

GLENELG SHIRE

MUNICIPAL PUBLIC HEALTH AND WELLBEING PLAN

**ACTION PLAN REPORT
2022-2023**



ACKNOWLEDGEMENT TO COUNTRY

TRADITIONAL OWNERS

Glenelg Shire Council respectfully acknowledges the traditional lands and waters of the Guditjmara people, Boandik people, Jardwadjali people and their respective cultural heritages.

Aboriginal and Torres Strait Islander People provide an important contribution to Australia's cultural heritage and identity.

We respectfully acknowledge the Aboriginal and Torres Strait community living throughout the Glenelg Shire and the contribution they make to the Glenelg Shire's prosperity and wellbeing.

OVERVIEW OF REPORT

THE ICONS BELOW ARE USED THROUGHOUT THIS REPORT AS A KEY TO REPRESENT THE PROGRESSION STAGES OF EACH TASK, PROJECT OR OBJECTIVE IDENTIFIED BY THE GLENELG SHIRE COUNCIL.



Achieved

The Achieved icon will be used when a project/plan has been successfully completed.



Delayed

The Delayed icon will be present in this report when a project/plan has been identified as postponed, not on track or redefined.



In Preparation

The In Preparation icon will be used in this report when a project/plan is in its planning stage and the details are being prepared.



On Track

The On Track icon will be used when a project/plan is progressing, and is likely to achieve what is required within the time identified in the scheduling plan.



Ahead of Schedule

The Ahead of Schedule icon will be used when a project/plan is likely to be completed earlier than planned.

PARTNER AND LOCAL HEALTH ORGANISATION LOGOS

	Kyeema Support Services		Portland Leisure and Aquatic Centre (PLACE)		Hands Up Casterton		Western District Food Share
	Brophy Family and Youth Services (Brophy)		Casterton Memorial Hospital (CMH)		Blue Light		Wellways
	Barwon South West Public Health Unit		Dhauwurd Wurrung Elderly and Community Health Service Inc. (DWECH)		Australian Breastfeeding Association		VicHealth
	Department of Education and Training (DET)		Alcoa		Regional Development Victoria		Belgravia Leisure
	Healthy Kids Advisor		SEAchange Portland		mpower		Cycling Without Age
	Headspace		Beyond the Bell		Are-able		Live 4 Life
	Heywood Rural Health (HRH)		Victoria Police		Wannon Water		FREEZA
	Portland District Health (PDH)		United Way Glenelg		L2P		Women's Health and Wellbeing Barwon South West (WHWBSW)
	Glenelg and Southern Grampians Local Learning and Employment Network (LLEN)		Winda Mara Aboriginal Corporation (WMAC)		Rotary Club Portland		South West Sport

ACTION PLAN CONTEXT

This is the Year Two Action Plan under the Glenelg Shire Council Municipal Public Health and Wellbeing Plan, 2021 – 2025. There are a number of partners to this Action Plan, who are contributing to the support and increased health and wellbeing of our Shire. The following action plan demonstrates clear lines of responsibility to actions in the recognition of both the lead and supporting partners.

Annual action plans are reported on every year in October to the Department of Health and Human Services as required by Section 26 of the Public Health and Wellbeing Act 2008. The annual report is also made available to the public via the Glenelg Shire Council website.



OUR COMMITMENT TO WORKING TOGETHER

Glenelg Shire communities can reach full potential when we work in collaboration, share resources and build our capacity to deliver change. By embracing risk, learning and building upon previous experience and supporting new and innovative practices, together we can foster thriving communities now and into the future.

We aim to work together to implement the Glenelg Shire Municipal Public Health and Wellbeing Plan in new and innovative ways. We will report on the work we do and the growth we make in this area.



COMMITMENT 1:

Fostering leadership and building collaboration

Together we will:

- advocate to create systemic change
- take a cross-sector and intersectional approach to address complex issues
- foster community leadership and utilise lived experience
- collaborate, share resources and strengthen partnerships
- implement the Glenelg Shire Municipal Public Health and Wellbeing Plan.



COMMITMENT 2:

Building a culture of innovation and learning

Together we will:

- develop skills, capacity and mentoring opportunities
- develop shared measurement, evaluation and learning plans
- support opportunities for idea generation and shared problem solving
- implement new and responsive community-led solutions
- track and learn from our collective experiences.

GUIDING PRINCIPLES

towards the goals and objectives:

Although the Guiding Principles are all equally important, they may not be relevant to all initiatives within this Municipal Public Health and Wellbeing Plan. As part of the planning process, the Guiding Principles will be considered and underpin initiatives, where Integrate Glenelg is a new initiative that will oversee, facilitate, evaluate and report on the implementation of the Commitments outlined in this Plan.

The Glenelg Shire area has many great collaborative initiatives that are focussed on tackling single components and issues that impact on the community's health and wellbeing. Integrate Glenelg aims to facilitate stronger integration across multiple and inter-related issues and initiatives to achieve even better community outcomes. Integrate Glenelg aims to 'work smarter not harder' by addressing these common challenges together in a more strategic and integrated way.

Workshops and discussions between local collaborative initiative partners, including Live4Life (youth mental health), Beyond the Bell (education attainment), Hands Up Casterton (young people reaching their full potential) and SEA Change Portland (healthy and well community), have identified many common challenges and a desire to work together to address these. Many of these challenges have informed the Commitments in the Glenelg Shire Municipal Public Health and Wellbeing Plan 2021-25.

Integrate Glenelg aims to be accessible for all stakeholders to contribute to and benefit from the outcomes.



BY COMMUNITY FOR COMMUNITY:

We will work with our communities wherever possible to ensure they are empowered to solve and act on issues affecting them.



EVIDENCE INFORMED:

We will collect, share and use local and regional data, trends and learnings to inform our practice.



SUPPORTING INNOVATION:

We will embrace new thinking and approaches, take calculated risks and challenge the status quo.



SYSTEMS APPROACH:

We will work together with community members to identify all conditions that contribute to health and wellbeing problems. We aim to address these explicit, semi-explicit and implicit conditions in a holistic manner.

GOALS AND OBJECTIVES

GOAL 1:

BUILDING HEALTHY AND WELL COMMUNITIES

A healthy and well community is one where people have a range of opportunities to participate in daily life, be physically active and mentally well.

