



GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

GLEN EIRA COMMUNITY WELLBEING PLAN

ACTION PLAN 2023–2024



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THE *GLEN EIRA COMMUNITY WELLBEING ACTION PLAN 2023–2024* WAS ENDORSED BY
GLEN EIRA CITY COUNCIL AT ITS ORDINARY COUNCIL MEETING ON 13 JUNE 2023.



ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

Glen Eira City Council acknowledges the Boonwurrung/ Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging. We acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community. We support the Uluru Statement from the Heart and are committed to a *Reconciliation Action Plan* which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

Glen Eira resides on country that always was, and always will be, Aboriginal land.

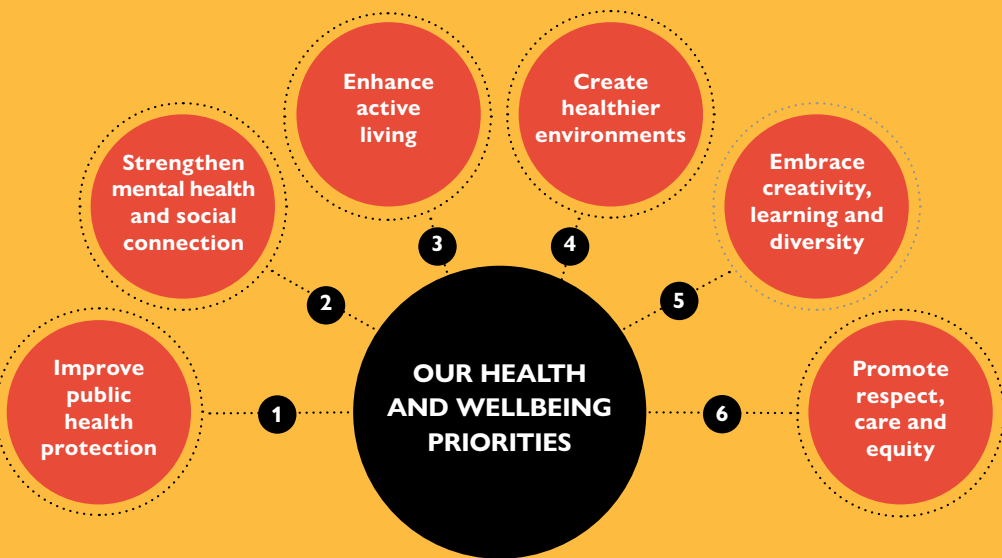
GLEN EIRA

INTRODUCTION

This is the third annual *Community Wellbeing Action Plan 2023–2024* to implement the *Community Wellbeing Plan 2021–2025*. It outlines Council's commitments and actions to address community health and wellbeing priorities and sets out how it will work with the community, government and organisations to improve outcomes across Glen Eira.

The *Community Wellbeing Plan 2021–2025* was developed using research, evaluation and community engagement data. It outlines six priority areas focused on creating a healthier, more resilient and more socially connected Glen Eira community throughout the life of the plan.

The *Community Wellbeing Plan 2021–2025* priorities are:



The effects of the COVID-19 pandemic on the community have been significant. Challenges during this period included lockdowns, outbreaks and restrictions to movement and employment. Mental and physical health and wellbeing, social isolation, self-care, family relationships and family violence have impacted our community. Through our journey to recovery Council is committed to supporting better social outcomes. We will continue to work with the community to build confidence, resilience, community connections and return to community life.

This *Community Wellbeing Action Plan 2023–2024* outlines the key actions for each priority area and its associated objectives. Each action identifies what will be delivered, the measures relevant for achievement, who in Council will lead and report on the implementation of each action and the population group targeted to benefit.

The *Action Plan* summarises the broad strategic direction for Council's health and wellbeing commitments which will be further supported in detail across Council department business plans and operational workplans.

The *Action Plan* relies on working in partnership and collaboratively across Council, with community groups, community organisations, government, businesses and of course with our community to successfully achieve the *Community Wellbeing Action Plan 2023–2024* goals in its third year and for the final year.

The timeframe for completion of all Year Three actions is from July 2023 to June 2024.

01 IMPROVE PUBLIC HEALTH PROTECTION

Our priority to improve public health protection helps to prevent disease and strengthen our community's preparedness for both current and future public health challenges. We work on protection, management and being proactive in our approach to public health safety for our community. Actions are intended to build resilience, so our community can safely recover from the impacts of COVID-19.

We provide public health information to our community about staying safe and responding to climate change and associated extreme weather events, such as heatwaves and floods. This is particularly important for vulnerable members of our community including older people and those with underlying health conditions.

