

Health and Wellbeing Action Plan 2023-2025





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Acknowledgment of Country

We, in the spirit of Reconciliation, acknowledge the Wurundjeri People of the Kulin Nation as Traditional Custodians of the land now known as the City of Maroondah, where Indigenous Australians have performed age old ceremonies. We acknowledge and respect their unique ability to care for Country and their deep spiritual connection to it. We pay our respects to their Elders, past, present and emerging.

Health and Wellbeing Action Plan 2023-2025

The *Maroondah Liveability Wellbeing and Resilience Strategy 2021-2031* adopted on 18 October 2021 is Council's key social environment strategic plan that describes how Council and partners will work towards achieving enhanced community wellbeing, liveability and resilience over the next 10 years.

The strategy outlines a vision for the future of the municipality supporting the desired outcomes and key directions within *Maroondah 2040 - Our future together*. Through this Strategy and supporting action plans, Council and its partners will work towards a common agenda that is evidence informed and community driven.

To articulate the specific actions of Council in working towards the key directions in this strategy, a number of integrated action plans will be developed/reviewed and implemented.

These associated action plans will highlight the short- to medium-term priorities of Council in working towards the Strategy and be reviewed regularly during the lifespan of the Strategy to ensure they are responsive to community needs.

The *Health and Wellbeing Action Plan 2023-2025* outlines the priority actions and other related initiatives that Council will undertake to work towards many of the health and wellbeing outcomes of the *Maroondah Liveability Wellbeing and Resilience Strategy 2021-2031* during the 2023/24 and 2024/25 financial years.



A message from our Councillors

On behalf of Maroondah City Council, we are pleased to present the *Health and Wellbeing Action Plan 2023-2025*.



Left to right (back row): Cr Linda Hancock; Cr Mike Symon; Cr Paul Macdonald and Cr Suzy Stojanovic.
Left to right (front row): Cr Tony Dib OAM JP; Cr Tasa Damante, Deputy Mayor; Cr Rob Steane OAM, Mayor and Cr Kylie Spears.

The *Maroondah Liveability Wellbeing and Resilience Strategy 2021-2031* provides a clear framework and common agenda for Council and its partners to collectively work towards over the next 10 years to enhance the liveability, wellbeing and resilience of our community.

The *Health and Wellbeing Action Plan 2023-2025* outlines the priority actions and other related initiatives that Council will undertake to work towards many of the health and wellbeing outcomes of the *Maroondah Liveability Wellbeing and Resilience Strategy 2021-2031* from 2023/24 and 2024/25 financial years.

The key directions and priority actions are grouped under the six focus areas of the *Maroondah Liveability, Wellbeing and Resilience Strategy 2021-2031* and provide the structure for the *Health and Wellbeing Action Plan 2023-2025*.

Council is pleased to present this Action Plan to demonstrate Council's continued commitment to building health and wellbeing in Maroondah.



How we Plan

Council’s strategic documents are linked by an Integrated Planning Framework. The Framework seeks to ensure Council’s activities and resources are aligned in order to meet the aspirations, needs and expectations of the Maroondah community.

Maroondah 2040 – Our future together and the *Council Plan 2021-2025*, along with associated legislation and regulatory requirements provide the direction for Council strategy, policies, plans and service delivery. These strategic documents guide internal service delivery plans that identify service delivery activities and projects to be undertaken by Council to meet community needs and expectations.

The Framework includes a number of other key planning documents: Financial Plan, Asset Plan, Service Delivery Plans and Budget; as well as a range of supporting plans, strategies and policies adopted by Council. All community-focused plans, strategies and policies have been formally adopted by Council and can be accessed via Council’s website.





A strategy for liveability, wellbeing and resilience in Maroondah

Our Vision

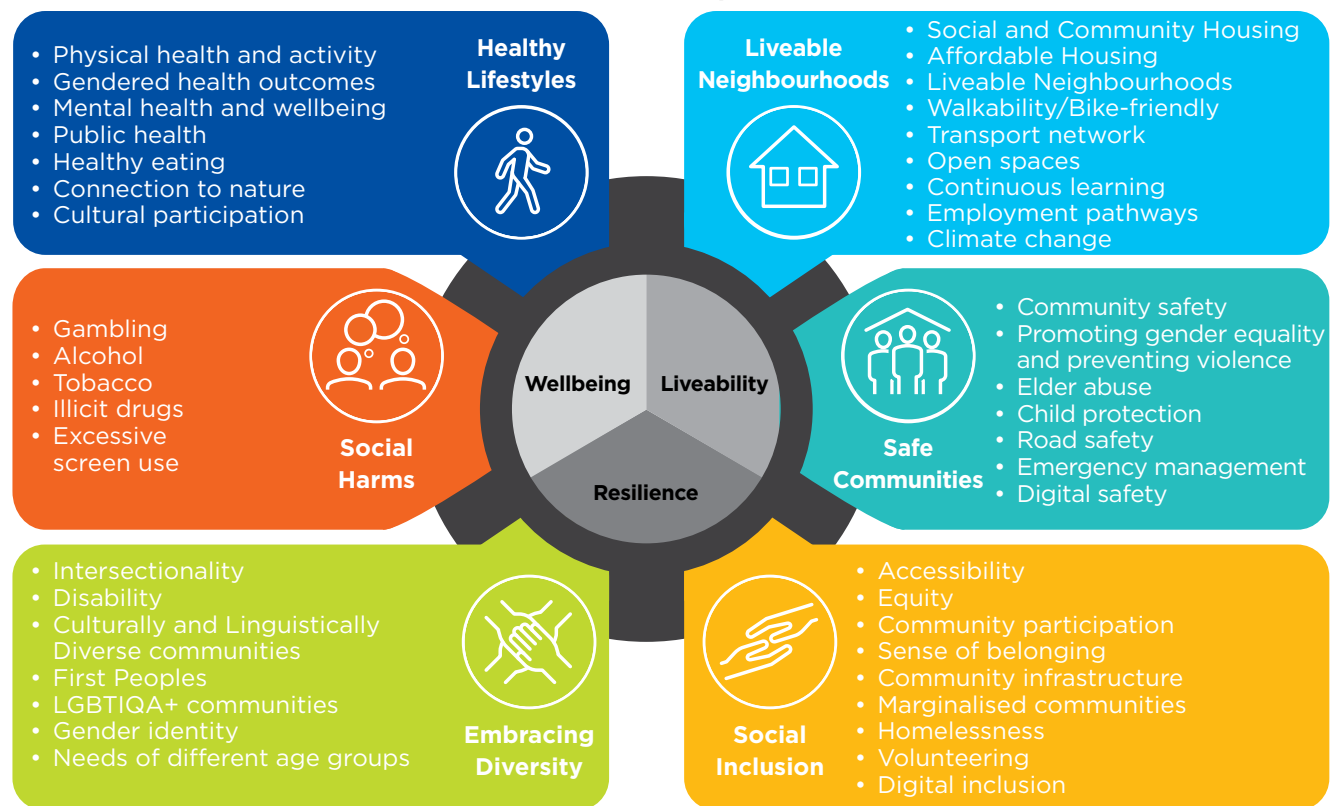
From the background research, community engagement and stakeholder input, the long-term vision for community wellbeing, liveability and resilience in Maroondah is:

In 2031, Maroondah will be a liveable, healthy and resilient community where everyone can belong, thrive and grow.

Our key focus areas

To deliver this vision and support the overall vision of *Maroondah 2040 - Our future together*, six focus areas have been identified that will create a framework for key directions and priority actions that Council will undertake to achieve this vision.

Our focus areas and priorities





Healthy lifestyles

Our vision: In 2031, Maroondah will be a healthy and active community where all people are physically and mentally well.

Our priorities

We will work towards healthy lifestyles in Maroondah by prioritising:

- Physical health and activity
- Gendered health outcomes
- Mental health and wellbeing
- Public health
- Healthy eating
- Connection to nature
- Cultural participation

Major initiatives during 2023-2025 period

Area of priority	Major initiatives
Physical health and activity	<ul style="list-style-type: none"> • Work in partnership with the Victorian Government to support the construction of a new Hospital in Maroondah to ensure the location and construction maximises community benefit. • Work with sporting clubs to offer and promote entry pathways and non-competitive opportunities to participants of all ages. • Develop and implement a Maroondah Play and Gathering Places Strategy. • Revise and implement Council's Physical Activity Strategy. • Develop and implement a Stadium Sports Strategy. • Implement the Victorian Government's Fair Access Policy Roadmap to work towards equitable access to sporting infrastructure. • Develop and implement a Golf Participation Plan to increase participation amongst women, children, CALD community and people with disabilities.
Gendered health outcomes	<ul style="list-style-type: none"> • Work in partnership to pilot the DadConnect program.
Mental health and wellbeing	<ul style="list-style-type: none"> • Lead and deliver collaborative mental health initiatives such as Maroondah Hoarding and Squalor Network and offer support opportunities for residents affected by hoarding behaviours and are motivated to implement change. • Implement a series of mental wellbeing promotion activities for the Maroondah community to facilitate community connections, reduce isolation, enhance mental wellbeing and connect with marginalised residents. • Partner with Communities of Wellbeing Inc to identify and progress positive psychology initiatives including building resilience, wellbeing literacy and community leadership capacity in Maroondah.
Public health	<ul style="list-style-type: none"> • Work in partnership with the North Eastern Public Health Unit (NEPHU) on a range of health protection and promotion initiatives. • Work in partnership with State Government and local agencies to raise community awareness of climate change impacts on physical and mental health.
Healthy eating	<ul style="list-style-type: none"> • Work in partnership to work towards policies and implementation plans that enhance the range of healthy options offered within Council owned facilities. • Offer the INFANT program (infant feeding, active play and nutrition) to Maroondah families to help parents with healthy eating and active play from the start of their baby's life. • Provide support to community gardens located on Council land across Maroondah.
Connection to nature	<ul style="list-style-type: none"> • Develop and strengthen a community culture of caring for the natural environment through the promotion of activities that connect people and nature such as providing guided bushland walks, tree planting initiatives and supporting bushland volunteers. • Identify key locations for providing additional liveability benefits from vegetation and prioritise these locations for new street tree, car park and open space plantings.
Cultural participation	<ul style="list-style-type: none"> • Present and support engaging arts and cultural experiences in non traditional spaces such as parks and open spaces and the Croydon Community Wellbeing Precinct. • Offer low-cost and accessible participatory arts and cultural experiential opportunities, supporting enhanced mental and physical health and wellbeing, as well as surprising, challenging and high-quality contemporary arts opportunities to engage community members of all ages, abilities and backgrounds.

Please see the full list of initiatives for the 2023-2025 period at the end of the Action Plan document

Case Study: DadConnect pilot program



In 2023/24, Council is partnering with Mensline Australia to deliver the 'DadConnect' pilot program. The program provides a stronger focus on connecting fathers with Council's Maternal and Child Health Service. Information and support will also be provided to fathers on strengthening child health and development and to increase their parenting confidence to reach out for support when difficulties arise. The 8-week program will be delivered by male facilitators at a council facility.

As part of the program, our maternal and child health nurses will create a more inviting environment for fathers, as well as supporting and empowering dads in their journey into fatherhood.

Expected benefits of the program for fathers include greater participation and inclusion in MCH services and family life, improvements in parenting practices and bonding with their child/ren, healthier relationships within families as well as greater awareness of available resources and support services. Fathers will also form relationships with other new dads in their community to provide mutual support.





Liveable neighbourhoods

Our vision: In 2031, Maroondah will be a network of liveable neighbourhoods with a range of opportunities to live, work and play locally.

Our priorities

We will work towards liveable neighbourhoods in Maroondah by prioritising:

- Social and Community Housing
- Affordable Housing
- Liveable Neighbourhoods
- Walkability and bike-friendly networks
- Transport networks
- Open spaces
- Continuous learning
- Employment pathways
- Climate change

