

12.8

Directorate
Acting Director
Manager
Attachment(s)

Annual Report Cards Community Strengthening and Social Planning Combined Community

Community Wellbeing

Ashley Fleming

Wambui Thirimu

1. Report Card - Diversity and Inclusion - Settlement Action Plan 2024 [**12.8.1** - 4 pages]
2. Report Card - Children Strategy 2023-2024 [**12.8.2** - 6 pages]
3. Report Card - Disability Action Plan 2022-2026 [**12.8.3** - 4 pages]
4. Report Card - Electronic Gambling Policy 2023-2024 [**12.8.4** - 3 pages]
5. Report Card - Fairness, Equality and Respect Strategy 2023-2024 [**12.8.5** - 5 pages]
6. Report Card - Homelessness Implementation Plan 2022-2024 [**12.8.6** - 3 pages]
7. Report Card - Innovate Reconciliation Action Plan 2019-2021 (extended) [**12.8.7** - 5 pages]
8. Report Card - LGBTQIA Action Plan 2023-2024 [**12.8.8** - 4 pages]
9. Report Card - Mental Wellbeing Plan 2023-2024 [**12.8.9** - 6 pages]
10. Report Card - Safe and Inclusive Brimbank Strategy 2023-2024 [**12.8.10** - 5 pages]
11. Report Card - Volunteer Strategy 2023-2024 [**12.8.11** - 4 pages]

Purpose

For Council to note the below Community Report Cards which are a tool for reporting progress on key annual health and social strategic achievements from July 2023 – June 2024:

- Brimbank Settlement Action Plan 2019 – 2023 (**Attachment 1**)
- Children's Strategy 2022- 2023 (**Attachment 2**)
- Disability Action Plan 2022 – 2026 (**Attachment 3**)
- Electronic Gambling Policy 2022- 2023 (**Attachment 4**)
- Fairness, Equality and Respect Strategy 2019 – 2023 (**Attachment 5**)
- Homelessness Implementation Plan 2022 – 2024 (**Attachment 6**)
- Innovate Reconciliation Action Plan 2019 – 2021 (Extended to December 2023) (**Attachment 7**)
- LGBTQIA+ Action Plan 2024 – 2028 (**Attachment 8**)
- Mental Wellbeing Plan 2022 – 2024 (**Attachment 9**)
- Safe and Inclusive Brimbank Strategy 2022 – 2023 (**Attachment 10**)
- Volunteer Strategy 2022 – 2023 (**Attachment 11**)

Officer Recommendation

That Council notes the 2023-2024 annual Community Report Cards for Brimbank Settlement Action Plan 2019–2023 (Attachment 1), Children's Strategy 2022-2023 (Attachment 2), Disability Action Plan 2022–2026 (Attachment 3), Electronic Gambling Policy 2022-2023 (Attachment 4), Fairness, Equality and Respect Strategy 2019–2023 (Attachment 5),

Homelessness Implementation Plan 2022–2024 (Attachment 6), Innovate Reconciliation Action Plan 2019–2021 (Extended to December 2023) (Attachment 7), LGBTQIA+ Action Plan 2024–2028 (Attachment 8), Mental Wellbeing Plan 2022–2024 (Attachment 9), Safe and Inclusive Brimbank Strategy 2022–2023 (Attachment 10), and Volunteer Strategy 2022–2023 (Attachment 11).

Background

The Together We Are Brimbank Plan outlines Council's commitment to be a welcoming, safe and supported community – an inclusive place for all. The following strategies and plans have helped Council meet community priorities in the 2023-2024 period.

Brimbank Settlement Action plan 2019–2023

- Sets priorities to achieve positive outcomes for people from culturally diverse backgrounds.

Children's Strategy 2020-2024

- Ensures that the built and natural environments in Brimbank enable children to learn, develop, play, connect, feel welcome and safe. Working with partners and services in Brimbank to promote equitable and timely access of children and families to good quality, integrated services.

Disability Action Plan 2022-2026

- Enables full participation by fostering positive attitudes, addressing participation barriers and working in collaboration with other key stakeholders.

Electronic Gambling Policy 2019

- Reduces the economic, social and health harms associated with electronic gambling through research, partnerships and advocacy.

Fairness Equality and Respect Strategy 2019-2023

- Promotes gender equality and respectful relationships and prevent family violence and violence against women.

Homelessness Implementation Plan 2022-2024

- Leads, represents, partners and advocates a series of actions to improve outcomes for individuals at risk of homelessness.

Innovate Reconciliation Action Plan 2019–2021 (Extended to December 2023)

- Supports Council's vision for reconciliation and embraces unity and respect between Aboriginal and Torres Strait Islander people and other Australians.

LGBTQIA+ Action Plan 2024–2028

- Promotes inclusion of the Brimbank LGBTQIA+ community to ensure they are empowered, safe and supported.

Mental Wellbeing Plan 2022-2024

- Supports improved mental wellbeing through a primary prevention approach, social inclusion, strengthened resilience, adaptability, working together and building community capacity.

Safe and Inclusive Brimbank Strategy 2020-2024

- Focuses on building a safe, inclusive, connected and welcoming community through partnerships, programs and advocacy.

Volunteer Strategy 2018-2022

- Responds to emerging trends in volunteering, identify future opportunities for volunteering across Council and ensuring relevant systems and processes are in place to respond to community needs.

Matters for Consideration

Each year Council produces publicly available community report cards that list key achievements of its plans, policies and strategies that contribute to a healthy, safe and inclusive community.

Community Engagement

The policies, strategies and implementation plan that are the subject of this report involved extensive community consultation during the development phase to identify priorities for action. Ongoing community and stakeholder input inform implementation and monitoring of any emerging issues that may arise.

Resource And Risk Implications

Resource requirements were met within the Annual Budget 2023/2024.

Community: potential impact on community, including public trust and customer service impact

- Yes – The report cards keep the community informed on the progress made towards implementing council's policies, strategies and actions plans. They list key achievements, milestones and collaborations.

Legislation/Council Plan/Policy Context

This report supports the Council Plan 2021-2025 strategic direction and objective of:

1. People and Community - A welcoming, safe and supported community - An inclusive place for all

- Wellbeing and Belonging - Responsive services that support mental and physical wellbeing
- Pride and Participation - Community and cultural connections built through social and artistic expression.

This report complies with the *Local Government Act 2020*.

Council officers contributing to the preparation and approval of this report, have no conflicts of interests to declare.



Brimbank Settlement Action Plan 2019–2023

12 Month Report Card

Almost 50% of Brimbank's population were born overseas, making it one of the most culturally diverse municipalities in Australia. Recognising that everyone's settlement journey is different, Brimbank City Council is dedicated to supporting and promoting multiculturalism, community harmony and inclusion. As the community continues to grow, Council celebrates diversity, equity and inclusion as integral parts of Brimbank's cultural fabric.

To enhance Council's approach to diversity and inclusion, a review was undertaken to provide a matured framework that considers how social justice, diversity, equity and inclusion creates a thriving place for everyone and strengthens impact, operational effectiveness and sustainability.

Key Achievements

1. Developing support services and systems for our community

- ✓ Council convened six Brimbank Service Providers Network meetings with an average of 25 service partners attending to share service information, identify service gaps and identify opportunities for collaboration and ways to reduce service duplication.
- ✓ Council collaborated with internal/external subject matter specialists to explore priority service needs such as homelessness, gambling harm, employment and education. A directory to support service providers was created.
- ✓ Council assisted CALD communities to access annual community grants by providing information and assisting potential applicants with ideation and project plan compilation.
- ✓ As an executive member of the Local Government Mayoral Taskforce Supporting People Seeking Asylum, through the Back Your Neighbour Campaign, Council continued to mobilise community support to advocate for a fairer Refugee Status Resolution Determination.

