage maintenance. Progress drainage studies and identify flood mitigation projects. 	<ul style="list-style-type: none"> Planning has commenced for the upcoming fire season, with dates being allocated for Fire Prevention Inspections. Contactors have been arranged for the slashing program and fire access tracks have been inspected, with works completed when required. Flood Studies for Bannockburn have commenced with options identified. Assessment of options is planned for the second quarter. Maintenance works are planned for the third quarter. The Common Road/ Faulkner Road Flood Study options are at design stage with works planned to commence in the third quarter. Drainage maintenance programs have commenced across the shire. Major flood recovery projects commenced during Quarter 1 and include upgrade of Parkers Road, Russells Bridge, Nesters Road, Corindhap and Riddles Road, Bannockburn. Design of the Linton-Piggoreet Bridge replacement structure commenced this quarter with works planned for quarter three. 	25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Protect the health of waterways and facilitate sustainable water use through implementation of water security initiatives in the Environmental Strategy 2019-2027.	<ul style="list-style-type: none"> Continue the development of the Bannockburn Integrated Water Management plan, including identification of prioritised actions. Continue to advocate for funding to implement key actions of the Bannockburn Integrated Water Management Plan. Continue as members in the Barwon Integrated Water Management Forum to advocate for a collaborative and integrated approach to water management that enables sustainable environmental, social, cultural and community prosperity. 	<ul style="list-style-type: none"> Council continues to work with the Barwon and Central Highlands Integrated Water Management (IWM) Forums. The Bannockburn Integrated Water Management Plan project has completed stakeholder workshops and the project group is now working to support shortlisting of options to inform conceptual designs for the Bannockburn IWM. Engagement with Wadawurrung throughout the process is continuing. 	25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Undertake pest plant and animal management control programs and community education to target and reduce the prevalence of invasive species in natural systems.	<ul style="list-style-type: none"> Deliver invasive weed education to the community as guided by the Invasive Weed Strategy and Action plan. Continue on the ground activities to manage pest plants and animals in public spaces across the municipality. Collaborate with community volunteer groups to manage pest plants. 	<ul style="list-style-type: none"> On ground works continue to manage pest plants and animals in public spaces across the municipality. Council Officers continue to encourage landholders to address pest plant issues, by issuing on going correspondence to landholders. 	25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	Y3 3.3.2 Support and partner with the community on environmental initiatives			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	 Continue to build the awareness and capacity of communities to respond to local environmental issues and to implement sustainable practices.	<ul style="list-style-type: none"> Connecting, collaborating and supporting community volunteer groups such as Landcare and environmental interest groups. Community activities and education that promote ownership of sustainability issues and the natural environment, including clean-up days, greening activities and tree plantings. Complete the Moorabool River Reserve Master Plan. Investigate opportunities to collaborate Wadawurrung to develop a management plan incorporating traditional owner land and water management practices for the Moorabool River Reserve, in alignment with paleert tjaara dja - Wadawurrung Healthy Country Plan (2020-2030) Advocate for funding to implement key actions identified within the Environment Strategy. Continue to collaborate with agencies on regional scale projects such as kitjarra-dja-bul bullarto langi-ut in the protection and enhancement of our natural assets. 	<ul style="list-style-type: none"> Council Officers continue to collaborate and support community volunteer groups such as Landcare and environmental interest groups. A priority to establish a WTOAC Health Country Plan in partnership with Wadawurrung has been integrated into the Moorabool River Reserve Master Plan. Council is continuing to engage and support the development of the Kitjarra-dja-bul Bullarto langi-ut program and attended the community consultation session held in Bannockburn in September. 	25%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	Y3 3.4.1 Implement approaches to address and mitigate climate change			25%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	 Undertake a review of the Climate Emergency Plan and address risk based priority adaptation and mitigation actions.	<ul style="list-style-type: none"> Undertake a review and update the Climate Emergency Plan Establish a climate risk register and progress risk planning for Golden Plains Shire. Improve awareness across Council and Community by compiling knowledge resources, data and evidence on climate risk and adaptation and mitigation considerations for Golden Plains Shire. Advocate for external funding for delivery of priority actions, identified in the risk planning and Climate Emergency Plan review. Continue as a partner on the Barwon South West Climate Alliance to respond collaboratively to the regional climate change priorities. 	<ul style="list-style-type: none"> An annual progress report on Council's Climate Emergency Plan 2022-23 has been prepared and presented to Council, highlighting key achievements, and with key recommendations for Council to consider to further enable progression. A funding proposal has been submitted to Emergency Management Victoria in partnership with Surf Coast Shire to establish localised climate risk profiles for both Shires. 	