



GOLDEN PLAINS SHIRE

ATTACHMENTS

**Under Separate Cover
Council Meeting**

6.00pm Tuesday 27 July 2021

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COUNCIL PLAN

QUARTERLY PROGRESS REPORT

Q4: APRIL – JUNE 2021



ACKNOWLEDGEMENT OF COUNTRY

Council acknowledges the traditional Wadawurrung owners of the land where we live, work and meet. Council pays its respects to Wadawurrung Elders both past and present and extends that respect to all Aboriginal and Torres Strait Islander People who are a part of Golden Plains Shire.

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.

STRATEGIC DIRECTION 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.

Action	Progress	Status	Activities Undertaken
Provide and Support programs, activities and spaces to promote and encourage health and wellbeing for people of all ages and abilities	Complete		<ul style="list-style-type: none"> • Active Golden Plains Season 3. Sessions commenced with Rokewood, Meredith and Haddon Communities. • Supported Regional Sports Assembly Leisure Networks to deliver 'This Girl Can' Club Development Sessions in Golden Plains (Unfortunately did not run due to Covid-19). • Successfully applied for Growing Suburbs Funding to upgrade Ross Creek Recreation Reserve Play Space and Active Recreation Elements. • Successfully applied for funding under the Female Friendly Facilities Program (SRV) to construct undercover arena at Leighdale Equestrian Centre. • Secured State Funding as part of the 2021/22 Budget to construct a BMX track and upgrade the existing Skate Park and Play Space at Meredith Recreation Reserve. • Successfully applied for Community Cricket Facilities Funding (SRV) to upgrade the Cricket Nets at Lethbridge Recreation Reserve. • Completed detailed design for Linton Oval Upgrade. • Completed draft masterplan updates for Don Wallace Recreation Reserve, Rokewood Recreation Reserve and Ross Creek Recreation Reserve. • Completed major internal and external painting of Don Wallace Recreation Reserve pavilion. • Appointed a new Management Entity (Dereel Men's Shed) to manage the Dereel Community Centre. • Completed designs for Ross Creek and Linton Play Space Upgrades.

Action	Progress	Status	Activities Undertaken
			<ul style="list-style-type: none"> • Completed Dereel and Haddon Play Space Upgrades and commenced construction on Garibaldi Play Space Upgrade. • Two performances of Carpe Diem were delivered in partnership with GPSC Arts and Culture team, Hesse Rural Health and Ballarat Community Health. Approx. 150 community members attended over the two performances and the evaluation indicated that the participants enjoyed the performance and would be interested in further opportunities to discuss mental health. • Golden Growers: Webinar series planned for August with Craig Castree, an Arborist and gardening expert with over 40 years' experience. Focusing on 'edible gardens', showcasing gardening tips and tricks to improve access to fresh home-grown food. • Investigation commenced to partner with schools in the Shire to deliver the Edible Neighbourhoods Project which involves planting fruit trees in accessible places to improve community access and uptake. • Commenced working with Ballarat Community Health to reengage with the Achievement Program. • G21 Working Group (Veg group): A resource guide titled 'promotion of veggies' was developed and finalised as a joint action of GPS, Barwon Health, Bellarine Community Health, Hesse Rural Health, City of Greater Geelong and Hesse Rural Health. This guide aims to provide key priority settings with tools and resources to appropriately encourage increasing vegetable consumption. • G21 Working Group (Water and Sugar Sweetened Beverages): Partnered with Barwon Water to create and deliver a social media campaign on the importance of drinking water and 'quick water facts'. • Commenced community surveying to investigate whether there is a need for incontinence bins in male toilets as part of the Bins4Blokes project which aims to decrease barriers to social participation. • Mental Health First Aid training has been organised for the community, to commence in the new financial year.

