



COUNCIL PLAN 2021-2025

QUARTERLY PROGRESS REPORT
Q2 OCTOBER - DECEMBER 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.

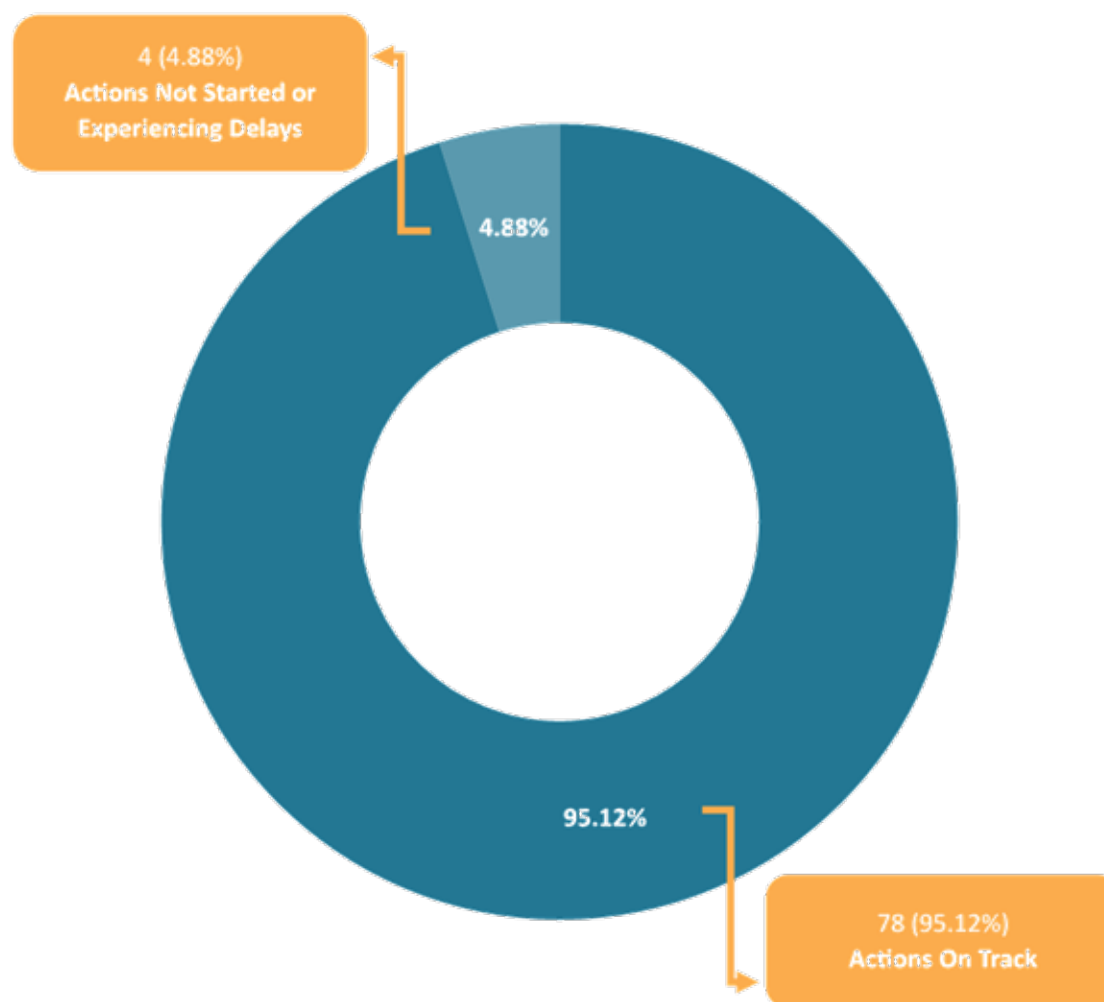
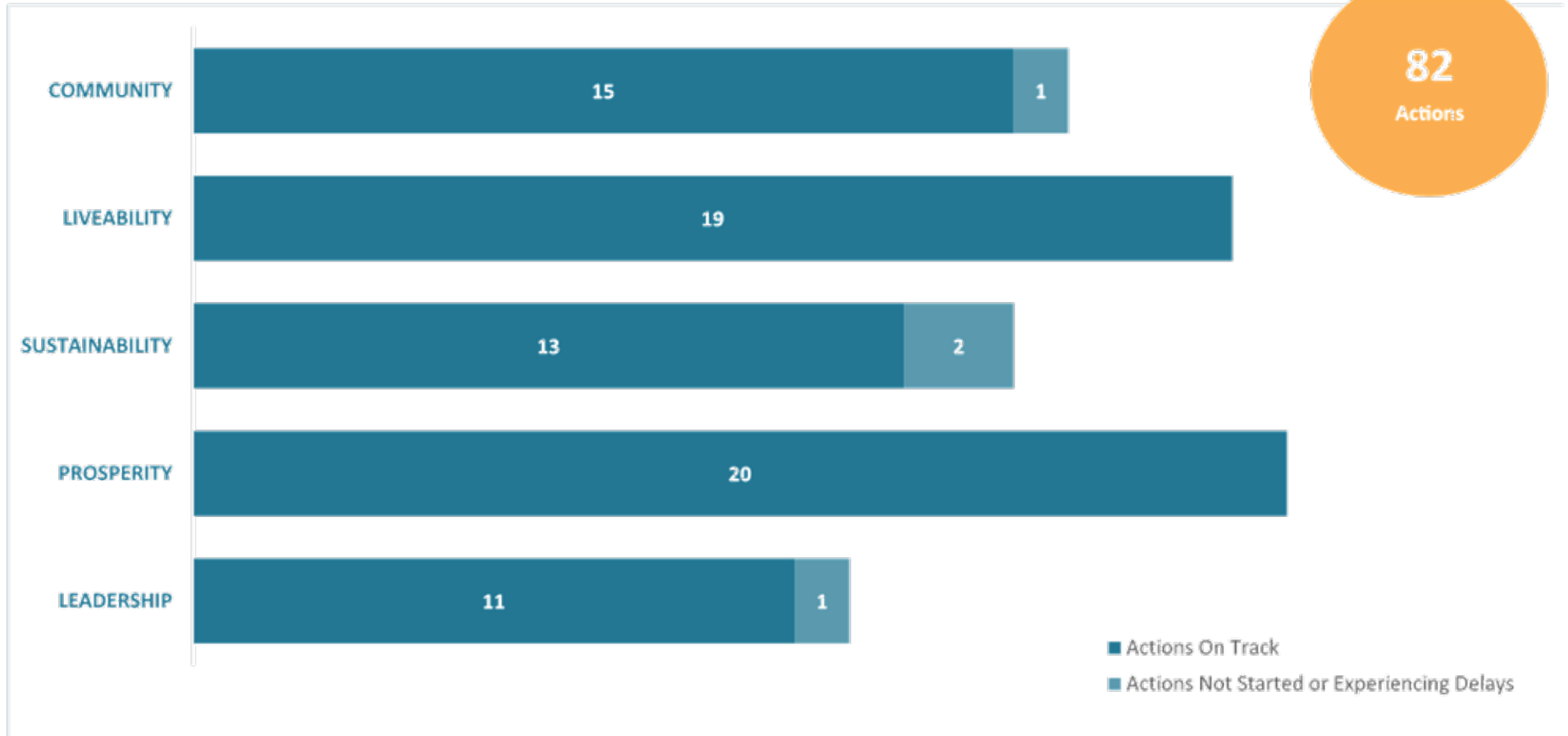
Artwork: by Shu Brown





