



GOLDEN PLAINS SHIRE

# **ATTACHMENTS**

**Under Separate Cover  
Ordinary Council Meeting**

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**6.00pm Tuesday 25 February 2020**



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## COUNCIL PLAN

Quarterly Progress Report (Q1: July – September 2019)



## ABOUT THE COUNCIL PLAN

The Council Plan 2017-2021 is the key document setting out the strategic direction for Golden Plains Shire for the next four years and beyond. The Victorian Local Government Act 1989 requires that a Council Plan must be prepared every four years.

For the first time, this Council Plan incorporates the Municipal Public Health and Wellbeing Plan that outlines our priorities for supporting, protecting and improving the health and wellbeing of our community.

The Plan reflects feedback from our community and stakeholders as part of an extensive community consultation process that was an integral component of the planning process. The Council Plan sets out our vision for the future, our mission and priority objectives as the strategic framework for Golden Plains Shire for the next four years and transparently outlines how that will be achieved. The Plan is grounded in our core values that will guide our organisation in all that we do. The Council Plan also includes our Strategic Resource Plan that sets out the resources required to achieve our strategic priorities and objectives over the next four years.

The Plan focuses on four strategic priorities that reflect the key activity areas of Council and the services that contribute to the health and wellbeing of the Golden Plains community: promoting healthy and connected communities; enhancing local economies; managing natural and built environments; and delivering good governance and leadership.

## HOW WILL THE PLAN BE IMPLEMENTED

The Council Plan 2017-2021 has been developed in consultation with our community and key stakeholders and we are committed to working together to achieve our vision for the future.

Council will play a strong leadership role and work in a range of ways to deliver on the priorities and objectives outlined in the Plan including:

- Leader                      demonstrating strong leadership and leading by example
- Service provider        facilitating and funding the provision of services
- Deliverer                  directly implementing services, projects or works
- Advocate                  making representation on behalf of our community
- Partner                     working with others to achieve outcomes
- Facilitator                bringing stakeholders together
- Funder                     providing funds or other resources to deliver outcomes
- Planner                    planning to meet the needs and aspirations of our community now and into the future
- Regulator                 assuming regulatory responsibility across a range of areas
- Listener                  engaging with and listening to the community


Implementation of the Council Plan will be grounded in our commitment to working collaboratively and in partnership with others to achieve our objectives. We will continue to develop and strengthen our relationships with the community, government, key partners and other organisations to create a vibrant, prosperous and sustainable future for our Shire.

The Council Plan 2017-2021 will be reviewed annually for achievement against objectives and to ensure that it continues to reflect the priorities of Council and our community. We will measure our success based on indicators determined for each of our priority objectives and report against these in our Annual Report at the end of year.




# PILLAR 1: PROMOTING HEALTHY & CONNECTED COMMUNITIES

*We commit to creating a healthy, active and safe community that provides opportunities for all residents to connect and engage with their local and broader community.*



## Progress to Date



Action	Progress	Status	Activities Undertaken In Quarter 2
Provide and Support programs, activities and spaces to promote and encourage health and wellbeing for people of all ages and abilities	40 - 50% complete		<ul style="list-style-type: none"> <li>• 15 schools signed up and participated in VicHealth Walk to School program. Media campaign and successful launch event was held in Bannockburn partnering with 2 schools.</li> <li>• Launch of 'Super Vegie Four' children's book at Children's Week and activities rolled out across Council kindergartens and private childcare to encourage children to try vegetables.</li> <li>• The Woody Yaloak Warriors Junior Football/Netball Club has been established in the Woody Yaloak catchment. This will cater for junior football and netball in 2020.</li> <li>• Internal liaison with key stakeholders to incorporate an arts funding stream in line with the community grants review process.</li> <li>• Initial liaison with community stakeholders to discuss an artist in residence program. Identification of potential external funding sources.</li> <li>• Arts program for young people delivered via film production skills development opportunities.</li> <li>• Arts and economic development opportunities created via Creative Wanderings launch – December 2019.</li> <li>• Assistance with programming at BCC – young photographer's exhibition</li> <li>• Early years facilities continue to advocate for allied health services to co-locate in facilities across the Shire.</li> <li>• Drop in services for MCH occurring at Meredith and Bannockburn.</li> <li>• Family Support Services (BCYF) now servicing Meredith and Rokewood and preliminary meetings with WRISC – Van Go program to operate for Meredith in next quarter.</li> </ul>

