

Community Directorate Integrated Annual Action Plan

2024-2025

Incorporating:

Municipal Public Health and Wellbeing Plan

Disability Action Plan

Participate - Positive Ageing Plan

Create - Municipal Early Years Plan

Elevate – Youth Strategy

Arts and Culture Strategy

Acknowledgement of Country

Macedon Ranges Shire Council acknowledges the Dja Dja Wurrung, Taungurung and Wurundjeri Woi Wurrung Peoples as the Traditional Owners and Custodians of this land and waterways. Council recognises their living cultures and ongoing connection to Country and pays respect to their Elders past, present, and emerging. Council also acknowledges local Aboriginal and/or Torres Strait Islander residents of Macedon Ranges for their ongoing contribution to the diverse culture of our community.

About the Action Plan

The *Community Directorate Integrated Annual Action Plan 2024-2025* collates actions previously adopted by Council across six strategies and plans.

The purpose of this integrated action plan is to streamline the actions and their future reporting to avoid duplication and make their implementation more efficient and collaborative.

The six noted strategies and plans are:

- **Municipal Public Health and Wellbeing Plan 2021-2025**
 - The Municipal Public Health and Wellbeing Plan (MPHWP) outlines the role that the Council will play in improving the health and wellbeing of Macedon Ranges Shire residents. [The MPHWP is available on Council's website.](#)
 - The Municipal Public Health and Wellbeing Plan 2021-2025 was endorsed by Council on the 27 October 2021.
 - This plan is in its fourth and final year of implementation, with 23 actions remaining to be completed.
- **Disability Action Plan 2021-2025**
 - The Disability Action Plan (DAP) recognises the right of all people with disabilities to live an included and respected life in our community and acknowledges the important roles played by carers, families, volunteers and service-providers. [The DAP is available on Council's website.](#)
 - The plan was endorsed by Council on the 27 October 2021.
 - This plan is in its fourth and final year of implementation, with 18 actions remaining to be completed.
- **Participate - Positive Ageing Plan 2020-2025**
 - Participate, our positive ageing plan (PAP) supports Council's aim to be an age-friendly community and promotes a collaborative approach across Council and the community. [The PAP is available on Council's website.](#)
 - The Positive Ageing Plan was endorsed by Council on the 16 September 2020.
 - This Plan is in its fifth and final year of implementation, with 10 actions remaining to be implemented.
- **Create – Municipal Early Years Plan 2021-2025**
 - Council's Municipal Early Years Plan (CREATE) outlines the role that the Council will play in responding to the needs, priorities and aspirations of children, as identified by the community. [CREATE is available on Council's website.](#)
 - The Municipal Early Years Plan was endorsed by Council on the 22 September 2021.
 - This plan is in its fourth and final year of implementation, with 20 actions remaining for implementation.
- **Elevate – Youth Strategy 2018-2028**

- Council's Youth Strategy (ELEVATE) provides direction for Council's Youth Development unit and guides the programs, initiatives, advocacy and support work for young people and their families. [ELEVATE is available on Council's website.](#)
 - The Elevate Youth Strategy was endorsed by Council in September 2018.
 - This plan is in its sixth year of implementation, with four actions identified for implementation this year.
- **Arts and Culture Strategy 2018-2028**
 - Council's Arts and Culture Strategy (A&C) outlines how Council will promote, support and invest in arts and culture in the Macedon Ranges. [The Arts and Culture Strategy is available on Council's website.](#)
 - The Arts and Culture Strategy was endorsed by Council in September 2018.
 - This plan is in its sixth year of implementation, with seven actions identified for implementation this year.

These Plans support the delivery of the Council's Community Vision and Council Plan, through the lens of wellbeing, arts and culture, addressing the needs of people with disabilities, and supporting children, young people, their families and older people in our community.

To demonstrate this alignment, the actions within the *Community Directorate Annual Action Plan 2024-2025* are ordered against the Council Plan 2021-2031 strategic objectives and priorities.

