



GLEN EIRA
CITY COUNCIL

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DRAFT GLEN EIRA COMMUNITY WELLBEING PLAN 2021-2025



Glen Eira Community Wellbeing Plan 2021–2025

Community wellbeing vision statement

Glen Eira City Council embraces and celebrates our diverse community and supports our residents to be healthy, inclusive and resilient.

Acknowledgement of Country

Glen Eira City Council acknowledges the Boonwurrung/Bunurong and Wurrundjeri Woi Wurrung peoples of the Eastern 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.

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Mayor's foreword

It is with great pleasure that I present our *Community Wellbeing Plan 2021–2025*. This *Plan* is integral for Council to achieve its strategic outcome of a healthy, inclusive and resilient community, which is also a key principle of our community's vision. This important document will guide how we plan and support our residents to enjoy good health and wellbeing and to be resilient at every stage of life. It responds to the needs of children, young people, families, older people, people with disability, people experiencing disadvantage, and people with diverse identities and from a range of cultures who live in our community. While I am pleased to say that the majority of Glen Eira residents have good health and wellbeing when compared to all Victorians, there are still many who don't fare as well and may experience social isolation, economic disadvantage and other health inequalities, leading to poor physical and mental health outcomes. Together with our partner organisations and agencies we will continue to work towards improved health and wellbeing outcomes for our whole community.

The COVID-19 pandemic continues to challenge our community and Council's efforts to protect, respond and recover are critically important. The effects of COVID-19 extend beyond our physical health and relate also to our economic, social and mental wellbeing. Once we see vaccination rates high and impacts of virus itself subside, our recovery over the next few years will be a significant priority.

At the same time, we are living with the worsening impacts of climate change and need to be diligent to better understand and manage the various effects this has on our health and wellbeing.

The *Community Wellbeing Plan 2021–2025* shows you how Council plans to tackle the municipality's most pressing health and wellbeing priorities and how it will work with the people in our community to connect, support and engage them throughout their lives. It recognises that we need to plan now for the challenges and opportunities of the future, and to work together to support, build and sustain a healthy, inclusive and resilient community for all.

Margaret Esakoff
Mayor, City of Glen Eira

Introduction

Health and wellbeing are vital for everyone, with wellbeing able to extend beyond the individual. When people are healthy and content they also contribute to the wellbeing of others: family, friends, their community and society. A greater quality of life for every individual in Glen Eira means that we live in a community that is positive and resilient.

Planning for our community to be healthy and well is central to all areas of Council. Our role is to foster and support a thriving and vibrant community. Glen Eira's *Community Wellbeing Plan 2021–2025* outlines the ways in which Council will work to improve the health and wellbeing of all people in Glen Eira, across all ages, backgrounds and abilities.

Glen Eira's *Community Wellbeing Plan 2021–2025* takes a life stage approach. This considers an individual's or group's lifelong experiences for insight into aspects of their health across all ages and stages. It recognises the ways that experience is inevitably shaped by developmental, cultural, socioeconomic and other external contexts and circumstances.

This *Plan* was developed using knowledge and data sourced through research, evaluation, collaboration and community engagement. An evaluation of the previous *Municipal Public Health and Wellbeing Plan 2017–2021* was undertaken, focusing on key achievements that continue to guide our health and wellbeing priorities in this new *Plan*. This new *Plan* also moves toward a more holistic and early-interventionist approach, with a stronger focus on diversity and inclusion. The *Plan* has evolved to incorporate a recognition of climate change impacts on community health and wellbeing and aims to address these at the municipal scale.

This *Plan* meets the requirements of the *Public Health and Wellbeing Act 2008*. It has also been guided by the priority focus areas outlined in the *Victorian Public Health and Wellbeing Plan 2019–2023*, including its priorities to drive co-ordinated action for tackling climate change and its impact on health, increasing healthy eating and active living, reducing tobacco-related harm and the prevention of violence. These priorities align well with health issues currently impacting the Glen Eira community. The community engagement process was very important to the *Plan's* development and we have used the community's feedback to guide our planning. A snapshot of these key findings is contained in this document. Our recent experiences of public health emergencies, notably the COVID-19 pandemic, also informed the development of this *Plan*.

The COVID-19 pandemic has been one of the most challenging periods for public health management across communities worldwide. Developing this *Plan* while living through a pandemic has reinforced the importance of public health and protection as being central to all areas and aspects of life. The current and impending impacts of climate change significantly contribute to our health and wellbeing planning as we continue to adapt to climate-related health challenges.

We understand both the unique and common challenges people in our community face when it comes to health and wellbeing. The *Plan* incorporates this awareness of our community's current health status and sets out aspirations for the wellbeing of all people in Glen Eira over the next four years. The *Plan* outlines six priorities that are central to positive experiences at all stages of life and that aim to improve our community's most pressing health and wellbeing concerns.

These priorities express Council's commitment to:

- Improve public health protection
- Strengthen resilience and social connection
- Enhance active living
- Create healthier environments
- Embrace creativity, learning and diversity
- Promote respect, care and equity

With a focus on these six priorities we can create a healthier, more resilient and more socially connected Glen Eira community into the future. This *Plan* will be accompanied by annual action plans detailing the actions that Council will implement to achieve our intended outcomes.

Definitions

Public health

Is to protect and improve population health through education, encouraging healthy lifestyles and research on disease and the prevention of injuries. It is focused on preventing avoidable disease, injury, disability and death while promoting and maximising healthy and sustainable environments for current and future generations (Public Health Association Australia 2021).

Health

Is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity (World Health Organisation 2006).

Wellbeing

Is a complex combination of a person's physical, mental, emotional and social health factors. Wellbeing is strongly linked to happiness and life satisfaction (Better Health Channel 2020).

Guiding principles and community vision

Principles of the *Community Wellbeing Plan 2021–2025*

To ensure that we can support every person in Glen Eira to live a healthy, inclusive and resilient life, these important principles underpin this *Plan*.

We will:

- Address the health and wellbeing priorities of our community through protection, prevention and early intervention.
- Apply a life stage approach to our planning, so that no person in Glen Eira is missed and that people are supported throughout their life, including early childhood and middle years (birth–11), adolescence and early adulthood (12–24), adulthood (25–59) and older adulthood (60+).
- Ensure our disability access and inclusion planning underpins every action so that we consistently cater for people of all-abilities and create a community where everyone feels welcomed, supported and connected.
- Understand and prioritise the needs of population groups that experience barriers, inequity, disadvantage and vulnerability.
- Value partnerships and work in collaboration with our community and across services, programs, organisations and government bodies to advocate, and to promote and deliver services.
- Lead in celebrating diversity, harmony, respect and cultural connection across different generations, genders and sexualities, diverse cultural backgrounds, identities and experiences.
- Promote and deliver services to support the importance of social wellbeing, through family, community, lifelong learning, arts, culture and place.
- Manage our evolving need to prepare for, protect, respond to and recover from public health emergencies, such as COVID-19.
- Recognise the health and wellbeing impacts now and in the future of climate change and embed climate change action in everything we do.
- Acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this land; celebrate their cultures, history and heritage; and create a community in which our First Nations people feel culturally safe.

Community Vision principles

Another set of important principles that underpins this *Plan* are those of the *Glen Eira 2040 Community Vision*, formed by a dedicated panel of 32 Glen Eira citizens and in consultation with more than 4,000 community members.