A key role of Council is to provide accessible public health education, information and communications, working in partnership with Federal and State governments, local service providers and community organisations to inform our community about how to prevent disease, maintain optimal health and respond to public health challenges.

The objectives to progress the priority to improve public health protection are:

- > **Enhance our community's preparedness, resilience and recovery from COVID-19.**
- > **Prioritise actions that enhance public health protection to keep our community safe (eg. immunisation services and infectious disease outbreaks).**
- > **Enhance our community's preparedness for the health and wellbeing impacts of climate change.**
- > **Strengthen how we manage both current and future public health priorities and emergencies.**
- > **Reduce the risks of public health impacts for people in our community who have the greatest vulnerability.**

Our success in 2022–2023 is measured through the following achievements:

- *Taste4Health*, an ongoing program that recognises and promotes food businesses that provide healthy and nutritious food, was offered to businesses who achieve a Five Star Safe Food Rating.
- Vaccinations were delivered to infants and students through the community and secondary school immunisation programs, in accordance with the *National Immunisation Schedule*.

- The Youth Climate and Sustainability Action Group provided opportunities to enhance civic participation for young people to be a part of positive climate action.
- Community contacts booklet was updated to provide information about available services and supports for vulnerable members of the community.
- Emergency relief and support information was distributed to enhance community preparedness and safety.
- Education and enforcement by Council environmental health officers prevented foodborne illnesses and reduced the risks of public health impacts through annual assessments, complaint assessments and actioning Department of Health required actions.

The following are our actions for improving public health protection in 2023–2024.

01 IMPROVE PUBLIC HEALTH PROTECTION

2023–2024 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
1.1	Provide COVID-19 recovery information, support and assistance across the community.	All	Four COVID-19 updates to meetings of the Community Groups Committee delivered. Four communications to inform the community about support services delivered.	Community Development
1.2	Promote the importance of cervical cancer screening for women.	Women Culturally and linguistically diverse (CALD) People with a disability	Promotional material developed and distributed through women's groups, multicultural communities, Maternal and Child Health Service, Early Years Services, disability groups, community facilities and Council's communication channels.	Community Development
1.3	Provide vaccinations to infants and secondary school students in accordance with the National Immunisation Schedule.	Children Young people	A minimum of 110 community immunisation sessions delivered throughout the year. Immunisation programs, including HPV (human papillomavirus), delivered for all secondary schools for Years 7 and 10.	Family, Youth and Children's Services

01 IMPROVE PUBLIC HEALTH PROTECTION

2023–2024 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
1.4	Promote sustainable initiatives to business owners to improve energy efficiency and waste management.	All	Information provided directly to local businesses.	Community Safety and Compliance
1.5	Provide accessible emergency relief information to increase community preparedness before, during and after emergencies.	All People with a disability CALD Older adults Population groups experiencing vulnerability	Extreme heat and heatwaves information distributed yearly and storm and flood information as required. Emergency relief and support information distributed to libraries, seniors' centres, community centres and older residents receiving Council's independent living services. Website updates, newsletter and social media posts to provide information and suggested actions to ensure community safety and wellbeing.	Community Development
1.6	Deliver the Youth Climate and Sustainability Action Group, enhancing civic participation opportunities for young people to be a part of positive climate action.	Young people	Youth Climate and Sustainability Action Group members will co-design three activities that will support young peoples' knowledge on sustainability matters.	Family, Youth and Children's Services

01

IMPROVE PUBLIC HEALTH PROTECTION

2023–2024 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
1.7	Prevent the spread of infectious disease in community and commercial settings.	All	Minimum of 95 per cent of all registered beauty therapists, rooming houses, prescribed accommodation, skin penetration, tattooist and colonic irrigation premises assessed against Victorian regulations and standards.	Community Safety and Compliance
1.8	Review Council's Municipal Emergency Management Plan including emergency response and heatwave, influenza pandemic, flood emergency and security sub plans to ensure Council responses protect the health and wellbeing of the community.	All	<i>Emergency Management Plan</i> and sub-plans meet the regional Emergency Management Planning Committee assurance requirements.	Municipal Emergency Management Planning Committee
1.9	Provide education and enforcement to prevent foodborne illness in the community.	All	Minimum of 95 per cent of all registered food businesses inspected.	Community Safety and Compliance

02 STRENGTHEN MENTAL HEALTH AND SOCIAL CONNECTION

Our priority is to improve mental health outcomes for the community and provide opportunities for social connection and a sense of belonging. We work to support the community to be more engaged and socially connected within their neighbourhoods through a range of social, community and recreational opportunities. By helping to reduce social isolation and loneliness we support improved mental wellbeing and stronger community connections. We support Glen Eira's strong and dynamic volunteer culture that contributes to social connection across the community.