Action	Progress	Status	Activities Undertaken
			<ul style="list-style-type: none"> The Local Support Network, as part of the CASI initiative, has recommended community information sessions on health services available to the community. These will commence in July 2021. Investigation is currently underway to provide mental health support services within 2 locations in the Shire. Commenced subscription 'Clue Detective Puzzle Agency' as part of the CASI initiative. This program aims to promote the importance of maintaining positive habits that improve mental health, as well offering an opportunity to have some quality time with family members. Council has partnered with Hepburn Shire to offer subsidised Bridges Out of Poverty training which will help participants understand strategies that can improve services and increase understanding of the differences in economic realities and how those differences affect opportunities for some community members. Council received a VicHealth grant to fund the co-designing and delivery of a movement program targeting girls and gender diverse young people aged 12-15.
Develop a longer-term vision and planning for an integrated approach to providing quality health and community services infrastructure	Complete		<ul style="list-style-type: none"> Integrated Council Plan/Municipal Public Health and Wellbeing Plan has been approved by the Department of Families, Fairness and Housing and has been adopted by Council. Health and Wellbeing Action Planning Forum has been undertaken with 40 partners to begin the planning process for the 4-year Action Plan. Mapping has commenced on a project analysing the intersections and co-benefits to mental health and wellbeing when working in the four state health priority areas of healthy eating, active living, reducing tobacco related harm and tackling climate change and its impact on health.
Support local sporting and community groups to provide participation and engagement opportunities and continue to encourage and value volunteering in our community	Complete		<ul style="list-style-type: none"> Provision of free development training for volunteers across Golden Plains Shire delivered in June 2021 and will continue, aiming to build capacity and skills in the development and delivery of projects. Subjects include 'getting started with your great ideas' and 'project management essentials for volunteers'. Supported Woody Yaloak Junior Football Netball Club to host their inaugural match. Over 1,000 people attended. This event was supported by

Action	Progress	Status	Activities Undertaken
			the Western Bulldogs and Ballarat Football League.
Provide and support contemporary and innovative community development programs, initiatives and opportunities	Complete		<ul style="list-style-type: none"> • Following a comprehensive review in 2020, a new Community Planning Program Action Plan was developed and approved by Council in March 2021. The plan will be implemented between 2021–2024 and covers the 4 key pillars of Alignment, Flexibility, Council Support and Capacity Building. • Round 1 of Council's Community Strengthening Grants Program was open to community in April 2021. The program provides the community with an opportunity to develop projects for community benefit with funding provided across four categories - Community Safety, Healthy Active Living, Creative Community, Environment and Sustainability. Council's contribution of \$44,531 for 12 successful community groups will deliver \$99,062 in total value (across the 12 projects), a return of \$2.22 for every \$1 invested. • A National Volunteer Week Event for Community Coordinators in the Community Planning Program was conducted on 10 May 2021. This event included: <ul style="list-style-type: none"> ○ Celebration of volunteer projects across 23 community plans in 31 locations across the Shire. ○ Opportunity to display and view the 23 community plans providing opportunities for conversations and development of cross location collaborations. ○ A presentation from Golden Plains Shire Citizen of the Year - Brad McKenzie. ○ 85 people in attendance including Community Coordinators, Council staff, Volunteering Geelong, Volunteering Victoria, the Mayor and Councillors.
Identify, facilitate and advocate for initiatives to increase access to public and community transport	Complete		<ul style="list-style-type: none"> • A community transport trial has been designed and will be implemented in early 2021/22. The trial will be offered over two routes, one in the north of the shire and one in the south. The trial is designed to increase transport options for community where public transport is not an option or is too limited. • Council has also been successful in attracting over \$40,000 to undertake a transport benchmark study to identify gaps in the current transport