To support physical and mental wellbeing, individuals require safe environments, access to and knowledge about healthy food and lifestyle options. Research suggests that diversity, inclusion and culture all support the social and economic health of a community. Through acknowledging and embracing our differences, we can instil even more pride and belonging in our Glenelg Shire communities.

★ OBJECTIVE 1.1:

Initiating opportunities for healthy and active living

★ OBJECTIVE 1.2:









Building mentally well communities

★ OBJECTIVE 1.3:

Creating respectful, inclusive, culturally aware & safe communities



OBJECTIVE 1.1 Initiating opportunities for healthy and active living

ACTION	LEAD ORGANISATION	PARTNER ORGANISATION	STATUS	OUTCOME
<p>Increase and promote Breastfeeding Welcome Here stickers on businesses across the shire.</p>		<p>Maternal Child Health Nurses Portland, Heywood and Casterton – Portland District Health.</p>		<p>With help from the Health Promotion Team who are undertaking the 'leg' work and promotion of this great initiative offering women some lovely places to feed their babies.</p>
<p>Partner with local Aboriginal organisations to promote Australian Breastfeeding Association support, information and breastfeeding education classes.</p>		<p>Dhauwurd Wurrung Elderly and Community Health Services Inc.</p>		<p>Responded to an invitation to meet with health professionals at Dhauwurd Wurrung Elderly and Community Health Services which was held in World Breastfeeding Week. We look forward to making further connections with mums and health professionals at DWECH.</p>
<p>Utilise hospital events to gather information and data around healthy eating behaviours, nutrition, physical activity and responsible consumption of alcohol that will inform future health promotion work of Portland District Health.</p>				<p>Surveys distributed at community events and results used to support health promotion action planning 2023-2024. Internal surveying has supported the launch of the Achievement Program for PDH staff.</p>
<p>Implement changes to SACS (Sub-acute Care Services) rehabilitation pathway for cardiac, pulmonary, and falls groups to include three healthy living sessions under the following topics: Physical Activity and Footwear; Nutrition and Wellbeing; Energy Conservation.</p>				<p>SACS (Sub-acute Care Services) implemented for a trial period and a review followed drawing on participant and staff feedback. As a result of the review, a change in the format and content of information sessions has occurred, however the pathway has not altered.</p>

Review physiotherapy model to include prehabilitation for patients entering into orthopaedic surgery. Patients will receive an information booklet ahead of knee and hip replacement surgery which encourages exercises to assist post surgery recovery.



Partner with Glenelg Libraries to deliver 4 sessions for healthy and active living on themes suggested by participants.



Glenelg Libraries

Implement incentivisation model for licenced users of Council recreation facilities to encourage clubs to address active aging, healthy eating, women in sport, modified inclusive sport and club development.



Healthy Kids Advisor, Sports Clubs, South West Sports.

Commence Master Planning at Island Park Casterton and Heywood Recreation Reserves to increase access to sport opportunities in these communities.



Licences Sport and Recreation User Groups.



The prehabilitation process for orthopaedic surgery is integrated in the clinical pathway.





The Health Promotion team has facilitated two information sessions and coordinated a third which was presented by a local GP. Topics were selected from community suggestions which included sleep hygiene, men's health, and menopause.





Incentivisation Procedure endorsed by Council's Executive Team in October 2023. Communications being prepared to release the Incentivisation Procedure details in early 2024 to licenced/lease user groups.



Draft master plan for Heywood Recreation Reserve has been completed for Council consideration in early 2024. Consultant to be engaged in 2024 to undertake master planning for Island Park, Casterton.

<p>Seek expressions of interest for support to develop an expo event for children under 10 to encourage and increase participation in sport.</p>		<p>Local Sports Clubs</p>	 <p>Some informal expressions of interest have been received through the SEChange working group in partnership with PDH. Formal expression of interest process to be undertaken in Year 3 (2024), with the aim to hold an expo in either late 2024 or early 2025.</p>
<p>To better align with the Tobacco Act, develop and distribute updated 'No Smoking' signage to include 'No Vaping' for Community venues.</p>		<p>Victoria Police</p>	 <p>Updated signage issued to three community groups that sit outside Local Laws and Health regulation. Project on hold pending updates to the Tobacco Act.</p>
<p>Support the delivery of M&M's LGBTQIA+ youth support group, facilitated by Heywood and District Secondary College.</p>		<p>Vic Health & Heywood and District Secondary College</p>	 <p>M&M's program delivered through Heywood and District Secondary School. The group has established links with agencies that support LGBTQIA+ youth such as Minus 18, Brophy Pride, Skittles and YumCha. Through this network advocacy, education and awareness has improved.</p>
<p>Installation of BBQ's, seating and shade on the Portland Foreshore and Library under the Living Local Funding.</p>			 <p>Seating and shade installed on Bentinck Street and Lee Breakwater Road foreshore precinct. Construction is ongoing. Stage two in concept design phase.</p>

<p>Engage young people to increase participation in group fitness at the Portland Leisure and Aquatic Centre.</p>		<p>Belgravia Leisure and Aquatic</p>	 <p>Teen Gym program launched and delivered weekly. A trainer is present to teach teens how to use the gym safely and effectively. Delivering weekly young athlete's strength and conditioning program in partnership with Southwest Academy of Sport.</p>
<p>Implement a virtual Les Mills class at the centre to further develop group fitness offerings. Reducing the pain of class cancellation and connecting a wider age range to group fitness.</p>		<p>Belgravia Leisure and Aquatic</p>	 <p>Capital Expenditure Proposal submitted which includes the Les Mills Virtual program and submitted for approval.</p>
<p>Develop a GoSwim program at seasonal pools (Heywood) providing education to the community around water safety and improve the swimming ability of all age groups.</p>		<p>GoSWIM, Belgravia Leisure and Aquatic, Glenelg Shire Council</p>	 <p>Preparing to open the seasonal pools in December launch a GO Swim program. The current Vic Swim offering will conclude early 2024.</p>
<p>Under the Great Tasting Water Project, continue to seek funding for improving water quality in Portland, Heywood and Port Fairy and develop a detailed design for improving water quality in one of these communities.</p>		<p>Glenelg Shire Council, Moyne Shire Council.</p>	 <p>Funding secured through the National Water Grid to deliver improved water quality in Portland, Heywood and Port Fairy. The project has now been rebranded to Quality Water for Wannon. All three towns are being progressed.</p>

Embed healthy cooking classes in weekly programming and develop a healthy eating film under the themes of Traditional/Cultural Foods/Our Ancestors.