2. Building positive connections for community members, including civic participation

- ✓ Council delivered and supported up to 16 events during cultural diversity week to promote positive connections and celebrate our rich diversity.
- ✓ Through symbolic dates such as refugee week, Council promoted events that brought out ordinary members of our community to participate in activities that linked them with others, where they shared their stories and their cultures.
- ✓ Council provided translation and interpreting services that allowed newcomers with limited English or no English and hearing or speech impaired to participate, enjoy and feel included in community activities.
- ✓ Council continued to actively engage with and review Days of Significance in line with the municipality's demographics and considered how these days foster connections and participation.



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3. Accessing Education, Training and Employment

- ✓ Council worked with several service providers to create an service directory linking education, training and employment services and community to promote better access.
- ✓ Council has referred community members to the Neighbourhood House Pathway and Employment program that links all diverse community members, especially newcomers with education, training and employment needs as these are critical factors in the settlement journey.
- ✓ Council delivered the community leadership and community governance programs that responded to local needs, especially those of the CALD communities and interfaith groups seeking to be incorporated.
- ✓ Through the Mayoral Taskforce and in collaboration with other LGAs, Council advocated for asylum seekers to have access to education, training and employment.



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4. The challenges of housing and homelessness

- ✓ Council convened a special Brimbank Service Provider Network meeting that brought in the major players in preventing homelessness rather than looking at interventions after the fact. The idea was a multidisciplinary approach which looked at communities especially those at risk of homelessness, thus addressing the underlying factors that caused homelessness in the first instance.
- ✓ Council is collaborating with Vincentcare and its HomeConnect program to take a holistic approach to factors that may lead to homelessness and addressing those before it happens. The program focuses on challenges and opportunities for collaboration were shared approaches by service providers, local and state government representatives combine for collective impact in mitigating factors the lead to homelessness.
- ✓ Council officers and service partners worked together to address complex social issues at selected areas around the municipality related to the challenges of housing, homelessness and substance abuse where required, partnerships were developed with services to provide culturally specific support.
- ✓ Council continues to improve on its homelessness protocol that is intended to provide an integrated, consistent and flexible approach for Council staff to safely engage and support people experiencing homelessness.

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Telephone 9249 4000

Email info@brimbank.vic.gov.au

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Brimbank Children's Strategy 2020-2024

Report Card - 2023-2024

The Brimbank Children's Strategy's overarching goal is to create a thriving community where children's rights are respected and supported and where they can grow into capable and healthy individuals.

This report card provides our strategy's outcomes that demonstrates a commitment to strengthen support for all families during the formative years of their children's lives, bolstering parent capacity to be their child's first and most influential educator. We've worked to ensure that the built and natural environments in Brimbank enable children to learn, develop, play, connect, feel welcome and safe. We've worked with our partners and services in Brimbank to promote equitable and timely access for children and families to good quality, integrated services.

Strategy 1 – Support children and families to connect, learn and build wellbeing

EARLY YEARS

Playgroups

- ✓ 500+ families with children between 0-4 years were involved in Playgroups in Brimbank.
- ✓ 80+ home coach sessions have been provided.
- ✓ 30% of supported playgroups are delivered in Vietnamese & Burmese.
- ✓ Ongoing promotion of Brimbank playgroups embody all the elements of social capital: trust, shared values, common goals and a sense of community.
- ✓ Playgroup Leadership training provided the essential tools to support playgroups embed their values into practice.
- ✓ Provided inclusive volunteer family led playgroup programs to support participation of all family members and carers.

Early Years - Kindergartens

- ✓ Case studies introduced to capture authentic, storytelling through the lens of our cultural & linguistically diverse community to support delivery of an agile responsive service.
- ✓ Preschool Field Officers and Early Years Outreach team provide capacity building of early years educators to create welcoming and inclusive space and experiences for all families.
- ✓ Early Years promotion at the Brimbank Seniors & Carers Expo in June 2024.

MATERNAL AND CHILD HEALTH (MCH)

- ✓ Outreach project commenced by Maternal and Child Health Service to connect and streamline services for Aboriginal and Torres Strait Islander families in Brimbank.



Strategy 2 – Work to develop an informed, accessible and responsible suite of child and family services.

EARLY YEARS

Kindergartens

- ✓ Offered 17 community sessions in partnership with libraries, Smalltalk playgroup, Australian Vietnamese Women's Association (AVWA) playgroups and Community Hubs to undertake 2023 Annual Kindergarten policy review survey.
- ✓ Visited 26 kindergarten services in Brimbank over the last 12 months.
- ✓ Offered 7 kindergarten Information sessions in March 2024 connecting with 140 families.
- ✓ Attended events such as Children's Week Picnic, Community Hubs 10 year celebration, Homelessness Week event, Communities for Children Families and Children's Expo.
- ✓ Introduced local priority of access for families in the new Kindergarten Registration Guidelines 2024.
- ✓ Produced Kindergarten Registration video to create awareness and benefit of free sessional kindergartens.
- ✓ Collaborated with Social Ventures Australia (SVA) to participate in Spectrum of Integration Research.
- ✓ Brimbank Melton Early Years Compact worked on a project to increase kindergarten participation for Pasifika community. A forum was hosted by Brimbank in November 2023 inviting stakeholders and professionals which then led to offering 3 Pasifika Fonos (gatherings) in 2024 engaging community members to provide insights about supporting kindergarten participation.



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Maternal and Child Health (MCH)

- ✓ Outreach Nurses continue to see families finding it difficult to attend Universal MCH sites and those needing increased levels of support.
- ✓ Attendance for opportunistic engagement in MCH at multiple locations including Sunshine Marketplace, Brimbank Aquatic and Wellbeing Centre (BAWC), Building Blocks playgroup, Melbourne City Mission playgroup, Victorian Aboriginal Child Care Agency (VACCA) playgroup.
- ✓ Parenting support groups (INFANT, Sleep and settling, supported play groups, First Steps new parent groups) run across multiple locations including Sunshine, Sydenham, Deer Park, Kings Park and online.
- ✓ Enhanced Team continues to see vulnerable families in their home for parenting support.
- ✓ Attended events such as Children's Week Picnic.
- ✓ Family feedback process embedded into MCH. Families, including children, have provided feedback across the span of the MCH service. Feedback is reported monthly and opportunities for improvement investigated.
- ✓ Partnered with Murdoch Children's Research Institute (MCRI) to recruit Gen V study participants.
- ✓ Partnering with MCRI for study examining impact of COVID-19 on Families in the West.



Strategy 3 – Build partnerships and collaboration to improve service access, increase resources and support advocacy.

EARLY YEARS

- ✓ Facilitated quarterly Educators Network to build their capacity on topics such as Having difficult conversations; Play Move and Improve and Family Violence. We engaged with over 100 educators through these networks.
- ✓ Targeted approach with Outreach activities and Best Start project by partnering with agencies such as Foundation House, VACCA, Victorian Aboriginal Community Services Association (VACSAL) and The Smith Family to raise awareness.
- ✓ State funded programs such as Culturally and Linguistically Diverse (CALD) Outreach, Preschool Field Officers and Smalltalk programs provide data and insights into challenges and opportunities which we have been advocating to our funding body and working with agencies such as West of Melbourne Economic Development Alliance (WOMEDA) and Social Ventures Australia.
- ✓ Co-facilitation of Brimbank Early Years Network with The Smith Family. Membership has increased by 20% since the introduction of Network invite since January 2024, collateral outlining purpose and objectives with session details and having spotlight presentations from agencies.

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MATERNAL AND CHILD HEALTH

- ✓ Additional Breastfeeding support service (drop in) one day a month leveraging our existing partnership with Tweddle.
- ✓ New partnership established with Dads Group to deliver parenting support and connection opportunities to fathers of Brimbank.
- ✓ Outcomes from MCH families focus group report identified 12 priorities all endorsed by the Clinical Governance working group.