They are:

- We work together: Council and Glen Eira residents will collaborate to ensure fair and equitable decision-making.
- Planning for community resilience: Glen Eira must be adaptable to addressing social, natural, economic and environmental futures, particularly climate change.
- Inclusive and healthy community: All members of our diverse Glen Eira community should feel a strong sense of belonging and feel safe and have equitable access to all public resources.
- Maximise and diversify our green and natural spaces: Preserve, regenerate and maximise green and natural spaces and develop connected green areas across Council boundaries, in consultation with First Nations peoples.
- We are proactive in meeting challenges and innovate using evidence-based methods: Find innovative, effective and creative solutions pre-emptively for long-term monitored sustainability and the wellbeing of the community.
- Promote and develop our creative potential, celebrating our diverse identities through art and other cultural expression: Celebrate the artistic and cultural diversity in the community and commit to accessible facilities and spaces for all ages and abilities to express themselves creatively and freely.

Health and wellbeing of our community

Glen Eira is a vibrant community of 158,216 people spanning a range of cultures, ages and household types. The most common countries of birth outside Australia are China, India, England, South Africa and Israel, and 250 residents are Aboriginal or Torres Strait Islander. More than half (56 per cent) of Victoria's Jewish population live in Glen Eira. Disability is a priority with 12.3 per cent of Glen Eira residents living with disability. Couples with children are the most common type of household, followed by lone person households.

Glen Eira residents enjoy a high level of health and wellbeing when compared to the Victorian average, but there is a range of key preventative health, environmental and lifestyle factors that have wide-reaching effects on a significant proportion of our population. To provide the best opportunities to address poor health and to reduce the burden of disease, we need to increase active lifestyles, healthy eating, tobacco-free living, social connection and sustainable living.

The *Glen Eira Health and Wellbeing Profile 2021* provides detailed information on the demographic makeup and key health and wellbeing data for Glen Eira's population (add link). The following provides a snapshot of the key health and wellbeing issues for Glen Eira based on the profile data. It highlights indicators that are:

- a) not tracking well over time;
- b) below State or Federal averages and/or in contrast to neighbouring Local Government areas; and
- c) an area of emerging concern due to COVID-19.

Children and young people

- Physical activity
- Healthy eating and nutritional intake
- Immunisation rates for children aged birth to four years
- Kindergarten participation rates
- Children's development (social competence and communication domains)
- Adolescent resilience and mental health
- Dental health

Adults

- Physical activity
- Healthy eating and nutritional intake
- Smoking rates
- Mental health and illness
- Family violence
- Alcohol and other drug-related harm
- Gambling
- Diseases and chronic health conditions (hypertension, diabetes, coronary heart disease, cerebrovascular disease [stroke] and cancers)
- Pre-obesity and obesity rates
- Sexually transmitted diseases (STDs)
- Infectious diseases (COVID-19)

Older adults

- More lone person households
- Social isolation and loneliness
- Diseases, accidents and chronic health conditions (Dementia-Alzheimer's, stroke, colorectal cancer, accidental falls)
- Low perceptions of community safety
- Low levels of digital literacy
- Elder abuse

Social, economic and environmental issues

- Unemployment
- Financial insecurity
- Socio-economic disadvantage
- Food insecurity
- Housing stress
- Homelessness
- Social housing options
- Family violence
- Perceptions of community safety (at night)

- Gender inequality (income inequality between men and women)
- Reduced volunteering due to COVID-19
- Reduced social and recreational connections due to COVID-19
- Health impacts of climate change (heatwaves, extreme heat, flooding and storm events, air quality, greenhouse gas emissions)

In summary

Through this understanding of the health and wellbeing status of our community, we can focus our efforts on the more serious health and wellbeing areas whilst also monitoring and feeling reassured by areas that we are doing well in.

Community engagement

Community engagement data was collated over three months (April–June 2021) in which the community contributed feedback and ideas on how to make Glen Eira healthy, connected and thriving. This included engagement data collected through a telephone survey, online surveys, pop up engagements, engagement activities with children and a range of community and stakeholder workshops and focus groups. Around 1,800 individuals and groups provided their input.

- Telephone survey — 500
- *Have Your Say* survey — 253
- Youth survey — 252
- *Community Voice* survey — 184
- Pop-up survey — 113
- Nine place based pop-up engagement activities — 690
- Nine workshops / focus groups with community leaders, older adults, sporting club representatives, culturally and linguistically diverse groups, people with a disability, carers, and other diversity groups
- Ten workshops with community group representatives, various reference groups and health stakeholders
- Fifteen one-on-one interviews with parents, disability advocates and carers of a person with disability.
- Picture board and postcard engagement activity with children in early childhood settings — 129

Key findings related to health and wellbeing

Members of our community value a liveable, green and well-connected City that supports their health, wellbeing and quality of life. Our engagement activities identified key areas that our residents — across all ages, genders and abilities — considered extremely important. These include:

- trees and green open spaces and healthy environments that include areas for active recreation such as walking and cycling paths, outdoor gyms and basketball/netball courts;

- easy and safe navigation of public spaces including footpaths and roads that are safe and easy to cross, dedicated bike paths, adequate lighting, and improved amenities;
- accessibility of public places, festivals and events for people of all-abilities;
- all-ability play and recreation equipment and facilities in parks and reserves;
- information about disability services and available activities;
- education on current issues impacting mental health and wellbeing;
- services that support older adults to age well in their home; and
- programs for seniors, youth and also intergenerational programs.

Community thoughts on inclusion, diversity and accessibility

Our community has many ideas around inclusion, diversity, ensuring everyone has a voice and providing equal opportunities.

People from culturally and linguistically diverse backgrounds would like to be involved more in decisions. They would also like more English-language education (and opportunities to practise speaking), and more social inclusion and promotion of cross-culture events and activities where community members can be introduced to each other. Communication in plain and simple English of what is available already to help diverse communities is important, so people know where to go for support or help. Feeling safe is significant to these communities, especially for older people and people living alone. Mental health is very important across all settings, particularly post-COVID.

Our residents living with disability value mutual respect and education opportunities — to be given a voice, and to be able to share stories about how they have contributed to the community during COVID-19. More education of children (including very young children) and adults in the community about people with disability, and how to include people with disability, would be welcomed. Improvements can be made to accessibility and signage in the built environment. In terms of accessible communication, speaking clearly and slowly and having more audio-visual and large-print material would be advantageous. Access to jobs is important, including through internships, job-sharing and flexible arrangements, as is educating employers about the benefits that people with disabilities bring to the workplace. Leadership programs and opportunities are desired, and accessible healthcare is a strong priority.

Barriers that carers in our community face include exhaustion, time constraints, and complexity in applying to and maintaining government support programs. Their health and wellbeing would be improved by respite care, support groups and services, reward and recognition, being asked about their needs, and receiving help to access carer entitlements.

Our LGBTIQ+ residents could be better supported through the provision of safe spaces, employment opportunities, more inclusive language and graphics in Council materials, and more Council-led events to celebrate inclusiveness and diversity.

Our older residents' ideas on supporting their health and wellbeing

Glen Eira's older residents have many ideas about how they can be supported to thrive. They value community outreach and opportunities to connect, such as through library mobile services, delivered meals, community gardens and exercise activities and programs, including chair-based. They desire more communication and information about services that may support them and suggest that volunteers may be engaged to write people's memoirs, given the rich stories in our community. Efforts to engage with people from culturally and linguistically diverse backgrounds is especially important. And access is important, particularly for the buildings in which programs for older adults are run. If sports facilities can be designed in a way that makes them easy to use by older residents, this would also improve their physical activity and overall health.

What is affecting the health and wellbeing of our children and youth?