25%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	Y3 3.4.2 Promote and encourage the use of sustainable and clean energy and technology			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	<div> <div></div> <div> Scope, encourage and further develop projects and initiatives that explore the use of renewable energy and carbon neutral practices. </div> </div>	<ul style="list-style-type: none"> Progress the development of an Environmental Sustainable Design Policy and sustainability procurement criteria for Council Progress the electric vehicle fleet transition plan for Council Support community education initiatives and promotion of clean energy technology and sustainable practices. 	<ul style="list-style-type: none"> The collaborative electric vehicle fleet transition plans continue to progress in partnership with Colac-Otway and Warrnambool. Contract is led by NDEVR Environmental, with draft plans expected early October. Council is contributing as member of the Barwon South-West Climate Alliance to develop a new multi-year strategic plan for the Alliance. Officers are leading BSWCA priority project to establish an electric vehicle transition working group and develop a policy/ framework to support EV transition across the region. 	25%

PROSPERITY '23/24

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	Y3 4.1.1 Support the development of young children and their families			25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT		Delivery of Best Start Best Life Reform Planning for Kindergarten Infrastructure. <ul style="list-style-type: none"> Continue to work with the Department of Education to support Best Start Best Life Kindergarten Building Blocks infrastructure projects across the Shire. Liase with the Department of Education to update Kindergarten Infrastructure Services Plan for Golden Plains Shire. Undertake and complete an Early Childhood Workforce plan. 	<ul style="list-style-type: none"> The two current infrastructure projects include the Haddon Kindergarten Modular Project commencement: 18 October 2023 and the Bannockburn Extension Modular Project expected commencement: 17 November 2023. Discussion with Victorian State Building Authority (VSBA) regarding Childcare (State Owned and Operated) x1 Golden Plains Shire have commenced. Discussion with VSBA regarding Kindergarten On Schools Sites (KOSS) x1 has commenced in Napoleons. Operations to commence from the 2024 Kindergarten/ School year. Summary figures completed and submitted to Department of Education (DA) for analysis and review for the Kindergarten Infrastructure Services Plan for Golden Plains Shire. Early Childhood Workforce plan. Internal work on EYM GPSC workforce retention and recruitment review commenced. External GPSC possible collaboration with Central Highlands and/ or Ballarat and Moorabool. 	25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT		Provide services, infrastructure and support to enable health, wellbeing and development in early years. <ul style="list-style-type: none"> Delivery of Maternal and Child Health Service, which provides a comprehensive and focused approach for the promotion, prevention and early identification of the physical, emotional and social factors affecting young children and their families. Planning and implementation of Funded Sleep and Settling programs. Planning and implementation of Funded Supported Playgroup program. Delivery of quality and assessable early years services and childcare options for families across the Shire. 	<ul style="list-style-type: none"> Supported Playgroup in the South of the Shire continues to average 6 families in attendance a week. Meeting at Bannockburn kindergarten provides the children attending with great resources as well as introducing them to a comfortable space allowing transition into the kindergarten program or childcare a familiar space and connections with the community. Supported Playgroup in the North of the Shire continues to meet at the Smythesdale Well with an average of 4 families attending. Maternal Child Health often visits these sessions providing a familiar face to offer support and answer questions. Sleep and Settling sessions continue to be offered to families in both face to face and online formats. 44 families have attended sleep and settling sessions with 2 families requiring one on one Outreach support. Immunisation rates across Golden Plains Shire remain higher than the Australian Average for the quarter. Immunisations reports state 98% of 12-15mth olds are immunised with 97% of 60-63 month olds immunised. Australian average is 93% and 94% respectively. For 24-27 month olds Golden Plains currently matches the Australian average of 91% immunised. Enrolments have been confirmed and are ongoing for the 2024 kindergarten year, with the current numbers for each service. <ul style="list-style-type: none"> Bannockburn 3yr old 22 children and 4yr old 22 children Inverleigh 3yr old 25 children and 4yr old 26 children Meredith 3yr old 11 children and 4yr old 9 children Rokewood 3yr old 8 children and 4yr old 5 children Teesdale 3yr old 30 children and 4yr old 36 children 	25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	Y3 4.1.2 Enable access to education, learning and skill development through all stages of life			25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT		Advocate to Government, business and service providers for investment and programs to support education. <ul style="list-style-type: none"> Advocacy for new school infrastructure and school program funding across the Shire, including new schools in Bannockburn South and Smythesdale. Advocacy for vocational learning options in farming agriculture and mechanical trades across the municipality. 	<ul style="list-style-type: none"> During the reporting period Council Officers attended Bannockburn South East PSP Community Infrastructure Workshop. Primary and Secondary schools including Kindergarten on schools' sites (KOSS) discussed and identified in Bannockburn South East Precinct Structure Plan. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Collaborate with learning centres, local groups and activities to promote skill development opportunities including with Emergency Services, Mens Shed's and Interest Groups.	<ul style="list-style-type: none"> Coordination and delivery of inaugural Golden Plains Careers Expo, aiming to advance the learning and employment outcomes for young people throughout the Shire. Investigate partnership opportunities with organisations delivering construction industry skills programs. Continue to develop and deliver skills-based training through Youth development programming and Youth Hub programs. Strengthen Partnerships with Haddon Community Centre and Meredith Community Centre and identify and support delivery of a project/initiative (June 2024). 	<ul style="list-style-type: none"> Council Officers working in youth have worked collaboratively with the following services this quarter to initiate and strengthen positive linkages between stakeholders and Council; <ul style="list-style-type: none"> Federation University School Focused Youth Services Bannockburn P-12 College Employment Service Providers The transition program aims to build relationships with youth to better offer support, enhancing self-confidence, increasing knowledge and various explicit skills to support students in a positive transition to secondary school. The work readiness program encapsulates three components to support young people into employment, the first is delivering specific employability skills through three certified trainings. The second, is collaboration with employment services for positive outcomes for young people and the third is in development to be delivered in the next quarter. The success of a young person obtaining their probationary licence is one positive news story stemming from our partnerships with these key stakeholders, that we are currently in planning mode to deliver on in the next quarter. Access and Inclusion & Social Connections staff met with the Bannockburn Men's shed on numerous occasions to build relationships and explore opportunities for collaboration. Planning is in the works to arrange a mental and physical health session delivered by a local GP in Quarter 2. 	25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Continue to provide and review fixed and mobile library services in partnership with Geelong Regional Library Corporation (GRLC).	<ul style="list-style-type: none"> Progress the construction of the Mobile Library Service Vehicle with the Project Control Group (June 2024). Continue to monitor the delivery of the Library Contract. Strengthen Partnerships with Geelong Regional Libraries Corporation and other Key stakeholders to ensure successful engagement, design and delivery of programs within the Bannockburn Static Library and Mobile Library Services (June 2024) 	<ul style="list-style-type: none"> Council Officers in conjunction with Geelong Regional Libraries and the Project Control Group (PCG) continue to progress the construction of the Mobile Library Service Vehicle. A Vehicle has been purchased and fit out of the Van to commence December 2024. Council Officers Continue to monitor the delivery of the Library Contract. Council Officers continue to strengthen partnerships with Geelong Regional Libraries Corporation and other Key stakeholders to ensure successful engagement, design and delivery of programs within the Bannockburn Static Library and Mobile Library Services including development and delivery of arts workshops that have employed local artists (fully booked and waitlisted), Health and Wellbeing program delivery in partnership with the library (Seed Library) and engagement conducted at Farmers Markets. 	25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Investigate partnerships with TAFE and higher education providers to service the Golden Plains Shire community.	<ul style="list-style-type: none"> Continue to support and advocate for the Entrepreneurship Development Program being developed by RMIT University. 	<ul style="list-style-type: none"> Council hold an advisory role to the Meredith Sharing Shed operators, conducting the Berrybank Entrepreneurship Program. 	25%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	Y3 4.2.1 Provide support to local businesses including farms and small business			25%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	→ Consider opportunities to further support locally based businesses and suppliers.	<ul style="list-style-type: none"> Instigate and lead buy local community campaigns and promotion. Enable local base businesses and suppliers to participate in procurement opportunities, through the facilitation of Council's procurement and tendering processes. Continued development of a database of all engaged businesses across the municipality utilising Council's Customer Relationship Management system. Continued promotion and support of healthy and sustainable local food systems. 	<ul style="list-style-type: none"> Redesigning of the Buy Local This Christmas Campaign has commenced throughout Quarter 1. Council Officers commenced reviewing procurement statistical data to promote the Buy Local in Golden Plains promotion to staff members. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	→ Continue to support events and activities that promote, showcase and connect local businesses.	<ul style="list-style-type: none"> Facilitation of a Business Network in the northern region of the Shire and delivery of business networking events across the north and south of the municipality to build capacity of local business and producers. Delivery of monthly business news publications. Provide business mentoring services across the Shire. 	<ul style="list-style-type: none"> Across Quarter 1 Council activated participation of local food trucks and market stall holders for the upcoming Beyond the Valley, Meredith and Golden Plains Music Festivals and facilitated the formation of the Inverleigh community and sporting groups to operate the community barbecue at Beyond the Valley Music Festival. This initiative additionally supports the Inverleigh Dachshund Derby. Council is currently exploring attracting the Geelong Highland Games to Bannockburn and re-activating the Smythesdale Bush Riders Cup. 	25%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	→ Provide ongoing support for small business and agriculture, through the implementation of the Economic Development, Tourism and Investment Attraction Strategy 2022-2032.	