



WHITEHORSE Health and Wellbeing Plan 2021–2025 Year Four



Acknowledgement of country

Whitehorse City Council acknowledges the Wurundjeri Woi Wurrung people of the Kulin Nation as the traditional owners of the land. We pay our respects to their Elders, past, present and emerging.

Council's partners

Thank you to the many partner agencies contributing to the Whitehorse Health and Wellbeing Plan 2021-2025 and annual action planning.

Notes

Acronyms

CALD	Culturally and linguistically diverse
EMR	Eastern Metropolitan Region
LGA(s)	Local government authority/authorities
LGBTIQ+	Lesbian, gay, bisexual, trans and gender diverse, intersex, queer and questioning (An inclusive umbrella abbreviation to encompass a range of diverse sexualities, genders and sex characteristics.)
MCH	Maternal and Child Health (service)
MPHWP	Municipal Public Health and Wellbeing Plan
PVAW	Prevention of violence against women
WHWP	Whitehorse Health and Wellbeing Plan 2021-2025

Further information

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Introduction

As required under the *Public Health and Wellbeing Act 2008*, the [Whitehorse Health and Wellbeing Plan 2021-2025](#) (WHWP) describes the work Council will undertake in partnership with the community and with key state and local organisations over the four years to improve the health and wellbeing of people living, working, studying and recreating in Whitehorse

The Annual Action Plan 2024-2025 provides a brief background about the development of the Whitehorse Health and Wellbeing Plan 2021-2025 (Plan), a summary of community engagement that has informed the Plan and its implementation, as well as the key legislative requirements that the Plan supports. It then describes how the Plan, alongside the Council Plan, aligns with the Whitehorse Community Vision 2040.

The Annual Action Plan 2024-2025 describes the actions that Council and its partners will undertake in the final year of the WHWP across the budget year 2024-2025. The actions are described under the health and wellbeing objectives across the eleven domains of the WHWP.

Background

The Whitehorse Health and Wellbeing Plan 2021-2025 is Council's seventh Municipal Public Health and Wellbeing Plan (MPHWP). It represents Council's long-term commitment and endeavor to improve the health and wellbeing of the municipality in partnership with the community and with key State and local organisations.

In preparing a MPHWP every four years, the *Public Health and Wellbeing Act 2008* requires Council MPHWPs to:

- Be consistent with the corporate plan (Council Plan) of the Council and the Municipal Strategic Statement (MSS).
- Specify measures to prevent family violence and respond to the needs of victims of family violence in the local community. (Section 26 (2) (ba)).
- Have regard to climate change (Section 17 of the Climate Change Act).
- Consider the focus areas and priorities of the Victorian Public Health and Wellbeing Plan.

Community Engagement for Health and Wellbeing

Our community, through the development of the Whitehorse Community Vision 2040, asks for health and wellbeing initiatives that are shaped by the principles of

social justice, inclusivity, and sustainability. The WHWP describes how Council and its partners will put these principles into practice.

The WHWP directs this work over four years towards achieving the Whitehorse Community Vision 2040, where:

Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or disability. (World Health Organisation)

The WHWP was developed with the help of the Whitehorse community through the “Shaping Whitehorse” community engagement process. Building upon the Whitehorse Community Vision 2040, Shaping Whitehorse sought input from the community to help inform Council’s *Financial Plan 2021-2031*, the *Council Plan 2021-2025*, the *Municipal Public Health and Wellbeing Plan 2021-2025* and the *Asset Plan 2022-2032*. This engagement with the local community was achieved through a survey, pop up events, focus group sessions, partnership workshops and a deliberative community panel, resulting in the identification of key priorities and strategies for our community’s health and wellbeing over the next four years.

Informing implementation of the WHWP is additional community engagement entailing online or face-to-face group and individual engagement with our diverse community and key stakeholders, as well as tailored surveys administered through Your Say Whitehorse. The Disability in Whitehorse Action Plan 2022-2026 which is required under the *Victorian Disability Act 2006 s.38*. also informs implementation of the WHWP.

Strengthening the relationships with our Aboriginal community underpins the actions in the Reconciliation in Whitehorse Action plan 2024-2025. Through our continued engagement with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation we aim to develop greater understanding of local Aboriginal history and culture as well as ways to address systemic barriers faced by Aboriginal and Torres Strait Islander people in our community.

While this is the last year of implementation of the current WHWP, Council is engaging with the community, partner organisations and reviewing data to plan the next WHWP. The 2025-2029 WHWP will be integrated with the Council Plan.

