

Year 4 Action Plan 2024-25

Priorities of Council’s Municipal Public Health and Wellbeing Plan (MPHWP) 2021-2025 closely align with the Council Plan 2021-25. As such, a broad range of strategies and action plans across the organisation help deliver on the goals and objectives set out in the MPHWP.

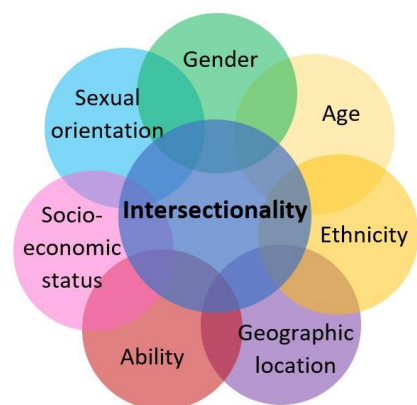
The Year 4 Action Plan combines Council’s social action plans into one, bringing actions for different population groups together with our community’s priorities to help Kingston be a connected, resilient and sustainable community.

The Year 4 Action Plan is also not an exhaustive list of every health and wellbeing action that Council delivers. Health and wellbeing actions are embedded in the day-to-day operations of many Council departments and their partners. As such, the actions in the Year 4 Action Plan are either new, high profile/impact or have a signature budget.

Actions are listed in the goal and objective related to their primary purpose, however it is important to note that they may also contribute positive health outcomes or have co-benefits in other goals and objectives.

Intersectional approach

The preparation of the MPHWP 2021-2025 included research and analysis of health data through an intersectional lens. While the action plan overall takes a ‘whole of community’ and life course approach, to address health inequities identified through the intersectional analysis, certain population groups are prioritised for certain actions.



Intersectionality refers to the way that different characteristics of a person can potentially expose them to multiple layers of discrimination and marginalisation¹. This could include discrimination arising due to age, gender identity, ethnicity, disability, mental health and socioeconomic status, which when overlapped, may lead to poorer access to health services and health outcomes.

The intersectional lens enables inequities experienced by different population groups to be factored into the planning and delivery of actions, helping to reduce barriers and improve access and participation.

Throughout the action plan the font of identified population groups is presented in the following colours: **Aboriginal & Torres Strait Islander people**, **children**, **LGBTIQ+**, **low income**, **men**, **multicultural people**, **older people**, **people with disabilities**, **young people** and **women**. When a population group is not listed, a whole of community approach is assumed.

Monitoring and reporting

In Year 4, progress reporting and monitoring of actions in this Action Plan will occur through CAMMS. An annual review will be conducted, and a Year 4 Achievements Report produced to highlight key successes and outcomes.

¹ State Government of Victoria, 2021, *Understanding intersectionality*, <https://www.vic.gov.au/understandingintersectionality>

Goal 1. A healthy and well community

Kingston is a place that creates opportunities for all people to achieve optimal mental, physical and social wellbeing throughout all stages of life.

1.1 Increase participation in physical activity

Actions	Lead Department / Team	Partner/s	Target groups for addressing equity and inclusion
1.1.1) Continue to encourage and support sport, active recreation and foreshore clubs in Kingston to participate in 'Healthy Sports Clubs Kingston' through communications, case studies, targeted promotions, training and events.	<ul style="list-style-type: none"> Better Health Network – Health Promotion 	<ul style="list-style-type: none"> Active Kingston Inclusive Communities - Health & Social Policy Inclusive Communities - Diversity & Inclusion Sporting clubs & sporting associations 	Women & girls Multicultural people People with disabilities LGBTIQA+ Older people Young people
1.1.2) 'Improve club capacity to provide a welcoming and inclusive environment for women and girls' to support women and girls to participate in sport. (VicHealth Local Government Partnership or VLGP)	<ul style="list-style-type: none"> Active Kingston 	<ul style="list-style-type: none"> Inclusive Communities - Health & Social Policy Better Health Network – Health Promotion Infrastructure - Building Infrastructure 	Women & girls
1.1.3) 'Create a localised This Girl Can campaign' to empower and enable women to get active (VLGP)	<ul style="list-style-type: none"> Family, Youth & Children's Services - Youth Services 	<ul style="list-style-type: none"> Active Kingston Inclusive Communities - Health & Social Policy Better Health Network – Health Promotion 	Women & girls
1.1.4) Grow successful, and trial new, place based social sport and physical activity opportunities in Council's Community Hubs in response to identified community need (e.g. pickleball).	<ul style="list-style-type: none"> Inclusive Communities - Hubs 	<ul style="list-style-type: none"> Active Kingston 	Multicultural people People with disabilities LGBTIQA+ Older people

