



ATTACHMENTS

**Under Separate Cover
Ordinary Council Meeting**

6.00pm Tuesday 23 April 2019

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Council Plan 2018-19

Quarterly Report on Action March 2019



Strategic Objective :

1. Promoting Healthy and Connected Communities

Description :

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

Strategy: 1.1.01 Support local sporting and community groups to provide participation and engagement opportunities and continue to encourage and value volunteering in our community		
Action	Status % Completed	Officer Comments
R - 21 Formal Club Development/Promotional Program	Q3 Jan-Mar	100 %
Targeted Support Program developed to assist clubs with business planning and increasing participation. Currently working with Smythesdale Bulldogs and Inverleigh		

Strategy: 1.2.01 Provide and support contemporary and innovative community development programs initiatives and opportunities		
Action	Status % Completed	Officer Comments
CD - 4.3 Develop New Initiatives - family services	Q2 Oct-Dec	100 %
Continued to expand and develop the bush kindergarten program at Teesdale with opportunities for staff at other services to attend, learn and develop skills and confidence in this area. FDC programs have increased participation within their communities, partaking in incursions and excursions in supermarkets, libraries, parks and playgroup facilities. The programs are very supportive of one another and promote a strong link to the communities they operate from and service.		

Strategy: 1.2.02 Identify, facilitate and advocate for initiatives to increase access to public and community transport		
Action	Status % Completed	Officer Comments
MPHWP - 4.05 Connected Communities	Q2 Oct-Dec	100 %
continue at every opportunity to advocate for and promote the benefits of public transport access within our communities. Many families are isolated in particular our vulnerable families, those with disabilities, singles, older persons, unemployed and young mums.		

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Strategy: 1.2.03 Support people at all life stages and abilities to maximise their potential and participation in community life			
Action	Status % Completed		Officer Comments
EM&C - 06 C&M Residents and Ratepayers - Access and Inclusion	Q1 Jul-Sep	100 %	Council publications, resources and guides are provided in accessible formats; for example files are provided as Word documents online where ever possible to allow for 'reading' software for sight impaired residents. An 'easy-English' version of the new Council Plan 2017-21 was developed, and updated.
MEY - Strive for ongoing improvements in all aspects of direct service provision	Q2 Oct-Dec	100 %	Ongoing improvements across all areas of the interium MEYP have been undertaken during th past 12 months. these have included reviews of Council operated Childrens Servcies and programs. Supporting and promotion of services and proviers across the Shire and advocacy for services where gaps in delviery are identified.

Strategy: 1.3.01 Provide and support programs, activities and spaces to promote and encourage health and wellbeing for people of all ages and abilities			
Action	Status % Completed		Officer Comments
AC - 2.2.04 Community Cultural Development - arts project	Q2 Oct-Dec	100 %	This project has been carried out by Arts and Culture officer supporting the Child and families services team memebre with community invovlements in projects

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Strategy: 1.3.03 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			
Action	Status % Completed		Officer Comments
Gov - Lobby to maintain safety and security of community	Q1 Jul-Sep	100 %	<p>GPS has done the following:</p> <p>Participate in and develop regional partnerships and plans (CoRE Plan (Communities of Equality and Respect (Grampians Region) G21 Preventing and Addressing violence against women and children strategic plan 2016-2020)</p> <p>Support implementation of G21 Preventing and Addressing violence against women and children strategic plan 2016-2020 (GPS, WHWBSW)</p> <p>Deliver Baby Makes 3, Family violence prevention program for new parents.</p> <p>Provide access to Family violence resources at Community Centres and public facilities across the Shire</p> <p>Embed universal design principles into all capital projects.</p> <p>Engage with organisations and partners to undertake sustainable action to address gender inequality and prevent violence against women</p> <p>Support and facilitate a Gender Equity group with representation of staff from across Council. Group has developed action plan and is implementing internal projects.</p>

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Strategy: 1.3.04 Communicate, consult and engage with our community to ensure the provision of responsive and effective services to enable people to increase control over, and to improve, their wellbeing			
Action	Status % Completed		Officer Comments
CE - 1.1 Engagement Practice - model for community reference panel	Q3 Jan-Mar	100 %	An increase in the number of residents signing up to the Community Engagement register has been pleasing. The register continues to be a source of information, opportunities and feedback for those who have registered.
CE - 1.4 Engagement Practice - Councillor community briefings	Q3 Jan-Mar	100 %	Council unanimously committed to holding conversation posts in 2019 across the Shire. Council also agreed to increase the number of posts from four to six. With four locations set for the first half of 2019 further investigations will determine the final two locations in the second half of 2019.
CE - 1.5 Engagement Practice - more active engagement activities	Q3 Jan-Mar	100 %	Council are committed to developing interactive methods of engagement. We will continue to look for opportunities to be face to face in the community across the Shire.
CE - 1.7 Engagement Practice - expand 'Have Your Say'	Q3 Jan-Mar	100 %	Council staff are attending training sessions on how to use the 'Have Your Say' page for their projects and are encouraged to update their own pages.
CE - 1.8 Engagement Practice - access to Council's website	Q3 Jan-Mar	100 %	The Communications and Marketing team is working closely with Community Engagement to strengthen promotion of online and face-to-face community consultation on Council's projects and plans. Comms has developed a new Have Your Say page in the Gazette, highlighting Council's commitment to genuine and ongoing engagement with residents.
CE - 4.7 CE Practice - training for community	Q3 Jan-Mar	75 %	Continue to offer training in CE practises.
EM&C - 01 C&M Residents and Ratepayers - Gazette	Q1 Jul-Sep	100 %	Golden Plains Shire's bi-monthly Gazette has been successfully delivered to residents across the Shire and has included interesting, relevant and timely notification of Council news and events.
EM&C - 03 C&M Residents and Ratepayers - Access and Inclusion	Q1 Jul-Sep	100 %	Continued to review and update the publications, websites, media channels and social media platforms used to promote Council business. These are assessed for readership, response, cost and resource requirements to ensure the most effective communications are achieved.
EM&C - 07 C&M Residents and Ratepayers - Media Releases	Q1 Jul-Sep	100 %	The Communications team has worked with the Mayor, CEO and senior officers to develop and distribute newsworthy items. Council news has featured in 243 press items, 48 radio/TV items and 31 online stories in the past 12 months (as a result of 47 media releases, 23 media responses and ad hoc general coverage).