<ul style="list-style-type: none"> Support and provide incentives for small to medium businesses and agriculture suppliers across the municipality. Provide coaching to social enterprises, home businesses and business startups. Continue to identify new and emerging business opportunities within the Shire. Develop relationships with food producers to support access to local produce. Continue investigations with Regional Development Grampians and Regional Development Victoria regarding priority projects resulting from the Agriculture Value Add and Supply Chain Analysis. 	<ul style="list-style-type: none"> Quarterly report on the Economic Development, Tourism and Investment Attraction Strategy 2022-2032 is complete indicating all activities nominated for Quarter 1 are on track. 	25%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	Y3 4.3.1 Support initiatives for local shopping and hospitality businesses			28%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	→ Advocate for and implement Streetscape and town centre improvements.	<ul style="list-style-type: none"> Progress the Northern Streetscape Framework Plan to enhance town character and amenity of the three town centres that form the northern corridor of the municipality including Smythesdale, Scarsdale and Linton. Seek further funding opportunities to support progression of the Northern Streetscapes Framework Plan. Complete upgrades to Rokewood open space (between Gibb Street & Ferrars Street, Rokewood). 	<ul style="list-style-type: none"> Council Officers continue to identify and make improvements to township streetscapes and public areas, with mowing and slashing being extended to include larger areas of township entrances and linear reserves. 	25%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	→ Investigate the provision for, and rezoning of land, to facilitate development which supports business and employers including those that provide retail and hospitality opportunities.	<ul style="list-style-type: none"> Finalise the Growing Places Strategy which seeks to provide a range of land uses within the municipality. 	<ul style="list-style-type: none"> Preparation of a Request for Quote (RFQ) for an Urban Design Framework to consider opportunities for additional commercial land in the Bannockburn Town Centre has commenced. Council Officers are currently assessing the following rezonings which will stimulate the local economy. <ul style="list-style-type: none"> Bannockburn South East PSP (includes an activity centre) Bruce Creek West, Bannockburn Ormond Street, Bannockburn Bannockburn Industrial Estate Expansion Terrier Road, Inverleigh 	30%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	Y3 4.3.2 Identify and promote activities that attract visitation and tourism			25%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS		<p>→ Explore actions of the Economic Development, Tourism and Investment Attraction Strategy 2022-2032, which support shopping hospitality, tourism and events across the municipality.</p> <ul style="list-style-type: none"> Advocate and support events that attract visitation across the region. Continue to promote activities relating to the arts and local creative industry, such as open studio programs, arts trails and community led initiatives. Continue to promote sites and tourist attractions, including the Three Trails project. Actively participate in the World Heritage Program. Continue actively participate in alliances and networking opportunities including with Tourism Greater Geelong and The Bellarine and Tourism Midwest Victoria. 	<ul style="list-style-type: none"> The design of tourism brochures has been commissioned. Buy Local Campaign being designed, and Council Officers have commenced exploring short-stay accommodation options. 	25%
4.4 LOCAL EMPLOYMENT AND TRAINING	Y3 4.4.1 Assistance and incentives for businesses to provide for local employment			25%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Advocate with local businesses, chambers of commerce and employers to target and promote local employment outcomes, including social enterprises.	<ul style="list-style-type: none"> Advocating with local businesses and utilities authorities to increase the availability of housing in small townships to strengthen the local employment market. 	<ul style="list-style-type: none"> The investigation of decentralised sewerage treatment systems for Meredith and small housing development has commenced as a pilot in collaboration with Meredith Dairy to increase accommodation availabilities for workers. 	25%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Work with partners to deliver short term courses, internships and job training opportunities for ratepayers and residents, including promoting the use of Council facilities.	<ul style="list-style-type: none"> Liase and collaborate with Business Victoria to deliver events, coaching and business training opportunities throughout the Shire, including the Small Business Bus. 	<ul style="list-style-type: none"> Council continues to provide internal business mentoring services and coordination of Small Business Bus visits to various locations around the municipality. 	25%