COUNCIL PLAN 2021-25

Y4 | Q2 | 2024-25 Progress Report





COUNCIL PLAN 2021-25

Y4 | Q2 | 2024-25 Progress Report

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	50% 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	50% 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	50% 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	50% 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	50% 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	50% 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	50% 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	45% Year 4 Progress
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COUNCIL PLAN 2021-25

Y4 | Q2 | 2024-25 Progress Report

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	50% 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	50% 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	50% 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	50% 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	50% 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	50% 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	50% 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	50% 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	50% Year 4 Progress



COUNCIL PLAN 2021-25

Y4 | Q2 | 2024-25 Progress Report

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	25% Year 1	95% Year 2	100% Year 3	50% Year 4 Progress
✓ 3.1.2 Value, promote and preserve our cultural and natural heritage for future generations	100% Year 1	100% Year 2	100% Year 3	50% Year 4 Progress

3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION

✓ 3.2.1 Provide sustainable and efficient waste management services	60% Year 1	75% Year 2	100% Year 3	50% Year 4 Progress
+ 3.2.2 Investigate options for the disposal of hard waste and prevention of illegal dumping	25% Year 1	85% Year 2	90% Year 3	25% Year 4 Progress
✓ 3.2.3 Education and promotion of responsible behaviours to reduce waste to landfill	25% Year 1	70% Year 2	100% Year 3	50% Year 4 Progress

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	43.75% Year 1	98% Year 2	100% Year 3	50% Year 4 Progress
✓ 3.3.2 Support and partner with the community on environmental initiatives	25% Year 1	100% Year 2	100% Year 3	50% Year 4 Progress

3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY

✓ 3.4.1 Implement approaches to address and mitigate climate change	30% Year 1	75% Year 2	85% Year 3	50% Year 4 Progress
+ 3.4.2 Promote and encourage the use of sustainable and clean energy and technology	50% Year 1	75% Year 2	90% Year 3	30% Year 4 Progress



COUNCIL PLAN 2021-25

Y4 | Q2 | 2024-25 Progress Report

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	50% Year 4 Progress
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✓ 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	50% Year 4 Progress
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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	50% 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	50% Year 4 Progress
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✓ 4.3.2 Identify and promote activities that attract visitation and tourism	50% Year 1	100% Year 2	100% Year 3	50% Year 4 Progress
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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	50% Year 4 Progress
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✓ 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	50% Year 4 Progress
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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	50% Year 4 Progress
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COUNCIL PLAN 2021-25

Y4 | Q2 | 2024-25 Progress Report

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	50% 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	50% 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	50% 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	33% 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	55% 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	50% 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	50% Year 4 Progress
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COUNCIL PLAN 2021/25 Y4 | ANNUAL PLAN (COUNCIL REPORTING)

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			50%
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 Municipal Health and Wellbeing Actions are in progress and on track with key internal and external partners. Year 3 municipal health and wellbeing actions with key stakeholders evaluation with final report completed. Council Officers will present to Councillors in March 2025. The new 2024-2029 Municipal Health and Wellbeing Action Plan is being developed in conjunction with the development of the 2025-2029 Council Plan process. Exemption paperwork to be submitted to the Department on 14 March 2025. No new opportunities have presented within the reporting period to seek funding related to the Municipal Health and Wellbeing Plan. The harm minimisation framework and position statement are in progress. Draft policy edits continuing with stakeholders, finalisation of draft policy will be presented to SMT by June 2025. An update on the Gambling Harm Minimisation project will be presented to the Senior Management Team in February. 	50%
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. For staff safety duress alarms have been fitted within Council CX locations in case of incidents and body worn cameras are being considered for use by the Regulatory Services staff. 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. 	50%
1.1 SAFE, RESILIENT AND PROUD COMMUNITIES	Y4 1.1.2 Leadership and advocacy to build strong, safe and resilient communities			50%

