Health and Wellbeing Action Plan 2021—2025

Year 3 – 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.

Council has many different roles in supporting community health and wellbeing including: service delivery such as aged care services, libraries and food safety inspections; advocacy such as social housing and road safety improvements; and strategic partnerships such as Community Safety Committees. While acknowledging the different ongoing areas of influence, the action plan is focused on new actions that Council plans to undertaken to support 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.

### 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

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| **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. | * 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.
 | * Community Wellbeing (lead)
* Communications and Engagement
* Community Care
* Arts and Culture
* Libraries
* Better Health Network
 | 2021–2025 | All |
| 1.2 Identify and implement actions in response to the Youth Resilience Survey to improve and build resilience in young people. | * A minimum of 4-5 key actions implemented to address identified challenges.
 | * Children and Youth (lead)
* Bayside Schools.
 | 2021–2025 | 10–25 years |
| 1.3 Deliver Mental Health First Aid training with a focus on young people. | * Number of accredited Youth Mental Health First Aid sessions delivered annually.
 | * Children and Youth (lead)
* Rec and Events
* Better Health Network
 | 2021–2025 | 10-25 years |
| 1.4 Deliver the Arts and Dementia Connections Program at Bayside Art Gallery. | * Number of sessions delivered
* Number of participants.
 | * Arts and Culture (lead)
* Bayside Aged Care Homes
* Carers
 | 2021-2025 | All |
| 1.5 Promote, support and collaborate with Bayside Community Centres and Neighbourhood Houses. | * 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.
 | * Community Wellbeing (lead)
* Communications and Engagement
* Bayside Community Centres and Neighbourhood Houses.
 | 2021–2025 | All |
| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** | **Life Stage** |
| 1.6 Deliver a second time parent group and evaluate and implement identified learnings/recommendations. | * No. of families attending
* Evaluation completed
* Recommendations implemented.
 | * Family Services (lead)
 | 2023–2025 | Parents0 – 4 years |
| 1.7 Promote opportunities for senior residents to remain active and connected within their community.   | * Deliver a bi-monthly newsletter in electronic and hard copy format.
 | * Healthy Ageing (lead)
 | 2023–2025 | 55+ years |
| 1.8 Implement Bayside City Council’s Community Grants Program. | * Community Grants Program delivered
* Budget allocation
* Number of organisations who receive grants.
 | * Community Wellbeing (lead)
* Internal specialist assessors
 | 2021–2025 | All |
| 1.9 Implement the Volunteer Recruitment, Retention and Recognition Plan with a focus on a centralised induction and onboarding program for Council volunteers and engagement with volunteer organisations. | * Volunteer Plan implemented
 | * Community Wellbeing (lead)
* Leaders of volunteers: Community Care, Library, Arts & Culture, Open Space, Recreation and Events, Children and Youth
* Volunteering Victoria
 | 2021–2025 | All |
| 1.10 Support volunteer involving organisations in Bayside through delivering training and capacity building opportunities. | * 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.
 | * Community Wellbeing (lead)
* Bayside Community Centres and Neighbourhood Houses
* Volunteering Victoria
* Volunteer involving organisations
 | 2021–2025 | All |
| 1.11 Deliver the evidence-based Mother Goose Program | * No. participants
* Review completed
 | * Family Services (lead)
 | 2023–2024 | Parents 0-4 years |
| 1.12 Develop a new intergenerational activity and share learnings based on the Positive Ageing Digital Storytelling Intergenerational Project. | * New intergenerational activity delivered
* Learnings shared with teams within Council and related service providers
 | * Children and Youth (lead)
* Healthy Aging
 | 2023–2025 | 5– 9 years10 – 25 years55+ years |
| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** | **Life Stage** |
| 1.13 Identify and deliver a suite of evidenced based information and education programs that respond to the needs of young people and their families. | * Minimum of three parent education sessions delivered annually.
 | * Children and Youth (lead)
 | 2021–2025 | Parents10 – 25 years |
| 1.14 Increase awareness and accessibility of early intervention services to improve mental health for young people in Bayside (including eating disorders). | * No. of awareness activities completed
 | * Children and Youth (lead)
 | 2023-2025 | 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