Increase health literacy, pleasurable food education and community engagement to positively change food settings at schools and sports club kiosks.



Healthy Kids Advisors,
Victoria State Government

Support increased use of local outdoor spaces through Neighbourhood Activation Programs and with local group collaboration.



Healthy cooking classes have been delivered at Nootyoong Mara every fortnight in the calendar month with an average of 10 community members attending.



Pleasurable Food Education delivered to ten schools and at community events where students learn to grow, harvest, prepare and share fresh, seasonal produce. Seven schools joined the Stephanie Alexander Kitchen Garden Foundation through their Start Small, Dream Big sponsored membership, securing support beyond the 3-year HKA initiative. In partnership with SEACHange, ten schools working towards sustainable change in their food environment using the Vic Kids Eat Well Framework.

Support given to the establishment of the Heywood Community Garden Committee, fundraisers and events, community co-design, site planning and infrastructure attainment.



Facilitated connections with potential partners in Glenelg Shire, however, no activation events were held and program funding has now been fully expended. Support for increased use of local outdoor spaces continues through other initiatives.

Identify and address barriers to participation in physical activity for older residents, including cost, location and accessibility. Actively promote the benefits of more active lifestyles to older residents in Glenelg Shire



Activate public open space for informal recreational activities for older residents to promote social connections and active lifestyles through improved infrastructure. Increase partnerships with local clubs and recreational groups to grow the availability of modified sports and active recreational activities for older residents.



Belgravia Leisure and Aquatic



Comprehensive community consultation supported the development of programs and activities for older residents, promoting physical and emotional wellbeing which included excursions, walks and educational tours.



Implemented through various areas of the business via the Portland North Pathway Upgrade, Alexandra Park Facility, Access and Inclusion Policy and the Recreation Incentivisation Procedure.



Achieved



Delayed



In Preparation















On Track



Ahead of Schedule

OBJECTIVE 1.2 Building mentally well communities

ACTION	LEAD ORGANISATION	PARTNER ORGANISATION	STATUS	OUTCOME
Engage secondary schools to renew a three-year Memorandum of Understanding with Live4Life Glenelg.		Youth Live4Life, Secondary Schools.		Pending engagement with key contacts in schools.
Assist schools in achieving the minimum requirement of 10% of staff trained in Mental Health First Aid. Continue the implementation of Live4Life Crews in each Glenelg secondary school, delivering mental health awareness events and Teen Mental Health First Aid training.		Youth Live4Life, Secondary Schools.		Two of the four schools have achieved 10% staff training requirements. Crew Support and teen mental health training is achieved in all four schools.
Commit to a 12 month licence to screen Tarryn Brumfit's Embrace Kids film promoting positive body image in community settings.		Rotary, Primary Schools, Portland Arts Centre		Licence secured and film presented to approximately 100 secondary school students across 3 schools. One free community event scheduled in tandem with a parent discussion event facilitated by a psychologist.

<p>Explore Aboriginal specific Youth Mental Health Australia facilitator training through partnerships with local Aboriginal health organisations to assist with ATSI youth mental health first aid training.</p>		<p>Winda Mara Aboriginal Corporation, Mental Health First Aid Australia</p>		<p>Formal partnership established with Winda Mara Aboriginal Corporation and Live4Life Glenelg. An Aboriginal Mental Health First Aid Trainer delivered an Aboriginal and Torres Strait Islander specific course to 15 Aboriginal support staff.</p>
<p>Ignite partnerships with mental health services to support at least one large company to roll out mental health training sessions to staff.</p>		<p>Youth Live 4 Life Glenelg and Glenelg Shire Council.</p>		<p>Partnership with Wellways and Live4Life Glenelg secured. Portland Aluminium completed mental health short course training.</p>
<p>Explore and advance partnerships with likeminded agencies to support the sustainability of Live4Life Glenelg.</p>		<p>United Way Glenelg</p>		<p>United Way Glenelg enabling tax deductible donations to Live4Life Glenelg via their GiveNow platform. Strengthened and resigned MOU with Casterton Memorial Hospital.</p>
<p>Grow mental health services offered by Brophy and Headspace in the Glenelg Shire from the new Otway Street site.</p>		<p>Glenelg Shire Council, Local Schools, South West Health Care.</p>		<p>Building complete with some staff working from the building with staff and services expected to increase.</p>

Deliver an initiative to engage parents of young people to better understand how to improve or support their mental health and alcohol and drug prevention.



Glenelg Shire Council, Brophy Services, Headspace, Wellways, Youth Live4Life, Live4Life Glenelg.



As partner to Live4Life Glenelg, supported the design of the *Growing With Your Young Person* parent event. Youth mental health and drug and alcohol services attended and provided further information to participants.

Support staff awareness and access to 6 free sessions of professional psychological support through the Employee Assistance Program (EAP) in Partnership with AccessEAP.



AccessEAP



All Are-Able staff have access to 6 free EAP sessions with the option to be granted additional sessions based on needs. Reducing the stigma of accessing mental health support has been a challenge.

Deliver new Mental Health First Aid Training with local trainer to build skills to identify and assist with individuals experiencing poor mental health. WDEA Works staff undertook the training to support their own wellbeing and increase capacity to provide support to jobseekers experiencing mental health concerns.



Staff MHFA training has been completed by Portland staff and is an ongoing offering for new staff. Courses are also available to the public.

Partnering with R U OK? to develop a Workplace Champion Plan for R U OK? in the prevention of suicide and improvement of staff mental health.



R U OK?



Significant date celebrations have been developed from the R U OK? Champion Plan but prioritising time for this project remains a challenge.

Work with local organisations to increase mental health awareness.



Youth Live4Life, Wellbeing Teachers in local schools, local businesses



Partnership established with Live4Life Glenelg for the delivery of teen Mental Health First Aid Training. Provide support and resources to promote Wellways mental health services at local events in Glenelg.

Provide access to Low Intensity Mental Health support service through a Mental Health and Wellbeing Hub to anyone of any age without a referral.



Funding secured for the delivery of this service in Glenelg.