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EM&C - 12 C&M Residents and Ratepayers - website	Q1 Jul-Sep	100 %	The Communications team provide website support and assistance to staff (to manage their areas of expertise) as well as maintain the news feed, social media feeds, online
EM&C - 13 C&M Residents and Ratepayers - Social Media Activity	Q1 Jul-Sep	100 %	This year has seen almost 300,000 more social media impressions than 2016-17 with 1.6 million impressions across all Council's social channels. 80% of these are from Council's corporate Facebook page. 2017-18 saw the introduction of the Mayor Facebook page and Council's presence on LinkedIn – these are positive steps towards increasing brand exposure & building reputation and have been well received.
EM&C - 14 C&M Residents and Ratepayers - Council Update	Q1 Jul-Sep	100 %	Council updates are provided to the community each month via a Mayor's video, a Mayor's message in the monthly community newsletters, fortnightly in the Miner (now Golden Plains Times) and bi-monthly Gazette as well as on the corporate website and social media.

Strategy: 1.3.05 Implement a range of activities and programs to support young people in our Shire to be healthy, resilient and empowered			
Action	Status % Completed		Officer Comments
MPHWP - 4.02 Connected Communities	Q2 Oct-Dec	100 %	Youth Development provides a range of programs to meet the diverse needs of young people across Golden Plains Shire. Youth Development currently holds the following contracts that enable the majority of youth programming:
YD - 2.1.1 Get out and about - transport options	Q2 Oct-Dec	100 %	Ongoing project that looks at the private and public transport options throughout the Shire. Transport is consistently rated as the biggest barrier to participation for young people in the Shire but this is consistent with most rural local governments. To address this, Youth Development plan programs at sites across the Shire to ensure all local young people have access.
YD - 2.1.2 Get out and about - communication plan	Q2 Oct-Dec	100 %	Youth Development holds an L2P program contract which provides free and supervised driving hours. Youth Development encourage local young people to apply for this program as a means of improving transport.
YD - 2.1.3 Get out and about - transport gaps	Q2 Oct-Dec	100 %	Ongoing project combined with the transport options mapping exercise that highlights the significant transport gaps across the Shire.
YD - 2.1.4 Get out and about - expansion of public transport	Q2 Oct-Dec	100 %	Attendance at state and national conferences are used to advocate for the needs of young people from rural areas in relation to improved provision of transport.
YD - 2.2.1 Get out and about - learner driver mentor program	Q2 Oct-Dec	100 %	Youth Development holds an L2P program contract which is offered in the Shires North and South. Young people who experience significant barriers to completing their required driving hours are eligible for the program which is promoted regularly via the Youth Facebook page and displayed on the Youth Noticeboard.
YD - 2.2.2 Get out and about - community transport options	Q2 Oct-Dec	100 %	A youth forum will be organised in 2019 to identify the best way forward in terms of the community transport pilot project. Desktop research has been completed which identified a range of successful models. A large investment in time and resources would be required to establish something sustainable and ongoing.

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YD - 2.2.3 Get out and about - recognition of volunteers	Q2 Oct-Dec	100 %	Diverted to 2019 when the Community / Youth Transport model will be piloted.
YD - 3.1.5 Get connected - benefits of community involvement	Q2 Oct-Dec	100 %	Social Media platforms and Golden Plains Shire Gazette are used frequently to highlight and showcase the achievements and contributions of local young people. Youth Development play a key role in advocating for the needs of local young people and achieve this largely through local media.
YD - 3.2.1 Get connected - youth club	Q2 Oct-Dec	100 %	Weekly Youth Group held at the Bannockburn Cultural Centre on a Thursday from 4:30pm - 6:30pm. Membership has grown to 15 in 2018 up from 8 in 2019. The group are responsible for organising local initiatives for local young people.
YD - 3.2.2 Get connected - access Community Grant program	Q2 Oct-Dec	100 %	Youth Development have developed their own small grants program for local young people. The existing system is challenging for young people to access. The small grants are awarded to those who can demonstrate a meaningful need for financial support i.e. website hosting fees for an online business, training, courses, equipment etc.
YD - 3.2.3 Get connected - utilise skills and equipment bank	Q2 Oct-Dec	100 %	Removed from the Youth Development work plan.
YD - 3.2.4 Get connected - youth representation on Council groups	Q2 Oct-Dec	100 %	Youth Development work closely with Community Engagement Officer and internal departments to ensure young people are included in planning and decision making. Uptake is generally poor but opportunities are offered and encouraged.
YD - 3.2.5 Get connected - present to Council	Q2 Oct-Dec	100 %	Annual opportunity exists for young people, in most cases the Youth Group, to present to Council regarding their aspirations and challenges. Next opportunity will be March 2019.
YD - 3.2.6 Get connected - young people with disabilities	Q2 Oct-Dec	100 %	Disability and inclusion is another cross-cutting approach adopted by the Youth Development team. With this in mind, all programs offered are inclusive for all young people. Youth Development work closely with Inclusion Officer to support programs that traditionally cater towards young people with a disability i.e. lego club, coding workshops.
YD - 3.3.1 Get connected - IT solutions for communications	Q2 Oct-Dec	100 %	Group texting software made available to Youth Development staff. Generic Youth email created for Youth Development staff, youth@gplains.vic.gov.au
YD - 3.3.2 Get connected - youth contact database	Q2 Oct-Dec	100 %	Youth Database created and updated frequently to ensure data is captured and secured safely.
YD - 3.3.3 Get connected - youth lead communication channels	Q2 Oct-Dec	100 %	Youth Development continues to support the youth led online newsletter, Woop Woop. The concept was created and is managed by local young people who receive contributions from volunteers. Training and financial support for marketing have been provided to the organisers. Business development training opportunities are being explored for 2019 to better support the organisers.

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YD - 3.3.4 Get connected - communication channels with young people	Q2 Oct-Dec	100 %	Youth Development receives great support from the Communications team who regularly promote Youth Development programs via the council website and social media platforms.
YD - 3.4.1 Get connected - youth achievements to Council	Q2 Oct-Dec	100 %	Achievements and contributions are best shared / showcased through Councils social media platforms. Opportunities for presentations have not been identified at this stage. Social and print media remain the platforms of choice.
YD - 3.4.2 Get connected - young people contributions	Q2 Oct-Dec	100 %	Opportunities to showcase / present outcomes outside of social media platforms have been challenging. Social media is convenient and reaches a large audience with little expense. Exploring presentation opportunities will be explored in 2019.
YD - 3.4.3 Get connected - profile achievements of young people	Q2 Oct-Dec	100 %	Youth Development's standalone Facebook page is used to showcase the achievements and contributions of local young people. The main council page typically picks these posts up which provides even greater reach and recognition. Youth Development also submit to the Gazette to ensure achievements are shared with the entire community.
YD - 4.1.2 Get involved - training in designing events	Q2 Oct-Dec	100 %	Young people have been offered a variety of free training courses in 2018 to build their skills and make them more employable. Courses offered have included: Responsible Service of Alcohol, First Aid, Food Handlers, Mental Health First Aid.
YD - 4.1.3 Get involved - delivery of event during school holidays	Q2 Oct-Dec	100 %	School holiday programs in 2018 were delivered / achieved through the Bright Futures contract, GPS Adventures. This project was delivered by the YMCA who offered variety of day trip adventures for young people aged 12 - 15. Youth Development is applying for funding to deliver this again in 2019.
YD - 4.1.4 Get involved - National Youth Week	Q2 Oct-Dec	100 %	Youth Development holds a Victorian Youth Week contract and works with young people to co-design / lead an event based on their interests. This is typically delivered through the weekly Youth Group.
YD - 4.2.1 Get involved - more young people in activities	Q2 Oct-Dec	100 %	Participation in Youth Development programs across 2018 have increased significantly. This has been a result of investment in communications and marketing campaigns that better reach / speak to young people. Youth Development have worked hard to develop a strong online following as well as a reputation as a safe, accessible and inclusive space for young people. Youth Development schedule programs across the Shire to ensure equitable service.
YD - 4.2.2 Get involved - involve young people when planning events	Q2 Oct-Dec	100 %	Event Officer has been a great support to Youth Development through the provision of volunteer opportunities for young people at local events including Australia Day Awards, Twilight Market, Farmers Market, Community Grants etc. Opportunities to volunteer at non-Council events will be explored in 2019.