We work with local mental health and wellbeing services to ensure people accessing Council programs are informed about how to navigate and access mental health services as and when they need them. We provide access to clear and up-to-date information that helps people to understand their mental health needs, identify appropriate services, access treatment, care and support and find online self-help resources.

The objectives to progress the priority to strengthen mental health and social connection are:

- > **Provide opportunities for our community to connect and participate in community life.**
- > **Create a more resilient community in partnership with community groups and organisations.**
- > **Strengthen social connections and enhance mental wellbeing.**
- > **Promote and sustain volunteering in the community.**
- > **Maximise equity of access across Council programs and services.**

Our success in 2022–2023 is measured through the following achievements:

- Increased opportunities to participate in community life at Moorleigh Community Village were provided through activities and projects, such as the trial of a new orientation booklet and quarterly tenants meetings to build partnership opportunities. The Village also welcomed new tenants including Moongala

Women's Community House and Bayside Community Emergency Relief.

- Delivery of Council's social support programs for older people provided enhanced mental health and connection opportunities. Activities included the *Explorers Program* that offered a range of excursions to help older people make friends, build confidence and improve wellbeing.
- A range of live arts and cultural events and programs provided opportunities for social connection. Events included *Diwali*, *Carols in the Gardens*, *Lunar New Year*, *Under the Stars*, *Groove and Graze* and the ongoing monthly *Live Sunday Sessions* programmed in the Gallery.
- Through promotion, community awareness of Glen Eira Neighbourhood Houses health and wellbeing programs, including *Neighbour Day* activities was increased.

The following are our actions for strengthening mental health and social connection in 2023–2024.

02 STRENGTHEN MENTAL HEALTH AND SOCIAL CONNECTION

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
2.1	Ensure vulnerable members of the community who are registered with State or Commonwealth home support programs have access to support services to live independently at home and opportunities to actively participate in community life.	Older adults	Satisfaction rate of clients who receive Council services under the Commonwealth Home Support Program exceeds 90%.	Aged Care and Independent Living
2.2	Implement a communication campaign for Moorleigh Community Village to profile the variety and diversity of community groups and opportunities available for the broader community to participate in.	All Community groups and organisations Volunteers CALD Older adults	Promotion campaign implemented including a brochure for distribution to local residents and community venues, production of a video, website update and newsletter articles. An increase in room usage and/or the number of community groups delivering activities at Moorleigh Community Village.	Community Development
2.3	Deliver a range of programs to improve mental health and stronger and more creative communities.	All	Ten live community events to be held throughout Glen Eira.	Libraries, Arts and Culture
2.4	Deliver a range of programs to improve mental health and encourage social connection.	All	An average of two weekly programs delivered across library services.	Libraries, Arts and Culture
2.5	Deliver a mental health and social connection activity to increase resilience and community connection.	People with a disability CALD Older adults Population groups experiencing vulnerability	Partnership project delivered incorporating a minimum of three key partners to improve mental health outcomes.	Community Development

02 STRENGTHEN MENTAL HEALTH AND SOCIAL CONNECTION

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
2.6	Promote and deliver a Community Grants Program to support community organisations that respond to emerging vulnerabilities and promote active participation in community life.	All People with a disability CALD Older adults Population groups experiencing vulnerability	Promotional campaign developed and delivered. Minimum of 100 community groups and not-for-profit organisations provided with grant funding.	Community Development
2.7	Facilitate capacity building opportunities for community organisations to network and partner together and to extend the reach of support services across the community.	All	A minimum of five Community Group Committee meetings held to foster community partnerships and networking with up to 25 community organisations.	Community Development
2.8	Support parents with young children to understand mental health needs and identify services and supports through the Maternal and Child Health service.	Families	Post-natal depression assessments undertaken with all primary care givers when babies reach four-weeks of age.	Family, Youth and Children's Services
2.9	Facilitate and support older adults to socially connect and provide programs that support health and wellbeing.	Older adults CALD	Annual seniors community groups' allocation and grant program delivered. At least ten seniors groups supported to increase the number of members and/or range of activities.	Community Development

