



COUNCIL PLAN 2021-2025

QUARTERLY PROGRESS REPORT
Q1 JULY – SEPTEMBER 2024

ACKNOWLEDGEMENT OF COUNTRY

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

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

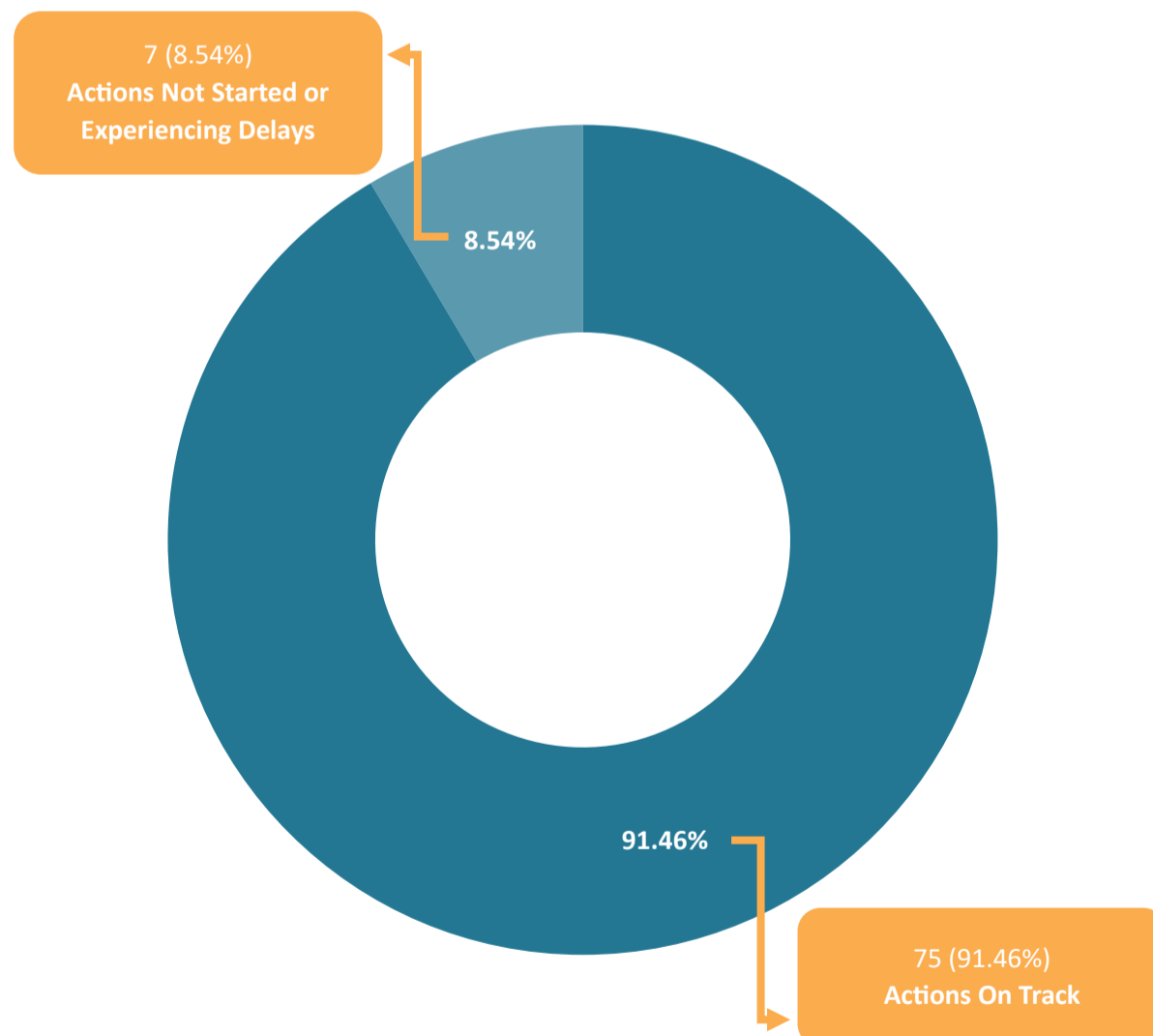
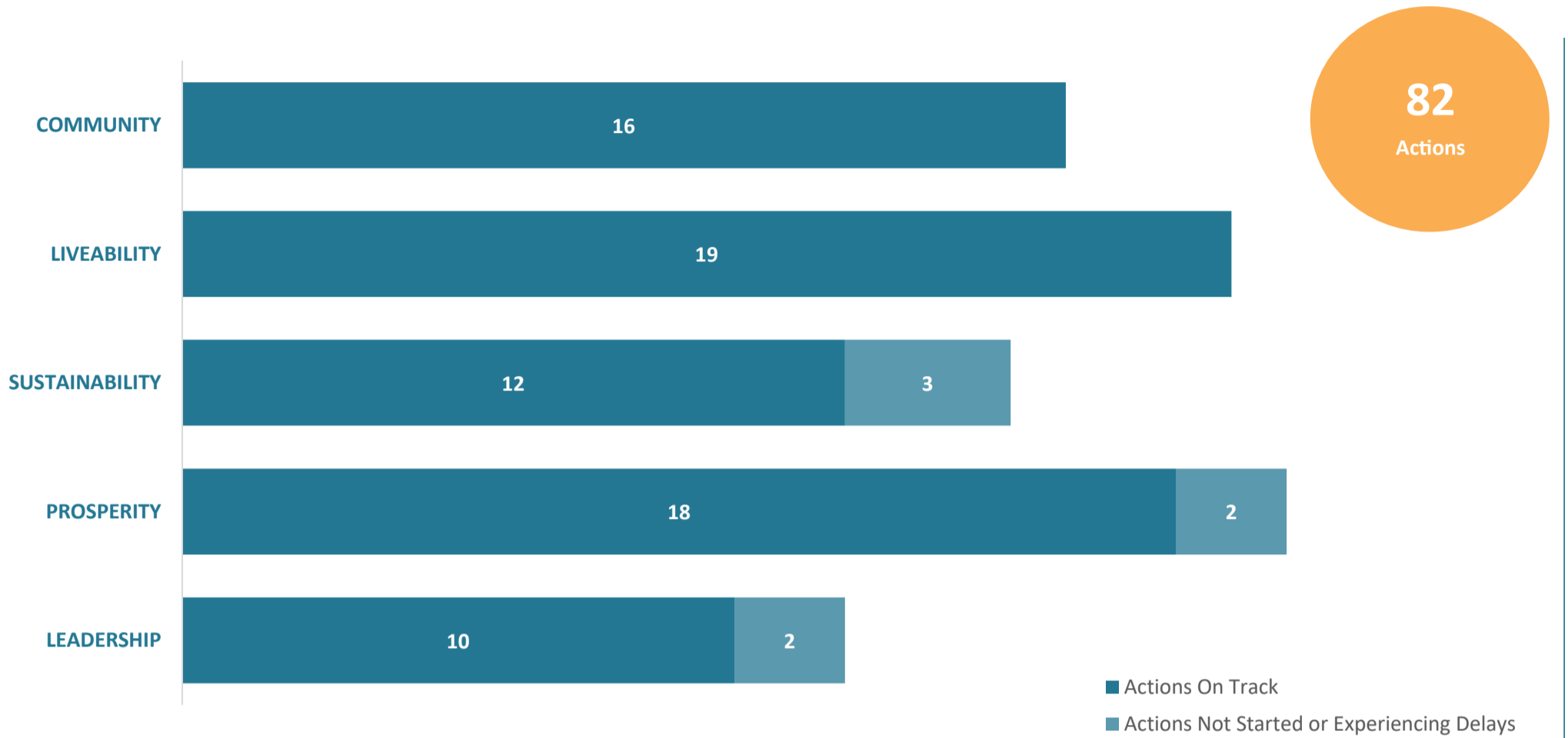
Council extends that respect to all Aboriginal and Torres Strait Islander People who are part of Golden Plains Shire.

Artwork: by Shu Brown



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COMMUNITY 2024-25 PROGRESS



1.1 SAFE, RESILIENT AND PROUD COMMUNITIES

✓ 1.1.1 Education, programs, services and infrastructure to enable people to feel safe in their local communities including preventing and responding to family violence and improving mental wellbeing	87.5% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 1.1.2 Leadership and advocacy to build strong, safe and resilient communities	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

1.2 CELEBRATING AND CONNECTING COMMUNITIES

✓ 1.2.1 Promote and connect to our indigenous heritage and the traditional custodians of Golden Plains	100% Year 1	100% Year 2	85% Year 3	25% Year 4 Progress
✓ 1.2.2 Recognising the rich history and artistic potential of Golden Plains Shire	100% Year 1	100% Year 2	82.5% Year 3	25% Year 4 Progress
✓ 1.2.3 Supporting events and activities across the Shire to bring communities together and promote participation	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP

✓ 1.3.1 Empower and build the capacity of residents and groups to get involved and contribute to communities	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 1.3.2 Provide and activate spaces and develop opportunities for communities to connect and participate	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION

✓ 1.4.1 Value and provide inclusive opportunities for residents of all ages, genders and abilities to meaningfully participate in community life	100% Year 1	100% Year 2	88.75% Year 3	25% Year 4 Progress
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LIVEABILITY 2024-25 PROGRESS



2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT

✓ 2.1.1 Maintaining and improving our road and bridge networks	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 2.1.2 Advocate and plan for safe pedestrian, cycling and recreation paths and trails that reduce reliance on vehicles	96.67% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 2.1.3 Continue to advocate and explore transport options across the Shire	91.67% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

2.2 SUPPORTING HEALTHY AND ACTIVE LIVING

✓ 2.2.1 Provide, maintain and advocate for sustainable and accessible facilities that promote and enable healthy recreation, physical activity and social connection	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 2.2.2 Programs, initiatives and services to promote optimal health and wellbeing, including physical activity, healthy eating, mental health and social connection	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS

✓ 2.3.1 Identify areas across the Shire that balance future urban growth whilst maintaining rural and township character	80% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 2.3.2 Ensure and provide infrastructure to accommodate and service existing and developing communities across the Shire	56.67% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES

✓ 2.4.1 Provide high quality public spaces and infrastructure	40% Year 1	100% Year 2	80% Year 3	25% Year 4 Progress
✓ 2.4.2 Maintain the amenity and cleanliness of townships, roadsides and public spaces	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

SUSTAINABILITY 2024-25 PROGRESS



3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT

✓ 3.1.1 Ensuring our native vegetation, ecosystems, flora and fauna and old growth trees are healthy and protected



+ 3.1.2 Value, promote and preserve our cultural and natural heritage for future generations



3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION

✓ 3.2.1 Provide sustainable and efficient waste management services



+ 3.2.2 Investigate options for the disposal of hard waste and prevention of illegal dumping



✓ 3.2.3 Education and promotion of responsible behaviours to reduce waste to landfill



3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES

✓ 3.3.1 Conduct land management practices and behaviours that enable a safe and thriving natural environment



✓ 3.3.2 Support and partner with the community on environmental initiatives



3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY

✓ 3.4.1 Implement approaches to address and mitigate climate change



+ 3.4.2 Promote and encourage the use of sustainable and clean energy and technology



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PROSPERITY 2024-25 PROGRESS



4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT

✓ 4.1.1 Support the development of young children and their families	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
+ 4.1.2 Enable access to education, learning and skill development through all stages of life	53.75% Year 1	100% Year 2	97.5% Year 3	21% Year 4 Progress

4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS

✓ 4.2.1 Provide support to local businesses including farms and small business	63.33% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
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4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS

+ 4.3.1 Support initiatives for local shopping and hospitality businesses	75% Year 1	100% Year 2	100% Year 3	23% Year 4 Progress
✓ 4.3.2 Identify and promote activities that attract visitation and tourism	50% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

4.4 LOCAL EMPLOYMENT AND TRAINING

✓ 4.4.1 Assistance and incentives for businesses to provide for local employment	20% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 4.4.2 Deliver initiatives that support local training and job opportunities in Golden Plains Shire	66.66% Year 1	100% Year 2	96.67% Year 3	25% Year 4 Progress

4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT

✓ 4.5.1 Identify and advocate for investment opportunities, partnerships, projects	91.67% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
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LEADERSHIP 2024-25 PROGRESS



5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING

✓ 5.1.1 Provide timely and effective communications about Council services and activities to community and stakeholders	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
✓ 5.1.2 Enhance deliberative engagement to inform and involve community in Council decision making	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress

5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT

✓ 5.2.1 Council will operate in an open and transparent manner	100% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
+ 5.2.2 Ensure responsible and sustainable financial, asset and risk management	65% Year 1	100% Year 2	66.25% Year 3	17% Year 4 Progress

5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE

+ 5.3.1 Council service delivery is efficient and responsive to the needs of the community	55% Year 1	95% Year 2	85% Year 3	22% Year 4 Progress
✓ 5.3.2 Provide for a safe working environment and develop a productive and skilled workforce	50% Year 1	100% Year 2	80% Year 3	30% Year 4 Progress