Children aged three to four years were encouraged to express what they would change or wish for by drawing on postcards with their words also captured by their early childhood educators. The highest number of responses captured their attachment to the natural and urban environment. They referred to flowers, trees, and sunshine, and their desire for more parks and playgrounds with a range of equipment like swings and slides, play spaces and bike paths. Spending time with their families and friends and valuing their neighbourhoods, shops and streets was also reflected. They expressed their wish for love and kindness in the world and their love of animals: dogs, cats and birds.

In our youth survey of 252 respondents aged 11 to 25 (with an average age of 15), a high proportion of youth acknowledged having faced the following issues: school stress (63%), not getting enough sleep (49%), anxiety (41%), and body image (37%).

A significant number also listed pressure from parents, loneliness and depression as issues they deal with.

Common responses to what thoughts keep young people up at night were: stress about school and grades; worrying about what's been said or done that day or in the past; not feeling they're doing enough; worrying about the future, both personal goals and what the world will look like, including the environment; pressures and expectations on them (in their family, at school, socially, etc.); body image; gender and sexuality; finance stress; illness and family illness; but also calmer thoughts of friends, family, fun, games, romance and the future.

In the youth survey, 18 per cent responded that they had used drugs or alcohol with a quarter of this group saying it was for escapism/a coping mechanism rather than for fun or experimentation.

Suggestions from community groups and organisations

With a rise in people living in apartments, open spaces are critical and opportunities like community gardens are important. One suggestion was facilities for adults alongside playgrounds for parents to encourage both adults and children to be active. Indoor spaces, too, such as community centres and libraries, especially for seniors and isolated members of the community who can meet there in formal or informal groups. Tackling loneliness and isolation is a big issue. Organisations want to find ways to connect people back into their communities. Community transport is critical, as is emergency accommodation, such as those with a capacity to respond to family violence. Engaging more volunteers who better represent the cultural and religious diversity of those who call for them would make our community groups more robust. Sporting clubs and associations say there is more need for mental health support and education (speakers with lived experience can be helpful), lights on for longer in parks to encourage people to exercise, and help to reach out to a broader audience, which would improve inclusivity and gender parity. More facilities are needed for people with a range of abilities to be included. And more volunteers would mean they can operate effectively.

Community thoughts on COVID-19 resilience and recovery

To aid relief and recovery from the local impacts of the ongoing COVID-19 pandemic, residents thought it was important to support people who are socially isolated or disadvantaged through programs, events or initiatives, and also promote and support neighbourhood/community programs that encourage connection. People also thought that communication about vaccines could be strengthened, including adapting information (and its delivery method) for specific groups who may not easily receive updates, due to barriers like language or technology.

Community thoughts on sustainability and climate change

Residents' concerns about climate change related to both mitigating it and adapting to its effects. Important areas included supporting access to fresh food (local food farmers' markets) and having access to State and Federal energy-efficiency initiatives. Improved green travel options, including safe cycling lanes rated highly, as did better waste management and more opportunities for recycling and reuse. Our youth show a strong commitment to sustainability and have creative ideas such as recycling plastic into seating, providing incentives for using public transport, green roofs and rooftop gardens, and offering engaging opportunities at school so children grow into adults who are conscious of their environmental impacts. To them, sustainability is 'long-lasting, ethical and substantial' and is about 'forming a healthy system which prioritises the wellbeing and quality of its production rather than the profit achieved from it'.

Quotes from our community

"Focus on building happy, healthy, resilient children. Last year, there was a lot of time spent at home and therefore a lot of unsettled children, who are feeling quite anxious."

"We really need more space. We want to deliver the benefits of organised sport to the community (being physical and active, being engaged and connected in organised sport equals good mental health). Also female-friendly facilities."

"Mental as well as physical health is vital."

"The more bike tracks you can have, the better. Bike lanes between the curb and the cars are wonderful. Bike tracks within Glen Eira and bike routes that get them off the road."

"There needs to be a huge focus on mental health and continue to break down the barriers of stigma."

Health and wellbeing at every stage of life

A life stage approach

A life stage approach to health considers opportunities for the prevention and control of disease and promotion of positive health and wellbeing at key stages of life. It also takes into consideration the ways an individual or a group's experiences are shaped by their environment and cultural, socioeconomic, and other external contexts. Our life stage approach extends across individual health and wellbeing, and the wellbeing of the community at large.

Stages of life

Early childhood and middle years (0–11)

Early childhood (zero–six years) sets the foundation for a child's long-term development and learning. All children have the right to a safe childhood where positive relationships and quality services promote their health and development. Investing in the early years of a child's life is crucial, as these years have a significant impact on the child's future physical, psychological and emotional wellbeing.

Children in their middle years (seven–12 years) experience a range of physical, cognitive and psychological changes as they move towards adolescence and this is a critical period for building healthy social relationships. During this time, they prepare to transition from primary school to secondary school. Although these years are not a traditional focus of Council services in the same way as the early years and youth, there is a growing recognition that this period plays an important role for future health and wellbeing.

Adolescence and young adulthood (12–25)

The years from adolescence to young adulthood involve many stages of development and numerous important transitions. During this time, young people experience major physical, intellectual and emotional development, while forming autonomous identities, building independent social networks and starting intimate relationships. Many are transitioning between primary, secondary and tertiary education, or from education to work, and navigating shifts into more independent living away from their families. This can be a challenging time and young people may need some support to maintain positive mental health. With risk-taking often featuring in this period of development, some young people may experiment with

alcohol, smoking or illicit drug use, become less active or eat more unhealthy food and drinks. Positive role models and reinforcing positive behaviours can be very helpful in navigating this stage of life.

Adulthood (26–59 years)

The adult years are often associated with entry into a career that continues and evolves over several decades. It often also includes settling into a relationship with a long-term partner, becoming a parent, buying a home, and providing caring responsibilities to children and/or older parents. There are many other diverse experiences that can make up these years. This period often involves connecting with the local community through volunteering, sporting or recreational activities, and accessing a range of services and supports related to parenting, physical and mental health, and other life experiences.

Older adulthood (60 years+)

The older adult years usually commence around the period just before retirement. As people live longer, they will move through various stages of ageing including their senior years (70 years+) and the elderly stage (85 years+). During these years, people may shift their expectations and aspirations in alignment with growing older, and their needs and interests may alter as physical and mental capacities change. They should be supported to age well; to live in their home of choice for as long as possible; and be engaged in work, volunteering, learning and life planning. Regardless of age or ability, it is critical that older people are given the opportunity to participate and be included in community life, are valued and have a sense of purpose, are socially connected, and stay active — to sustain their health, wellbeing and quality of life.

Intersectionality and diversity

The *Plan* incorporates an intersectionality lens to ensure the diverse needs of people across the community — particularly people who experience additional barriers, inequity and disparities in their health and wellbeing outcomes — are front and centre in our planning.

Intersectionality refers to the ways in which more than one aspect of a person's identity can expose them to overlapping forms of discrimination and marginalisation, often increasing vulnerability. For example, an older non-English speaking woman with a disability may experience overlapping disadvantage due to the multiple barriers she faces.

Attitudes, systems and structures in society and organisations are being challenged to raise awareness of the need for greater equality and inclusion. Exclusion can be reflected in behaviours such as sexism, racism, homophobia, biphobia, transphobia, intersex discrimination, ableism, ageism and stigma. Intersectionality complements the life stages approach to health and wellbeing, as it considers how a person's social, economic and cultural context, and the systems and structures within which they live, affects their health and wellbeing needs: how they arise, are shaped and change across their life.