Major initiatives during 2023-2025 period

Area of priority	Major initiatives
Social and Community Housing	<ul style="list-style-type: none"> Work in partnership to address the urgent need for increased social housing and advocate for a more effective homelessness service system through the regional Local Government Homelessness and Social Housing Charter.
Affordable Housing	<ul style="list-style-type: none"> Advocate to the Victorian and Australian Governments through the Eastern Affordable Housing Alliance for increases in social and affordable housing supply, finance and housing subsidies. Work in partnership to implement the Greening the Greyfields project to facilitate a sustainable approach to urban redevelopment in identified residential precincts.
Liveable Neighbourhoods	<ul style="list-style-type: none"> Utilise Liveable Neighbourhood development principles to inform and guide Council's Neighbourhood Activity Centre Development stakeholder engagement, investment attraction and infrastructure improvements. Develop a new Croydon Structure Plan and prepare a planning scheme amendment to incorporate the policy into the Maroondah Planning Scheme. Implement the Ringwood Metropolitan Activity Centre Master Plan including enhancing the Maroondah Highway boulevard and Staley Gardens.
Walkability/ Bike-friendly	<ul style="list-style-type: none"> Work in partnership to undertake renewal works on the Mullum Mullum Creek and Colchester Road shared trails. Review the Maroondah Bicycle Network Plan. Utilise the active travel enhancement plans of local activity centres to develop work programs (eg footpath construction in the Principal Pedestrian Network) and advocate for in funding applications to support development.
Transport network	<ul style="list-style-type: none"> Work in partnership with the Victorian Government to maximise improved urban environments and community accessibility through the removal of level crossings at Bedford Road Ringwood; Dublin Road Ringwood East and Coolstore Road Croydon; and the construction of new stations at Ringwood East and Croydon. Design and construct an activity centre carpark in Ringwood. Support the safety, connectivity and traffic flow improvements at the Canterbury Road and Waterloo Street, Great Ryrie Street and Sunset Drive intersections in Heathmont.
Continuous learning	<ul style="list-style-type: none"> Undertake full service needs analysis with reviews as required, for Victorian government 3 and 4 year old kindergarten reforms to inform the impact for our community, impact on infrastructure and advocacy needs for funding to enable these reforms in Maroondah. Implement the transition from ERL Corporation to 'Your Library Limited'. Work in partnership to deliver education initiatives that build resilience and capacity, including financial support programs, positive ageing, waste education, parent support and mental health and wellbeing.
Open spaces	<ul style="list-style-type: none"> Work in partnership to implement the Reimagining Tarralla Creek project and seek external funding for future stages of the project. Use Tree Ledger technology to measure and monitor Maroondah's tree canopy cover to protect and enhance Maroondah's canopy vegetation.

Area of priority	Major initiatives
Employment pathways	<ul style="list-style-type: none"> • Provide business support to established and emerging businesses as well as the opportunity to learn from industry leaders, including the annual BizWeek, to enhance local economic recovery and employment opportunities. • Implement a business-customer relationship management tool which will provide new evidence-based insight into business needs and will inform the projects and activities that Council will be delivering in the future. • Conduct the Maroondah Highway Precinct Review to facilitate the renewal of the precincts and support their ongoing role in employment provision in Maroondah.
Climate change	<ul style="list-style-type: none"> • Implement <i>Council's Sustainability Strategy 2022-2031</i>, including development of a Climate Change Plan integrating carbon reduction and climate adaptation measures. • Undertake flood mitigation works in Sherbrook Avenue catchment in Ringwood and work in partnership to develop flood mitigation solutions for central Croydon. • Continue membership of the Eastern Alliance for Greenhouse Action and participate in the Climate Change Adaptation Roadmap review. • Through the Victorian Energy Collaboration (VECO) project, continue to power Council-owned infrastructure with 100% renewable energy to reduce our carbon emissions and maintain Council's status as a Carbon Neutral organisation. • Deliver a Sustainability Symposium to share, discuss and celebrate best practice in sustainability and build community connections that generate ideas for local action.

Please see the full list of initiatives for the 2023-2025 period at the end of the Action Plan document

Case Study: Victorian Energy Collaboration (VECO) Project



Council will continue making substantial cost and emissions savings by powering its municipal offices, community buildings, leisure centres and sports grounds with 100 percent renewable energy.

Council is one of 51 Victorian councils to have switched to renewable energy through the Victorian Energy Collaboration (VECO), which enables Councils to source clean renewable energy generated from Victorian wind farms.

In the first year of joining VECO, Maroondah and fellow VECO Councils have collectively saved \$2.6 million in energy costs, while local carbon emissions have been cut by around 5900 tonnes. Not only does this benefit the environment, but it means savings can be redirected to other Council services and programs.

Maroondah's VECO investment is not only helping Council to reduce its operating costs, but also ensures we maintain our status as a Carbon Neutral organisation – further helping Council to achieve our emissions reduction.

Over the next two years, Council is also working towards developing a Climate Change Plan integrating carbon reduction and climate adaptation measures.





Safe communities

Our vision: In 2031, Maroondah will be an accountable community where all people feel and are safe.

Our priorities

We will work towards safe communities in Maroondah by prioritising:

- Community safety
- Promoting gender equality and preventing violence
- Elder abuse
- Child protection
- Road safety
- Emergency management
- Digital safety

Major initiatives during 2023-2025 period

Area of priority	Major initiatives
Community safety/ perception of safety	<ul style="list-style-type: none"> Undertake education and proactive activities in line with Council's Community Local Law 2023. Work in partnership to deliver the 'Reignite Croydon Lighting Project' which aims to add light, vibrancy and laneway improvement works to enhance perceptions of safety for pedestrians navigating the area at night. Continue to implement Crime Prevention through Environmental Design (CPTED) principles which include enhanced lighting, improved infrastructure, responsive removal of graffiti, landscape modification and activating public spaces. Deliver the EV's Hangout drop-in program to provide a safe and inclusive space for young people to socialise, connect with youth workers and access support services. Work in partnership with peak sporting bodies, recreation facilities, allied health and sporting clubs to deliver positive cultural change initiatives.
Promoting gender equality and preventing family and gender-based violence	<ul style="list-style-type: none"> Support the implementation the <i>Gender Equality Act 2020</i>, including the <i>Maroondah Gender Equality Action Plan 2021-2025</i>. Work in partnership to develop and support opportunities to promote gender equity and prevent family and gender-based violence, including the Free From Violence local government program.
Elder abuse	<ul style="list-style-type: none"> Work in partnership to deliver a range of programs and initiatives that aim to promote community awareness about elder abuse.
Child protection	<ul style="list-style-type: none"> Continue Council's ongoing commitment to the Victorian Child Safe Standards and continue to meet all legislative requirements.
Road safety	<ul style="list-style-type: none"> Work in partnership to coordinate road safety initiatives through the RoadSafe Eastern Metro Network.
Emergency management	<ul style="list-style-type: none"> Explore the development of resilience-based practices to enhance community cohesion and emergency preparedness. Work in partnership with local emergency service organisations and agencies to ensure the municipal emergency response, relief and recovery arrangements for Maroondah can be activated in the event of an emergency, incorporating best practice approaches to community-centred relief and recovery planning including ongoing community engagement to ensure services continue to meet community needs. Provide support to community relief agencies through the Maroondah Emergency Relief Network and explore opportunities to enhance future relief and recovery efforts.
Digital safety	<ul style="list-style-type: none"> Work in partnership to deliver Porn is not the Norm project which supports young people with autism, their families, carers and professionals to understand the intersection between pornography and autism. Work in partnership to deliver community education sessions for women to increase their online safety and privacy.

