Central Goldfields Shire Council

Municipal Public Health and Wellbeing Plan 2017-2021

2019 REFRESH

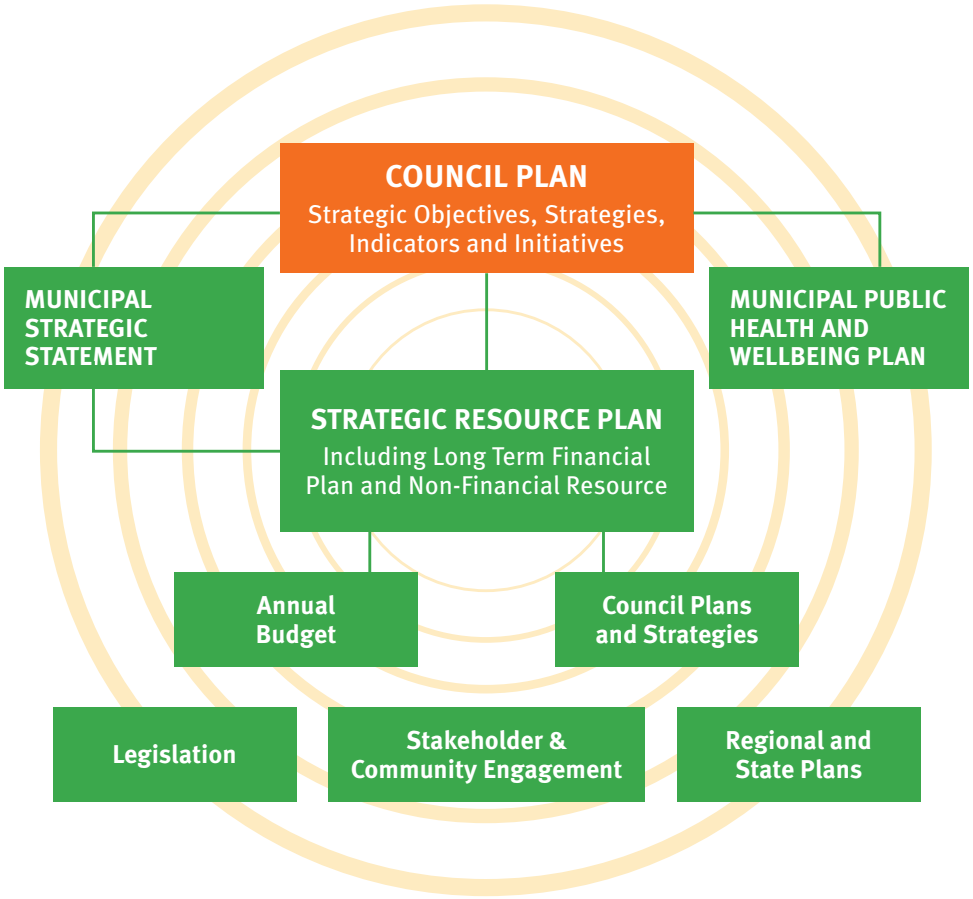
CENTRAL GOLDFIELDS
SHIRE COUNCIL

OUR PLAN

The Municipal Public Health and Wellbeing Plan is developed every four years, setting the priorities and actions towards optimising health and wellbeing within our local community.