Population groups in Glen Eira with diverse needs

We know there are population groups in the City of Glen Eira that experience disadvantage, vulnerability or disparities in health and wellbeing outcomes. This is due to cultural, social and economic factors, and/or due to distinct needs at specific stages of life. They include:

- children and young people (including international students);
- people with disability;
- older adults (seniors and the elderly; especially those who live alone, are socially isolated and/or have low levels of digital literacy);
- people who identify as LGBTIQ+;
- Aboriginal and Torres Strait Islander peoples;
- culturally and linguistically diverse populations with English as a second language (especially new migrants and refugees);
- people with pre-existing physical and mental health conditions;
- people who are unemployed or come from low socioeconomic households; and
- people who are homeless, who live in unstable or poor-quality housing (including rooming houses).

How we support our community's health and wellbeing

Council's role

Council has a long history of delivering services that support the community to thrive. We provide many programs and activities for people of all ages, backgrounds and abilities. We also develop and maintain infrastructure; provide advocacy, data profiles and funding; and partner with health service providers, government bodies, community groups and local residents to ensure we combine our efforts to support strong health and wellbeing outcomes for everyone.

Children and families

Our Maternal and Child Health Service has six centres that provide free support to all Glen Eira families with children, from birth to under school age. They provide 10 Key Ages and Stages visits, enhanced services to families who need additional support, breastfeeding support, educational sessions, playgroups and other initiatives that support childhood development, parenting and family connection.

Our early learning services provide early learning centres, family day care services, a central enrolment system for kindergarten, professional development support for early learning professionals, and a range of events to support our diverse families to raise healthy, happy children and to strengthen community engagement.

Our immunisation services provide free vaccinations to the Glen Eira community as part of the *National Immunisation Schedule*. Our biggest focus is on providing immunisations for children aged six weeks to four years and through school programs for adolescents aged 12 to 16 years.

Youth services

Glen Eira Youth Services offers a range of events, programs and services to support young people aged 10 to 25, to encourage positive health and wellbeing, navigate transitions and to help them connect with each other and their community. These programs are provided in a range of school and community settings, and include social programs, leadership programs, youth referral, school holiday programs, youth events, youth engagement, and educational sessions such as *'Moving Up'*, a transition to high school program, and parent information nights.

Services for people with disability

Council provides a range of disability support programs, activities and events that raise awareness of access and inclusion in the community. This includes improving accessibility in public spaces and the built environment. Our *Community for All-Abilities* series of programs aims to link people with disability into employment and/or volunteering opportunities; provide support to carers; and assist employers, businesses and community organisations/groups to improve their accessibility and inclusion approaches.

Cultural and diversity services

Council is exploring more ways to support our cultural and linguistically diverse communities, our connections with First Nations people, and our LGBTIQ+ communities through a range of initiatives, community engagement and celebrations.

Our vision for reconciliation is for a unified, respectful and thriving community that embraces Australia's First Peoples for their experiences of the past, their resilience in the present and their aspirations for the future. Our two year *Reconciliation Action Plan* focuses on building respectful relationships and giving meaningful opportunities to Aboriginal and Torres Strait Islander peoples to live well, work, be acknowledged as Australia's First Peoples, and play a central role in our development.

Community development

Council leads several activities that involve collaboration with the community to achieve shared outcomes in response to community needs. This includes supporting our community groups and organisations through grant funding, skill development, information and advice, mutual advocacy and partnership work. Council hosts annual programs and events to reward and celebrate our volunteers and citizens.

Social policy

Ongoing evaluation of social issues is important to guide the role Council can play to support the community in areas of risks, harm, disadvantage and hardship. This includes for example, harm caused by gambling, alcohol and other drugs, homelessness and housing stress, family violence and gender inequality. Council explores policy, partnership and advocacy options in support of the many and complex needs of our community.

Community engagement

Council is committed to quality, transparent and robust community engagement to ensure we have ongoing and meaningful conversations with all members of our community on issues and matters that affect them. Implementation of all aspects of the *Community Wellbeing Plan 2021–2025* will rely on regular and extensive community engagement to ensure that all voices are heard as we implement priority actions that respond to emerging health and wellbeing needs of our community.

Planning for our urban future

Council takes a strategic view to planning the future of Glen Eira’s activity centres, residential areas, streets and key sites in areas of integrated land use, social and affordable housing, transport, urban design, economic development and place-making. Planning for the growth and diversity of housing, the local economy and transport connectivity will work to address the needs of our expanding, diverse community. Glen Eira strives to be a place of liveable and sustainable neighbourhoods networked with vibrant activity centres for learning, working and visiting that are accessible, provide great amenities and promote active commuting such as walking, cycling and integrated transport options.

Services to support older people

We offer many aged support services to help older people and their carers to live independently in our community. Through the Commonwealth *Home Support Program*, we provide domestic assistance, home maintenance, personal care, and a Delivered Meal Service, as well as social support with recreational programs. Our five senior citizen centres cater for more than 30 senior citizens’ clubs which have a range of educational and social initiatives that support positive ageing. Glen Eira continues to provide independent living units for older people across three sites and residential aged care services.

Parks, open space, recreation and leisure facilities

We have 72 open space reserves in Glen Eira, including high-quality sporting and recreation facilities, parks and public spaces. There are 45 sportsgrounds, as well as an athletics track, bowling greens, tennis courts, netball courts, indoor sports courts, aquatic and leisure facilities and a cycling velodrome. There is a range of multipurpose sporting environments, including outdoor fitness equipment, golf birdie cages, climbing walls, basketball hoops and a skate facility. These spaces

provide recreational activities, informal play and social opportunities for a range of age groups and abilities, promoting physical activity and other health-affirming behaviours, improving the overall health and wellbeing of residents.

Glen Eira Leisure offers fitness, recreation and relaxation for all ages and abilities across three sites — Glen Eira Sports and Aquatic Centre (GESAC), Caulfield Recreation Centre and Carnegie Swim Centre (currently being redeveloped). These sites have a range of swimming and fitness programs, as well as accessible group sports programs and active ageing programs. They also provide a growing program of free online sessions named GEL Anywhere which includes a variety of training videos and home workout sessions.

Libraries, arts and culture

Glen Eira has four very busy and popular libraries that are important community connecting spaces for our residents. The libraries provide an extensive range of books, magazines, e-books and other digital material, and interactive activities and resources for all ages and abilities. Libraries deliver a large range of programs and workshops, such as *BabyTime* and *StoryTime* sessions and author talks, both online and face-to-face. A home library service delivers books to vulnerable elderly and housebound residents.

Council also runs a wide and vibrant program of diverse and inclusive arts, culture and music events, festivals, exhibitions, and tours all year round that cater for the needs of the whole population and are offered both face-to-face and online. Council's history and heritage area preserves and captures the history of Glen Eira and delivers a range of programming and interpretation projects related to local history.

Community safety, public health protection and emergency management

Community safety

Council is in its third year of implementing a community safety plan in partnership with key stakeholders — who work together to create a safer community in Glen Eira. They focus on building stronger community cohesion, improving the safety of public spaces, expanding opportunities for community engagement, and improving access to services that address specific crime-related issues in the community.