The community continues to experience impacts of the COVID-19 pandemic. Effective recovery from these impacts requires collaboration between individuals, communities, all levels of government, non-government organisations and businesses. Council’s strong partnerships with a wide range of local and regional agencies, organisations and individuals will continue to be vital in helping the Whitehorse community to continue to recover and thrive over the years ahead.

Legislation

The Whitehorse Health and Wellbeing Plan 2021-2025 considers Council's responsibilities under the *Victorian Public Health and Wellbeing Act 2008*, the *Victorian Disability Act 2006* and the *Climate Change Act 2017*.

The *Victorian Public Health and Wellbeing Act 2008 (Vic)* (the Act) requires Councils to develop a Municipal Public Health and Wellbeing Plan (MPHWP) every four years following the Council election process. The aim of the Act is to achieve the highest attainable standard of public health by reducing health inequalities, promoting environments in which people can be healthy, and the protection and prevention of disease, illness, injury, disability, and death.

An amendment to section 26 of the Act was introduced in 2017 requiring councils to report on the measures the Council proposes to take to reduce family violence and respond to the needs of victims. Therefore, partnerships and actions that support this requirement are integrated into the WHWP. (See also: [Whitehorse Family Violence Prevention Action Plan 2021-2025](#))

The *Victorian Disability Act 2006* s.38 requires all public bodies including local government to develop a Disability Action Plan. Partnerships and actions that support this requirement are also integrated into the WHWP.

In addition, the *Climate Change Act 2017* s. 17 states that decision makers must have regard to climate change in the MPHWP and the WHWP reflects this regard.

Other legislation underpinning and influencing the WHWP is outlined in [Appendix 1](#). The list is not exhaustive.

Planning Framework

The Whitehorse Health and Wellbeing Plan 2021-2025 sits alongside the Council Plan in directing the efforts and resources of Council. The WHWP aims to achieve four-year health and wellbeing objectives, working towards achieving the twenty-year Whitehorse Community Vision 2040.

The health and wellbeing objectives sit within eleven domains in the WHWP, each of which reflect broad strategic areas in which Council has a direct role or a level of influence over, and in which there are opportunities for collaborations between different areas of Council, with partner agencies and the community.

The WHWP aligns with all themes of the Community Vision 2040, but in particular:

Theme 1: Diverse and Inclusive Community

Theme 2: Movement and Public Spaces

Theme 5: Sustainable Climate and Environmental Care

Theme 7: Health and Wellbeing

The WHWP recognises the contributions that Council and the community can make to influence the wider social and environmental factors for the health and wellbeing of everyone in Whitehorse, while at the same time ensuring individuals can access healthy lifestyles of their choice.

Health and wellbeing objectives and strategies for the four years are defined across eleven domains which, together, reflect the breadth and depth of Council's role in protecting health and promoting wellbeing and active living.

Health and Wellbeing Objectives

Healthy Start for Life

1. Over the period 2021-2025 more children and young people in Whitehorse will have the best possible start in life

Healthy Relationships

2. By 2025 we will see increased capacity of Council, its partners and the community to respond to and prevent bullying, elder abuse, child abuse and family violence

Healthy Behaviours

3. By 2025 people in Whitehorse will be enjoying more physical activity and a healthier diet

Health Protection

4. Over the period 2021 to 2025 we will see an upward trend in immunisation rates

Mental Health and Wellbeing

5. By 2025 people in Whitehorse will feel more resilient and re-connected to their community

Healthy Ageing

6. Over 2021-2025 we will see more people aging well in Whitehorse

Access and Participation

7. By 2025 there will be fewer barriers for access to information, services and participation in the social and economic life of the municipality