Action	Progress	Status	Activities Undertaken
Support people at all life stages and abilities to maximise their potential and participation in community life	Complete		<p>network to inform our community transport planning and advocacy.</p> <ul style="list-style-type: none"> • Round 2 of the CASI Quick Response Grants were finalised. The program provides the community with an opportunity to rebuild and connect post COVID-19. Categories included: Operating in a COVID Environment, Small Halls Activation and Connect Engage and Recover. A total of \$46,036 was awarded for this round for a total project value of \$56,473. • Maternal and Child Health delivered Supported Playgroup programs to parents of 0-4 year old's experiencing vulnerability and requiring additional support in both the north and south of the shire, supporting 24 children across 17 families during 2020-21. • Planning and implementation of new DFFH funded Sleep and Settling program commenced. This program provides an evidence informed approach to supporting parents and caregivers who have raised a sleep and settling concern. It supports the delivery of consistent and high-quality MCH services by MCH service providers. • Sleep and Settling participation in 2020-21: <ul style="list-style-type: none"> ○ Participation in Groups: 65. ○ Accessing 1-1 Outreach Service: 27. • Provision of a range of programs for young people including drop in, training programs and leadership opportunities.
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	Complete		<ul style="list-style-type: none"> • Working in partnership with the Orange Door Ballarat to encourage local service provision. Agreement near finalisation. • Wellbeing Support Cards were developed which include a range of service providers on a variety of topics including mental health, sexual and reproductive health, financial wellbeing, alcohol and drug support, housing, food relief and family violence. This project ensured the inclusion of services for our diverse communities including LGBTIQ+, Aboriginal and Torres Strait Islander people, people with a disability and CALD communities. A clear and concise explanation of 'what is family violence' was also purposefully included in this resource as a strategy to provide education to community members in a discrete way. • A Gender Equity module is being investigated for new and existing staff to raise awareness of how

Action	Progress	Status	Activities Undertaken
			<p>gender inequality contributes to drivers of family violence.</p> <ul style="list-style-type: none"> A Gender Equality Steering Group has been established to ensure Council's adherence to requirements under the Gender Equality Act 2020.
<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>Complete</p>		<ul style="list-style-type: none"> The Councillor Engagement program for 2021 continued with a Councillor Conversation Post at the Golden Plains Farmers Market in Bannockburn. The Coffee with your Councillor program also continued with visits to nine towns: Smythesdale, Scarsdale, Garibaldi, Shelford, Dereel, Enfield, Murgheloluc, Rokewood and Batesford. Council launched the Engage e-newsletter, updating residents on all community engagement opportunities. Community engagement processes in this quarter including surveys, in-person and online conversation posts and workshops were presented on: Mobile Trading Policy, Three Trails Project, Bannockburn Skate Park plans, Draft Council Budget 2021/22, Draft Council Plan 2021-2025, Review of Mayoral and Councillor Allowances, Arts, Culture and Heritage Strategy, Northern Streetscapes Project, Road Management Plan 2021-2025, G21 & AFL Barwon Towards 2030: Strategy, and Melbourne Cup Public Holiday Decision. Council partnered with Breast Screen Victoria to make it easier for our residents to access preventative screening. Five women attended the event in Geelong, with a further event planned in the Grampians region in July. Investigation has commenced to determine the suitability of locations across the Shire to extend GP services, as well as attracting providers of mental health support services to have a presence in the Shire. Council partnered with Barwon Child Youth and Family to deliver an extension course to the Mental Health First Aid Training delivered in Q2. 5 sessions were held with a total of 38 community participants. Presentations were given by BCYF, Headspace, Diversitat, Wellways and StandBy Suicide Support which involved upskilling in these areas around what to do, where to go and how to support community who are experiencing mental health issues.