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YD - 4.2.3 Get involved - review school holiday program	Q2 Oct-Dec	0 %	Support for the school holiday programs did not occur during this quarter.
	Q3 Jan-Mar	0 %	Child and Family Services has not to date completed any work in this area. We recognise that the cohort 6-12 year olds are not captured by Council and would like to support this in the future. Currently there is no FTE allocation outside direct service delivery other than manager to undertake this. Manager has commenced network meetings with PS Principals and will use this forum to commence the investigation of opportunities.
YD - 4.2.4 Get involved - activities for young people with disabilities	Q2 Oct-Dec	100 %	Rural Access Officer has partnered with YMCA, Leisure Networks and Golden Plains Soccer Club to run a 'Come and Try' sports afternoon for children and young people on International Day of Disability to establish interest in running on going programs. Lego clubs running in Bannockburn and Meredith. 'What's your ability?' Video created to which featured young people from the Shire talking about inclusion.
YD - 5.1.1 Getting it all done - service & resource gaps	Q2 Oct-Dec	100 %	Youth Development have created their own network, Golden Plains Youth, which brings together a variety of agencies, organisations, groups and individuals (young people) in an attempt to provide a more coordinated approach to youth work across the region.
YD - 5.1.2 Getting it all done - advocate for young people needs to networks & governments	Q2 Oct-Dec	100 %	Youth Development are members of various networks including G21 that are important and valuable platforms to advocate for the needs and challenges of local young people.
YD - 5.1.3 Getting it all done - accessible for young people with disabilities	Q2 Oct-Dec	100 %	Inclusion is a practice framework embed across all Youth Development programs. Programs for specific groups i.e. disability, LGBTIQ, indigenous are not offered, rather all programs are inclusive of all people regardless of gender, sexuality, religion etc. Youth Development Officers complete various training programs to ensure they are up to date with best practice in inclusive practice.
YD - 5.2.1 Getting it all done - legal and regulatory requirements	Q2 Oct-Dec	100 %	Youth Development adhere to all policies and processes and are passionate about protecting young people. Child Safety policies are paramount to our work but are currently not in place across the organisation which leaves us exposed to danger.
YD - 5.2.2 Getting it all done - develop monitoring and reporting plan	Q2 Oct-Dec	100 %	No formal process currently in place. This will be built into the development of the new Youth Strategy in 2019 to better align with the Council plan action and outcomes. Evaluation of Youth Development programs are conducted but an overarching plan is not in place.
YD - 5.2.3 Getting it all done - funding	Q2 Oct-Dec	100 %	Youth Development rely on external funding for program delivery and currently hold the following contracts: Engage!, FReeZA, Bright Futures and Victorian Youth Week. Youth Development will look to bring funds into the Shire that benefits community wherever possible.

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YD - 5.2.4 Getting it all done - professional development	Q2 Oct-Dec	100 %	Youth Development Officers are encouraged to seek and completed suitable training that will add value to roles. Officers will attend the YACVIC Rural Conference in 2019 and have completed Youth Mental Health Aid Training in 2018.
YD - 5.2.5 Getting it all done - identify emerging youth opportunities	Q2 Oct-Dec	100 %	Youth Development are members of various online and face to face networks and groups to ensure they are up to date with industry trends and best practice.
YD - 5.2.6 Getting it all done - showcase achievements	Q2 Oct-Dec	100 %	Youth Development utilise Council publications and Social Media platforms to showcase the achievements of local young people. This is achieved through website stories, social media posts and Gazette articles. More recently, In The Loop has become a valuable platform to celebrate outcomes. Face to face presentations will be explored in 2019.

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Strategic Objective :**2. Enhancing Local Economies****Description :**

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

Strategy: 2.1.01 Implement a strategic approach to support, promote and grow our local business sector, attract new business investment and build our visitor economy			
Action	Status % Completed		Officer Comments
ED&T - 1.2 Investment Attraction - Southern Investment Attraction	Q3 Jan-Mar	0 %	Have secured \$80,000 in funding from the Berrybank Wind Farm to deliver this project in 2019-20 and 2020/21. Provided assistance and support to investors and business including: Lethbridge Airport, Dongmun Greentec, Farm Pride, AustBio Fert, WestWind Energy and Global Power Solutions.
ED&T - 1.3 Investment Attraction - Bannockburn Industrial Investment	Q3 Jan-Mar	10 %	Scheduled to be completed between April-June 2019
ED&T - 1.4 Investment Attraction - Gheringhap Employment Precinct	Q3 Jan-Mar	10 %	Scheduled to be completed in April-June 2019
ED&T - 2.1 Business Support - Local Business Networking	Q3 Jan-Mar	100 %	Business visits are ongoing. Focus is on meeting with new and/or previously unknown businesses, as well as meeting with businesses and providing assistance when requested. Continuing to coordinate between 2 – 4 business networking events each year.
ED&T - 2.2 Business Support - Business Networking Events	Q3 Jan-Mar	100 %	Continuing to deliver between 2 to 4 business networking events each year. Also working with the Bannockburn Chamber to deliver events with them.
ED&T - 2.3 Business Support - Business Training and Mentoring	Q3 Jan-Mar	100 %	Working with Small Business Victoria, Small Business Mentoring Service, ATO, Victorian Chamber and other providers to deliver a suite a business training and mentoring options for businesses. A number of options are offered each month.
ED&T - 3.1 Tourism Development - Moorabool Valley Taste Trail	Q3 Jan-Mar	100 %	Partner with Tourism Greater Geelong and The Bellarine to promote and grow the Moorabool Valley Taste Trail

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Strategy: 2.1.02 Promote and support the development and sustainability of our rural economy			
Action	Status % Completed		Officer Comments
ED&T - 1.5 Investment Attraction - Golden Plains Food Production Precinct	Q3 Jan-Mar	100 %	Working with existing operators and new investment enquiries to facilitate investment in the Precinct. Provided assistance and support to investors and business including: Lethbridge Airport, Dongmun Greentec, Farm Pride, AustBio Fert, WestWind Energy and Global Power Solutions.
ED&T - 2.4 Business Support - Development Projects	Q3 Jan-Mar	100 %	Working with all relevant departments of Council to facilitate growth and development within the Shire.