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| **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). | * Number of initiatives or campaigns promoted and supported on an annual basis
* Reach of promotional activities.
 | * Recreation and Events (lead)
* Community Wellbeing
* Communications and Engagement
 | 2021–2025 | All |
| 2.2 Implement the Playground Improvement plan including the development of activity spaces for all ages and abilities at approved sites in Bayside. | * Number of playgrounds redeveloped.
 | * Recreation and Events (lead)
* Project Services
 | 2021–2025 | All |
| 2.3 Develop and deliver Council’s 10-year Recreation Strategy 2023–2032. | * Consultation completed with all ages and abilities
* Equity impact assessment completed
 | * Recreation and Events (lead)
 | 2023–2025 | All |
| 2.4 Complete the design for development of a warm water pool in Bayside. | * Design for development completed.
 | * Recreation and Events (lead)
* Project Services
* Community Care
* Bayside Healthy Ageing Reference Group
 | 2023-2025 | 55+ years |
| 2.5 Develop and promote a range of initiatives for senior residents to remain active and connected to their community. | * Facilitate a vibrant and diverse Healthy Ageing Festival on an annual basis
* Produce and promote the Healthy Ageing Resource Guide.
 | * Healthy Aging (lead)
 | 2021–2025 | 55+ years |
| 2.6 Review partnership opportunities to deliver healthy eating initiatives in Bayside | * Number of partnership initiatives delivered.
 | * Community Wellbeing (lead)
* Children and Youth
 | 2023-2025 | All |
| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** | **Life Stage** |
| 2.7 Conduct social impact assessments of planning permits with liquor licence element.  | * Number of social impact assessments of liquor licenses.
 | * Community Wellbeing (lead)
* Development Services
 | 2021–2025 | All |
| 2.8 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. Expand to current seasonal allocation tenants and to those on current leases. | * Number of certificates submitted
 | * Recreation and Events (lead)
* Commercial Services
 | 2023–2025 | 10–25 years |
| 2.9 Plan and deliver smoke, drug, vape/e-cigarette and alcohol-free events for young people aged 10-25 across Bayside. | * Deliver FReeZA program in line with the State Government grant.
 | * Children and Youth (lead)
* Arts & Culture.
 | 2021–2025 | 10 -25 years |
| 2.10 Promote initiatives, projects and strategies designed to support gambling harm awareness, policy, and capacity building to prevent harm from gambling. | * Reach of initiatives or campaigns supported on an annual basis (e.g. Gambling Harm Awareness Week)
* Reach of promotional activities.
 | * Community Wellbeing (lead)
* Children and Youth
* Communications & Engagement
* Gamblers Help Southern
 | 2021–2025 | All |
| 2.11 Provide opportunities for children and young people in Bayside to co-design and participate in programs to increase activity and social connection, supported by the VicHealth Local Government Partnership Grant. | * Number of co-designed programs, and social connection programs delivered with young people
* Number of opportunities for children and young people to lead creative programs
* Evaluation report completed
 | * Children and Youth (lead)
* Climate, Waste & Integrated Transport
* Community Wellbeing
* Recreation & Events
 | 2022-2024 | 5– 9 years10 – 25 years |
| 2.12 Monitor changes to legislation, regulations and evidence regarding e-cigarettes and vaping products. | * No. recommendations or legislation changes implemented
 | * Environmental Health (lead)
* Children and Youth
* SEPHU
 | 2023–2025 | 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