Please see the full list of initiatives for the 2023-2025 period at the end of the Action Plan document

Case Study: Council's role in emergencies



Council assists in emergencies such as the June 2021 storms which cause trees to fall on power lines as pictured.

Council has legislated responsibility to prepare, respond to and support the community to recover from emergencies. When emergencies occur, Council's focus is at the local level with support from the region and state as needed.

Maroondah could be impacted by a number of emergency events such as bushfire, major structure fire, severe storms, pandemic outbreaks, heatwaves, flooding or major transport accidents.

Over the next two years, Council will explore the development of resilience-based practices to enhance community cohesion and emergency preparedness in line with municipal emergency management planning arrangements.

Council will also continue to work in partnership with local emergency service organisations and agencies to ensure the municipal emergency response, relief and recovery arrangements can be activated in the event of an emergency, including ongoing community engagement to ensure services meet community needs.





Social inclusion

Our vision: In 2031, Maroondah will be an inclusive, accessible and equitable community where all people can participate, feel connected and experience a sense of belonging.

Our priorities

We will work towards social inclusion in Maroondah by prioritising:

- Accessibility
- Equity
- Community participation
- Sense of belonging
- Community infrastructure
- Marginalised communities
- Homelessness
- Volunteering
- Digital inclusion

Major initiatives during 2023-2025 period

Area of priority	Major initiatives
Accessibility	<ul style="list-style-type: none"> Continue to incorporate universal design principles into infrastructure planning, upgrades and maintenance to improve mobility and accessibility. Continue to provide the MaroondahConnect helpline to actively assist people to connect to practical and psychosocial supports and services relevant to their individual needs. Continue to enhance the inclusivity and accessibility of Council in-person and online services, particularly for those who are experiencing vulnerability or disadvantage. Develop a Maroondah Public Toilet Strategy and Action Plan.
Equity	<ul style="list-style-type: none"> Continue to require that Community Sports Infrastructure Fund applications include a gender self-assessment tool and action plan. Continue to ensure that Council's publications and materials reflect and celebrate our diverse community.
Community participation	<ul style="list-style-type: none"> Coordinate a series of community events that bring the community together with a diverse program of entertainment and activities for people of all ages and interests, including Maroondah Festival, Celebrate Maroondah, Australia Day and Carols. To strengthen community health and wellbeing outcomes, conduct a review of Council's Community Grants Program, including Small Equipment, Community Development, Emergency Relief as well as Arts and Culture. In partnership with VicHealth and Swinburne University of Technology, develop a framework to guide intergenerational best-practice in collaboration with young people and seniors.
Sense of belonging	<ul style="list-style-type: none"> Work in partnership to explore opportunities to connect residents within local neighbourhoods including social neighbourhood planning as part of Liveable Neighbourhoods.
Community infrastructure	<ul style="list-style-type: none"> Work in partnership to undertake the staged redevelopment of the Croydon Community Wellbeing Precinct to deliver new community hubs that meet the needs of all ages, abilities and backgrounds. Implement place activation; including installations, events, parklets and pop-up parks, to improve amenity and commercial viability, add vitality and create local places for people to be, enjoy and connect. Design the Karralyka redevelopment, and undertake staged redevelopment works.
Marginalised communities	<ul style="list-style-type: none"> Continue to work with Maroondah Community Assist to support the community.
Volunteering	<ul style="list-style-type: none"> Work in partnership with Eastern Volunteers and volunteer-involving organisations to strengthen capacity, membership and good governance. Work in partnership to foster volunteerism and create and promote meaningful and accessible volunteer opportunities, including supporting services provided by Eastern Volunteers.

Area of priority	Major initiatives
Digital inclusion	<ul style="list-style-type: none"> • Ensure Council continues to share important information from reputable community and government organisations to provide timely and accurate health and wellbeing updates. • Expand learning opportunities for older residents to encourage confident participation in digital social technology.
Homelessness	<ul style="list-style-type: none"> • Implement the Protocol for Assisting People Sleeping Rough in Public Places, ensuring a human rights focus.

Please see the full list of initiatives for the 2023-2025 period at the end of the Action Plan document

Case Study: Staged redevelopment of the Croydon Community Wellbeing Precinct.



Council is continuing to undertake the staged redevelopment the Croydon Community Wellbeing Precinct (CCWP). The CCWP will reflect and facilitate the community we aspire to be, where people know and support each other, and feel a strong sense of belonging. The Precinct will bring together a range of community services, programs and activities for people of all ages at a number of community hubs surrounded by green open space.

The precinct will enable improved pedestrian connectivity with links to Croydon Main Street, Croydon rail and bus interchange and Tarralla Creek Trail. The renewed community hubs will create opportunities for social connection; improved health and wellbeing; and exciting opportunities to bring together new learning experiences that raise the wellbeing of our community.

Hub B is now home to a range of user groups including Croydon Central Kindergarten, Maroondah Community Assist, Croydon Senior Citizens, Meals on Wheels, Maroondah Occasional Care, Croydon U3A, and Council’s Maternal and Child Health service. User groups are now experiencing the benefits of being co-located with other community groups and activities.

Council’s focus for the next two years is the development and construction of Hub A as a destination for wellbeing. Service provision and activation will include customer service, library, café, informal gathering and an events space, providing whole of lifespan activities across a range of multi-purpose spaces. Council will work closely with stakeholders to create spaces and activities that benefit the wellbeing of future visitors.

U3A
Croydon Senior Citizens
Maroondah Community
Meals on Wheels
Community meeting





Embracing diversity

Our vision: In 2031, Maroondah will be a harmonious community that celebrates and embraces diversity where all people are respected and valued.

