

Health and Wellbeing Action Plan 2021—2025



Year 1 – Annual Action Plan



Bayside City Council acknowledges the Traditional Owners and custodians of this land, the Kulin Nation, and we pay our respects to their Elders past, present and emerging.

Context

Background to this Action Plan

The Health and Wellbeing Action Plan 2021–2025 is one of two strategic action plans that operationalise the goals and objectives outlined in Bayside’s Municipal Public Health and Wellbeing Plan.

The Health and Wellbeing Action Plan provides strategic activities for the whole of Council to deliver to help achieve improved health and wellbeing in the Bayside Community. The Action Plan aims to promote and enable healthy lifestyles and is based on the ‘Social Model of Health’ that recognises the wide range of factors which influence health and wellbeing.

Delivery of this action plan

Partnerships are crucial in ensuring the health and wellbeing priorities of Bayside are addressed. Council will implement the Health and Wellbeing Action Plan in partnership with local organisations, agencies, community groups and clubs over the next four years. Partners will have the opportunity to participate in an annual review process to ensure actions remain relevant and based on best practice.

Measuring Success

Progress against the Health and Wellbeing Action Plan will be reported through an Annual Report to Council and Department of Health. The Health and Wellbeing Action Plan will be reviewed annually, to ensure its’ relevance and to respond to the changing needs of the Bayside community.

How to read the Action Plan

Goals and Objectives: The goals and objectives of the Health and Wellbeing Action Plan align directly to the goals and objectives of the Municipal Public Health and Wellbeing Plan 2021-2025.

Actions: Activities undertaken to achieve the goal and objectives of the Municipal Public Health and Wellbeing Plan 2021-2025.

Progress indicators: Outlines how Council will assess the achievement of the actions. Both qualitative and quantitative data will be collected to measure success.

Lead and Partners: This area identifies who will be involved in the delivery of actions either in a lead role or supporting role.

Timeline: The estimated start and completion date for each action.

Life stage: The life stage each action is targeting.

Goal 1 Connected and thriving community

Strategic objectives

- 1.1 Improve community mental wellbeing and resilience
- 1.2 Drive opportunities that build social networks and community connections
- 1.3 Increase and support volunteerism
- 1.4 Reduce social isolation and loneliness



Actions	Progress indicator	Lead and partners	Timeline	Life Stage
1.1 Establish and promote initiatives, awareness campaigns and resources that encourage positive mental health and wellbeing in the Bayside community.	<ul style="list-style-type: none"> • A minimum of 4 mental health focused initiatives, campaigns or resources are promoted and supported on an annual basis (e.g. Mental Health Week, RUOK day) • Reach of promotional activities. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Communications and Engagement • Community Services • Arts and Culture • Libraries. 	2021–2025	All
1.2 Identify and implement actions in response to the Youth Resilience Survey to improve and build resilience in young people.	<ul style="list-style-type: none"> • A minimum of 4-5 key actions implemented to address identified challenges. 	<ul style="list-style-type: none"> • Youth Services (lead) • Bayside Schools. 	2021–2025	10–25 years
1.3 Deliver Mental Health First Aid training with a focus on young people.	<ul style="list-style-type: none"> • Number of accredited Youth Mental Health First Aid sessions delivered annually. 	<ul style="list-style-type: none"> • Youth Services (lead) • BGKLLN 	2021–2025	10-25 years
1.4 Deliver the Arts and Dementia Connections Program at Bayside Art Gallery.	<ul style="list-style-type: none"> • Number of sessions delivered • Number of participants. 	<ul style="list-style-type: none"> • Arts and Culture (lead) • Bayside Aged Care Homes • Carers. 	2021-2025	All