Action	Progress	Status	Activities Undertaken
Respect, celebrate and protect the history and diversity of our heritage, the arts and community spaces	Complete		<ul style="list-style-type: none"> The Public Art Audit and Maintenance Program was completed including restoration of the Reverend J.R. Kingshot Memorial in Rokewood; the Chinese Gold Statue in Smythesdale and the Moranghurk Estate Soldier Settlers plaque in Lethbridge. Council's Civic Collection has been further preserved through photography of the collection at Linton Shire Hall and in the distribution of collection items to relevant local communities to be cared for and displayed.
Implement a range of activities and programs to support young people in our Shire to be healthy, resilient and empowered	Complete		<ul style="list-style-type: none"> Golden Plains Youth Survey was available to community members for a period of six weeks between 22 March and 3 May 2021. 473 community members completed the survey which was made up of 361 young people aged 12 - 25 years and 112 community members aged 26 years and over. 23 young people participated in a free scoot and skate clinic at the Enfield Skate Park in the April School Holidays. 10 local young people participated in a Barista Skills Training Course at Coco's Espresso Cafe Bannockburn in the April School Holidays. Barista Skills Training delivered in the June school holidays attracting 12 participants. Bannockburn Youth Space was open on Thursday afternoons in Term 1 and 2 from 3:30pm - 6:30pm and attracted an average of 15 participants per week. Smythesdale Youth Space was open on Tuesday afternoons in Term 1 and 2 from 3:30pm - 6:30pm and attracted an average of 4 participants per week. Pop Up Youth Space in Inverleigh commenced in Term 2 at the Inverleigh Public Hall and attracted an average of 40 participants per week. 25 local young people participated in a consultation relating to the upgrade of the Bannockburn Skate Park. A Youth Photography Competition was developed through Victorian Youth Week funding. Free online training was offered by a professional photographer, a competition with two age categories was offered, and a virtual exhibition to showcase entries. 34 individual entries submitted 77 photos.

Action	Progress	Status	Activities Undertaken
			<ul style="list-style-type: none">• Sod turning event at the Golden Plains Youth Hub with attendance from Bannockburn P - 12 College Student Leaders and a presentation from school captain Bridie Orr.• First Aid Training delivered in the June school holidays attracting 10 participants.• Youth Spaces in Bannockburn, Smythesdale and Meredith offered in the June School Holidays.• Meredith young person Harley Murfitt contributed to Council securing a major grant to upgrade the local skate park. Harley's story was featured on major news platforms including Weekend Sunrise and Behind the News. Harley along with his Meredith Primary School peers attended the funding announcement.• Battle of the Bands event scheduled for Friday 25 June rescheduled to September in response to the snap lockdown.• Condom count project has commenced.

STRATEGIC DIRECTION 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.

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	Complete		<ul style="list-style-type: none"> A project brief was developed for the Golden Plains Economic Development, Tourism & Investment Attraction Strategy 2022 - 2031. A consulting group was onboarded June 2021 with a forecast timeline to complete in March 2022. Review of the Golden Plains Farmers Market commenced. Supported the launch of the Bannockburn and District Chamber of Commerce.
Promote and support the development and sustainability of our rural economy	Complete		<ul style="list-style-type: none"> The Strategic Planning team continue to advocate for the protection of agricultural land, most recently at the Panel Hearing to consider the Teesdale Structure Plan (Amendment C92gpla). Regular participation in the CH Agri Business network.
Promote and support innovative, environmentally sustainable and value adding approaches and solutions within our business, rural and visitor economies	Complete		<ul style="list-style-type: none"> Working with Regional Development Australia (RDA) on a project investigating value adding innovations in the agricultural sector of the Central Highlands Region.
Advocate, facilitate and provide built, service and technology infrastructure to support business and industry growth and development	Complete		<ul style="list-style-type: none"> Establishment of the Digital Hub & co-working space at The Well, Smythesdale is in progress. Working with NBNCo on the potential to introduce NBN FTTP to Smythesdale and Teesdale.
Promote and advocate for education, vocational and lifelong learning opportunities to support skill development and employment opportunities	Complete		<ul style="list-style-type: none"> Two Structured Workplace Learning (SWL) placements were delivered to local young people completing Certificate 4 in Youth Work and Certificate 3 in Community Services at The Gordon.