Strategy 4 – Work to develop child and family friendly, safe and welcoming built and natural environments.

EARLY YEARS

- ✓ Annual Children's Week Event – Teddy Bear Picnic in the Park in an all-ability park.
- ✓ Engaged with more than 200 families at the Picnic in the Park event.



CHILD SAFETY AND WELLBEING

- ✓ Conducted a comprehensive review of Brimbank's approach to Child Safety and Wellbeing to explore opportunities, successes and gaps and to develop an implementation plan across all of Council.
- ✓ Child Safety and Wellbeing Training provided to 18 on-deck supervisors in June 2024 at BAWC with a focus specifically on child safety and wellbeing incidents in aquatic centre scenarios.



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Brimbank Disability Action Plan 2022-2026

Report Card (Year 2 - 2023-2024)

The Disability Action Plan 2022-2026 was developed with the help from community. It draws on the lived experience from people with disabilities. The plan aims to help reduce barriers for people with a disability in accessing goods, services and facilities and drive change in attitudes and practices where needed.

Key Priority Area One – Improve communication and increase access to information

Increase accessibility of inclusive information and assistive technology

Build community knowledge and awareness about residents living with disability and their carers

- ✓ Four Disability Advisory Committee (DAC) meetings were held to provide feedback on the progress and implementation of the Disability Action Plan.
- ✓ Developed and uploaded the biographies of DAC members onto Council's website for transparency and access.
- ✓ Supported the coordination of five Brimbank Disability Network Group (BDNG) meetings providing an opportunity for service providers and disability allies to come together to discuss disability, access and inclusion supports within the municipality.
- ✓ Council has encouraged disability representation on the Community Voice Panel
- ✓ Supporting the BDNG strengthen their clarity of purpose and community-led management to ensure it continues to meet the needs of members and communities
- ✓ Userway plugin applications have been installed on the Council's website for increased website accessibility.
- ✓ Implemented the signage for the Adult Change Facility at Brimbank Community and Civic Centre has been installed.
- ✓ Received a high commendation for the Brimbank Disability Action Plan co-design work at the LGPro Awards for Excellence, Diversity and Inclusion category.

Key Priority Area Two – Develop employment, education and volunteering opportunities

Support access to local, volunteer, employment and training opportunities

- ✓ Brimbank City Council (BCC) Parks and Gardens created 10 work experience placements for students from Jackson's Special School. Sunshine Special School students are currently participating in a Parks and Gardens work experience placement program. There are seven participants.
- ✓ Delivery of Attendant Support Program position at the Brimbank Aquatic and Wellness Centre. A person with a lived experience is employed for this role.
- ✓ Jobs Expo at Watergardens Shopping Centre highlighting positions available for people with disability.
- ✓ 35 library staff training in Auslan Level 1 continue to assist and support hard of hearing and deaf community.
- ✓ Worked with Inclusion Melbourne and Employment Services on employment and educational opportunities for people with a neuro-diverse disability.
- ✓ Worked with Victoria University to deliver workshops to assist people with disability with job applications and interview skills.
- ✓ Exploring self-advocacy training opportunities for people with an intellectual disability with the Brotherhood of St Laurence.
- ✓ Brimbank Learning Futures delivered the Jobs Showcase as part of National Careers Week that saw disability support services and employment services, training and employment opportunities promoted.
- ✓ Continue to deliver accessible and inclusive programs at Council facilities

Key Priority Area Three – Advocate to improve access to health and wellbeing services and supports

People with disability and their carers can participate, contribute and engage in community life

- ✓ Delivered International Day of People with Disability events across Council. Brimbank Aquatic and Wellness Centre and Community Strengthening delivered a “Let’s all Move” Day with a variety of activities available to try. Keilor Basketball stadium provided an all-abilities sports day in collaboration with Variety Kids Australia.
- ✓ Communication boards have been developed at the Brimbank Aquatic and Wellness Centre and Sunshine Leisure Centre with input from Ability Australia.
- ✓ Coordinated community education sessions on mental health and wellbeing services provided through Brimbank Local.



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Key Priority Area Four – Improve accessibility to the built environment

Public spaces that are managed by Council are accessible and well maintained

- ✓ Most libraries and leisure centres have recharge points for wheelchairs and scooters. This initiative aims to support greater independence and mobility for people with disabilities, ensuring they can enjoy public amenities without worrying about running out of power.
- ✓ Updated the Community Services and Infrastructure Policy to recognise active community engagement and consultation are essential to ensuring services are responsive to addressing barriers to access and equity.
- ✓ Wayfinding signage changed at the Brimbank Community & Civic Centre to reference the Adult Accessible Change Facility located on the ground floor Customer Service area.



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Electronic Gambling Policy 2019

Community Report Card 2023-2024

Through its Electronic Gambling Policy 2019, Council seeks to reduce the economic, social and health harm associated with electronic gaming machines (EGMs) and other forms of electronic gambling in Brimbank. This Report Card provides a summary of key achievements during the 2023-2024 year.

Objective One: Advocate to Federal and State Governments for a safer gambling environment and stronger regulatory reforms to prevent and reduce harm.

- ✓ Council made a submission to the Public Accounts and Estimates Committee's Inquiry into the Victorian Auditor-General's reports no. 99: Follow up of Regulating Gambling and Liquor (2019) and no. 213: Reducing the Harm Caused by Gambling (2021). The Committee formally accepted Council's submission, and it has been published on the Parliament of Victoria's website as a public document.
- ✓ Council wrote to the Minister for Casino, Gaming and Liquor Regulation requesting that funding remains ongoing for the Victorian Responsible Gambling Foundation for a vital service that counters and supports the harms caused by gambling in Victoria and in particular the City of Brimbank.
- ✓ Council lodged a submission to the Victorian Gambling and Casino Control Commission (VGCCC), opposing the Braybrook Hotel's application to extend the trading hours of their gambling room from 1am to 3am, due to the proximity of the hotel to vulnerable communities in Brimbank. Braybrook Hotel subsequently withdrew their application.
- ✓ Council wrote to the Victorian Minister for Casino, Gaming and Liquor Regulation and Western Metropolitan Region State and Federal Members of Parliament calling on the Federal government to impose tougher regulations around the accessibility of gambling apps, games and promotions to children and to both Federal and State governments to provide support to children and families to treat gambling and gamification apps as health addictions.
- ✓ Participated in workshops with the Alliance for Gambling Reform regarding Victorian landmark reforms to reduce gambling related harm and money laundering.
- ✓ Maintained its status as a Leadership Council with the Alliance for Gambling Reform.

Objective Two: Minimise the impact of electronic gambling and promote alternatives that have positive economic, social and health outcomes

- ✓ Developed a Youth Engagement Resource, 'Start the Conversation' cards, which were piloted in four schools in Brimbank. Data showed that 70% of students received a better understanding about gambling harm. The Youth Engagement Resource will be used as part of the 'Be Ahead of the Game Program'.
- ✓ Delivered programming through libraries that provided alternatives to gambling for the community.
- ✓ Continued to partner with the St Albans Sports Club on a Gambling Harm Reduction Program, as part of the club's lease agreement with Council.

Objective Three: Increase understanding of and take action to prevent and reduce gambling related harm.

- ✓ Gambling-related information was updated on Council's website and social media, including current Electronic Gaming Machines (EGM) expenditure data, Council media releases, and programs that provide alternatives to gambling.
- ✓ Conducted the Resilient Youth Survey with high school students in Brimbank, which asked questions relating to online gaming and gambling, helping to increase understanding of gambling harm for young people.
- ✓ Supported communications and promoted activities during Gambling Harm Awareness Week in October 2023.