Actions	Progress indicator	Lead and partners	Timeline	Life Stage
1.5 Promote, support and collaborate with Bayside Community Centres and Neighbourhood Houses.	<ul style="list-style-type: none"> • Communication Plan developed and implemented with detailed promotional activities • Number of promotional activities delivered • Major Grants program delivered to Bayside Community Centres and Neighbourhood Houses. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Communications and Engagement • Bayside Community Centres and Neighbourhood Houses. 	2021–2025	All
1.6 Partner with Chatty Café Australia to establish a sustainable Chatty Café model across Bayside which is transferable across the state and responds to loneliness and isolation experienced by all ages and abilities.	<ul style="list-style-type: none"> • Develop a good practice Tool Kit in the planning and delivery of Chatty Cafes that connect traders and community members who are socially isolated • Chatty Café Established at 150 sites across Bayside. 	<ul style="list-style-type: none"> • Community Services (lead) • Chatty Café Australia (lead) • Economic Development • Communications & Engagement • Libraries • Community Wellbeing • Local Traders and Community Centre. 	2021–2022	All
1.7 Establish a second time parent group and evaluate and implement identified learnings/recommendations.	<ul style="list-style-type: none"> • Group established • Evaluation completed • Recommendations implemented. 	<ul style="list-style-type: none"> • Family Services (lead). 	2021–2023	Parents 0–4 years
1.8 Establish a forum for senior clubs to share initiatives, learnings, and opportunities for shared success.	<ul style="list-style-type: none"> • Facilitate 2 Forums per year • Identify number of improvement initiatives. 	<ul style="list-style-type: none"> • Healthy Ageing (lead). 	2021–2023	55+ years



Actions	Progress indicator	Lead and partners	Timeline	Life Stage
1.9 Implement Bayside City Council's Community Grants Program.	<ul style="list-style-type: none"> • Community Grants Program delivered • Budget allocation • Number of organisations who receive grants. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Community Services • Library • Arts & Culture • Recreation & Events • Open Space. 	2021–2025	All
1.10 Develop and implement a Volunteer Recruitment and Retention Strategy to increase, support and celebrate council's volunteers.	<ul style="list-style-type: none"> • Volunteer Recruitment and Retention Strategy developed and implemented. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Community Services • Library • Arts & Culture • Volunteering Victoria. 	2021–2022	All
1.11 Support volunteer organisations in Bayside through delivering training and capacity building opportunities.	<ul style="list-style-type: none"> • Identify shared training opportunities and gaps • Deliver a minimum of 2 training and capacity building opportunities per year • Inclusion of Child Safe Standards and Code of Conduct within key Guidelines. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Community Services • Bayside Community Centres and Neighbourhood Houses • Volunteering Victoria • Volunteer organisations. 	2021–2025	All
1.12 Review the Mother Baby (Parent Infant) Support Group to ensure community needs are met.	<ul style="list-style-type: none"> • Review completed • Report with recommendations written • Identified gaps actioned. 	<ul style="list-style-type: none"> • Family Services (lead). 	2021–2023	Parents 0-4 years

Actions	Progress indicator	Lead and partners	Timeline	Life Stage
1.13 Identify and deliver at least one new and ongoing intergenerational program annually that responds to community need and interest.	<ul style="list-style-type: none"> • Intergenerational Program established and evaluated. • Case study captured. 	<ul style="list-style-type: none"> • Community Services (lead) • Other Council departments. 	2021–2023	5–9 years 10–25 years 55+ years
1.14 Identify and deliver a suite of evidenced based information and education programs that respond to the needs of young people and their families.	<ul style="list-style-type: none"> • Minimum of three parent education sessions delivered annually. 	<ul style="list-style-type: none"> • Youth Services (lead) • BGKLLLEN 	2021–2025	Parents 10–25 years



Goal 2 Healthy and active community

Strategic objectives

- 2.1 Increase active and passive physical activity opportunities for all ages and abilities
- 2.2 Improve healthy eating practices
- 2.3 Reduce consumption of alcohol and other drugs