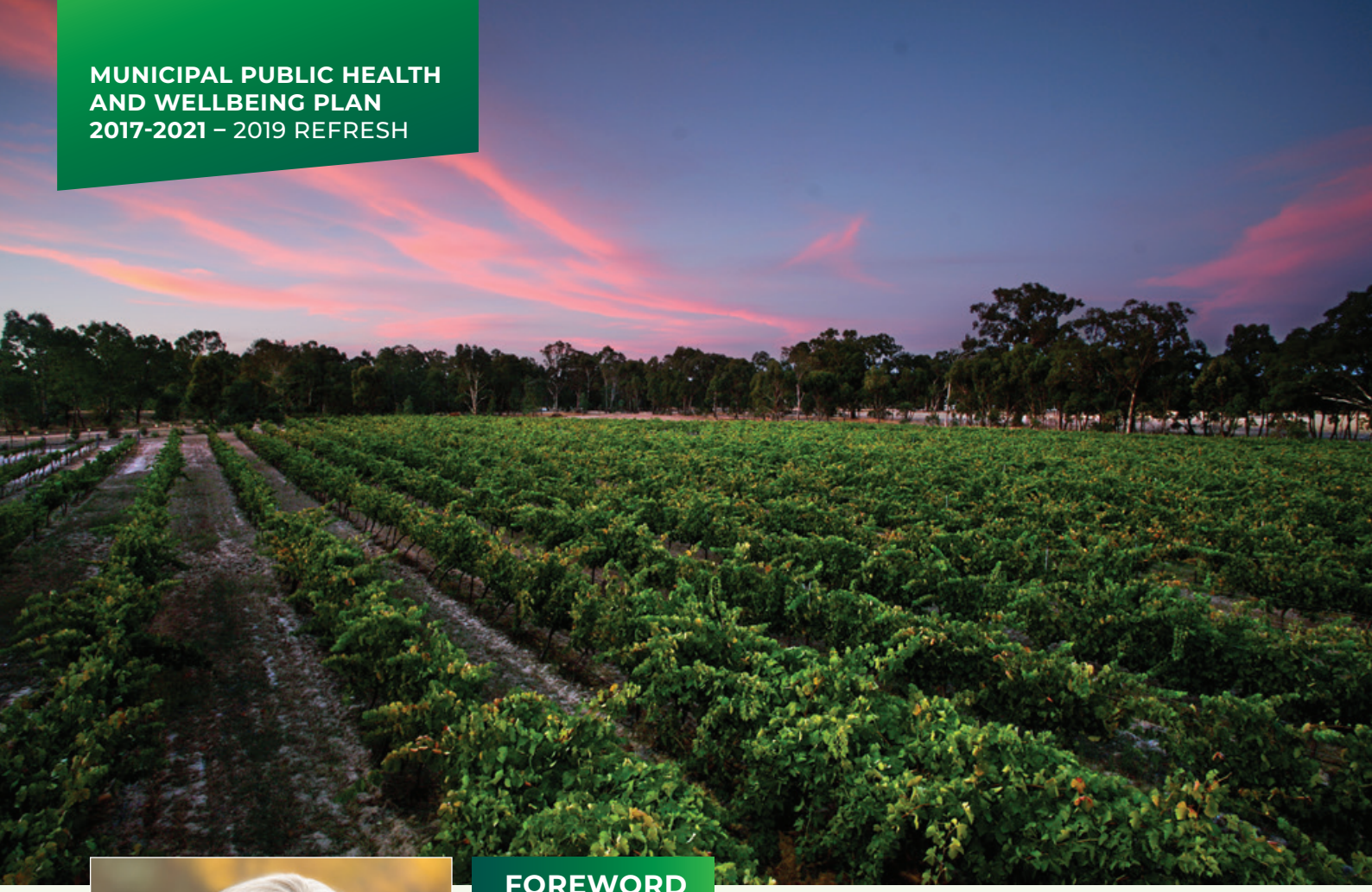
The Municipal Public Health and Wellbeing Plan is informed by community and stakeholder input as part of a community consultation process.

OUR PLANNING FRAMEWORK



STATEMENT OF ACKNOWLEDGMENT

The ancestors and descendants of the Dja Dja Wurrung are the traditional custodians of this country. Council respects and acknowledges the unique Aboriginal cultural heritage within.



FOREWORD

It is with much pleasure that I present the Central Goldfields Shire Council Municipal Public Health and Wellbeing Plan 2017-2021.

The Municipal Public Health and Wellbeing Plan sets the Council's agenda for improving health and wellbeing across our Shire over the next four years. This refreshed version guides and builds on the significant achievements of Council in previous years. We value the strong partnerships community health services, primary care partnerships and other local services, as well as the wider community and local businesses have with Council. Strategic alignment of effort across all areas of Council and across all local agencies will be critical to achieving our health and wellbeing objectives in the coming years.

Council is instrumental in leading local policies and developing programs that can influence the health of local community members. This is recognized in Victorian legislation, government policy, as well as globally. The World Health Organisation championed the Healthy Cities movement and from 1997, health improvements have been reinforced through the contribution of Council leadership, underpinned by strong community engagement and partnerships. Council continues with determined, strategic partnerships with local health services to create an effective local delivery system to improve and protect our community health and wellbeing.

Our ongoing challenge is improving population health whilst reducing health disparities amongst an ageing demographic and a rise in chronic and complex conditions. The way we collaborate in a coordinated, responsive and sustainable manner will influence and maximize the potential of preventative health interventions. We are proud to have all children in Central Goldfields aged five years, fully immunised, for the second year running.

We look forward to working closely with you in achieving the objectives of the Central Goldfields Shire Council Municipal Public Health and Wellbeing Plan.

Lucy Roffey
CEO

WHAT IS HEALTH AND WELLBEING?

The World Health Organisation defines health in relation to physical, mental and social wellbeing, rather than the absence of disease and illness. Being healthy, and well, means being able to lead a happy, fulfilled and meaningful life. Safety and resilience are equally important: a perception of feeling safe and free from harm or violence.

It is often thought that factors such as genetics and access to, and use of, health care services determine a person's health. While these are important factors, the context of a person's life has a greater impact on their health and wellbeing. The environmental or living conditions in which a person is born, grows, lives, works, plays and ages (World Health Organisation, 2017), are important. These are known as the 'social determinants of health' and can be broken down into four domains; built environment, social and cultural environment, economic environment and natural environment. The impact these environments have on one's health and wellbeing is undeniable and have been considered in the planning of our health priorities.