Strategy: 2.1.03 Promote and support innovative, environmentally sustainable and value adding approaches and solutions within our business, rural and visitor economies			
Action	Status % Completed		Officer Comments
ED&T - 1.9 Investment Attraction - Responsibility in Investment Attraction	Q3 Jan-Mar	100 %	Provided assistance to WestWind Energy/ Golden Plains Wind Farm development including information provision to assist with the preparation of the community benefits program. Provided assistance to Global Power Solutions/Berrybank Wind Farm development with regard to their their economic and community incentives program. Provide assistance to the Marketing & Communications Team in relation to wind farm media enquiries.
ED&T - 2.5 Business Support - Disseminate Business Information	Q3 Jan-Mar	100 %	Delivering monthly Golden Plains Business News, a digital newsletter for business. Facilitating the delivery of timely information for businesses through the various channels that are available, including email, social and print media.
EM&C - 29 ED Business - Business Events	Q1 Jul-Sep	100 %	Successfully held 16 business training and mentoring sessions across the Shire, attended by 86 businesses. Promotion of business events has been increased to include more information on the website, more social media posts as well as improved utilisation of the Golden Plains Business News database and community newsletters.
EM&C - 31 ED Business - Council Business e-news	Q1 Jul-Sep	100 %	A business database is maintained and currently has a subscription of over 620. The GPBN e-newsletter is distributed every month. The newsletter is well received with an average of 27.5% opens (this relates to the number of people who open the email and click on a newsletter article " e-newsletter industry average is 24.2% opens).
EM&C - 35 ED Business - Business Events	Q1 Jul-Sep	100 %	As Noted under 29. 16 business training and mentoring sessions, attended by 86 businesses.

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Strategy: 2.1.04 Advocate, facilitate and provide built, service and technology infrastructure to support business and industry growth and development			
Action	Status % Completed		Officer Comments
ED&T - 4.2 Lobbying & Advocacy - Shire wide issues	Q3 Jan-Mar	100 %	Lodged submission to Round 4 of the Federal Government's Mobile Black Spot Program. Federal and State Government have announced funding for 3 new mobile phone towers in Grenville, Teesdale and Maude
ED&T - 4.5 Lobbying & Advocacy - Utility Providers	Q3 Jan-Mar	100 %	Liaised with NBN Co, Telstra, Optus, Barwon Water and AusNet Services to lobby for improved utility coverage and infrastructure in Golden Plains
ED&T - 5.1 Partnerships - Network with stakeholders	Q3 Jan-Mar	100 %	<ul style="list-style-type: none"> * Submitted the planning permit application for the Bannockburn Bowls Club expansion * Working with consultants and internal staff to produce required documentation for the Teesdale Bakers Lane Council subdivision * Requested Barwon Water undertake another strategic review of their Bannockburn sites with a view to identifying potential sites for retail/commercial development * Council's Major Project Group monthly meetings * Promoted the Barwon Water Bannockburn Recycled Water EOI opportunity * Presented to the Community Coordinators on Business Support & Tourism Development, 8 Nov 2018 * Supported the Sport & Recreation Team's application to the Building Better Regions Fund for Teesdale Turtle Bend upgrade * Participate in Bannockburn Chamber of Commerce monthly meetings and partner with them to deliver and promote networking events

Strategy: 2.1.05 Promote and advocate for education, vocational and lifelong learning opportunities to support skill development and employment opportunities			
Action	Status % Completed		Officer Comments
MPHWP - 4.10b Connected Communities	Q2 Oct-Dec	100 %	Youth Development provide 4 work placement opportunities per year and work with local businesses to support them to take on local young people. Youth Development provide a range of employment opportunities throughout the year, most notably the Tech Help Program.
YD - 1.1.1 Get job ready - work experience	Q2 Oct-Dec	0 %	No action due to lack of resources - will be addressed prior to 30 June
YD - 1.1.2 Get job ready - employment opportunities	Q2 Oct-Dec	100 %	Youth Development capitalise on the strong following through its standalone Facebook page to promote employment opportunities. This includes sharing posts from local job networks and promoting events, workshops etc that can lead to employment. Youth Development works closely with Economic Development, particularly through the Business Network Lunches, to identify opportunities and pathways for improved access to local employment opportunities.

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YD - 1.1.3 Get job ready - facilitate VCAL community projects	Q2 Oct-Dec	100 %	Youth Development has established a strong relationship with Bannockburn P - 12 in 2018 through the offering of the Community Projects initiative. The Year 8 cohort participated in a project with Councils PAG where they documented the life experiences of our older residents. Community Projects were also delivered at Mount Clear College in Ballarat, where the second highest number of Golden Plains residents attend school in Ballarat.
YD - 1.1.4 Get job ready - social procurement policy	Q2 Oct-Dec	0 %	No action due to lack of resources - will be addressed prior to 30 June
YD - 1.2.1 Get job ready - increase work experience placements	Q2 Oct-Dec	100 %	Youth Development has built strong networks with job / employment agencies who service Golden Plains Shire including the Highlands and Geelong LLEN. Both are current members of the Golden Plains Youth Network who meet quarterly to better coordinate youth programming in the Shire. Work experience opportunities for young people outside of Council have been difficult to identify due to the lack of suitable businesses.
YD - 1.2.2 Get job ready - IVAN to promote youth employment	Q2 Oct-Dec	100 %	iVan has been repurposed as a Youth Transport vehicle rather than a Youth Engagement tool. In this fashion it is better utilised and serves a better purpose for our community. Information regarding work experience, employment and training is advertised on the Youth Facebook page and displayed in the Youth Lounge on the Youth Noticeboard. These two approaches have been much more effective than the iVan.
YD - 1.2.3 Get job ready - starting up small businesses	Q2 Oct-Dec	100 %	Youth Development utilise the Gazette and Youth Facebook page to promote good news stories regarding local young people. These can relate to employment or start up businesses.
YD - 1.2.4 Get job ready - support young entrepreneurs	Q2 Oct-Dec	100 %	Youth Development offer an annual Build Your Own Business workshop for local young people interested in entrepreneurship. Youth Development also support the Upstart Challenge which is a Geelong based program that provides support for start up businesses.
	Q2 Oct-Dec	100 %	Youth Development are capitalising on the success of the existing Business Network and inviting young people to this event. There isnt a strong enough following to organise a standalone Youth Network at this point in time.
YD - 1.3.1 Get job ready - mentoring	Q2 Oct-Dec	100 %	Youth Development believes that a mentoring element should be built into every program. With this in mind a standalone mentoring program is not currently offered but is embed across all offerings. A formal / traditional mentoring program will be explored in 2019 to capitalise on local knowledge / expertise.
YD - 1.3.2 Get job ready - business development workshops	Q2 Oct-Dec	100 %	Worked with youth development team to coordinated workshops and arranged for youth to attend business networking event. We arranged to have a successful young entrepreneur speak at one event.