Actions	Progress indicator	Lead and partners	Timeline	Life Stage
2.1 Promote initiatives, projects and strategies designed to encourage physical activity for all (i.e. This Girl Can, Active Women and Girls Program).	<ul style="list-style-type: none"> • Number of initiatives or campaigns promoted and supported on an annual basis • Reach of promotional activities. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Communications and Engagement • Recreation and Events. 	2021–2025	All
2.2 Deliver the ENJOY MAP for Health Project in partnership with the National Ageing Research Institute at Thomas Street Seniors Exercise Park.	<ul style="list-style-type: none"> • Promotion and marketing of the seniors exercise park • Deliver training workshop series to allied health professionals, senior/community groups • Design and deliver training module for senior leaders (ENJOY champions) • Number of people utilising the seniors exercise park. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • National Ageing Research Institute • Community Services • Bayside Healthy Ageing Reference Group. 	2021–2022	55+ years
2.3 Implement the Playground Improvement plan including the development of activity spaces for all ages and abilities at approved sites in Bayside.	<ul style="list-style-type: none"> • Number of playgrounds redeveloped. 	<ul style="list-style-type: none"> • Recreation and Events (lead) • Project Services. 	2021–2025	All

Actions	Progress indicator	Lead and partners	Timeline	Life Stage
2.4 Develop and deliver Council's 10-year Recreation Strategy 2023–2032.	<ul style="list-style-type: none"> • Consultation completed with all ages and abilities • Gender impact assessment completed • Recreation Strategy developed and endorsed. 	<ul style="list-style-type: none"> • Recreation and Events (lead) • Community Wellbeing • Community Services. 	2021–2025	55+ years
2.5 Determine location and complete the design for development of a warm water pool in Bayside.	<ul style="list-style-type: none"> • Location determined • Design for development completed. 	<ul style="list-style-type: none"> • Recreation and Events (lead) • Project Services • Community Services • Bayside Healthy Ageing Reference Group. 	2021-2025	55+ years
2.6 Develop and promote a range of initiatives for senior residents to remain active and connected to their community.	<ul style="list-style-type: none"> • Facilitate a vibrant and diverse Healthy Ageing Festival on an annual basis • Produce and promote the Healthy Ageing Resource Guide. 	<ul style="list-style-type: none"> • Community Services (lead). 	2021–2025	55+ years
2.7 Partner with the Southern Melbourne Primary Care Partnership Healthy Eating Advisory Committee to deliver healthy eating initiatives in Bayside and across the Southern Metropolitan Catchment.	<ul style="list-style-type: none"> • Attend bi-monthly meetings • Number of partnership initiatives delivered. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Southern Melbourne Primary Care Partnership. 	2021–2022	All
2.8 Promote and build the capacity of Bayside sporting and recreational clubs to utilise the Healthy Club Canteens toolkit.	<ul style="list-style-type: none"> • Promote Healthy Club Canteens toolkit via newsletters and email • Hold an information session for clubs • Number of clubs using the toolkit. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Recreation and Events • Southern Melbourne Primary Care Partnership. 	2021–2022	All
2.9 Review Council's Alcohol Harm Minimisation Policy.	<ul style="list-style-type: none"> • Policy is reviewed and endorsed. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Strategy & Improvement. 	2021–2022	All
2.10 Conduct social impact assessments of planning permits with liquor licence element.	<ul style="list-style-type: none"> • Number of social impact assessments of liquor licences. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Development Services. 	2021–2025	All