OUR COUNCIL

Located at the geographic heart of Victoria, Central Goldfields Shire is home to just over 13,000 people. Maryborough is the Shire's major business centre and is a health and retail centre for surrounding towns including Castlemaine, St Arnaud, Avoca, Talbot and Dunolly. The Shire also hosts a number of food manufacturing businesses. The Shire is part of the Goldfields Tourist Region, with many visitors coming to see the historic buildings and townships that date back to the 1850s when the region supported a prosperous gold mining industry, as well as visitors to the annual Energy Breakthrough event and the Highlands Games.

Population data

Listed below are some important demographic statistics specifically related to the health and wellbeing of the population within the municipality of Central Goldfields. Where appropriate comparisons are made to Victoria (Vic) population.

(Source: Australia Bureau of Statistics, Census 2016).

- Median age of people is 50 years (Vic 37 years)
- 34.1% of individuals with income less than $650 per week. Significantly above Victoria at 20.3%
- SEIFA index of relative socio-economic disadvantage ranks CGS as the most disadvantaged local government area in the state
- The proportion of Indigenous people increased to 1.5% of the population (n=190) since the last census in 2011. This is higher than the Vic proportion (0.8%)
- Almost 20% of families are one parent families, higher than the Vic proportion (15.53%)
- 90.5% of people speak only English at home. Other languages spoken at home include Greek; 0.2%, German; 0.2%, Mandarin; 0.2%, and Filipino; 0.2%

OUR HEALTH STATUS

Listed below are available statistics comparing CGS and Victoria on the priority issues identified for this plan. They are sourced from the *Victorian Population Health Survey 2014*, unless otherwise stated.

Healthy Eating and Active Living

- Eat 5 serves of vegetables per day: 9.6% (Vic 6.4%)
- Daily consumer of sugar sweetened soft drink: 16.9% (Vic 11.2%)
- Eat take-away meals and snacks 1–3 times a week: 15.3% (Vic 9.9%)
- Obesity rate: 23.6% (Vic 18.8%), overweight: 25.8% (Vic 31.2%)
- Normal weight range: 41.3% (Vic 36%)
- Infants reportedly fully breastfed at 3 months of age: 39% (Vic 52%)
- Sufficient time of 150 minutes or more doing physical activity per week: 39% (Vic 41.4%)
- Insufficient time participating in physical activity: 49.5% (Vic 50.4%)
- Sedentary: 2.5% (Vic 3.6%)
- The three most popular non-organised physical activities were walking (59.3%), gym or fitness (6.9%), and swimming (5.7%)

(Central Goldfields LGA Profile VicHealth Indicators Survey 2015)

Mental Wellbeing

- Prevalence of depression/anxiety: 33.7% (Vic 24.2%)
- Reported high, or very high, level of psychological distress: 20.3% (Vic 12.6%)
- Over 50% of youth report they are engaged in local clubs, associations or community groups (Youth Survey, Youth Advisory Council, and Central Goldfields Shire, 2016).
- Families experiencing high levels of stress: almost 12% (Department of Education Victorian Child and Adolescent Monitoring System, 2015)
- Loddon Region Area young people bullied most days: 16.4% (Vic 15.3%)

Social Inclusion

- People feel part of the community: 78.5% (Vic 72%)
- People feel like they live in a close knit neighbourhood: 71% (Vic 61%)
- Reported high or very high levels of social isolation: 25.5% (Vic 17.3%)

Primary Prevention of Violence against women

- Family Violence rates are 3 times the state average and second highest in Victoria (per 100,000 population Victoria Police 2013/2014)
- 43% of family violence incidents have children present (per 100,000 population Victoria Police 2013/2014)
- 83.0% of lone parent families are headed by a female parent compared to the state average of 81.6% (Census of Population and Housing, ABS, 2011)

WHAT WE DO TO INFLUENCE HEALTH AND WELLBEING

Central Goldfields Shire Council plays an important role in the community to improve, promote and protect public health and wellbeing for residents. The following table illustrates how Council services can impact the health and wellbeing of those within the municipality.

Table 1. Council Services and their Health and Wellbeing benefit

Council Services	Influence on Health and Wellbeing
Aged and Disability Services • Home support programs • Senior citizens centres • Meals on wheels • Social support services	• Increased social and community connectedness positively influencing mental health and wellbeing • Enhancing independent living options • Improved nutrition through provision of meals on wheels • Preventing social isolation
Arts, Cultural & Tourism Services • Tourism development • Arts and cultural opportunities • Community festivals and events • Library services • Aged and disability Library access programs • Author visits	• Promotion of positive mental health and wellbeing • Improved cultural appreciation and understanding • Economic benefits • Community cohesion • Reduction in social isolation • Increased social connection and community engagement which positively influences mental health and wellbeing
Community • Go Goldfields • Community connectedness • Social capital • Volunteer support • Local Laws	• Promote community cohesion • Internal staff policies that promote health and wellbeing • Enhance community safety
Environmental Health Services • Food and health premises registrations • Compliance with tobacco legislation • Emergency management recovery • Public health and wellbeing planning • Climate change • Wastewater regulation • Monitoring outbreak investigations • Immunisation	• Protection of public health via provision of safe food • Reducing harm from tobacco • Development and management of the Municipal Public Health and Wellbeing Plan • Infectious disease control and prevention • Safe drinking water • Public health protection via natural environments (air/water/land) • Advocating for sewerage of small towns • Immunisation of secondary school students and adults
Goldfields Family Centre • Maternal and Child Health • Long Day Care • Family Day Care • Kindergarten • Supported Playgroups • Toy Library	• Universal access for all children from birth to school age • Enhanced care for families requiring extra support • Prevention, promotion, early detection and intervention for children where concerns for health and wellbeing or learning exists • Advice on infant feeding and family nutrition, increasing breastfeeding rates • Comprehensive Immunisation Service for infants and young children • Support for sexual and reproductive health • Reducing violence and injury and increasing safety of women and children • Supporting literacy skills • Social connectedness for children supported