02 STRENGTHEN MENTAL HEALTH AND SOCIAL CONNECTION

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
2.10	Expand Council's social support programs for older people and across generations to enhance mental health and connection.	Older adults CALD	At least three full-day outings offered per month. The number of half-day outings and activities offered increased from one per month to two per month. Two new activities delivered that bring together younger and older people for interaction and social connection.	Aged Care and Independent Living
2.11	Deliver a mental health information campaign in partnership with sporting and community groups to improve access to mental health services.	All	<i>Mental Health First Aid Training</i> program delivered to build capacity of sporting and community group members.	Community Development
2.12	Deliver a Local Hero and a Good Neighbour Recognition Program.	All	<i>Local Hero Recognition Program</i> established and launched. <i>Good Neighbour Recognition Program</i> reviewed and implemented. Six <i>Glen Eira News</i> articles profiling the <i>Local Hero</i> and <i>Good Neighbour Recognition Programs</i> .	Community Development

02 STRENGTHEN MENTAL HEALTH AND SOCIAL CONNECTION

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
2.13	Establish and support a Chatty Café program in Glen Eira.	All	A minimum of four community and hospitality venues established and promoted.	Community Development
2.14	Improve the amenity of our Activity Centres to encourage walking to and within these centres.	All	Amenity and attractiveness of two local shopping centres, Murrumbeena and Glen Huntly, enhanced through tree planting.	City Futures
2.15	Deliver Citizen of the Year and Volunteer Recognition Programs that recognise and celebrate volunteers in the community to promote and encourage increased volunteering.	All Community groups and organisations Volunteers	<i>Citizen of the Year and Volunteer Recognition Programs</i> promoted through campaigns including a minimum of four newsletters, six social media posts and direct communication to more than 500 community group contacts. <i>Citizen of the Year and Volunteer Recognition Programs</i> conducted, and a <i>Community Awards Event</i> held to publicly celebrate volunteers.	Community Development
2.16	Promote inclusive volunteering to build the capacity of local community organisations to be more inclusive in their volunteer programs.	Community groups and organisations Volunteers People with a disability CALD Young people Older adults	A minimum of four network meetings facilitated for community organisations to build capacity and enable volunteering pathways for people with a disability.	Community Development

03 ENHANCE ACTIVE LIVING

Our priority to enhance active living improves physical health in our community. Physical activity is important for maintaining good physical and mental health and preventing disease. We work to promote and support active recreation and sport, both structured and unstructured, from walking, cycling and play to competitive sport and active exercise. We improve the built environment to be more accessible, safe, walkable and interconnected — with improvements to green and open spaces, parks, neighbourhoods and reserves that support healthy activities for our community to experience in their everyday lives.

The objectives to progress the priority to enhance active living are:

- > **Increase rates of participation in physical activity.**
- > **Enhance accessibility, safety, walkability and interconnectedness across the built environment.**

- > **Maximise opportunities for an active community through capacity building and partnerships.**
- > **Conduct campaigns that promote active healthy lifestyles.**

Our success in 2022–2023 is measured through the following achievements:

- Diversity was celebrated through a free Pride themed event in conjunction with Glen Eira Sports and Aquatic Centre's group fitness program.
- Active transport, including bike parking locations, Rosstown Rail Trail and cycling priorities and achievements were promoted to encourage active living.
- Accessible and inclusive programs to increase community participation through Glen Eira Leisure's free, four week, *Active Communities Program* included a new four week *Mum's and Bubs* class, Bollywood dancing and Yoga in the park.

- Improved condition, safety and accessibility on Balaclava Road for walking as part of the Great Walking Streets project.
- Glen Eira Leisure's *GEL Anywhere* free physical activity online fitness hub, designed to cater for all abilities and fitness levels, encouraged physical activity within our community.
- Glen Eira Leisure's *Every Body Active Program*, provided dedicated one-on-one support for people of all abilities.

The following are our actions for enhancing active living in 2023–2024.

03 ENHANCE ACTIVE LIVING

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
3.1	Provide accessible and inclusive programs through our Glen Eira Leisure facilities to improve participation rates of all community members including women, people with a disability, LGBTQIA+, carers and older adults.	All People with a disability Women Older adults LGBTQIA+ Carers	<i>Every Body Active</i> : weekly programs delivered for people with disabilities. <i>Living Stronger</i> : an older adult exercise program to encourage active ageing, delivered each week. Annual Pride event: free Pride themed mega classes delivered to celebrate diversity and inclusion. <i>International Day of People with a Disability</i> : free annual event held at Glen Eira Sports and Aquatic Centre in December 2023.	Glen Eira Leisure
3.2	Deliver the GEL Anywhere physical activity online fitness hub to maintain accessibility and utilisation rates of the online program.	Adults	<i>GEL Anywhere</i> : an updated library of pre-recorded online exercise classes covering a wide range of styles for varying abilities, available to the community. A minimum of 100 classes offered and marketed through social media platforms.	Glen Eira Leisure
3.3	Promote active transport options including walking and cycling to increase participation rates in physical activity.	All People with a disability Older adults	An <i>Active Paths Program</i> implemented in a minimum of two local schools in Glen Eira. Three information campaigns delivered.	City Futures
3.4	Deliver the annual municipal-wide footpath renewal and upgrade program, which will improve the condition and safety of the footpath network, leading to improved accessibility and walkability.	All	Annual budgeted footpath renewal and upgrade program delivered.	Works Depot