Action	Progress	Status	Activities Undertaken In Quarter 2
<p>Develop a longer term vision and planning for an integrated approach to providing quality health and community services infrastructure</p>	<p>10 - 20% complete</p>		<ul style="list-style-type: none"> <li>• Community Infrastructure Plan has commenced with appointment of Socio Logic Consultants to support Council in the development of the plan. The plan will:                             <ul style="list-style-type: none"> <li>- assist Council to understand Communities’ current and future needs and activity patterns and identify and prioritise solutions for future provision;</li> <li>- inform Council’s strategic planning, resource investment and advocacy; and</li> <li>- supporting funding applications</li> </ul> </li> <li>• A comprehensive database of all Council owned and managed facilities has been established and work has commenced on collecting usage data for these facilities.</li> <li>• DET/MAV Council early years facilities review – undertaken 2019, this was undertaken in line with planning for funded 3yo kindergarten (2022). Report yet to be released.</li> </ul>
<p>Support local sporting and community groups to provide participation and engagement opportunities and continue to encourage and value volunteering in our community</p>	<p>50 - 60% complete</p>		<ul style="list-style-type: none"> <li>• The Woody Yaloak Warriors Junior Football/Netball Club has been established in the Woody Yaloak Catchment. This will cater for junior football and netball in 2020.</li> <li>• Continued and ongoing support for Recreation Management Entities to manage Council's Recreation and Community Facilities for and on behalf of Council.</li> <li>• Partnered with YMCA/Basketball Geelong to deliver Aussie Hoops and Holiday program (Supercats).</li> <li>• Grant application approved by Council to leverage Federal grant funds and apply for State Government grant to complete full oval lighting and irrigation upgrade at Lethbridge Recreation Reserve.</li> <li>• Request for Information submitted to Federal Government to secure funding agreement for Lethbridge Lighting (\$100k) and Inverleigh Social Room Upgrade (\$500k).</li> <li>• Secured grant (\$26k) for Shade sail at Bannockburn Recreation Precinct.</li> <li>• Secured \$15k grant from VicHealth for the This Girl Can – Victoria Local area marketing grants.</li> <li>• Secured \$54k grant from TAC for Byron Street Footpath.</li> <li>• Completed Bannockburn Heart and acquitted the SRV Active Recreation grant component (Ninja Warrior). Large numbers of community using whole site over Christmas break.</li> <li>• Sport and Active Recreation Strategy 2020-2030 commenced with community reference group meeting in December 2020.</li> </ul>

Action	Progress	Status	Activities Undertaken In Quarter 2
			<ul style="list-style-type: none"> <li>Continued support for Kindergarten Volunteer parent committees who work in partnership with Council to deliver funded kindergarten services under Council EYM. VPC focus on engagement and fundraising opportunities.</li> </ul>
Provide and Support contemporary and innovative community development programs, initiatives and opportunities	50 – 60% complete		<ul style="list-style-type: none"> <li>Community plans have been finalised in Berringa and Staffordshire Reef. Engagement is underway and processes on track to deliver six new plans by June 2020 – Barunah Park, Smythesdale, Scarsdale, Shelford, Napoleons, Grenville/Garibaldi.</li> <li>The Community Partnerships Officer is working with Dereel and other areas, as well as facilitators to deliver a review of the community planning.</li> <li>4 HEAL Grants awarded.</li> </ul>
Identify, facilitate and advocate for initiatives to increase access to public and community transport	10 – 20% complete		<ul style="list-style-type: none"> <li>Undertake analysis and review current services to identify ride sharing possibilities. Explore Multi Purpose Discount Taxi Card.</li> <li>Pilot essential shopping bus service across Shire one day per fortnight. Produce fact sheet and update website.</li> <li>Continue to advocate for public transport and community transport options for our most vulnerable in community as identified and discussed through MCH, Supported Playgroups and Early Years services.</li> </ul>
Support people at all life stages and abilities to maximise their potential and participation in community life	20 – 30% complete		<ul style="list-style-type: none"> <li>Engagement with young parents through discreet supported playgroups and first time parents groups.</li> <li>Empower and support parents within communities to take on running of community playgroups.</li> <li>Gather feedback from current Social Support Consumers, both individually and within groups. Meeting with other Councils to share information and learnings.</li> <li>Liaise with internal and external networks to ensure services are aligned to Aged Care Quality Standards.</li> <li>Increase opportunities for people with disabilities within AA&amp;D volunteer group.</li> </ul>