1.1.5) Continue to support young children to develop bike skills through a bike education program for kindergartens.	<ul style="list-style-type: none"> • Infrastructure – Traffic & Transport 	<ul style="list-style-type: none"> • Family, Youth & Children’s Services 	Children
1.1.6) Provide bike education and refresher programs for older people to increase their cycling participation.	<ul style="list-style-type: none"> • Infrastructure – Traffic & Transport 		Older people
1.1.7) ‘Increase and promote local sport and recreation activities to young people’. (VLGP)	<ul style="list-style-type: none"> • Family, Youth & Children’s Services - Youth Services 	<ul style="list-style-type: none"> • Active Kingston 	Young people Low income
1.1.8) Increase opportunities for people with disabilities to engage in physical activity within the fitness industry in a safe and fun manner by exploring opportunities to support community-based fitness centres, gyms and personal trainers in Kingston to be more inclusive and accessible.	<ul style="list-style-type: none"> • Family, Youth & Children’s Services - Youth Services 	<ul style="list-style-type: none"> • Inclusive Communities – Diversity & Inclusion • Active Kingston • Better Health Network – Health Promotion • City Economy & Innovation – Kingston Business 	Young people People with disabilities
1.1.9) ‘Promote walking and bike riding in your community’. (VLGP)	<ul style="list-style-type: none"> • Family, Youth & Children’s Services - Youth Services 	<ul style="list-style-type: none"> • Infrastructure - Traffic and Transport 	Young people Children
1.1.10) Advocate for urban design outcomes that support and facilitate active transport in major transport and urban renewal projects including the Mordialloc LXP, Suburban Rail and in our major activity centres.	<ul style="list-style-type: none"> • City Strategy - Urban Design & Place 		
1.1.11) Encourage active transport uptake through behavioural change programs including September (People & Culture), Biketober (City Strategy) and school education programs such as Walk and Wheels (Infrastructure).	<ul style="list-style-type: none"> • Infrastructure – Traffic & Transport • People & Culture - Wellbeing • City Strategy – Environmental Planning 		
1.1.12) Explore options for piloting a Park Life program in partnership with Proud 2 Play and State Sporting Associations including Netball Victoria and Basketball Victoria.	<ul style="list-style-type: none"> • Active Kingston – Sport and Recreation 	<ul style="list-style-type: none"> • Inclusive Communities – Diversity & Inclusion 	LGBTIQA+

Council Plan (2021-2025) Year 4 Annual Action Plan

Implement the Walking and Cycling Plan (2023-2028) action program for 2024-25 to improve walking and cycling conditions and support the transition to more sustainable transport in the municipality. (Sustainable)	<ul style="list-style-type: none"> Infrastructure
Commence the construction of the new aquatic and leisure facility to ensure the future health and wellbeing of our community. (Healthy and Inclusive)	<ul style="list-style-type: none"> Project Management Office
Complete the Kingston Fair Access Policy to prioritise female participation in sport and access to facilities, sportsgrounds and match times. (Healthy and Inclusive)	<ul style="list-style-type: none"> Active Kingston

1.2 Increase healthy eating

Actions	Lead	Partner/s	Target groups
1.2.1) Support community gardens aimed at 'greening', growing food and connecting communities.	<ul style="list-style-type: none"> City Strategy - Environmental Planning 	<ul style="list-style-type: none"> Inclusive Communities - Health & Social Policy / Hubs 	
1.2.2) Develop and trial a food environment mapping model in Clayton South / Westall to create a neighbourhood food profile, which benchmarks and informs future food systems activity.	<ul style="list-style-type: none"> Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> Better Health Network – Health Promotion Inclusive Communities - Hubs 	Children Young people Multicultural people Low income
1.2.3) 'Deliver a community food festival or forum', which engages the Clayton South / Westall community in the co-design of a place based food project. (VLGP)	<ul style="list-style-type: none"> Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> Family, Youth & Children's Services - Youth Services Inclusive Communities - Hubs Better Health Network – Health Promotion 	Children Young people Multicultural people Low income
1.2.4) Continue to support Council teams, including Community Hubs and WAVES to develop healthy food and drink guidelines and policies in Council operated places, programs and activities.	<ul style="list-style-type: none"> Better Health Network – Health Promotion Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> Active Kingston - WAVES Inclusive Communities – Hubs Property Services Procurement and Contracts 	

1.2.5) Advocate for the inclusion of Healthy Choices and sustainability/food waste guidelines in tender specifications and contracts relating to the appointment of external food retailers, including for the new aquatic and leisure centre.	<ul style="list-style-type: none"> • Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> • Active Kingston • Better Health Network – Health Promotion • Property Services 	
1.2.6) Develop a model for incorporating delivery of INFANT sessions into existing supported playgroups with an initial focus on Westall to help families with healthy eating, active play and reduced screen times.	<ul style="list-style-type: none"> • Family, Youth & Children’s Services - MCH 	<ul style="list-style-type: none"> • Family, Youth and Children’s Services - Children’s Services 	Children
1.2.7) Support Council run Outside School Hours Care programs to continue their work in providing nutritious food and drink options.	<ul style="list-style-type: none"> • Better Health Network – Health Promotion 	<ul style="list-style-type: none"> • Family, Youth & Children’s Services – Early Years & School Age Care • Inclusive Communities 	Children
1.2.8) Engage with Emergency Relief Network agencies to explore opportunities to maximise the availability of healthy and appropriate food and improve food literacy.	<ul style="list-style-type: none"> • Inclusive Communities – Community Capacity & Partnerships 	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy • Emergency Relief Network 	Low income
1.2.9) Explore opportunities to develop a centralised and collective approach to the provision of Christmas Hampers by Emergency Relief agencies in Kingston.	<ul style="list-style-type: none"> • Inclusive Communities – Community Capacity & Partnerships 	<ul style="list-style-type: none"> • Inclusive Communities - Hubs • Community Centres & Neighbourhood Houses • Emergency Relief Network 	Low income