Our priorities

We will work towards embracing diversity in Maroondah in Maroondah by prioritising:

- Intersectionality
- Disability
- Culturally and Linguistically Diverse communities
- First Peoples
- LGBTIQA+ communities
- Gender identity
- Needs of different age groups

Major initiatives during 2023-2025 period

Area of priority	Major initiatives
Intersectionality	<ul style="list-style-type: none"> Work in partnership to support and promote a range of awareness events that reflect the intersectional needs, diversity and priorities of our community.
Disability	<ul style="list-style-type: none"> Work in partnership to develop initiatives that improve social and community inclusion and participation for people with a disability and their carers. Implement the <i>Disability Action Plan 2022-2026</i>.
Culturally and Linguistically Diverse communities	<ul style="list-style-type: none"> Work in partnership with culturally and linguistically diverse key stakeholders to identify, develop and deliver targeted culturally appropriate initiatives that address specific needs and builds a sense of belonging, inclusion and connection. Work in partnership with agencies and community leaders to support translation services for CALD groups, understand local challenges and ensure distribution of key information to local communities. Finalise the review of the Migrant Resource Directory.
First Peoples	<ul style="list-style-type: none"> Celebrate and recognise First Peoples' culture through a diverse range of cultural activities and arts expressions through events such as Reconciliation Week and NAIDOC Week and services for children and young people. Work in partnership to develop and implement a new Maroondah Reconciliation Plan. Continue to partner with Mullum Mullum Indigenous Gathering Place and other key First Peoples' organisations to create new opportunities for inclusion, connection and participation in the community.
LGBTIQA+ communities	<ul style="list-style-type: none"> Commemorate IDAHOBIT Day (International Day Against Homophobia, Biphobia, Interphobia & Transphobia).
Gender identity	<ul style="list-style-type: none"> Develop LGBTIQA+ inclusive education opportunities for parents and carers around challenging gender stereotypes to encourage community inclusiveness of LGBTIQA+ individuals and communities.
Needs of different age groups	<ul style="list-style-type: none"> Provide universal access to safe, high quality and inclusive Maternal and Child Health services for all Maroondah children from birth to school age, to support parent and carer capacity to nurture and achieve optimal health, development and wellbeing. Develop an implementation plan to establish Maroondah as a Child Friendly City and Community, where the voices, needs, priorities and rights of children and young people are an integral part of public policies, programs and decisions. Continue to deliver the Maroondah Youth Wellbeing Advocates program to promote genuine engagement between Council and Maroondah's young people on matters that affect them and their communities, with a focus on youth wellbeing. Deliver the SWAT (Student Wellbeing Action Teams) program to upskill and empower young people to be able to create meaningful change and increase the wellbeing of other young people in Maroondah. Using the VicHealth Local Government Partnership funding, provide opportunities for young people to lead creative engagement projects at Maroondah Federation Estate during 2023/24. Deliver initiatives to support social connection, mental health and wellbeing as well as physical health, for older community members. Facilitate opportunities for new skills development, reablement or capacity building of seniors to maximise safe independence at home and in their community. Continue to promote a collaborative all-ages ageism program to address negative stereotyping and showcase 'any age' messages.

Please see the full list of initiatives for the 2023-2025 period at the end of the Action Plan document

Case study: Development of a new Reconciliation Plan



Over the next two years, Council will work in partnership with First Peoples consultants to develop a new Reconciliation Plan. The priorities and aspirations of the First Peoples community in Maroondah will be the driving force of the Reconciliation Plan.

Council will work with the Maroondah Reconciliation Partnership Group, who will oversee the development and implementation of the new Reconciliation Plan. The Partnership Group consists of a majority of First Peoples members and is co-chaired by Wurundjeri Elders.

Council's employee Reconciliation Network will support the development and implementation of the Reconciliation Plan and continue to foster trusting and respectful relationships between First Peoples, Council and the broader Maroondah community.





Social harms

Our vision: In 2031, Maroondah will be a socially responsible community that inspires positive choices and reduces impacts from harmful social behaviours.

Our priorities

We will work towards addressing social harms in Maroondah by prioritising:

- Gambling
- Alcohol
- Tobacco
- Illicit drugs
- Excessive screen use

Major initiatives during 2023-2025 period

Area of priority	Major initiatives
Gambling	<ul style="list-style-type: none"> Continue to work in partnership with the Alliance for Gambling Reform to advocate for minimising harm from gambling.
Alcohol	<ul style="list-style-type: none"> Work in partnership to support primary prevention initiatives that address alcohol related harm. Develop a Community Facilities Alcohol Policy to support the creation of family-friendly environments at Council owned facilities, including a focus on primary prevention and education.
Tobacco	<ul style="list-style-type: none"> Consider an expansion of smoke-free areas under the Community Local Law 2023. Develop Maroondah Tobacco Policy to reduce uptake of minors smoking and vaping.
Illicit drugs	<ul style="list-style-type: none"> Support organisations to provide outreach services or facilitate research, or education opportunities that works towards minimising illicit drug related harm in the local community.
Excessive screen use	<ul style="list-style-type: none"> Provide information to the community about the risks of excessive screen use.

Please see the full list of initiatives for the 2023-2025 period at the end of the Action Plan document

Case Study: Partnerships and initiatives to minimise alcohol-related harm



Council continues to work in partnership with diverse stakeholders to minimise alcohol-related harm in the community through joint advocacy, education and promoting safer alcohol cultures and environments.

Over the next two years, Council will continue to strengthen partnerships and undertake primary prevention initiatives that address alcohol related harm.

Council will develop a Community Facilities Alcohol Policy to support the creation of family-friendly environments at Council owned facilities. Council will also continue to provide responses to liquor licence applications to ensure appropriate density.

Key Directions and proposed actions

This section presents all the actions in the *Health and Wellbeing Action Plan 2023-2025*.