Action	Progress	Status	Activities Undertaken
			<ul style="list-style-type: none"> • Youth Development staff completed accredited training in respectful relationships and sexual assault. • Meeting held with the Department of Education's HeadStart program to explore how Council can support school-based apprenticeships and traineeships as well as Structured Workplace Learning. • Meeting held with L2P Program organisers to explore improved participation and engagement from young people in Golden Plains Shire. • Participation in the BATForce Executive to explore employment and training opportunities for young people. • Continuation of the Regional Youth Voice program where three local young people meet with representatives from City of Greater Geelong, Surf Coast and Colac Otway Shire's to discuss issues of regional interest. • Participation in Regional Youth Development Network to ensure awareness of emerging issues and opportunities.
<p>Lobby, advocate, collaborate and develop strategic relationships with government, business, community and key stakeholders to facilitate local economic development and job creation</p>	<p>Complete</p>		<ul style="list-style-type: none"> • The Victoria Park Lights Upgrade in Bannockburn was officially opened. The \$500,000 project was fully funded by the Federal Government. • The \$3.1 million Stormwater Infrastructure Project was announced at the Bannockburn Industrial Estate. Funded by \$2 million from the State Government and private investment, the project will unlock 22 hectares of land for the estate, attracting new businesses and supporting the expansion of existing businesses, delivering local jobs in Golden Plains Shire. • The Federal Government Budget included an additional \$2.6 million for Golden Plains Shire in Phase Three of the Local Road and Community Infrastructure Program. • The State Government announced the restoration of Lethbridge Railway Station, converting the historic building to a public space for the local community. • Sod-turning started on the Golden Plains Youth Hub, funded by the State Government's Growing Suburbs Fund and Federal Government's Local Roads and Community Infrastructure Program.

Action	Progress	Status	Activities Undertaken
			<ul style="list-style-type: none"> Construction was completed on Reserve Road Bridge and Geggies Road Bridge in Rokewood, funded by Council and the Federal Government.
Encourage greater investment in the Shire through creative industries, local events and festivals	Complete		<ul style="list-style-type: none"> The Events Calendar has been bolstered with the increase of community events and youth events post-COVID. During this quarter, support was given to community events including Council's Community Planning event and the celebration of Reconciliation Week and NAIDOC Week. There was also extensive engagement undertaken on the Arts, Culture & Heritage Strategy with workshops, community reference group and a community survey.

STRATEGIC DIRECTION 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	In Progress 90 – 100%		<ul style="list-style-type: none"> Continued involvement in the Regional Climate Adaption Group for the Grampians Region. Work commenced on an emissions inventory for the Shire to inform a Shire wide Climate Change Action Plan.
Define a pathway to achieving carbon neutrality for Council Operations	In Progress 90 – 100%		<ul style="list-style-type: none"> We've formally signed up to the Victorian Energy Collaboration (VECO) which will mean from 01/06/2021 our Council owned and managed facilities will start rolling over to be powered through 100% renewable energy. Once all sites have rolled across this will reduce Councils Operational Emissions by around 33%. The Emissions Reduction Action Plan report went to the April Council Briefing to define the steps to achieving carbon neutrality.
Encourage all landholders to more effectively manage the risk of pest and invasive plants across the municipality	Complete		<ul style="list-style-type: none"> Ongoing support provided to control declared and non-declared weeds along with rabbits and foxes. A rabbit management strategy is under development, which will outline Council and Community responsibilities with rabbit management.
Implement waste management and minimisation practices that are innovative, effective and reflect best practice	In Progress 90 – 100%		<ul style="list-style-type: none"> On-going participation in the Regional Organics Network (organics to power facility) alongside G21 Councils and Barwon Water. Development of a waste communication plan to assist in implementing the waste strategy, and of a recycling contamination minimisation plan. Grant approved for Rokewood Transfer Station upgrade to install a glass drop off point when implementing RV glass service.