1.3 Improve mental wellbeing

Action	Lead	Partner/s	Target group/s
1.3.1) Review the Kingston Mental Health Working Group and establish a structure which enables support and delivery of initiatives that align to the new state Wellbeing Strategy.	<ul style="list-style-type: none"> • Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> • Mental Health Working Group 	
1.3.2) Support the SEMPHN Suicide Prevention Collaborative and contribute to the development and	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> • Inclusive Communities - Diversity & Inclusion 	Men LGBTIQ+

delivery of the regional suicide prevention action plan.		<ul style="list-style-type: none"> Family, Youth & Children's Services - Youth Services SEPHN Suicide Prevention Collaborative 	<p>Young people Older people Multicultural people</p>
1.3.3) 'Foster effective internal partnerships and collaboration within council' to improve mental wellbeing. (VLGP).	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Family, Youth & Children's Services - Youth Services Libraries Inclusive Communities - Hubs Open Space Mental Health Working Group 	<p>Young people</p>
1.3.4) Utilise Men's Health Week as an opportunity to develop and deliver a campaign addressing mental wellbeing and healthier masculinities.	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Inclusive Communities – Hubs Active Kingston Family, Youth and Children's Services Advocacy, Communications & Engagement 	
1.3.5) Continue to develop and deliver an annual program of community mental health promotion awareness, education and training activities and webinars including guest speakers, Mental Health First Aid and SafeTALK which respond to identified community mental wellbeing needs and priorities.	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Inclusive Communities - Diversity & Inclusion / Hubs Family, Youth & Children's Services - Youth Services Libraries Local Government Mental Health & Wellbeing Network Derrimut Weelam Gathering Place Women's Health in the South East 	

Council Plan (2021-2025) Year 4 Annual Action Plan

Deliver Gardens for Wildlife assessments to enhance habitat for native wildlife and connect the Kingston community with nature. (Sustainable)	<ul style="list-style-type: none"> City Strategy
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1.4 Reduce harm from alcohol and other drugs, smoking and gambling

Actions	Lead	Partner/s	Target groups
1.4.1) Provide additional education to businesses on vape products to reduce sales to minors.	<ul style="list-style-type: none"> City Economy & Innovation – Environmental Health 	<ul style="list-style-type: none"> Inclusive Communities - Health & Social Policy Family, Youth & Children's Services - Youth Services 	Young people
1.4.2) 'Amplify anti-smoking campaigns with a focus on vaping and young people' including QUIT's 'Seeing through the HAZE' and Better Health Network's 'Vaping Toolkit' and its links to the Healthy Schools Achievement Program. (VLGP)	<ul style="list-style-type: none"> Family, Youth & Children's Services – Youth Services Better Health Network – Health Promotion 	<ul style="list-style-type: none"> South East Public Health Unit – Vaping & Tobacco Regional Advisory Group 	Young people Children
1.4.3) Provide education to secondary school students about risky road and traffic use behaviours associated with vaping and other substances.	<ul style="list-style-type: none"> Infrastructure – Traffic and Transport 	<ul style="list-style-type: none"> Family, Youth & Children's Services - Youth Services Secondary schools Better Health Network – Health Promotion 	Young people Children
1.4.4) Lead localised Kingston advocacy campaigns aligned with the Alliance for Gambling Reform advocacy agenda to prevent and reduce gambling harm.	<ul style="list-style-type: none"> Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Alliance for Gambling Reform 	
1.4.5) Build the capacity of local organisations to plan and deliver initiatives that increase awareness and knowledge in the community about gambling harm.	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Gambler's Help Southern 	
1.4.6) Provide information and education to the community about gambling harm and supports available including customised education for identified vulnerable groups.	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Gambler's Help Southern 	Multicultural people Young people Older people
1.4.7) Support Clayton Bowls Club to develop a Business & Financial Plan which details how they propose to transition out of gaming.	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Property Services 	

1.4.8) Research an alcohol policy for Council to reduce the consumption and promotion of alcohol in Council activities (VLGP)	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 		
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Council Plan (2021-2025) Year 4 Annual Action Plan

Update Council’s Gambling Policy for 2024–28 to prevent and reduce harm from gambling in the City of Kingston (Healthy and Inclusive)	<ul style="list-style-type: none"> Inclusive Communities
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Goal 2. A safe and secure community

Kingston is a safe, respectful and supportive place for all to live, work and play, that is free from all forms of inequality and violence.