5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE

✓ 5.4.1 Plan, consult and review the priorities of the community to continue actioning and progressing the Golden Plains Community Vision 2040	50% Year 1	100% Year 2	100% Year 3	25% Year 4 Progress
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Y4 | 2024/25 PLAN

COMMUNITY '24/25

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	Y4 1.1.1 Education, programs, services and infrastructure to enable people to feel safe in their local communities including preventing and responding to family violence and improving mental wellbeing			25%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	→ Implement the Municipal Health and Wellbeing Action Plan 2021-2025 to collaborate and advocate with community and partners for initiatives that raise awareness of health and wellbeing.	<ul style="list-style-type: none"> Deliver all Year 4 actions in the Municipal Health and Wellbeing Plan. Evaluate Year 3 municipal health and wellbeing actions with key stakeholders by October 2024. Develop the new 2024-2029 Municipal health and wellbeing action plan to be embedded into the next Council Plan. Actively seek funding related to the Municipal Health and Wellbeing Plan. Develop and implement the harm minimisation framework and position statement by June 2025. 	<ul style="list-style-type: none"> Year 4 actions in the Municipal Health and Wellbeing Plan have been developed and are on track for publication in October 2024. Year 3 Municipal Health and Wellbeing actions have seen widespread collaboration between internal council departments, external partner organisations and additional contributors throughout the municipality. This evaluation has been effective in documenting short and medium term outcomes and measuring the collective success of our work across the five health priority areas. A final report is due October 2024. Planning has commenced for the 2024-2029 Municipal Health and Wellbeing Action Plan to be embedded into the 2025-2029 Council Plan. Work towards a harm minimisation framework and position statement has progressed well, with Council successfully securing funding from the VicHealth Local Government Partnership- Leading Healthy Communities grants initiative. The \$50,000 funding under the Commercial Determinants of Health will build on the harm minimisation framework, supporting the development of a policy on gambling harm minimisation. 	25%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	→ Maintain and monitor public spaces and infrastructure following the recommendations from the CCTV Steering Committee, to enable community safety and to target illegal and dangerous activities surrounding, dumping, vandalism and property damage.	<ul style="list-style-type: none"> Consider the case-by-case installation of surveillance cameras at Council managed buildings with a history of vandalism. Ensure assets are built, replaced and/or retrofitted (when required - in areas where a history of damage has occurred) with more durable equipment and hardware to prevent further damage or destruction to Council assets. Continue to develop a proactive relationship with local Police and external agencies through the funded Crime Prevention program, including working with young people to identify ways to reduce antisocial behaviour in the Shire. Deliver all objectives of the Crime Prevention funding and service agreement. 	<ul style="list-style-type: none"> The Principles of Crime Prevention Through Environmental Design are implemented in the development and maintenance of Council infrastructure including visibility, safe movement and access, cleanliness and attractive amenity. Surveillance cameras are considered on a case by case basis for Council owned spaces only and cameras are in operation at the Bannockburn Cultural Centre. All cases of vandalism, graffiti and damage to public infrastructure are reported to Victoria Police. Recent locations where damage has been observed are at the Heart and Victoria Park in Bannockburn, Turtle Bend in Teesdale and Inverleigh Public Toilets. The Community Crime Prevention Program concluded on 31 August 2024, with a final Crime Prevention Evaluation report submitted. 	25%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	Y4 1.1.2 Leadership and advocacy to build strong, safe and resilient communities			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	→ Continue to implement and update plans and communications that build resilience and support communities.	<ul style="list-style-type: none"> Implement the Golden Plains Municipal Emergency Management Plan with our partner Emergency Management agencies. Implement actions within the Golden Plains Fire Management Sub-Plan. Educate, seek compliance and enforce under Council's Local Laws. Implement actions under the Domestic Animal Management Plan. Organise and contribute to community resilient events. Work with the community in resilience programs. 	<ul style="list-style-type: none"> Council officers collaborated with the CFA to assist in the spring planned burning season Education and enforcement under Council's Local Laws and the Golden Plains Planning Scheme continues to be delivered. Implementation of actions under the Domestic Animal Management Plan continued, including working to increase registration rates of cats and dogs. Council officers successfully delivered community bushfire workshops in Smythesdale and Dereel. Council officers continue to focus on community resilience programs, including the delivery of the Community Emergency Hub Program. 	25%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	→ Partner with community safety stakeholders including Victoria Police, SES and CFA, to advocate, communicate and promote community safety infrastructure and activities.	<ul style="list-style-type: none"> Continue to work Emergency Management agencies to assist and help prepare our residents in case of an emergency. Advocacy for improved police response times across the municipality, including Bannockburn Police Station changed to a 24-hour Police Station. 	<ul style="list-style-type: none"> Council continued to work with Emergency Management agencies to assist and help prepare our residents in case of an emergency. 	25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y4 1.2.1 Promote and connect to our indigenous heritage and the traditional custodians of Golden Plains			25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	→ Implement actions result from the Reflect Reconciliation Action Plan (RAP).	<ul style="list-style-type: none"> Undertake a desktop review of the current Reflect RAP to determine next steps in Council's Reconciliation Journey (February 2025). Continue to undertake monthly consultation sessions (8) with Traditional Owner groups across the next 12 months. Deliver activities in National Reconciliation Week (NRW) and NAIDOC Week. Review of Kindergarten services Reconciliation Action Plans and seek engagement and support from Wadawurrung Traditional Owners. Actively participate in Local Networking Groups with Other LGA's across Wadawurrung, Gulidjan and Easten Maar Country. 	<ul style="list-style-type: none"> A desktop review of the current Reflect RAP is underway, with senior leaders to be updated in December regarding next steps in Councils reconciliation journey. Two consultations with Wadawurrung Traditional Owners Corporation were completed across the quarter with 13 people in attendance. Council has two final consultations scheduled for the calendar year, and a further 8 consultations will be booked for 2025. A number of internal events were organised by a staff lead committee for NAIDOC Week, in addition to Story Time being held at the Bannockburn Library and Smythesdale, Meredith and Bannockburn schools. Councils Children Services team are progressing towards the implementation of collaborative service Reconciliation Action Plans (RAPs) following consultation with Wudawurrung. LGA Networking groups have not reformed however Council officers have attended a number of seminars and forums in the local area. This included an event organised by Geographical Names Victoria with 5 people in attendance. 	25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y4 1.2.2 Recognising the rich history and artistic potential of Golden Plains Shire			25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	→ Continue to provide and seek opportunities for participation and engagement in Arts, Culture and Heritage.	<ul style="list-style-type: none"> Establish and Launch the Golden Plains Stories website by August 2024. Continue to deliver the Creative Workshop Program (6 sessions) with Geelong Regional Libraries (June 2025). Audit and undertake planning for the development of a Public Arts Policy and Strategy for FY 25/26 (June 2025). Deliver and evaluate the Golden Spaces Exhibition program (June 2025). 	<ul style="list-style-type: none"> The Golden Plains Stories website was successfully launched in August. A local co-producer will assist with the transition of the website to the Golden Plains History and Heritage Network in January. The Creative Workshop Program Take Part Local Art was to deliver 2 sessions across the reporting period, however one dance class cancelled due to low numbers. It is noted the community seems to have higher interest in craft and art-based activities. Audit and undertake planning for the development of a Public Arts Policy and Strategy for 2025-26 is yet to commence. Golden Spaces Exhibition program is progressing well with the second exhibition in development and due to open in December 2024. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.2 CELEBRATING AND CONNECTING COMMUNITIES	<p>→ Implement actions arising from the Arts, Culture and Heritage Strategy by delivering on Arts programs that align with the strategy.</p>	<ul style="list-style-type: none"> Implement an industry Standard Evaluation Framework to measure to plot short term, medium and long term goals (May 2025). Develop and implement co-producer program model in four key areas; historical society network, a small halls network, a contemporary art practitioner network and a craft and makers network. Deliver and evaluate the Golden Spaces Exhibition program (June 2025). Community launch of the extended garden project around existing Vera Art Sculpture in September 2024. Deliver 2 community co-designed initiatives to strengthen the Shires' creative industry. 	<ul style="list-style-type: none"> Internal development of the Arts Culture and Heritage survey report which maps the cultural ecology is progressing well. The report is scheduled for Council in December. Reports from four co-producers in key areas historical society network, a small halls network, a contemporary art practitioner network and a craft and makers network have been submitted with an update due to Council in December. 2024 Golden Spaces Summer Exhibition program expression of interest closed in August with 26 entries received. Council officers continue to collaborate with the Linton Primary School for the community launch of the extended garden project around existing Vera Art Sculpture. To strengthen the Shires' creative industry Council awarded a Regional Arts Victoria's Strategic Uplift Program grant to GPArts through an expression of interest process. 	25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	<p>Y4 1.2.3 Supporting events and activities across the Shire to bring communities together and promote participation</p>			25%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	<p>→ Provide and enable opportunities for community to build social connection and encourage and foster local talent through community events, festivals, celebrations and activities.</p>	<ul style="list-style-type: none"> Successfully deliver the monthly farmers market program (11) from July 2024 - June 2025 (excluding January 2025). Successfully deliver the Twilight Market Event (December 2024) Deliver all objectives as outlined in our Freeza funding and service agreement as provided by Victoria State Government by December 2024 Apply for 2025 triannual Freeza funding to support young people to develop suite of programs and events which fosters local talent and connection of young people across the municipality 	<ul style="list-style-type: none"> Across the Quarter 1 reporting period Council Officers successfully delivered the Farmers market in July, August and September. The Twilight Market Event is scheduled for December, with coordination and advertising of the event schedule for Quarter 2. Applications were submitted for the 2025-27 FReeZA funding in the Quarter 1 reporting period, after it was released earlier than planned. 	25%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	<p>Y4 1.3.1 Empower and build the capacity of residents and groups to get involved and contribute to communities</p>			25%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	<p>→ Continue to provide and link community volunteers to support, funding opportunities and networks.