Social Cohesion

8. By 2025 our community will be more inclusive of diversity

Safety

9. In 2025 the people of Whitehorse will report a greater sense of personal safety both at home and in the community

Neighbourhood Liveability

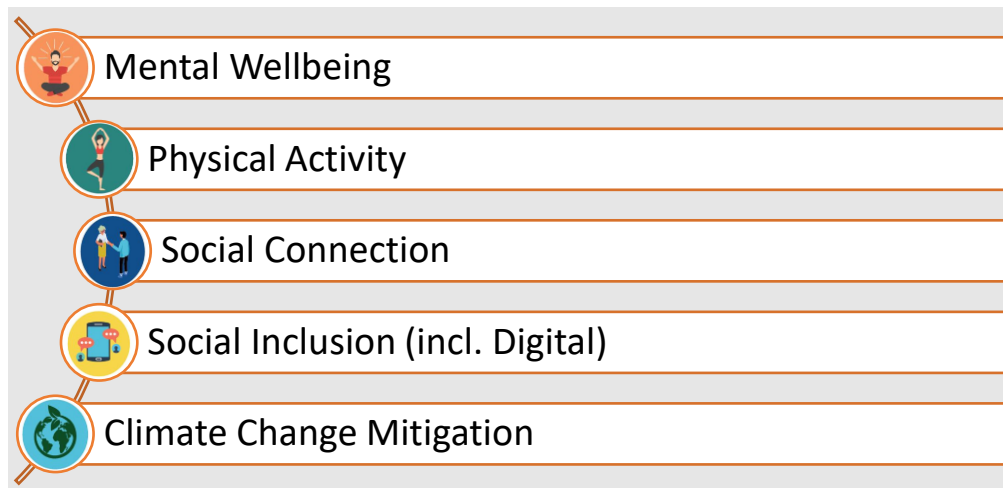
10. By 2025 our community will enjoy more liveable neighbourhoods

Climate Change Mitigation

11. By 2025 we will see more individuals, organisations and businesses taking action to mitigate and build resilience to the effects of Climate Change

Health and Wellbeing Priorities

Across all the domains, five broad health and wellbeing priorities emerged for the City of Whitehorse to focus on for the four years 2021-2025: mental wellbeing, physical activity, social and neighbourhood connection, social inclusion (including digital inclusion) and climate change mitigation.



Monitoring and Evaluation

The WHWP is monitored and reported on as part of Council's quarterly and annual reporting cycles, including an annual highlights report. Engagement with partner organisations is a part of this process.

The Whitehorse Health and Wellbeing Collaborative Action Group contributes to the monitoring and evaluation of collaborative actions. The group was established early in 2022 with representatives from cross-Council Departments at Whitehorse City Council and healthAbility (the local community health service).

The longer-term four-year objectives/impacts described in the WHWP will be thoroughly evaluated in 2025 in consultation with partner organisations and reported to Council.

The Annual Action Plan to Improve Health and Wellbeing

Overview

The WHWP recognises and builds on the strengths, or foundations, which make up the diverse and vibrant City of Whitehorse. These are the existing infrastructure, systems, natural environment, organisations, programs, services, social networks, and people.

On the following pages are the actions that Council and partners will undertake in the final year of the WHWP across the budget year 2024-2025. The actions are described under the health and wellbeing objectives across the eleven domains of the WHWP.

Many actions continue from the previous year or years of the WHWP because initiatives often take more than one year to be achieved. Some of these have been revised and rewritten to better reflect the current context. Some actions are new to the action plan, developed through the review of the third year's actions or identified through the planning and development of other plans. Continuing, revised and new actions are noted.

Each domain includes an indicative list of the areas of Council and importantly (as the health and wellbeing of the community is a collaborative effort and not achieved by Council alone) the partner organisations that engage in achieving the health and wellbeing objective.

Many of Council's strategies, plans and policies are aligned with and support the WHWP; the most significant ones are listed in each domain.

Context

In planning actions for the year, consideration is given to the capacity and strategic directions of partner organisations.

Our local community health service, healthAbility, is one of three inner east community health services collaborating to plan and deliver health promotion together across the inner east. The areas of health promotion currently funded by the Department of Health for community health are healthy eating, physical activity, and smoking cessation. HealthAbility continues to also implement their Baby Makes 3 program which promotes healthy and equal relationships in new families.

The North Eastern Public Health Unit (NEPHU) developed a catchment-wide population health plan in 2023 with objectives that will be achieved through partnering with local organisations (including community health and women's health services and local government) for place-based chronic disease prevention and health promotion. The NEPHU two priority areas for collective action in the North Eastern Catchment are improving sexual and reproductive health and increasing

healthy eating. Several initiatives in the WHWP 2024-2025 Annual Action Plan are aligned with the promotion of healthy eating – integration of Lactation Support and INFANT¹ programs into Whitehorse MCH service, through access to fresh food for people needing food relief and by promoting healthy sports food and drink sponsorship and marketing.

The annual actions of the Whitehorse Family Violence Prevention Action Plan 2021-2025 are incorporated into each WHWP annual action plan, identifying how Council and partners will address both prevention and response to family violence, including elder abuse.