Actions	Progress indicator	Lead and partners	Timeline	Life Stage
2.11 Mandate all sporting clubs operating on Council land to participate in the Good Sports Program and provide certificate as part of their yearly tenancy application.	<ul style="list-style-type: none"> • Number of certificates submitted 	<ul style="list-style-type: none"> • Recreation and Events (lead). 	2021–2025	10–25 years
2.12 Plan and deliver smoke, drug and alcohol-free events for young people aged 10-25 across Bayside.	<ul style="list-style-type: none"> • Deliver FReeZA program in line with the State Government grant. 	<ul style="list-style-type: none"> • Youth Services (lead) • Arts & Culture. 	2021–2025	All
2.13 Promote initiatives, projects and strategies designed to support gambling harm awareness, policy, and capacity building to prevent harm from gambling.	<ul style="list-style-type: none"> • Number of initiatives or campaigns promoted and supported on an annual basis (e.g. Gambling Harm Awareness Week) • Reach of promotional activities. 	<ul style="list-style-type: none"> • Community Wellbeing • Community Services • Communications & Engagement • Gamblers Help Southern. 	2021–2025	All



Goal 3 Respectful and safe community

Strategic objectives

3.1 Reduce family violence, violence against women and elder abuse

3.2 Improve community attitudes and behaviours towards gender equality and child safety

3.3 Promote positive and respectful relationships

3.4 Identify opportunities to improve community safety and support crime prevention strategies



Actions	Progress indicator	Lead and partners	Timeline	Life Stage
3.1 Deliver, promote and support community initiatives that focus on the prevention of family violence in Bayside.	<ul style="list-style-type: none"> • Number of activities promoted, supported and delivered (e.g. 16 days of activism, international women's day) • Reach of promotional activities 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Communications and Engagement • White Ribbon Committee • Women's Health in the South East. 	2021–2025	All
3.2 Participate in the Preventing Violence Together Network to deliver initiatives focused on the prevention of violence against women in Bayside and across the Southern Metropolitan Catchment.	<ul style="list-style-type: none"> • Attend bi-monthly meetings • Number of activities delivered in partnership. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Women's Health in the South East. 	2021–2025	All
3.3 Identify and implement initiatives that respond to elder abuse and ageism stereotyping.	<ul style="list-style-type: none"> • Development and implementation of Re-framing Ageism Toolkit. • Increase awareness and education of Elder Abuse Awareness through a number of community campaigns and events. 	<ul style="list-style-type: none"> • Healthy Ageing (lead) • Community Services • Southern Melbourne Primary Care Partnership. 	2021–2025	55+ years

Actions	Progress indicator	Lead and partners	Timeline	Life Stage
3.4 Partner with Women's Health in the South East to deliver programs focused on healthier masculinities and engaging men and boys in the prevention of violence.	<ul style="list-style-type: none"> • Number of programs delivered • Reach of programs and activities. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Women's Health in the South East • Family Life • Jesuit Social Services. 	2021–2025	All
3.5 Deliver gender equality training to Bayside sporting clubs, community groups and volunteer organisations.	<ul style="list-style-type: none"> • Number of gender equality training sessions delivered • Reach of programs and activities. 	<ul style="list-style-type: none"> • Recreation and Events (lead) • Community Wellbeing (lead) • Women's Health in the South East. 	2021–2025	All
3.6 Establish a framework for Gender Equality Impact Assessments for Council's services, policies and programs.	<ul style="list-style-type: none"> • Framework established and embedded into Council practices. 	<ul style="list-style-type: none"> • Strategy & Improvement (lead). 	2021–2025	All
3.7 Roll-out Gender Impact Assessments on all new or reviewed Council policies, services and programs that have a direct and significant impact on the community.	<ul style="list-style-type: none"> • Number of gender impact assessments completed • Demonstrated changes and improvements to Council policies, service and programs as a result of undertaking Gender Impact Assessments. 	<ul style="list-style-type: none"> • Council policy/service areas (Lead) • Strategy & Improvement. . 	2021–2025	All
3.8 Create a Child Safe organisation to ensure all children and young people feel safe and be safe when participating in council's activities services and programs.	<ul style="list-style-type: none"> • Implementation of Councils Child Safe Framework (Action Plan). 	<ul style="list-style-type: none"> • Community Services (lead) • All Council Departments. 	2021–2022	All