</p>	<ul style="list-style-type: none"> Deliver 1 round of the Community Strengthening Grant Rounds and report on the number of Community Strengthening Grants awarded, including total monetary value and geographical spread of projects. Deliver 1 Berrybank Windfarm Community Grants and report on the number of Berrybank Windfarm Community Grants awarded, including total monetary value and geographical spread of projects. Review and report developed on utilisation of Grant Guru over a 12 month period (December 2024). Deliver a non-competitive round to seed funding and seniors groups. Link a minimum of 5 community groups to external funding opportunities that enable the implementation of community vision priorities. Deliver all objectives of the Community Recovery Hubs funding and service agreement. 	<ul style="list-style-type: none"> Applications for Council's 2024 Community Strengthening Grants Program open on 1 August and closed on 02 September. 24 applications requesting a combined total of over \$171,000 was received, nothing the budget for the 2023-24 period is \$75,000. Outcomes will be announced in November 2024. A non-competitive round to seed funding and seniors' groups was completed through Grant Guru. The Berrybank Windfarm Community Grants open in May 2025. A review and report developed on utilisation of Grant Guru over a 12-month period has been completed. Ongoing discussions with community groups to link them to external funding including Tiny Towns and Regional Arts Victoria Council officers are in the process of finalising the objectives of the Community Recovery Hubs funding and service agreement, reporting to Council will occur in November 2024. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	→ Implement the Community Planning Program and deliver six community plans each year.	<ul style="list-style-type: none"> Evaluate and report on the delivery of the Community Planning Program Action Plan 2021-2024. Transition any community planning program actions into officer work plans to eliminate the need for a separate action plan. 	<ul style="list-style-type: none"> Evaluation and reporting on the delivery of the Community Planning Program Action Plan 2021-2024 underway. Reporting to Councils Senior Management Team and Council will be completed in December. Transition of any community planning program actions have been identified and implemented into officer work plans. 	25%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	Y4 1.3.2 Provide and activate spaces and develop opportunities for communities to connect and participate			25%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	→ Promote participation and community activities through the provision of a network of fit-for-purpose Council facilities.	<ul style="list-style-type: none"> Review and implement policies that promote access to the activation and utilisation of community facilities. Implement, update and oversee license agreements for community facilities Deliver maintenance checks and works to ensure facilities are fit for purpose. Undertake a data collection and analysis to inform assessment of future community facility needs or rationalisation. 	<ul style="list-style-type: none"> Following the adoption of Council's new Fair Access Policy in June 2024, Council officer have commenced planning for implementation. A draft action plan has been developed and will be sent to the Office for Women in Sport for review prior to implementation. Council officers continue to update and distribute updated license agreements for facilities with Community Management Entities. This has included developing new agreements for Linton Community Hub (former Shire Hall and Council Office) and Lethbridge Rail Station, which Council have received responsibility for under a lease with VicTrack following building refurbishment works. Across the Quarter 1 reporting period, annual facility maintenance checks were conducted at Council Recreation Reserves, where works will be prioritised to ensure facilities remain fit for purpose. Officers continually refine the operating procedures for the Splash Park to promote improved access, safety for our community and use. Playground audits are being undertaken annually to ensure access and that facilities are fit for purpose and safe. A program of collection of data for existing open space assets is in planning to begin to bring our register up to date. New assets are added to the register as they are installed. Officers continue to address high incidences of vandalism to community assets (splash park, play grounds, recreation grounds assets), as and when they occur. 	25%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	→ Support and empower community volunteers and committees in managing public spaces/ places and accessing funding opportunities.	<ul style="list-style-type: none"> Continue to support community volunteers in the maintenance and enhancement of open spaces and streetscapes. 	<ul style="list-style-type: none"> Across Quarter 1 Council continued to support and empower volunteers to manage community places and spaces. This included attending committee meetings, exploring priorities for the coming year and identifying facility improvement requirements. Specifically, officers sought information on building maintenance needs, circulated the adopted Fair Access Policy and noted the considerations for management groups and local sporting clubs, and continued to update and distribute updated licence agreements with management entities. Further key areas include: <ul style="list-style-type: none"> Following the signing of a lease with VicTrack, Council has been working with a new volunteer community group that has been established (as an incorporated association) to manage and maintain the refurbished Lethbridge Railway Station as a community space. Council has supported the Golden Plains Soccer Club with planning for their upcoming AGM, and ran a workshop with the committee and interested members to help identify opportunities for improvement and to provide strategic direction and governance support moving forward. Councils Natural Resources Management team has been supporting the Ross Creek Landcare groups through the preparation of the Ross Creek Nature Reserve Management Plan. Recent collaboration has included discussion around track signage and naming, mapping of existing signage and nest boxes to add to Councils asset register, planting of Murnong Daisy to increase biodiversity and track clearance works. 	25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	Y4 1.4.1 Value and provide inclusive opportunities for residents of all ages, genders and abilities to meaningfully participate in community life			25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	→ Continue to deliver on the actions from the Active Ageing and Inclusion Plan 2020-2024.	<ul style="list-style-type: none"> Deliver four Advisory Committee meetings. Develop and launch of the new Disability Action Plan 2025 - 2029. Report on the existing Active Ageing and Inclusion Plan 2020 - 2024. Implement audit recommendations. Deliver an event for International Day of People with Disability in December 2024. Deliver an event for World Elder Abuse Awareness Day in June 2025. 	<ul style="list-style-type: none"> One Active Ageing and Inclusion Advisory Meeting was held on 26 July 2024. The Disability Action Plan Strategic Framework 2025 - 2029 adopted by Council on 3 September 2024. Report on the existing Active Ageing and Inclusion Plan 2020 - 2024 will commence following to conclusion of the current plan. Planning has commenced on the delivery of an event for International Day of People with Disability in December 2024. Planning of an event for World Elder Abuse Awareness Day in June 2025, will commence in the Quarter 3-4 reporting period. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	→ Demonstrate leadership on gender equity and promote respectful relationships.	<ul style="list-style-type: none"> Embed GIA into all Community Wellbeing Planning Templates and systems by December 2024. Provide training to all Community Wellbeing staff to build understanding and capability for completing GIA'S. Implement an internal program to meet legislative requirements for Gender Impact Assessments across Council Business Units by June 30, 2025. Rainbow Ready Roadmap checklist review conducted by June 30, 2025. Continue to deliver programs, activities and education to staff through the implementation of the Gender Equality Act 2020 and promote gender equity activities through internal communication methods, tools and systems. Implement an internal program to undertake Gender Impact Assessments across Council business units. 	<ul style="list-style-type: none"> A GIA template is currently being reviewed and will be presented to Council's senior management team by December 2024. Council aims for the GIA template to be embedded into an online system as a tool for Council officers. This will be followed by training to all Community Wellbeing staff to build understanding and capability for completing GIA'S. Rainbow Ready Roadmap in review stage with Council officer finalising report across Quarter 2. Council officers continue to deliver programs, activities and education to staff through the implementation of the Gender Equality Act 2020 and promote gender equity activities through internal communication methods, tools and systems. The Gender Equity Audit was successfully submitted and was passed by the commission across the reporting period. Implement an internal program to undertake Gender Impact Assessments across Council business units will commence once the GIA template has been embedded into an online system as a tool for Council officers. 	25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	→ Promote and encourage activities that build awareness of gender diversity and support inclusion for LGBTQIA+ communities.	<ul style="list-style-type: none"> Deliver 2 LGBTQIA+ focused events by June 2025. Provide 2 Corporate learning opportunities for staff by June 2025. Fly rainbow flags and publish social media posts on 2 days of significance to promote visibility, inclusion, understanding and safety in line with recommendations from the Rainbow Ready Road Map. 	<ul style="list-style-type: none"> Council's Youth Development team and Crime Prevention Program partnered with Tiny Pride to host a Wear It Purple Day event at the Youth Hub in August. The event was delivered to over 30 young people and community members. LGBTQIA+ training is available through Council's employee learning portal. Council officers have access to a 3-module eLearning course from the SBS inclusion series. 	25%
1.4 VALUING COMMUNITY DIVERSITY AND INCLUSION	→ Realise and promote the potential of young Golden Plains Shire residents.	<ul style="list-style-type: none"> Delivery of programs to young people that respond to local data and community need. Delivery of a Primary School Transition program to students transitioning to Secondary School. Completion of monthly participation data. Completion of a Youth Consultation that engages with over 100 young people in the Shire. Youth Council will meet 12 times within the year and produce 1 major event. Delivery of the Battle of the Bands event in August to over 50 young people. Attract and retain Engage! funding through the application process in December. Attract and retain FReeZa funding through the application process in December. Deliver 2 intergenerational programs including youth and children's services and youth and senior's groups. Development of the Municipal Early Years Plan. 	<ul style="list-style-type: none"> The Winter School Holiday Program was delivered at the beginning of the reporting period with excursions to Sovereign Hill and a Ballarat Ghost Tour. 39 young people participated in the program. The Youth Hub delivered programs to 159 young people across term 3, through Y Art, Cooking and general drop-in activities. A R U OK day event was delivered at Bannockburn P-12 College engaging 200 students School Transition Day Inductions started prior to program delivery. Introductions held at 5 Primary Schools this quarter including, Linton (2), Inverleigh (28), Shelford (6), Meredith (5), Lethbridge (30) with more schools scheduled for next quarter. Youth Activation Committee have met 5 times at various locations, including Dereel, Cape Clear/Illabarook/Rokewood, Bannockburn, Smythesdale and online with 24 young people in attendance. 4 FReeZA advisory group meetings delivered to 22 young people. Successful delivery of the Battle of the Bands event in August to 150 young people, and Councils Youth Development Officer judged the Bannockburn P-12 Battle of the Bands Competition with 800 students in attendance. Application submitted for the 2025-27 Engage! funding completed this quarter after it was released earlier than planned. Application submitted for the 2025-27 FReeZA funding completed this quarter after it was released earlier than planned. Council officers continue to identify potential intergenerational programs. A contractor has been engaged and planning of the Municipal Early Years Plan has commenced. 	25%