Action	Progress	Status	Activities Undertaken
Promote and support innovative and environmentally sustainable management of water resources through strategic partnerships	Complete		<ul style="list-style-type: none"> Continued involvement with the Integrated Water Management (IWM) forums in the Central Highlands and Barwon Regions.
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	Complete		<ul style="list-style-type: none"> The Road Management Plan 2017-2021 was reviewed in 2020. Community Engagement on the renewed Road Management Plan 2021-2025 was completed in June 2021, and the new Plan will be presented for adoption by Council at the July 2021 Council Meeting. Review of the Road Strategy has commenced.
Implement our Paths and Trails Strategy to increase safety, connectivity, and active transport networks within and between townships	In Progress 80 – 90%		<ul style="list-style-type: none"> The Annual Footpath Improvement Program is underway across the municipality. Successfully applied for funding (\$500K) to continue implementing the 3 Trails Project.
Progressively review township structure plans and urban design frameworks to effectively manage growth, encourage diversity and maintain township character	In Progress 80 – 90%		<ul style="list-style-type: none"> A Panel Hearing was held to consider the new Teesdale Structure Plan, and work has progressed on the Background Report. The Bannockburn Growth Plan has been submitted to the Minister for Planning for approval. Successfully applied for funding to undertake a Flood Study for Teesdale. Discussions have commenced with the developer to facilitate the rezoning request to extend the existing Bannockburn Business Park. Officers have commenced a review of technical reports associated with the rezoning of land west of Bruces Creek.
Proactively support and encourage an increase in civic pride and build ownership of place	Complete		<ul style="list-style-type: none"> Council's Community Planning Program seeks to build civic pride and supports and encourages ownership of place. A new Community Planning Program Action Plan was developed and approved by Council in March 2021. In early 2021 four Community Plans were completed: Scarsdale/Newtown, Smythesdale, Barunah Park and Garibaldi. Community planners from these locations presented their plans to Council Briefings.

Action	Progress	Status	Activities Undertaken
			<ul style="list-style-type: none"> Work has commenced with the Napoleons Community Coordinators in the development of their community plan.
Invest in maintenance, renewal and improvement of community infrastructure	In Progress 80 – 90%		<ul style="list-style-type: none"> Successfully applied for funding (SRV) to install Safety Netting at Victoria Park Recreation Reserve. Completed the installation of fencing and sports oval lighting at the Bannockburn Soccer Facility, finalised designs for changeroom extension and awarded construction contract. Design and construct tender for Bannockburn Skate Park Upgrade awarded, construction to commence in Q1 2021/22. Bannockburn Youth Hub design completed, and construction contract awarded. Significant progress made on Inverleigh Clubroom Upgrades and Lethbridge Sports Light and Irrigation project completed.
Implement the Municipal Fire Management Plan and fire related statutory controls	Complete		<ul style="list-style-type: none"> Council undertook all tasks in the Municipal Fire Management Plan (MFMP), including fire hazard inspections, pre summer mowing, preparing roadsides for the CFA to burn, undertaking works on Fire Access Tracks and assisting the CFA when required, including installing water tanks strategically placed within the Shire.
Work with the community and fire agencies to improve community preparedness and resilience	In Progress 60 – 70%		<ul style="list-style-type: none"> Council continues to work with CFA and the Safer Together Program to assist and inform the community on how to prepare for fire. Council has assisted in Smythesdale, Scarsdale and Anakie areas this year.