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Fairness, Equality and Respect: Brimbank Strategy for Gender Equality, Respectful Relationships and the Prevention of Family Violence 2019-2023

Community Report Card 2023-2024

This Report Card provides a summary of key achievements of Brimbank City Council's Fairness, Equality and Respect Strategy 2019-2023 over the past financial year. The strategy aims to promote gender equality and respectful relationships and prevent family violence and violence against women. Council is working internally, and with its partners and the broader community, to advance gender equality and prevent gender-based violence.

Priority 1: Promote gender equality

Council will work to address the underlying determinants and factors that lead to gender inequality.

- ✓ Assisted Brimbank soccer clubs to deliver female participation and leadership programs to help create pathways for women to play, coach, lead, and referee soccer.
- ✓ There were 46 female applications approved for In2Sport in 2023 to 2024, encouraging greater participation.
- ✓ Partnered with Victoria University Skills and Jobs Centre and MiCare to deliver the 'Your Career Your Way' program, aimed at supporting women re-entering the workforce. The initiative included providing tailored computing, digital devices, and shopping courses to 25 women aged 45 and over from Culturally and Linguistically Diverse (CALD) backgrounds.
- ✓ Funded by the Department of Health, the 'More Help for Mums and Dads' program offered first aid training to 60 parents. In addition, first aid information sessions were conducted in English, Vietnamese, and Burmese, benefiting over 40 parents all of whom successfully completed the course.
- ✓ An International Women's Day event was held in March 2024 in partnership with Watergardens Shopping Centre. The event featured Maria Dimopoulos as the keynote speaker along with a panel of local women from a range of backgrounds and perspectives on what embracing gender equality in the workplace means to them.
- ✓ On International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) in May 2024, Council conducted a ceremony raising the Pride Flag at the front of the Civic Centre for a week. Council also held an internal event which featured a panel of speakers discussing the importance of our continued efforts in promoting inclusivity and understanding within our workplace and community.
- ✓ Council's Early Years Team provided eight sessions of Playgroup Leadership Training to over 25 women, enhancing their knowledge and skills in managing playgroups.
- ✓ Council has successfully established a Rainbow Playgroup, offering a safe and welcoming space for gender-diverse communities and their families.



Attachment 12.8.5



Priority 2: Primary prevention of family violence and violence against women

Council will develop, implement and support initiatives - such as campaigns, projects and programs - to prevent family violence and violence against women before it occurs.

- ✓ Council continues to strengthen and support activities of community partners through the Brimbank Primary Prevention Community Network. The network aims to strengthen collaborative action to address primary prevention of gender-based violence in Brimbank.
- ✓ On 25 November 2023, Council unveiled the Reekiah O'Donnell Memorial Mural at West Sunshine Community Centre to mark the International Day for the Elimination of Violence Against Women and the start of the 16 Days of Activism Against Gender-Based Violence. The event honoured Reekiah O'Donnell's legacy with support from family, friends, and Safe Steps advocates, promoting gender equity and violence prevention.
- ✓ Council highlighted key campaign messages during 16 Days of Activism through visible messaging around key Council facilities, staff communications led by the Executive Leadership Team and a barbeque at the Operations Centre.
- ✓ Council implemented the Daughters of the West and Sons of the West programs with 40 Participants attending Sons of the West Programs and 40 participants attending Daughters of the West.
- ✓ Brimbank Youth Services supported Sexual Health Month initiatives delivered by the Department of Health, 16 Days of Activism delivered by Respect Victoria, and promoted Body Kind Youth Survey delivered by the Butterfly Foundation.
- ✓ A series of videos were developed by Brimbank Youth Services for Men's Mental Health Week, promoting positive coping strategies.

- ✓ Concepts regarding women's health and the menstrual cycle have been incorporated into the Body Image program, delivered by Brimbank Youth Services.
- ✓ Council was a partner in an LGBTQIA+ Safety Round Table in October 2023 and attended the webinar launch of the Safe Spaces report and toolkit, which included presentations and discussions about experiences creating safe spaces for women.
- ✓ Brimbank Libraries hold an overall collection of around 153,855 titles. Within this, 34,776 (22.6%) of the collection is identified as relating to Diversity, Equity and Inclusion. This includes 2,529 titles relating to First Nations Peoples of Australia, 3,402 titles relating to LGBTQIA+, 6,678 titles relating to Equity and Society issues.
- ✓ Libraries in Brimbank offered diverse programming throughout the year to celebrate inclusivity. Highlights included an LGBTQIA+ Trivia night hosted by local Drag Queen Gloss. The Brimbank Writers & Readers Festival featured discussions on migrant women, LGBTQIA+ history, and accessible reading formats for people with vision impairment. Five events were Auslan interpreted to enhance accessibility. Additionally, two libraries provided weekly programs catering to individuals with high needs, offering activities such as crafts, arts, storytelling, and special events with external facilitators.

Priority 3: Early intervention of family violence and violence against women

Council will work closely with family violence services to support victims of violence.

- ✓ Council's Family Violence Practitioner conducted 194 family violence assessments to support community members exposed to or experiencing family violence.
- ✓ Council continued to support staff experiencing family violence by providing access to support services, special leave and developing safety plans.

Priority 4: Advocate and partner

Council will undertake strategic advocacy at the local, state and commonwealth levels to lead, support and promote gender equality and prevention of family violence and violence against women.

Council will also partner with external agencies, community leaders and the community in planning, implementing and evaluating actions to promote gender equality, and prevent family violence and violence against women.

- ☒ Council continues to be represented on a range of networks, including the Municipal Association of Victoria Gender Equality and Preventing Violence Against Women and all forms of Gender-Based Violence Network, the Western Integrated Family Violence Committee, the Preventing Violence Together Partnership, the Action for Equity Partnership, and the Partners in Prevention state-wide network.
- ☒ Council is a co-chair of the 'Engaging Men Working Group', which includes representatives from service providers, community organisations and councils in Melbourne's west through the Preventing Violence Together Partnership.

Priority 5: Organisational and workforce development

Council will create and support training opportunities to build the skills and knowledge of staff in:

- understanding gender inequality, family violence and violence against women
- applying a "gender lens" to our work
- identifying and responding to family violence and violence against women.

Council will promote an organisational culture that is welcoming, inclusive and respectful to women and supports women's leadership at all levels.

Council will collect, analyse and report on sex-disaggregated data (where possible) to ensure continuous improvement of services and programs.

- ☒ Council continued to implement its workplace Gender Equality Action Plan as per the requirements of the Gender Equality Act 2020.
- ☒ Council delivered 57 training sessions to 970 staff from across the organisation on Gender Equality in the Workplace in partnership with local women's health network GenWest.
- ☒ Council undertook 21 Gender Impact Assessments on policies, programs and services that directly and significantly impact the community. Some of the policies, programs and services that had a Gender Impact Assessments included the Arts and Culture Strategy and the Epalock Crescent Kindergarten Redevelopment.
- ☒ Council partnered with Gender Works to undertake engagement with two departments to develop the Gender Balance Teams Research Project. The recommendations of this project will be used to strengthen gender equitable and inclusive workplace practice across the entire workforce.

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Homelessness Implementation Plan 2022-2024

Community Report Card 2023 - 2024

Council's Homelessness Implementation Plan (the Plan) reflects Council's commitment to support people in Brimbank without a home, following recommendations of the Homelessness Research Report. This Report Card provides a summary of key achievements over the financial year period.