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 planned burning season by undertaking 30kms of mineral earth breaks opened for the CFA on Council land. 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 awarded nearly \$30,000 in grants for the Community Emergency Hub Program. Over 315 Fire Prevention Notices were issued in the lead up to summer. 	50%
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 continues to work with Emergency Management agencies to assist and help prepare our residents in case of an emergency. Council chairs the Municipal Emergency Management Planning Committee. Council has been informed that there are more police members in the municipality when compared to this time last year, including an increase at Bannockburn and Smythesdale. 	50%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y4 1.2.1 Promote and connect to our indigenous heritage and the traditional custodians of Golden Plains			50%
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, Guldijan and Easten Maar Country. 	<ul style="list-style-type: none"> Council officers have undertaken review and developed report on final reflections on Council's Reflect RAP. A set of recommendations for consideration by Council and Council Senior Management team will be developed regarding the next stages of Reconciliation Action Planning for March/April 2025. Monthly consultation sessions with Traditional Owner groups have been fully booked by Council offers from a range of different departments. Officers continue to liaise and engage with Wadawurrung Traditional Owner group on planning and delivery of work on current council plan actions where required. Staff Engagement Subcommittee have met to develop plans for National Reconciliation Week (NRW) and NAIDOC Week 2025. Councils Children Services team are progressing towards the implementation of collaborative service Reconciliation Action Plans (RAPs) following consultation with Wadawurrung, and ongoing reviews Continue. One team member from each service has completed the Narragunnawali training. These team members will form a group which will meet in 2025 to collaborate on the process of creating the service RAPs. Council Officers have initiated discussions with neighbouring Councils across Wadawurrung, Guldijan and Easten Maar Country to discuss similar challenges and opportunities to addressing Cultural Heritage Management Planning requirements. 	50%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y4 1.2.2 Recognising the rich history and artistic potential of Golden Plains Shire			50%
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"> Council officers are working with Historical and Heritage Network who will manage content creation and monitoring of the Golden Plains Stories Website. The six (6) session creative workshop program <i>Take Part: Local Art</i>, in partnership with Geelong Regional Libraries is progressing well with all sessions to be delivered by June 2025, including an addition session for professional development for artists seeking to upskill the business side of their creative practice. A draft of the new Public Arts Policy on track to be completed by June 2025. Golden Spaces Exhibition program continues successfully. An expression of interest process was undertaken in October 2024, with 24 artists chosen for the 2024 Golden Spaces Summer exhibition, launched in December 2024. The 2024 Winter Exhibition was additionally launched at The Well Smythesdale in December. 	50%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
1.2 CELEBRATING AND CONNECTING COMMUNITIES	<ul style="list-style-type: none"> Implement actions arising from the Arts, Culture and Heritage Strategy by delivering on Arts programs that align with the strategy. 	<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"> An industry Standard Evaluation Framework has been completed and forms part of the 2022-23 Arts Culture and Heritage Report Card to be presented to Council in February 2025. Council officers are continuing to work with co-producer networks, including initial discussion on content management and creation of the Golden Plains Stories Website, the continuation of supporting development of governance for Small Halls Network's Committees of Management, and project development with the Contemporary Art Practitioner Network who are undertaking a new rail trail art residency initiative. Evaluation of the Golden Spaces Exhibition program is progressing. A Community launch of the extended garden project around existing Vera Art Sculpture was delivered by the Linton Primary School in November. A community co-designed initiative is being undertaken to strengthen the Shires' creative industry with a 2-day professional development workshop delivered in partnership with Geelong Regional Library Corporation. The workshop will be facilitated by a Linton Resident and Council Officers in March 2025. 	50%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	Y4 1.2.3 Supporting events and activities across the Shire to bring communities together and promote participation			50%
1.2 CELEBRATING AND CONNECTING COMMUNITIES	<ul style="list-style-type: none"> Provide and enable opportunities for community to build social connection and encourage and foster local talent through community events, festivals, celebrations and activities. 	<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"> Successful delivery the monthly farmers market program over October, November and December with approximately 2,000 people attending and over 80 stall holders Successful delivery of the Twilight Market Event in December with over 120 stall holder numbers and approximately 4,500 people attending across the 5-hour event. Council successfully delivered all objectives as outlined in our Freeza funding and service agreement as provided by Victoria State Government by December, with the final 2024 acquittal and report submitted in December. Councils 2025-2027 triannual Freeza funding application was successful. 	50%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	Y4 1.3.1 Empower and build the capacity of residents and groups to get involved and contribute to communities			50%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	<ul style="list-style-type: none"> Continue to provide and link community volunteers to support, funding opportunities and networks. 	<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"> Delivery of the Community Strengthening Grant Round 2024 funding was announced and awarded November 2024. The annual total grant pool of \$75,000 was awarded to 12 projects to be delivered across the municipality in Shelford, Linton, Bannockburn, Ross Creek, Bruce Creek, Haddon and Lethbridge. Council officers continue to make Grant Guru available and actively encourage community members to register and research and discuss opportunities with officers for suitable grants for future projects where required. Five (5) Senior Citizen's groups have received 3-year funding under the Berrybank Senior Citizens Grants non-competitive grants program. Council officers encouraged and support communities across the municipality to apply for the Tiny Towns Fund grant program under Regional Development Victoria. Golden Plains Contemporary Art Practice Network have applied for a project that would enable the celebration of arts and culture activities and events in the North of the Shire. All objectives of the Community Recovery Hubs funding and service agreement have been completed. The evaluation report will be submitted in January 2025. 	50%

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"> The Community Planning Program Action Plan 2021-2024 has been completed. An evaluation report has been drafted and will be presented to Council in March 2025. 	50%
1.3 COMMUNITY PARTICIPATION, ENGAGEMENT AND OWNERSHIP	Y4 1.3.2 Provide and activate spaces and develop opportunities for communities to connect and participate			50%
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"> Activities to promote participation through the provision of a network of fit-for-purpose Council facilities have included: <ul style="list-style-type: none"> Officers met with Regional Sports Assemblies to discuss support for local clubs required to implement the Fair Access Policy. Workshops across January - June have been tentatively scheduled, with the format and content to be finalised across the Quarter 3 reporting period. Officers have reviewed insurance details and provisions for Management Entities and are in the process of finalising these and providing updates. Following the Quarter 1 audit planning and facility assessments/condition audits, Council officers continue to implement of proactive maintenance works. Major works have included the Bannockburn Victoria Park Pavilion internal painting and septic system line upgrades at Yerram Yaluk Bun Play Space public toilets. Council officers continue to undertake annual playground condition audits and implement recommended improvements. Officers continue with proactive maintenance and as assets are installed or renewed ensure these are captured within our Asset Management System. Resourcing currently limits the ability to continue to update our open space register with existing asset data and condition reports. 	50%
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"> Council officers continue to offer support to volunteers and community entities managing community places and spaces. This includes: <ul style="list-style-type: none"> Targeted support to the Golden Plains Soccer Club (Member forum, SWOT planning session and AGM), and both the Leighdale and Woody Yalook Equestrian Centres (Committee planning/issues resolution and AGM). Commenced planning for the delivery of Smythesdale Public Gardens Drainage and Facility Improvement Project. This included finalising scope of works and timelines for construction in consultation with the volunteer community entity - Smythesdale Progress Association. Completed Turtle Bend Site Development Plan following final contributions from community stakeholders, including the Turtle Bend Events Committee. Officers work closely with a range of community groups to assist them in delivering local initiatives. Some key initiatives have included Christmas decorations, watering and access to water, guidance on planting, mowing, and amenity improvements, pest plant and animal control, conservation reserve management, tree planting days, Clean Up Australia Day and community Landcare events. 	50%
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			45%
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"> The Active Ageing and Inclusion Advisory Meeting in November was cancelled due to low participation numbers. The Disability Action Plan Strategic Framework 2025-2029 adopted by Council on 03 September 2024. Report on the existing Active Ageing and Inclusion Plan 2020-2024 will commence following to conclusion of the current plan. An external event for International Day of People with Disability was delivered 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. 	50%