STRATEGIC DIRECTION 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	Complete		<ul style="list-style-type: none"> The Golden Plains Shire Community Vision 2040 was developed and adopted in accordance with section 88 of the Local Government Act 2020. The Vision project was a co-design process undertaken in partnership with a dedicated Community Reference Group and included multiple stages of community engagement. The Vision captures and documents the hopes and aspirations of Golden Plain's residents and was adopted by Council in December 2020. The Themes and Vision Statements of the Golden Plains Shire Community Vision 2040 provide the foundation and high-level framework for the Council Plan 2021-2025.
Continue long term financial planning that outlines the emerging challenges for the Shire	Complete		<ul style="list-style-type: none"> The long-term financial plan was updated as part of the 2021/22 budget and 10-year forecast process. This included a review of assumptions within the long-term financial plan, such as customer growth rates and land sales. The model was refined to incorporate an escalation factor sheet to build in annual increases for income statement line items which can be easily changed with automatic updating of financial results and graphs. The LTFP is now required to be endorsed by Council following a public consultation process which will take place during August/September 2021, with adoption scheduled at the October 2021 Council Meeting.
Further develop and implement an advocacy framework in partnership with the community	Complete		<ul style="list-style-type: none"> Commenced relationship with the Bannockburn Chamber of Commerce to develop an advocacy group with the business community.
Maintain active regional partnerships with a focus on economic development, wellbeing,	Complete		<ul style="list-style-type: none"> Participating in fortnightly sessions with G21 Economic Development Facilitators.

Action	Progress	Status	Activities Undertaken
environmental sustainability and shared services			
Provide a consistent coordinated and innovative approach to communicating with the community	Complete		<ul style="list-style-type: none"> • Communications commitments for this quarter: <ul style="list-style-type: none"> ○ The Gazette in April, ○ Council News in monthly community newsletters, ○ The weekly Council News page in Golden Plains Times, ○ Daily posts on Council's website and social media platforms. • Communication stories during this quarter: <ul style="list-style-type: none"> ○ Community Strengthening Grants, ○ COVID Quick Response Grants, ○ Golden Plains Youth Hub sod-turn & Community Reference Group, ○ Council Plan 2021-2025, ○ Road Management Plan 2021-2025, ○ Council Budget 2021/22, ○ Youth Week Photography Competition, ○ Reconciliation Week, ○ Northern Streetscapes Project, ○ Arts, Culture & Heritage Strategy, ○ Mobile Traders Policy, ○ Pop Up Youth Spaces in Inverleigh & Meredith, ○ School Holiday Youth Training Program, ○ Move Your Way Girls Fitness Program, ○ Volunteer Training Courses, ○ Mental Health First Aid Courses, ○ BreastScreen Service, ○ Teesdale Structure Plan Panel Hearing, ○ Battle of the Bands, ○ COVID-19 Updates, ○ Melbourne Cup Public Holiday Decision, ○ Emission Reduction Project, ○ Community Planning Event, ○ Teesdale Traditional Custodian Planned Burn, ○ Geelong+ Community Solar Program, ○ Coffee with your Councillors, ○ Connecting Councillors & Community Groups, ○ Cat Desexing, ○ Small Business Friendly Council Initiative, ○ ANZAC Day.
Review decision making and governance processes and structures to improve transparency, accountability and	Complete		<ul style="list-style-type: none"> • In accordance with the Local Government Act 2020, a Community Engagement Policy was developed and adopted by Council on 23 February 2021. A Draft Policy was presented to Council in November 2020 and placed on public

Action	Progress	Status	Activities Undertaken
progressively implement Council's Community Engagement Strategy			<p>exhibition to enable the community to review and contribute.</p> <ul style="list-style-type: none"> The Policy ensures that Council has a clear process and structure for how it undertakes community engagement including 'deliberative engagement practices' under the Act.
Build commitment to the organisational Customer Service Charter	Complete		<ul style="list-style-type: none"> A significant amount of work has been undertaken over the past 12 months to build organisational commitment and increase capability in delivering the Customer Service Charter. Customer Service have introduced reporting and monitoring of key performance indicators, and we have seen significant improvement in: first response time to resolve the customer issue; number of Knowledge Base articles added to the CRMS; and monitoring and closing out active issues. The customer service team have continued to implement process improvements to increase our overall customer service to both internal and external stakeholders. Through our weekly reporting we have been able to highlight how the customer service team support the rest of the organisation, including statistics on first call resolution, updates on workload and good news stories. We have also been sharing customer feedback across the feedback to highlight officers around the council who have gone above and beyond for a customer.
Work towards the application of 'deliberative engagement' processes	Complete		<ul style="list-style-type: none"> The Community Engagement Policy which defines 'deliberative engagement processes' was presented to Council as a draft in November 2020. Following a period of public viewing and submission from November 2020 to January 2021, the Community Engagement Policy was presented back to Council and adopted in February 2021. To enhance deliberative engagement and involve community in Council decision-making, development and implementation of a Communications, Engagement and Events Strategy will occur in 2021/22.
Continue to implement Council's commitment to equal employment opportunity and	Complete		<ul style="list-style-type: none"> Council has established a working group to progress the requirements of the Gender Equality Act 2020, which includes the Director Corporate Services, Director Community Services, Manager