LIVEABILITY '24/25

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	Y4 2.1.1 Maintaining and improving our road and bridge networks			25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Advocate for further investment in roads infrastructure.	<ul style="list-style-type: none"> Continue to advocate for Department of Transport funding, Black Spot funding, Heavy Vehicle Improvement programs and other funding opportunities. Advocate for improvements/ duplication of the roads from Bannockburn to the Geelong Ring Road. Deliver on various drainage projects through the Local Roads and Community Infrastructure Program for Common Road Inverleigh. Widening of the following roads through the Roads to Recovery program: <ul style="list-style-type: none"> Mt Mercer Road, Dereel Urches Road, Wallinduc Wingeel Road, Rokewood 	<ul style="list-style-type: none"> Following the awarding of \$1,912,000 in Black Spot Funding for Gumley Road in June, detail designs are progressing with works to commence in 2025. This project will include shoulder widening through curves, safety barrier installation, and improved delineation and signage. Quarterly liaison meetings with the Department of Transport and Planning (DTP) to commence in October. Local Roads and Community Infrastructure Round 4 projects progressing. Drainage works in Inverleigh approved to proceed to detail design and tender. Roads to Recovery Program 6 to commence for Quarter 3 2025. Projects planned include widening of local roads. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Implement Council's road and bridge upgrade programs.	<ul style="list-style-type: none"> Deliver Milton Street kerb and channel, drainage and carpark improvements. Deliver Wilgul-Werneth Road and Wurook Road Bridge replacements Deliver Pinchgut Road bridge replacement. Installation of guard rails and bridge renewal from condition inspections as per the Bridge Renewal Program. Deliver Dereel-Rokewood Junction Road road widening project. Deliver Post Office Road / Sebastopol-Smythesdale Road intersection improvements. 	<ul style="list-style-type: none"> Milton Street kerb and channel Byron to Moore, project to be tendered in Quarter 2. Wilgul-Werneth Road and Wurook Road Bridge replacements applications submitted for federal funding. Pinchgut Road bridge replacement awarded, works pending outcome of federal funding application. Bridge condition inspections completed and program to be prepared for renewal works. Dereel-Rokewood Junction Road widening project awarded with works to commence in Quarter 2. Post Office Road/ Sebastopol-Smythesdale Road intersection improvements design commenced. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	Y4 2.1.2 Advocate and plan for safe pedestrian, cycling and recreation paths and trails that reduce reliance on vehicles			25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	→ Continue to priorities and implement path and trail improvements to promote safe, active transport.	<ul style="list-style-type: none"> Identify off-road cycling and walking options for advocacy. Implement recommendations from Council's Tracks and Trails Strategy. Design and delivery of new footpaths in townships as per 2023/24 capital works program. Implement recommendations from Council's Footpath Strategy Maintenance of Council's network of footpaths and trails, including the paths constructed from concrete, asphalt and gravel and supporting assets including signage, drains and bollards. 	<ul style="list-style-type: none"> Following adoption of Councils new Tracks and Trails Strategy Council officers have developed a Tracks and Trails Brochure to assist with promotion and utilisation of our trail network across the Shire. This saw a key recommendation within the strategy actioned early and aims to generate interest and an understanding of the types of trails and their location, suitability, and difficulty within the municipality for residents and visitors. The brochure will be made available in online and print format. Council continues to regularly promote the Ballarat/Skipton Rail Trial and IoT counters have been installed to measure activity at various points along the trail. Footpath renewal programs are planned for Quarter 2. Funding for road safety projects including pedestrian safety has been announced and the program under the TAC is at the preliminary identification and design stage. Works include pedestrian crossings in Inverleigh, Bannockburn, Smythesdale and Haddon. Officers continued maintenance of Council's network of footpaths and trails, including the paths constructed from concrete, asphalt and gravel and supporting assets including signage, drains and bollards. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	<ul style="list-style-type: none"> Investigate sites and advocate options to allow safe pedestrian, cycling and recreation paths and trails. 	<ul style="list-style-type: none"> Development and implementation of Footpath Strategy 2023-2033. Investigate and advocate for pedestrian crossings in townships, including safe road crossings at school and school bus drop-off points and shared paths and trails. Explore rural paths connecting townships, including further investigation of a Teesdale to Bannockburn path. Deliver new paths in Lethbridge and Bannockburn. 	<ul style="list-style-type: none"> Footpath Strategy 2024-2034 adopted in August. Footpath project in Lethbridge approved for external funding, design has been completed and works are planned for Quarter 3. The Northern Streetscape Project design development works are integrating the findings of the Footpath Strategy 2023-2033, and plans to improve legibility of access to the Rail Trail within townships. Crossing points within Smythesdale and Linton are being investigated as part of the design process. Transport Accident Commission (TAC) funding for Road Safety projects of \$2m available over 2 years. Workshops held to identify projects and prepare preliminary plans and estimates with works in 2025-2026. Projects include safe pedestrian crossings in Bannockburn, Smythesdale, Haddon, Inverleigh, speed limit reductions on various roads, intersection treatments on Sebastopol-Smythesdale Road and installation of Guardrail at various locations. Following the adoption of the Tracks and Trails Strategy, Council officers have discussed potential feasibility studies for progressing priority actions with external funding agencies (Department of Transport and Sport and Recreation Victoria) and consultants that undertake this work. As there is no dedicated funding, these discussions have focused on exploring what would be involved (scope and cost) to progress planning for potential linkages between townships such as Bannockburn, Teesdale and Lethbridge. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	<p>Y4 2.1.3 Continue to advocate and explore transport options across the Shire</p>			25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	<ul style="list-style-type: none"> Advocate to State and Federal Governments for improved public transport infrastructure and connected services. 	<ul style="list-style-type: none"> Lobby Government through the G21 Alliance for a passenger rail service to be established between Bannockburn and Geelong. Lobby Government through the G21 Alliance for improved bus services from Geelong to Teesdale to Inverleigh to Geelong. Lobby Government through the Central Highlands Alliance to improve bus services for Haddon and Smythesdale. 	<ul style="list-style-type: none"> The G21 Integrated Transport Plan references the needs of Golden Plains Shire residents and is a standing item in discussions with State and Federal politicians, as Council continue to advocate with the Department of Transport for a more frequent bus services on the Gelong bus network from the city to the growing towns of Bannockburn, Inverleigh and Teesdale. Council remains committed to advocating for the reinstatement of passenger rail services between Bannockburn and Geelong, along with advocating for more public transport aligned to the activation of the Bannockburn South Precinct. 	25%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	<ul style="list-style-type: none"> Implement recommendations from the Shire wide Department of Transport Study. 	<ul style="list-style-type: none"> Develop a Recommendation Report with options for Community Buses to be transitioned to Fleet Management. Work with the Engineering Team and in line with the Tracks and Trails Strategy to embed officers reports into the Active Ageing and Inclusion Advisory committee. 	<ul style="list-style-type: none"> Recommendation report with options for community buses to be transitioned to fleet management completed. Further recommendation report developed for the Active Ageing and Inclusion Committee to review and provide feedback on due to the nature of the accessibility of the bus. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	<p>Y4 2.2.1 Provide, maintain and advocate for sustainable and accessible facilities that promote and enable healthy recreation, physical activity and social connection</p>			25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	<ul style="list-style-type: none"> Continue to progress Council's Play Space and Sport and Active Recreation Strategies. 	<ul style="list-style-type: none"> Develop plans, concepts and costings to advocate for community and recreation projects Continue to explore and seek funding opportunities for recreation and community projects that have been identified. Consider sites for future Play Space upgrades and further consult regarding the future decommissioning of play spaces. Continue to maintain and strengthening relationships, collaborations and actively participating in regional and state recreational and sporting partnerships. 	<ul style="list-style-type: none"> Across the Quarter 1 reporting period, Council completed and/or commenced designs for the following projects, to ensure they were 'grant ready' and able to support advocacy initiatives for future funding: <ul style="list-style-type: none"> Bannockburn Bike Park (completed) Don Wallace Changeroom Revised Plans (completed) Shelford Play Space (completed) Rokewood Recreation Reserve Landscape Design Plan (completed) Sutherlands Creek Tennis Court Upgrade (completed) Meredith Tennis Courts (commenced) Council submitted an application for funding under the Federal Government's 'Play our Way' funding program to install netball court lighting at the Linton Recreation Reserve to meet local level competition requirements and increase participation opportunities. This project also includes the upgrade of the existing building to create storage and a supporting office space. Officers also met with several regional partners in an effort to maintain and strengthen relationships, collaborations and actively participate in regional and state recreational and sporting partnerships. This included participation in a review of the G21 Sport and Recreation Pillar, establishing a recurring project development and monitoring meeting with Sport and Recreation Victoria, meeting with the AFL Barwon CEO and Football Operations Manager and Regional Sports Assembly, Leisure Networks. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	<p>→ Prioritise, advocate and plan for upgrades, new community recreational facilities and rationalisation of existing facilities.</p>	<ul style="list-style-type: none"> Identify facilities that may be appropriate for advocacy and funding applications in alignment with the principles in the Play Space Strategy, Sport and Active Recreation Strategy and Community and Social Infrastructure Plan. Undertake planning to develop projects and inform future decision-making including costings, designs and engagement. Consider Growth planning and future provision, including female friendly and universally accessible facilities. 	<ul style="list-style-type: none"> Council officers continued to plan and progress the delivery of site plans, and to identify and prioritise projects for further design work with the intent of seeking funds to deliver projects in the near future. These projects include: <ul style="list-style-type: none"> Turtle Bend Site Development Plan (final draft completed following community consultation) Lethbridge and Teesdale Skate Parks (undertaking concept design) Meredith Tennis Court Upgrade Designs (undertaking design, with quotes being sought) Council provided an updated project pipeline list to Sport and Recreation Victoria, which outlined potential projects for the coming decade. The delivery of these projects will be subject to advocacy and potential funding. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	<p>Y4 2.2.2 Programs, initiatives and services to promote optimal health and wellbeing, including physical activity, healthy eating, mental health and social connection</p>			25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	<p>→ Facilitate healthy and active living by supporting low cost, place-based recreational activities.</p>	<ul style="list-style-type: none"> Work with clubs, committees and volunteers across the municipality to deliver 'Come and try days' and activation events which support low cost, place based recreational activities to promote inclusion, participation and connection. Delivery of the Active Golden Plains program. Delivery of positive ageing activities over a 12-month period, 1x per month, engaging a minimum of 15 participants. 	<ul style="list-style-type: none"> With the new financial year commencing, officers continued planning for the implementation of Active Golden Plains. This included collaboration between many departments to explore grant opportunities and develop programs that action multiple Council goals. Following a planning session, officers identified and applied for funding under VicHealth's 'Growing Healthy Communities Grant' to extend our program and run a series of low cost, physical activity opportunities across the year. The outcome of this application is expected in Quarter 2 with delivery of Active Golden Plains planned for early 2025. Team vacancies across the quarter has delayed the delivery of positive ageing activities, however the planning of the planning of Seniors Festival commenced in September, which is scheduled for October. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	<p>→ Support and build capacity of community groups, clubs and committees to activate recreation facilities.</p>	<ul style="list-style-type: none"> Work with sporting clubs, Men's Sheds, interest groups, Committees of Management to build capacity. Continue to work with sporting clubs, Men's Sheds, Social and interest groups, Committees of Management to advocate for safe and equitable participation opportunities for all. Continue to work with Youth Council, the Active Ageing and Inclusion Advisory Committee. 	<ul style="list-style-type: none"> A number of community entities have been supported with applications for various grant programs including Council's Community Strengthening Grants. Discussions resulting in Council providing in-principal support were held with Bannockburn Men's Shed to potentially extend their building as part of a funding submission. The development of plans/ priorities for the coming 12 months has occurred in Quarter 1. Council has met with Regional Sports Assembly Leisure Networks to discuss the development of volunteer training initiatives, and the Recreation and Community Development Teams have discussed opportunities for collaboration to support community groups and volunteers. Officers have also reviewed Council's masterplans and made recommendations for updates during this financial year. The Youth Development Team meet with the Youth Activation Committee monthly and the Active Ageing and Inclusion Advisory Committee meet quarterly. Ongoing meetings and work with these groups continues to ensure community consultation. 	25%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	<p>→ Support programs, initiatives and partnerships that promote and advocate for healthy eating and social connection.