Actions	Progress indicator	Lead and partners	Timeline	Life Stage
3.9 Deliver capacity building workshops to community organisations and volunteer groups on child safety.	<ul style="list-style-type: none"> • Number of capacity building workshops delivered. 	<ul style="list-style-type: none"> • Community Services (lead) • Community Wellbeing. 	2021–2022	All
3.10 Build the capacity of school communities to promote positive attitudes, behaviours and equality across the Bayside student population.	<ul style="list-style-type: none"> • Work with schools with identified needs to support the Critical Friends program • Coordinate the Upstanders network across Primary School partners to promote child safety and anti-bullying messages in schools. 	<ul style="list-style-type: none"> • Youth Services (lead) • Department of Education and Training • Arts and Culture • Bayside Schools. 	2021–2025	10 -25 years
3.11 Lead an evidence-based and coordinated response to safety issues experienced in the Bayside community.	<ul style="list-style-type: none"> • Facilitate up to six internal Community Safety Committee per year • Facilitate a monthly community safety meeting with Victoria Police • Facilitate a number of Community Safety Education and Awareness sessions and share evidenced based reports. 	<ul style="list-style-type: none"> • Community Services (lead). 	2021–2025	All



Goal 4 Fair and Inclusive Community

Strategic objectives

- 4.1 Promote and celebrate community diversity
- 4.2 Ensure access to affordable, appropriate, and inclusive services and infrastructure
- 4.3 Minimise health inequalities across groups within the community



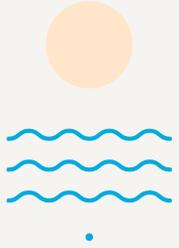
Actions	Progress indicator	Lead and partners	Timeline	Life Stage
4.1 Participate in and promote local, regional, state-wide and national networks, events and campaigns promoting community diversity e.g. National Reconciliation Week, IDAHOBIT day.	<ul style="list-style-type: none"> • Minimum of 5 diversity events promoted or supported • Number of grant opportunities for community events that celebrate diversity. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Communications and Engagement • Governance • Community Services. 	2021–20	All
4.2 Establish youth representation and promote civic participation and needs of young people through identified advocacy groups.	<ul style="list-style-type: none"> • Bayside Youth Ambassadors • Youth Sustainability Leadership Group • Youth Advocacy and Leadership Training delivered. 	<ul style="list-style-type: none"> • Youth Services (lead) • Community Services • Sustainability • Youth Affairs Council VIC • Victoria Police. 	2021–2025	10–25 years
4.3 Review and evaluate the Reflect Reconciliation Action Plan and develop a new Innovate Reconciliation Action Plan.	<ul style="list-style-type: none"> • Innovate Reconciliation Action Plan developed and endorsed • Innovate Reconciliation Action Plan implemented. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Governance • People and Strategy • Community Services • Communication and Engagement • Arts and Culture • Reconciliation Action Plan Advisory Committee • Bunurong Land Council Aboriginal Corporation. 	2022–2024	All

Actions	Progress indicator	Lead and partners	Timeline	Life Stage
4.4 Lead Bayside's Community Development Steering Committee to deliver advocacy initiatives to improve the wellbeing of residents living on public housing estates in Bayside.	<ul style="list-style-type: none"> • Number of bi-monthly meetings hosted and chaired • Number of community organisations involved in committee • Number of advocacy initiatives delivered. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Bayside Community Development Steering Committee 	2021–2025	All
4.5 Facilitate and co-deliver community engagement programs to improve access to affordable and appropriate services for residents living on public housing estates in Bayside.	<ul style="list-style-type: none"> • Number of activities and programs delivered • Number of programs supported through community grants. 	<ul style="list-style-type: none"> • Community Wellbeing (lead) • Bayside Community Development Steering Committee • Bluff Road Engagement Project Working Group. 	2021–2025	All
4.6 Identify opportunities and implement actions that deliver father-inclusive practice(s) within the Bayside Maternal and Child Health service.	<ul style="list-style-type: none"> • Opportunities identified • Actions implemented • Father's report they feel the service is inclusive. 	<ul style="list-style-type: none"> • Family Services (lead). 	2021–2023	Parents
4.7 Increase Bayside kindergartens participating in council's central registration enrolment process to ensure all children eligible to attend kindergarten programs have equitable access.	<ul style="list-style-type: none"> • Increased number of Bayside kindergarten service providers participating in the Council's Central Registration Enrolment Process. 	<ul style="list-style-type: none"> • Family Services (lead) • Bayside Early Childhood and Care Services. 	2021–2025	0–4 years