Compliance and public health protection

Council's compliance and public health areas deliver public health and environmental health protection, traffic safety operations and local laws that are

governed by legislation including the *Victorian Food Act 1984*, *Public Health and Wellbeing Act 2008*, *Tobacco Act 1987*, *Road Management Act 2004*, *Road Safety Rules 2017* and the *Environment Protection Act 2017*. Although enforcement is a key focus of Council's work, the teams spend significant effort on education and implementing strategies that promote healthy and safe environments, reduce the harm caused by smoking, and remove a range of other public health risks within the municipality. This includes infectious diseases, such as COVID-19, where the *Public Health and Wellbeing Act's* principles of management and control are implemented, such as minimising spread, taking all reasonable precautions, taking all reasonable steps to eliminate or reduce risk, and supporting the right of citizens to receive and have access to information and any appropriate available treatment.

Our emergency management role is governed by the *Emergency Management Act 2013* in which we work alongside our local partners to plan for protection, response, relief and recovery relating to public health and environmental emergencies impacting our municipal area.

Sustainability and climate change

Our commitment to addressing the impact of climate change has intensified in recent years and in May 2020, Glen Eira City Council declared a climate emergency, urging for unified action to meet the increasing challenges of climate change. Our sustainability initiatives come from the dual approach of mitigating and adapting to climate change effects and include reducing carbon emissions, reducing waste, increasing biodiversity, protecting and expanding open spaces, working with the community on sustainability practices, and strengthening our resilience to the impacts of climate change.

The context

Glen Eira's *Community Wellbeing Plan 2021–2025* takes into consideration key health and wellbeing data from the *Glen Eira Health and Wellbeing Profile 2020–2021*, and from an extensive pool of community engagement data. It is also informed by our experience in delivering services to residents of all ages and abilities and collaborating with external partners.

The City of Glen Eira works within a broader context of international, Australian and Victorian Government policy and practice, and this *Plan* complies with requirements and considers these factors.

International

The World Health Organisation puts forward the social determinants of health. These are the non-medical conditions that influence health and wellbeing, related to the conditions under which people live. These determinants are related to economic policies and systems, social norms, political systems, and development agendas. They include income; early childhood experiences; gender norms and expectations; food insecurity; education; social inclusion; housing, environment and access to basic amenities; living and working conditions; structural conflict; quality of air, soil and water; and access to affordable, quality health services. We consider these social determinants as part of the life stages approach when working with our community to plan for improved health and wellbeing outcomes.

Australian and Victorian

The Australian Government legislates across health and wellbeing areas and is responsible for running a range of services and programs across Australia's health system. State governments play an equally important role in overseeing state public health and wellbeing legislation and state-wide health programs including primary and acute health care and community health services. Federal, State and Local Government working together and interrelating to deliver optimal health and wellbeing outcomes is essential. Many of the goals of municipal public health and wellbeing plans can only be realised through collaboration between all levels of government, community health organisations, the community and local stakeholders.

Legislative context

The *Plan* is guided by and meets the requirements of key legislation from the Victorian Government. This includes the *Public Health and Wellbeing Act 2008* which

aims to: protect public health and prevent disease, illness, injury, disability and premature death; promote conditions in which people can be healthy; and reduce inequalities in the state of public health and wellbeing.

The *Disability Act 2006* requires each Local Government to undertake disability planning that includes reducing barriers to persons with disabilities accessing goods, services and facilities, and obtaining and maintaining employment. It requires the promotion of inclusion and participation in the community of persons with disabilities, and to achieve tangible changes in attitudes and practices which discriminate against persons with disabilities.

The *Climate Change Act 2017* requires that councils must give regard to climate change during the preparation of their health and wellbeing plan. This means we must have a continued emphasis on the connection between climate change and public health, including understanding and assessing climate risks, promoting community adaptation and resilience, and assessing the health benefits of actions taken to reduce greenhouse gas emissions.

This *Plan* also draws on the recommendations of other state frameworks, plans and strategies, such as the *Victorian Public Health and Wellbeing Outcomes Framework*; *Victorian Government Social Determinants of Health*; *Victorian Health and Wellbeing Plan's Priorities, Focus Areas and Strategic Actions*; and *Absolutely Everyone: State Disability Plan 2017–2020*.

Council plans and strategies

The *Community Wellbeing Plan 2021–2025* sits alongside other Council plans that share similar strategic objectives and principles (for example, to create accessible and inclusive places and spaces). Aligned plans work together to strengthen goals and deliver on outcomes that benefit our community.

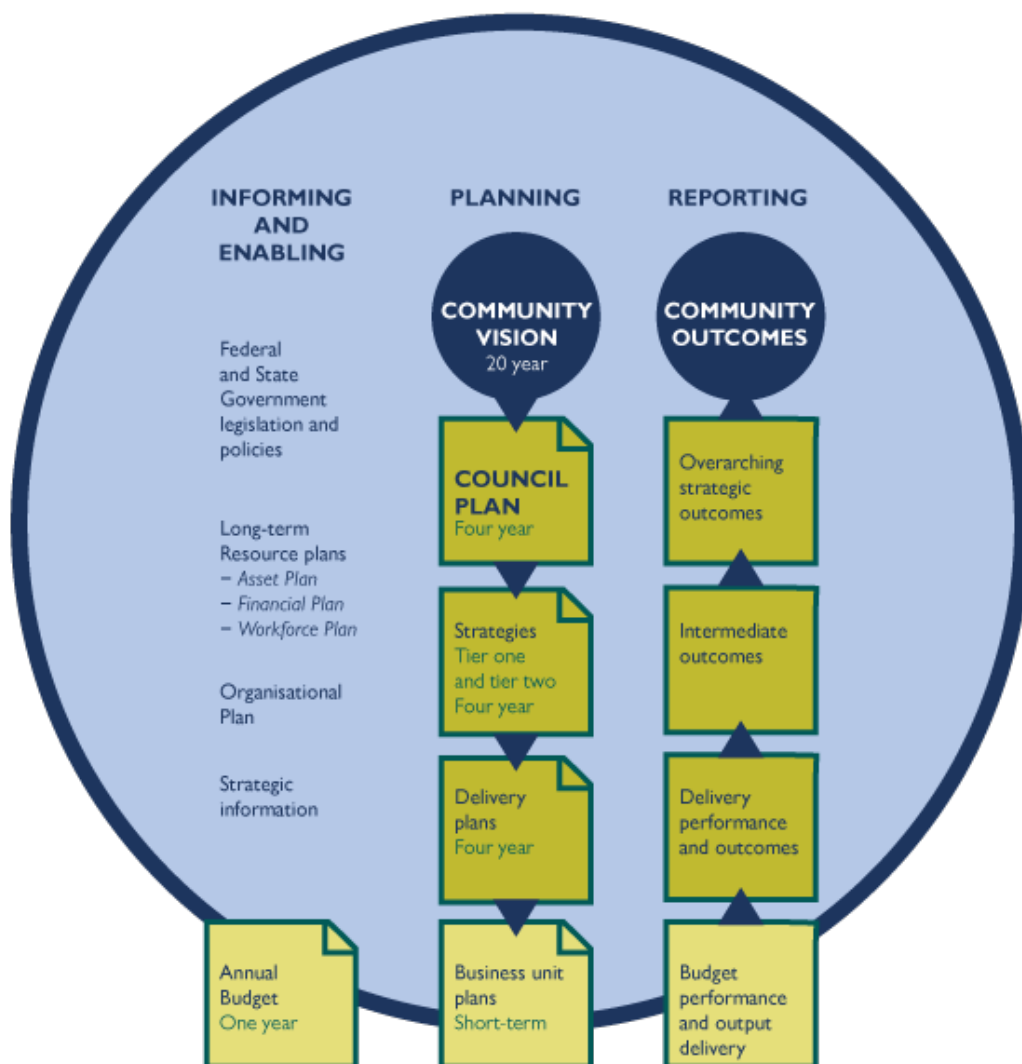
The plans with the highest level of strategic alignment and that support the priorities of the *Community Wellbeing Plan 2021–2025* include:

- *Glen Eira [2040 Community Vision](#)*
- *Council Plan 2021–2025*
- *[Our Climate Emergency Response Strategy 2021–2025 \(Dhumbali Wurrungji-Biik Parbin-Ata\)](#)*

- *Reconciliation Action Plan 2021–2023 (in development)*
- [*Community Engagement Strategy 2021-2025 \(in development\)*](#)
- [*Gender Equality Action Plan \(in development\)*](#)
- [*Open Space Strategy – Refresh 2020*](#)
- [*GET Active — Future of Sport and Active Recreation*](#)
- [*Pavilion Redevelopment Strategy*](#)
- [*Community Safety Plan 2018–2022*](#)
- [*City Plan – Activity Centre, Housing and Local Economy Strategy 2020*](#)
- [*Local Economy and Place Making Action Plan 2020–2025*](#)
- [*Integrated Transport Strategy 2018–2031*](#)
- [*Urban Forest Strategy 2021*](#)
- [*Rooming House Strategy 2019*](#)
- *Playground Strategy 2021 (in development)*
- *Active Recreation Strategy 2021 (in development)*

This *Plan* also provides primary focus for the delivery of the *Council Plan 2021–2025* priority area: ‘A healthy, inclusive and resilient community’. It is a tier one strategy that sits under the *Council Plan* in Council’s *Integrated Planning and Reporting Framework*. The implementation of this *Plan* is supported by annual *Community Wellbeing Action Plans*, which have specific, timebound actions. While this *Plan* is led by the Community Wellbeing Directorate, actions will be integrated into delivery plans and annual business unit plans across Council to ensure community health and wellbeing is incorporated in our planning, delivery and reporting systems.

Glen Eira City Council *Integrated Planning and Reporting Framework*



Our health and wellbeing priorities

The *Community Wellbeing Plan 2021–2025* features six priority areas, with 30 strategic objectives. For each priority, we specify how we will meet our objectives, working together with the community, partners and in collaboration with other Council strategies. The priority areas address key health issues in our community, identified through research and data analysis, community consultation, and as addressed in state and national health strategies.

The priority areas and strategies contained in this *Plan* take a life stage approach and aim to be inclusive of all community members, including Aboriginal and Torres Strait Islander residents, culturally and linguistically diverse communities, people with disabilities, and LGBTIQ+ community members. The life stage approach recognises the ways a person's experiences are inevitably shaped by their cultural, socioeconomic, and other external contexts and circumstances, at all stages from birth through to old age.

The six priority areas of the *Community Wellbeing Plan 2021–2025* are:

- Improve public health protection
- Strengthen resilience and social connection
- Enhance active living
- Create healthier environments
- Embrace creativity, learning and diversity
- Promote respect, care and equity

Improve public health protection

Our goal is for our community to be prepared for, and resilient to, current and future public health impacts. We want to protect our community from illness and diseases and their enduring impacts, such as those of the COVID-19 pandemic. We will continue to be proactive in supporting our community's response to, resilience and recovery from this pandemic. This includes managing infection control, delivering important messaging and communications, and working in partnership with Federal and State government and health services to improve our vaccination rates. Safeguarding our community from potential public health challenges requires us to be vigilant in the enforcement and education of our public health standards (eg. food safety, infectious diseases, general sanitation) and in delivering immunisation services that protect the community from disease.

We will also respond to the growing health impacts of climate change and extreme weather events through strategies that minimise risks and improve safety for everyone, particularly vulnerable people, such as young children, the elderly and those with underlying health conditions.

In meeting this priority, people in Glen Eira will be well prepared for, and resilient to, a range of health and wellbeing impacts from COVID-19, climate change and other public health challenges. The community will embrace efforts that help mitigate impacts on public health so that we can lessen and better manage public health challenges into the future.

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| Objectives: | <ol style="list-style-type: none">1. Enhance our community's preparedness, resilience and recovery from COVID-19.2. Prioritise actions that enhance public health protection to keep our community safe (eg. immunisation services, food safety, accommodation standards and infectious disease outbreaks).3. Enhance our community's preparedness for the health and wellbeing impacts of climate change. |
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| <p>Objectives: continued</p> | <p>4. Strengthen how we manage both current and future public health priorities and emergencies.</p> <p>5. Reduce the risks of public health impacts for people in our community who have the greatest vulnerability.</p> |
| <p>What you will see:</p> | <ul style="list-style-type: none"> ● Planning and implementing actions that increase protection, response and recovery from COVID-19. ● Education and enforcement of public health standards (eg. at local food premises, rooming houses, tattooists, beauty therapy businesses, and local swimming and spa pools). ● Coordination, promotion and delivery of Council vaccination programs to protect the community from vaccine-preventable diseases. ● Initiatives that educate the community on how to adapt to the impacts of climate change (eg. protection from storms, floods and heatwaves). ● Activities and initiatives that improve our preparedness for future public health emergencies with our community partners (emergency management, heatwave and pandemic planning). ● Initiatives that collect data, monitor and protect community members with higher levels of vulnerability and need. |

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| <p>How other Council strategies support this priority:</p> | <p>Our goals related to public health protection and climate change are supported by several strategies with shared objectives.</p> <p>Council delivers an <i>Emergency Management Plan</i> that includes the <i>Heatwave Sub Plan</i>, <i>Pandemic Sub Plan</i>, <i>Flood Emergency Plan</i> and <i>Security Sub Plan</i> which guide the municipal response to public health emergencies to protect the community.</p> <p>The <i>Climate Emergency Response Strategy 2021–25</i> follows Council’s declaration of a climate emergency in 2020 and progresses efforts in proactively addressing climate change. It outlines a set of ambitious goals including embedding climate change in all that we do, protecting our community from the impacts, and committing to net zero Council emissions by 2025 and net zero community emissions by 2030.</p> <p>The <i>Glen Eira Urban Forest Strategy 2021</i> provides a plan to protect and grow urban greening and canopy tree cover across the municipality. This is critical for a range of health and wellbeing benefits ranging from shade provision to carbon storage, habitat for wildlife, neighbourhood amenity, stormwater capture, and reducing air pollution, as well as assisting in the mitigation of climate change.</p> <p>Our <i>Rooming House Strategy 2019</i> responds to matters that relate to the growth of rooming houses in Glen Eira and seeks to improve safety and the minimum standards of this type of housing.</p> |
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| <p>How will we measure our success?</p> | <ul style="list-style-type: none">• Information disseminated and increased awareness of measures to respond to and recover from the pandemic in the community.• Promotion and removal of barriers to improve access to Council immunisation/vaccination services.• Increased community awareness on preparing for the health impacts of climate change.• Response to ease impacts on people who experience vulnerability and disadvantage. |
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Strengthen resilience and social connection

Our goal is for our community to be resilient. We want all people in our community to have a sense of connection and belonging, to feel well supported and strong in their mental wellbeing. Living through a pandemic has taken a toll on people’s social and emotional health. We have been fortunate to witness the strength and resourcefulness of our community in leading their own resilience efforts throughout the COVID-19 pandemic and we want to continue to support these endeavours. Our focus on reducing social isolation and loneliness will help to improve mental wellbeing and the resilience of our people through stronger community connections and socially inclusive and supportive environments.