Engagements through existing networks, collaborations and partnerships provided subject matter and sector expertise, identified strategic opportunities and clarified capacities in preparation for the Annual Action Plan 2024-2025. For the year ahead, collaborations and partnerships between organisations include areas of: youth engagement and participation, inclusive sports clubs, reducing ageism, promoting gender equality and increased access to services for fathers, advocacy for a MABELS² program, advocacy to maintain and enhance immunisation coverage, responding to the increasing uptake of e-cigarettes in the community, digital inclusion, celebrating community diversity, energy advice program supporting residents and businesses, and place activations across Whitehorse.

¹ The INFANT (INfant Feeding Active play and NuTrition) program aims to improve parents' and carers' knowledge and skills around healthy eating, active play, limiting screen time and, in turn, healthy growth from the start of life.

² MABELS (Mothers and Babies Engaging & Living Safely) is a Health Justice Partnership between Eastern Community Legal Centre (ECLC), [Boorndawan Willam Aboriginal Healing Service](#) and local government providing early intervention for women experiencing family violence.

Healthy Start for Life

Childhood and adolescence is a period of rapid cognitive, biological and social development and is the most critical in influencing a person's health and wellbeing throughout life.

Objective

Over the period 2021-2025 more children and young people in Whitehorse will have the best possible start in life

What we will do in the fourth year

Healthy Start for Life

Inform and involve families and communities in promoting the safety and wellbeing of children and young people. [REVISED]

Deliver community arts programs to engage children and young people in creative activity. [CONTINUE]

Develop organisation approach to engagement and consultation with young people. [REVISED]

Explore opportunities for collaboration between Council's youth team and healthAbility. [NEW]

Grow opportunities for children and teenage youth participation and social engagement at Strathdon Precinct. [CONTINUE]

Implement and evaluate a Lactation Support Program in the Whitehorse MCH service. [NEW]

Integrate the INFANT³ program into the Whitehorse MCH service and review options for ongoing resourcing. [NEW]

Develop organisation approach to engagement and consultation with children. [REVISED]

Develop the implementation plan for the new Youth Services operating model. [NEW]

³ The INFANT (INfant Feeding Active play and NuTrition) program aims to improve parents' and carers' knowledge and skills around healthy eating, active play, limiting screen time and, in turn, healthy growth from the start of life.

Who is involved

Health and Family Services
Arts and Cultural Services
Community Strengthening and Engagement
People and Culture
Deakin Institute for Physical Activity and Nutrition

Related Council strategies, plans and policies

Municipal Youth Plan
Municipal Early Years Plan
Arts and Cultural Strategy
Community Engagement Policy



Healthy Relationships

Healthy family, peer and intergenerational relationships provide the foundations for everyone to develop and grow and enjoy a full, healthy, and rewarding life.

Objective

By 2025 we will see an increased capacity of Council, its partners, and the community to respond to and prevent bullying, elder abuse, child abuse and family violence

What we will do in the fourth year

Lead the Whitehorse Collaborative Network for the Prevention of Violence Against Women (CAN4PVAW). [CONTINUE]

Partner in the Regional Together for Equality and Respect Strategy and the Eastern Elder Abuse Network. [CONTINUE]

Participate in the Victorian 16 Days of Activism 2024 campaign and run a community activity to engage people in prevention of violence against women and children. [REVISED]

Continue to develop, support and collaborate in local prevention activities with the Chinese speaking community. [CONTINUE]

Update Council's website to improve currency of and access to information about and supports for family violence, gender-based violence and elder abuse. [NEW]

Explore future possibilities for adaptation and sustainability of Leaders for Change and Let's Talk about Respect for young people in Whitehorse. [REVISED]

Engage with family violence sector organisations to increase access and support for young people to reduce homelessness risk. [NEW]

Establish a mechanism to increase the engagement and participation of older people with Council. [NEW]

Activate the Whitehorse Multicultural Committee to understand barriers to and opportunities for family violence prevention within CALD communities. [NEW]

Promote and support local sport and recreation organisations to implement gender equality initiatives. [REVISED]

Provide young adults, parents and the wider community with information and education about Affirmative Consent in collaboration with Eastern Centre against Sexual Assault and Victoria Police. [REVISED]

Promote gender equality and increased access to services for fathers by piloting a project to embed a whole-of-setting gender equality framework within Council's MCH service in collaboration with healthAbility. [NEW]

Improve data capture to support evaluation and advocacy of prevention and early intervention programs in MCH and other Council services and programs. [NEW]

Review Council's role and community capacity in supporting older carers and people caring for an older person. [NEW]

Lead work in the region addressing the intersection of ageism and sexism, in collaboration with Women's Health East and Eastern Community Legal Centre. [NEW]