4.4 LOCAL EMPLOYMENT AND TRAINING	Y3 4.4.2 Deliver initiatives that support local training and job opportunities in Golden Plains Shire			30%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Continue Council based opportunities and potential employment pathways for local residents.	<ul style="list-style-type: none"> Employee Value Proposition that highlights the benefits of working locally and the focus on work that delivers outcomes in the community. Development of Work Experience program that highlights career pathways. Advocate for a traineeship and apprenticeship program that preferences local residents in the 2024-2025 budget. 	<ul style="list-style-type: none"> Three trainees continued to be engaged by Customer Experience, People and Performance, Governance and Risk, Fleet, Community Health and Wellbeing and Community Development to provide a range of experiences and leaning opportunities. All three trainees have shown personal growth and development. 	50%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Continue to operate the Smythesdale Digital Hub to be a working space for business owners and community members.	<ul style="list-style-type: none"> Review, monitor and report on the usability of the Smythesdale Digital Hub by both business overs and community members. 	<ul style="list-style-type: none"> A revised booking form has been developed for the Smythesdale Digital Hub to capture more accurate usage hours. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Strengthen communities and provide skill development and participation opportunities through delivery of Council's volunteer program (subject to the Best Value Review outcome).	<ul style="list-style-type: none"> Review and develop a model for Council's Volunteer Program by November 2023. Define clear roles, review process and develop induction kit for Council Volunteers by March 2024. Research and investigate Micro Volunteering models by December 2023. Undertake a needs analysis to determine the development of community capacity building opportunities for Council and Community Volunteers that meets community needs by March 2024. 	<ul style="list-style-type: none"> Council Officers have been delayed in undertaking a review of Council's Volunteer Program to provide recommendations for future planning and delivery. This will now commence in November/December. Council Officers are currently researching, and Micro Volunteering models undertaken across a number of sectors. 	15%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	Y3 4.5.1 Identify and advocate for investment opportunities, partnerships, projects			25%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	→ Advocate for improved digital connectivity for residents.	<ul style="list-style-type: none"> Advocating for better NBN and mobile telephone reception across the municipality, including the Golden Plains Food Production Precinct in Lethbridge. Advocacy of Mobile Black Spot Program funding for new mobile phone towers to provide service for fire-prone areas, industry and the community. 	<ul style="list-style-type: none"> Council Officers have commenced the development of a Golden Plains Digital Plan with Telstra, NBNSCo and internal ICT teams. 	25%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	→ Develop and promote public and private partnership opportunities.	<ul style="list-style-type: none"> Continue to collaborate with the Berrybank Windfarm to seek future partnership opportunities. Identify and seek new public and private partnership opportunities with businesses across the municipality. 	<ul style="list-style-type: none"> During the reporting period, Council Officers facilitated the formation of the Inverleigh Combined Community Groups to run the community barbecue at the Beyond the Valley Music Festival with potential for \$50,000+ for distribution to participating groups. Council have been invited to sit on the assessment panel for the Beyond the Valley Music Festival \$50,000 community benefit fund. 	25%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	→ Implement the Economic Development, Tourism and Investment Attraction Strategy 2022-2032.	<ul style="list-style-type: none"> Develop an investment prospective for potential investors. Develop creative industries through support and partnership building, and through the procurement of local creatives. Expand the Golden Plains Farmers' Market to include additional local vendors at the new Bannockburn Heart Precinct site and build on the market program. 	<ul style="list-style-type: none"> A Draft Investment Prospectus has been developed in Quarter 1. Council Officers have raised a total of \$12,500 in sponsorship funds to support the Golden Plains Twilight Market scheduled for December 2023. 	25%

LEADERSHIP '23/24

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	Y3 5.1.1 Provide timely and effective communications about Council services and activities to community and stakeholders			25%
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	<p>→ Communicate issues and opportunities with the public across a wide variety of accessible and functional platforms.</p>	<ul style="list-style-type: none"> Continue to deploy a suite of diverse and engaging communicate across a broad spectrum of channels to articulate Council initiatives, strategies and services including the following: <ul style="list-style-type: none"> Proactive and planned media releases Social media, Newsletters, website and video Continuous review of Council's communications and platforms through metrics, surveys and feedback. 	<ul style="list-style-type: none"> Community engagement fosters transparency, social cohesion, collective knowledge, and improved service delivery, empowering residents and creating a vibrant community. We recognise the importance of involving residents, businesses, and stakeholders in decision-making processes to foster ownership and belonging. This connection between Council and the community brings positive change and contributes to a resilient, inclusive, and thriving region. By continuing to prioritize community engagement, Council can look forward to a future characterised by sustainable growth, shared prosperity, and an engaged community. During the reporting period, the following engagement activities were delivered: <ul style="list-style-type: none"> 55+ media releases Weekly media enquiries Gazette community newsletters to over 9,800 households E-Gazette – bi monthly Engage - monthly Business News - monthly GPSC Times ads - weekly Community newsletters - monthly Social media platforms – daily In The Loop – internal/external stakeholder (weekly) Councillor listening posts Mayoral interviews Radio interviews 	25%