Council Services	Influence on Health and Wellbeing
Engineering, Infrastructure Projects and Operations	
• Protect and enhance existing amenities • Maintenance of roads, bridges, footpaths, kerb & channel, parks & gardens, drainage & buildings • Traffic management • Waste management • Emergency management response	• Enhancing liveability • Provision and maintenance of facilities which promote physical activity and mental health wellbeing • Enabling community connectedness • Positive environmental amenity and healthy natural environments • Creating environments that support public wellbeing and economic success • Public safety through safe and effective pedestrian, cycling and road networks
Procurement	
• Ensure compliance with policy, process and procedure	• Supporting activities that contribute to the municipality's prosperity • Ensuring provision of healthy choice options are included within Council's Catering Policy
Recreational Services	
• Recreation and sporting facilities • Sporting events & programs • Recreation Strategy Planning • Major Recreation Reserve Master Plans	• Promotion of physical activity across all lifespan stages • Enhancing liveability • Promotion of active transport • Enhancing social connectedness • Improved mental health and wellbeing through connection to the natural environment
Strategic Land Use Planning	
• Building and residential estate planning approvals • Residential, commercial and community precinct planning • Open space planning	• Environmentally sustainable development • Liveable and health-enhancing built and natural environments • Promotion of physical activity and active transport • Creating environments that support public wellbeing and economic success • Walkability and connection throughout residential areas • Separation of land uses in order to achieve healthy environments
Youth Support Services	
• FReeZa • Youth Space • Youth Advisory Council • Engage! Youth	• Enhanced community connection and social inclusion • Supporting positive mental health • Providing a voice for the youth population

CONTEXT

Purpose

All Local Government Areas are required under legislation to protect, improve and promote public health and wellbeing within their municipality.

Council is identified as a decision maker under the Climate Change Act 2010 and therefore has a duty to consider the impact of climate change in the preparation of this Health and Wellbeing Plan. Whist the direct health impacts of responding to extreme weather events are outlined within the Municipal Emergency Management Plan there are indirect health impacts caused by climate change which also need to be considered.

In addition, recommendation 94 of the Royal Commission into Family violence is that councils *"report on the measures they propose to take to reduce family violence and respond to the needs of victims"* in preparing their municipal public health and wellbeing plans (MPHWPs).

In summary the requirements for a Municipal Public Health and Wellbeing Plan including the *Public Health and Wellbeing Act 2008*, are that:

- all Victorian councils are required to prepare a Municipal Public Health and Wellbeing Plan within 12 months of the local Council general election
- the Plan is consistent with the Council Plan
- covers a four-year period
- has regard for the impact of climate change
- aligns with the Victorian Public Health and Wellbeing Plan
- addresses the prevention of Family Violence

Our changing climate

The environment is an issue of importance to our community and its sustainability. However according to the CSIRO our climate is changing, "It is often claimed that the observed warming of the climate system results from natural climate processes rather than being human-induced. However, there are no known natural factors that can explain the observed warming."

Changes to our climate has the potential to impact the water supply, air, soils and in turn the type and amount of crops that are grown.

On average, rainfall has declined since the 1960s, especially in autumn. The harsh Millennium Drought (1996 to 2009) ended with two of the wettest years on record in 2010 – 11.

Bureau of Meteorology data shows a trend within this region of:

- temperatures continuing to increase year round
- less rainfall
- fewer frosts
- more frequent and intense heavy downpours
- more days of extreme heat
- harsher fire weather

The change in climate brings with it an unreliability of the natural forces that potentially impact our health. While these cannot be controlled, they can be anticipated, prepared for, and considered including:

- provision of safe drinking water
- shade in public spaces
- access to cool areas
- sustainable practices
- impact of drought causing or exacerbating anxiety and depression
- impact of heatwaves and bushfires on physical and mental health
- access to fresh food
- risk of disease

CONTEXT

Victorian Public Health and Wellbeing Plan

The *Public Health and Wellbeing Act, 2008*, provides the legislative framework for public health and wellbeing while the *Victorian Public Health and Wellbeing Plan 2019 – 2023* outlines the State government's key priorities to improve the health and wellbeing of all Victorians.