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YD - 3.1.1 Get connected - training to engage young people when planning events	Q2 Oct-Dec	100 %	In negotiation with funding provider (Engage!) this initiative has been diverted to 2019. Headspace Ballarat has agreed to be a partner on this project but was only available in 2019.
YD - 3.1.2 Get connected - transition to secondary school program	Q2 Oct-Dec	100 %	Transition Program delivered again in 2018 reaching over 250 primary school students across the Shire. Federation University actively involved in the planning, delivery and evaluation. Parent information session held in Bannockburn delivered by Batforce. Unable to find a suitable agency to deliver session in the North.
YD - 3.1.3 Get connected - mentoring to develop new skills	Q2 Oct-Dec	100 %	Youth Development treat mentoring as a cross-cutting approach, meaning it is embed in all activities and not delivered through an individual program. With this in mind, there are elements of mentoring in all Youth Development initiatives. Traditional mentoring program to be piloted in 2019 to draw on local skills, knowledge and experience.
YD - 4.1.1 Get involved - FReeZA events	Q2 Oct-Dec	100 %	FReeZA Committee successfully delivered a variety of events across 2018 which included: Barwon Skate and Scoot competition, National Cinema Pop and Skate Coaching Course. The group are looking to offer new and exciting events in 2019 including a music festival and story telling event.

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Strategy: 2.1.06 Lobby, advocate, collaborate and develop strategic relationships with government, business, community and key stakeholders to facilitate local economic development and job creation			
Action	Status % Completed		Officer Comments
ED&T - 3.8 Tourism Development - Regional Cooperation	Q3 Jan-Mar	100 %	Partner 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. Participated in inception meeting for Living Moorabool Project.
ED&T - 4.3 Lobbying & Advocacy - Meetings with MPs and Government agencies	Q3 Jan-Mar	100 %	Provided content for the Golden Plains Lobbying & Advocacy document for Politicians
ED&T - 4.4 Lobbying & Advocacy - Promote Shire	Q3 Jan-Mar	100 %	Launched Golden Plains Localised. 1 Aug 2018 - Networking event at Clyde Park Winery, attended by over 70 people. Guest speakers were Runway, Geelong Angel Investor Network and a young entrepreneur. 21 Nov 2018 - Networking event at Austins & Co winery, attended by over 50 people. Guest speaker was Justin Giddings, CEO of Avalon Airport.
ED&T - 5.3 Partnerships - Regional Partnerships	Q3 Jan-Mar	100 %	<ul style="list-style-type: none"> * The Mayor participated in the G21 delegation to Canberra * Participate in the G21 Economic Development Pillar Group * Participate in the G21 Agribusiness Forum (now called Food and Agribusiness Network G21 Region) * Partner with Tourism Greater Geelong and The Bellarine to promote and grow the Moorabool Valley Taste Trail * Participate in Economic Development Australia Victorian Practitioners Network Committee * Contributed to the development of the Central Highlands Digital Strategy * Participate in regional economic development cooperation with neighbouring Councils
EM&C - 40 C&M Government Stakeholders - Lobbying and Advocacy Plan	Q1 Jul-Sep	100 %	Council's bi-annual lobbying plan has been successfully implemented with priority project booklets prepared for two rounds of meetings (March/Sept) with the CEO & Mayor and local members and Ministers as well as other relevant stakeholders such as Vicroads, SES and political candidates as required.
EM&C - 41 C&M Government Stakeholders - MPs offices	Q2 Oct-Dec	100 %	Council coordinates a bi-annual program of meetings for the CEO & Mayor to meet with local members, Ministers and other relevant stakeholders. A Priority Project booklet is also developed to provide information about Council's issues, challenges and key projects. The two rounds of meetings for this year has now concluded.

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Strategy: 2.1.07 Encourage greater investment in the Shire through creative industries, local events and festivals			
Action	Status % Completed		Officer Comments
ED&T - 3.6 Tourism Development - Creative Industries, Local Events	Q3 Jan-Mar	25 %	Working with Council's arts and events departments to run a networking event for creative industries
EM&C - 59 E Organiser & Community Groups - Annual Events Forum	Q1 Jul-Sep	100 %	The second annual events forum is scheduled for November 2018 with more than 30 local community event organisers expected. The main focus is to provide a networking opportunity. Five organisers of successful events are scheduled to speak about their event experiences and answered questions.
EM&C - 60 E Organiser & Community Groups - Community Portal	Q1 Jul-Sep	50 %	The Community Development Team has been developing an online community portal 'directory'. The work is currently on hold due to staffing resource availability. The Communications team has created and now monitors and updates township pages on the corporate website for all townships which have a community plan.
EM&C - 62 E Organiser & Community Groups - Event Planning Toolbox	Q1 Jul-Sep	80 %	There is a comprehensive toolbox of information and resources made available to event organisers via Council's corporate website. This is currently undergoing a review and new information is added as required.
EM&C - 63 C&M Organiser & Community Groups - Event Management Training	Q2 Oct-Dec	100 %	A range of event related training sessions are available for inclusion in the Volunteer Training Calendar such as events management and how to go about seeking sponsorship. The 2018 calendar did not include these particular workshops. It is anticipated that the 2019 training calendar will include event management sessions.
EM&C - 64 E Organiser & Community Groups - Sponsorship	Q1 Jul-Sep	100 %	Council provides guidance and advice to event organisers to enable them to seek sponsorship for their events either through Council's community grants program or through State or other funding opportunities. Internally, Council uses a sponsorship strategy which guides the process for seeking suitable sponsorship for council functions and events. Sponsorship this year has been successfully secured for the Golden Plains Farmers' Market, the new Twilight Market and the Business Networking events.