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	Y3 5.1.2 Enhance deliberative engagement to inform and involve community in Council decision making			25%
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	<p>→ Consult with the community and provide early engagement on Council decisions and issues of local interest.</p>	<ul style="list-style-type: none"> Continue to deliver consultation which aligns with Council's Community Engagement Policy and reflect genuine engagement for all residents across the Shire. Utilisation of the Community Engagement Register, Council communication channels, existing Council networks and community stakeholders. Planning, providing and promoting direct Councillor engagement opportunities. Encouraging community and stakeholder involvement in engagement and advocacy campaigns. Continue to undertake and evaluate community engagement activities. 	<ul style="list-style-type: none"> During the reporting period, the following engagement activities were delivered: <ul style="list-style-type: none"> Young Women's Leadership Program Councillor Support and Expense Policy GPSC Creative and Cultural Mapping Advisory Committees Blurred Minds Vaping sessions Choose Water 23 Dereel CFS Lease 23 Footpath Strategy Farmers Market Circle of Security Community Directory Community Planning 2023 Business Bus tour Brining up Kids Batesford – Notice of intention to sell land Draft Moorabool River Reserve Masterplan Bannockburn Skate Bowl Detailed Design Inverleigh Active Youth Space Detailed Design Smythesdale Gardens and Brewery Dam Reserve Masterplan Election Period Policy Growing Places Strategy Proposed Speed Limit Changes Active Golden Plains 	25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	Y3 5.2.1 Council will operate in an open and transparent manner			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Implement good governance and decision making processes and meet all legislative requirements.	<ul style="list-style-type: none"> Commence preparations for the 2024 Local Government Elections, including reviewing and updating related documents and policies. Review and update Councillor Code of Conduct. Review and update Policies and Procedures, including overarching policy and procedure framework. Review and update property management policies and procedures. 	<ul style="list-style-type: none"> Preparations are underway for 2024 LG elections, including draft schedule and review of voter entitlements data in conjunction with Rates and Property unit. Discussions commenced with VEC in relation to facilities and optional inclusions for election delivery. Councillor Code of Conduct reviewed with a draft to be presented to Council at the October 2023 Council meeting. Draft policy and procedure framework reviewed with improvements identified. Draft to continue to be reviewed before commencing internal consultation with stakeholders and policy owners. Structure of property management policies reviewed and future structure developed. Property policy updated and legal review underway. Development of supporting property procedures commenced. 	25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	Y3 5.2.2 Ensure responsible and sustainable financial, asset and risk management			25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Continue to implement policies, processes and initiatives that deliver long-term financial sustainability.	<ul style="list-style-type: none"> Implementation of the Council's Long-Term Financial Plan 2021/22–2030/31 and Rating Strategy. Development and implementation of new finance, property and rating system. Annual review of Council's Procurement Policy. Identification of additional sources of revenue and efficiencies. 	<ul style="list-style-type: none"> Council's Long-Term Financial Plan modelling to inform the 2024-25 budget process has commenced and will be continually updated throughout the formulation of the 2024-25 budget to ensure any financial risks are identified early, encouraging discussion and input into key strategic decisions. Implementation of replacement of the finance and purchasing system with Altus Financials is in progress with the testing phase completed, training documents prepared and go-live scheduled in October. Planning has commenced for the implementation of the new property and rating system with the functional specification completed and a demonstration scheduled in October, timing of cut-over is yet to be determined. Procurement Policy reviewed in March 2023 with next update not scheduled until March 2024. Additional sources of revenue ongoing with Stage 2 of Berrybank Windfarm now online, and other windfarms such as Golden Plains included in the Long Term Financial Plan. Land sales from the development of excess Council land in Teesdale, Bannockburn and Smythesdale included in Long Term Financial Plan. Identification of efficiencies and cost savings is the focus in the current year (2023-24) and also in the formulation of the 2024-25 budget, noting impacts from 2022 storm events and rising costs in the economy has placed more pressure on the financial sustainability of Council. 	25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Implement and review Council's Risk Management Framework and ensure all key risks have been measured and adequately controlled.	<ul style="list-style-type: none"> Review strategic risk register. Review organisational risk register. Update of risk appetite statements. 	<ul style="list-style-type: none"> Updated strategic risks adopted by the Senior Management Team. Meetings with members of the Senior Management Team commencing in Quarter 1 to identify causes and controls. Following identification of causes and controls for each strategic risk, register will be returned to the Senior Management Team to review register and determine risk rating. Meetings with managers underway to identify key risks, causes and controls in each department. 