The State Plan stipulates the importance of governments working with other organisations in a concerted effort to address ten priority areas:

- Tackling climate change and its impact on health
- Reducing injury
- Preventing all forms of violence
- Increasing healthy eating
- Decreasing the risk of drug-resistant infections in the community
- Increasing active living
- Improving mental wellbeing
- Improving sexual and reproductive health
- Reducing tobacco-related harm
- Reducing harmful alcohol and drug use

Family Violence

The Victorian Government is committed to working with local government, together with other relevant sectors, to address family violence and build a society based on equality and respect. It established the Royal Commission into Family Violence in February 2015 in acknowledgement of the seriousness of family violence and its consequences for individuals, families and communities. The government has accepted all 227 recommendations and committed to their implementation as outlined in *Ending Family Violence: Victoria's Plan for Change*.

The plan details the outcomes of key family violence reforms including:

- Family violence and gender inequality are not tolerated
- Victim survivors, vulnerable children and families, are safe and supported to recover and thrive
- Perpetrators are held to account, engaged and connected
- Preventing and responding to family violence is systemic and enduring

COUNCIL PLAN

The 4 outcome areas of the Central Goldfields Shire Council Plan 2017-2021 are:

1. **Our Community:** A supported, cohesive community, living a full and healthy life
2. **Our Economy:** A vibrant local economy which contributes to the municipality's economic prosperity
3. **Our Built and Natural Environment:** Central Goldfields Shire celebrates the rich built and natural heritage and a sustainable environment
4. **Our Organisation:** Central Goldfields Shire is a proactive, well governed, professional and financially sustainable organisation

The implementation of this MPHWP is one of the initiatives to be achieved and many of the planned actions outlined in the MPHWP Action Plan attachment relate to a number of initiatives in the four year Council Plan.

A yearly Council Action Plan is developed and one project to be implemented in 2018 - 2019 is to "review and refresh the Central Goldfields Municipal Public Health and Wellbeing Plan in light of the refreshed Council Plan."

PARTNERSHIPS

Central Goldfields Shire Council is committed to working in partnership with other stakeholders in the community. The Central Goldfields Health and Wellbeing Partnership Plan 2017-2021 has been developed with other organisations and the priorities are aligned with this Municipal Public Health and Wellbeing Plan 2017-2021. By being strategic in our approach we can ensure that health and wellbeing is considered with every decision that we make.

Central Goldfields Health and Wellbeing Partnership (CGHWP)

The Central Goldfields Shire Council (and Go Goldfields) has partnered with Asteria Services Inc. (disability service providers), Central Victorian Primary Care Partnership, Maryborough District Health Service and Women's Health Loddon Mallee. These partners have come together because of the recognised need to work together in order to maximise the opportunities for all residents to achieve optimal health and wellbeing. Working together at a local level enables a systems approach to place-based prevention.

Go Goldfields

Go Goldfields is our community working together towards a positive future. Go Goldfields is a place based initiative designed to address complex social issues within the Central Goldfields Shire Council. When we talk about Go Goldfields the 'we' refers to everyone who has an opinion, passion, commitment and influence to help us achieve our shared aspiration of 'Our community aspiring, achieving and living a full life,' where:

- Family Violence is unacceptable in our community
- Children are loved and safe
- Everyone has the language and literacy skills needed
- Young people are celebrated as they strive to reach their full potential
- Everyone can earn, learn, achieve and dream

To achieve our ambitious outcomes we have governance structures and processes in place, and commitments from, community (people who live, work and play in the community), services and Education, Business, Philanthropy and other funders, Government departments and Peak bodies. The Central Goldfields Shire Council holds the backbone role for supporting the implementation of the collective impact approach for this initiative.

Over the decades the Central Goldfields Shire population has been significantly impacted by the closure of manufacturing industries and a lack of transport to major places of employment and learning. However in more recent times there is a real buzz in the community as change becomes evident. Go Goldfields provides a collaborative platform for this change where everyone is working together towards a positive future for all who live, work and play in the community.

We work to support the Central Goldfields Health and Wellbeing Partnership Plan (2017-2021) through the social inclusion lens of our work. We act to ensure sharing power with community in decision making is foundational in developing shared aspirations and mobilising for change.

COMMUNITY CONSULTATION

Extensive community consultations were held to accurately capture community perspectives and viewpoints on what makes a community vibrant and to seek ways to improve health and wellbeing. As a result the voices of our community have informed this Plan.

The community were consulted over a 6 week period including an online survey, focus group discussions, and targeted community activities. We utilised the data that had been collected through recent community consultation with the Central Goldfields community, particularly Go Goldfields and youth.

Data collected from the above consultation activities were collated and used, along with population health data to inform priority selection.

On collation, the most important factors for the health and wellbeing of the community were preventing violence against women, reducing harmful drug and alcohol use and improving mental health.

In regard to their own health and wellbeing, people were least satisfied with how much they exercise, their oral health, their ability to cope with stress and their connection to community. People felt least confident in their ability to make changes in the following areas: oral health, mental health, active living and social connection.