</p>	<ul style="list-style-type: none"> Apply for and leverage funding from VLGP. Deliver all objectives of the VLGP funding and service agreement. Deliver all objectives of the Community Health-Health Promotion funding and service agreement. Deliver 4 health promotion programs in partnership with Bannockburn P-12 and Primary Schools. Support the development of the local food network in partnership with sustain. Deliver 4 GP network meetings per year. 	<ul style="list-style-type: none"> Council officers successfully applied and have received funding from Vic Local Government Partnership (VLGP). Vic Local Government Partnership objectives of the VLGP funding have been developed and actions are underway. Delivery of all objectives of the Community Health-Health Promotion funding and service agreement is underway. Council officers continue to work towards the delivery of 4 health promotion programs in partnership with Bannockburn P-12 and Primary Schools, activities have included a R U OK event in September and a Wellbeing Day for December is currently being planned. Council continued to support the ongoing facilitation of local food network in partnership with Sustain. A final Local Food Network Action plan is in development. Council continued to facilitate quarterly GP network meetings. This is supported by in person engagement to identify the meeting schedule and needs for 2025. 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	<p>Y4 2.3.1 Identify areas across the Shire that balance future urban growth whilst maintaining rural and township character</p>			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Continue advocacy and planning to consider and accommodate for a variety of living options, including maintaining and improving rural and township character and the provision of affordable and social housing.	<ul style="list-style-type: none"> Finalise the Growing Places Strategy which will clearly identify those locations which can accommodate growth of various types, and in doing so protect the valued character of smaller townships. Continue to work with the Victorian Planning Authority in finalising the Bannockburn South East Precinct Structure Plan which will provide targets for social and affordable housing options. Progress the Bruce's Creek West amendment, which also seeks to provide targets for social and affordable housing options. 	<ul style="list-style-type: none"> The Growing Places Strategy has been drafted in readiness for community engagement in November 2024. The Bannockburn South East Precinct Structure Plan is currently being drafted in readiness for exhibition in February 2025. Technical work under assessment for the Bruce's Creek West amendment, an EES referral is required which applicant yet to submit with Department of Energy, Environment and Climate Action (DEECA). 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Continue Strategic Land Use Planning that identifies suitable areas for potential growth.	<ul style="list-style-type: none"> Finalise Growing Places Strategy. Establish Working Group and Terms of Reference for Development Contributions. Finalise Teesdale Flood Study. Work with Victorian Planning Authority to finalise the Bannockburn SE PSP. Work with proponents to assess and process amendments to rezone land. Prepare a Shire Wide Open Space Strategy. 	<ul style="list-style-type: none"> A draft Growing Places Strategy has been prepared in readiness for community engagement. Drafting is in progress surrounding a Terms of Reference for Development Contributions. The Teesdale Flood Study PSA scheduled for exhibition in November 2024. The draft Bannockburn SE PSP is being prepared, scheduled for exhibition in February 2025. Council officers continue to work with proponents to assess and process amendments to rezone land, this is an ongoing project. Council have resolved to prioritise budget for the Shire Wide Open Space Strategy when available. 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Manage planning applications, subdivisions and implement planning controls in accordance with the Planning Scheme.	<ul style="list-style-type: none"> Continue to facilitate orderly and proper planning outcomes for the municipality. Aim to achieve 80% of applications within 60 days and 90% of VicSmart applications within 10 business days. 	<ul style="list-style-type: none"> In Quarter 1, 62.16% of standard planning applications were issued within 60 days and 100% VicSmart applications were issued within 10 business days. 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	Y4 2.3.2 Ensure and provide infrastructure to accommodate and service existing and developing communities across the Shire			25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Consider planning and rezoning amendments that provide a diversity of land use to support and service liveability and growth including commercial, industrial, rural and residential land.	<ul style="list-style-type: none"> Finalise the Growing Places Strategy which seeks to provide growth fronts for all land uses within the municipality. Nominate Meredith township to be the next township sewerred by Barwon Water. 	<ul style="list-style-type: none"> The Growing Places Strategy has been drafted. Support the nomination of Meredith township to be the next township sewerred by Barwon Water notability requires a coordinated response across the organisation. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ Continue to advocate for and provide new and upgraded infrastructure projects across the Shire that create liveability.	<ul style="list-style-type: none"> Planning and delivery of capital upgrades for: <ul style="list-style-type: none"> Teesdale Don Wallace Female Friendly Changerooms Bannockburn Victoria Park Netball Pavilion and Football Change Upgrade Bannockburn Skate Bowl Inverleigh Active Youth Space Rokewood Community Hub Woody Yaloak Recreation Reserve Lighting Bannockburn Family Service Centre Upgrade Smythesdale Gardens Upgrade Project Don Wallace Recreation Reserve Oval Upgrade Linton Oval Reconstruction Design and delivery of infrastructure works outlined in Council's Capital Works Program. Delivery of gravel resheeting of unsealed roads program and resealing of sealed roads program. Design and delivery of drainage improvement projects as per the drainage program identified in Council's 2024-25 budget, including Smythesdale, Lethbridge, Teesdale and Inverleigh. Prioritise and plan for key infrastructure actions identified within the Bannockburn IWM Plan. 	<ul style="list-style-type: none"> Key capital projects are progressing as scheduled with details as follows: <ul style="list-style-type: none"> Teesdale Don Wallace Female Friendly Changerooms - with \$1.5M in State funding pledged, further funding options are still being explored including Round 2 of the Federal Government's Growing Regions Program. Bannockburn Victoria Park Netball Pavilion and Football Change Upgrade - the Netball Pavilion works have been completed and the facility opened by Federal and State MPs. Football Pavilion works are commencing in late September 2024 with a construction period of 3 to 4 months. Bannockburn Skate Bowl - construction commenced onsite in August 2024. Earth works and repairs to the existing skate park have been undertaken. Moulding and pouring of the concrete for the new bowl will occur in the October 2024. Inverleigh Active Youth Space - site is currently open to the community with final component (acrylic court surface layer) scheduled for October 2024. Rokewood Community Hub - civil works on this \$3.96M project have commenced onsite with the construction program to be delivered by mid 2025. Woody Yaloak Recreation Reserve Lighting - trenching and power supply upgrade works have been completed with construction of the footings scheduled for early October. Tower and lighting installation will be completed in November 2024. Bannockburn Family Service Centre Upgrade - contractor has been appointed for works to commence in October 2024. The facility will remain open throughout construction period requiring a temporary entry/ exit and operational kitchen. Smythesdale Gardens Upgrade Project - further planning of the drainage component is in progress in consultation with community. Works will commence later in the 2024-25 year. Don Wallace Recreation Reserve Oval Upgrade - works are well progressed on the irrigation and drainage elements. Project is on track for completion in November 2024 with turf establishment to follow. Oval is scheduled to be open to community in early 2025. Linton Oval Reconstruction - the final component of works (laying of instant turf) was completed in September 2024. A 3 to 4-month establishment period will follow with the oval being open to community in early 2025. Key capital infrastructure projects are progressing as scheduled with details as follows: <ul style="list-style-type: none"> Drainage projects for Inverleigh at Common Road and Faulkner Road area are approved to proceed to detail design. Gravel Resheeting programs in the north and south are being identified for works in Quarter 2. Resealing of sealed roads program has been confirmed following condition assessments and is scheduled for Quarter 2. The Bannockburn IWM Plan was publicly advertised seeking comment on the proposals throughout August and September. The plan will be finalised and put up for Council adoption in February 2025. The plan highlights key infrastructure opportunities to be further investigated and developed by Council, pending financial and staff resource availability. 	25%
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	→ When planning for new communities, ensure social and community infrastructure and appropriate services are delivered and funded (in part) by Development Contributions.	<ul style="list-style-type: none"> Finalise the Development Contributions Implementation Plan and progress with the creation of a Governance Structure internally to manage the creation and collection of Development Contributions. Continue to work with the Victorian Planning Authority on the development of the Development Contributions Plan Overlay for the Bannockburn South East Precinct Structure Plan. 	<ul style="list-style-type: none"> The Development Contributions Implementation Plan to manage the creation and collection of Development Contributions is in progress. Council officers continue to work with the Victorian Planning Authority on the development of the Development Contributions Plan Overlay for the Bannockburn South East Precinct Structure Plan. This action is in progress and awaiting to review. 	25%
2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025	Y4 2.4.1 Provide high quality public spaces and infrastructure			25%
2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025	→ Provide and advocate for safe and attractive design to preserve and improve rural and urban character of the townships across the municipality.	<ul style="list-style-type: none"> Appoint a consultant to progress the Northern Streetscapes Framework Plan through all phases of design development to construction documentation, including community and stakeholder engagement and seeking all permits and approvals to progress to tender by 30 June 2025. With stakeholder consultation, and design development planned for the 2025-26 reporting period with appointment of a civil contractor to undertake construction works in the second half of 2025-26. 	<ul style="list-style-type: none"> A consultant landscape architect was appointed in August 2024 and has commenced works on the Northern Streetscapes Framework Plan. The first round of community consultation was completed in September, reconnecting the community to the 2022 Framework Plan. The first stage of design development has commenced, incorporating feedback into the design response. Council officers are in the process of preparing a funding application to the Growing Regions Round 2 to support delivery of the project. 	25%
2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025	Y4 2.4.2 Maintain the amenity and cleanliness of townships, roadsides and public spaces			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
<p>2.4 ATTRACTIVE AND WELL-MAINTAINED INFRASTRUCTURE AND PUBLIC SPACES by 30th Jun 2025</p>	<p>↳ Service, maintain and renew assets to provide usable and attractive public spaces that support a variety of social and community uses and safety.</p>	<ul style="list-style-type: none"> Continue to maintain its public amenity and open spaces in a manner that often exceeds Councils Policies. Renew the Tree Maintenance panel of suppliers by July 2024, and continue to focus tree maintenance funds on managing roadside vegetation as the highest risk for Council. Expand service delivery allowing opportunities for collaboration with Council's Natural Resource Management team to assist with management and maintenance activities within our natural reserves to improve the amenity and accessibility of these spaces for the community. Continue to deliver furniture and open space Infrastructure upgrades where community needs are identified, and budgets allow. Provision of all road and drainage maintenance services in accordance with Council policy. This includes unsealed road maintenance grading, re-sheeting roads, drainage infrastructure & shoulder improvements. Sealed road improvements and upgrades including potholing, patching and major patching. Commence development of the Road and Drainage Maintenance Strategy with a cross-Council collaborative approach, and in alignment with the amended, unsealed roads charter and road management plan. Implement standardised methodology in relation to maintenance grading on unsealed roads. Implement alternative practices to standardised resheet works, upgrade and improve the quality of material on unsealed roads. Obtain specific plant and equipment to provide the unit the ability to use correct construction methodologies and enhance quality outcomes for the greater community. 	<ul style="list-style-type: none"> Councils Open Space Maintenance team continue to collaborate regularly with Council's Natural Resource Management team assisting with: <ul style="list-style-type: none"> Removal of illegal dumping/rubbish clean up. Removal of illegal and unsafe community 'structures' in reserves such as informal bike paths and jumps and 'cubby' structures. Removal of graffiti to reserve assets Ongoing maintenance activities such as pest plant and animal control Native planting/ revegetation within reserves. Renew of Tree Maintenance panel of suppliers completed. The Open Space Maintenance teams continue to undertake township beautification works across the Shire, upgrading gardens and Councils Arborist continues to plant trees in townships. A new on road carpark construction is planned in Lethbridge and Meredith adjacent to playground areas with works scheduled for Quarter 3, and pedestrian improvements at Rokewood and Teesdale town centres are scheduled to commence in Quarter 2 with support from the Golden Plains Wind Farm. Council officers continue to deliver furniture and open space Infrastructure upgrades where community needs are identified, and budgets allow. Re sheet program created, and works have commenced in the North of the municipality and are expected to be completed by end of November. Maintenance grading works are underway and on track to be completed as per program, and drainage works are underway in both the North and South. A plan for shoulder works funding is underway. Major patching works are completed across the shire and will continue to occur as required. Patching and potholing work continued to occur throughout the shire as required within timeframes. Unsealed roads charter in review, with draft prepared. Process on Road and Drainage Maintenance Strategy with a cross-Council collaborative approach will following the finalisation of the charter. Following a trial methodology of blending material throughout existing was a success, officers are continuing the same methodology throughout the resheeting program. A trial is underway during the 2024-25 resheeting period with a multi combination roller which allows for time saving efficiencies whilst ensuring correct methodologies in order to achieve quality outcomes. 	<p>25%</p>