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"> Current Gender Impact Assessments (GIA) have been embedded into all Community Wellbeing Planning and systems, feedback from staff has initiated a current review of the GIA template. Consultation with internal stakeholders have commenced and research into improving the template has begun. A training plan will be developed from consultation with key internal stakeholders to assist the Community Wellbeing tea and other business units of Council build understanding and capability for completing GIA'S this is likely to take place in Quarter 4 of this year. Council Officers continue work on the Rainbow Ready Roadmap checklist. Council Officers continue to deliver programs, activities and education to staff through the promote gender equity activities through internal communication methods (16 Days of Activism) and attending Gender Equality Forum in Ballarat for this quarter. Respectful Workplace Relationship training commenced December 2024 for all staff and will be continued across Quarter 3. Council Officers are consulting with internal stakeholders to review the current Gender Impact Assessment Tools and guidance material to determine and implement an internal program to assist other units to embed Gender Impact Assessments across Council business units. 	50%
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"> No update for this quarter for these actions, planning continues for next quarter. 	30%
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"> 75 young people attended the Spring Holiday Program departing from both Smythesdale and Bannockburn to attend the Art of Banksy Exhibition, Fort excursion, Ballarat Wildlife Park, Paintball, MCG Tour and Dungeons & Dragons at the hub. 311 young people attended the Youth Hub for term programs such as Y-Art, dungeons & Dragons, Cooking with Shaun, Drop-in and Mate Space. A further 201 community members attended the hub for our Halloween open day. Delivery of Vaping Workshop to 55 students for Bannockburn P1-12 Wellbeing Day. FReeZA Events; 886 attended the Inverleigh Skate Competition, 211 attending All ages tour, combined with the twilight market FReeZa stage supported more than 20 young performers. 245 young people attended the school transition program from 10 schools; Napolean's, Rokewood, Linton, Cape Clear, Woody Yallock, Teesdale, Inverleigh, Lethbridge, Shelford and Meredith Council officers continue to complete monthly participation data and use this data to inform planning and delivery of programs and engagement with community. 202 Surveys were completed with a 121 young people and 81 stakeholders through the "have your Say" online process and face to face engagement with 886 young people and parents occurred at the Inverleigh Skate League event in November 2024. An Engagement Summary Report is currently being finalised and will be presented to Council in March. Youth Activation Committee met 4 times In Bannockburn, Smythesdale and online as well as celebrating their achievements with FReeZA and at the annual Volunteer thank you dinner. Delivery of the Battle of the Bands was completed in the August 2024. Council Officers have applied and been successful for Engage! funding for the period 2025-2027 (3-year period) Council Officers have applied and been successful for FReeZa funding for the period 2025-2027 (3-year period) Planning continues for Youth Mentorship program in the Volunteers in Action Project, commencing in January for completion May 2025. Development of a four-year municipal Early Years and Children's Plan has begun, with One-on-One Consultations and a Your Say Survey open across November and December. 	50%