IDENTIFIED PRIORITIES

As a result of examining the community's data, and feedback from the community consultation, three priority areas were identified for action:

Priority 1: Healthy Eating and Active Living

Priority 2: Mental Wellbeing

Priority 3: Primary Prevention of Violence against Women

Overarching Lens: Social Inclusion

In setting these priorities we acknowledge that we also have a leadership role to play in ensuring all of our community, regardless of diversity, can live a full and healthy life. As such, we have committed to applying a social inclusion lens to all of our work in this plan, which is reflected in our plans overarching vision. This will be enacted by utilising the document *Building a Socially Inclusive Rural Community: A complete resource* during planning, implementation and evaluation.

Council recognises the influence of the organisation on all three identified priority areas, often through direct provision of services. It also acknowledges the key advocacy role it plays to support work within the priorities, in line with the objective listed in the Council Plan, to support community cohesion, health and wellbeing for our community.

Go Goldfields and Priorities

The priority of this plan for Healthy Eating and Active Living is supported through the work of the shared aspiration in Go Goldfields for 'Children in our community are confident, creative, safe and healthy'. The themes in this work are:

- Services and education providers work in ways that meet individual needs of children and families
- Children have the language and literacy skills to support aspiration and create life opportunities
- All parents nurture their children so they can achieve their aspirations
- All children are active and valued community participants

We work to support the priority of Mental Wellbeing through our work on youth connectivity and the implementation of the Central Goldfields Shire Youth Services Development Plan. This plan addresses the importance of ensuring that there are supportive environments to nurture the health and wellbeing of young people in the shire, and that they have opportunities for clear pathways for the future. Children in our community are 'loved and safe'.

We work to support the priority of 'Primary Prevention of Violence Against Women' through the work of the Go Goldfields Family Violence Action Group and the implementation of the Go Goldfields Family Violence Action Plan in the Shire. The Go Goldfields themes in this work are:

- Women are treated equally and respectfully and their expertise is valued and sought
- The Community is skilled and empowered to take action against family violence
- Family violence offenders are held to account by police, court and community
- A cultural shift in service sector – service providers have the ownership, the skills and resources to meet community need

We learn, monitor and evaluate our impact on outcomes and processes through systems of shared measurement.

IMPLEMENTATION

Council is responsible for the implementation of Municipal Public Health and Wellbeing Plan 2017-2021 and will work collaboratively with our partners to implement the combined priorities of this, and the Central Goldfields Health and Wellbeing Partnership Plan 2017-2021 for which Central Victorian Primary Care Partnership provides support. The partnership through developing this plan has formed strong relationships and is committed to the sustainability of the objectives. The plan presents the overarching strategic framework to guide the development of an annual implementation plan.

The Partnership will meet on a regular basis to continue to monitor and refine the plan. The plan will be considered a live document as we recognise the need to be flexible and adaptable to the changing health and wellbeing needs of our community.

The Central Goldfields Health and Wellbeing Partnership will:

- Develop an annual implementation plan each year to capture the activities of partnership members to address the objectives of the plan
- Work with the community using a co-design process to ensure our activities work for them, in particular the vulnerable and hard to reach groups
- Continue to actively pursue cross-sector partnerships
- Apply a social inclusion and a gender equity lens to all activities
- Monitor and evaluate the plan to ensure activities leading to change
- Provide yearly reports to DHHS and all partner organisations

MONITORING AND EVALUATION

Monitoring and evaluation will be central to this plan and to meeting the health and wellbeing needs of the Central Goldfields community. The monitoring and evaluation framework will ensure the plan is focussed on delivering long term outcomes for the community.

To create a culture of action, reflection and experimentation, developmental evaluation alongside a co-design approach will facilitate real-time feedback to inform the ongoing design, development and implementation of local strategies.

The partnership has utilised the *Victorian Public Health and Wellbeing Outcomes Framework* to identify shared indicators for each objective in order to measure longer term impact at a community level. To demonstrate that we are making progress towards achieving these longer term impacts, we will develop shorter term progress measures and also continue to collect process indicators. These are included in the annual implementation plans.

Attached is Central Goldfields Shire Council Municipal Public Health and Wellbeing Action Plan which reports on the progress of actions of the 3 priority areas to the end of June 2019.