SUSTAINABILITY '24/25

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT	Y4 3.1.1 Ensuring our native vegetation, ecosystems, flora and fauna and old growth trees are healthy and protected			25%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT	→ Continue to implement and report on progress of Council's Environmental Strategy 2019-2027 and carry out works in line with Natural Reserves Management Plans.	<ul style="list-style-type: none"> Commit to undertaking an internal review of Council's Environment Strategy 2019-2027. Implement and report on Environment Strategy identified priorities, including an agreed framework for delivery of Natural Reserves Management Plans. Progress the Moorabool River Reserve Master Plan 2023-2033 utilising funding provided by the Kitjarra dja bul Bullarto langi-ut project. Partner with Wadawurrung Traditional Owners to develop the Moorabool River Reserve management plan. 	<ul style="list-style-type: none"> Council officers completed an internal review of Council's Environment Strategy 2019-2027. It was determined that based on current resourcing and planned natural resource management activities, the current Environment strategy meets the requirements of Council for the next 12 months. The strategy is complemented by the Climate Emergency Plan and Waste and Resource Recovery Strategy. Natural Resource Officers prepared a draft Management Plan for the Ross Creek Reserve. This has been developed and consulted with Committee of Management. Final drafting is continuing and expected to be submitted for authorisation in early 2025. Enhancing Cultural Waterways Project in Barwon Leigh Junction, Inverleigh involved working with Wadawurrung Natural Resource Officers to plant 4,000 tubestock. A significant challenge this year for revegetation projects was overcoming cultural heritage requirements for planting near heritage waterways under the Aboriginal Heritage Act. Council officers have prepared a request for quotation to support the development of a joint management plan with Wadawurrung Traditional Owners. These initiatives help to progress the Moorabool River Reserve Master Plan 2023-2033 and utilise funding provided by the Kitjarra dja bul Bullarto langi-ut project. Council have engaged a consultant to progress design and construction plans for a nature play space, anabranh crossing and picnic area for Moorabool River Reserve. This included a site walk on country with Wadawurrung Traditional Owners. 	25%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT	→ Preserve and protect native vegetation and assess potential environmental impact of new developments within the municipality.	<ul style="list-style-type: none"> Proactively work to ensure compliance with environmental legislation and best practice guidelines to protect and conserve vegetation. 	<ul style="list-style-type: none"> Council Officers continue to work closely with the Statutory and Strategic Planning teams who refer planning and development works to the Environment and Sustainability team to ensure compliance with legislation, vegetation protection and management of environmental impacts. A detailed review and update of Council's Roadside Environment Management Plan, involving input across multiple Council departments was completed in the Quarter 1 reporting period. 	25%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT	Y4 3.1.2 Value, promote and preserve our cultural and natural heritage for future generations			20%
3.1 VALUING AND PROTECTING NATURE, CULTURAL HERITAGE AND THE ENVIRONMENT	→ Implement ongoing initiatives and activities to preserve the cultural and natural heritage of the Shire.	<ul style="list-style-type: none"> Acknowledge and preserve Aboriginal values and culture through partnerships, land management practices and education by finalising ab application of Traditional Owner naming to Council conservation reserves at Bakers Lane Reserve, Barwon Leigh Junction Reserve and Moorabool River Reserve. Acknowledge and preserve Aboriginal values and culture through partnerships, land management practices and education. Review and provide recommendations for decommissioning items from the Golden Plains Civic Collection. Add digitized collection and add to the Victorian Heritage collection website to ensure is available online to the general public and residents (May 2025). 	<ul style="list-style-type: none"> Council staff met with Wadawurrung Traditional Owners regarding Traditional Owner naming of several reserves across the municipality. Due to its complexity this project is progressing slower than anticipated and is expected to be completed in across Quarter 3 to Quarter 4. Review and provide recommendations for decommissioning items from the Golden Plains Civic Collection is ongoing. Add digitized collection and add to the Victorian Heritage collection website to commence in December. 	20%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	Y4 3.2.1 Provide sustainable and efficient waste management services			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Continue to work with regional partners and stakeholders to develop waste minimisation, management and education strategies and to advocate for Regional or State waste improvements and initiatives, such as the Container Deposit Scheme.	<ul style="list-style-type: none"> Support Container Deposit Scheme program by communicating through Council channels about the program and supporting development of new collection point where possible. Continue collaboration work with G21 Councils on Circular Economy projects for the commingled recyclables and glass materials, as well as seeking opportunities to develop circular economy projects for other material streams from Resource Recovery Centre. Continue collaboration with Barwon Water on the Regional Renewable Organics Networks (RRON) project with continuing work on the implementation of Food Organics Green Organics (FOGO) kerbside collection service for the community. Continue to be part of the working group led the City of Ballarat on the Ballarat Region Circular Economy Materials Procurement project, for the development of processing facilities for general waste, organics, and recyclables materials. 	<ul style="list-style-type: none"> Council continued to support Container Deposit Scheme program by communicating through Council channels about the program and supporting development of new collection point where possible. Council continued to be involved in collaborating on regional waste projects, including with G21 councils on a potential regional facility and City of Ballarat on a potential Circular Economy Facility in the Ballarat area. Initial planning for FOGO service delivery for Golden Plains has commenced. Council's representation on G21 Sustainability Pillar and contribution to G21's Clean Economy Transition Acceleration Plan continues to progress. 	25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Continue with the implementation with initiatives from the Waste and Resource Recovery Strategy 2020-2030.	<ul style="list-style-type: none"> Continue to deliver effective household waste collections services through the kerbside collection contract – garbage and recycling. Continue to deliver public and community litter bins and services delivery. Deliver waste education and communication program for the introduction of the new glass bin service for the community. Complete Rokewood landfill rehabilitation project and commence aftercare management plan. Progress Teesdale landfill rehabilitation project plan to be ready for authorisation subject to funding and resource availability. Meet part of the Circular Economy Act (2021) legislative requirement by implementation of glass collection service for the community. 	<ul style="list-style-type: none"> Council officers working in resource recovery and waste continue to manage the kerbside garbage and recycling collection contract, and the delivery of public and community litter bins and services delivery. Council officers delivered waste and recycling youth education workshops across Linton, Rokewood, Cape Clear, and Lethbridge Primary Schools. Sessions involved approximately 205 students from Prep to Grade 6. The workshops also focused on the upcoming glass bin rollout to demonstrate benefits of separating glass and encourage active participation. The Rokewood landfill rehabilitation project was successfully completed within the approved contract variation requirements at the end of September. A Certificate of Practical Completion will be provided to the contractor, and the site will be monitored for defect and stress. Council Officers will prepare a detailed aftercare management plan for the site. Glass bin rollout planning has continued to progress, including digital and physical communication material, and confirmation of bin rollout timeframes prior to the end of Quarter 2, 2024. The first glass collections for Golden Plains Shire are scheduled for February 2025. 	25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	Y4 3.2.2 Investigate options for the disposal of hard waste and prevention of illegal dumping			13%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Respond to incidences of illegal dumping and respond with different approaches to prevention and enforcement.	<ul style="list-style-type: none"> Work collaboratively with Regulatory Services and Outdoor Maintenance teams to respond to incidences of illegal dumping. 	<ul style="list-style-type: none"> Council Officers continue to follow up, issue notices and infringe people caught dumping rubbish continue to work closely with the Environment Protection Authority of Victoria to investigate illegal dumping. 	25%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Review of the Waste Strategy to review hard waste initiatives and opportunities.	<ul style="list-style-type: none"> Complete an internal review of the waste strategy post glass project implementation. 	<ul style="list-style-type: none"> Internal review of the waste strategy post glass project implementation to commence in 2025. 	0%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	Y4 3.2.3 Education and promotion of responsible behaviours to reduce waste to landfill			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	→ Continue engaging with community and businesses on waste reduction strategies and responsible waste disposal options.	<ul style="list-style-type: none"> Work with Regulatory Services to manage incidents of illegal dumping. Encourage and advise on appropriate disposal of hazardous materials, and act in accordance with legislation. Waste Education Officer position to continue to be funded to ensure provision of communications and education to encourage positive behaviour changes within the community, and inform about changes to waste services, such as CDS and four bins. 	<ul style="list-style-type: none"> Council officers continued to manage all reported incidents of illegal dumping. When reported Council officers address appropriate disposal of hazardous materials in accordance with legislation. As part of the upcoming glass bin rollout, the waste team has held waste educational sessions at Lethbridge, Rokewood, Linton and Cape Clear primary schools during Term 3. The primary goal of the sessions is to enhance community understanding of recycling and ensure a smooth transition to the new glass recycling service. Young students have been highly engaged, asking insightful questions and sharing their knowledge about recycling and proper bin usage. 	25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	Y4 3.3.1 Conduct land management practices and behaviours that enable a safe and thriving natural environment			26%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Continue to work with private landowners and businesses to educate and partner in appropriate and sustainable land management, agriculture and natural resource practices.	<ul style="list-style-type: none"> Collaborate with community groups to promote, support and implement environmentally sustainable practices. Collaborate with Regulatory Services team and statutory authorities to report environmental risks, incidents and threats as identified under legislation. Enhance environmental compliance processes in accordance with the Environmental Protection Act including general environmental duty. 	<ul style="list-style-type: none"> Council regularly responds to enquiries from residents about sustainable land management, agricultural and natural resource practices. 	25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Continue undertaking activities that reduce the risk of wildfires and flood events.	<ul style="list-style-type: none"> Golden Plains Shire Council is susceptible to fire, flood and storm events. During the summer, Council will undertake the following: <ul style="list-style-type: none"> Issuance of fire prevention notices. Undertake roadside and reserve slashing. Maintain Neighbourhood Safer Places - Bushfire Place of Last Resort. Work closely with the CFA and assist them when needed. Inspect the strategically placed fire tanks in the shire to ensure they are filled with water for the CFA. Assist and advertise community education regarding fire and flood, and prepare for and mitigate exposure to fires and flood. Undertake planned burns for fuel reduction and biodiversity purposes. Undertake drainage maintenance. Progress drainage studies and identify flood mitigation projects. 	<ul style="list-style-type: none"> Golden Plains Shire Council is susceptible to fire, flood and storm events and across the Quarter 1 reporting period, the following activities have been undertaken: <ul style="list-style-type: none"> Collaborated with the CFA to assist in the spring planned burning season. Completed community consultation session at Inverleigh relating to a potential levee. Delivered community emergency information sessions in Inverleigh, Dereel, Linton and Smythesdale. Quarter 1 Drainage and Flood Mitigation updates include: <ul style="list-style-type: none"> Drainage maintenance programs are underway and are progressing well in both north and south of the shire. The Smythesdale Flood Study was approved with funding from Disaster Recovery Funding Arrangements (DRFA), and is scheduled to commence in 2025. The Inverleigh Flood levee community consultation completed in September, with detail design being prepared. The Bannockburn Flood study outcomes report is planned for early 2025. 	30%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Protect the health of waterways and facilitate sustainable water use through implementation of water security initiatives in the Environmental Strategy 2019-2027.	<ul style="list-style-type: none"> Focus on riparian zone revegetation works including progressing the Department of Energy, Environment and Climate Action (DEECA) funded Green Links Project, through Natural Resource Management plans. Cooperate with CCMA for the Kitjarradja-bul Bullarto langi-ut project and maintain partnerships and contribute to regional water management initiatives, related to alternative water and storm water management. Continue the development of the Bannockburn Integrated Water Management plan, including identification of prioritised actions. Continue to advocate for funding to implement key actions of the Bannockburn Integrated Water Management Plan. Continue as members in the Barwon Integrated Water Management Forum to advocate for a collaborative and integrated approach to water management that enables sustainable environmental, social, cultural and community prosperity. 	<ul style="list-style-type: none"> The first phase of planting for the Green Links project in Moorabool River Reserve has been completed. Council has planted the required 1,000 plants as per the grant proposal. Another 1,000 (300 shrubs/ trees, 200 Lomandras and 500 Poa grasses) are scheduled to be planted in the Autumn of 2025. Council is a part of and a contributor to Geelong and Bannockburn Growth Areas Stormwater Steering Committee. Council hosted the Barwon Integrated Water Management (IWM) Forum in July and presented the draft Bannockburn IWM Plan. Council endorsed the plan for public exhibition in August, and this has now been completed. Council is reviewing feedback received and undertaking final review and design. It is expected the final IWM plan will be presented to Council for adoption in early 2025. 	25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Undertake pest plant and animal management control programs and community education to target and reduce the prevalence of invasive species in natural systems.	<ul style="list-style-type: none"> Finalise and adopt Council's Weed Strategy and Weed Management Plan. Continue on the ground activities to manage pest plants and animals in public spaces across the municipality. Collaborate with community volunteer groups to manage pest plants. 	<ul style="list-style-type: none"> Completion of Roadside Weed Control Program included 830km of woody weed control (gorse and blackberry) and 850km Serrated Tussock Control. On ground works continue to manage pest plants and animals in public spaces across the municipality. Council Officers continue to encourage landholders to address pest plant issues, by issuing on going correspondence to landholders. 	25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	Y4 3.3.2 Support and partner with the community on environmental initiatives			25%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	→ Continue to build the awareness and capacity of communities to respond to local environmental issues and to implement sustainable practices.	<ul style="list-style-type: none"> Connecting, collaborating and supporting community volunteer groups such as Landcare and environmental interest groups. Community activities and education that promote ownership of sustainability issues and the natural environment, including clean-up days, greening activities and tree plantings. 	<ul style="list-style-type: none"> National Tree Day was hosted by Council on 28 July, which saw over 1,200 shrubs, groundcovers and grasses planted in Moorabool River Reserve in Batesford. The project was lead by the Batesford, Fyansford, Stonehaven Landcare group and supported by Golden Plains Shire and the Batesford Community Coordinators. The event attracted around 100 volunteers of all ages. Natural Resource Officers have supported the following community programs including: <ul style="list-style-type: none"> Enhancing Cultural Waterways Project in the Barwon Leigh Junction, Inverleigh. Planting of 4,000 tubestock planted with Wadawurrung Traditional Owners. Ross Creek Recreation Reserve preparation of a Draft Management Plan developed and consulted with Committee of Management Leigh River Reserve. Control of Hemlock (Conium maculatum). 	25%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	Y4 3.4.1 Implement approaches to address and mitigate climate change			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	<ul style="list-style-type: none"> → Undertake a review of the Climate Emergency Plan and address risk based priority adaptation and mitigation actions. 	<ul style="list-style-type: none"> Undertake a review and update the Climate Emergency Plan, and continue to progress plan priorities where resource permits for 2024-25. Establish a climate risk register and progress risk planning for Golden Plains Shire. Improve awareness across Council and Community by compiling knowledge resources, data and evidence on climate risk and adaptation and mitigation considerations for Golden Plains Shire. Advocate for external funding for delivery of priority actions, identified in the risk planning and Climate Emergency Plan review. Continue as a partner on the Barwon South-West Climate Alliance to respond collaboratively to the regional climate change priorities. 	<ul style="list-style-type: none"> Council officers have progressed an internal review, which will form part of the Climate Emergency Annual Report October 2023 to October 2024. Review to be presented after Council Elections in February 2025. Council's climate risk project commenced in July and has progressed during the reporting period. A series of departmental and integrated workshops were held to establish Council's climate risk profile and risk register. A final risk assessment with identified priority risks with a summary report will be presented to the Full Management team in November 2024. A climate and sustainability resource has been drafted for Council's website and is continuing to progress well. Council officers continue to identify and advocate for external funding for delivery of priority actions, identified in the risk planning and Climate Emergency Plan review. Council continue as a partner on the Barwon South-West Climate Alliance to respond collaboratively to the regional climate change priorities. 	25%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	<ul style="list-style-type: none"> Y4 3.4.2 Promote and encourage the use of sustainable and clean energy and technology 			15%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	<ul style="list-style-type: none"> → Scope, encourage and further develop projects and initiatives that explore the use of renewable energy and carbon neutral practices. 	<ul style="list-style-type: none"> Progress the development of an Environmental Sustainable Design Policy. Explore further feasibility analysis for electrification of Council community facilities. Complete Electric Vehicle Fleet Transition plan. Update Council's emission inventory and explore possible automation. Support community education initiatives and promotion of clean energy technology and sustainable practices. 	<ul style="list-style-type: none"> Progress of the development of an Environmental Sustainable Design Policy is currently on hold. Further feasibility analysis for electrification of Council community facilities is pending future funding and resourcing opportunities. The electric vehicle fleet transition project for Golden Plains Shire was completed during the reporting period. A summary of findings to be presented to Council Full Management team. A Council corporate emissions inventory update project has been initiated and will commence during late Quarter 2 to early Quarter 3. Officers continue to support community education initiatives and promotion of clean energy technology and sustainable practices, for the Quarter 1 reporting period waste education was a considerable focus. 	15%