2.1 Improve safety in the home and community

Actions	Lead	Partner/s	Target groups
2.1.1) Support foreshore clubs to promote and provide increased community participation opportunities and programs around water safety.	<ul style="list-style-type: none"> Active Kingston - Sport & Recreation 	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy / Diversity and Inclusion / Hubs Advocacy Communications & Engagement Lifesaving Victoria 	Multicultural people
2.1.2) Further develop the Summer Safety campaign to encourage collaboration across Council teams, and with emergency services partners and community groups.	<ul style="list-style-type: none"> Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> Victoria Police Community Safety Advisory Committee Advocacy, Communications & Engagement 	
2.1.3) Raise awareness about safety in the community through promotion and provision of information, campaigns, education and training related to identified community safety priorities such as	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Victoria Police Community Safety Advisory Committee 	<p>Older people</p> <p>Multicultural people</p> <p>People with disabilities</p>

<p>vehicle, home, and business security, personal and online safety.</p>		<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Inclusive Communities – Hubs • Community Centres & Neighbourhood Houses • Arts, Events & Libraries • Customer Service • Neighbourhood Watch 	<p>Aboriginal & Torres Strait Islander people Young people</p>
<p>2.1.4) Support services to prevent, respond and recover from crime and emergencies through the Community Safety Advisory Committee and delivery of Council Emergency Management activities.</p>	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy • Infrastructure - Emergency Management 	<ul style="list-style-type: none"> • Emergency Management • Compliance & Amenity • State Emergency Service (SES) • Fire Rescue Victoria (FRV) • Country Fire Authority (CFA) • Ambulance Victoria & St John Ambulance • Lifesaving Victoria • VicRoads • Victoria Police • Department of Justice & Community Safety (DoJCS) 	
<p>2.1.5) Partner with Victoria Police and other stakeholders to coordinate responses to community safety concerns arising in Kingston.</p>	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> • Victoria Police • Other partners as relevant 	
<p>2.1.6) Advocate for the development of guidance on delivering LGBTIQ+ events safely, for Victorian councils</p>	<ul style="list-style-type: none"> • Inclusive Communities – Diversity & Inclusions 	<ul style="list-style-type: none"> • Arts, Events & Libraries 	<p>LGBTIQ+</p>

Council Plan (2021-2025) Year 4 Annual Action Plan

Deliver the annual footpath renewal program to ensure footpaths are safe and accessible for the community. (Safe)	<ul style="list-style-type: none"> • Infrastructure
Complete 'traffic blackspot' program upgrades in Clayton South and Patterson Lakes to improve safety for road users. (Safe)	<ul style="list-style-type: none"> • Infrastructure
Promote and deliver aquatic education and Learn to Swim Programs to prevent drownings and support community health and wellbeing outcomes. (Safe)	<ul style="list-style-type: none"> • Active Kingston

2.2 Improve feelings of safety in the home and community

Actions	Lead	Partner/s	Target groups
2.2.1) Coordinate delivery of Crime Prevention Through Environmental Design (CPTED) training across relevant Council departments and Victoria Police to ensure CPTED principals are embedded in project design.	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> • Infrastructure & Open Space • City Strategy - Urban Design & Place 	
2.2.2) Investigate opportunities to develop and implement a dedicated Kingston community safety survey.	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy 		

Council Plan (2021-2025) Year 4 Annual Action Plan

Conduct and evaluate pool safety awareness campaigns and activities to educate the public about the pool safety standards and regulations and reduce the risk of drowning and injury in pools. (Safe)	<ul style="list-style-type: none"> • Municipal Building Surveyor
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2.3 Reduce the prevalence of family violence

Actions	Lead	Partner/s	Target groups
2.3.1) Advocate for policy, legislative and institutional reform to support gender equality, family violence prevention and sexual and reproductive health. Such as advocating for reproductive rights, childcare accessibility and support for children as victims of family violence.	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> • Family, Youth & Children's Services • Kingston Prevention of Family Violence Working Group • Community partners and organisations 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people People with disabilities LGBTQIA+ Multicultural people Older people

		<ul style="list-style-type: none"> • Women’s Health in the South East (Promoting Respect & Equity Together / Good Health Down South partnerships) • Municipal Association Victoria 	<p>Women Young people</p>
2.3.2) Collaborate with local and regional strategic partners and networks and coordinate the Kingston Prevention of Family Violence Working Group, as a key advisory and consultation mechanism of Council, to enable and strengthen family violence prevention, and improve sexual and reproductive health and gender equity outcomes.	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> • Kingston Prevention of Family Violence Working Group • In Touch Multicultural Centre Against Family Violence • Bayside Peninsula Integrated Family Violence Partnership • Better Health Network • Women’s Health in the South East 	<p>Aboriginal and Torres Strait Islander people People with disabilities LGBTIQ+ Multicultural people Older people Women Young people</p>
2.3.3) Explore opportunities to enable improved gender sensitive disaster planning and response.	<ul style="list-style-type: none"> • Inclusive Communities - Health & Social Policy 	<ul style="list-style-type: none"> • Infrastructure & Open Space - MEMP Committee members 	
2.3.4) Strengthen collaboration with Family, Youth and Children’s Services to scope and identify opportunities for primary prevention initiatives in early years settings.	<ul style="list-style-type: none"> • Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> • Family, Youth and Children’s Services 	
2.3.5) Increase awareness of community members and staff who work with older people about recognising, preventing and responding to elder abuse through education, information provision and staff training.	<ul style="list-style-type: none"> • Inclusive Communities – Diversity & Inclusion / Health & Social Policy • AccessCare 	<ul style="list-style-type: none"> • Peninsula Community Legal Centre • Department of Families, Fairness & Housing (Commissioner for Senior Victorians) • Respect Victoria • Seniors Rights Victoria • Kingston Prevention of Family Violence Working Group 	<p>Older people</p>