Each actions respective plan's objectives and priorities can be located within the source plan, through the links provided above.

There are a total of 80 actions with the *Community Directorate Integrated Annual Action Plan 2024-2025*, which will be reported through a collective annual report in mid-late 2025.

Community Directorate Integrated Action Plan 2024-2025

Action	Source
Council Plan Strategic Objective: Connecting Communities	
Council Plan Strategic Priority: Explore opportunities for affordable and social housing in the shire.	
Work in partnership with Community Housing Organisation, Wintringham, to support the delivery of a Big Housing Build project at Lancefield.	MPHWP
Work in partnership with service providers to raise awareness of homelessness in the shire and together advocate for change.	MPHWP
Actively support the implementation of the Loddon Mallee Regional Housing Action Plan.	MPHWP
Work with the Victorian Government to increase supply of affordable housing, including social housing, in the shire.	MPHWP
Advocate for specialist disability housing in the region.	DAP
Council Plan Strategic Priority: Promote a more inclusive community by supporting community groups and vulnerable groups.	
Direct some Council community grant funding to initiatives that emphasise inclusiveness.	MPHWP/ DAP
Seek funding to provide customised accessibility guides (Access Key) for large Council-managed venues.	DAP
Implement the Child Safe Standards to promote the safety of children, prevent child abuse and ensure processes are in place to respond to and report all allegations of child abuse.	MPHWP
Continue Council's involvement in the United Nations 16 Days of Activism for No Violence against Women and Children campaign.	MPHWP

Support targeted initiatives for young people of diverse backgrounds that enable them to express their identities fully, especially Aboriginal and Torres Strait Islander Peoples, lesbian, gay, bisexual, transgender, intersex and queer/questioning young people (LGBTIQ+), culturally and linguistically diverse young people, and young people with a disability.	MPHWP
Work with partners to deliver community education on gambling, gaming and screen harm.	MPHWP
Commit to participation in the Local Government Working Group on Gambling to be convened by the Victorian Local Governance Association.	MPHWP
Progress Council's Preventing Harm from Gambling Policy.	MPHWP
Continue to recognise International Day of Persons with Disability (IDPwD).	DAP
Explore initiatives to recognise local businesses, groups, organisations and services that celebrate ageing and/or adopted positive ageing practices and strategies to support older people.	PAP
Support and promote age-friendly community initiatives, to address inclusion and promote respect of older people.	PAP
Council Plan Strategic Priority: Improve connectivity and movement, and provide transport choices to the community, including walking trails and bike paths.	
Continue delivery of the Macedon Ranges Shared Trails project that will see the development of a 24-km-long shared trail linking rural landscapes, towns and heritage places from Woodend to Riddells Creek.	MPHWP
In conjunction with community consultation, Early Years and Maternal and Child Health are engaged as knowledge experts for projects in the community impacting children and families, to gain a better understanding of children's and families' needs, including more interconnected bike paths that benefit the whole community.	CREATE
In conjunction with community consultation, Early Years and Maternal and Child Health are engaged as knowledge experts for projects in the community impacting children and families, to gain a better understanding of children's and families' needs, including a review of pedestrian crossings and school crossings in each township to identify possible improvements that ensure child and family safety.	CREATE

Advocate for the expansion of bus services and on-demand services including taxis, ride sharing, car sharing and volunteer transport.	CREATE
Council Plan Strategic Priority: Provide well-designed, fit-for-purpose, multi-use open spaces and infrastructure for the community to connect, engage and participate in a financially sustainable way	
Implement a program of DDA compliance assessment across all Council owned/operated facilities – to raise awareness and guide a future work plan (pending funding allocation) of building upgrade.	DAP
Ensure that planning for all aspects of the built environment addresses accessibility issues for people of all abilities and includes seating and public toilets.	PAP
Explore partnerships with local schools around children’s use of school grounds outside of school hours and during school holidays.	CREATE
Support budget bids and grants that allow for upgrade of facilities with baby change facilities as needed.	CREATE
Guide the development of new public art and memorial.	A&C
Activate the Kyneton Town Hall as a vibrant cultural hub.	A&C
Support small hall committees to improve, program and promote community halls.	A&C
Continue to deliver Council-run youth spaces, as per demand across the Shire.	ELEVATE
Consider young people’s needs and include young people’s views in the design of community spaces, services and infrastructure.	ELEVATE
Council Plan Strategic priority: Continue to deliver improved outcomes for and recognition of our First Nations People	
Provide cultural competency training to Council staff in early childhood and Maternal and Child Health settings.	CREATE
Encourage other Early Childhood Education and Care (ECEC) providers in the shire to participate in cultural competency training.	CREATE