Achieved



Delayed



In Preparation









On Track



Ahead of Schedule

OBJECTIVE 1.3 Creating respectful, inclusive, culturally aware & safe communities

ACTION	LEAD ORGANISATION	PARTNER ORGANISATION	STATUS	OUTCOME
<p>Finalise an organisational template for Gender Impact Assessments. Encourage and support Council departments to complete Gender Impact Assessments for their respective work areas.</p>		<p>Women’s Health and Wellbeing Barwon South West</p>		<p>Development of template in progress. Initial template has been piloted on six projects. Officers continue to investigate the most appropriate way for the process management of Impact Assessments.</p>
<p>Increase access and awareness of the availability of support for people having difficulty paying their water bills and connecting them with other organisations that can assist or cross refer to other utility organisations.</p>		<p>Glenelg Shire Council.</p>		<p>Wannon Water has approved a Customer Experience Strategy 2023-28 which includes strategies to improve support for people to pay their bills. To support this work, a Vulnerability Support Officer has recently been employed.</p>
<p>Collect data to inform more targeted distribution of emergency food to address food insecurity across the region including the Glenelg Shire.</p>				<p>There are now 11 agencies across Glenelg Shire registered with Food Share and accessing emergency food for distribution within the community.</p>

Roll out education programs to schools and community regarding responsible pet ownership to ensure community safety.



Develop, promote and digitise at least 3 'Social Stories' for Council facilities.



Commence Traditional Owner engagement for Gunditjmara Dance Space within the Portland Foreshore redevelopment.



Regional Development Victoria, Department of Energy, Environment and Climate Action











Request submitted to Animal Welfare Victoria for delivery of the school based "Responsible Pet Ownership Program" across Glenelg. Students engaged in the P2E program are encouraged to tour the Animal Welfare Centre. Staff delivered a school holiday program aimed at educating the community in responsible pet ownership as well as delivering microchipping and desexing sessions supporting vulnerable community members through these processes.



Four Social Stories have been completed and uploaded to Glenelg Shire Council website. These are promoted on the relevant webpage and social media pages of Council services and to disability networks.



Consultation undertaken with Koodoom Yarkeen Dance Group as lead cultural advisors on this project. A community engagement session was held in conjunction with Winda Mara Aboriginal Corporation community dinner. This project is supported by Gunditj Mirring Traditional Owner Aboriginal Corporation.

<p>Recruitment of a diverse group of TAC L2P program volunteers with the capacity to mentor young people to increase confidence and life opportunities through driving.</p>		<p>TAC</p>		<p>Seven new volunteers from Are-Able and Dhauwurrd Wurrung Elderly and Community Health Services and members of the general public are trained and active as mentors.</p>
<p>Culturally inclusive redesign of 9 shire and town entrance signs with reference to Traditional Owners, Country and Place Names.</p>		<p>Gunditj Mirring Traditional Owners Aboriginal Corporation</p>		<p>Project complete with installation currently being rolled out.</p>
<p>Provide cultural awareness training to Glenelg Shire Councillors and Executive.</p>				<p>Koorie Heritage Trust delivered a full day of training in Building Aboriginal Cultural Competence to Executive Team and Councillors.</p>
<p>Deliver youth led community IDAHOBIT event generating support, education and awareness of LGBTIQIA+ young people and community.</p>				<p>The Youth team supported Skittles participants in creating the annual IDAHOBIT event. The young people selected a movie that they felt celebrated diversity, self-acceptance and courage. All ages were invited to the free event with approximately 50 community members in attendance.</p>
<p>Review internal naming policy to align with Victorian Naming Rules and promote equity around place naming in the Glenelg Shire.</p>				<p>Draft amendments made and submitted for review and approval.</p>

Address demographic and social barriers in the existing arts program and work to develop more inclusive programming across the community.



Develop a collaborative program to reinvigorate public art elements within Apex Park, Heywood.



Commence development of Playground Management Plan renewal program to increase informed recreation opportunities and social inclusion.



Aged & Disability Services collaborated with Library Services to provide participation opportunities for all ages arts programs across the Shire. Library Services continue to facilitate author events and programs promoted to the senior audience.

19 activities were delivered across the Shire for Seniors Week.

Ongoing collaboration with Arts and Culture to deliver arts programming to diverse groups of the community.



Project on hold until 2024.



Comprehensive audits of all Council managed playgrounds received. A review of the audit data will be undertaken and the development of a draft renewal program will commence.

Launch Intersectional Prevention of Violence Against Women learning series, a professional development series to build the capacity of Respect 2040 Partners and allies to undertake intersectional prevention of violence against women work.



Drawing on profiling work completed by Respect 2040 partners and allies during 2023, embed the practice of addressing the drivers of violence against women across multiple settings into business as usual through the initiative 'From 16 Days to 365 Days'.



Learning series commenced with the delivery of Intersectional Practice Forum #1 in Geelong as well as a capacity building day for partners to undertake professional development in the intersectional Prevention of Violence Against Women (PVAW).












Video resources capturing key topics were published to the Respect 2040 website. PVAW Learning Series Plan has been developed and production of learning resources is underway.

Ten data Summaries of the Intersectional Gender Profile of the Barwon South West and nine discrete Local Government Areas produced and published on the Respect 2040 website.

Formal partners and allies established. Government, Education Institutions, Health Services, Family Violence Response Services, Community Legal, Regional Water Authority, and sports settings are implementing PVAW practices into business processes.



A regional merger of Great South Coast and G21 into a cohesive Barwon South West partnership is underway and aims to equip the partnership's ability to build regional capacity, across settings and sectors, to embed intersectional PVAW into business as usual.

<p>Develop a Glenelg Shire Council Reconciliation Action Plan.</p>				<p>Project on hold.</p>
<p>Offer all staff the opportunity to undertake LGBTQIA+ inclusion training with Minus18.</p>				<p>This training was offered however uptake was low.</p>
<p>Deliver internal Equal Opportunity Training with modules including Cross-Cultural Communication, Mental Health Awareness, Managing Unconscious Bias, Disability Awareness, Diversity in the Workplace, Closing the Gap.</p>				<p>This training was offered with high uptake.</p>
<p>Continue work within Heywood Rural Health's Gender Equity Action Plan to increase awareness and supports for family violence.</p>				<p>Work is continuing into Year 2 of Heywood Rural Health's Gender Equality Action Plan. The first Progress Report to the Royal Commission is due early 2024.</p>
<p>Ensure fair and equitable recruitment, promotion, leadership, and career development regardless of gender.</p>				<p>All recruitment, advertising, payroll, staff and information materials have been updated to ensure that recruitment, promotion, leadership and career development is fair and equitable, regardless of gender or diversity.</p>

Increase education around inclusive language to support gender diversity.