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			50%
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) commenced 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 5 completed. Works included pavement rehabilitation at Scotchmans Lead Road and Culvert Replacement Meredith-Shelford Road. Roads to Recovery Program 6 to commence for Quarter 3 2025. Projects planned include widening of local roads. 	50%
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 tendered in Quarter 2. Wilgul-Werneth Road and Wurook Road Bridge replacements applications submitted for federal funding pending outcome. Pinchgut Road bridge replacement awarded, works commenced with old bridge removed. New bridge replacement to be completed in Quarter 3. Bridge renewal works program to be prepared Quarter 3. Dereel-Rokewood Junction Road widening project awarded with works commenced in Quarter 2 due for completion in Quarter 3. Post Office Road/ Sebastopol-Smythesdale Road intersection improvements design commenced. 	50%
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			50%
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 Council's new Tracks and Trails Strategy Council officers commenced planning to action and deliver key priorities, with an extension/upgrade of Bruce's Creek trail selected for further planning and future implementation. Following confirmation of project scope, quotes have been sought, and contractor appointment and construction is anticipated in Quarter 3. A Tracks and Trails Strategy Brochure has now been developed to address one of the key findings of the Strategy around Information, Marketing and Promotion. This is expected to be available to community in early 2025 for online and print distribution. Discussions with funding bodies (including Department of Transport and Sport and Recreation Victoria) have been undertaken regarding potential feasibility studies for off-road connecting township trails as identified in the Strategy. This includes Bannockburn to Teesdale and Lethbridge, Bannockburn to Inverleigh. At present there are no readily available options or budgets for this work. 	50%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	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 2024. Transport Accident Commission (TAC) funding for Road Safety projects SLRSP 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. 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. 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 to progress planning for potential linkages between townships such as Bannockburn, Teesdale and Lethbridge. Footpath project in Lethbridge approved for external funding, design is underway, and works are planned for Quarter 3. 	50%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	Y4 2.1.3 Continue to advocate and explore transport options across the Shire			50%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	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 Geelong 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. 	50%
2.1 CONNECTED AND ACCESSIBLE ROADS, CROSSINGS, PATHS AND TRANSPORT	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. 	50%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	Y4 2.2.1 Provide, maintain and advocate for sustainable and accessible facilities that promote and enable healthy recreation, physical activity and social connection			50%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	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 2 reporting period Council completed the following plans to advocate for community and recreation projects: <ul style="list-style-type: none"> Turtle Bend Site Development Plan (aligns with future plans for play space upgrades in the Play Space Strategy) The development of designs and plans for the following projects commenced, with completion anticipated across Quarter 3 and Quarter 4. <ul style="list-style-type: none"> Meredith Tennis/Netball Court Upgrade Lethbridge Active Youth Space (Skate Park Development) Woody Yaloak Recreation Reserve Masterplan Victoria Park Bannockburn Site Concept Plan Council have applied for funding under the Federal Government's second round of the "Growing Regions Fund" to deliver Female Friendly changeroom facilities at the Don Wallace Recreation Reserve. An announcement is expected in Quarter 3. 	50%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Prioritise, advocate and plan for upgrades, new community recreational facilities and rationalisation of existing facilities.	<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 respond to community need and will support underrepresented groups including young people, women and girls and include: <ul style="list-style-type: none"> Lethbridge Active Youth Space (Skate Park Upgrade) Linton Netball Court Upgrade (will include identification of site location for future changeroom upgrade/provision) Meredith Netball/Tennis Court Upgrade Woody Yaloak Recreation Reserve Masterplan (inclusive of facility design plans for changerooms & amenities) Sutherlands Creek Tennis Courts (upgrade plans provided to community) Shelford Play Space (new play space designs provided to community) Participation in growth planning processes and future community infrastructure needs, including for Bannockburn South is ongoing. 	50%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	Y4 2.2.2 Programs, initiatives and services to promote optimal health and wellbeing, including physical activity, healthy eating, mental health and social connection			50%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Facilitate healthy and active living by supporting low cost, place-based recreational activities.	<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"> Council received notice that it's application for funding through VicHealth to support the delivery of Active Golden Plains was unsuccessful. Officers have since commenced planning for the roll out of programs/activities utilising our current budget allocation under the title 'Thrive in 25'. This program will be developed and facilitated in partnership with Council's Community Development Team for delivery in Autumn. Officers delivered a physical activity and sports clinic as part of Children's Week with giveaways provided to participants. Over 400 people took part in the 2-hour long activity. 	50%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Support and build capacity of community groups, clubs and committees to activate recreation facilities.	<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"> Officers continued to provide support and guidance to Committees of Management to build capacity and assist with facility management. Lethbridge Railway Station and Linton Community Hub both received continued support as they establish committees and develop plans to activate the spaces they manage. Assistance and planning advice was provided to Bannockburn Men's Shed and Bannockburn Scouts as they seek to develop and fund future new or upgraded facilities. A draft volunteer training calendar was developed for 2025, with contributions from Council's Community Development Team helping influence and determine topics/courses. Training will be facilitated in partnership with our Regional Sports Assemblies. Council committed to updating site plans at Victoria Park Recreation Reserve in Bannockburn and Woody Yaloak Recreation Reserve in Smythesdale to plan for current and future participation requirements, assess infrastructure conditions and update club/user details. Planning continued with the Smythesdale Progress Association to deliver funded upgrade works at the Smythesdale Public Gardens, and a cricket wicket upgrade (new hard wicket install) was completed at Napoleons Recreation Reserve to support junior and female participation. 	50%
2.2 SUPPORTING HEALTHY AND ACTIVE LIVING	→ Support programs, initiatives and partnerships that promote and advocate for healthy eating and social connection.	<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"> A new funding stream has been identified for 2025 for "Investing in local food system change" for all Vic Local Government partners has been announced. The Breastfeeding friendly spaces project, an objective of the Vic Local Government Partnership funding and service agreement, is due for completion in early January. All remaining commitments are progressing well and on track. Delivery on objectives for Community Health-Health Promotion funding this quarter are on track and include: <ul style="list-style-type: none"> Council officers are exploring Gender and Disability training for Council officers, Youth volunteers and the Community. Initial meeting scheduled with Community members in Linton to discuss a "Stephanie Alexander Kitchen Garden" sponsorship. The Golden Plains Food Network (GPLFN) branding and infographic based on the detailed Sustainable Food Needs Assessment is being created for presentation Councillors and community. Planning is underway for the revamped delivery for the popular Edible Gardens program for 2025, which saw a registration list of over 450 engaged in the program across 2023 and 2024. Council officers facilitated delivery of Bystander training (Antibullying), RU Ok day celebrations, Wellbeing Day and supported the Walkathon, along with partnering with Hesse Rural Health to deliver a wellbeing day for Rokewood Primary School. Council's contract with Sustain Australia ended in November 2024. An action plan for the Golden Plains Food Network has been created and the network has created sub-working groups to progress actions across 5 key priority areas (Governance, Food Security, Access & Economy, Education and Connection). Bimonthly meetings will re-commence in February 2025. A meeting was held with the GP network (December), Council officers will be working with stakeholders to determine the continuation of this network in 2025. 	50%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
2.3 PROVIDE FOR A DIVERSITY OF LIFESTYLE AND HOUSING OPTIONS	Y4 2.3.1 Identify areas across the Shire that balance future urban growth whilst maintaining rural and township character			50%
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 community engagement commenced in December 2024 and is open until Friday 31 January. The draft Bannockburn South East Precinct Structure Plan is being prepared and scheduled for exhibition in March 2025. 	50%
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 Planning Scheme Amendment (C104gpla) is scheduled for exhibition to commence early February 2025. The draft Bannockburn South East Precinct Structure Plan is being prepared and scheduled for exhibition in March 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. 	50%
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 2, 77% of standard planning applications were issued within 60 days and 100% VicSmart applications were issued within 10 business days. 	50%
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			50%
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 sewered by Barwon Water. 	<ul style="list-style-type: none"> The Growing Places Strategy community engagement commenced in December 2024 and is open until Friday 31 January. Support the nomination of Meredith township to be the next township sewered by Barwon Water notability requires a coordinated response across the organisation. 	50%

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 with a submission made to 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 commenced in September 2024 with a construction expected to be completed in February 2025. Bannockburn Skate Bowl - works commenced onsite in August 2024 and were completed in December 2024. The facility is open to the public with an official opening event likely to occur in early 2025. Inverleigh Active Youth Space - site is currently open to the community with final component (acrylic court surface layer) of works completed in October 2024 and the formal opening event on 2 December 2024. Rokewood Community Hub - civil works, slab and framing have occurred to date on this \$3.96M project with the construction program to be delivered by mid 2025. Woody Yaloak Recreation Reserve Lighting - All tower and lighting installation/testing was completed in November 2024. A formal opening event took place on 16 December 2024 with Federal Minister Catherine King in attendance. Bannockburn Family Service Centre Upgrade - contractor has been appointed and the majority works will commence in January 2025. The facility will remain open for all services throughout construction period requiring an alternate entry/exit and temporary kitchen. Smythesdale Gardens Upgrade Project - further planning of the drainage component has now been completed with community. Works will commence in mid 2025 following procurement processes. Don Wallace Recreation Reserve Oval Upgrade - Construction was completed in November with turf establishment occurring in December 2024. Oval will be open to community in early 2025 with a formal event scheduled for 10 February 2025 with Michaela Settle MP. Linton Oval Reconstruction - the laying of instant turf was completed in September 2024. A 3-month establishment period has occurred and the oval will be open to the 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 commenced in Quarter 2. Resealing of sealed roads program was completed in Quarter 2. Major improvements to Burnside Road shoulders were completed in Quarter 2. The Bannockburn Integrated Water Management (IWM) content has been finalised since post public consultation, with final design of the publication near completion. The final IWM plan will be presented to Council for adoption in February 2025. The IWM Forum has tabled a proposal to investigate the feasibility of co-funding an IWM Officer shared resource across the Barwon south-west regional Councils. This role will assist with progressing key actions identified within the plan, including an implementation plan, and will be in alignment with DEECA objectives. 	50%
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. 	50%
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			50%
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. The Northern Streetscapes revitalisation project is on track. The second round of community consultation is underway, seeking feedback on the design development plans prepared by the consultant landscape architects. Engagement with the Wadawurrung Traditional Owners Aboriginal Corporation and the final round of community consultation are scheduled for early in 2025. 	50%
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			50%