		<ul style="list-style-type: none"> • Community Centres & Neighbourhood Houses 	
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Council Plan (2021-2025) Year 4 Annual Action Plan

Investigate opportunities to apply best practice research in engaging men and boys in family violence prevention to minimise the harm from family violence. (Safe)	<ul style="list-style-type: none"> • Inclusive Communities
Provide customised training to build capacity of community, organisations, businesses and Council teams to understand and address family violence and gender inequity. (Safe)	<ul style="list-style-type: none"> • Inclusive Communities
Develop an annual awareness-raising program of events (including 16 Days of Activism Against Gender-Based Violence) to increase understanding on the prevention of violence towards women and children. (Safe)	<ul style="list-style-type: none"> • Inclusive Communities

Goal 3. A kind and connected community

Kingston is a welcoming and inclusive place with strong social connections across generations. Reconciliation, culture and diversity are embraced, valued and celebrated.

3.1 Increase participation in community activities and volunteering

Actions	Lead	Partner/s	Target groups
3.1.1) Deliver the planned improvements to the Kingston Jobs Website to incorporate volunteering opportunities.	<ul style="list-style-type: none"> • City Economy & Innovation 	<ul style="list-style-type: none"> • Inclusive Communities – Community Capacity & Partnerships 	
3.1.2) Develop a Volunteer Strategy to increase community volunteering in Kingston.	<ul style="list-style-type: none"> • Inclusive Communities - Community Capacity & Partnerships 		
3.1.3) Expand the number of volunteers involved in Friends Groups through a reinvigorated promotional and recruitment.	<ul style="list-style-type: none"> • Open Space - Horticulture 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	

3.1.4) Pilot a community leadership training program to increase the capacity of Kingston volunteers to take on leadership roles in community organisations.	<ul style="list-style-type: none"> Inclusive Communities – Community Capacity & Partnerships 		<p>Women</p> <p>Multicultural people</p> <p>Older people</p> <p>People with disabilities</p>
3.1.5) Support community groups and organisations to understand the new grants model and remove barriers to applying for funding.	<ul style="list-style-type: none"> Inclusive Communities – Community Capacity & Partnerships 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<p>Multicultural people</p> <p>People with disabilities</p> <p>LGBTQIA+</p> <p>Aboriginal and Torres Strait Islander people</p>
3.1.6) Deliver the Kingston Grants Program to support local community organisations and groups to deliver community benefit.	<ul style="list-style-type: none"> Inclusive Communities - Community Capacity & Partnerships 		
3.1.7) Deliver the City of Kingston Awards programs and Kingston Women of the Year Awards to acknowledge the contributions of volunteers in Kingston.	<ul style="list-style-type: none"> Inclusive Communities – Community Capacity & Partnerships 	<ul style="list-style-type: none"> Arts, Events & Libraries Advocacy, Communications & Engagement 	<p>Aboriginal and Torres Strait Islander people</p> <p>People with disabilities</p> <p>LGBTQIA+</p> <p>Multicultural people</p> <p>Older people</p> <p>Women</p> <p>Men</p> <p>Young people</p>
3.1.8) Expand the number of volunteers involved in delivering the home library service.	<ul style="list-style-type: none"> Arts, Events and Libraries - Libraries 		<p>Older people</p>
3.1.9) Expand the number of volunteers involved in the new Service Links program, which matches AccessCare clients with a dedicated volunteer to help older community members meet new people, do social activities and build stronger social connections.	<ul style="list-style-type: none"> AccessCare 		<p>Older people</p>

3.2 Reduce social isolation and loneliness

Actions	Lead	Partner	Target groups
3.2.1) Continue to provide spaces and opportunities for young people to meet and form friendships and connections through programs such as the FReeZA Committee, Apsendale Youth Cove and YA Chat.	<ul style="list-style-type: none"> Family, Youth & Children's Services – Youth Services 	<ul style="list-style-type: none"> Libraries Inclusive Communities - Hubs Community Centres & Neighbourhood Houses 	Young people
3.2.2) Continue to facilitate the weekly Queer in Kingston support group to provide social support to young people who may identify as same sex attracted, gender diverse or questioning their sexuality and gender.	<ul style="list-style-type: none"> Family, Youth & Children's Services – Youth Services 		Young people LGBTQIA+
3.2.3) Collaborate with local organisations to review and plan service delivery resulting from the Aged Care Reforms to provide a complimentary spectrum of services for the local community.	<ul style="list-style-type: none"> AccessCare 		Older people

3.3 Reduce discrimination

Action	Lead	Partner	Target groups
3.3.1) Develop and deliver events and activities to celebrate and improve inclusion of the LGBTQIA+ community	<ul style="list-style-type: none"> Inclusive Communities - Diversity & Inclusion 		LGBTQIA+