Expansion of community programs to Nootyoong Mara Healing Centre to promote culturally focused activities and gatherings.



All written Human Resource, educational, promotional and recruitment material updated with inclusive language to support gender diversity.



Community programs include Men's group which aims to promote health and connection to community and Country with a large increase in attendance throughout the year; Women's group targeting women 16 and older creating space for women's business, women's healing time; fortnightly healthy cooking classes focusing on creating healthier food choices, confidence in meal preparation and food label literacy; weekly walking group promotes the importance of fitness, heart health, quitting smoking and reducing chronic health risks associated with higher BMI; weekly Yeratha Kurka women's youth group (ages 14-25) delivering support and activities for younger women; Healing Therapy runs monthly with activities such as sound healing meditations, art classes, hot spring sessions and reflexology; Play Therapy established for prekindergarten/school aged children and will continue pending staff resourcing.

Develop culturally appropriate education programs delivered by mob for mob.



Commission of mural art on the new building to promote community resilience and continuation of culture.



Continue implementation of the Gender Equity Act 2020 with defined entities to address the key drivers of violence against women.



All programs with the exclusion of Play Therapy are currently being led by Indigenous team members/mob with mob input and identification of what is needed in the community. Programs are evaluated quarterly to measure successes of mob engagement in culturally safe activities that facilitate connection to community and Country.



The building has been transformed with the artwork of local Gunditjmarra/Yorta Yorta artist giving the Wellington Road campus a point of individuality and showcases Tommy Day's highly accomplished mural work.



Continue to support defined entities in meeting their obligations under the Gender Equality Act, including development of Gender Equality Action Plans and completing Gender Impact Assessments.

Established Local Government and Health Services networks to share learnings, wins and challenges, and to seek support. Further support has been delivered via network meetings, fielding questions and providing training for Gender Equality 101, Gender Impact Assessment Training and Leadership Shadow Training.

Undertake a review/needs assessment of the health experience of rural and regional women to identify future project work.



Work alongside local sporting clubs to raise the understanding of what family violence looks like and promote respectful relationships through shield matches, poster displays and presentations.



Roll out presentations within Glenelg shire schools, supporting youth to understand the effect of media around the sexualisation of youth.



Promote local Police Aboriginal Liaison Officer (PALO's) and LGBTIQ+ Liaison Offers (LLO) in community.



Project plan for The State of Women's Health Barwon South West Report Card data collation and community consultation currently under-development by WHWBSW acting Regional Manager.



Coordinated a SayNO2familyviolence shield match in May between Heywood and Tyrendarra and a SayNO2familyviolence football round for the South West District Football Netball League In July. Juniors were included for the first time this year.



Students, Staff and parents from Heywood, Portland and Bayview attended one of 6 targeted sessions delivered by Collective Shout, funded through the United Way Shark Pitch project. The sessions aimed to highlight the negative impacts of sexualised content online, in advertising and media. Overall, 650 students, 140 education support workers and 80 community members attended.



Promotion being done through social media.

Challenge age-based stereotypes by incorporating age friendly images and messaging in all Council publications and promotional material, including Council websites, printed and social media.



Council is continuing to review all publications and promotions to ensure representation of all community. Council will review relevant policy to imbed diverse representation in all forms of media.



Achieved



Delayed



In Preparation



On Track



Ahead of
Schedule

GOALS AND OBJECTIVES

GOAL 2:

BUILDING STRONG COMMUNITIES

A strong community is one where people can live, work and play in a safe environment and be resilient when faced with challenging situations.

Addressing such needs as secure housing, financial stability, community connectedness, access to education and employment, as well as addressing the impacts of climate change, all contribute to the foundations of a strong and resilient community. Whilst Glenelg Shire has a vibrant community spirit, safe neighbourhoods and high rates of volunteerism, we can still do more to support community resilience and active participation in community life.

★ OBJECTIVE 2.1:

Enhancing accessible neighbourhoods, services and activities

★ OBJECTIVE 2.2:





Building resilient and socially connected communities











★ OBJECTIVE 2.3:









Support participation in education, lifelong learning and employment







OBJECTIVE 2.1 Enhancing accessible neighbourhoods, services, and activities

ACTION	LEAD ORGANISATION	PARTNER ORGANISATION	STATUS	OUTCOME
<p>Commence planning for the implementation of the Tracks and Trails Strategy recommendations.</p>				<p>Design for stage two of the Portland North Pathway is complete. Currently awaiting the outcome of the LRCI phase 4 funding application to progress works under stage two. A cross organisational working group was established to review the Tracks and Trails Strategy actions in line with other key strategies and project plans across the business. The actions have been reviewed with respect to status, changes in context, need and cost.</p>
<p>Support development of Heywood Community Garden.</p>		<p>Vic Health</p>		<p>Contractor led engagement with the Heywood Community Garden committee and community members for the garden design capturing the long-term outlook for the project. Planning has advanced and infrastructure initiated with the purchase of a 22500L drinking water tank and 14 raised garden beds now in place and in use. The space was activated with a planting day event that approximately 150 community members of all ages and abilities attended Heywood's Mens Shed and the local Lions Club contributed to the day. The development of a project logo is underway involving young people in Heywood.</p>