Collaborate to address the shared drivers of violence against women and elder abuse. [NEW]

Share and integrate into practice the findings of Council's partnership project with Swinburne University, the Intergen Project. [NEW]

Collaborate with Inner East Metropolitan LGAs to advocate for joint State funding for the introduction of an Inner East MABELS⁴ program. [CONTINUE]

Who is involved

Community Strengthening and Engagement

Health and Family Services

Recreation and Leisure Services

People and Culture

EMR Together for Equality and Respect Partnership (TFER)

Whitehorse Collaborative Action Network for Prevention of Violence against Women (CAN4PVAW)

Eastern Elder Abuse Network (EEAN)

FVREE, family violence service

healthAbility community health service

Family Access Network

Women's Health East

Eastern Community Legal Centre

Eastern Centre against Sexual Assault and Victoria Police

⁴ MABELS (Mothers and Babies Engaging & Living Safely) is a Health Justice Partnership between Eastern Community Legal Centre (ECLC), [Boorndawan Willam Aboriginal Healing Service](#) and local government providing early intervention for women experiencing family violence.

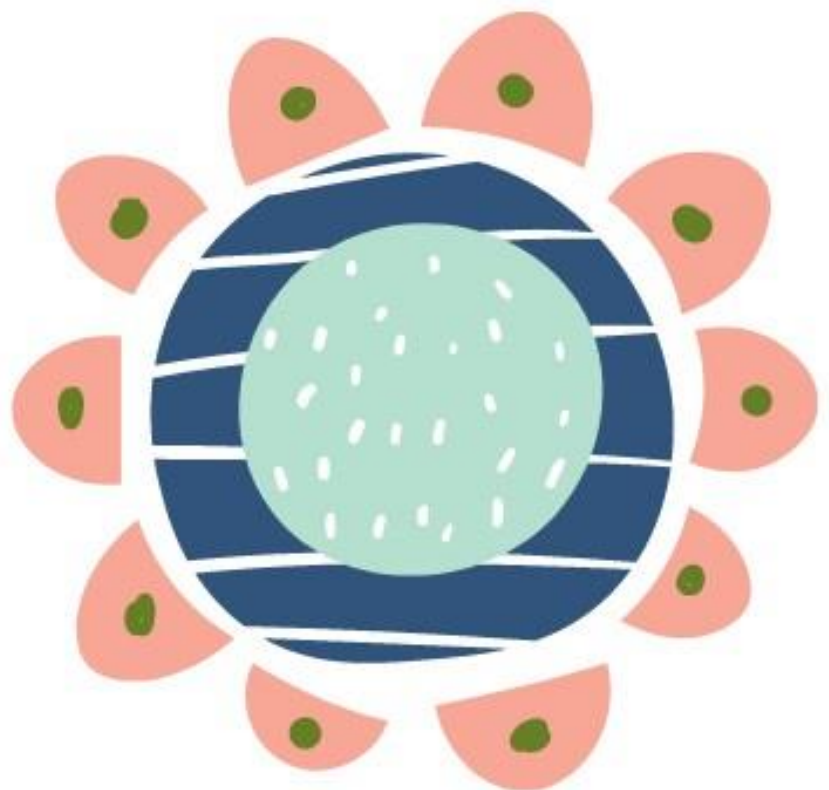
Related Council strategies, plans and policies

Family Violence Prevention Action Plan

Disability in Whitehorse Action Plan

Municipal Early Years Plan

Municipal Youth Plan



Mental Health and Wellbeing

The COVID-19 pandemic and restrictions on community life have had a profound impact on people's mental wellbeing.

Objective

By 2025 people in Whitehorse will feel more resilient and re-connected to their community

What we will do in the fourth year

Improve access to information, resources and mentoring programs to support the resilience of the diverse local business community. [REVISED]

Host an art exhibition at Box Hill Community Arts Centre for children and young people. [CONTINUE]

Collaborate with the community to provide opportunities for creativity and mental wellbeing. [CONTINUE]

Support Women's Health East to deliver Chinese Women's Mental Health initiatives in Whitehorse. [CONTINUE]

In collaboration with health promotion and health protection stakeholders, progress local and regional approaches to respond to the use of e-cigarettes. [NEW]

Support young people to deliver the 2024 Youth Forum. [CONTINUE]

Enhance the experience of Council volunteers through implementation of audit and review findings. [REVISED]

Collaborate with other councils to deliver a program of health and wellbeing seminars for parents, carers and children/ adolescents and the Joint Health and Wellbeing online series promoting mental wellbeing. [CONTINUE]

Who is involved

Community Strengthening and Engagement
Strategic Communications and Customer Service
Engineering and Investment
Health and Family Services and Youth Services
Arts and Cultural Services
healthAbility community health service
Women's Health East
Neighbourhood and Community Houses
Neighbouring LGAs
Not for Profit Organisations and Community Groups

Related Council strategies, plans and policies

Disability in Whitehorse Action Plan

Municipal Youth Plan

Investment and Economic Development Strategy

Arts and Cultural Strategy

Family Violence Prevention Action Plan



Healthy Behaviours

Often referred to as lifestyle, these are the things we do every day which have a powerful influence on our physical health and mental wellbeing.