In meeting this priority, we’ll see the people of Glen Eira become more engaged and socially connected within their community through their neighbourhoods and a range of social, community and recreational settings. Residents will report high levels of life satisfaction, mental wellbeing and self-care, supported by a strong and dynamic volunteer culture contributing to positive outcomes across the community.

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| Objectives: | <ol style="list-style-type: none">1. Provide opportunities for our community to connect and participate in civic activities.2. Create a more resilient community in partnership with community groups and organisations.3. Strengthen social connections and enhance mental wellbeing.4. Promote and sustain volunteering in the community.5. Maximise equality of access across Council programs and services. |
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| <p>What you will see:</p> | <ul style="list-style-type: none">• Council-delivered programs and activities that increase social connection, civic participation and resilience (eg. this may include supported playgroups, social support programs, recreational programs, cultural programs, community transport services and youth- or older adult-specific programs).• Funding and capacity building for community groups to deliver projects and activities that increase community connection, civic participation and resilience (eg. community meal programs, social support groups).• Initiatives that build individual and community resilience and improve mental wellbeing.• Activities that build the capacity of community groups and organisations to support volunteering.• Improvements to services that ensure equal access for all people, especially people who experience barriers and disadvantage. |
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| <p>How other Council strategies support this priority:</p> | <p>The following Council plans share the goal of increasing resilience and social and community connections, and through collaboration we will work to meet our shared objectives.</p> <ul style="list-style-type: none"> • The <i>Glen Eira Community Safety Plan 2018–2022</i> works with key partners to progress safety in the community by encouraging connections in neighbourhoods and creating support linkages that foster a sense of belonging and safety. • The <i>Glen Eira Local Economy and Place Making Action Plan 2020–2025</i> is focused on strengthening the local economy in Glen Eira by fostering a strong sense of place and connection to our activity centres. This includes supporting business development and networks, increasing job growth and creating appealing spaces and environments that people are more likely to engage with. • The <i>Glen Eira Volunteer Framework</i> guides how Council and all organisations can support their volunteers and increase volunteer participation. |
| <p>How will we measure our success?</p> | <ul style="list-style-type: none"> • A positive trend in community and civic participation. • Community satisfaction across Council services and programs. |

Enhance active living

Our goal is for our community to be physically active. We want our community to have good physical health across all ages, genders, backgrounds and abilities. Physical activity is crucial for physical and mental wellbeing and to keep preventable diseases at bay. Physical activity is inclusive of all forms of active living such as walking, cycling and play; as well as sport, active exercise and recreation. This priority champions both structured and unstructured forms of physical activity that keep people mobile. It is also about healthy place making and shaping the built environment to be accessible, safe, walkable, interconnected — with green and open spaces such as parks, neighbourhoods and reserves — and sustainable, so that healthy activities and experiences become more integral to people’s everyday lives.

In meeting this priority, we will see more people in Glen Eira who are active and participating in physical activity each day. This physical activity will be fully supported through the amenities, public spaces and services available in local neighbourhoods.

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| Objectives: | <ol style="list-style-type: none">1. Increase rates of participation in physical activity.2. Enhance accessibility, safety, walkability and interconnectedness across the built environment.3. Maximise opportunities for an active community through capacity building and partnerships.4. Campaigns that promote active healthy lifestyles. |
| What you will see: | <ul style="list-style-type: none">• A variety of active programs and classes that increase physical activity and exercise across ages, genders and abilities.• Council working in collaboration with our community to extend universal design principles in our built and urban environment that will increase accessibility and inclusiveness.• Events and initiatives that encourage active living. |

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| <p>What you will see: continued</p> | <ul style="list-style-type: none"> • Strategies that build the capacity of sporting clubs and community organisations to increase community participation. • Strengthened partnership initiatives that deliver healthy and active living projects. • Promotion of health campaigns and local initiatives such as <i>Active April</i>, <i>Active Communities</i>, <i>Active Schools</i> programs, <i>Ride to Work</i> and <i>All-Abilities</i> sports programs. |
| <p>How other Council strategies support this priority:</p> | <p>The following Council strategies encourage active living through the built and urban environment and align well with our objectives of increased activity, health and safety in our community.</p> <ul style="list-style-type: none"> • Our <i>Open Space Strategy Refresh 2020</i> guides the work across open space in Glen Eira to ensure it is equitable, accessible, adaptable, networked, diverse and sustainable. It includes enhancing, upgrading and/or expanding open spaces including parks, reserves and public spaces across the municipality to support varied recreational needs for all ages and abilities. • The <i>Glen Eira Urban Forest Strategy 2021</i> provides a plan to protect and grow urban greening and canopy tree cover across the municipality. This is critical for a range of health and wellbeing benefits ranging from shade provision to carbon storage, habitat for wildlife, neighbourhood amenity, stormwater capture and reducing air pollution, as well as assisting in the mitigation of climate change. • Our <i>Integrated Transport Strategy 2018–2031</i> guides the development of more sustainable transport options to increase walking, cycling and public transport trips and improve safety features to roads, parking and traffic flow. |

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| <p>How other Council strategies support this priority:</p> <p>continued</p> | <ul style="list-style-type: none"> • Our <i>Glen Eira City Plan 2020</i> guides our planning for improving accessibility and connectivity between neighbourhoods, shopping centres, local parks, open spaces and shared user paths to support active commuting and 20-minute neighbourhoods. • Our <i>GET Active — Future of Recreation and Sport Study 2019</i> provides the framework for planning, managing and investing in sport and active recreation facilities throughout Glen Eira and works with a range of sporting clubs to manage and facilitate participation in sport and active recreation for all ages, genders and abilities. • Our <i>Playground Strategy 2021</i> guides the development and design of parks and playgrounds. • Our <i>Active Recreation Strategy 2021</i> outlines how we will provide infrastructure (new and upgraded) to support physical activity, such as play and active recreation spaces, lighting and increased use and inclusion of female-friendly facilities. |
| <p>How will we measure our success?</p> | <ul style="list-style-type: none"> • Increased awareness of active living opportunities. • Increased participation in physical activity. • Community satisfaction in active living programs. |

Create healthier environments

Our goal is to ensure our local environments support people to sustain healthy lifestyle behaviours. Creating healthier environments can help to reduce the societal impacts of disease and chronic health issues. We will continue our efforts in supporting environments that provide healthier food and drink options so that we can lower obesity rates across our population and subsequently lower the rates of preventable diseases including cardiovascular disease and Type 2 Diabetes. We also need to focus on minimising environments that encourage smoking, which has the most significant impact on disease and death, as well as reduce the impact of harmful alcohol and drug consumption and harmful gambling behaviours. We acknowledge that these conditions are often indicative of other complex hardships and stressors, which aligns this priority with others and reinforces our commitment to support people in our community who are experiencing higher levels of disadvantage. Our advocacy role in representing the interests and concerns across the Glen Eira community's health and wellbeing to the State and Federal governments is central, with the aim of further improving healthy environments.

In meeting this priority, people in Glen Eira will have lower rates of chronic disease and obesity and will experience less harm as a result of tobacco, alcohol, other drugs and gambling. A whole range of settings and environments in Glen Eira will provide healthy options that support healthy lifestyle behaviours.