Action	Progress	Status	Activities Undertaken In Quarter 2
<p>Lobby, advocate and work with others to maintain and enhance the safety and security of all people across our community and proactively address family violence</p>	<p>40 – 50% complete</p>		<ul style="list-style-type: none"> <li>• 16 Days of Activism ‘Respect Women – Call it out’ social media campaign that featured 16 community leaders/influencers talking to camera/still shot was delivered. A video or still shot was displayed on Facebook or Twitter on the 16 consecutive days finishing with the compilation of all community members.                         <ul style="list-style-type: none"> <li>- GPS Facebook page – 18 posts (13 videos, 5 still images) Reach: 20,737, Video Views: 4111 Engagements: 6,317</li> <li>- GPS Twitter – 18 posts (13 videos, 5 still images) Impressions: 4,143, Video Views: 324 Engagements: 99</li> <li>- GPS Linked In: 1 video post, Impressions: 218 Video Views: 60</li> <li>- Council had ‘on hold’ message recorded and played for 16 days of Activism</li> <li>- 16 Days of Activism email signature on all Council employee emails for 16 days.</li> </ul> </li> <li>• TAC Towards Zero grant (for Byron St, Bannockburn) project is aimed to remove traffic conflict and improve pedestrian safety.</li> <li>• Commence planning to re-instate Baby Makes Three through modified/adjusted program.</li> <li>• Ensure all C&amp;FS funded kindergarten teachers/educators attend and participate in respectful relationships training.</li> <li>• Advocate and plan for wriS Van Go project commencement in Meredith by February 2020.</li> <li>• Prepare and plan for roll out of DET service school readiness funding in EYM funded kindergartens.</li> </ul>
<p>Communicate, consult and engage with our community to ensure the provision of responsive and effective services and to enable people to increase control over, and to improve their wellbeing</p>	<p>20 – 30% complete</p>		<ul style="list-style-type: none"> <li>• Home and Community Care Roadshow currently being planned for 2020 at 15 locations across the Shire to provide information regarding services for people under the age of 65.</li> <li>• Update website</li> <li>• Undertake annual client reviews</li> <li>• Continue to share information at GP network meetings.</li> <li>• Early Years’ Service surveys FDC, Funded Kindergarten, MCH and Bannockburn Children’s Service annual surveys and ongoing feedback and communication/engagement with families, clients and community/committees.</li> <li>• 2019 MCH/FDC/Funded Kindergarten surveys completed.</li> </ul>