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| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** | **Life Stage** |
| 3.1 Promote and support community initiatives that focus on the prevention of family violence in Bayside. | * Number of activities promoted and supported
* Reach of promotional activities
 | * White Ribbon Committee (lead)
* Communications and Engagement
* Community Wellbeing
* Women’s Health in the South East.
 | 2023–2025 | All |
| 3.2 Participate in the Promoting Respect and Equality Together Network to deliver initiatives focused on the prevention of violence against women, focusing on women with disabilities**.** | * Attend bi-monthly meetings
* Number of activities delivered in partnership.
 | * 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. | * Increase awareness and education of Elder Abuse Awareness through a number of community campaigns and events.
 | * Healthy Ageing (lead)
 | 2021–2025 | 55+ years |
| 3.4 Support sporting clubs to implement the gender equality road map  | * Number of training sessions delivered
* Reach of programs and activities.
 | * Recreation and Events (lead)
* Community Services Policy and Development
* Women’s Health in the South East
* Better Health Network
 | 2023–2025 | All |
| 3.5 Apply Equity Impact Assessments to eligible policies, plans, strategies, programs, and services and report on progress to the Gender Equality in the Public Sector Commission as required | * Number of assessments completed
* Demonstrated changes and improvements to Council policies, service and programs as a result of undertaking assessments.
 | * Community Services Policy and Development (lead)
* Strategy & Improvement.
 | 2023–2025 | All |
| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** | **Life Stage** |
| 3.6 Deliver a partnership with a community organisation to improve community understanding and attitudes to child safety | * Community understanding and attitudes change
 | * Community Wellbeing (lead)
* Community organisations
 | 2023–2025 | All |
| 3.7 Build the capacity of school communities to promote positive attitudes, behaviours and equality across the Bayside student population. | * Coordinate the Upstanders network across Primary School partners to promote child safety and anti-bullying messages in schools.
 | * Children and Youth (lead)
* Department of Education and Training
* Arts and Culture
* Bayside Schools
* Better Health Network
 | 2021–2025 | 10 -25 years |
| 3.8 Lead an evidence-based and coordinated response to safety issues experienced in the Bayside community. | * Facilitate a six weekly community safety meeting with Victoria Police and local organisations
 | * Community Care (lead)
* Community organisations
 | 2023–2025 | 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

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| **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, International Day of people with a disability. | * Minimum of 5 diversity events promoted or supported
* Number of grant opportunities for community events that celebrate diversity
 | * Community Wellbeing (lead)
* Strategy and Improvement
* Communications and Engagement
* Governance
 | 2021–2025 | All |
| 4.2 Utilise the Youth Ambassadors Committee to advocate for and respond to issues affecting young people | * Number of meetings
* Type of advocacy activities delivered
 | * Children and Youth (lead)
* Sustainability
* Youth Affairs Council VIC
 | 2022-2025 | 10–25 years |
| 4.3 Implement the Innovate Reconciliation Action Plan:* Develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples,
* Engage staff and stakeholders in reconciliation, and
* Develop and pilot innovative strategies to empower Aboriginal and Torres Strait Islander peoples
 | * Number of RAP Advisory Group meetings to provide cultural advice and guidance to Council
* Council adoption of Memorandum of Understanding between Bunurong Land Council and Bayside City Council
* Formalise Welcome to Country and Acknowledgement of Country protocols
 | * Community Wellbeing (lead)
* Governance
* People and Strategy
* Communication and Engagement
* 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.  | * Number of bi-monthly meetings hosted and chaired
* Number of community organisations involved in committee
* Number of advocacy initiatives delivered
 | * Community Wellbeing (lead)
* Bayside Community Development Steering Committee
 | 2021–2025 | All |
| 4.5 Co-deliver community engagement programs to improve access to affordable and appropriate services for residents living on public housing estates in Bayside. | * Number of activities and programs delivered
* Number of programs supported through community grants
 | * Community Wellbeing (lead)
* Children and Youth
* Bayside Engagement Working Group
* Bayside Community Centres and Neighbourhood Houses
 | 2021–2025 | All |

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