Action	Progress	Status	Activities Undertaken
<p>influencing broader access, inclusion and gender equity issues in our community</p>			<p>People & Culture, Coordinator Health & Wellbeing and the Manager Community Places & Environment. The organisation will also be supported by Women's Health Grampians (WHG) over a period of six months from May 2021 to November 2021 to deliver the actions required by the Act. Progress on the three key activities required by the legislation are provided below:</p> <ul style="list-style-type: none"> ○ Gender Impact Assessments: Gender Impact Assessments (GIA) to ensure all our policies, programs and services benefit Victorians of all genders. A GIA template has been developed and a desktop assessment will be undertaken for the Arts & Culture Strategy. ○ Workplace Gender Auditing: The Gender Equality Act 2020 requires organisations to regularly collect and report data through a workplace gender audit. Council conducted the mandatory Gender Equality Survey in June 2020 with results being available in mid-July 2021. Results from the survey and the audit will be included in the GEAP and link directly to the strategies and measures. The results will also allow us to identify where data gaps exist and how Council can establish a more robust dataset or reporting system for these measures. ○ Gender Equality Action Plans: Organisations are required to develop Gender Quality Action Plans (GEAP) every four years to help achieve gender equality in their workplace. This action plan will include strategies and measures for promoting gender equality in the workplace of the defined entity, based on workplace gender audit results and is required to be submitted by 1 December 2021. <ul style="list-style-type: none"> • Council has been proactive in working with sporting clubs to promote increased female participation and has been successful in obtaining grants for female friendly facilities.
<p>The Golden Plains Community and Civic Centre will be a redevelopment of the Bannockburn Customer Service Centre to provide a</p>	<p>Complete</p>		<ul style="list-style-type: none"> • Stage 1 works (new building component) and Stage 2 works (refurbishment of existing building) completed and staff occupying in line with COVID-19 restrictions.

Action	Progress	Status	Activities Undertaken
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			<ul style="list-style-type: none"> • Stage 3 (carpark and landscaping) commenced in March 2021 and is scheduled for completion by end of July 2021. • The new office is modern and contemporary allowing digital communications between external parties to be held seamlessly. • The new Council Chamber has enabled viewing of Council Meetings to occur via live stream using high quality visual and audio equipment, and also enables attendance via Teams for Councillor Briefings if required.
Provide a workplace that facilitates the highest level of productivity and supports a healthy lifestyle for employees	Complete		<ul style="list-style-type: none"> • The OHS team is leading the internal Health and Wellbeing Committee which supports staff wellbeing, with activities and messaging to encourage healthy lifestyles for employees. • All office-based staff located in the GPCC now have an ergonomic desk set up which includes sit/stand desks, docking stations at all workstations and noise cancelling headsets. • The outdoor breakout spaces now have furniture so that staff can have their meetings or breaks outside in the fresh air. • The GPCC wellbeing room has now been set up to include a breastfeeding chair, fridge, first aid bed and also a space for prayer.



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The Well, Smythesdale
8.30am to 5pm, Monday to Friday



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