PROSPERITY '24/25

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	Y4 4.1.1 Support the development of young children and their families			25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Delivery of Best Start Best Life Reform Planning for Kindergarten Infrastructure.	<ul style="list-style-type: none"> Work in collaboration with the Victorian School Building Authority (VSBA) and Department of Education to ensure priority for Funded/ Free Kindergarten Infrastructure are planned for and considered in Golden Plains Shire Council pipeline of projects with Building Blocks Partnership. Commence planning and preparation for Pre-Prep implementation 2026-2028. Implement Councils Early Years Management (EYM) and LGA Workforce Strategy. 	<ul style="list-style-type: none"> No Early Years Infrastructure planned for 2024 on Council land, leased or operated by Council. State Government owned and operated Childcare Centre planning underway for Teesdale. Anticipated to commence construction early 2025 for a 2026 opening. Mapping and planning for Councils early years management delivery of Pre-Prep vulnerable cohort from 2026 commenced in line with Department of Education policy. Early Years Workforce Strategy Service Provider GPSC/EYM, Golden Plains Shire/LGA and Central Highlands completed. 	25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Provide services, infrastructure and support to enable health, wellbeing and development in early years.	<ul style="list-style-type: none"> Delivery of Maternal and Child Health Service, including Universal Key Age and Stage consultations, Sleep and settling program and Enhanced support and consultations. Planning and implementation of Funded Supported Playgroup program. Supporting and advocating for access and activation of registered Playgroup Victoria Community Playgroups. Delivery of quality and assessable Free Kindergarten and Family Day Care Services. Continue advocating for access to childcare options for families across the Golden Plains Shire. 	<ul style="list-style-type: none"> Councils Maternal and Child Health team saw 33 first time parents, had 68 new enrolments, referred 48 families to external support services, provided 59 hours of telephone support, 88 hours of additional consultations and 8 hours of Community Strengthening activities across the quarter. 252 hours of Enhanced Maternal Child Health Support were provided to vulnerable families. 40 hours of Sleep and Settling support was provided to families ranging in telephone support, group support and one on one in home support. Baby Makes 3 program held 1 session over a two-night period to families in the North assisting first time parents to strengthen their relationships after having a baby. Supported playgroups continue in the North and South of the Shire with two groups held weekly with an average of 8 parents attending with 1-2 children. Councils Maternal and Child Health team provides support to 4 Community Playgroups established in the Shire Kindergarten numbers are consistent for 2025: <ul style="list-style-type: none"> Rokewood: 3yr old – 9 and 4yr old – 4 Bannockburn: 3yr old – 44 and 4yr old – 40 Teesdale: 3yr old – 29 and 4yr old – 31 Meredith: 3yr old – 10 and 4yr old – 9 Inverleigh: 3yr old – 26 and 4yr old – 24 Family Day Care provided 90+ hours of Child Care for local families per week. 	25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	Y4 4.1.2 Enable access to education, learning and skill development through all stages of life			21%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Advocate to Government, business and service providers for investment and programs to support education.	<ul style="list-style-type: none"> Advocacy for new school infrastructure and school program funding across the Shire, including new schools in Bannockburn South and Smythesdale. Advocacy for vocational learning options in farming agriculture and mechanical trades across the municipality. 	<ul style="list-style-type: none"> There has been no progress on this action item this quarter. With a new CEO starting in September, activities have focused on relationship building. Action on this item will increase in Quarter 3. 	10%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Collaborate with learning centres, local groups and activities to promote skill development opportunities including with Emergency Services, Mens Shed's and Interest Groups.	<ul style="list-style-type: none"> Coordination and delivery of inaugural Golden Plains Careers Expo, aiming to advance the learning and employment outcomes for young people throughout the Shire. Deliver one (1) capacity building program that focuses on skilled development per term at the Youth Hub. Deliver four (4) community programs to older adults that respond to local data and community need. Promote the new community directory to local learning groups. 	<ul style="list-style-type: none"> Council delivered 5 Youth Readiness or Capacity Building Workshops to enhance skill development of 76 young people. This included the following programs: <ul style="list-style-type: none"> RSA Training at Smythesdale (16) White Card Training at Smythesdale (13) RSA Training at Bannockburn (18) White Card Training at Bannockburn (17) Level 2 First Aid (12) Council officers continue to promote the new community directory to local learning groups. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Continue to provide and review fixed and mobile library services in partnership with Geelong Regional Library Corporation (GRLC).	<ul style="list-style-type: none"> Launch the new Mobile Library Service Vehicle with the Geelong Regional Libraries (July 2024). Develop a plan to align Geelong Regional Libraries programs with the Community Vision and Council Plan objectives. Design and deliver 6 activities in collaboration with Geelong Regional Library and other key stakeholders to ensure successful engagement, design and delivery of programs within the Bannockburn Static Library and Mobile Library Services (June 2025). 	<ul style="list-style-type: none"> A new Mobile Library Service Vehicle with the Geelong Regional Libraries launched in early July. Planning is underway to align Geelong Regional Libraries programs with the Community Vision and Council Plan objectives. Two Take Part Local Art workshops were conducted and a Series of Storytime Readings to local schools was held during NAIDOC Week 2024. New initiatives with Geelong Regional Library are currently being developed and planned for 2025. 	25%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	→ Investigate partnerships with TAFE and higher education providers to service the Golden Plains Shire community.	<ul style="list-style-type: none"> Continue monitoring through the Berrybank CEC and contribute when required. 	<ul style="list-style-type: none"> Council officers continue to engage in periodic discussions with the lessees of the Merdith Sharing Shed who deliver entrepreneurial sessions funded by the Berrybank Wind Farm. 	25%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	Y4 4.2.1 Provide support to local businesses including farms and small business			25%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	→ Consider opportunities to further support locally based businesses and suppliers.	<ul style="list-style-type: none"> Instigate and lead buy local community campaigns and promotion. Enable local base businesses and suppliers to participate in procurement opportunities, through the facilitation of Council's procurement and tendering processes. Continued development of a database of all engaged businesses across the municipality utilising Council's Customer Relationship Management system. Continued promotion and support of healthy and sustainable local food systems. 	<ul style="list-style-type: none"> The Buy Local at Christmas Campaign is being designed for release in November/ December 2024. A "Think Local" internal procurement initiative has been designed and ready to roll out through the organisation. Councils Monitor CRMS database is renewed on a 6 monthly basis. Council continued to be an active PWG Member of the Local Food Network and a supporter Council of the Forage and Feast Event run by Commerce Ballarat who are the convenor of the Central Highlands Growers and Producers Hub. 	25%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	→ Continue to support events and activities that promote, showcase and connect local businesses.	<ul style="list-style-type: none"> Facilitation of a Business Network in the northern region of the Shire and delivery of business networking events across the north and south of the municipality to build capacity of local business and producers. Delivery of monthly business news publications. Provide business mentoring services across the Shire. 	<ul style="list-style-type: none"> Business mentoring hours in Quarter 1 averaged 46 contact hours per month. Council officers continue to support the Bannockburn and District Chamber of Commerce, including support for an event in Inverleigh. Council's Monthly Business News has been recorded for attracting an open rate of 44.2%, the highest of Council's publications. 	25%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	→ Provide ongoing support for small business and agriculture, through the implementation of the Economic Development, Tourism and Investment Attraction Strategy 2022-2032.	<ul style="list-style-type: none"> Support and provide incentives for small to medium businesses and agriculture suppliers across the municipality. Provide coaching to social enterprises, home businesses and business startups. Continue to identify new and emerging business opportunities within the Shire. Develop relationships with food producers to support access to local produce. Continue investigations with Regional Development Grampians and Regional Development Victoria regarding priority projects resulting from the Agriculture Value Add and Supply Chain Analysis. 	<ul style="list-style-type: none"> The development of an internal "Buy Local" awareness strategy and "Buy Local this Christmas" campaign will aid in supporting small to medium businesses and agriculture suppliers across the municipality. Council continued to identify new and emerging business opportunities within the Shire and develop relationships with food producers to support access to local produce, through the development of an Agri Tourism strategy in conjunction with Tourism Midwest Victoria. 	25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	<p>Y4 4.3.1 Support initiatives for local shopping and hospitality businesses</p> <p>→ Advocate for and implement Streetscape and town centre improvements.</p> <p>→ Investigate the provision for, and rezoning of land, to facilitate development which supports business and employers including those that provide retail and hospitality opportunities.</p>	<ul style="list-style-type: none"> Smythesdale Historical Centre development to integrate with the Northern Streetscapes Framework Plan works. Complete upgrades to Stoughton Street and Midland Highway intersection, Meredith and Geelong Road Roundabout, Bannockburn. Develop a Request for Quotation (RFQ) for Tree Planting, expanding on the existing tree planting initiative. Finalise the Growing Places Strategy which seeks to provide a range of land uses within the municipality. 	<ul style="list-style-type: none"> The consultant landscape architect engaged to progress the Northern Streetscapes project has been briefed to consider any future works to integrate Smythesdale Historical Centre as part of the streetscape design development. The historical precinct is outside the scope of the streetscape upgrade. A strategy has been drafted for the Growing Places Strategy which seeks to provide a range of land uses within the municipality. 	23%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS				20%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS				25%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	<p>Y4 4.3.2 Identify and promote activities that attract visitation and tourism</p> <p>→ Explore actions of the Economic Development, Tourism and Investment Attraction Strategy 2022-2032, which support shopping hospitality, tourism and events across the municipality.</p>	<ul style="list-style-type: none"> Advocate and support events that attract visitation across the region. Continue to promote activities relating to the arts and local creative industry, such as open studio programs, arts trails and community led initiatives. Continue to promote sites and tourist attractions, including the Three Trails project. Actively participate in the World Heritage Program. Continue actively participate in alliances and networking opportunities including with Tourism Greater Geelong and The Bellarine and Tourism Midwest Victoria. 	<ul style="list-style-type: none"> Council continued to advocate and support events that attract visitation across the region, by supporting a Smythesdale Community Group who will be conducting "Picnic on Nimons Bridge" as part of the Forage and Feast program. Promoting activities relating to the arts and local creative industry is important, and Council officers continues to provide liaison support for the Beyond the Valley Music event to improve the local amenity at Inverleigh and support the Combined Community Group Barbecue. 	25%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS				25%
4.4 LOCAL EMPLOYMENT AND TRAINING	<p>Y4 4.4.1 Assistance and incentives for businesses to provide for local employment</p> <p>→ Advocate with local businesses, chambers of commerce and employers to target and promote local employment outcomes, including social enterprises.</p> <p>→ Work with partners to deliver short term courses, internships and job training opportunities for ratepayers and residents, including promoting the use of Council facilities.</p>	<ul style="list-style-type: none"> Advocating with local businesses and utilities authorities to increase the availability of housing in small townships to strengthen the local employment market. Liase and collaborate with Business Victoria to deliver events, coaching and business training opportunities throughout the Shire, including the Small Business Bus. 	<ul style="list-style-type: none"> Council officers continue ongoing liaison with major employers in the region. This collaboration focuses on exploring potential employment opportunities and streamlining the approval process for relevant projects. The investigation of a small housing development has commenced as a pilot in collaboration with Meredith Dairy to increase accommodation availabilities for workers. In addition to this, Council officers are exploring land development opportunities in Smythesdale. Council continued to liaise and collaborate with Business Victoria to deliver events, coaching and business training opportunities throughout the Shire, with the Small Business Bus attended the Golden Plains Farmers' Market within the reporting period. Development of a local marketing training event to be delivered in Bannockburn by Business Victoria has commenced. 	25%
4.4 LOCAL EMPLOYMENT AND TRAINING				25%
4.4 LOCAL EMPLOYMENT AND TRAINING				25%
4.4 LOCAL EMPLOYMENT AND TRAINING				25%
4.4 LOCAL EMPLOYMENT AND TRAINING	<p>Y4 4.4.2 Deliver initiatives that support local training and job opportunities in Golden Plains Shire</p>			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Continue Council based opportunities and potential employment pathways for local residents.	<ul style="list-style-type: none"> Development of Work Experience program that highlights career pathways. Advocate for a traineeship and apprenticeship programs that preferences local residents in the 2025-2026 budget. Develop and continue to support opportunities to undertake internal secondments, projects or career transitions to support career development. Continue promoting an Employee Value Proposition that highlights the benefits of working locally and the focus on work that delivers outcomes in the community. 	<ul style="list-style-type: none"> Council continued to engage with local secondary schools and tertiary providers and students to provide suitable supported experience programs where requested. Council continued to advocate for a traineeship program and an apprenticeship program that preferences local residents in the 2025-26 budget. Council continued to support opportunities to undertake internal secondments, projects or career transitions to support career development. Where there is opportunity for internal secondments to be filled by suitably qualified staff, these roles are to be advertised and sourced internally before considering external or other outside recruitment processes. Council continued promoting our Employee Value Proposition (EVP), which highlights the benefits of working locally and the focus on work that delivers outcomes in the community. The EVP is built into all employment opportunities and advertising. 	25%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Continue to operate the Smythesdale Digital Hub to be a working space for business owners and community members.	<ul style="list-style-type: none"> Review, monitor and report on the usability of the Smythesdale Digital Hub by both business owners and community members and provide quarterly statistical usage insights. 	<ul style="list-style-type: none"> Reporting error in the automated booking system for Quarter 1 has resulted in a major reduction in statistics. Council officers are addressing the error and updated statistics will be provided in Quarter 2 reporting. 	25%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Strengthen communities and provide skill development and participation opportunities through delivery of Council's volunteer program (subject to the Best Value Review outcome).	<ul style="list-style-type: none"> Review program to establish ongoing need, volunteer definitions and internal positions. Define clear roles, review process and develop induction kit for Council Volunteers by March 2025. Research and investigate Micro Volunteering models by December 2024. Undertake a needs analysis to determine the development of community capacity building opportunities for Council and Community Volunteers that meets community needs by June 2025. 	<ul style="list-style-type: none"> An internal program to establish ongoing need, volunteer definitions and internal positions is currently ongoing. Induction kit for Council Volunteers has been completed. Research and investigate Micro Volunteering models is in progress. A needs analysis has been developed to determine the development of community capacity building opportunities for Council and Community Volunteers. 	25%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	Y4 4.5.1 Identify and advocate for investment opportunities, partnerships, projects			25%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	→ Advocate for improved digital connectivity for residents.	<ul style="list-style-type: none"> Advocating for better NBN and mobile telephone reception across the municipality, including the Golden Plains Food Production Precinct in Lethbridge. Advocacy of Mobile Black Spot Program funding for new mobile phone towers to provide service for fire-prone areas, industry and the community. 	<ul style="list-style-type: none"> Council attended the launch of the Telstra Mobile Tower at Shelford and assisted in facilitating the site selection process at Rokewood, Lethbridge and Cape Clear, working collaboratively with Amplitel representatives. Council Officers have completed the first draft of Golden Plains Digital Plan with Telstra, NBNCo and internal ICT teams, and Telstra and NBN are conducting a series of digital literacy visits to small towns. 	25%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	→ Develop and promote public and private partnership opportunities.	<ul style="list-style-type: none"> Continue to collaborate with the Berrybank Windfarm to seek future partnership opportunities. Identify and seek new public and private partnership opportunities with businesses across the municipality. 	<ul style="list-style-type: none"> Partnership opportunities have been established through the securing of successful annual funding from the Berrybank Wind Farm to support the Inverleigh, Leigh, Smythesdale, Meredith and Woody Yaloak Senior Citizens groups for a 5-year period. These groups were previously support by state funding which no longer exists. Sponsorship funds for the Golden Plains Twilight Market from Berrybank Wind Farm and local businesses was additionally coordinated across the reporting period. 	25%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	→ Implement the Economic Development, Tourism and Investment Attraction Strategy 2022-2032.	<ul style="list-style-type: none"> Develop an investment prospective for potential investors. Develop creative industries through support and partnership building, and through the procurement of local creatives. Expand the Golden Plains Farmers' Market to include additional local vendors at the new Bannockburn Heart Precinct site and build on the market program. 	<ul style="list-style-type: none"> To attract investment in key growth areas, a comprehensive investment prospectus has been developed. This document is currently being actively promoted through a direct marketing campaign to targeted industry sectors, fostering interest and generating potential partnerships. 	25%