<p>Open the new Brophy facility in Portland mid-late 2023.</p>				<p>New building on Otway Street complete. Brophy and Headspace services have started moving into the space.</p>
<p>Through the My Place Portland project, construct two homes to house a total of five people with disabilities in Portland. These homes will be built to Specialist Disability Accommodation High Physical Support standards.</p>				<p>Houses have been constructed and there are currently three participants who have moved in and made them their home.</p>
<p>Install Electric Vehicle Charging Stations and continue to pursue opportunities for renewable projects to attract investment and increased employment opportunities.</p>				<p>Installation of three Electric Vehicle Charging Stations in Portland, Dartmoor and Casterton.</p>
<p>Continuation of EOI Process for Twilight Cinema following pilot project success, encouraging the cinema to be hosted by community groups to foster ownership and connection.</p>				<p>Twilight Cinema EOI was well subscribed by community and a total of 5 events across the Shire were delivered in 2023. Council received positive stakeholder feedback demonstrating the value of the program.</p>
<p>Develop and promote a range of EasyEnglish web pages to increase access to frequently used pages.</p>				<p>Council's website supports users with low literacy skills by having ReadSpeaker on all webpages which enables text to speech, enlarges text and has page mask.</p>

<p>Work with business and community groups to identify gaps in arts programming to further consolidate arts and culture offerings and promotion.</p>				<p>Targeted outreach to key community groups to raise their capacity to co curate annual exhibitions such as Dreams and Aspirations, VCE Top arts and First Nations exhibition through partnerships and workshops on and off site. Expand reach of Cultural Collection through partnerships with Historical groups across the shire and peak body AMAGA. Capitalise on internal collaborations to broaden reach of cultural collection across multiple sites and audiences.</p>
<p>Deliver a scoping strategy (study) on the feasibility of and upgrade of PLACE.</p>				<p>The Portland Leisure and Aquatic Centre Redevelopment Scoping document has been completed. Appropriate funding opportunities will be sought.</p>
<p>Increase support for local activities for youth in Glenelg Shire.</p>		<p>Live4Life</p>		<p>Financial support delivered to external agencies to run events or purchase goods.</p>
<p>Expansion of current Public Health Network funding for community/allied health services.</p>				<p>Heywood Rural Health is awaiting the outcome of a tender to provide Chronic Conditions health services across the South West region over the next 3 years.</p>

<p>Through community networking forums, advertise opportunities to connect the community to leisure via Belgravia Foundation, YOU ME US project to aid Aboriginal and Torres Strait Islander people in the Glenelg Shire.</p>		<p>Belgravia Leisure and Aquatic</p>		<p>Funds raised locally to support this initiative and possible partnerships identified, but not yet solidified.</p>
<p>Work on funding potential swim teachers to further develop skills.</p>		<p>Belgravia Leisure and Aquatic</p>		<p>Swim teachers have access to online training modules for 'Inclusive Swimming Lessons for Deaf and Hard of Hearing'. Increased investment in supporting swim teachers who are completing their 'baby and toddlers' course to contribute to the improvement of our swim school service and improving water safety awareness across the community.</p>
<p>Apply for funding to secure the next 4 years of TAC L2P enabling local learner drivers with barriers to achieve 120 hours of supervised driving to secure a provisional drivers licence.</p>		<p>TAC</p>		<p>A one year funding extension has been granted for the program. There are currently 28 active learners and 21 young people have gained their licence through the program this year to date.</p>
<p>Implement Year 3 of the Victorian Local Government Partnership under VicHealth in Heywood.</p>		<p>VicHealth, Barwon South West Health Public Health Unit</p>		<p>'This Girl Can' program was delivered in Heywood to engage women and girls into physical activity. Two boxing classes and two soccer clinics were held including one for Heywood and District Secondary College with 15 students attending. Positive feedback from these sessions led to the continuation of weekly</p>

<p>Establish two more Little Pantries in Dartmoor and at Dhauwurd Wurrung Elderly and Community Health Services in Portland to support increasing levels of food insecurity across the shire.</p>		<p>Dhauwurd Wurrung Elderly and Community Health Services, Warrnambool and District Food Share.</p>	<p>fitness activities for year 7 and 8 girls facilitated by a local fitness instructor.</p> <p>Pantries placed at Bundarra School and Dhauwurd Wurrung Elderly and Community Health Services. The Casterton pantry was moved from Casterton Primary School to Casterton Community Garden with the assistance of Rotary Club of Casterton.</p>
<p>Partner with South West Community Foundation to provide back to school vouchers to support vulnerable families secure supplies for school readiness.</p>		<p>South West Community Foundation</p>	<p>There were 141 request for vouchers, but only 75 vouchers were available to allocate.</p>
<p>Partner with AWA Alliance to assist vulnerable students to purchase school approved shoes ahead of Winter.</p>		<p>AWA Alliance, local retailers</p>	<p>Partnered with local suppliers to distribute \$5,000 of allocated funds. Only 55% of the \$100 vouchers were used. The residue will be used to support back to school vouchers in 2024 and will be the last year vouchers will be allocated under the funding.</p>
<p>Under the equitable access to food strategy, establish contacts with partners in the Glenelg shire to address food insecurity.</p>		<p>United Way Glenelg, Salvation Army Portland, CitiPort Church Portland, Uniting Church Heywood, Portland Community Mealshare, St Stephens Anglican church.</p>	<p>11 Glenelg Shire agencies are registered with Food Share and are accessing emergency food for distribution across the Shire.</p>

Seek input from local partners to identify local health needs, priorities, challenges, emerging issues and trends to inform Population Health Catchment Plan for the Department of Health.



Glenelg Shire Council, Local Health Services.



The PHU's Community Partnerships Southern Grampians and Glenelg team consulted with key Glenelg partners during the development of the Catchment Plan 2023-2029. Input was sought on current prevention priorities and work, support and capacity needs, gaps and emerging issues, partnership and collaboration. This valuable local knowledge informed the development of the Plan.

Support community initiatives with the development and delivery of health and wellbeing programs.



SeaChange, Hands Up Casterton, Live4Life, Beyond the Bell.



The PHU's Community Partnerships Southern Grampians Glenelg team has provided support to Glenelg community initiatives including Hands Up Casterton, SEACHange Portland, Live4Life Glenelg, Beyond the Bell, the VicHealth Local Government Partnership in Heywood and the Healthy Glenelg LDAT.

Improve accessibility and inclusion for staff & clients of WDEA Works by implementing an Accessibility and Inclusion Action Plan (AIAP).



The action plan was delayed due to rebranding efforts and is still being developed. There is an internal working group meeting fortnightly to move the plan forward. The action plan will be published in 2024.

Establish WDEA Works foundation community grants to promote inclusiveness and access for people with a disability.



The foundation is functioning and growing each year.

Establish partnerships under the Recreation Opportunities Strategy to increase public art through access to Wannon Water facilities across the Shire.