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 graffiti to reserve assets Ongoing maintenance activities such as pest plant and animal control Native planting/revegetation within reserves. Cleaning up after patrons in townships and along roadsides after big public events such as Beyond the Valley and Meredith Music Festival Replacement/repair of street and park elements including splash park Removal of illegal and unsafe community 'structures' in reserves (bike jumps) to maintain the amenity of our public spaces <ul style="list-style-type: none"> Removal of roadkill 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. Native planting/ revegetation continues within some conservation reserves, with a focus on those with adopted management plans. Township beautification minor works across the Shire, include maintaining gardens, entries, and our Arborist continues to plant trees in townships. Officers continue to deliver furniture and open space improvements where community needs are identified, and budgets and staff resources allow. Re sheet program created and works in the North of the shire are complete. Works in the South have begun with a focus on major use roads. Major patching works were placed on hold due to the re seal program, works are expected to resume in early Quarter 3. Several additional contractors have been added to the minor works panel providing a variety of alternate rehabilitation options. 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. Charter will be presented in Quarter 3. Following a trial methodology of blending material throughout existing was a success, officers are continuing the same methodology throughout the re-sheeting program. The newly appointed methodology of blending materials has seen a significant saving in costs and the ability to rehabilitate a greater number of roads. A trial commenced in the re-sheeting period with a multi combination roller which allows for time saving efficiencies whilst ensuring correct methodologies in order to achieve quality outcomes. Trial works were a success with shorter working times, substantial savings and will provide an increase in longevity of the road network. 	<p>50%</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			50%
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"> The draft Management Plan for the Ross Creek Reserve has been developed and consulted with Committee of Management. Final drafting is continuing and expected to be submitted for authorisation in early 2025. Council officers are continuing to work in partnership with Wadawurrung Traditional Owners to develop a joint management plan to help to progress the Moorabool River Reserve Master Plan 2023-2033 and utilise funding provided by the Kitjarra dja bul Bullarto langi-ut project. The design and construction plans for a nature play space, anabranch crossing and picnic area for Moorabool River Reserve are continuing to progress in consultation with Wadawurrung Traditional Owners. 	50%
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. Council Environment Team has been particularly involved in reviewing the draft Bannockburn South-East PSP, especially the integrated water management components. 	50%
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			50%
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 an 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"> A current review of the Civic Collection Policy and management procedure document are being reviewed by internal partners. Any recommendations for changes will be presented to Council's Senior Management Team once review has been completed. A selection of items on the digitised Civic Collection is being prepared for upload to the Victorian Heritage collection website to ensure is available online to the general public and residents. The Civic Collections data will be migrated to Council's Asset Management System. 	50%
3.2 EFFECTIVE AND RESPONSIVE WASTE SERVICES AND EDUCATION	Y4 3.2.1 Provide sustainable and efficient waste management services			50%

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 the Container Deposit Scheme program as required. 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. Council's representation on G21 Sustainability Pillar and contribution to G21's Clean Economy Transition Acceleration Plan continues to progress. 	50%
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. The rollout of glass bins was successfully completed during in December, with all residential tenements receiving a new purple glass bin. Service is scheduled to commence during February 2025. Associated communication material has been delivered as planned. Planning for the FOGO bin rollout has commenced. 	50%
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			25%
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, and issue notices to people caught dumping rubbish continue to work closely with the Environment Protection Authority of Victoria to investigate illegal dumping. 	50%
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			50%

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. 	50%
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			50%
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. 	50%
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"> • Council officers collaborated with the CFA to assist in the planned burning season by undertaking 30kms of mineral earth breaks opened for the CFA on Council land. • Over 315 Fire Prevention Notices were issued in the lead up to summer. • Council officers awarded nearly \$30,000 in grants for the Community Emergency Hub Program. • Councils roadside slashing program intensifies in the immediate pre-fire season to manage fuel loads. Council officers undertake cultural burns with Traditional Owners in some conservation reserves, promoting fuel reduction and biodiversity and RAP objectives. Mowing where communities raise concern or where a risk is identified continues. • Drainage maintenance across the municipality continues. 	50%

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 Bannockburn Integrated Water Management (IWM) content has been finalised since post public consultation, with final design of the publication near completion. The final IWM plan will be presented to Council for adoption in February 2025. 	50%
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"> 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. New mapping of rabbit warrens in hot spot areas has commenced during the reporting period with remediation to progress during the Quarter 3 reporting period. 	50%
3.3 RESPONSIBLY MAINTAINING AND MANAGING NATURAL LANDSCAPES AND RESOURCES	Y4 3.3.2 Support and partner with the community on environmental initiatives			50%
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"> Council continues to collaborate and support community volunteer groups such as Landcare and environmental interest groups. Council is working with Maude/Meredith Landcare to support progressing a clean-up of the old Meredith Tip Site. Plans are underway to support a Clean Up Australia Day event in March 2025. 	50%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	Y4 3.4.1 Implement approaches to address and mitigate climate change			50%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	→ 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 to Council in February 2025. Council's climate risk project completion report and corporate climate risk register was completed and presented to Full Management Team during the reporting period. A climate and sustainability knowledge and awareness resource has been completed for Council's website and is scheduled to be published in February 2025. Council officers continue to identify and advocate for external funding for delivery of priority actions. Council continue as a partner on the Barwon South-West Climate Alliance to respond collaboratively to the regional climate change priorities. 	50%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	Y4 3.4.2 Promote and encourage the use of sustainable and clean energy and technology			30%
3.4 MITIGATING CLIMATE CHANGE AND CLEAN / GREEN TECHNOLOGY	→ 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 was presented to Full Management team during the reporting period. A Council corporate emissions inventory profile has successfully been completed and will be presented as part of the Climate Emergency Plan Annual report. Council officers continue to support community education initiatives and promotion of clean energy technology and sustainable practices. 	30%