Healthy Lifestyles

Physical health and activity

Actions	Major initiatives
Key Direction 1.1	
Work in partnership to promote physical health, through the delivery of accessible initiatives, programs and services.	
1.1.1 Work in partnership with the Victorian Government to support the construction of a new Hospital in Maroondah to ensure the location and construction maximises community benefit.	<ul style="list-style-type: none"> •
1.1.2 Work with sporting clubs to offer and promote entry pathways and non-competitive opportunities to participants of all ages.	<ul style="list-style-type: none"> •
1.1.3 Coordinate a series of physical activity events such as Maroondah NightRun and Run Maroondah.	
1.1.4 Implement the recommendations from the Aquahub Gymnastics Feasibility Study.	
Key Direction 1.2	
Provide and enhance accessible active and passive open spaces, active travel infrastructure, sporting precincts and integrated recreation facilities, to increase opportunities for and participation in physical activity.	
1.2.1 Develop and implement a Maroondah Play and Gathering Places Strategy.	<ul style="list-style-type: none"> •
1.2.2 Revise and implement Council's Physical Activity Strategy.	<ul style="list-style-type: none"> •
1.2.3 Develop and implement a Stadium Sports Strategy.	<ul style="list-style-type: none"> •
1.2.4 Seek funding to improve tennis court lighting to improve safety for players, cater for increased demand and night competition.	
1.2.5 Seek external funding and progress actions identified in Norwood Reserve and Woodland Park Enhancement Plans.	
1.2.6 Continue the development of the Jubilee Park Open Space Enhancement.	
1.2.7 Implement Council's annual sportsfield improvement program.	

Physical health and activity

Actions	Major initiatives
Key Direction 1.3	
Work in partnership to provide safe, inclusive and accessible environments and opportunities for all community members to undertake physical activity.	
1.3.1 Implement the Victorian Government's Fair Access Policy Roadmap to work towards equitable access of sporting infrastructure.	<ul style="list-style-type: none"> •
1.3.2 Develop and implement a Golf Participation Plan to increase participation amongst women, children, CALD community and people with disabilities.	<ul style="list-style-type: none"> •
1.3.3 Encourage female participation in physical activity by implementing actions from the Equally Active Strategy.	
1.3.4 Work in partnership to encourage the active participation of Maroondah's senior residents, including supporting the promotion, availability and uptake of physical activities such as Come and Try Day, walking sports, community groups and local activity expo.	
1.3.5 Provide a range of accessible services and activities that develop the physical health and wellbeing of children, young people and their families, in Maroondah.	
1.3.6 Deliver inclusive and accessible health and fitness programs, products and services including personal training, small group training, active adults, teen gym, group fitness and exercise prescription.	
1.3.7 Explore funding opportunities to provide support for marginalised people to access leisure facilities.	
1.3.8 Work in partnership with Tennis Victoria to develop an Access and Diversity Plan to increase participation for under-represented groups.	

Gendered health outcomes

Actions	Major initiatives
Key Direction 1.4	
Work in partnership to provide services and initiatives that support gendered health outcomes including known health risks, heart disease, cancer, physical activity, maternal health, parenting, healthy masculinities, reducing stigma and supporting those who are marginalised.	
1.4.1 Work in partnership to pilot the DadConnect program.	<ul style="list-style-type: none"> •
1.4.2 Develop and implement programs and initiatives to support men's health and wellbeing.	
1.4.3 Work in partnership to continue to support, educate and engage fathers with maternal and child health services by encouraging and supporting fathers to attend appointments, new parent groups, sleep and settling programs, as well as providing material and education specific to fathers.	
1.4.4 Work in partnership to improve parent, caregiver and infant mental health outcomes.	

Mental health and wellbeing

Actions	Major initiatives
<p>Key Direction 1.5</p> <p>Work in partnership to promote awareness of mental health, build the capacity of the community to navigate mental health challenges, and advocate for and support at-risk community members to access services.</p>	
<p>1.5.1 Lead and deliver collaborative mental health initiatives such as Maroondah Hoarding and Squalor Network and offer support opportunities for residents affected by hoarding behaviours and are motivated to implement change.</p>	<ul style="list-style-type: none"> •
<p>1.5.2 Facilitate the Maroondah Community Health and Wellbeing Advisory Committee to provide advice and input to Council on a range of issues and projects.</p>	
<p>1.5.3 Explore the feasibility of integrating a mental health specialist within the Maternal and Child Health Enhanced Service team.</p>	
<p>Key Direction 1.6</p> <p>Work in partnership to promote awareness of mental wellbeing and using prevention and strength-based approaches to build the resilience of the community and enhance their wellbeing.</p>	
<p>1.6.1 Implement a series of mental wellbeing promotion activities for the Maroondah community to facilitate community connections, reduce isolation, enhance mental wellbeing and connect with marginalised residents.</p>	<ul style="list-style-type: none"> •
<p>1.6.2 Partner with Communities of Wellbeing Inc to identify and progress positive psychology initiatives including building resilience, wellbeing literacy and community leadership capacity in Maroondah.</p>	<ul style="list-style-type: none"> •
<p>1.6.3 Work in partnership with the Victorian Government to deliver the Maroondah Positive Education Network, which aims to raise student, staff and community wellbeing, engagement and achievement.</p>	

Public health

Actions	Major initiatives
<p>Key Direction 1.7</p> <p>Work in partnership to implement a preventative approach to addressing current and emerging public health issues, including communicable diseases and drug-resistant infections, and chronic diseases.</p>	
1.7.1 Work in partnership with the North Eastern Public Health Unit (NEPHU) on a range of health protection and promotion initiatives.	•
1.7.2 Provide a public immunisation program that offers all vaccines covered on the National and Victorian Immunisation Programs including Maroondah’s enhanced Immunisation Program for hard to reach/marginalised community members.	
1.7.3 Support community and business through educational programs about communicable diseases, including Food Safety training, one on one discussions, newsletters and customer access to information through the Maroondah website and social media channels.	
1.7.4 Consider how climate change will affect environmental health teams and services (including the delivery of disease surveillance and investigation, regulatory and emergency management functions, as well as the impact of wood smoke).	
1.7.5 Continue to provide information to the community and businesses to ensure COVID safe measures are understood. Provide information that is accessible, repeated, includes translations and is provided in different formats.	
1.7.6 Ensure Council partners with reputable and appropriate community and commercial organisations to provide effective leadership and responses to health and wellbeing	
<p>Key Direction 1.8</p> <p>Work in partnership to advocate for and support the community to minimise the health impacts of climate change, with a focus on marginalised groups.</p>	
1.8.1 Work in partnership with State Government and local agencies to raise community awareness of climate change impacts on physical and mental health.	•

Healthy eating

Actions	Major initiatives
<p>Key Direction 1.9</p> <p>Provide leadership in healthy eating through the promotion of healthier food and drink options for Council facilities, events, spaces and places</p>	
1.9.1 Work in partnership to work towards policies and implementation plans that enhance the range of healthy options offered within Council owned facilities.	•