Action	Progress	Status	Activities Undertaken In Quarter 2
Respect, celebrate and protect the history and diversity of our heritage, the arts and community spaces	10 – 20% complete		<ul style="list-style-type: none"> <li>• Development of collaborative exhibition programming for new display areas within BCC Council Chambers.</li> <li>• Increased engagement with Historical Societies across the Shire in preparation for 2020 programs</li> <li>• Indigenous cultural programming not commenced</li> <li>• Family Day Care Reconciliation Action Plan (RAP) completed.</li> <li>• Other services RAP development ongoing.</li> <li>• C&amp;FS staff training cultural competence 2019 x 6 attendees</li> </ul>
Implement a range of activities and programs to support young people in our Shire to be healthy, resilient and empowered	20 – 30% complete		<ul style="list-style-type: none"> <li>• All ages regional tour delivered in partnership with COGG, Surf Coast and Colac Otway Shire. Live music event attended by over 500 people. Delivered through FReeZa funding.</li> <li>• Weekly Youth Group held on a Thursday at the BCC from 4.00pm-6.30pm.</li> <li>• Transition program delivered to 14 primary schools across the Shire.</li> <li>• Intergenerational program held at ESTIA Health Bannockburn and supported by young parents. Program focussed on cooking and the provision of healthy and affordable meals for infants.</li> <li>• Youth group celebration events held at Geelong Gaol and Village Cinemas to recognise and reward contributions across the year.</li> <li>• December 2019 Meredith, Inverleigh, Rokewood and Teesdale Kindergartens awarded sun smart recognition.</li> <li>• Children’s week theme good quality health care, clean water, nutritious food and a clean environment in alignment with United Nations Conventions on rights of the child.</li> <li>• Completion of updated nutrition, healthy eating policy C&amp;FS.</li> </ul>





## PILLAR 2: ENHANCING LOCAL ECONOMIES

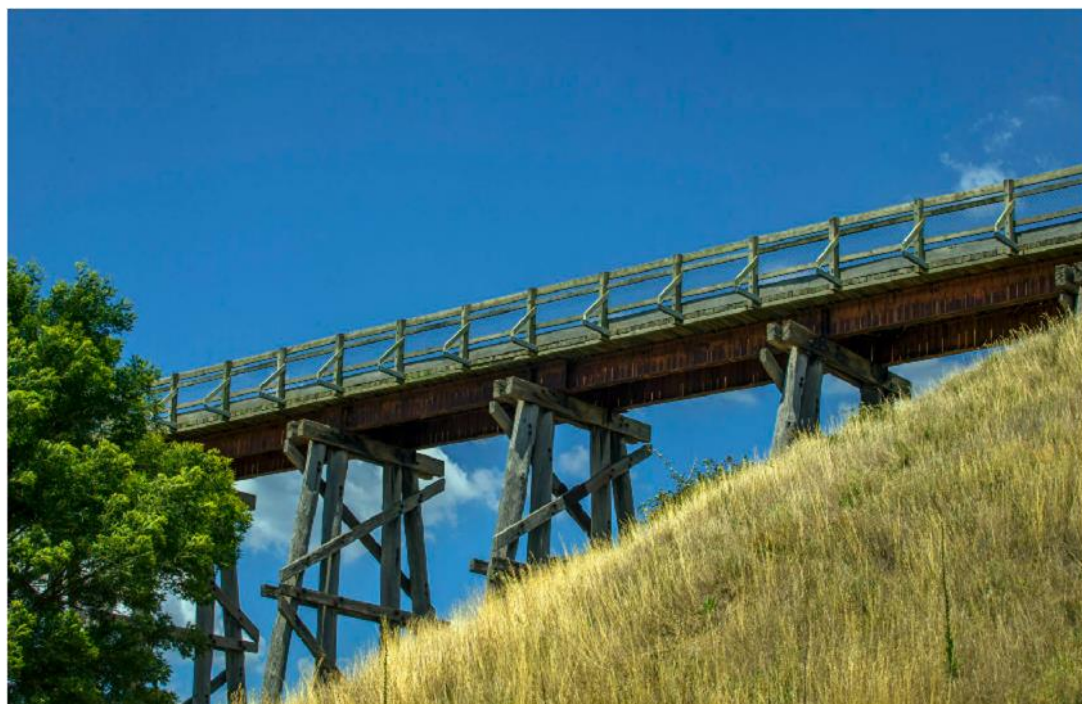
*We work with business, government and community partners to sustain a diverse, resilient, prosperous and socially responsible economy, through investment attraction, supporting local business and tourism development.*