Two pilot projects are being considered under the Recreation Opportunities Strategy in neighbouring Local Government Areas.

Provide opportunities through the Cycling Without Age program for elderly people to experience their town in a new way, to make social connections and to be out in the fresh air.



Continue to seek opportunities to support older people to experience their community and events utilising the Trishaws and the contribution of community volunteers.

Support staff and clients in Council's transition out of Aged and Disability home support and community based services to reduce the impact of this transition.



Conclusion of Commonwealth Home Support Program (CHSP) and Home & Home and Community Care Program for Younger People (HACC PYP) contract relinquishment. Staff supported to transition to incoming providers. All community members participating in programs successfully transitioned to incoming providers.

Through the purpose built Library outreach van, expand library outreach facilities to community festivals and small town locations to promote Glenelg library programs and resources.



Coordinate and deliver free training programs under FUSE South West to advance skills, build confidence and increase the employability status of young people living in South West Victoria.



YACVic Rural, Glenelg Shire Council, Glenelg Southern Grampians LLEN, Food and Fibre Great South Coast, Community South West, Barwon South West Public Health Unit.



Library Outreach van featured at Heywood Wood Wine and Roses and Casterton Kelpie Festival. Outreach book sales also conducted from the van in the townships of Nelson and Narrawong. A click and collect service was also initiated in Nelson following this in partnership with the Visitor Information Centre. Opportunities for additional outreach will continue to be sought where appropriate.



Fuse South West has run a diverse range of workshops including White Card, Barista Basics, Responsible Service of Alcohol, Food handling, Defensive Driving, First Aid, Traffic Management, Budgeting, Selecting a Safe Vehicle and more. The program has run 51 workshops across Moyne, Southern Grampians and Glenelg Shires with 691 participants so far. Further workshops including Youth Mental Health First Aid and Stop Motion Animation workshops will run in January and February 2024 before the conclusion of the program in March 2024.



Achieved



Delayed



In Preparation








On Track



Ahead of Schedule

OBJECTIVE 2.2 Building resilient and socially connected communities

ACTION	LEAD ORGANISATION	PARTNER ORGANISATION	STATUS	OUTCOME
<p>Conduct youth engagement sessions in the Glenelg Shire to explore attitudes towards volunteerism in young people.</p>		<p>Glenelg Shire Council, Local Schools</p>		<p>South West Sport conducted a youth engagement pop up in Glenelg at an Interschool athletics carnival in 2023, hearing from 66 students from Glenelg. Speaking one-on-one with students to understand their localised barriers to participation, and needs in relation to sport and recreation, as well as to engage them in conversations around volunteering. Students flagged interest in a variety of sports, including both traditional and non-traditional participation opportunities, however there was high interest from the group in Basketball and Football (AFL). This engagement will inform future club support and needs based projects flagged for delivery within Glenelg into the future.</p>
<p>Develop and deliver fundraising events that are co designed by community to attract new and emerging audiences and to demonstrate an innovative approach to showcasing local arts and food.</p>				<p>Working on planning for the biannual event Abandoned in 2024.</p>
<p>Build focus within the Glenelg shire to increase provision of service across the area in a more localised way.</p>				<p>TBC</p>

Trial redesign of FReeZA program to increase participation opportunities based on interest areas and event types.



FReeZA



This was trialled in Bayview College over term 3 and 4 this year with catch ups and events held within the school. A total of 11 meetings with FReeZA Crew took place and approximately 120 students attended the event. Crew were highly motivated and involved in the process and delivery of their event.

Bring club development workshops to Glenelg, focussing on connecting with young members of the community and building the volunteer base within all clubs.



South West Sport delivered a face-to-face workshop in Portland on the topic of Volunteer Mentorship and Succession Planning, aiming to support clubs to engage young volunteers, and create structures that enable young people to thrive within volunteer environments. The Workshop was attended by **5 attendees**, with attendees indicating that the insights provided were of great value to the future planning and coordination of their volunteers, in particular strategies to encourage and engage the next generation of volunteers within their respective clubs.

Promote inclusive community events which enhance mental and physical health like the community Colour Run.



Re launch Hands up Casterton initiative, identifying community Champions and increasing the capacity for community led projects.



Glenelg Shire Council,
Beyond the Bell,
Barwon South West
Public Health Unit.



Delivered and supported a range of events to drive social and emotional wellbeing across the community including, coordinating the presence of the Breast Screen Bus, youth kayaking day, weekly health and wellbeing walks, community colour run, Casterton Show youth space, secure funding through United Way Glenelg Shark Pitch project for a permanent youth space in Casterton, Pit Stop men's health event and a mental health event with Tom Maheny.

Following the transition from PCP to Barwon Public Health Unit. Approx 80 community members were engaged to identify key themes for the re launch of the Hands up Casterton initiative. Identifying community Champions and increasing the capacity for community led projects. Key projects include a Storytelling Podcast, establishment of the fortnightly Chess Club with an average of 15 players across a broad age range, secured land for dog park project, establishment of Youth HQ a safe and inclusive space for youth-led, adult guided activities and services.

Deliver programs within the Animal Welfare Centre to provide opportunities for vulnerable persons to engage in care for dogs and cats.



Offer an outreach site in Heywood to assist people with no transport.



Seek data from the community to identify the priority areas around health, education, and financial stability under United Way Glenelg in the next three years.



Deliver Karreeta Koorngong Maar Youth Mentor Program for young Aboriginal people aged 12-25 in the Heywood/Portland/Hamilton area to increase young people's awareness of culture and community through a range of activities.



The aim of the Glenelg Shire Animal Welfare Centres (AWC) and Facebook page aims to reunite lost pets with their owners and also works to educate people in responsible pet ownership and offers emergency boarding for pets of vulnerable community members. Welfare packs are available for vulnerable or struggling animal owners and distributed by rangers or AWC staff where animal food or treatments are required.











This has been completed for Workforce Australia and Disability Employment Services. All Heywood clients have been extremely grateful for the travel assistance.



Survey issued with 56 responses received. Continue to work with partner organisations to gather relevant data to support projects.



Establishment of a culturally safe youth drop in space in Heywood. Delivery of youth school holiday program and partner to deliver a regional NAIDOC Youth Ball. Provide ATSI surf program in Portland.