Key Achievements

- ✓ The Homelessness Protocol continued to be implemented, providing an integrated, consistent and flexible process for Council officers to safely engage and support people experiencing homelessness. Between 1 July 2023 and 30 June 2024, Council received 105 homelessness notifications, and where suitable, referred people to homelessness services.
- ✓ Convened six bi-monthly Hotspots Group meetings, providing a forum for Council, police and service providers to support improved health, safety, amenity and wellbeing outcomes for communities in identified hotspots in Brimbank, using a holistic human rights-based approach.
- ✓ Attended Monthly drop-in emergency relief sessions at the Tin Shed to make Council services including libraries and early years accessible through outreach.
- ✓ Identified housing and homelessness as an advocacy priority in the Brimbank Advocacy Plan 2023-2025.
- ✓ Council libraries provided resources to people experiencing homelessness. As it is recognised that people without a fixed address have limited borrowing rights; access to computers, charging stations and library cards were provided to community members at four locations across Brimbank.
- ✓ Participated in monthly Assertive Outreach Network Meetings in the Western region to connect with homelessness and AOD support services.
- ✓ Lodged a submission to the Federal Government's forthcoming National Housing and Homelessness Plan, advocating for a Housing First model, assertive outreach and additional funding to the service system to end homelessness.
- ✓ Participated in the Inter-Council Affordable Housing Forum with representatives from State and local government and relevant agencies.
- ✓ Engaged with Homes Victoria, the Community Housing Industry Association (CHIA) and community housing providers to discuss opportunities to increase the supply of community housing in Brimbank.
- ✓ Promoted Homelessness Week on Council social media platforms to raise awareness.
- ✓ Supported the Salvation Army Western Metro Services Homelessness Week event for people experiencing or at risk of homelessness. Various Council and external services were in attendance and attendees were provided with free lunch, food parcels, hygiene packs, children's clothing and live music.
- ✓ Joined the Western Victorian Local Area Service Network as an associate member to support collaboration with local services.
- ✓ Libraries supported the Victorian Homelessness Network's 'Houses for Parliament' Campaign, to raise awareness about the urgent need for more social housing in the lead up to Homelessness Week in August 2024.



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Innovate Reconciliation Action Plan 2019-2021 – Extended to December 2023

Community Report Card – Summary of Key Achievements from June 2023 to July 2024

The Innovate Reconciliation Action Plan 2019-2021 (extended to December 2023) is Council's second Reconciliation Action Plan (RAP). It was developed in consultation with the Brimbank Aboriginal and Torres Strait Islander Consultative Committee, Traditional Custodians, local Aboriginal and Torres Strait Islander peoples. It builds on the strengths and achievements of our first Reconciliation Action Plan 2013-2017.

The RAP outlines priority actions around key three themes:
Relationships, Respect and Opportunities.

Key Achievements

Relationships

Council builds and maintains strong, meaningful and respectful relationships with Aboriginal and Torres Strait Islander community and network groups.

- ✓ Provided a range of “Now More Than Ever” themed activities for National Reconciliation Week 2024 that included:

First Nations craft activities and story time sessions.

Cultural Stories and Performance with Uncle Shane Charles

In partnership with the Islamic Museum Australia council hosted 2 art workshops with First Nations artist Aimee McCartney.

Simultaneous Film Screening- Wash My Soul in the Rivers Flow.



- ✓ Hosted the Brimbank Aboriginal and Torres Strait Islander Consultative Committee providing Council with advice on Aboriginal and Torres Strait Islander issues and supporting the ongoing implementation of the RAP.

- ✓ Hosted Brimbank Aboriginal and Torres Strait Islander Consultative Committee Ask Aunty/ Ask Uncle Q&A session for Council staff which focused on Mabo Day.
- ✓ Developed process for Brimbank City Council work areas to engage with Traditional Custodians and Brimbank Aboriginal and Torres Strait Islander Consultative Committee.
- ✓ Hosted monthly meeting with Brimbank Traditional Custodians, Wurundjeri Council and quarterly meeting with Bunurong Land Council - seeking to build relationships and provide guidance to Council on engaging Traditional Custodians.
- ✓ Continued to work in partnership with local Aboriginal organisations such as Victoria University Moondani Balluk, Western Region Local Government Reconciliation network, First Nation Local Government Network.
- ✓ Continued to work with West Melbourne Councils and IPC Health to maintain the Deadly Western Connections website which serves as a meeting place for the diverse Aboriginal and Torres Strait Islander peoples living in western Melbourne, to share stories, pay respect to Country and build community.

Key Achievements

Respect

Council demonstrates respect to the people and culture of Aboriginal and Torres Strait Islanders as a commitment towards reconciliation.

- ✓ Council announced a local Aboriginal Elder Aunty Jean Mason as the Brimbank Citizen of the Year in May 2024.
- ✓ Facilitated five Reconciliation Working Group meetings that champions and embeds reconciliation across Council.
- ✓ Facilitated Reconciliation Week and NAIDOC Week meetings in preparation of Reconciliation Week and NAIDOC Week.
- ✓ Continued to fly the Aboriginal and Torres Strait Islander flags at the Brimbank Community and Civic Centre.
- ✓ Ongoing acknowledgement of Brimbank Aboriginal and Torres Strait Islander Consultative Committee members meeting outcomes and achievements at Council Meetings.
- ✓ Developed media releases and social media posts to help the wider Brimbank community to learn more about Aboriginal and Torres Strait Islander cultures and contribute to achieving reconciliation in Brimbank.



Mural project honouring local Indigenous elders Aunty Joyce and Uncle Boots Cooper



NAIDOC Week celebrations

Key Achievements

Opportunities

Council advocates, in partnership with other relevant stakeholders, that Aboriginal and Torres Strait Islander people have equal access to local opportunities.



Cooinda, the first dedicated Aboriginal and Torres Strait Islander Community Centre in Brimbank

- ✓ Continued to work with an Aboriginal cultural advisor who is a respected Elder to provide guidance and cultural insight into supporting Cooinda's establishment.
- ✓ Continues to support Cooinda set up its governance structures.
- ✓ Successfully recruited Cooinda Coordinator.
- ✓ Approved a First Nations Lead designated position. This strategic leadership position, this strategic leadership position is an opportunity to lead and support the development of our brand-new First Nations unit while supporting the implementation of our Reconciliation Action Plan.

- ✓ Continued to program and deliver Aboriginal and Torres Strait Islander programs at the St Albans Community Centre and Cooinda Centre.
- ✓ Engaged Victorian-based Aboriginal-run businesses listed on the Council's social procurement database available to Council Officers.
- ✓ Engaged Narrap ('Country') Team - the Wurundjeri natural resource land management.
- ✓ Consulted with Traditional Custodians and Brimbank Aboriginal and Torres Strait Islander Consultative Committee to raise awareness of what January 26 means for Aboriginal and Torres Strait Islander people.
- ✓ Engaged Evolve Communities to deliver online Aboriginal Cultural Awareness Training for Council staff.
- ✓ Respectfully consulted with Aboriginal Elders and Traditional Custodians on matters related to cultural heritage management.



Community art project at St Albans Community Centre

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LGBTQIA+ Action Plan 2024 - 2028

Report Card November 2023 - June 2024

Brimbank City Council is committed to creating a safe and inclusive community that values ALL people and the diversity they bring through their sexualities, genders, ages, ethnicities, cultures and abilities.

Following the adoption of the LGBTQIA+ Action Plan 2024 - 2028 in November 2023, an implementation plan was developed covering the period to June 2024. This Report Card provides a snapshot of Council's work to achieve the goal of building a more welcoming and empowering community for those who identify as LGBTQIA+.

Focus Area 1: Health and Wellbeing

Aim: To strengthen social cohesion and connectedness and enable greater understanding and awareness of the LGBTQIA+ community.

- ✓ Brimbank City Council implemented its first ever Rainbow Play Group which allows LGBTQIA+ parents to meet other likeminded parents in a social support program
- ✓ Brimbank Youth Services has continued to:
 - host their LGBTQIA+ youth program, Crystal Queer
 - provide ongoing LGBTQIA+ support to local schools and their standout groups
- ✓ Brimbank Youth Services in collaboration with Maribyrnong Youth Services hosted their first LGBTQIA+ Youth Soiree in December 2023. The Soiree saw 54 young people attend from across Victoria. Local businesses supported the event and there was attendance by the Youth Service's teams from Hobsons Bay, Melton and Wyndham
- ✓ Brimbank Youth Services released their 4th iteration of their 'Bold Source' youth magazine which focused on the theme of 'Solidarity'. This edition saw a number of stories focus on LGBTQIA+ voices and experiences.