### Progress to Date

Action	Progress	Status	Activities Undertaken
Implement a strategic approach to support, promote and grow our local business sector, attract new business investment and build our visitor economy	50 – 60% complete		<ul style="list-style-type: none"> <li>• Provided assistance and support to investors and business including aviation, intensive agriculture, renewable energy, developers, retail, agriculture suppliers, event venues, community groups and facilities.</li> <li>• Expressions of Interest (EOI) process for the Meredith Interpretive Centre.</li> <li>• Designing new promotional maps.</li> <li>• Regular meetings and site visits with businesses</li> <li>• Utilising \$15,000 grant from Small Business Victoria to run networking events in 2019/20.</li> <li>• Organised Golden Plains Business Networking event held on 11 October at Rocklea Farm. Guest speakers from Golden Plains and Berrybank Wind Farms. Attended by over 60 people.</li> <li>• Organised Small Business Victoria workshops, ATO training sessions, and One-on-One business mentoring sessions in Meredith, Haddon, Dereel, Smythesdale, Teesdale, Linton, Inverleigh and Bannockburn.</li> <li>• Partnered with Tourism Greater Geelong and The Bellarine to promote and grow the Moorabool Valley Taste Trail.</li> <li>• Promoted the Toast to the Coast wine festival via e-newsletter and social media.</li> <li>• Submitted funding application to RDV for \$500,000 for Three Trails Project.</li> </ul>
Promote and support the development and sustainability of our rural economy	40 – 50% complete		<ul style="list-style-type: none"> <li>• Worked with existing operators and new investment enquiries in the Golden Plains Food Production Precinct, including intensive agriculture, agriculture supplies, land owners and utility providers.</li> <li>• Facilitated meetings with investment and business enquiries and planning and economic development.</li> <li>• Worked with local businesses to get them signed up to procurement panels and internal purchasing.</li> </ul>





Action	Progress	Status	Activities Undertaken
Promote and support innovative, environmentally sustainable and value adding approaches and solutions within our business, rural and visitor economies	50 – 60% complete		<ul style="list-style-type: none"> <li>• Provided assistance to wind farm developments.</li> <li>• Mayor and Senior Economic Development Officer represent Council on the Berrybank Wind Farm Community Engagement Committee.</li> <li>• Distributed 3 Golden Plains Business News e-newsletters to over 600 email addresses.</li> </ul>
Advocate, facilitate and provide built, service and technology infrastructure to support business and industry growth and development	50 – 60% complete		<ul style="list-style-type: none"> <li>• Liaised with NBN Co, Telstra, Optus and AusNet Services to lobby for improved utility coverage and infrastructure in Golden Plains.</li> <li>• Planning permit issued for the Bannockburn Bowls Club expansion.</li> <li>• Planning permit application lodged for Teesdale Bakers Lane Council subdivision.</li> <li>• Participated in Bannockburn Chamber of Commerce monthly meetings and partnered with them to deliver and promote networking events.</li> </ul>
Promote and advocate for education, vocational and lifelong learning opportunities to support skill development and employment opportunities	40 – 50 % complete		<ul style="list-style-type: none"> <li>• Equine Youth Leadership Project delivered on Wednesday afternoons from 4:00pm – 6:00pm in Meredith. Presentation made to Council from Meredith Primary School students. Presentations also held at Bannockburn College.</li> <li>• Author Encounter workshop held at the Bannockburn Library delivered by Mark Smith.</li> <li>• Meredith Music Festival site tour conducted by FReeZA committee members to increase their event management knowledge.</li> <li>• Work experience placements offered to three local young people.</li> <li>• Filming training offered to three local young people made possible through Arts and Culture and Community Partnerships.</li> <li>• Weekly FReeZA Group held on a Tuesday at the Bannockburn Cultural Centre from 4:00pm – 6:30pm.</li> <li>• Supported Children’s Week event through volunteer support provided by Bannockburn College students.</li> <li>• Participated in the Youth Summit at GMHBA Stadium organised by City of Greater Geelong Youth Council. Attended by Bannockburn College Leadership Group.</li> <li>• Launched Mayoral Youth Program</li> <li>• MEYP 2019+ review and development will commence 2020 with potential to align and connect with other Council strategies and planning.</li> </ul>