Healthy eating

Actions	Major initiatives
<p>Key Direction 1.10</p> <p>Work in partnership to promote healthy eating through community education, initiatives and service delivery.</p>	
<p>1.10.1 Offer the INFANT program (infant feeding, active play and nutrition) to Maroondah families to help parents with healthy eating and active play from the start of their baby's life.</p>	<ul style="list-style-type: none"> •
<p>1.10.2 Continue to work in partnership to deliver nutritionally sound meals to the community, including residents who receive Commonwealth Home Support and marginalised communities.</p>	
<p>Key Direction 1.11</p> <p>Encourage and promote sustainably grown local produce, enhanced food security and facilitate social inclusion.</p>	
<p>1.11.1 Provide support to community gardens located on Council land across Maroondah.</p>	<ul style="list-style-type: none"> •

Connection to nature

Actions	Major initiatives
<p>Key Direction 1.12</p> <p>Enhance Maroondah's canopy vegetation, habitat corridors, parklands, bushlands and waterways to promote mental wellbeing, facilitate physical activity, encourage social connection and build community connection to the natural environment.</p>	
<p>1.12.1 Develop and strengthen a community culture of caring for the natural environment through the promotion of activities that connect people and nature such as providing guided bushland walks, tree planting initiatives and supporting bushland volunteers.</p>	<ul style="list-style-type: none"> •
<p>1.12.2 Identify key locations for providing additional liveability benefits from vegetation and prioritise these locations for new street tree, car park and open space plantings.</p>	<ul style="list-style-type: none"> •
<p>1.12.3 Promote the value of nature play and key local places suitable for fostering nature play.</p>	
<p>1.12.4 Work in partnership to maintain bushland reserves including native planting, investigating tree decline, as well as conducting works to maintain and promote biodiversity.</p>	
<p>1.12.5 Seek funding to participate in citizen science activities such as the City Nature Challenge and Great Southern Bioblitz.</p>	
<p>1.12.6 Explore opportunities for new lighting installations in reserves which are sensitive to the surrounding natural environment.</p>	

Cultural participation

Actions	Major initiatives
<p>Key Direction 1.13</p> <p>Work in partnership to curate arts and cultural activities, installations and activations to promote health and wellbeing and encourage social connection.</p>	
<p>1.13.1 Present and support engaging arts and cultural experiences in non traditional spaces such as parks and open spaces and the Croydon Community Wellbeing Precinct.</p>	<ul style="list-style-type: none"> •
<p>1.13.2 Offer low-cost and accessible participatory arts and cultural experiential opportunities, supporting enhanced mental and physical health and wellbeing, as well as surprising, challenging and high-quality contemporary arts opportunities to engage community members of all ages, abilities and backgrounds.</p>	<ul style="list-style-type: none"> •
<p>1.13.3 Encourage the recovery of the arts and creative industries and participation of the community, in light of the COVID-19 pandemic. This includes increased opportunities for Maroondah artists and creatives, and working with arts, community and creative industry stakeholders to further identify priorities for arts and cultural recovery.</p>	
<p>1.13.4 Develop and extend the arts trail strategy including the Maroondah Art Trail and the Ringwood Urban Art Tour, and introduce a Croydon public art and heritage trail to promote local artists and showcase the unique character of areas within Maroondah, their communities and heritage.</p>	
<p>1.13.5 Further develop existing key exhibition, performance and arts programs at Wyreena Community Arts Centre, Karralyka Centre, Maroondah Federation Estate and Realm.</p>	



Liveable Neighbourhoods

Social and Community Housing

Actions	Major initiatives
Key Direction 2.1	
Work in partnership to increase investment in accessible, high-quality, safe and well-located social and community housing.	
2.1.1 Work in partnership to address the urgent need for increased social housing and advocate for a more effective homelessness service system through the regional Local Government Homelessness and Social Housing Charter.	<ul style="list-style-type: none"> •
2.1.2 Work in partnership to support and facilitate modern, affordable and safe housing in Maroondah as part of the planning permit process, including housing as part of the Victorian Government Big Housing Build program.	

Affordable Housing

Actions	Major initiatives
Key Direction 2.2	
Advocate and promote a diverse range of high-quality, innovative and affordable housing options to meet the needs of all income levels and life-stage requirements.	
2.2.1 Advocate to the Victorian and Australian Governments through the Eastern Affordable Housing Alliance for increases in social and affordable housing supply, finance and housing subsidies.	<ul style="list-style-type: none"> •
2.2.2 Work in partnership to implement the Greening the Greyfields project to facilitate a sustainable approach to urban redevelopment in identified residential precincts.	<ul style="list-style-type: none"> •
2.2.3 Monitor the standards of Rooming Houses and prevent illegal rooming houses.	

Liveable Neighbourhoods

Actions	Major initiatives
<p>Key Direction 2.3</p> <p>Facilitate an integrated network of thriving liveable neighbourhoods across Maroondah that facilitate a sense of belonging and healthy lifestyles, that also enable access to key services and amenities; and education and employment opportunities; and places of connection.</p>	
2.3.1 Utilise Liveable Neighbourhood development principles to inform and guide Council’s Neighbourhood Activity Centre Development stakeholder engagement, investment attraction and infrastructure improvements.	•
2.3.2 Develop a new Croydon Structure Plan and prepare a planning scheme amendment to incorporate the policy into the Maroondah Planning Scheme.	•
2.3.3 Implement the Ringwood Metropolitan Activity Centre Master Plan including enhancing the Maroondah Highway boulevard and Staley Gardens.	•
2.3.4 Identify new localities for Liveable Neighbourhood planning and activations and develop a methodology for neighbourhood planning and enhancements across the municipality.	
2.3.5 Undertake a review of the Maroondah Planning Scheme, including the Local Planning Policy Framework.	
2.3.6 Advance planning to reinforce the sense of place and Liveable Neighbourhoods to enable people the choice to live local through the provision of services and daily needs from across a network of neighbourhoods within Maroondah.	