<p>Increase community engagement and awareness of Live4Life through the distribution of a quarterly Friends of Live4Life Glenelg community e-newsletter.</p>				<p>Four newsletter editions released during 2023, distributed to 450 subscribers. This is also circulated on LinkedIn and is available on the Glenelg Shire Live4Life Glenelg page.</p>
<p>Evolve group activities through internal and external partnerships to meet self-identified need for social connections and community participation for older residents across the Shire.</p>		<p>Community groups</p>		<p>Collaboration with community groups to develop new initiatives resulting in the development and delivery of social activities and projects addressing social connectedness and participation. The Men's social programs, social group outings and excursions.</p>
<p>Develop and deliver initiatives to regularly involve older residents in arts and culture across the Shire, including programming activities that are aligned to the needs and interests of our ageing population.</p>				<p>Programming tailored specifically to older residents including, a Morning Melodies program delivering mid-morning performance, morning teas and a diverse program range, spanning multiple generations'.</p>
<p>Council support for continuation of Libraries After Dark programming providing a diverse offering of weekly afterhours activities.</p>				<p>Libraries After Dark delivered a range of activities including, What your Child's Behaviour is Telling You, by an accredited Mental Health Social Worker. This covered topics such as neurodivergence in children, attachment connections and parenting techniques and options. The Libraries After Dark program has been extended to June 2024, in partnership with Neighbourhood House.</p>

In partnership with United Way Glenelg, expand delivery of Magic of Storytime program to include Casterton.



Magic of Storytime sessions expanded to Casterton in 2023 with two events held.



Achieved



Delayed



In Preparation










On Track



**Ahead of
Schedule**

OBJECTIVE 2.3 Support participation in education, lifelong learning and employment

ACTION	LEAD ORGANISATION	PARTNER ORGANISATION	STATUS	OUTCOME
Provide support for 12 to 19 year old students at risk of disengaging in education, through the Level Up Program.				The Level Up Project has laid the groundwork for seven organisations to collaborate and deliver nine diverse programs across six local government areas. The accomplishments of our committed partners this year in delivering programs to over 230 young people aged 12-19 to enhance their self-efficacy and strengthen engagement outcomes across the region.
Seek donations of unused laptops to provide access to refurbished computers for vulnerable students and families.	Lions Club Portland	Icon Investments		Laptops from Lions promoted online proving so successful that the model has now been adopted by multiple Clubs.
Development of industry awareness for local labour market which can lead to work experience and employment.				Industry tours have been completed for staff and participants throughout the year where participants gained a greater understanding of rolls and employment opportunities.
Delivery of school leavers employment program in a face to face setting, one on one or in group session's to build confidence, grow skills and independent living capabilities.				Participants are engaged, growing independent life skills and independent capabilities each session.

Work with local school communities to deliver program information sessions to assist with employment outcomes.



Employable skills training offered to participants to develop local labour market knowledge and job readiness skills.



Enhance work experience aspirations for year 10 students by seeking accommodation arrangements for those students who choose to complete their work experience away from home.



Incorporate opportunities for lifelong learning in Council services for older residents and support the provision of lifelong learning opportunities by external service providers, educational institutions and community organisations.



Beyond the Bell and Glenelg and Southern Grampians Local Learning and Employment Network.

Secondary Schools, Rotary.



Working with schools to grow the are-able brand and to assist with employment outcomes for participants.



This has been completed for a period of time with extremely successful outcomes.



The program supports Year 10 students with accommodation and where appropriate, travel. Support through an MOU with Rotary District 9780. Promotion of this partnership through Rotary District training, conference, club meetings and via the broader LLEN networks.

Workshops and briefings are offered to schools for Year 9s in Term 4 and Year 10s in the lead up school-based work experience blocks.



Not achieved due to Council's transition from Aged & Disability Services.

Under Department of Government Services funding for Digital Literacy for Seniors Program, develop local program for delivery through Glenelg libraries.



Collaboration with Library Services, community groups and local health care providers to deliver Digital Literacy for Seniors Program across the Shire. There is additional one on one support provided by library staff delivering approximately 4 appointments a week.



Achieved



Delayed



In Preparation



On Track



Ahead of Schedule

MEASURING OUR PROGRESS

Glenelg Shire Council will work with its health and wellbeing partners to develop an annual integrated action plan. This plan will outline what initiatives will be undertaken within a 12 month period to achieve the goals and objectives of the Health and Wellbeing Plan. This will ensure a collaborative approach is undertaken to identify and deliver opportunities to improve health and wellbeing across population groups and service delivery areas.

Each annual action plan will identify progress evaluation measures to ensure actions can be tracked and reported to Council and key stakeholders. Action plans will be reviewed and updated annually.

In order to meaningfully evaluate the impact of the Health and Wellbeing Plan, a biennial survey will be developed by Council in collaboration with Integrate Glenelg and its partners. This will facilitate impact and outcome evaluation, allowing for the tracking of goals and objectives and assisting in the identification of emerging health and wellbeing issues.

Alongside the quantitative data evaluating the Health and Wellbeing Plan (e.g. survey results, state government reported data and pre-post program evaluations), case studies, narratives and storytelling will be utilised. These detailed and innovative reporting techniques allow for an in-depth exploration of how health and wellbeing programs impact on individuals and communities. This can often be lost when looking at data collated across programs, objectives or goals. Case studies, stories and narratives facilitate a rich understanding of the community's experience and the far-reaching impact of the Glenelg Shire Health and Wellbeing Plan. This method will also be used to measure the impact of Commitment 1 and 2 on the health and wellbeing partners.

LEVEL	EVALUATION TYPE	EXAMPLES OF EVALUATION METHODS	REPORTING FREQUENCY
Goals	Outcome Evaluation	Survey State Gov Data (e.g., VicHealth Indicators).	Biennial
Objectives	Impact Evaluation	Survey State Gov Data (e.g. VicHealth Indicators).	Biennial
Actions and Commitments	Progress Evaluation	Narrative Case Studies No. of Participants Program evaluation (e.g participant knowledge or behaviour change)	Annually

CASE STUDY

Quality Water for Wannon

Wannon Water have developed an innovative infrastructure business case that considers health and wellbeing impacts. For more details see: [Quality Water for Wannon | Wannon Water's Engage & Explore.](#)





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