03 ENHANCE ACTIVE LIVING

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
3.5	Encourage participation in physical activity by enhancing accessibility and the safety of sports grounds after dark through the lighting up open space initiative.	All	Sports ground lighting is provided for community use at three locations across the municipality, Hodgson Reserve, EE Gunn Reserve and Caulfield Park, from April to October.	Recreation and Open Space
3.6	Deliver the Active Communities Program in City of Glen Eira parks to increase physical and mental health to enhance our active community.	All Adults	<i>Active Communities</i> : a minimum of six weeks per year, free outdoor fitness classes for the community delivered during warmer months.	Glen Eira Leisure
3.7	Promote and encourage the use of Council's outdoor exercise equipment and active recreation facilities by providing online information and instructional content.	All	QR codes, instructions and information developed and provided on-site and on Council's website. Promotional campaign developed and delivered.	Recreation and Open Space

04 CREATE HEALTHIER ENVIRONMENTS

Our priority to create healthier environments support our community to make healthy lifestyle choices to reduce the impacts of disease and chronic health conditions. Our focus is towards creating healthier environments by promoting healthy food and drink options, and discouraging smoking and vaping, harmful alcohol and illicit drug consumption and harmful gambling behaviours. We support increased active living, ageing well and reduced falls for older people in our community. We support people in our community who are experiencing high levels of disadvantage and vulnerability. We advocate to Federal and State governments to improve our community's health and wellbeing outcomes through improved healthy environments.

The objectives to progress the priority to create healthier environments are:

- > **Promote benefits of the importance of healthy and nutritious food to help prevent long-term chronic disease.**
- > **Reduce harm to our community from tobacco, e-cigarettes, alcohol and other drugs, and gambling.**

- > **Improve access to services and community resources for people who experience health inequalities.**
- > **Raise awareness and provide education on current health and wellbeing topics across all ages and abilities.**

Our success in 2022–2023 is measured through the following achievements:

- Information and education sessions for first-time parent groups were held at all Maternal and Child Health Centres to support parents at key milestones in their child's development.
- Council's Early Learning Centres maintained recognition from the Victorian Government via the Cancer Council through *The Achievement Program*. The *Healthy Early Childhood Services Achievement Program* raised awareness and provided education on health and wellbeing topics in Council's Early Learning Centres.
- Smoke-Free Zones within the 14 Activity Centres, created to reduce harm from tobacco, have been reviewed and all complaints responded to.
- Group fitness sessions, an afternoon tea at Rippon Lea Estate and more than a dozen on-line and in-person events were some of the inclusive, accessible and free activities held during the *Seniors Festival* to promote healthy ageing.
- Community Safety Month activities for older adults included *Coffee with a Cop*, Vic Roads supported safety sessions for older drivers, and distribution of a free crime prevention kit.
- Various free activities during *Carers Week*, to acknowledge and celebrate carers in our local community, included movie sessions and a morning tea and tour at Rippon Lea Estate.
- Gambling harm information and resources available to the community through Council's webpage and fact sheet.

The following are our actions for creating healthier environments in 2023–2024.

04 CREATE HEALTHIER ENVIRONMENTS

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
4.1	Support parents with information and education at key milestones in children's development to improve children's physical activity and intake of healthy and nutritious food.	Children	Information and education provided at first-time parent groups at all Maternal and Child Health Centres.	Family, Youth and Children's Services
4.2	Provide healthy food options at Council events to promote and encourage consumption of healthy food.	All	Minimum of 80 per cent of vendors offer healthy food options as part of their menu at events.	Libraries, Arts and Culture
4.3	Ongoing delivery and review of the Taste4Health program that recognises and promotes food businesses that provide healthy and nutritious food.	All	Program delivered and adapted as required.	Community Safety and Compliance
4.4	Support young children's knowledge about healthy eating and skills in food preparation and cooking.	Children	Kitchen garden program established at three Early Learning Centres and Carnegie Occasional Care Centre.	Family, Youth and Children's Services
4.5	Respond to complaints and provide education and enforcement to the declared Smoke-Free Zones within the 14 Activity Centres to reduce harm from tobacco.	All	100 per cent complaints responded to. 14 Smoke-Free Zones reviewed.	Community Safety and Compliance