Council Plan (2021-2025) Year 4 Annual Action Plan

Implement the All-Abilities Action Plan 2024–2028 to improve access and inclusion for people with disabilities.(Healthy and Inclusive)	<ul style="list-style-type: none"> Inclusive Communities
Maintain Rainbow Tick accreditation to demonstrate our commitment to providing safe, inclusive and affirming services for the LGBTQIA+ community.	<ul style="list-style-type: none"> People & Culture
Scope the future development of AccessCare service delivery in line with aged care reforms. (Healthy and Inclusive)	<ul style="list-style-type: none"> AccessCare

3.4 Increase inclusion, respect and belonging

Actions	Lead	Partner	Target groups
3.4.1) Explore the development of an Inclusion Framework to enable an integrated and strategic approach to diversity and inclusion across Council.	<ul style="list-style-type: none"> Inclusive Communities - Diversity & Inclusion 		Aboriginal and Torres Strait Islander people People with disabilities LGBTIQ+ Multicultural people Older people Gender diversity Young people
3.4.2) Deliver digital literacy programs to foster digital inclusion for older people and other vulnerable groups.	<ul style="list-style-type: none"> Arts, Events & Libraries - Libraries 		Older people
3.4.3) Support the newly established 'Ageing Well Network', which brings professionals and organisations from the South East region together to support our growing, ageing population to live and age well in place.	<ul style="list-style-type: none"> AccessCare 		Older people

Council Plan (2021-2025) Year 4 Annual Action Plan

Develop the draft Reconciliation Action Plan 2025–2027 to acknowledge and celebrate Aboriginal and Torres Strait Islander culture and advance reconciliation within Kingston. (Healthy and Inclusive)	<ul style="list-style-type: none"> Inclusive Communities
Continue to support the Derrimut Weelam Gathering Place to deliver programs and event offerings to community to improve outcomes for Aboriginal and Torres Strait Island community members. (Healthy and Inclusive)	<ul style="list-style-type: none"> Inclusive Communities
Implement the final year of Council's Gender Equality Action Plan 2021–2025 to address the systemic barriers that create gender inequality in the workplace. (Healthy and Inclusive)	<ul style="list-style-type: none"> People & Culture
Deliver and evaluate a community leadership program that aims to enhance the leadership skills of women and people from diverse backgrounds. (Healthy and Inclusive)	<ul style="list-style-type: none"> Inclusive Communities
Complete the phase one community consultation for the Arts, Events and Libraries Strategy which will enhance the cultural experiences offered to the community. (Liveable)	<ul style="list-style-type: none"> Arts, Events and Libraries

Create opportunities for local artists and creatives to work, engage and connect by fostering an innovative, inclusive and diverse creative community through Artist in Residence, Galleries and Arts Workshops programs. (Prosperous)	<ul style="list-style-type: none"> Arts, Events and Libraries
Provide a range of cultural activities across Kingston for the community to enjoy and participate in, by presenting local, high-quality, inclusive and engaging arts and cultural programs and events. (Liveable)	<ul style="list-style-type: none"> Arts, Events and Libraries

Goal 4. A liveable community

Kingston is a sustainable and resilient place where people have equitable access to natural, built, social and economic environments.

4.1 Increase preparedness and resilience for the impacts of climate change

Actions	Lead	Partner	Target groups
4.1.1) Engage the community to seek compliance with landscape plans around tree planting and tree removal as required by development permits.	<ul style="list-style-type: none"> City Development - Vegetation & Compliance 		
4.1.2) Increase awareness of extreme heat impacts in the community to support community members to be prepared.	<ul style="list-style-type: none"> City Strategy - Environmental Planning 	<ul style="list-style-type: none"> Emergency Management Inclusive Communities 	<ul style="list-style-type: none"> Low income Older people People with disabilities Children Multicultural people
4.1.3) Promote health co-benefits of active transport when delivering sustainable transport initiatives.	<ul style="list-style-type: none"> City Strategy - Environmental Planning 	Inclusive Communities – Health & Social Policy	
4.1.4) Investigate developing a social marketing campaign to raise awareness of climate actions which also benefit health.	<ul style="list-style-type: none"> City Strategy - Environmental Planning Inclusive Communities – Health & Social Policy 		
4.1.5) Progress development of a Climate Adaptation Framework to serve as a guide for supporting staff and community to adapt to the impacts of climate change.	<ul style="list-style-type: none"> City Strategy – Environmental Planning 	<ul style="list-style-type: none"> Inclusive Communities Infrastructure Open Space 	

4.1.6) Explore opportunities for Emergency Management Officers to be trained on LGBTIQ+ inclusion	<ul style="list-style-type: none"> Inclusive Communities – Diversity & Inclusion 	<ul style="list-style-type: none"> People & Culture 	LGBTIQ+
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Council Plan (2021-2025) Year 4 Annual Action Plan

Implement the 2024-25 priority actions of the Urban Forest Strategy 2023 to increase tree canopy coverage, tree protection and compliance. (Sustainable)	<ul style="list-style-type: none"> Open Space
Engage the community in a range of environmental education opportunities, including sustainable transport initiatives to reduce traffic and transport-related emissions. (Sustainable).	<ul style="list-style-type: none"> City Strategy