Objective

By 2025 people in Whitehorse will be enjoying more physical activity and a healthier diet

What we will do in the fourth year

Implement Easy Ride routes. [CONTINUE]

Implement active transport programs, including Bike Skills programs. [REVISED]

Conduct walking and cycling improvements in Box Hill. [CONTINUE]

Increase awareness of physical activities suitable for people as they age. [NEW]

Promote and activate public open space, [CONTINUE]

Provide opportunities in public open spaces for the community to participate in-person in Council engagements. [REVISED]

Collaborate with local sports clubs and other community groups to increase community participation. [CONTINUE]

Collaborate in the Healthy Sports Sponsorship project. [CONTINUE]

Develop a Sports Field Signage Policy. [CONTINUE]

Who is involved

Engineering and Investment

Leisure and Recreation Services

Community Safety

Community Strengthening and Engagement

Positive Ageing

Community health services

Sports clubs

Schools

Not for Profit Organisations and Community Groups

Related Council strategies, plans and policies

Recreation Strategy
Disability in Whitehorse Action Plan
Box Hill Integrated Transport Strategy
Community Road Safety Strategy
Cycling Strategy



Health Protection

Individuals and communities can take action to help protect themselves from diseases and other harms in the community.

Objectives

Over the period 2021 to 2025 we will see an upward trend in adult, child and adolescent immunisation rates

What we will do in the fourth year

Advocate to State Government for funding to maintain and enhance immunisation coverage across Victoria in partnership with LGAs and the Municipal Association of Victoria. [NEW]

Who is involved

Health and Family Services

Related Council strategies, plans and policies

Municipal Early Years Plan
Municipal Youth Plan

Safety

Feelings or perceptions of safety affect how people move around and freely access all aspects of the municipality – transport, open spaces, activities, facilities and information.

Objective

In 2025 the people of Whitehorse report a greater sense of personal safety both at home and in the community

What we will do in the fourth year

Promote safety and security to businesses. [CONTINUE]

Identify and address non-compliant properties and building sites with obstructed footpaths. [CONTINUE]

Promote and activate public open space [CONTINUE]

Who is involved

Community Safety
Engineering and Investment

Related Council strategies, plans and policies

Disability in Whitehorse Action Plan
Investment and Economic Development Strategy
Footpath Trading Policy



Healthy Ageing

Being valued, respected and able to participate in community life is important to people of all ages.

Objective

Over 2021-2025 we will see more people ageing well in Whitehorse

What we will do in the fourth year

Increase participation in older people's recreation and leisure programs. [REVISED]

Identify and respond to emerging issues in the aged care service sector identified through the Council-led Service Sector Network and by residents accessing Council's Connect and Support service. [NEW]

Create an image library to promote positive ageing in Whitehorse. [NEW]

Conduct periodic audits of images in Council publications to review diversity representation. [CONTINUE]

Deliver the Midweek Matinee program. [CONTINUE]

Deliver the Whitehorse Seniors Festival. [CONTINUE]

Host the Whitehorse Positive Ageing Forum (previously referred to as the Whitehorse Seniors Club Presidents Network) to engage with and support key community stakeholders. [REVISED]

Support and promote intergenerational activities by Council and other agencies. [CONTINUE]

Deliver an event during Dementia Action Week to raise community awareness about dementia and the supports available for people living with dementia and their Carers. [NEW]

Who is involved

Positive Ageing

Strategic Marketing and Communications

Arts and Cultural Services

Leisure and Recreation Services

Whitehorse Manningham Libraries Corporation

Not for Profit Organisations and Community Groups

Related Council strategies, plans and policies

Disability in Whitehorse Action Plan

Recreation Strategy

Arts and Cultural Strategy



Access and Participation

The COVID-19 pandemic has exacerbated existing social disparities, such as the lack of access to digital information.