LEADERSHIP '24/25

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	Y4 5.1.1 Provide timely and effective communications about Council services and activities to community and stakeholders			25%
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	→ Communicate issues and opportunities with the public across a wide variety of accessible and functional platforms.	<ul style="list-style-type: none"> Continue to deploy a suite of diverse and engaging communicate across a broad spectrum of channels to articulate Council initiatives, strategies and services including the following: <ul style="list-style-type: none"> Proactive and planned media releases Position statements and managing crisis communication Social media, newsletters, website and digital mediums Continuous review of Council's communications and platforms through metrics, surveys and feedback. Development and release of updated Corporate Style Guide. 	<ul style="list-style-type: none"> Council continued to ensure that all external messaging is clear, timely and inclusive reaching different demographics across the Shire. Key communication methods include social media platforms, council website, email newsletters, community newsletters, printed materials, media releases, ensuring community members can access important information and contribute to decision making processes. This multi-channel approach strengthens community awareness, participation and transparency Council activities. An update of the Corporate Style Guide is in the development phase. 	25%
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	Y4 5.1.2 Enhance deliberative engagement to inform and involve community in Council decision making			25%
5.1 INFORMATION AND ENGAGEMENT TO INVOLVE OUR COMMUNITY IN DECISION MAKING	→ Consult with the community and provide early engagement on Council decisions and issues of local interest.	<ul style="list-style-type: none"> Continue to deliver consultation which aligns with Council's Community Engagement Policy and reflect genuine engagement for all residents across the Shire. Utilisation of Council communication channels, leveraging existing Council networks across written and digital communication platforms. Planning, providing and promoting direct Councillor engagement opportunities through a range of channels. Encouraging community and stakeholder involvement in engagement and advocacy campaigns. Continue to undertake and evaluate community engagement activities. 	<ul style="list-style-type: none"> Council has made significant strides in enhancing deliberative engagement by adopting a more inclusive and collaborative approach to decision making. Council has expanded the use of digital engagement platforms, making it easier for residents to participate in consultations and provide their feedback at their convenience. Council also prioritises transparency by ensuring that feedback from the community is clearly communicated and reflected in decision-making outcomes. Regular updates on the progress of consultations and how community input has influenced the decision-making process is also shared on various channels, including Council website and social media platforms. Council is committed to continuing its path to enhance deliberative engagement by further expanding opportunities for community participation and refining its processes to be even more inclusive and responsive. 	25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	Y4 5.2.1 Council will operate in an open and transparent manner			25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Implement good governance and decision making processes and meet all legislative requirements.	<ul style="list-style-type: none"> Continue preparations for 2024 Local Government Elections, including reviewing and updating related documents and policies. Continue review and update of Policies and Procedures, including the overarching framework and implementation. Continue Property Framework review, update and implementation. 	<ul style="list-style-type: none"> Preparations, obligations and reporting regarding the 2024 Local Council Elections were successfully undertaken, continued or now closed out. Candidate packs, candidate information requests, staff information updates, VEC engagements, information sessions, communications (including social media) all managed and delivered in accordance with the requirements. Policy and Process Framework work continued, with the system solution collaboration has been undertaken during the quarter and the tool will be released to the Organisation in Quarter 2. 	25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	Y4 5.2.2 Ensure responsible and sustainable financial, asset and risk management			17%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Continue to implement policies, processes and initiatives that deliver long-term financial sustainability.	<ul style="list-style-type: none"> Implementation of the Council's Long-Term Financial Plan 2021/22–2030/31 and Rating Strategy. Development and implementation of new finance, property and rating system. Annual review of Council's Procurement Policy. Identification of additional sources of revenue and efficiencies. 	<ul style="list-style-type: none"> Council continues to implement policies, processes and initiatives that deliver long-term financial sustainability including: <ul style="list-style-type: none"> Council implemented the first 10 year Long Term Financial Plan in October 2021 and Rating Strategy in June 2021. Council will update the Long Term Financial Plan and Rating Strategy as part of the 2025-26 annual budget process. Implementation of the new Revenue and Rating system has been placed on hold due to discussions regarding the likely transition to ReadyCommunity Financials. Council and ReadyTech are in discussions. Council's annual review of the Procurement Policy was completed and approved by Council in August 2024. Identification of additional sources of revenue and efficiencies is ongoing and will be a focus in the preparation of the 2025-26 annual budget. 	25%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Implement and review Council's Risk Management Framework and ensure all key risks have been measured and adequately controlled.	<ul style="list-style-type: none"> Continue Risk Framework and Risk Management review and refresh. 	<ul style="list-style-type: none"> Risk Framework including registers and processes refresh are to be prioritised once new resources are in place. 	0%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	→ Management of Council and community assets and collect data, analyse asset condition and utilisation.	<ul style="list-style-type: none"> Continue to migrate inspection programs to Assetic Maintenance, working with asset maintainers. Continue to populate and improve the data contained within the Assetic Software system to meet the needs of the organisation. Develop and commence implementation of an Improvement Roadmap aligning to the strategic goals of the Asset Management Strategy 2024-29. Deliver scheduled revaluation and asset condition assessments as per the program. Prepare Capital Works Plan for asset renewal based on the outputs of the asset condition assessments. Develop and adopt by October 2025 a revised Asset Plan with Deliberative Engagement which meets the requirements of the Deliberative Engagement Policy. 	<ul style="list-style-type: none"> Bridge and Major Culvert revaluation currently underway. Road revaluation RFQ's currently in evaluation phase. The Asset Management Strategy Improvement Roadmap is in development. Priority works program for road reseal and road rehabilitation prepared by Shephard Asset Management Solutions, has been used as basis for developing the Road Reseal Program for 2024-25 and beyond. Recreation Reserve utilisation data was captured to assist with future planning and investment, with information to be entered into the CASIMO to support the ongoing development of the Community Services Infrastructure Plan. Schedules of use were distributed to all management entities, with this process to occur seasonally (bi-annually). Engagement of independent consultants to assist with condition reporting and to develop upgrade plans for Meredith and Sutherlands Creek Tennis Courts has commenced. Asset Plan preparation is underway. Deliberative engagement questions are being developed and presentation for community consultations has commenced. Plan format and asset financial modelling to be confirmed. 	25%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	Y4 5.3.1 Council service delivery is efficient and responsive to the needs of the community			22%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	→ Continue to streamline and improve Council's Information and Communications technologies systems and processes.	<ul style="list-style-type: none"> Implement Property and Rates module into Software as a Service (SaaS) platform. Implement Local Laws solution. Implement new Geographic Information System (GIS) solution. Implement online service delivery for Customer Service requests. Embed the Council Customer Experience Strategy via the new Customer Relationship Management System (CRMS). 	<ul style="list-style-type: none"> Property and Rates module into Software as a Service (SaaS) platform is due to commence in November. Animals and infringement systems are in early configuration stage. New GIS system is fully configured and training materials are being developed. New Customer Relationship Management System (CRMS) being well used with 6,300 requests lodged in 11 weeks. Works will continue to embed the Council Customer Experience Strategy via the new Customer Relationship Management System (CRMS). The Community Engagement Platform (CEP) will enable online submission and is in configuration mode. 	15%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	→ Improve the customer experience and build commitment and accountability to service standards and timely responsiveness through the delivery of the Customer Experience Strategy action plan.	<ul style="list-style-type: none"> • Embed Customer Experience principles into existing processes across the business by embedding customer experience capabilities into positions and developing Customer Experience capabilities by developing learning programs for all new and existing staff. • Develop and embed organisational processes to ensure customers are kept informed. • Develop customer centric systems and processes by defining Service Level Agreements, implementing the new CRMS solution and reviewing customer channels. • Reviewing the current Community Satisfaction Survey, including concept, methodology and content. 	<ul style="list-style-type: none"> • The new Customer Request Management System was implemented across the organisation during the Quarter 1 reporting period and included training over 100 staff, as well as updating organisational processes to streamline all customer channels. 	25%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	→ Provide a suite of customer-friendly resources to inform and educate the community and build understanding of regulations, Council service requirements and processes.	<ul style="list-style-type: none"> • Implement upgraded Customer Request Management System across the organisation, allow customers to lodge requests through Councils website and receive educational content that is tailored to their needs. • Develop and implement a suite of templates for staff to use to interact with customers in response to service requests. These templates will incorporate appropriate information to aid customers in understanding Councils processes and service levels. 	<ul style="list-style-type: none"> • The Quarter 1 reporting period focussed on the implementation of the Customer Request Management System, which will significantly allow for the better record of customer requests. The next stage of the project is configuring the Customer Engagement Portal to allow customers to lodge requests. Early configuration work has commenced on this. 	25%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	Y4 5.3.2 Provide for a safe working environment and develop a productive and skilled workforce			30%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	→ Implement People and Culture and organisational development activities, that support a safe, productive workplace and culture.	<ul style="list-style-type: none"> • Implement and deliver Employee Engagement Survey Action Plan. • Continue embedding Performance Review and Planning (PRP) cycle. • Develop and implement a 12-month learning and development program aligned to the Performance Review and Planning cycle and Council priorities. • Development of an Organisational Development Strategy. • Development and implementation of the Safety and Wellbeing Strategy. • Development of a People Strategy. 	<ul style="list-style-type: none"> • Employee Engagement Survey Action Plan items continue to be reviewed and reported upon regularly. • The Performance Review and Planning (PRP) is now embedded across the organisation and regularly reviewed and reported upon. • Develop and implement a 12-month learning and development capability program aligned to the Performance Review and Planning cycle and Council priorities has been completed and is available to all staff. The initial planning and development of mandatory all staff training and essential role-specific training matrix has been completed. • An internal Safety and Wellbeing strategy has been endorsed and commenced implementation. 	30%
5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE	Y4 5.4.1 Plan, consult and review the priorities of the community to continue actioning and progressing the Golden Plains Community Vision 2040			25%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE	→ Continue planning, engaging and analysing information to determine the future service provision and infrastructure needs, and deliver responsive and innovative solutions for the Golden Plains community.	<ul style="list-style-type: none"> Develop and implement a Priority Project Pipeline and Capital Assessment Tool and continue to update the Community Services Infrastructure Plan (CSIP). Continue planning and advocating for community facility and recreation infrastructure improvements. Finalise the Council Vision 2040 Refresh based on the community engagement and the adopted recommendations from Council to amend the document. Present final document to Councillors in August/ September 2024 for endorsement. Development of 2024-29 Council Plan. 	<ul style="list-style-type: none"> Council officers updated Council's Priority Project Pipeline using the endorsed Capital Assessment Tool and continue to update the Community Services Infrastructure Plan (CSIP) with Schedules of Use distributed to all winter clubs. The update of a Project Priority list to Sport and Recreation Victoria aims to assist with future planning and seeking funding via their grant programs. Council submitted an application for funding under the Federal Governments 'Play your way' program to install netball court lighting at the Linton Recreation Reserve, and to improve storage and office spaces by refurbishing an existing building on site. Planning also commenced on an application for funding to deliver the Don Wallace Changeroom Upgrade, with an application under Round 2 of the 'Growing Region Program' (Federal). The application is due in October 2024. The Council Vision 2040 Refresh was adopted by Council on 3 September 2024 and released to the public. Development of 2024-29 Council Plan will commence following the 2024 election period. 	25%
5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE	→ Lead and partner with community and stakeholders on advocacy campaigns.	<ul style="list-style-type: none"> Scoping and development of priority projects advocacy publication to capture priority projects across the municipality. Continued advocacy for the municipality by connecting with members of Parliament, Federal and State Government, businesses and service providers, to seek investment, funding and partnerships for identified community priorities. Active representation across regional alliances to assist in the connection of regional priorities, including the Geelong Region Alliance (G21), Municipal Association of Victoria, Central Highlands Group of Councils and Peri-Urban Group of Rural Councils. 	<ul style="list-style-type: none"> With a new CEO starting in September, activities have focused on relationship building with the CEO meeting with advocacy bodies, including G21, Greater Ballarat Alliance of Councils and Peri-Urban Councils Victoria. 	25%



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