3 of 12 meetings remaining to be held. Following meetings, risk ratings to be applied and risk register will be presented to Full Management Team for review and approval. Risk registers to be presented to Council following completion. Risk consequence categories to be reviewed by the Senior Management Team to determine risk appetite. 	25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Management of Council and community assets and collect data, analyse asset condition and utilisation.	<ul style="list-style-type: none"> Migrate asset inspection programs to Assetic Maintenance including the annual road and footpath inspection program. Implementation and population of the Assetic software system. Adopt, monitor and deliver the improvements as identified in the Asset Plan 2022-2032. Plan and budget for asset maintenance, renewal programs and regular asset condition audits. Develop and deliver on actions arising from the Community Services Infrastructure Plan (CSIP). 	<ul style="list-style-type: none"> Asset Management team is on track to deliver the road and footpath hazard inspection programs in Assetic for 2023/24. Condition assessment tender specifications are currently being prepared for road assets. Asset Management Strategy update is underway on track to be completed by end of financial year. Condition assessment of road assets is planned for the third quarter. Management of Council and community assets and collect data, analyse asset condition and utilisation: <ul style="list-style-type: none"> Promote the capitalisation of projects throughout the year to spread the workload and financial impact across the year as opposed to the full impacts processed at financial year-end. Council Officers working in finance continue to educate staff on the importance to budget correctly for capital and operating expenditure. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)	
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	Y3 5.3.1 Council service delivery is efficient and responsive to the needs of the community			30%	
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE		→ Continue to streamline and improve Council's Information and Communications technologies systems and processes.	<ul style="list-style-type: none">Embed Core System changes into Council operations.Implement online service delivery for Customer Service requests.Enhance operations around GIS systems, preparing new system specification.Complete system reviews as required by operational plans.Implement and embed the Council Customer Service Strategy.Implement a new Corporate Intranet based upon the new SharePoint environment.	<ul style="list-style-type: none">Core System Transformation Project (CSTP) project continues to be the main focus of this action across the Quarter 1 reporting period.<ul style="list-style-type: none">The SharePoint Cloud Records project go-live commenced in late September.The Finance system is due to go-live on 24 October.The Customer Request (CRMS) system has required ongoing development to ensure that we can improve our response to customer requests.The Property and Rates specification is complete, and a demonstration is booked.Other projects under the Digital Transformation Strategy continue subject to available resourcing and the Smart Shires Project which is moving towards external promotion.	35%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE		→ Improve the customer experience and build commitment and accountability to service standards and timely responsiveness through the delivery of the Customer Experience Strategy action plan.	<ul style="list-style-type: none">Embed Customer Experience principles into existing processes across the business by embedding customer experience capabilities into positions and developing Customer Experience capabilities by developing learning programs for all new and existing staff.Conduct feedback audit and research on industry best practices for customer feedback and develop regular feedback loops with customers.Develop customer centric systems and processes by defining Service Level Agreements, developing the new CRMS solution and reviewing customer channels.	<ul style="list-style-type: none">To commence the reporting cycle, the Senior Management and Councilor's were provided with an annual Customer Experience review, which included updates toward progress of the Customer Experience action plan, including priorities for the next 12 months.The development of a customer experience training program for internal staff has been completed, with the program focusing on how to close the loop with customers and offering best practice service. Two team have commenced this training across Quarter 1.Majority of the Quarter 1 reporting period has been focused on the implementation of the new Finance (FMS) and Customer Request (CRMS) systems, with time dedicated to configuring and developing effective systems to carry us into the future. The FMS system required detailed testing to ensure that the receipts can be processed accurately in the system and the CRMS has required ongoing development to ensure that we can improve our response to customer requests. This work will continue into Quarter 2.	50%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE		→ Provide a suite of customer-friendly resources to inform and educate the community and build understanding of regulations, Council service requirements and processes.	<ul style="list-style-type: none">Roll out the upgraded Customer Request Management System across the organisation. This will be the first step to allow customers to lodge requests through our website and receive educational content that is tailored to their needs.Develop and implement a suite of templates for staff to use to interact with customers in response to service requests. The templates will include information for customers to help them understand Council's processes and service levels.Develop and roll out Council's Community Directory - an online database of community groups across the Shire. This will allow residents to look up community groups and activities of interest to them and better engage with their local community.	