Action	Progress	Status	Activities Undertaken
Lobby, advocate, collaborate and develop strategic relationships with government, business, community and key stakeholders to facilitate local economic development and job creation	50 – 60% complete		<ul style="list-style-type: none"> <li>Partnered with Tourism Greater Geelong and The Bellarine to deliver the Moorabool Valley Taste Trail, to promote local tourism operators and to promote Golden Plains as a tourism destination.</li> <li>Developed content for lobbying and advocacy including Priority Projects Booklet.</li> <li>Participated in bi-monthly G21 Economic Development Pillar Group Meetings.</li> <li>Participated in the G21 Agribusiness Forum (now called The Agri Collective).</li> <li>Participated in Economic Development Australia Victorian Practitioners Network Committee.</li> <li>Participated in Regional Economic Development Cooperation with neighbouring Councils.</li> <li>Support the establishment of the Central Highlands Agribusiness Leadership Group.</li> <li>Official opening of Stage One of the Bannockburn Heart.</li> </ul>
Encourage greater investment in the Shire through creative industries, local events and festivals	20 – 30% complete		<ul style="list-style-type: none"> <li>Supporting Central Highlands UNESCO World Heritage bid for Goldfields Region.</li> </ul>






## PILLAR 3: MANAGING THE NATURAL & BUILT ENVIRONMENT

*We work to promote, conserve, enhance and protect the natural environment and ensure that growth and change in the built environment is managed for the benefit of all of our community.*

Action	Progress	Status	Activities Undertaken
Support & encourage community resilience to respond to a changing climate and the impact of natural disasters	20 – 30% complete		<ul style="list-style-type: none"> <li>Joined the Grampians Regional Climate Adaptation Group to develop a regional climate adaptation strategy.</li> <li>Commenced scoping for development of a Climate Change Action Plan for Council, subject to available funding in 2020/21 budget.</li> </ul>
Define a pathway to achieving carbon neutrality for Council Operations	40 – 50% complete		<ul style="list-style-type: none"> <li>Initiated project to develop a Greenhouse Gas Emissions profile and Emissions Reduction Action Plan for Council. Project due to be completed by end of the 19/20 financial year.</li> <li>Local Government Power Purchase Agreement project ongoing.</li> </ul>
Encourage all landholders to more effectively manage the risk of pest and invasive plants across the municipality	40 - 50% complete		<ul style="list-style-type: none"> <li>Supported Landcare groups' work on private land to manage pest, plants and animals, including mail outs and rabbit control support.</li> <li>Support of State Government initiatives including serrated tussock taskforce.</li> <li>Used Council Local Law to require landowners to manage invasive species on their properties.</li> </ul>
Implement waste management and minimisation practices that are innovative, effective and reflect best practice	40-50% complete		<ul style="list-style-type: none"> <li>Waste strategy service options have been out for public consultation via survey and listening posts. Several Council reports have been presented. Draft strategy to be presented to Council in March 2020.</li> <li>A new recycling contract has been negotiated with CleanAway by the G21 Councils. This new service commenced on 16/12/19 and will continue until 30/06/21.</li> </ul>