4.2 Increase the availability of social and affordable housing

Actions	Lead	Partner/s	Target groups
4.2.1) Facilitate quarterly Social and Affordable Housing meetings with internal Council teams to increase information sharing and collaboration.	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> City Strategy – Strategic Planning AccessCare Family, Youth & Children’s Services 	

Council Plan (2021-2025) Year 4 Annual Action Plan

Explore and facilitate social and affordable housing opportunities with private developers and on key Victorian Government and Council-owned sites to increase the provision of social and affordable housing across the municipality in accordance with the Social and Affordable Housing Strategy (2020) . (Liveable)	<ul style="list-style-type: none"> City Strategy
Develop relationships with social housing providers to increase opportunities for social and affordable housing in Kingston in accordance with the Social and Affordable Housing Strategy (2020) . (Liveable)	<ul style="list-style-type: none"> Inclusive Communities

4.3 Increase equitable participation in the workforce and local economy

Actions	Lead	Partner/s	Target groups
4.3.1) Explore and develop opportunities for the procurement of goods, services and works through engagement of Aboriginal and Torres Strait Islander businesses and other social enterprises.	<ul style="list-style-type: none"> Procurement & Contracts 		

4.3.2) 'Establish a cultural creative careers hub' to increase equity in creative strategies by developing a new youth creative network to enhance existing pathways for young people. (VLGP)	<ul style="list-style-type: none"> Family, Youth & Children's Services – Youth Services 	<ul style="list-style-type: none"> Arts, Events & Libraries City Economy & Innovation – Kingston Business 	
4.3.3) Continue to deliver the work ready program to equip young people with skills and knowledge for employment.	<ul style="list-style-type: none"> Family, Youth & Children's Services – Youth Services 		Young people
4.3.4) Continue to deliver the financial literacy program to increase knowledge about how to be financially responsible.	<ul style="list-style-type: none"> Family, Youth & Children's Services – Youth Services 		Young people

Council Plan (2021-2025) Year 4 Annual Action Plan

Establish a new partnership with a business start-up provider to support local entrepreneurs. (Prosperous)	<ul style="list-style-type: none"> City Economy & Innovation
Establish a Kingston employment services network to pursue and enhance collaborative opportunities. (Prosperous)	<ul style="list-style-type: none"> City Economy & Innovation

4.4 Increase the accessible and equitable supply of facilities, services and activities

Actions	Lead	Partner	Target groups
4.4.1) Review and expand outreach opportunities to promote libraries as welcoming, inclusive and vibrant spaces to visit for the recreational, informational, creative and social needs of our community	<ul style="list-style-type: none"> Arts, Events & Libraries 		
4.4.2) Implement an expression of interest (EOI) process to ensure equitable access and use of Kingston community facilities and office spaces in Hubs.	<ul style="list-style-type: none"> Inclusive Communities - Community Capacity & Partnerships / Hubs 	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	
4.4.3) Undertake accessibility audits in Council's five main activity centres and consult with external stakeholders such as codesign and other groups representing people with a disability, as well as the wider community to identify key changes and develop a proposed list of measures.	<ul style="list-style-type: none"> Infrastructure - Traffic & Transport 		

4.4.4) Deliver transport information sessions to increase the ability and confidence of community to use all modes of transport safely, and to maintain independence and social connections.	<ul style="list-style-type: none"> Infrastructure - Traffic & transport 		
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Council Plan (2021-2025) Year 4 Annual Action Plan

Develop the Kingston Arts Precinct Masterplan, encompassing Kingston Arts Centre, City Hall and surrounding area, to provide a strategic direction for creation of a contemporary, accessible, and flexible arts destination, unique in the south-east of Melbourne and beyond. (Liveable)	<ul style="list-style-type: none"> Arts Events and Libraries
Progress the development of the Community Infrastructure Framework to assess if Kingston's community facilities and services are meeting current service needs and inform the provision to meet future population growth. (Liveable)	<ul style="list-style-type: none"> Inclusive Communities
Implement the Play Your Way strategy , with a program of playground renewals to ensure equitable and quality spaces for our community. (Healthy and Inclusive)	<ul style="list-style-type: none"> Active Kingston
Complete the construction of the Chelsea netball courts and carpark redevelopment to ensure quality, fit for purpose netball facilities for local netballers. (Liveable)	<ul style="list-style-type: none"> Active Kingston
Commence the delivery of the Walter Galt Pavilion upgrade to improve accessibility with additional change facilities that meet universal access requirements, including female-friendly facilities. (Liveable).	<ul style="list-style-type: none"> Active Kingston
Review the private events permit approval process for community events held on Council land, to ensure improved outcomes for the arts and events sector. (Liveable)	<ul style="list-style-type: none"> Arts, Events and Libraries
Review and update the Public Toilet Strategy (2016) to improve the accessibility, number and location of public toilets across the municipality. (Liveable)	<ul style="list-style-type: none"> Open Space