<ul style="list-style-type: none">Due to the focus on the development of the new systems, limited work was completed in Quarter 1 in relation to creating customer friendly resources. During the Quarter 1 reporting period Council achieved the following updates to education materials to help customers:<ul style="list-style-type: none">Sharps Disposal Service: Informing community members on the service offered by Council including web page and communications to the community.Updated Animal Registration Forms: Updated forms have been created to assist owners of Working Dogs to apply for registration.	5%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	Y3 5.3.2 Provide for a safe working environment and develop a productive and skilled workforce			20%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE		<p>→ Implement People and Culture and organisational development activities, that support a safe, productive workplace and culture.</p> <ul style="list-style-type: none"> Finalisation and implementation of Council's Employee Values Proposition. Activation and delivery of the Employee Engagement Survey Action Plan. Implementation of new Performance Review (PRP) cycle to align to development of future ready workforce. Implementation of a 12 month learning and development program aligned to the Performance Review and Planning cycle and Council priorities. Development of an Organisational Development Strategy. Development and implementation of the Safety and Wellbeing Strategy. Completion of Safety and Wellbeing Audit and Gap Analysis. 	<ul style="list-style-type: none"> Council's Employee Value Proposition (EVP) project continues to progress well throughout Quarter 1 2023/24. Concept designed work has been completed and is expected launch in November 2023. Employee Engagement Survey Action Plan commenced in July 2023. All actions scheduled for delivery throughout the first quarter of the Action Plan have progressed well, and we continue to recognise key achievements with all employees. The Performance Review (PRP) cycle was launched in September. Ongoing support to people leaders and employees regarding the refreshed process continues to occurred across the reporting period. Development of a 12 month learning and development program aligned to the Performance Review and Planning cycle and Council priorities, will commence in Quarter 2, along with the development of an Organisational Development Strategy. A Safety and Wellbeing Culture Framework survey will be completed in Quarter 2. Following completion of the survey, a Safety and Wellbeing Culture strategy and plan will be developed in early 2024. The Safety and Wellbeing Audit and Gap Analysis will be completed in October with initial findings available in November. 	20%
5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE	Y3 5.4.1 Plan, consult and review the priorities of the community to continue actioning and progressing the Golden Plains Community Vision 2040			25%
5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE	→ Continue planning, engaging and analysing information to determine the future service provision and infrastructure needs, and deliver responsive and innovative solutions for the Golden Plains community.	<ul style="list-style-type: none"> Develop and implement a Priority Project Pipeline and Capital Assessment Tool and continue to update the Community Services Infrastructure Plan (CSIP). 	<ul style="list-style-type: none"> Council Officers have developed a 'Draft Priority Project Pipeline' and 'Capital Assessment Tool' and continue to update the Community Services Infrastructure Plan (CSIP) following a recent review of data. The pipeline and tool will be presented to Council's Full Management Team in Quarter 2 for feedback prior to implementation. A benchmarking exercise and analysis of other Local Government Areas pipelines, assessment tools and criteria's assisted Council in developing the resource and will ensure it is consistent with other Council strategies and principles used to prioritise projects. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE	→ Lead and partner with community and stakeholders on advocacy campaigns.	<ul style="list-style-type: none"> Scoping and development of priority projects advocacy publication to capture priority projects across the municipality. Continued advocacy for the municipality by connecting with members of Parliament, Federal and State Government, businesses and service providers, to seek investment, funding and partnerships for identified community priorities. Active representation across regional alliances to assist in the connection of regional priorities, including the Geelong Region Alliance (G21), Municipal Association of Victoria, Central Highlands Group of Councils and Peri-Urban Group of Rural Councils. 	<ul style="list-style-type: none"> The Priority Booklet is being reviewed and updated. A Draft was presented to the Councillor Briefing in September requesting feedback and input, with the intention that it will be tabled to the December Council meeting for endorsement as the 2024 Priority Booklet. On going and routine meetings of the Mayor/ CEO with our local State and Federal MPs. In addition, the CEO continues to meet with the Minister for Local Government/ Roads as part of his role as a Board member on RCV. The Mayor has also met with the Minister for Local Government with the Peri Urban Councils as well as a delegation to Spring Street in which they met with the then Minister for Transport and Infrastructure Jacinta Allans, welcomed the Federal Minister for Early Childhood Education, Dr Anne Aly MP at the Bannockburn Early Childhood Centre, as well as the state minister for Early Childhood and Pre-Prep, Lizzie Blandthorn and again with Ingrid Stitt. The Mayor and CEO continue to attend the various regional advocacy meetings. G21 are nearing completion of the new Regional Plan, and BRAC has prepared a brief for the preparation of a Regional Integrated Transport Strategy. 	25%



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8.30am to 5pm, Monday to Friday

The Well, Smythesdale

8.30am to 5pm, Monday to Friday

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