04 CREATE HEALTHIER ENVIRONMENTS

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
4.6	Provide gambling harm information and resources to the Glen Eira community.	All Adults	Gambling harm initiative delivered in partnership with Gamblers Help Southern during Gambling Harm Awareness Week.	Community Development
4.7	Deliver an educational campaign aimed at reducing the uptake of smoking and vaping in young people and the broader community.	All Young people	Education campaign delivered to create awareness of health risks.	Community Development
4.8	Provide alcohol harm information and resources to the Glen Eira community.	All	Education campaign delivered to create awareness of alcohol harm.	Community Development
4.9	Develop a Gambling Policy.	All Population groups experiencing vulnerability	<i>Gambling Policy</i> endorsed by Council.	Community Development
4.10	Deliver Living and Life Skills workshops for young people that include topics on healthy life choices to reduce harm and improve health and wellbeing, and vocational outcomes.	Young people	At least eight workshops focusing on healthy life choices delivered for young people.	Family, Youth and Children's Services

04 CREATE HEALTHIER ENVIRONMENTS

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
4.11	Deliver an educational program in Council's Early Learning Centres to raise awareness about healthy eating, oral health, physical activity and movement, mental health and wellbeing, sun protection, safe environments and tobacco, alcohol and other drugs.	Children	The <i>Healthy Early Childhood Services Achievement Program</i> delivered and adapted as required.	Family, Youth and Children's Services
4.12	Deliver inclusive, accessible information and activities to older adults, people with a disability and culturally diverse groups in the community to promote healthy ageing and good health choices.	People with a disability Older adults CALD	Two education campaigns delivered.	Community Development
4.13	Partner with KidsSafe to provide education and support to parents about childhood injury prevention.	Children	Four campaigns about childhood injury prevention delivered to the community.	Family, Youth and Children's Services
4.14	Staff education on falls management for clients to be completed for all support staff and volunteers in Aged Care and Independent Living services.	Older adults	One information sheet developed and distributed to clients around falls prevention. Two education sessions on falls prevention for clients of Council's Aged Care and Independent Living services.	Aged Care and Independent Living

05 EMBRACE CREATIVITY, LEARNING AND DIVERSITY

Our priority to embrace creativity, learning and diversity supports a strong culture of social inclusion across the community. We work to ensure all people are integrated into the fabric of our community and feel welcome now and throughout their lives. We support this inclusion through our activities that promote lifelong learning and celebrate diversity and by facilitating a range of cultural and artistic events and initiatives across the community. The specific needs of our First Nations people and people of all ages with diverse identities, cultures, religions, sexualities, genders, abilities and caring responsibilities are acknowledged, and each person feels included and respected across services, organisations, businesses and community settings.

The objectives to progress the priority to embrace creativity, learning and diversity are:

- > **Deliver accessible, inclusive and diverse arts and cultural events, festivals and activities.**
- > **Provide inclusive opportunities for lifelong learning across all stages of life.**
- > **Facilitate opportunities for community-based arts and cultural activities.**

- > **Celebrate our unique identities and build respect, inclusion and tolerance across ages, sexualities, genders, abilities, religions, and cultures.**
- > **Innovate our communication methods and messaging to make them inclusive and accessible for all.**
- > **Provide opportunities for creative expression and sharing of stories from all backgrounds and experiences across the community.**

Our success in 2022–2023 is measured through the following achievements:

- As part of the *Your Story* program, seven articles were published and a video has been developed sharing the experiences and perspective of young people in Glen Eira.
- The Kindergarten program was made available for all eligible children in Council's Early Learning Centres to provide inclusive learning opportunities.
- Exhibitions in Gallery Two provided opportunities for a diverse range of local artists, age-groups and cultural

backgrounds to showcase their work, increasing overall Gallery interest and visitation.

- The *All-Abilities Program* increased opportunities for participation through the *GROW Glen Eira* and *EmployAbility* employment projects, to support people with a disability into employment and enter a partnership or employment in the horticulture industry.
- To celebrate *International Women's Day* this year, the community enjoyed a special night-time opening of the Gallery followed by a comedy show in the Town Hall Auditorium.
- The Rainbow Pride Advisory Group provided advice and guidance to Council with members participating in Council Pride activities.