Focus Area 2: Safety and Safe Spaces

Aim: To ensure that Brimbank is safe for all communities. Our community infrastructure, programs and planning will be responsive to the needs of the LGBTQIA+ community and we will build strong systems and partnerships to ensure ongoing safety.

- ✓ Brimbank City Council hosted a number IDAHOBIT events such as a badge making session, Rainbow families morning tea and a film screening. An Intersectional Human Library event, allowed people to engage, learn and better understand how intersectional leaders have managed to use their identity in the workforce and still be successful in their own right. This event was a partnership with MatchWorks, GLOBE Victoria, Brimbank Learning Futures and Council
- ✓ Ongoing collaboration with Duke Street Community House on the 'Ida the Hobit and the Crystal Queer Deers' Podcast through the Crystal Queer program



Attachment 12.8.8

Focus Area 3: Inclusion and Empowerment

Aim: To ensure inclusion and empowerment of our LGBTQIA+ community, by encouraging leadership and partnership opportunities in our council, workplace and community and recognising and celebrating the contributions that LGBTQIA+ people make to Brimbank.

- ✓ The Brimbank Community Voice continues to have representation and a voice for LGBTQIA+ people within Brimbank with 7% of members identifying as LGBTQIA+.
- ✓ Brimbank City Council continues to celebrate and acknowledge a number of LGBTQIA+ awareness days:
 - Midsumma 2024 - saw over 300 people attend a Council run Midsumma events, including the annual Pride Pool Party.
- ✓ Brimbank City Council also marched as part of the Midsumma Pride March.
 - IDAHOBIT Day 2024 - Brimbank hosted a number of key IDAHOBIT events across multiple different departments. The events saw over 400 people attend.
- ✓ In addition, Brimbank City Council raised the LGBTQIA+ Progress Pride Flag event followed by a panel discussion including Kween Kong, Mitch Nivalis and hosted by Nathan McGlynn (Darling Boy Art).
 - Pride Month 2024 - Brimbank coordinated a Drag Trivia event in the Sunshine Library, which was hosted by local Transgender personality, Gloss. The event was attended by around 40 people in total.
 - Trans Awareness Week - Council ran an awareness campaign through various social media channels and networks and asked community members to suggest how to celebrate future awareness weeks.
- ✓ Brimbank City Council hosted other events, program and opportunities for a number of LGBTQIA+ performers and authors such as Brimbank Readers and Writers Fest 2024, Crystal Queer and more.

Focus Area 4: Organisational Leadership and Policy

Aim: To embed strong organisational leadership and advocacy, making sure we have sound data to back up our actions, initiatives and decisions and fostering a diverse, respectful and inclusive organisational culture.

- ✓ Brimbank City Council undertook a review of the inclusive and accessible LGBTQIA+ data collection questions regarding programs and services. This work is ongoing.



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Mental Wellbeing Plan 2022-2024

Community Report Card 2023-2024

This Report Card provides a summary of key achievements of Brimbank City Council's Mental Wellbeing Plan 2022-2024 over the past financial year. The plan aims to support improved mental wellbeing in the Brimbank community. The Victorian Department of Health defines mental wellbeing as 'a dynamic state of complete physical, mental, social, and spiritual wellbeing in which a person can develop to their potential, cope with the normal stresses of life, work productively and creatively, build strong and positive relationships with others and contribute to the community'.

'Supporting improved mental wellbeing' is a health and wellbeing priority for Brimbank City Council, and Council is working internally, and with its partners and the broader community, to achieve this goal.

Priority 1: Council as Advocate

These actions are focused on advocating for and influencing the delivery of new services and supports and building Council's knowledge-base and evidence of community need.

- ✓ Council developed the Brimbank Advocacy Plan 2023-2025, with Mental Health once again identified as a gold priority. Mental Health is also a priority for LeadWest, focussing on early intervention and youth mental health.
- ✓ Council welcomed the opening of a new Sunshine Mental Health and Wellbeing Centre, the new centre gives people experiencing acute mental illness access to urgent treatment in a specified and safe setting.
- ✓ The State Government committed \$10.2m to expand the Westside Lodge public residential rehabilitation facility, enabling staff to treat an additional 40 patients per year.
- ✓ Council submitted a MAV motion in May 2024, calling on the Victorian Government to accelerate the rollout of Mental Health Social Inclusion Action Groups across all Victorian LGAs.
- ✓ Council, in partnership with LeadWest, is advocating for \$200,000 from the State Government for a dedicated mental health program co-designed with and for young people. This project aims to work with service providers, health professionals and young adults to design a program tailored to their needs.



Attachment 12.8.9

Priority 2: Council as Enabler

Council is in a unique position to use multiple touch points to enable improved mental wellbeing including raising awareness of services and supports to help people navigate the system, promoting good mental health and wellbeing, building capacity to support mental wellbeing and by undertaking social inclusion initiatives aimed at vulnerable groups.

- ✓ Mental health directory resources which have emerged from stakeholder consultation are promoted to the community through publication on Council website to support a more centralised directory system in Brimbank.
- ✓ Council delivered the Tuning into Teens program, a six-session parenting program for parents of teens to help teens develop emotional intelligence.
- ✓ Council delivered Youth Mental Health First Aid (YMHFA) Training to teachers in schools that support young people aged between 12 and 18 years. The YMHFA program was delivered at Keilor Downs Secondary College.
- ✓ Council is a member of the Social Prescribing Project Control Group which is overseeing the implementation of social prescribing trials in the new Mental Health and Wellbeing Local services, including Brimbank.
- ✓ Digital literacy programs aimed at connecting community members at risk of isolation and loneliness were conducted in collaboration with Services Australia. Delahey Community Centre oversaw a Digital Literacy initiative in partnership with Jesuit Community College, while other Cyber Safety programming were offered across Council's neighbourhood houses.
- ✓ Council implemented a range of technological approaches to connecting community members at risk of isolation and loneliness. Library Services conducted digital literacy sessions for Burmese women and other marginalised ethnic communities. Council also established an iPad Learning Group which rotated through library branches. The program allows community members to loan an iPad from the library and attend six weekly sessions.
- ✓ Council has established a Mental Health and Wellbeing category as part of its Community Grants program. There were seven projects that were supported under the Mental Health and Wellbeing category totalling \$50,550 in 2023.
- ✓ During Mental Health Week 2023, Council hosted events focusing on social connection and staff wellbeing with activities and a panel discussion on upcoming mental health initiatives.
- ✓ Council ensured that the LGBTIQ+ Action Plan integrated inclusive practices into key services and programs to support positive mental wellbeing outcomes through social inclusion.
- ✓ Council continued to deliver a number of accessible, inclusive capacity-building intergenerational programs co-designed with community members to support mental wellbeing. The Young@Heart program supported young people to train adults and seniors on using social media and digital devices, while the Future Wood Workers Program supported Men and Women Shed participants to teach primary school students how to use tools and create woodwork items.
- ✓ Council enhanced community and staff awareness of volunteering opportunities and their health benefits during National Volunteer Week, 'Something for Everyone'. Training was provided to volunteers including an Online Wellbeing Workshop and The Resilience Project. The workshop focused on resilience strategies like gratitude, empathy, and mindfulness to support positive mental health and personal development.