Action	Progress	Status	Activities Undertaken
Promote and support innovative and environmentally sustainable management of water resources through strategic partnerships	40-50% complete		<ul style="list-style-type: none"> <li>• Leading a regional project to develop green blue infrastructure guidelines for towns in the Central Highlands region to more effectively use water and create liveable townships in a drier climate.</li> <li>• Participating in a Barwon Water led project to improve Integrated Water Management (IWM) tools for the Barwon region.</li> <li>• Applied for a DELWP grant for funding to develop a Bannockburn IWM Plan</li> <li>• Partnered with the CCMA to deliver a 'National Waterbug Blitz' training event for community along the Moorabool River.</li> </ul>
Review the existing Road Strategy and Road Asset Management Plan in consultation with the community and continue to advocate for improvements to arterial roads and highways	40 – 50% complete		<ul style="list-style-type: none"> <li>• A best practice review and update of the Road Management Plan is underway, taking into consideration previous asset management plan updates and the new gravel road maintenance charter.</li> <li>• A review of other Council's current standards has been completed.</li> </ul>
Implement our Paths and Trails Strategy to increase safety, connectivity, and active transport networks within and between townships	40 – 50% complete		<ul style="list-style-type: none"> <li>• 2019/20 Paths and Trails program approved by Council, with ongoing maintenance of paths and trails as per annual operational budget.</li> <li>• Council has been successful in receiving a TAC grant for 'Community Heart Connection' – (50% of cost of path from Pope Street, along Byron Street to the Bannockburn Heart).</li> <li>• Path construction to commence in Q3.</li> <li>• Design for Way finding trail signage in development for creating active transport loops from the Bannockburn Heart.</li> </ul>
Progressively review township structure plans and urban design frameworks to effectively manage growth, encourage diversity and maintain township character	40 – 50% complete		<ul style="list-style-type: none"> <li>• Amendment C87 to incorporate the Inverleigh Structure Plan into the Planning Scheme was referred to an independent planning panel during Q2 while Amendment C85 relating to the Northern Settlement Strategy was adopted by Council and referred to the Minister for Planning for approval.</li> <li>• Work progressed on the Teesdale Structure Plan and preparations for Council's collaboration with the Victorian Planning Authority on a new Bannockburn Growth Plan (to commence Q3) were finalised.</li> </ul>
Proactively support and encourage an increase in civic pride and build ownership of place	40 – 50% complete		<ul style="list-style-type: none"> <li>• 4 HEAL grants (\$2,000) and 33 Community Grants were awarded (\$110,783).</li> </ul>






Action	Progress	Status	Activities Undertaken
Invest in maintenance, renewal and improvement of community infrastructure	60 – 70% complete		<ul style="list-style-type: none"> <li>• Bannockburn Heart Playspace completed and officially opened on 19/12/19. Space includes wet and active play with family friendly facilities.</li> <li>• Hard Cricket Wicket program (replacing cricket wickets at Rokewood, Inverleigh and Linton) continues.</li> <li>• Construction of new Haddon Stadium floor has commenced.</li> <li>• Playspace strategy presented to Council and adopted at the December Council meeting.</li> <li>• Major recreation facilities maintenance/renewal program development and underway.</li> <li>• New on street car parking and traffic control devices installed around the Bannockburn Heart.</li> <li>• Bannockburn second soccer pitch construction commenced.</li> <li>• Bannockburn oval lighting upgrade completed.</li> <li>• Teesdale Turtle Bend toilet upgrade completed.</li> </ul>
Implement the Municipal Fire Management Plan and fire related statutory controls	60 – 70% complete		<ul style="list-style-type: none"> <li>• Roadside burning preparation (grading) completed.</li> <li>• Roadside slashing program commenced in October with all sealed and strategic fire break roads slashed.</li> <li>• Fire hazard inspections commenced in November with 505 properties requiring a Fire Prevention Notice.</li> <li>• Contractors arranged to slash 25 non-compliant properties.</li> </ul>
Work with the community and fire agencies to improve community preparedness and resilience	40 – 50% complete		<ul style="list-style-type: none"> <li>• CFA/Bushfire Management Overlay water tank inspections have been conducted.</li> <li>• Articles and information posted on Council website, social media and publications about how to ‘prepare your property’ for the Fire Danger Period.</li> <li>• Council works closely with the CFA District 15 Community Safety. The CFA organises Bushfire Planning Workshops for residents in the Shire and these are promoted by Council.</li> <li>• Council’s MFPO assists the Safer Together working group in the Smythesdale/Scarsdale area assisting in community led preparedness within their community.</li> </ul>



## PILLAR 4: DELIVERING GOOD GOVERNANCE & LEADERSHIP

*We will govern with integrity, plan for the future, and advocate for our community.*