Priority 1: Healthy Eating and Active Living				
Area	**Action**	**Time**	**Responsibility**	**Progress to June 2019**
1. Support mothers by providing breastfeeding friendly places.	**1.1** Educate staff on the existing arrangements with supporting staff with infants.	Ongoing	All Managers	Managers undertake when required.
	1.2 Consult with staff on any gaps within EBA regarding supporting staff with breastfeeding arrangements.	Jan 2020 – June 2020	Manager People & Culture	A clause exists in the current EBA that supports staff as required. The next EBA is due June 2020.
	1.3 Consider Breastfeeding Friendly Facilities in the development of future community infrastructure.	Ongoing	All Managers	Currently available at Library and Wellness Centre (MCH facility).
	1.4 Promote Council facilities which are breastfeeding friendly.	Ongoing	Manager Community Engagement	Published on Council website that MCH facility and the Maryborough Library have breastfeeding chairs available for residents and visitors as safe, clean and Breastfeeding Friendly Facilities.
	1.5 Prepare an advocacy package to enable MCH Nurses additional time and backfill to attain International Board Certified Lactation Examiners (IBLCE) Lactation Consultant qualification.	June 2018 – Dec 2018	Manager Community Services	MCH nurse completed training and obtained her Lactation Consultant Qualification. Completed 2018.
2. Promote increase of water intake.	**2.1** Consideration of water fountains in developing public infrastructure.	Ongoing	General Manager Infrastructure Assets and Planning	Water fountains are planned for the playground park/BBQ area in Talbot and for Gordon Gardens Dunolly – dependant on funding.
	2.2 Internal campaign/education of staff on Central Highlands Water Choose Tap campaign.	Mar 2018 – June 2020	Health and Wellbeing Committee	Filtered water taps to be fitted in staff rooms as part of upcoming building renovations. The health and wellbeing committee will continue to promote Choose Tap Water.
	2.3 Advocate for more water fountains in public places.	Feb 2019 – June 2020	General Manager Infrastructure Assets and Planning	Central Highlands Water supplied 5 water drinking fountains to be installed: • Adventure Playground – Lake Rd BBQ shelter • Princes Park grandstand • Lions BBQ shelter – Park Rd • Philips Gardens • Goldfields Reservoir

Priority 1: Healthy Eating and Active Living					
Area		**Action**	**Time**	**Responsibility**	**Progress to June 2019**
3.	**Support Fresh Food intake.**	**3.1** Promote healthy eating in the workplace.	July 2018 – June 2020	Health and Wellbeing Committee	Discussions and planning are underway to develop a healthy catering policy.
		3.2 Conduct an audit within Council owned kitchen facilities.	Ongoing	Manager Statutory Services	Not started as yet.
		3.3 Support Street Harvest or any other community groups in establishing or enhancing Community gardens.	Jan 2019 – Dec 2019	General Manager Community Wellbeing	Street Harvest attends the Maryborough Resource Centre once a month by holding a stall with local produce and products for the public to have access to. Street Harvest also has a stand within the Resource Centre where people can donate excess produce for either the public to have free access to or for it to be used by the Street Harvest group. Funding is provided through Healthy Heart of Victoria for a kitchen garden at Maryborough Community House.
4.	**Support walking, cycling and other physical movement.**	**4.1** Continue to implement footpath links and connections per Walking and Cycling strategies.	Ongoing	Manager Infrastructure	New footpath along Taylor St Maryborough from Golden Wattle Drive to Kennedy St to access Roscholler Park and to service East Maryborough to the CBD of Maryborough. Upgrade of Derby Road Footpath from Napier St to Rinaldi Drive which forms part of the footpath to the Goldfields Reservoir. From September 2018 until end July 2019 pedestrian counters show that Park Road has on average 343 pedestrians per week and Derby Road has 104 pedestrians per week.
		4.2 Promote walking and Cycling with the employees of Central Goldfields Shire council (e.g.. walking meetings, discounted gym membership for staff).	July 2020 – June 2021	Health and Wellbeing Committee, Manager People & Culture	Walking meetings are conducted by some people where appropriate. Further work scheduled for 2020 – 21.

Priority 1: Healthy Eating and Active Living				
Area	**Action**	**Time**	**Responsibility**	**Progress to June 2019**
4. Support walking, cycling and other physical movement.	**4.3** Work with Maryborough Leisure Centre contractor to increase participation.	July 2019 – June 2020	Manager Community Partnerships	Still to be completed.
	4.4 Develop a Central Goldfields Shire Recreation Plan.	July 2019 – Ongoing	Manager Community Partnerships	Consultants engaged and steering group formed to develop the Recreation and Open Space Strategy.
	4.5 Continue to implement priorities from Major Recreation Reserve Masterplans.	Ongoing	Manager Operations	Community consultations and design completed for Gordon Gardens, Dunolly. Community consultations and design completed for the recreation reserve in Carisbrook. Community consultations for design of Skate Park commenced.
	4.6 Collaborate with the activities of CHSP or any other seniors funding programs to promote the recreation facilities Council manages.	July 2019 – June 2020	Manager Recreation, Manager Community Services	Federal government Move It funding information received and discussions held across Council departments, with Maryborough District Health Service and with Maryborough Sports and Leisure Centre to prepare an EOI.
	4.7 Actively participate in the Healthy Hearts Project.	2018 – September 2020	General Manager Community Wellbeing	Active Living Census was distributed to all households in June 2019. Infrastructure and Activation funding of $197,000 was allocated to 3 projects: • Kitchen garden and children's play space at Maryborough Community House. • Upgrade to Goldfields Reservoir track, install a nature play park and introduce parkrun. • Basketball court at Gordon Gardens Dunolly.