- ✓ Council enhanced accessibility and inclusion in leisure, sport, and recreation facilities for those facing barriers to physical activity. This includes partnering with Live Life Get Active to offer no-cost beginner exercise sessions through In2Active, investing \$25,000 in Light Up Errington for nighttime access to sport grounds, and allocating \$40,000 for In2sport to subsidize children's sports participation. Council's KBNS Social Sports programs provided daytime activities like pickleball and walking basketball for seniors and shift workers, while the Ladies Daytime Basketball and Netball program included childcare services. In addition, Council supported DSA Ability's Unleashed Juniors and Adults program for individuals with disabilities to try local sports and invested \$20,000 in the Sons and Daughters of the West health program.
- ✓ Council conducted youth-oriented activities at two Sunshine CBD locations to enhance young people's community connections. At Visy Cares Hub, ten activations included performances, games, and food, engaging 145 young people with support from Youth Junction Inc. At Victoria University Sunshine Trades Campus, four holiday program days offered activities like outdoor soccer and pickleball, benefiting 53 young participants through partnerships with the Western Bulldogs Community Foundation and Football Empowerment. These initiatives aimed to foster belonging and community among young people.
- ✓ As part of Men's Health Week, Council offered several mental health-focused activities including healthy eating and cooking workshops, exercise, a woodwork session for father figures to connect with their children and other men, a sensory modulation workshop and a Yarning Circle.



Priority 3: Council as Facilitator

Council's unique cross-sectoral position can help create linkages and networks among service providers and with people with lived experiences. These actions are focused on engaging with stakeholders around partnerships that are based on new local services and networks.

- ✓ Continued the delivery of 'Inclusive Communities' collective impact program at the Brimbank Aquatic and Wellness Centre (BAWC) in partnership with tenant partners. The program engages different cohorts of people who are at risk of social isolation and poor mental wellbeing and has focused on carers and single parents.
- ✓ Through a partnership with cohealth, Council obtained 12-month funding to appoint a Mental Health and Wellbeing Partnerships Officer to identify opportunities to enable and improve access to mental health services for adults and older adults living in Brimbank.
- ✓ Council participated in a Western Metro Mental Health and Wellbeing Interim Regional Body Workshop and is a member of the Mid-West Alliance Network for Mental Health.
- ✓ Council implemented the Mental Health and Wellbeing Partnerships Project, through engagement with 11 teams across five different Council departments and ten external stakeholders across various community and clinical mental health settings in Brimbank. A strong working relationship has been developed with cohealth and linkages between Council, cohealth, and key mental health organisations in the municipality have been established.



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Safe and Inclusive Brimbank Strategy 2020–24

Implementation Plan Progress Report (July 2023 to June 2024)

This Report Card provides a snapshot of actions covering the period July 2023 to June 2024 that contribute to the goal of building a more welcoming and diverse community where people feel safe, included and able to contribute and participate.



Priority Area 1: Stronger Communities

This priority area focuses on building a community where people feel safer, crime is reduced, and residents are supported to feel included and actively contribute to the community.

- ✓ Delivered quarterly newsletters for Sunshine and St Albans town centres and conducted two Business Breakfasts, including information to help businesses and the community to prevent crime.
- ✓ Held over 40 activations throughout Sunshine and St Albans as part of the 'Enjoy Local' program, including Mother's Day, Easter, Christmas and regular Fridays in summer.
- ✓ Held story times at Brimbank Libraries for 227 children and families that focussed on health and safety, including a story time with Police on how to stay safe, two water safety sessions, one road safety session, and two sessions with a GP.
- ✓ Built capacity to keep our community safe online by:
 - Training 100 library staff on the psychology of scams.
 - Supporting 56 seniors to attend Scam Spotters and What is Artificial Intelligence (AI)? sessions, co-designed with seniors, designed to explore emerging technology and how to identify and avoid scams.
 - Supporting 33 young people to attend a session with cyber-safety expert, The Honest Conman, who used a combination of magic and comedy to teach young people about the many scams and threats circulating online.
- ✓ Delivered LGBTQIA+ inclusive programs at Brimbank Libraries, including an LGBTQIA+ Trivia night hosted by Brimbank local drag queen Gloss, and an 'In Conversation' on LGBTQIA+ history in the armed forces as part of the Brimbank Writers & Readers Festival.
- ✓ Implemented the 'Resilient Youth Australia Survey' to approximately 8,500 students across 13 primary and 10 secondary schools in Brimbank.
- ✓ Delivered the 'Unpacking Safety' program to 80 year eight boys in a Brimbank secondary school, helping them to identify areas they felt unsafe and develop positive personal safety plans.
- ✓ Partnered with the Department of Education to explore their 'Think Twice' life skills program, its relationship to the unpacking safety program and the potential to link key messages of both initiatives.
- ✓ Conducted youth activations at two locations in the Sunshine CBD:
 1. Visy Cares Hub – 10 activations occurred with young performers, games and food provided to 145 young people through a partnership with Youth Junction Inc.
 2. Victoria University Sunshine Trades Campus – 4 holiday program days occurred with outdoor soccer, pickle-ball and an indoor drop-in program provided to 53 young people through a partnership with the Western Bulldogs Community Foundation and Football Empowerment.
- ✓ Conducted two joint operations with police and city compliance officers to engage with local traders and improve community perceptions of safety in activity centres.

Priority Area 2: Safer Streets and Public Spaces

This priority area focuses on the design and maintenance of public places to enhance perceptions of safety and reduce opportunistic crime.