4.5 Increase access to improve amenity of open spaces and the natural environment

Actions	Lead	Partner	Target groups
4.5.1) Complete construction of the DDA compliant ramp at the Parkdale Yacht Club and foreshore.	<ul style="list-style-type: none"> Infrastructure 	<ul style="list-style-type: none"> Open Space - Bushland & Foreshore 	People with disabilities
4.5.2) Commence construction Carrum boardwalk extension including two new accessible parking bays, solar lighting for safer access at night and a	<ul style="list-style-type: none"> Infrastructure 	<ul style="list-style-type: none"> Open Space - Bushland & Foreshore 	

viewing platform with seating and interpretative signage.			
4.5.3) Update Wayfinding signage with new template designs at Parkdale Yacht Club and Mentone Life Saving Club and install interpretive signage along the Longbeach Trail.	<ul style="list-style-type: none"> Open Space 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	

Council Plan (2021-2025) Year 4 Annual Action Plan

Implement the Open Space Strategy (2023-33) priority actions for 2024-25 to improve the quality of open spaces in the municipality, including sportsgrounds and reserves. (Liveable)	<ul style="list-style-type: none"> Open Space
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Goal 5. An informed and empowered community

Kingston is a place that ensures all members of the community have access to appropriate information to make informed decisions about their diverse health, education and lifelong learning needs.

5.1 Improve provision of accessible health and wellbeing information, programs and services

Actions	Lead	Partner/s	Target groups
5.1.1) Implement Year 2 of the Cultural Learning Strategy as a commitment of the Reconciliation Action Plan.	<ul style="list-style-type: none"> People & Culture - Organisational Equity & Inclusion 		Aboriginal and Torres Strait Islander people
5.1.2) Work collaboratively to identify and deliver programs and events that support health and wellbeing including neurodiversity awareness, mental health, social connection.	<ul style="list-style-type: none"> Arts, Events and Libraries - Libraries 		
5.1.3) Undertake consultation and co-design to inform library programming from July 2025.	<ul style="list-style-type: none"> Arts, Events and Libraries - Libraries 		
5.1.4) Develop and facilitate quality parenting support workshops and programs to build capacity and connection in the community.	<ul style="list-style-type: none"> Family, Youth & Childrens Services - Family Support Services 		

5.1.5) Deliver a Kingston Services Expo to keep the community informed of services available in the municipality.	<ul style="list-style-type: none"> Inclusive Communities – Community Capacity & Partnerships 	<ul style="list-style-type: none"> Arts, Events & Libraries AccessCare Active Kingston 	<p>People with disabilities</p> <p>Older people</p>
5.1.6) Trial installation of interactive sunscreen signage dispensers as a channel for providing summer safety messages and health information, including content in languages other than English.	<ul style="list-style-type: none"> Inclusive Communities – Health & Social Policy 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement City Economy & Innovation 	Multicultural people
5.1.7) Explore opportunities for holding Rainbow Families events in Libraries	<ul style="list-style-type: none"> Arts, Events and Libraries - Libraries 	<ul style="list-style-type: none"> Inclusive Communities – Diversity & Inclusion 	LGBTIQA+

Council Plan (2021-2025) Year 4 Annual Action Plan

Promote library services to diverse community groups to increase broader participation in programs and services, to meet community needs. (Healthy and Inclusive)	<ul style="list-style-type: none"> Arts, Events and Libraries
Review the service delivery at each library branch in terms of footprint and literacy offerings, to provide for greater accessibility and diversity options. (Healthy and Inclusive)	<ul style="list-style-type: none"> Arts, Events and Libraries

5.2 Increase participation in lifelong learning and education

Actions	Lead	Partner/s	Target groups
5.2.1) 'Work with children to develop a vision for a child friendly, creative community' to enhance opportunities for children to inform creative programs. (VLGP)	<ul style="list-style-type: none"> Arts, Events & Libraries Family, Youth & Children's Services – Youth Services 		<p>Children</p> <p>Young people</p>
5.2.2) 'Co-design creative programs with young people' to improve opportunities for young people to lead creative programs. (VLGP)	<ul style="list-style-type: none"> Family, Youth & Children's Services – Youth Services Arts, Events & Libraries 	<ul style="list-style-type: none"> Inclusive communities - Hubs 	Young people
5.2.3) Continue to support young people to develop soft employability skills and gain hands on experience through fully funded short courses aligned to their interests.	<ul style="list-style-type: none"> Family, Youth & Children's Services - Youth Services 	<ul style="list-style-type: none"> Inclusive communities - Hubs Community Centres & Neighbourhood Houses 	Young people

Council Plan (2021-2025) Year 4 Annual Action Plan

Explore and coordinate an innovation initiative for young people to solve local challenges through technological advancements such as AI and robotics. (Prosperous)	City Economy & Innovation
Deliver the actions of the Kingston Youth Strategy (2023–2026) for 2024–25 to support, empower and advocate on behalf of young people aged 12 to 25 years in Kingston. (Healthy and Inclusive)	Family, Youth and Children’s Services
Review library services to develop and deliver a set of programs which are inclusive of the ageing population and focused on life-long learning. (Healthy and Inclusive)	Arts Events and Libraries