Priority 2: Mental Wellbeing				
Area	**Action**	**Time**	**Responsibility**	**Progress to June 2019**
5. Training and support to Central Goldfields Shire Council Staff.	**5.1** Increase awareness on mental health issues with staff working with Health and Wellbeing Committee.	Ongoing	Manager People & Culture, Manager Community Engagement	The health and wellbeing committee provide messaging to staff on maintaining good mental wellbeing through regular communication via the staff newsletters (Inside Word) and at staff meetings. Information is disseminated from organisations such as Beyond Blue and RUOK? The Employment Assistance Program is available for all staff. Health Checks are available annually and include information on Mental Health Plans available through GPs.
	5.2 Formal training programs delivered to staff such as Mindfulness sessions or other relevant programs identified by the Health and Wellbeing Committee and Mental Health First Aid training for targeted staff members.	July 2017 – Jun 2021	Health and Wellbeing Committee, Manager People & Culture	Mental Health First Aide has been undertaken by staff who provide direct service to residents. Discussions are underway in Health and Wellbeing Committee meetings for further training requirements.
	5.3 Prepare a Reconciliation Action Plan to support Aboriginal and Torres Strait Islander community.	July 2019 – Dec 2019	Executive Management Team/ Executive Leadership Team	Community consultations scheduled for end 2019.

Priority 2: Mental Wellbeing				
Area	**Action**	**Time**	**Responsibility**	**Progress to June 2019**
6. Promoting programs and events to the community.	**6.1** Actively promote programs supporting Mental Health and wellbeing using Council's channels of communication.	Ongoing	Manager Community Engagement,	Regularly sharing content promoting wellbeing activities for community participation provided by Council. Regularly design engagement for active participation of community members in Council consultations for strategy and policy development.
	6.2 Assist the MDHS and any other community services agencies to roll out programs to combat mental health issues.	Ongoing	Manager Community Engagement	Regularly sharing content promoting wellbeing activities for community participation provided by community organisations. Created, published and promoted Free Stuff for Kids Guide, updated each term.
	6.3 Prepare an advocacy package for a multi-agency youth hub.	Oct 2019 – March 2020	Manager Go Goldfields	Pop-up youth hub to provide multi-agency integration in the delivery of youth services. Service use and experiences will be used to develop feasibility and business case for the establishment of an ongoing service.

Priority 3: Prevention of Violence Against Women				
Area	**Action**	**Time**	**Responsibility**	**Progress to June 2019**
7. Training and Support to Central Goldfields Shire Council staff.	**7.1** Support staff facing family violence issues.	Ongoing	Manager People & Culture, Executive Leadership Team	The current EBA has a clause for Family Violence Leave.
	7.2 Staff training and increased awareness.	July 2018 – June 2020	Manager Social Inclusion, Executive Leadership Team	Free from Violence Officer has been employed from June 2019 until March 2020. Family Violence is a Workplace Issue training undertaken by 3 staff members, 2 males and 1 female, who are champions for the organisation. Disclosure training undertaken by 22 staff. Future training planned includes: gender equity, unconscious bias training, resistance training and bystander training.
	7.3 Have a policy position that prevents discriminatory practices.	July 2018 – June 2020	Manager Social Inclusion, Executive Leadership Team	A Gender Equity baseline survey is underway. Currently undertaking a Gender Equity Audit across all policies and procedures. Currently developing an Equal Opportunity Policy and a Gender Equity Policy.

Priority 3: Prevention of Violence Against Women					
Area		**Action**	**Time**	**Responsibility**	**Progress to June 2019**
8.	**Supporting Female Friendly facilities and improve female participation in community events and recreation activities.**	**8.1** Conduct an audit on public amenities with a female friendly lens and a family friendly lens.	Ongoing	General Manager Infrastructure, Assets and Planning	Raised in community consultations and included in design for the recreation reserve in Carisbrook.
		8.2 Actively Promote family friendly and or female friendly facilities through social media.	Ongoing	Manager Community Engagement	As facilities are developed they will be promoted through social media & other communication channels. Still to be completed.
		8.3 Advocate for funding to improve female/family friendly facilities as identified in 8.1 above.	July 2020 – June 2021	Manager Community Partnerships	Still to be completed.
		8.2 Work with Sport and Recreation Victoria and local sporting clubs of Central Goldfields Shire Council to prepare a Recreation Strategy that supports increased female participation.	Jan 2019 – Dec 2019	Manager Community Partnerships	Consultants engaged and steering group formed to develop the Recreation and Open Space Strategy.
		8.3 Support the Go Goldfields Family Violence Action Group in their work with prevention of Violence against women.	Ongoing	Manager Go Goldfields	Legal forum held July 2018. Equity forum held November 2018. Support for 16 Days of Activism during November each year.
9	**Support Community run events to prevent family violence.**	**9.1** Support community groups in promoting programs and or events supporting prevention of family violence.	Ongoing	Manager Community Engagement	16 Days of Activism and White Ribbon actively promoted in social media and other communication channels.

CENTRAL GOLDFIELDS
SHIRE COUNCIL