Council Plan Strategic priority: Target community needs through development programs and grants	
Actively participate in regional culture networks and funding opportunities.	A&C
Work with the Youth Development team to deliver arts and culture related actions in the Youth Strategy.	A&C
Identify ways to sustainably grow Council's school holiday programs including events that specifically target particular age groups.	ELEVATE
Council Plan Strategic Objective: Healthy Environment, Healthy People	
Council Plan Strategic Priority: Assist to improve mental wellbeing within the community.	
Work with state and commonwealth governments to advocate for the establishment of a youth mental health service in the Macedon Ranges Shire.	MPHWP
Council Plan Strategic Priority: Encourage active and healthy lifestyles for people of all ages and abilities.	
Continue to deliver the Macedon Ranges Regional Sports Precinct project and continue advocacy for funding towards future stage delivery.	MPHWP
Through Healthy Loddon Campaspe, undertake the MRSC Food Coalition project, Healthy Schools project and Verge Gardens projects.	MPHWP
Through the Victorian Local Government Partnership, increase local sport options and improve capacity to create a welcoming environment for woman and girls.	MPHWP
Help sporting groups and clubs to be accessible and inclusive for people with disability.	DAP
Advocate to schools to include the youth voice in determining and, as appropriate, delivering relevant course content in regards to Alcohol and Other Drugs, Mental Health and Respectful Relationships.	ELEVATE
Council Plan Strategic Priority: Engage families to promote the importance of early childhood education and health	

Develop an education campaign to improve breastfeeding awareness, rates and duration in the shire.	CREATE
Council Plan Strategic Priority: Maintain systems and capacity to manage and respond to emergency events.	
Work with stakeholders to provide community education sessions to raise awareness about how to keep safe during emergencies.	MPHWP
Work with stakeholders to provide community education sessions for people with disability about how to keep safe during emergencies.	DAP
Promote person-centred emergency preparation.	DAP
Ensure inclusion of people with disability in Municipal Emergency Management Plan (MEMP) actions including household emergency preparation, building capacity for community led recovery and extreme weather support actions.	DAP
Council Plan Strategic Priority: Support our community to ensure better access and connection for facilities and services.	
Prepare for and take advantage of funding opportunities for provision and renewal of accessible public toilets, including Changing Places.	DAP
Review disability access and inclusion learning needs within our organisation.	DAP
Develop and implement a disability awareness training strategy that is integrated in Council's Learning and Development Strategy.	DAP
In Council's role as early years planner, work with all kindergarten providers to ensure there are sufficient places for every three and four year old child to attend kindergarten within the shire.	CREATE
Implement funded three year old kindergarten in Council managed kindergartens from 2022.	CREATE
Facilitate the development of a Child and Family Services Network to strengthen interagency partnerships with early childhood services in the shire.	CREATE