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Strategic Objective :**3. Managing the Natural & Built Environment****Description :**

We work to promote 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

Strategy: 3.1.05 Implement the Municipal Fire Management Plan and fire related statutory controls			
Action	Status % Completed		Officer Comments
Gov - Implement Municipal Fire Management Plan	Q1 Jul-Sep	100 %	Council has implemented the actions of the Municipal Fire Management Plan - maintenance of strategic fire breaks - facilitating planned burning by CFA brigades - issuing Schedule 13 Permits to Burn to farmers for stubble burns - reviewing the Municipal Fire Management Plan in preparation for audit - conducting the annual Fire Prevention Notice program and issuing in excess of 900 notices.

Strategy: 3.2.01 Implement waste management and minimisation practices that are innovative, effective and reflect best practice			
Action	Status % Completed		Officer Comments
W - Implement Waste Strategy	Q3 Jan-Mar	100 %	Ongoing review and management of waste services including kerbside collection, transfer station, other waste initiatives and education with neighbouring municipalities and both the Grampians Central West and Barwon South West Waste and Resource Recovery Groups
W - Options for waste collection services	Q3 Jan-Mar	100 %	Waste collection service options being considered and taken to the community as part of Waste Management Strategy
W - Regional Waste Management Group	Q3 Jan-Mar	100 %	The following waste practices that minimise waste, are innovative and best practice, have been implemented: Member of MAV Waste Charges Review Group Completed kerbside bin inspection and audit program Developing a Waste and Resource Recovery Strategy - completion planned for 2019/2020 Purchased a street sweeper and commenced township sweeping program Removed of graffiti within 24 hours of report being received Successful in gaining funding for e-waste infrastructure at Rokewood Transfer Station Participated in Grampians Central West Waste and Resource Recovery Group Forums and Technical Advisory Reference Group
W - Sustainability Victoria	Q3 Jan-Mar	100 %	SV annual report completed and submitted

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W - Transfer Stations	Q3 Jan-Mar	100 %	Transfer Stations and associated services are being considered as part of new Waste Management Strategy
W - Waste Collection Contract	Q3 Jan-Mar	100 %	Waste collection contractors performance monitored regularly. Kerbside collection contract (Cleanaway) extended to 2022, agreed at February 2019 Council meeting

Strategy: 3.1.05 Implement the Municipal Fire Management Plan and fire related statutory controls			
Action	Status % Completed		Officer Comments
BCI - 01 Bannockburn Civic Heart	Q3 Jan-Mar	100 %	Bannockburn Heart Tender awarded at February 2019 Council meeting. Bannockburn Heart Stage 1 to be completed by December 2019.
R - 18 Water Management Plan for Council's Active Recreation Reserves	Q3 Jan-Mar	100 %	On going irrigation infrastructure upgrades and the implementation of warm season grasses which require less irrigation once established are management plans being practiced.
R - 19 Horse Trail Strategy	Q3 Jan-Mar	0 %	No funds available to develop this strategy.
R - 20 Bicycle Strategy	Q3 Jan-Mar	100 %	Council financially contributed to the development of the Grampians Region Cycling and Trails Masterplan. This plan has now been completed.
R - 22 Physical Activity Strategy	Q3 Jan-Mar	100 %	G21 Physical Activity Strategy developed in partnership with G21 LGA's.
R - 23 Volunteers in Management of Recreation Facilities and Clubs	Q3 Jan-Mar	100 %	The recreation team is regularly in contact with the shire's recreation CoM's offering support and guidance along with officer attendance at their meetings as agreed. Volunteer celebration was held in December 2018.
R - 25 Two Reserve Masterplan	Q3 Jan-Mar	100 %	Smythesdale Public Gardens Site Masterplan completed. Updates to Bannockburn Pope Street Site plans (to incorporate Bowls Club upgrade and netball court upgrade).
R - 26 Renewal of Playgrounds	Q3 Jan-Mar	100 %	Council continue to renew playground assets by an 'as needs' basis.
R - 27 Community Facility Upgrade	Q3 Jan-Mar	100 %	Successfully received funding to upgrade the Smythesdale Courthouse (\$90k), Teesdale Turtle Bend Upgrade (\$222k Building better regions and \$250k from Berrybank)

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R - 28 Sporting Facility Upgrade	Q3 Jan-Mar	100 %	<p>Successssfully applied to Sport and Recreation Victoria for 19/20 program:</p> <ul style="list-style-type: none"> - Bannockburn Bowls Upgrade - Minors (\$250k grant) - Rokewood Oval Lighting - Minors (\$170k grant) - Recreation Strategy - Planning (\$30k grant) -Inverleigh Netball Court upgrade - Female Friendly (\$250k grant) -Haddon Stadium Floor (\$220k Election committment) <p>Feds Bannockburn Oval Lighting (\$500k) Teesdale Turtle Bend Upgrade (\$222k Feds, \$250k Berrybank)</p>
R - 29 Major Community / Recreation Facility Upgrade or Development	Q3 Jan-Mar	100 %	<p>Funding applied for Sport Australia (\$500k) to upgrade Bannockburn Oval Lighting successful. Assisted Rokewood FNC to apply for \$500k (unsuccessful).</p>
R - 30 Minor Facility Upgrades	Q3 Jan-Mar	100 %	<p>Successssfully applied to Sport and Recreation Victoria for 19/20 program:</p> <ul style="list-style-type: none"> - Bannockburn Bowls Upgrade - Minors (\$250k grant) - Rokewood Oval Lighting - Minors (\$170k grant) - Recreation Strategy - Planning (\$30k grant) -Inverleigh Netball Court upgrade - Female Friendly (\$250k grant) -Haddon Stadium Floor (\$220k Election committment)

Strategy: 3.5.01 Progressively review township structure plans and urban design frameworks to effectively manage growth, encourage diversity and maintain township character			
Action	Status % Completed		Officer Comments
UDF - Implement Urban Design Framework plans	Q2 Oct-Dec	100 %	This is an ongoing requirement of the strategic planning team. LW

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Strategic Objective :

4. Delivering Good Governance & Leadership

Description :