Actions	Progress indicator	Lead and partners	Timeline	Life Stage
4.8 Champion homelessness and social housing advocacy through active participation on and promotion of the South- East Regional Charter Group's projects, campaigns, and research for fairer housing outcomes in Bayside.	<ul style="list-style-type: none"> • Contribution to public inquiries and other Charter research initiatives • Quality and influence of campaigns/ programs launched • Maintaining an active role in the Charter working group and project groups. 	<ul style="list-style-type: none"> • Community Services (lead) • Communication and Engagement • Strategic Planning • Statutory Planning • Community Wellbeing • Property. 	2021–2025	All
4.9 Strengthen relationships between Bayside Maternal and Child Health and Bayside Early Childhood and Care Services to achieve improved health, wellbeing, safety, learning and development of Bayside children and their families.	<ul style="list-style-type: none"> • Opportunities identified • Actions implemented • Early Childhood and Care Services report stronger relationships with the Maternal and Child Health Service. 	<ul style="list-style-type: none"> • Family Services (lead) • Bayside Early Childhood and Care Services. 	2021–2023	Parents
4.10 Develop an Early Years online resource library for parents/caregivers to support optimal health, wellbeing, safety, learning and developmental outcomes for children and their families.	<ul style="list-style-type: none"> • Early Years online resource library developed • Reach of program • Community feedback. 	<ul style="list-style-type: none"> • Family Services (lead) • Communication and Engagement. 	2021–2022	Parents 0-9 years
4.11 Develop a Community Resilience Plan.	<ul style="list-style-type: none"> • Final plan adopted by Council. 	<ul style="list-style-type: none"> • Community Services (lead) • Amenity Protection • Communications and Engagement • Community Wellbeing • Libraries, Arts & Cultural Services. 	2021–2022	All

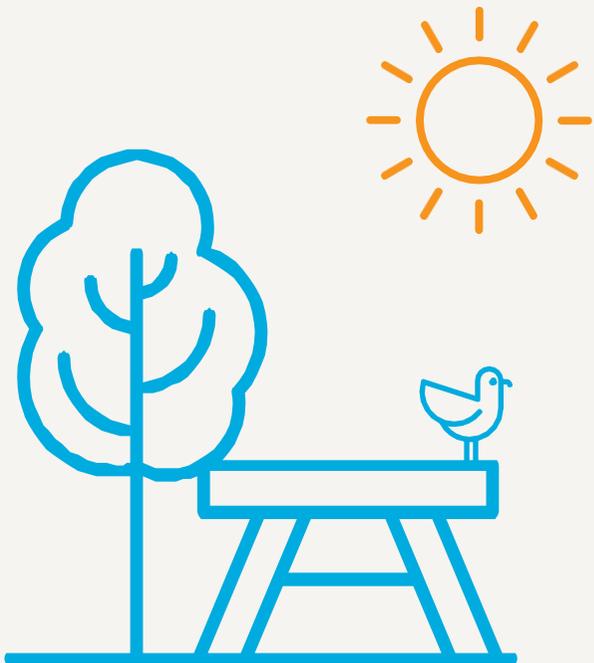




Respectful and safe



Healthy and active



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