In Council's role as Early Years' Planner, review the provision of childcare in the Macedon Ranges and investigate opportunities to increase the access.	CREATE
Identify processes and criteria involved in recognising the Macedon Ranges as a child-friendly community.	CREATE
Establish a partnership with UNICEF and obtain UNICEF recognition if recognition criteria are met.	CREATE
Continue to advocate to Australian and Victorian governments for fair and equitable access to service and support needs of the community.	PAP
Develop and implement a plan for Council's future role in supporting older residents to live safely and independently.	PAP
Plan for inclusion of people of all ages and abilities in design and development of the new Macedon Ranges Regional Sports Precinct.	PAP
Review assets by auditing compliance with accessibility requirements (including age and dementia friendliness) and seek to address gaps identified in audit.	PAP
Use accessible design standards for new/upgraded signage in Council owned and managed facilities and at Council sponsored events.	PAP
Council Plan Strategic Priority: Provide opportunities to experience open space and bushland reserves.	
Progress the development of a new Open Space Strategy and consider implementation into the Macedon Ranges Planning Scheme.	MPHWP
Ensure that inclusion and needs of people with disability are reflected in the development of a new Open Space Strategy.	DAP
Explore feasibility of bush kinder programs being run across the shire.	CREATE
Council Plan Strategic Priority: Improve the management of water, including flooding risk, water quality of creeks and waterways, and the efficient use of water.	

Continue to implement the Domestic Waste Water Management Plan 2019. This plan aims to reduce environmental, public health and economic risks associated with management of all domestic waste water in the shire.	MPHWP
Council Plan Strategic Objective: Business and Tourism	
Council Plan Strategic Priority: Encourage economic vitality (including tourism, agribusiness and local employment options).	
Profile the diverse experience of people with disability in the workforce in Council's Economic Development e-news and other communication channels.	MPHWP
Council Plan Strategic Priority: Support local industry sectors that align with our vision and strategies.	
Promote Australian Government grant opportunities to assist businesses to modify physical work environments.	DAP
Support the development of local festivals, events and cultural activities.	A&C
Create opportunities for local artists to build skills and connect with marketplace.	A&C
Council Plan Strategic priority: Engage with emerging technology solutions and initiatives to increase the liveability of the shire	
Explore the use of video tours of Maternal and Child Health centres, toy libraries and playgroups, as per video tours of kindergartens, allowing greater access for families.	CREATE
Council Plan Strategic Objective: Deliver Strong and Reliable Government	
Council Plan Strategic Priority: Enhance strategy, policy and plan development, and identify alignment to allow for prioritisation of services that are efficient, well planned, accessible and meet community needs.	
Continue to demonstrate leadership in advancing gender equality through the implementation of Council's Gender Equality Action Plan.	MPHWP
Establish internal disability inclusion champions group from across council, to strengthen focus on an inclusive approach by council.	DAP

Build effective networks of people with disability, carers, service-providers and government agencies – to enable two-way information exchange.	DAP
Investigate strategies to confirm that the commitments in the Customer Service Charter are met for people with disability.	DAP
Council continues to lead in promoting and demonstrating age-friendly practice in Macedon Ranges.	PAP
Deliver annual requirements of membership to the World Health Organization’s Global Network of Age Friendly Communities and the Age Friendly Victoria Declaration.	PAP
Work with stakeholders on a process that considers early years expertise in the provision of public play spaces and early years infrastructure in the shire, and broader infrastructure and development projects including new planning applications.	CREATE
Develop engagement strategies to ensure children and families are included in the planning and development of local activities, services, programs and projects.	CREATE
Council Plan Strategic Priority: Enhance customer experience through the transformation of our services, to ensure they are easy to access, and provide seamless transactional and interational experiences.	
Develop policy and guides to achieve optimum readability and accessibility of all council plans and strategies.	DAP
Council Plan Strategic Priority: Lead advocacy engagement and enhance relationships with all tiers of government and key stakeholders	
Explore and advocate for additional funding with State Government to increase social connections amongst children and families who are at risk of experiencing social isolation and who may not engage in traditional community programs, eg young parents, families with child protection involvement, families from low socio-economic-status background, families from Culturally and Linguistically Diverse communities.	CREATE
Explore new partnership opportunities with not-for-profit and private sector agencies.	CREATE
Advocate for funding and service opportunities that facilitate connections for families and children who are hard to reach/overlooked, e.g. young parents.	CREATE