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

Strategy: 4.1.02 Review decision making and governance processes and structures to improve transparency, accountability and progressively implement Councils Community Engagement Strategy			
Action	Status % Completed		Officer Comments
CE - 1.2 Engagement Practice - minimum standard for processes	Q3 Jan-Mar	75 %	The Community Engagement Practise Framework is currently in draft form with all the necessary measures being taken to ensure best practise guidelines are followed. The Community Engagement Manager online software was launched in early 2018 and is currently being used by Council staff when planning engagement activities.
CE - 2.1 Internal Engagement - system of reporting CE activities	Q3 Jan-Mar	100 %	New Community Engagement Software is assisting Council to develop well planned and thought out engagement opportunities.
CE - 2.3 Internal Engagement - Councillors early engagement	Q3 Jan-Mar	100 %	Councillors are currently involved in various forms of Community Engagement methods and continue to stay updated with regular briefings about upcoming engagement.
CE - 4.2 CE Practice - review Leadership Development Plan	Q3 Jan-Mar	100 %	Within the rate capping environment, Council have moved away from the structured Graduate Diploma courses previously used to develop talented staff. We are now focussed on a more innovative and customised leadership and talent program with change leadership and project management form key elements of this program. The program will build capability within Council staff and allow them develop facilitation and conflict management skills and therefore deliver a better community engagement experience. Council supported one staff member to undertake the Leaders for Ballarat program in 2019-20, and will be supporting staff to nominate for the LGPro Ignite program for Outdoor and Indoor Supervisors and the Leaders for Geelong in the coming year.
CE - 4.3 CE Practice - targeted CE training	Q3 Jan-Mar	75 %	Plans for Advanced Community Engagement training are underway with the agenda still being decided. In March 2018, 27 Council staff are attending Cultural Awareness Training with an Indigenous focus.
CE - 4.5 CE Practice - annual showcase of CE projects	Q3 Jan-Mar	75 %	zCouncil continue to use case studies to develop diverse engagement projects that are run in 2019.
CE - 5.6 Coordinated Approach - notification of CE activities	Q3 Jan-Mar	100 %	Community Engagement Manager online is providing staff the support to develop best practise processes to enhance their Community Engagement projects.
CE - 5.7 Coordinated Approach - performance of CE activities	Q3 Jan-Mar	100 %	This activity is recorded and reported in the Annual Report and includes online consultation, Council conversation posts, community engagement training for staff, accessible consultation s (out of hours, weekends, online)

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CE - 5.9 Coordinated Approach - positioning of CE Officer	Q3 Jan-Mar	100 %	Completed - CE Officer role incorporated within the Connected Communities Team as part of restructure of the former Community Development Unit (Now Healthy, Engaged and Active Communities)
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Strategy: 4.1.03 Work towards the application of 'deliberative engagement' processes

Action	Status % Completed	Officer Comments
CE - 4.4 CE Practice - 'community of practice'	Q3 Jan-Mar	100 % Council staff continue to use the IAP2 training system.
CE - 5.8 Coordinated Approach - implementation of Action Plan items	Q3 Jan-Mar	85 % Progress on the Community Engagement Strategy is being prepared by the Community Engagement Officer and is expected to be completed in late 2018.

Strategy: 4.2.01 Continue long-term financial planning that outlines the emerging challenges for the Shire

Action	Status % Completed	Officer Comments
Finance - 10 year financial plan	Q1 Jul-Sep	100 % 2018-19 budget was adopted in June 2018. The principles within this budget were based on those included in the 10 year Financial Plan and Strategic Resource Plan. The 10 year plan (2018-19 to 2027-28) has been updated in August 2018.
Finance - Financial Statements	Q1 Jul-Sep	100 % 2018-19 Financial statements prepared and approved by VAGO during August/September, without any major concerns. Approved by Audit and Risk in September and will be discussed at the October Council meeting.
Finance - Invest surplus funds	Q1 Jul-Sep	100 % All funds are invested pursuant to Council Policy in order to maximise interest revenue and to ensure sufficient cash is available to meet commitments as they fall due.
Finance - Strategic Resource Plan	Q1 Jul-Sep	100 % 2018-19 budget was adopted in June 2018. The principles within this budget were based on those included in the 10 year Financial Plan and Strategic Resource Plan. The 10 year plan (2018-19 to 2027-28) has been updated in August 2018.

Strategy: 4.3.01 Further develop and implement an advocacy framework in partnership with the community

Action	Status % Completed	Officer Comments
ED&T - 4.1 Lobbying & Advocacy - Review Plan	Q3 Jan-Mar	100 % Work with the Comms & Marketing team to improve and add content to lobbying material

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Strategy: 4.3.02 Maintain active regional partnerships with a focus on economic development, wellbeing, environmental sustainability and shared services			
Action	Status % Completed		Officer Comments
ED&T - 1.7 Investment Attraction - Regional Investment Collaboration	Q3 Jan-Mar	100 %	G21 Regional Economic Development Practitioners Group quarterly meetings. Provided information on key projects that Golden Plains Shire is seeking funding for to the Central Highlands Group of Council and the G21 Region Alliance for lobbying activities. Assisted and supported Lethbridge Airport to develop a new Airport Master Plan.

Strategy: 4.4.01 Provide a consistent coordinated and innovative approach to communicating with the community			
Action	Status % Completed		Officer Comments
EM&C - 08 C&M Residents and Ratepayers - Sound Grab Releases	Q1 Jul-Sep	100 %	The Communications and Marketing Team has supported the Mayor with research and prepared speaking notes to take advantage of recorded and live to air radio interview opportunities. The Mayor has been interviewed on 99.9 Voice FM and ABC Ballarat radio on regular occasions throughout the year.
EM&C - 09 C&M Residents and Ratepayers - Video Clip Releases	Q1 Jul-Sep	100 %	Utilising predominantly in-house technical skills and software the Communication's team has developed 24 very successful and engaging video clips for web and social media use. This shows that video has quickly become a useful and engaging tool for communicating with our residents. (26 last year and 9 in 2015-16 our first year of developing and using videos).

Strategy: 4.6.01 Continue to implement Council's commitment to equal employment opportunity and influencing broader access, inclusion and gender equity issues in our community			
Action	Status % Completed		Officer Comments
MPHWP - 5.2a Family Violence and Gender Equity	Q1 Jul-Sep	100 %	The Gender Equity Group has been re-formed with new members joining. The first meeting was held in September 2018 and is relaunching in October. An action plan has been submitted for review and will be finalised in October.
	Q2 Oct-Dec	100 %	The Gender Equity Group has been re-formed with new members joining. We have undertaken to work with Women's Health Grampians to assist us in working through the Act@Work program and finalising an Action Plan. This commences in February.