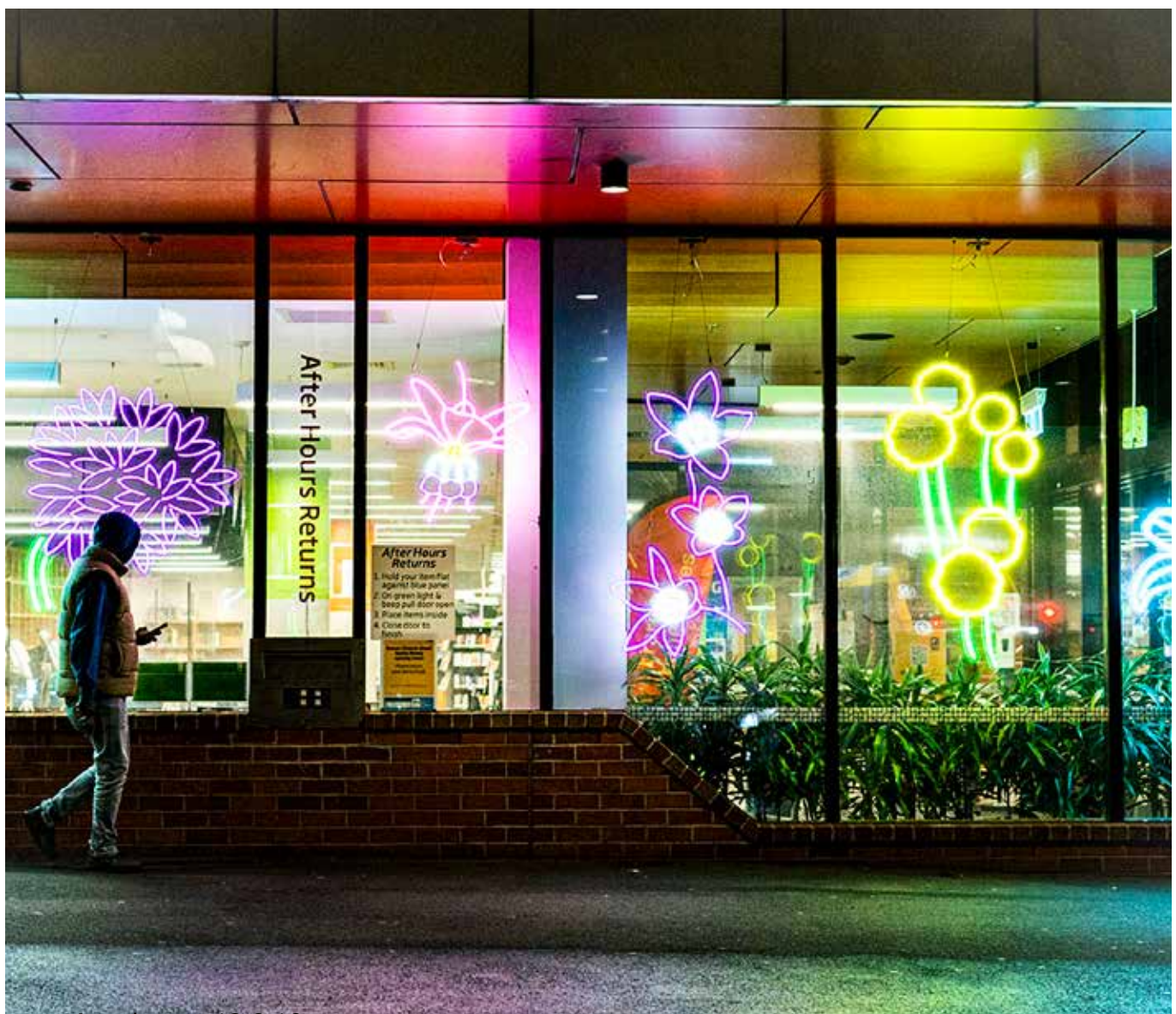
- ✓ Conducted 'Light Up Errington' two nights a week at Errington Reserve during winter, to activate the space after dark.
- ✓ Established a Youth Drop-In program at Errington Reserve to engage with local young people, in partnership with Victoria Police and St Albans Secondary College.
- ✓ Commenced a review of the CCTV Policy.
- ✓ Officially launched the Sunshine CCTV Project through a Ministerial event, to acknowledge the work and partnerships with Victoria Police and local traders.
- ✓ Delivered high-quality cleansing and waste services to the community, including the proactive collection and inspection of discarded syringes.
- ✓ Maintained all parks and gardens according to a high standard, through an ongoing maintenance and audit regime.
- ✓ Delivered lighting installations in Sunshine Library and St Albans Library windows along with street furniture and laneway lights.
- ✓ Maintained a safety focus in St Albans and Sunshine Town Centres through regular safety audits to reduce the risk of crime, in partnership with police.
- ✓ Completed landscape designs for Odessa Avenue Reserve, Noble Court, St Andrews Park, Station Waters Reserve and Kevin Flint memorial reserve, incorporating Crime Prevention Through Environmental Design (CPTED) principles, to ensure a high quality, safe design of public spaces across the municipality.
- ✓ Completed the East Esplanade Redesign and Rehabilitation Plan to reinvigorate St Albans Town Centre and introduced a proposal for two raised pedestrian crossings to encourage community use and safety.
- ✓ Commenced construction of the Princess Lane lighting project, to be completed by November 2024, to increase safety and amenity of the area.
- ✓ Prepared concept designs for Glengala Village Shopping Strip and Devonshire Road Sunshine that will improve pedestrian safety and improved amenity for all abilities.
- ✓ Installed wider footpaths along part of Glengala Road, Sunshine West to improve pedestrian safety.
- ✓ Installed raised thresholds in George Street Sunshine, to improve pedestrian safety and amenity for all abilities.



Priority Area 3: Strategic Partnerships

This priority area focuses on formal structures and partnerships, with Victoria Police, service providers and other stakeholders, as well as building community capacity to prevent crime.

- ✓ Convened quarterly meetings of the strategic Safety and Wellbeing Partnership co-convened by Council and Victoria Police. Partners include State Government, local service providers and stakeholders.
- ✓ Convened the Hotspot Working Group of police, service providers and stakeholders, to monitor and address community safety issues at identified 'hotspot' areas across Brimbank.
- ✓ Maintained strong partnerships with the Sunshine and St Albans Business Associations, through regular engagement and quarterly meetings of the Sunshine Rising and Go St Albans Partnership Groups
- ✓ Strengthened relationships between Council and Victoria Police, by establishing regular briefings and updates, sharing information, and cross-attendance at committees and events.
- ✓ Monitored publicly available crime and safety-related data, updating public community indicator Fact Sheets on crime, alcohol and other drugs, and family violence.



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Brimbank Volunteer Strategy

Report Card 2023-2024

Volunteering is recognised as a valuable part of life in Australia and is defined as 'time willingly given, for the common good and without financial gain'.

During this reporting period the central role of volunteering continues to foster identity and community connectedness. It highlights Brimbank's support for a socially inclusive community by providing opportunities for individuals to enrich their own and others' lives through their time and expertise. Despite significant changes in the volunteer landscape affecting services, programs, and retention, there is a continued commitment to responding to emerging trends and future opportunities. The goal is to maintain relevant systems and processes to mitigate isolation and loneliness, ensure social connectedness, and encourage civic and economic participation.



Focus Area 1

Ongoing commitment to volunteer participation, support and development

- ✓ 225 registered Brimbank City Council (BCC) volunteers across council programs. These include but not limited to, social support programs, home library service and neighbourhood houses.
- ✓ Ongoing delivery of Brimbank Community Register for vulnerable residents over the age of 50 and/or people with disability, enabling volunteers to connect with some of Brimbank's most vulnerable community members. Currently four volunteers make 60 calls per week. This program is currently under review.
- ✓ As part of National Volunteer Week (20 - 26 May), Council successfully delivered an online wellbeing workshop - Looking After Ourselves and a Small Acts Have a Big Impact training. Twenty-seven volunteers attended these sessions.

Focus Area 2

Volunteers are appreciated and celebrated

- ✓ 28 per cent of BCC volunteers speak more than one language which raises cultural awareness, strengthens community connections and fosters inclusivity across Brimbank's diverse community,
- ✓ To acknowledge International Volunteer Day in December, Council highlighted the altruistic efforts of volunteers by sharing their stories on its social media platforms.
- ✓ Annual Volunteer Rewards and Recognition luncheon held to celebrate and recognise the valuable contribution volunteers continue to give to the Brimbank municipality. This event recognised 63 volunteers, including two who achieved 25 years of continuous volunteering service.



Focus Area 3

Strengthen relationships with local and Regional Partners

- ✓ Volunteering Australia attended consultation of the refresh of 'The National Strategy' - Something for Everyone: charting a new course for volunteering. The need to be refreshed is to ensure the strategy is contemporary and inclusive of the diversity of volunteering and volunteers.
- ✓ Strengthening relationships and partnerships through key regional and metropolitan networks which include Volunteering Victoria Network Group, LGPRO Special Interest Group - Volunteering, neighbouring LGA's to further enhance collaborations and partnerships.
- ✓ Ongoing development and collaborations which strengthen connections and best practice with key local, regional and metropolitan networks that include Volunteering Victoria Network Group, LGPRO Special Interest Group - Volunteering, Western region LGA Volunteer Network Group, Volunteer West and Brimbank Disability Network Group.
- ✓ Attendance of Volunteering Victoria State Conference - Shake it up: Bold Change! 19 - 20 June 2024 The conference theme challenged the status quo, pushed the boundaries, and considered new possibilities in all things volunteering.



Focus Area 4

Service excellence through effective management practices

- ✓ Following the evaluation of Council's Volunteer Program, Council is progressing the recommendation to implement a volunteer framework and implementation plan.
- ✓ Ongoing utilisation of the Better Impact Online Volunteer Management Database as an intuitive and effective engagement tool for volunteers.
- ✓ 500+ residents have engaged in informal/ spontaneous volunteering across the organisation and municipality in the last financial year. The roles included environmental/climate change programs, participation in Friends of groups, civic/community events, advisory committee representation and community engagement panels.
- ✓ Over this reporting time, 30-35 active L2P volunteers contributed over 5,000 hours of driving time. 87 Learners received driving assistance and 19 Learners gained their P's. There is a current waitlist of between 40-50 learners.
- ✓ Brimbank's Environment Department have had 175+ dedicated volunteers. They planted in excess of 3,000 grasses and shrubs across the municipality.



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