Objective

By 2025 there will be fewer barriers for access to information, services, and participation in the social and economic life of the municipality

What we will do in the fourth year

Support Council services/programs to conduct Gender Impact Assessments (GIAs) on new and 'to be reviewed' Council policies, programs and services that have a significant and direct impact on the community. [NEW]

Devise a system for tracking and reporting on outcomes of implementation of GIAs. [NEW]

Collaborate with community food relief agencies to improve coordination and access in Whitehorse. [CONTINUE]

Trial the delivery of drop-in and outreach digital inclusion program in partnership with key stakeholders such as Libraries, Neighbourhood Houses and community facilities. [NEW]

Re-establish and broaden the Whitehorse Digital Inclusion Network. [NEW]

Evaluate the success of the Culture Counts trial, assess suitability and develop ongoing plan for measuring social impact of Council programs. [NEW]

Develop Program Logic Resources and a Social Impact Framework to support measurement of social impact. [NEW]

Establish a Whitehorse Multicultural Advisory Committee. [NEW]

Implement final phase of Welcome to International Students project. [CONTINUE]

Celebrate Volunteering through International Volunteer Day, National Volunteer Week and local 'Thank you' Event. [CONTINUE]

Implement the first year of the Whitehorse Fair Access Action Plan. [NEW]

Evaluate the health promotion stickers in rooming/boarded houses initiative. [REVISED]

Implement an initiative to increase the capacity of older people in using public transport. [NEW]

Who is involved

Community Strengthening and Engagement

Positive Ageing

Arts and Cultural Services

Health and Family Services

Neighbourhood and Community Houses

Neighbouring LGAs

Not for Profit Organisations, Sports Clubs and Community Groups

Related Council strategies, plans and policies

Recreation Strategy

Affordable Housing Policy

Gender Equality Action Plan



Social Cohesion

Social cohesion means we all have a sense of belonging and feel connected to, and responsible for, our community.

Objective

By 2025 our community is more inclusive of diversity

What we will do in the fourth year

Engage with First Nations people and organisations about activities at Box Hill Community Arts Centre and Strathdon Precinct. [CONTINUE]

Convene and resource the Whitehorse Interfaith Network. [CONTINUE]

Deliver an inclusive and multicultural event program. [CONTINUE]

Continue to build relationships and progress reconciliation with our local Aboriginal community. [CONTINUE]

Highlight Wurundjeri Woi Wurrung history in our local community and through cultural events. [CONTINUE]

In collaboration with the community, deliver events and activities that celebrate community diversity and promote inclusion, such as IDAHOBIT day. [CONTINUE]

Who is involved

Community Strengthening and Engagement

Strategic Communications and Customer Services

Arts and Cultural Services

Family Access Network

Women's Health East

Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation

Not for Profit Organisations and Community Groups

Related Council strategies, plans and policies

Reconciliation Action Plan

Disability in Whitehorse Action Plan

Municipal Youth Plan

Arts and Cultural Strategy



Neighbourhood Liveability

A liveable neighbourhood is one that is safe, accessible, and attractive, and provides good connectivity.

Objective

By 2025 our community will enjoy more liveable neighbourhoods

What we will do in the fourth year

Encourage shopping in local precincts through the Think Local Buy Local campaign and other activities. [CONTINUE]

Incorporate principles of a '20-minute neighbourhood' into new and updated planning strategies. [CONTINUE]

Deliver on key objectives of the 2021-2025 Domestic Animal Management Plan. [CONTINUE]

Promote Activate Whitehorse place-making. [CONTINUE]

Who is involved

Community Safety

City Planning and Development

Engineering and Investment

Business groups

Not for Profit Organisations and Community Groups

Related Council strategies, plans and policies

Investment and Economic Development Strategy

Domestic Animal Management Plan



Climate Change Mitigation

Human health and wellbeing depends on a healthy planet.

Objective

By 2025 we will see more individuals, organisations and businesses taking action to mitigate and build resilience to the effects of Climate Change

What we will do in the fourth year

Implement and evaluate the Car Share program in Whitehorse. [CONTINUE]

Broaden the scope of the Car Share Program across the municipality. [NEW]

Continue to promote Council's FOGO service until it becomes a universal service. [REVISED]

Deliver an energy advice program that supports residents and businesses to make decisions and improve the performance and comfort of their homes and buildings. [REVISED]

Enhance community education and engagement on climate change and sustainability by developing and implementing a communication and engagement plan to raise awareness of local climate change impacts. [NEW]

Who is involved

City Services

Engineering and Investment

Arts and Cultural Services

Community Strengthening and Engagement

Neighbouring Councils

Eastern Alliance for Greenhouse Action

Not for Profit Organisations and Community Groups

Related Council strategies, plans and policies

Climate Response Strategy

Urban Forest Strategy

Urban Biodiversity Strategy

Waste Management Strategy

Investment and Economic Development Strategy



Appendix: Legislation

INTERNATIONAL LEGISLATION

Universal Declaration of Human Rights and International Covenant on Civil and Political Rights

Australia is a signatory to both the Universal Declaration of Human Rights (1978) and the International Covenant on Civic and Political Rights. Australia is committed to the protection and promotion of human rights for not only all Australians, but for all humankind.