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			50%
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"> Council officers are currently working with State Government to develop updated GPSC 2024-25 Kindergarten Infrastructure Services Plan. This will identify supply and demand for access to Kindergarten as the Best Start Best Life reform rolls out through until 2032. From this Council will be best placed to advocate, plan and future infrastructure and update Building Blocks Partnership Projects pipeline. 	50%
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"> Maternal and Child Health provided families with 65 hours of sleep and settling support both in the home and education sessions with individual families. 175 hours of Enhanced home visiting support was provided to vulnerable and at-risk families. Maternal and Child Health supported 20 first time parents with 65 new enrolments. 87 hours additional consults other than KAS appointments were completed, with 47 hours of telephone consults were provided. Baby Makes 3 was held with 5 families participating in the 2-night online program. Supported Playgroups continue across both ends of the shire during the school term with weekly sessions (10 sessions per term). Council continue to assist community playgroups with Haddon recommencing playgroup. Kindergarten numbers are consistent for 2025: <ul style="list-style-type: none"> Rokewood: 4yr old - 9 and 3yr old - 7. Total 16 children Bannockburn: 4yr old - 53 and 3yr old -43. Total 96 children Teesdale: 4yr old - 32 and 3yr old - 44. Total 76 children Meredith: 4yr old - 9 and 3yr old - 10. Total 19 children Inverleigh: 4yr old - 27 and 3yr old - 32. Total 59 children LHC: 19 children enrolled Family Day Care had one educator operating across the reporting period who delivered 720 hours of care. Golden Plains Shire Family Day Care ceased service operations in November 2024, with educators moving to a private provider and continuing to operate within the municipality. 	50%
4.1 EDUCATION, LEARNING AND SKILL DEVELOPMENT	Y4 4.1.2 Enable access to education, learning and skill development through all stages of life			50%
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"> During the quarter, the topic of ease of access to tertiary and post-secondary college education was discussed with G21, the Greater Ballarat Alliance of Councils, and Federation University. The lack of public transport opportunities makes it difficult for municipal residents to access on-premise education easily. In December 2024, a number of residents approached the Council regarding a lack of school bus transport for secondary students attending schools outside of the municipality. Council has contacted Victorian Government local members to advocate for a solution to this issue. 	50%
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"> Coordination and delivery of inaugural Golden Plains Careers Expo is underway, discussions with Local high schools have commenced (Bannockburn, Geelong and Ballarat), stallholder engagement will commence in January/February 2025. Council officers facilitated vaping workshops to 55 young people at Bannockburn P-12 Wellbeing Day Council officers delivered an International Day of People with a Disability events with 22 people participating in activities aimed at increasing active living. 4 Wiser Driver sessions were held with 49 people attending. Most participants that attended were from April's waitlist. Seniors Festival for the month of October was successfully delivered with over 50 participants attending across the activities for the month. Activities included: Mature Movers 50+ Beginner Ballet Class, Bannockburn (10 participants), Intergenerational Creation Station x 2 sessions, Smythesdale (2 participants) and Bannockburn (20 Participants), Silk Painting Workshop, Bannockburn (10 participants), Piano Bar Outing with transport (15 Participants), Outing to Wendy Stapleton Live Show in Ballarat (13 Participants). Council Officers also sought and promoted local events and regular group activities in communities across the shire. Council Officers Continue to promote the new community directory to local learning groups. 	50%

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. An evaluation report will be submitted to the funding body as part of the funding agreement in 2025. Council officers are currently working with internal partners and Geelong Regional Libraries to develop an action plan capturing the current work already undertaken and future opportunities to align Geelong Regional Libraries programs with Council Plan objectives. The fully booked <i>Take Part: Local Art</i> workshop in partnership with Geelong Regional Libraries and a local artist was successfully undertaken in November 2024. 	50%
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"> The lease for the interpretive centre was renewed to enable the lessees to deliver the entrepreneurial programs under the Berrybank Wind Farm program. 	50%
4.2 SUPPORTING LOCAL PRODUCERS, AGRICULTURE AND BUSINESS	Y4 4.2.1 Provide support to local businesses including farms and small business			50%
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 campaign was rolled out across November and December 2024. Ongoing improvements to Business News has increased the open rate to above 1,000. By supporting the "Picnic on Nimons Bridge" as part of the Forage and Feast program increases direct business activity, along with supporting awareness of the Ballarat/Skipton Rail Trail. 	50%
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"> Chamber of Commerce are changing their name to Golden Plains Chamber of Commerce and promoting a Shire wide approach. Council officer will provide some financial support to facilitate the changeover. Business mentoring hours in Quarter 2 averaged 48 contact hours per month. 	50%
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"> 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. Business mentoring services continue to assist existing and new businesses. 	50%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	Y4 4.3.1 Support initiatives for local shopping and hospitality businesses			50%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	→ Advocate for and implement Streetscape and town centre improvements.	<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. 	<ul style="list-style-type: none"> The Northern Streetscapes revitalisation project is on track to delivering a final package of work for tender by June 2025. This will include amenity and civil upgrades to the main streetscapes in Smythesdale. The consultant designers continue to consult with community and consider the interface, connectivity, accessibility, amenity and setting to the historic precinct within the design outcomes. 	50%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	→ Investigate the provision for, and rezoning of land, to facilitate development which supports business and employers including those that provide retail and hospitality opportunities.	<ul style="list-style-type: none"> Finalise the Growing Places Strategy which seeks to provide a range of land uses within the municipality. 	<ul style="list-style-type: none"> Council officers continue to finalise the Growing Places Strategy which seeks to provide a range of land uses within the municipality. 	50%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	Y4 4.3.2 Identify and promote activities that attract visitation and tourism			50%
4.3 IMPROVED OPTIONS FOR SHOPPING, HOSPITALITY, TOURISM AND EVENTS	→ Explore actions of the Economic Development, Tourism and Investment Attraction Strategy 2022-2032, which support shopping hospitality, tourism and events across the municipality.	<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. Council continued to provide ongoing support of the Beyond the Valley music festival in December and discussions with a group proposing to conduct a hot air ballooning event in Bannockburn commenced within the reporting period. 	50%
4.4 LOCAL EMPLOYMENT AND TRAINING	Y4 4.4.1 Assistance and incentives for businesses to provide for local employment			50%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Advocate with local businesses, chambers of commerce and employers to target and promote local employment outcomes, including social enterprises.	<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. 	<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 officers are actively engaged in a number of subdivision activities across the municipality to increase the housing availability in the Shire. 	50%
4.4 LOCAL EMPLOYMENT AND TRAINING	→ Work with partners to deliver short term courses, internships and job training opportunities for ratepayers and residents, including promoting the use of Council facilities.	<ul style="list-style-type: none"> 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"> A local marketing training event delivered in Bannockburn by Business Victoria was conducted during the quarter, attracting over 20 attendees. 	50%
4.4 LOCAL EMPLOYMENT AND TRAINING	Y4 4.4.2 Deliver initiatives that support local training and job opportunities in Golden Plains Shire			50%