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| Objectives: | <ol style="list-style-type: none">1. Promote benefits of the importance of healthy and nutritious food to help prevent long term chronic disease.2. Reduce harm to our community from tobacco, alcohol and other drugs and from gambling.3. Improve access to services and community resources for people who experience health inequalities.4. Raise awareness and provide education on current health and wellbeing topics across all ages and abilities. |
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| <p>What you will see:</p> | <ul style="list-style-type: none">● Initiatives that increase healthy food options and access to drinking water in community settings, events, public spaces and Council-owned facilities.● Participation in evidence-based healthy eating and active play programs (eg. The Achievement Program in early learning centres and the INFANT program in the Maternal and Child Health Service).● Initiatives that encourage healthy and fresh food options, (eg. <i>Taste for Health</i> program and <i>Food Business Awards</i>); projects that facilitate the community to grow their own food; or that promote or increase access to fresh produce.● Participation in partnerships and networks that support initiatives to build healthy environments in a range of public settings.● An increase in the number of smoke-free zones within the municipality.● Promotion of smoking cessation services and information on the risks of tobacco use and vaping.● Partnership initiatives that facilitate education around alcohol and other drugs and gambling harm minimisation.● Promotion of state and local campaigns around healthy living. |
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| <p>How will we measure our success?</p> | <ul style="list-style-type: none">• Promotion of opportunities for healthy eating and drinking options.• Increased activities that help to minimise tobacco use.• Campaigns to raise community awareness on the harms caused by alcohol, other drugs and gambling. |
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Embrace creativity, learning and diversity

Our goal is for a socially inclusive community. We want all people to feel welcome and incorporated into the fabric of our community, all throughout their lives. Council values and is committed to supporting lifelong learning, diversity and inclusion across our whole community, and across all life stages. Diversity refers to the traits, characteristics and identities that make people unique, while inclusion refers to the behaviours and social norms that ensure people feel welcome. We are dedicated to improving our activities that promote lifelong learning, knowledge and respect in relation to the specific needs of our First Nations people, people from culturally and linguistically diverse backgrounds, people with a disability and their carers, and people who are LGBTIQ+.

In meeting this priority, Glen Eira will be a more socially inclusive community where people of all ages and with diverse identities, cultures, religions, sexualities, genders, abilities and caring responsibilities feel acknowledged, included and respected across services, organisations, businesses and community settings. There will also be an established culture of diversity, celebration and lifelong learning through a variety of accessible and inclusive cultural, arts and other events and initiatives across the community.

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| Objectives: | <ol style="list-style-type: none">1. Deliver accessible, inclusive and diverse arts and cultural events, festivals and activities.2. Provide inclusive opportunities for lifelong learning across all stages of life.3. Facilitate opportunities for community-based arts and cultural activities.4. Celebrate our unique identities and build respect, inclusion and tolerance across ages, sexualities, genders, abilities, religions and cultures.5. Innovate our communication methods and messaging to make them inclusive and accessible for all. |
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| <p>Objectives: continued</p> | <p>6. Provide opportunities for creative expression and sharing of stories from all backgrounds and experiences across the community.</p> |
| <p>What you will see:</p> | <ul style="list-style-type: none"> • Accessible and inclusive arts, library, community and cultural festivals, events, programs and services with a mix of online and face-to-face delivery (eg. the <i>Glen Eira Storytelling Festival</i>). • Initiatives that support intercultural, intergenerational and interfaith activities across the community. • Community projects and events that celebrate inclusion and diversity. (eg. <i>Harmony Day, International Women’s Day, Seniors Festival</i>). • Learning and literacy programs that respond to current and emerging community needs and support community connections across all life stages. (eg. digital literacy classes for older adults, digital safety workshops for younger people). • Accessible communications and media (eg. use of Easy English formats, increased translated material in key languages, wider use of interpreters [spoken and sign] and aids for people with all-abilities). • Initiatives that support cultural and creative expression and storytelling. |

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| <p>How other Council strategies support this priority:</p> | <p>The principles of diversity and inclusion are supported in Council’s <i>Reconciliation Action Plan 2021–23</i>. It details how we will build respectful relationships, cultural knowledge, and give meaningful opportunities to Aboriginal and Torres Strait Islander peoples to live healthy and well, to work, to be acknowledged as Australia’s First Peoples, and to play a central role in our community’s development.</p> |
| <p>How will we measure our success?</p> | <ul style="list-style-type: none"> ● Participation and flexibility in events and programs that support diversity. ● Opportunities for learning and literacy programs across the community. ● Positive trends in community satisfaction across services and programs. |

Promote respect, care and equity

Our goal is for a community that is safe from all forms of violence. We want to create a community where people across all ages, genders, diverse identities and abilities are nurtured and protected from disrespect, inequality, oppression and violence. There are people in Glen Eira who experience harm and violence, disproportionately women and children. We have been working hard to break down unhealthy gender stereotypes, increasing our community messaging and education to promote healthy relationships and cultures, and to address underlying drivers of violence. This effort must continue so that we can reduce these harms and create a safer community.

In meeting this priority, there will be a greater awareness of respectful attitudes and behaviour in relationships that will reduce inequality and violence in the community. Community members at risk will access support and will feel more safety in their neighbourhoods and homes, especially women, children and older people.

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| Objectives: | <ol style="list-style-type: none">1. Provide opportunities to enhance healthy and respectful relationships in the community.2. Promote healthy and respectful relationships.3. Participate in national, state and local initiatives that raise awareness and promote safety.4. Participate in partnerships to promote gender equality, respect and the prevention of violence.5. Set the foundations as a community leader for gender diversity and equality.6. Promote information to support people in the community who are at risk or in need of support. |
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| <p>What you will see:</p> | <ul style="list-style-type: none"> • Education programs that support healthy and respectful relationships across all ages, identities and abilities, provided in a range of settings. • Participation in a range of community campaigns (eg. the <i>16 days of Activism Against Gender-Based Violence</i>, <i>Elder Abuse Awareness Day</i>, inclusive community projects and child safety campaigns). • Referral, support and early intervention for people at risk of family violence and abuse through a range of settings (eg. early childhood, family and youth services, maternal and child health services, aged care services and community development programs). • Participation in local and regional networks that collectively drive actions that support equality and safety for all with a focus on people more at risk (eg. Glen Eira Family Violence Prevention Champions Group, Southern Melbourne Primary Care Partnership’s Elder Abuse Prevention Network, Women’s Health in South East Communities of Practice and the Regional Child Protection and Family Services Network). • Examination of new Council services, policies and programs in terms of gender equality. Projects and initiatives that target population groups that are more vulnerable to violence in the community (such as women with disabilities, Aboriginal and Torres Strait Islander women and women from migrant or refugee backgrounds). |
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| <p>How other Council strategies support this priority:</p> | <p>The <i>Glen Eira Community Safety Plan 2018–2022</i> aligns with this goal as it also facilitates actions that support gender equality and the prevention of violence.</p> |
| <p>How will we measure our success?</p> | <ul style="list-style-type: none"> • Promotion of respectful relationships and gender equality across the community. • Positive trends in attitudes that support respect, equality and safety across the community. |

Monitoring and evaluating

It is important that we track our progress and review how our planning is meeting the health and wellbeing outcomes of our community. Each year we will review our *Community Wellbeing Action Plan* and evaluate whether the activities we have progressed have had an impact on meeting the indicator measures. These measures will include those incorporated in this plan as well as a range of shorter-term process and program measures and indicators.

We will document and share our progress, our achievements and our learnings with the community annually and we will provide accountability on whether we have met our stated commitments. We will review our measures regularly through data, research and evaluation and understand how, and which, efforts have made a difference so that we can develop further actions that will help us to reach our vision for a healthy, strong and resilient community.

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For further references, see the *Glen Eira Health and Wellbeing Profile 2020–2021*.



GLEN EIRA
CITY COUNCIL

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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>

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