Australia became a signatory to the United Nations Convention on the Rights of Persons with Disabilities in 2008.

FEDERAL LEGISLATION

The Racial Discrimination Act (1975)

The Racial Discrimination Act (1975) focuses on the elimination of all forms of discrimination on the basis of a person's race, colour or national ethnic origin. Councils, as well as all members of the Australian community are obliged to eliminate discrimination under this Act.

Sex Discrimination Act (1984)

The Sex Discrimination Act (1984) makes it against the law to discriminate on the basis of sex, marital or relationship status, and pregnancy. It also protects against sexual harassment. The Act was amended in 2013 to make discrimination on the basis of a person's sexual orientation, gender identity and intersex status against the law.

Disability Acts

The Disability Discrimination Act 1992 and the Victorian Disability Act 2006 provide the framework for addressing barriers experienced by people with disability through the development of Council's Disability Action Plan. This legislation states:

Disability Act 2006 – Section 38

The Victorian Disability Act 2006 requires all public bodies including local government to develop a Disability Action Plan which identified the following four key areas that must be addressed:

- a) Reducing barriers to persons with a disability accessing goods, services and facilities
- b) Reducing barriers to persons with a disability obtaining and maintaining employment

- c) Promoting inclusion and participation in the community of persons with a disability
- d) Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

Councils are required to report the outcomes of the Disability Action Plan in their Annual Report.

Disability Discrimination Act 1992 – Section 61

This broad rights-based legislation aims to eliminate as far as possible, discrimination towards people with disability. The action plan must include provisions relating to:

- a) The devising of policies and programs to achieve the objects of this Act; and
- b) The communication of these policies and programs to persons within the action planner; and
- c) The review of practices within the action planner with a view to the identification of any discriminatory practices; and
- The setting of goals and targets, where these may reasonably be determined against which the success of the plan in achieving the objects of the Act may be assessed; and
- d) The means, other than those referred to in paragraph(d), of evaluating the policies and programs referred to in paragraph (a); and
- e) The appointment of persons within the action planner to implement the provisions referred to in paragraphs (a) to (e) (inclusive).

VICTORIAN LEGISLATION

Victorian Charter of Human Rights and Responsibilities Act (2006)

Victoria's Charter of Human Rights and Responsibilities Act 2006 describes the twenty fundamental rights contained in the legislation promote and protect the freedom, respect, equality and dignity of all people in Victoria. The Charter requires that all levels of government and other public bodies comply with these rights and consider the relevant human rights contained in the legislation when developing laws, policies and when making decisions.

Child Wellbeing and Safety Act 2005: Child Safety Standards

To help ensure the safety of children Victoria introduced compulsory minimum standards (under the *Child Wellbeing and Safety Act 2005*) that apply to organisations providing services for children. These were implemented in Council services from January 2016.

Multi-Agency Risk Assessment Management (MARAM) Framework

Established in law under *Part 11 of the Family Violence Protection Act 2008* the MARAM Framework outlines and underpins the necessary policies, practice and procedural considerations required for Information Sharing Entities, including Councils, to align with to be compliant with the legislated requirements for information sharing about family violence and child safety: *Part 5A of the Family Violence Protection Act (FVPA) 2008* and the *Family Violence Protection (Information Sharing and Risk Management) Regulations 2019* and *41ZA of the Child Wellbeing and Safety Act*.

Climate Change Act 2017

The *Climate Change Act 2017* recognises that Victoria's climate is changing and requires certain decision-makers to have regard to climate change and to consider its potential impacts and contributions to greenhouse gas emissions. Local government is identified as a decision-maker that must consider climate change when preparing a municipal public health and wellbeing plan.

Gender Equality Act 2020

Under the *Gender Equality Act 2020* Whitehorse City Council is a defined public entity. The Act requires defined public entities to promote gender equity in the workplace and when developing policies and programs and delivering services to the public.