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. Council's Community Wellbeing has had ongoing discussion with The Gordon regarding students undertaking placement for a Diploma in Community Services. The team will be hosting a local placement student in 2025. 	50%
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"> The hourly usage across the Quarter 2 reporting period for the Digital Hub included: <ul style="list-style-type: none"> October 2024 – 52 hours November 2024 – 88 hours December 2024 – 48 hours 	50%
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"> Review program to establish ongoing need, volunteer definitions and internal positions has been completed. A review process and the development of an induction kit for Council Volunteers is on track. Research on Micro Volunteering models has been completed. A needs analysis to determine the development of community capacity building opportunities for Council and Community Volunteers is on track with internal engagement completed. 	50%
4.5 PARTNERSHIPS, ADVOCACY AND OPPORTUNITIES FOR INVESTMENT	Y4 4.5.1 Identify and advocate for investment opportunities, partnerships, projects			50%
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, NBNC and internal ICT teams, and Telstra and NBN are conducting a series of digital literacy visits to small towns. Council have Requested Telstra's position on the National Connectivity Program Round 4. Negotiating draft Lease with Amplitel for a site located in the Meredith works depot. 	50%
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"> Ongoing discussions with Regional Development Victoria (RDV) continue regarding funding for an Economic Benefits Assessment of the Lethbridge Airport, Value Adding Infrastructure in Agriculture, Arterial Road from the Midland Highway to service the Gheringhap Employment Zone. 	50%
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. Redesigning of the Business Hub on Council's website to update information has commenced. 	50%

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			50%
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 continues to prioritise clear, timely and inclusive communication across diverse demographics within the Shire. This was achieved through a multi-channel approach, encompassing social media platforms, community newsletters, printed materials, media releases, and public forums. This strategy aims to ensure community members have access to vital information and opportunities to participate in the decision-making processes. This multi-channel approach ensures community awareness, participation and transparency regarding Council activities. 	50%
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			50%
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 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. 	50%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	Y4 5.2.1 Council will operate in an open and transparent manner			50%
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"> Council Elections preparation, processes and documentation finalised in line with the Election timelines. Councillor Induction Program delivered during November and December 2024. Final sessions to be held in early Quarter 3. Council officers continue to review and update of Policies and Procedures, including the overarching framework and implementation. Council officers continue a Property Framework review, update and implementation. 	50%
5.2 ACCOUNTABLE AND TRANSPARENT GOVERNANCE AND FINANCIAL MANAGEMENT	Y4 5.2.2 Ensure responsible and sustainable financial, asset and risk management			33%

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's Long Term Financial Plan will be updated as part of the 2025-26 annual budget process which will be finalised by June 2025. The Financial Plan will incorporate outputs from the Asset Plan long term modelling. Public consultation workshops were held in November 2024 which included in-person sessions and a survey, with feedback to be incorporated into the formulation of the Budget and Financial Plan. Implementation of Altus Financials was completed in October 2024 which will not be upgraded. The implementation of ReadyTech Finance is planned in 2025-26 with go-live on 1 July 2026 which is subject to formal agreement. Implementation of the ReadyTech Property and Rating System is planned for early 2026 which is subject to formal agreement. Annual review of Council's Procurement Policy scheduled to complete in June - July 2025. Identification of additional sources of revenue and efficiencies are considered by Council officers and management team on an ongoing basis and will be reviewed as part of the formulation of the 2025-26 budget and update of the financial plan. 	50%
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 project including the underpinning registers and processes are to be prioritised. Resources have been sourced and work will commence in Quarter 3. 	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 and road revaluations are scheduled for commencement in January. The Asset Management Strategy Improvement Roadmap has been developed. Next steps include presenting this to the Full Management team and working with relevant leaders. Asset Plan deliberative engagement is underway, and a consultant has been engaged to assist with financial modelling. 	50%
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			55%
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 commenced. Animals and infringement systems are in early configuration stage. The animals module is due to go live in mid-January 2025. New GIS system is fully configured and training materials are being developed. Go-live dependant upon resources. New Customer Relationship Management System (CRMS) being well used. 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. 	65%

Objective	Action	Action Focus Area	Activities Undertaken	Progress (YTD)
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	<ul style="list-style-type: none"> → 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 throughout Quarter 2 officers have established the organisation's processes within the system. 	50%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	<ul style="list-style-type: none"> → 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"> • Council officers continued to support development of the new Animal Registration System. Work was also undertaken to provide better resources to customers and a more streamlined process for health and food premise renewals, making it easier for businesses to renew their registration and make payment. 	50%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	<ul style="list-style-type: none"> Y4 5.3.2 Provide for a safe working environment and develop a productive and skilled workforce 			50%
5.3 RESPONSIVE SERVICE DELIVERY SUPPORTED BY SYSTEMS, RESOURCES AND AN ENGAGED WORKFORCE	<ul style="list-style-type: none"> → 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, with upcoming Engagement Survey scheduled for February 2025. • The Performance Review and Planning (PRP) is now embedded across the organisation and regularly reviewed and reported upon. • An internal Safety and Wellbeing strategy has been endorsed and commenced implementation. • Development of the 2025-29 Workforce Plan will be aligned with 2025-29 Council Plan. 	50%
5.4 PLANNING, ADVOCATING AND INNOVATING FOR THE FUTURE	<ul style="list-style-type: none"> Y4 5.4.1 Plan, consult and review the priorities of the community to continue actioning and progressing the Golden Plains Community Vision 2040 			50%

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"> Officers continued to update the Priority Project Pipeline and Community Services Infrastructure Plan (CSIP) with Schedules of Use distributed to all summer clubs. This process will continue on a seasonal basis, with pre and post activity data requested/collected. Council received notification that an application for funding under the Federal Government's "Play your way" program was successful to install netball court lighting at the Linton Recreation Reserve, and to improve storage and office spaces by refurbishing an existing building on site. A funding agreement is expected in Quarter 3. Following discussions with Sport and Recreation Victoria, Council commenced work on an application for funding to deliver the "Bannockburn Bike Park" which would complete the active youth space at Victoria Park Recreation Reserve. Council will seek approximately \$900,000 from the State Government under its "Regional Community Sport Infrastructure Fund" towards the estimated \$1.2 million dollar project. Council officer have delivered engagement with community on Development of 2024-29 Council Plan, review of the current Financial and Asset plans and, building on the engagement during the Community Vision. A Shaping the Future survey and Youth Engagement Surveys were open over the November and early December period, 202 surveys were completed. Council officers held deliberative engagement session with the Youth Advisory Committee for Council in December 2025. Two (2) Community Thinktank Sessions were held in Smythesdale and Bannockburn in November and formed part of deliberative engagement processes. Another session will be held online in January 2025. 	50%
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"> Council officers are continuing to promote the interests of the Golden Plains community by advocating through groups such as G21, Greater Ballarat Alliance of Councils, Tourism Mid West, Tourism Greater Geelong and Ballarine, Regional Development Victoria, and regional health and other networks. This has resulted in continued Victorian Government funding for Freeza and Egage programs and funding announcements for lighting upgrades at the Linton netball courts. 	50%



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