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	Q3 Jan-Mar	100 %	<p>Golden Plains Shire is a member of the Communities of Respect and Equality Alliance (CORE) which is a partnership of organisations, businesses, clubs, groups and networks from across the Grampians Region that share a vision for safe, equal and respectful communities. One of the key programs of CORE is the Act@Work. Act@Work is an organisation-wide cultural-change program for workplaces. The aim is to enable workplaces to respond to violence against women while also addressing the underlying causes: beliefs and attitudes that support gender inequality, sexism and discrimination. The Act@Work program aims to:</p> <ol style="list-style-type: none"> 1. Increase awareness of the extent, prevalence and causes of violence against women. 2. Change behaviors and attitudes. 3. Increase bystander action in the workplace and socially. 4. Enable organisations to support staff members that are affected by family violence. 5. Enable organisations to identify what they can do to advance and promote gender equality through their work. 6. Establish systems to ensure the sustainability of this work in the longer term. <p>Recognising not only the skills and expertise of Women's Health Grampians in supporting workplaces, but also that Act@Work is an evidence based program, Golden Plains Shire has engaged Women's Health Grampians to work with Council's Gender Equity Group, Management and the broader staff base to implement the Act@Work program over the first 6 months of 2019.</p> <p>Outcomes of Initiative</p> <ul style="list-style-type: none"> • Development of a Gender Equity Action Plan, with targeted, meaningful actions based on organisational analysis and evidence. • Collection of data to measure change within the organisation. • All staff and councillors complete either prevention of violence against women training or intensive bystander training. • Organisational champions identified and developed. • Increased staff awareness of organisational policies and procedures.
MPHWP - 5.2b Family Violence and Gender Equity	Q3 Jan-Mar	100 %	<p>Working on the following projects to address PVAW & Gender Equity:</p> <ul style="list-style-type: none"> - Take the Lead - Stepping over the Sidelines - This Girl Can - Barwon Game Changer - Facilities for All

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MPHWP - 5.3 Family Violence and Gender Equity	Q1 Jul-Sep	100 %	The Gender Equity Group has been re-formed with new members joining. The first meeting was held in September 2018 and is relaunching in October. An action plan has been submitted for review and will be finalised in October.
	Q2 Oct-Dec	100 %	The Gender Equity Group has been re-formed with new members joining. We have undertaken to work with Women's Health Grampians to assist us in working through the Act@Work program and finalising an Action Plan. This commences in February.
	Q3 Jan-Mar	100 %	<p>Golden Plains Shire is a member of the Communities of Respect and Equality Alliance (CORE) which is a partnership of organisations, businesses, clubs, groups and networks from across the Grampians Region that share a vision for safe, equal and respectful communities. One of the key programs of CORE is the Act@Work. Act@Work is an organisation-wide cultural-change program for workplaces. The aim is to enable workplaces to respond to violence against women while also addressing the underlying causes: beliefs and attitudes that support gender inequality, sexism and discrimination. The Act@Work program aims to:</p> <ol style="list-style-type: none"> 1. Increase awareness of the extent, prevalence and causes of violence against women. 2. Change behaviors and attitudes. 3. Increase bystander action in the workplace and socially. 4. Enable organisations to support staff members that are affected by family violence. 5. Enable organisations to identify what they can do to advance and promote gender equality through their work. 6. Establish systems to ensure the sustainability of this work in the longer term. <p>Recognising not only the skills and expertise of Women's Health Grampians in supporting workplaces, but also that Act@Work is an evidence based program, Golden Plains Shire has engaged Women's Health Grampians to work with Council's Gender Equity Group, Management and the broader staff base to implement the Act@Work program over the first 6 months of 2019.</p> <p>Outcomes of Initiative</p> <ul style="list-style-type: none"> • Development of a Gender Equity Action Plan, with targeted, meaningful actions based on organisational analysis and evidence. • Collection of data to measure change within the organisation. • All staff and councillors complete either prevention of violence against women training or intensive bystander training. • Organisational champions identified and developed. • Increased staff awareness of organisational policies and procedures.

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MPHWP - 5.4 Family Violence and Gender Equity	Q1 Jul-Sep	100 %	The Gender Equity Group has been re-formed with new members joining. The first meeting was held in September 2018 and is relaunching in October. An action plan has been submitted for review and will be finalised in October.
	Q2 Oct-Dec	100 %	The Gender Equity Group has been re-formed with new members joining. We have undertaken to work with Women's Health Grampians to assist us in working through the Act@Work program and finalising an Action Plan. This commences in February.
	Q3 Jan-Mar	100 %	<p>Golden Plains Shire is a member of the Communities of Respect and Equality Alliance (CORE) which is a partnership of organisations, businesses, clubs, groups and networks from across the Grampians Region that share a vision for safe, equal and respectful communities. One of the key programs of CORE is the Act@Work. Act@Work is an organisation-wide cultural-change program for workplaces. The aim is to enable workplaces to respond to violence against women while also addressing the underlying causes: beliefs and attitudes that support gender inequality, sexism and discrimination. The Act@Work program aims to:</p> <ol style="list-style-type: none"> 1. Increase awareness of the extent, prevalence and causes of violence against women. 2. Change behaviors and attitudes. 3. Increase bystander action in the workplace and socially. 4. Enable organisations to support staff members that are affected by family violence. 5. Enable organisations to identify what they can do to advance and promote gender equality through their work. 6. Establish systems to ensure the sustainability of this work in the longer term. <p>Recognising not only the skills and expertise of Women's Health Grampians in supporting workplaces, but also that Act@Work is an evidence based program, Golden Plains Shire has engaged Women's Health Grampians to work with Council's Gender Equity Group, Management and the broader staff base to implement the Act@Work program over the first 6 months of 2019.</p> <p>Outcomes of Initiative</p> <ul style="list-style-type: none"> • Development of a Gender Equity Action Plan, with targeted, meaningful actions based on organisational analysis and evidence. • Collection of data to measure change within the organisation. • All staff and councillors complete either prevention of violence against women training or intensive bystander training. • Organisational champions identified and developed. • Increased staff awareness of organisational policies and procedures.

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OD - Access & Equity - gender equity program	Q2 Oct-Dec	100 %	The H&WB team in the Community Services directorate have just appointed an external organisation to implement the "Act at Work" program for Golden Plains Shire Council. This 6 month program will commence in early 2019 and deliver a leadership briefing, coordinate surveys and audits, conduct training and develop an action plan. The Gender Equity Committee have met regularly and have reviewed the outcomes from the Listen, Learn, Lead program that was undertaken in early 2018. HR have also been involved in the identification of policies and procedures which will be updated to ensure they meet gender equity guidelines, and support an all inclusive workforce and community.
OD - Workforce Availability - recruitment best practice	Q2 Oct-Dec	100 %	Our HR team have had a major focus on recruitment over the last 6-12 months. We have refined our processes to ensure that we are attracting the best candidates to our organisation. Improvements have been made to the Position Description design and content, our advertising content and strategy and our interview practices to bring them up to contemporary best practice. Training is also provided to staff to ensure that recruitment processes are followed and the interview panels are balanced for gender equity.

Strategy: 4.6.03 Provide a workplace that facilitates the highest level of productivity and supports a health lifestyle for employees			
Action	Status % Completed		Officer Comments
OD - Allocate budget funding for staff H&WB projects	Q2 Oct-Dec	100 %	H&WB team within Community Services Directorate have undertaken a H&WB survey across the organisation to identify a baseline and assist with determining priorities. Funding will be sourced from grants and from budget allocation to support health initiatives and improvements.

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