The following are our actions for embracing creativity, learning and diversity in 2023–2024.

05 EMBRACE CREATIVITY, LEARNING AND DIVERSITY

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
5.1	Convene meetings of the Multicultural Advisory Committee and support delivery of agreed priority actions.	All CALD	Five meetings held and priority actions delivered.	Community Development
5.2	Offer funded kindergarten for all eligible three- and four-year-old children in Council's Early Learning Centres.	Children	Kindergarten program made available for all eligible children in Council's Early Learning Centres. Victorian Government's Free Kindergarten initiative offered in Council's Early Learning Centres.	Family, Youth and Children's Services
5.3	Conduct education and training to build the capacity of educators in early childhood services to deliver high quality education and care programs.	Children Early childhood educators	Four Early Years Network meetings attended. Two early years professional development sessions held. At least two <i>Yarning Circles</i> delivered in partnership with the Department of Education for early learning services.	Family, Youth and Children's Services
5.4	Provide education sessions for older adults, including those from diverse backgrounds, to raise awareness about life stage planning, (e.g. wills, powers of attorney, housing options and end-of-life care).	All CALD	At least two information sessions delivered.	Community Development
5.5	Deliver programs for the community at different life stages to encourage learning and creativity.	All	Minimum of 50 activities delivered.	Libraries, Arts and Culture

05 EMBRACE CREATIVITY, LEARNING AND DIVERSITY

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
5.6	Create and promote opportunities to attract a new and diverse range of artists and visitors to the Gallery.	All Young people People with a disability	Four targeted marketing campaigns delivered for the Gallery. Promotion of exhibitions and monthly <i>Sunday Sessions Program</i> in the Gallery.	Libraries, Arts and Culture
5.7	Promote Gallery Two as a free space for emerging artists that live, work or study in Glen Eira to showcase their art.	All	Promotion campaign developed and delivered. Minimum of eight emerging artists showcased.	Libraries, Arts and Culture
5.8	Deliver the Community for All-Abilities program to increase opportunities for participation, inclusive communities and volunteering opportunities for people with a disability and their carers.	Adults Young people People with a disability Carers	<i>Community for All-Abilities Program</i> delivered.	Community Development
5.9	Deliver an activity to acknowledge International Women's Day.	All Women	Activity delivered that celebrates <i>International Women's Day</i> for local women and the wider community.	Libraries, Arts and Culture

05

EMBRACE CREATIVITY,
LEARNING AND DIVERSITY

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
5.10	Three community activities to celebrate LGBTQIA+ awareness days in partnership with our Rainbow Pride Advisory Group (e.g. Pride March, IDAHOBIT and Trans Awareness Week).	LGBTQIA+	Three community activities delivered. Five social media posts acknowledging LGBTQIA+ significant days to raise awareness and provide links to relevant service providers.	Community Development
5.11	Deliver an information and awareness raising campaign on the upcoming Voice to Parliament referendum.	All Aboriginal and Torres Strait Islander peoples	Campaign delivered providing safe places for community members to have conversations about the referendum.	Community Development
5.12	Deliver digital access to local history content through Council's website to celebrate Glen Eira's historic identity and make past stories accessible for all.	All	Provide access to local history content through Council's digital platforms including education resources for primary schools and Flashback Fridays (weekly social media posts).	Libraries, Arts and Culture
5.13	Deliver the Your Story program offering opportunities for young people to share their stories and learn to advocate for themselves through a series of storytelling initiatives and workshops.	Young people	A minimum of 20 stories developed by young people, with the option to share their stories across Glen Eira supported outlets (for example Glen Eira News, social media and the Glen Eira City Council website).	Family, Youth and Children's Services
5.14	Deliver a program to provide the opportunity for creative expression and sharing life experiences across our diverse community.	All	<i>Story Telling Festival</i> delivered.	Libraries, Arts and Culture

06 PROMOTE RESPECT, CARE AND EQUITY

Our priority to promote respect, care and equity is important to help keep our community safe from all forms of inequality and violence. We work to create a community where people across all ages, genders, diverse identities and abilities are nurtured, respected and protected. We promote and raise a greater awareness of respectful and healthy relationships and we ensure the people in our community who are at risk are aware of the supports available to them. We endeavour to create spaces where everyone feels safe in their neighbourhoods and homes, especially women, children and older people.