Action	Progress	Status	Activities Undertaken
Develop a long term (25 year) Community plan outlining a future vision for Golden Plains Shire	20-30% complete		<ul style="list-style-type: none"> <li>Community vision community reference group established and undertaken IAP2 training.</li> </ul>
Continue long term financial planning that outlines the emerging challenges for the Shire	20 – 30% complete		<ul style="list-style-type: none"> <li>The long term financial plan is being reviewed and updated as part of the 20/21 budget process and will incorporate new information around emerging opportunities and challenges that will influence our long-term financial position.</li> </ul>
Further develop and implement an advocacy framework in partnership with the community	40 – 50% complete		<ul style="list-style-type: none"> <li>Contributed to the updating of Golden Plains Priority Projects Booklet.</li> </ul>
Maintain active regional partnerships with a focus on economic development, wellbeing, environmental sustainability and shared services	40 – 50% complete		<ul style="list-style-type: none"> <li>Council representatives on Berrybank Wind Farm Community Engagement Committee along with Corangamite Shire.</li> <li>Participate in G21 Economic Development Pillar Committee.</li> </ul>
Provide a consistent coordinated and innovative approach to communicating with the community	20 – 30% complete		<ul style="list-style-type: none"> <li>Communications on Council’s Annual Report 2018-2019</li> <li>Launch of Creative Wanderings</li> </ul>
Review decision making and governance processes and structures to improve transparency, accountability and progressively implement Council's Community Engagement Strategy	20 – 30% complete		<ul style="list-style-type: none"> <li>Coordinated with communications to provide feedback to community on the Waste consultation in the form of a full page ad in the Gazette and on Council’s Social Media platforms.</li> <li>A mixture of Council staff, Councillors and most members of the Community reference group attended Community Engagement Training to assist upskilling staff, Councillors and CRG members about the fundamental concepts upon which the design and implement successful community and stakeholder engagement.</li> </ul>

Action	Progress	Status	Activities Undertaken
Build commitment to the organisational Customer Service Charter	20 – 30% complete		<ul style="list-style-type: none"> <li>• Planning has commenced on the revised Customer Service Charter</li> </ul>
Work towards the application of 'deliberative engagement' processes	10 – 20% complete		<ul style="list-style-type: none"> <li>• Council hosted a community panel/reference group, completing an EOI with community to join the Waste Reference Committee.</li> <li>• Council formed a CRG for the Community Vision 2040, with 8 active members including a diverse age range, from across the Shire with a good gender balance.</li> </ul>
Continue to implement Council's commitment to equal employment opportunity and influencing broader access, inclusion and gender equity issues in our community	50 – 60% complete		<ul style="list-style-type: none"> <li>• Rolled out intensive training for all senior leaders on Act@Work program with support of Women's Health Grampians.</li> <li>• Women's Health Grampians presented to Council Briefing.</li> <li>• Successfully ran the 16 Days of Activism campaign and presented video to Council meeting.</li> </ul>
The Golden Plains Community and Civic Centre will be a redevelopment of the Bannockburn Customer Service Centre to provide a suite of community, municipal office spaces to meet the needs of community access to Council, Council governance processes and Council staff delivery of the key pillars of the Council Plan	40 – 50% complete		<ul style="list-style-type: none"> <li>• Progressing well with building now at lock-up stage.</li> <li>• Recent works include eaves fascia and capping, external cladding and glass installed, plaster ceiling installed, internal wall framing, and rough-in of services.</li> <li>• The following trades and subcontractors were onsite in Q2: carpenters, electrician, roof plumbers, external cladding, plasterers, window fabricators, civil contractor, brick cleaners, mechanical plumbers, data technician, painters, glaziers, hydraulic plumbers, data technician and security technician.</li> <li>• An internal Project Steering Group meets regularly to oversee the project.</li> </ul>
Provide a workplace that facilitates the highest level of productivity and supports a healthy lifestyle for employees	50 – 60% complete		<ul style="list-style-type: none"> <li>• Staff Health and Wellbeing Committee established to collaboratively work on the implementation of the Achievement Program and specifically 'Healthy Eating Benchmark'.</li> <li>• Act@Work Leadership group established to implement Act@Work program.</li> </ul>