The objectives for progressing the priority of respect, care and equity are:

- > **Promote and provide opportunities to enhance equitable, healthy and respectful relationships in the community.**
- > **Participate in national, state and local initiatives that raise awareness and promote safety.**

- > **Participate in partnerships to promote gender equality, respect and the prevention of violence.**
- > **Set the foundations as a community leader for gender diversity and equality.**
- > **Promote information to support people in the community who are at risk or in need of support.**

Our success in 2022–2023 is measured through the following achievements:

- Glen Eira City Council Maternal and Child Health and Peninsula Community Legal Service partnership offered an ongoing and responsive free service to women who have been identified as experiencing family violence and requiring legal support.
- Delivery of *16 Days of Activism*, state-wide campaign for family violence prevention to promote equality and respectful relationships.
- An annual forum for seniors-based community organisations has been established to share initiatives, knowledge and opportunities for joint success.

- *Moving Up!*, a primary school program was delivered to support Year 6 students in their transition to secondary education.
- KidsSafe campaigns were delivered to the community to provide education and support to parents about childhood injury prevention.

The following are our actions for promoting respect, care and equity in 2023–2024.

06 PROMOTE RESPECT, CARE AND EQUITY

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
6.1	Deliver an annual forum for seniors-based community organisations and clubs to share initiatives, knowledge and opportunities for joint success.	Older people CALD Volunteers	Forum delivered in November 2023.	Community Development
6.2	Safeguard children and young people through implementation of the new Victorian Child Safe Standards.	Children Young people	Council's child safeguarding training plan developed. Glen Eira policies and child safeguarding practices reviewed and updated to meet the requirements of the Victorian Child Safe Standards.	Family, Youth and Children's Services
6.3	Implement the second year actions of the Glen Eira Community Safety Plan 2022–2025 to enhance safety, support and wellbeing.	All	Completion of 90 per cent of the second year actions.	Community Development
6.4	Participate in 16 Days of Activism — the state-wide campaign for family violence prevention to promote equality and respectful relationships.	All Women	<i>16 Days of Activism</i> campaign delivered in partnership with Council and community stakeholders.	Community Development
6.5	Deliver information campaigns to promote family violence prevention and respectful relationships in the community.	All Women	Two education and awareness campaigns delivered.	Community Development

06 PROMOTE RESPECT, CARE AND EQUITY

2023–24 ACTIONS		POPULATION GROUPS	MEASURE	LEAD COUNCIL DEPARTMENTS
6.6	Deliver media campaigns about elder abuse and ageism and implement the ‘Framing Age Message Guide’ to raise awareness in the community and promote respect for older people.	Older people	Two awareness campaigns delivered. The <i>Framing Age Message Guide</i> implemented in partnership with the Southern Melbourne Elder Abuse Prevention Network.	Community Development
6.7	Provide support to parents of young children through an onsite legal service at a Maternal and Child Health Centre to support the prevention of family violence.	Women CALD People with a disability	Delivery of monthly onsite legal advice provided by Peninsula Community Legal Service at a Maternal and Child Health Centre.	Family, Youth and Children’s Services
6.8	Complete gender impact assessments on Council programs or services to reflect gender equality, respect and inclusion.	All	Minimum of three gender impact assessments completed.	Community Development
6.9	Deliver Pride activities and programs, providing a safe and inclusive space for young people, families and their supports to connect, listen, learn and ask questions of people with varying lived experiences within the LGBTQIA+ community.	Young people LGBTQIA+	Deliver one Pride themed activity per quarter.	Family, Youth and Children’s Services
6.10	Deliver the Moving Up! and Moving In! program, which supports Year 6 students in their transition to secondary education.	Young people	<i>Moving Up!</i> program offered to all primary schools in Glen Eira. Expand the trial of the <i>Moving In</i> program by inviting up to three secondary schools in Glen Eira to participate.	Family, Youth and Children’s Services



GLEN EIRA
CITY COUNCIL

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National Relay Service

If you are deaf, hearing-impaired, or speech-impaired, we ask that you call us via the National Relay Service and then ask for (03) 9524 3333.

Online: <https://internet-relay.nrscall.gov.au>

Teletypewriter (TTY): 13 36 77

Speak and Listen: 1300 555 727

Social media

Glen Eira City Council:

www.facebook.com/GlenEiraCityCouncil

@cityofgleneira:

www.instagram.com/cityofgleneira

Glen Eira arts, gallery and events:

www.facebook.com/gleneiraarts

Glen Eira Leisure:

www.facebook.com/GESACOnline

<https://www.instagram.com/gleneiraleisure>

www.twitter.com/GESACOnline

Glen Eira Libraries and Learning Centres:

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