Walkability/Bike-friendly

Actions	Major initiatives
<p>Key Direction 2.4</p> <p>Work in partnership to facilitate local neighbourhood networks that are walkable and bike-friendly, and promote active travel of all ages, abilities and backgrounds.</p>	
2.4.1 Work in partnership to undertake renewal works on the Mullum Mullum Creek and Colchester Road shared trails.	•
2.4.2 Review the Maroondah Bicycle Network Plan.	•
2.4.3 Utilise the active travel enhancement plans of local activity centres to develop work programs (eg footpath construction in the Principal Pedestrian Network) and advocate for in funding applications to support development.	•
2.4.4 Work in collaboration towards the implementation of the Eastern Regional Trails Strategy, including the Ringwood to Croydon shared user path.	
2.4.5 Continue to maintain relationships with schools with active travel plans and deliver initiatives that educate and encourage school communities to be confident to undertake more trips to school by public and active transport.	
2.4.6 Continue to construct and improve walking and cycling connections that connect community facilities such as schools, shops, parks and transport hubs.	
2.4.7 Develop a Council transport strategy that integrates all of Council’s transport position statements.	

Transport network

Actions	Major initiatives
<p>Key Direction 2.5</p> <p>Advocate and work in partnership to enable an integrated network of safe, accessible and efficient transport options, including public transport, that meet the needs of people of all ages, abilities and backgrounds.</p>	
<p>2.5.1 Work in partnership with the Victorian Government to maximise improved urban environments and community accessibility through the removal of level crossings at Bedford Road Ringwood; Dublin Road Ringwood East and Coolstore Road Croydon; and the construction of new stations at Ringwood East and Croydon.</p>	<ul style="list-style-type: none"> •
<p>2.5.2 Design and construct an activity centre carpark in Ringwood.</p>	<ul style="list-style-type: none"> •
<p>2.5.3 Support the safety, connectivity and traffic flow improvements at the Canterbury Road and Waterloo Street, Great Ryrie Street and Sunset Drive intersections in Heathmont.</p>	<ul style="list-style-type: none"> •
<p>2.5.4 Participate in the Eastern Transport Coalition to ensure Maroondah’s priority public transport projects are included in the advocacy campaigns for public transport network enhancements for Melbourne’s East.</p>	
<p>2.5.5 With consideration to Maroondah’s Parking Framework, consolidate Maroondah’s multiple parking permit policies and processes into a single Council parking permit policy.</p>	
<p>2.5.6 Continue to advocate to the Australian and Victorian Governments for provision of new and upgraded transportation infrastructure in Maroondah, including public transport enhancements, accessibility and safety improvements.</p>	

Continuous learning

Actions	Major initiatives
Key Direction 2.6 Plan, advocate and facilitate improved access and opportunities for continuous learning for people of all ages, abilities and backgrounds.	
2.6.1 Undertake full service needs analysis with reviews as required, for Victorian government 3 and 4 year old kindergarten reforms to inform the impact for our community, impact on infrastructure and advocacy needs for funding to enable these reforms in Maroondah.	•
2.6.2 Support the implementation of the transition from ERL Corporation to 'Your Library Limited'.	•
2.6.3 Work in partnership to deliver education initiatives that build resilience and capacity, including financial support programs, positive ageing, waste education, parent support and mental health and wellbeing.	•
2.6.4 Work with key stakeholders to explore and implement strategies to improve outcomes during key life stage transitions, including from kindergarten to primary school, primary school to secondary school, education to workforce and workforce to retirement.	
2.6.5 Provide support to Maroondah's community houses and collaborate on lifelong learning initiatives.	
2.6.6 Provide a high-quality early childhood education and care service, inclusive of the needs of vulnerable families.	
2.6.7 Encourage opportunities amongst senior residents for lifelong learning including understanding and using technology.	
2.6.8 Work in partnership to enhance the capacity of the Eastern Metropolitan Region aged care sector to deliver high-quality services to senior residents.	

Open spaces

Actions	Major initiatives
Key Direction 2.7 Promote and enhance Maroondah's active and passive open spaces to provide opportunities for connection, exercise, play and enjoyment for all people.	
2.7.1 Work in partnership to implement the Reimagining Tarralla Creek project and seek external funding for future stages of the project.	•
2.7.2 Use Tree Ledger technology to measure and monitor Maroondah's tree canopy cover to protect and enhance Maroondah's canopy vegetation.	•
2.7.3 Advocate for major investment into restoring the condition of natural and cultural waterways and their surrounds to improve habitat corridor function and passive recreational access and use, including the Mullum Mullum Creek.	

Employment pathways

Actions	Major initiatives
<p>Key Direction 2.8</p> <p>Work in partnership to facilitate local employment pathways with a focus on young people, people with a disability, along with people experiencing mid-career transition and seeking to re-enter the workforce.</p>	
<p>2.8.1 Provide business support to established and emerging businesses as well as the opportunity to learn from industry leaders, including the annual BizWeek, to enhance local economic recovery and employment opportunities.</p>	<ul style="list-style-type: none"> •
<p>2.8.2 Implement a business-customer relationship management tool which will provide new evidence-based insight into business needs and will inform the projects and activities that Council will be delivering in the future.</p>	<ul style="list-style-type: none"> •
<p>2.8.3 Conduct the Maroondah Highway Precinct Review to facilitate the renewal of the precincts and support their ongoing role in employment provision in Maroondah.</p>	<ul style="list-style-type: none"> •
<p>2.8.4 Work in partnership to develop and implement the Bayswater Business Precinct Transformation Strategy and investigate and implement opportunities to enhance business capability, digital connection, skill development, employment and education pathways for the manufacturing sector.</p>	
<p>2.8.5 Partner with key stakeholders to help connect young people and their families to reliable information and opportunities around education, training, career planning and employment.</p>	
<p>2.8.6 Continue to develop partnerships with a focus on strengthening local business and job creation, including partnerships with education providers and business to enhance local employment pathways.</p>	
<p>2.8.7 Identify and explore opportunities that support diverse employment for people with disabilities between the business sector and community organisations.</p>	
<p>2.8.8 Encourage local businesses to consider volunteer positions/work placement for people with disabilities to create a learning employment pathway.</p>	
<p>2.8.9 Facilitate co-working opportunities and spaces in Maroondah to enable collaboration, local innovation, flexible working and work locations close to home.</p>	

Climate change

Actions	Major initiatives
Key Direction 2.9	
Foster liveable places and spaces for our community that are capable of adapting to climate change and responding to current and future risks.	
2.9.1 Implement Council's <i>Sustainability Strategy 2022-2031</i> , including development of a Climate Change Plan integrating carbon reduction and climate adaptation measures.	<ul style="list-style-type: none"> •
2.9.2 Undertake flood mitigation works in Sherbrook Avenue catchment in Ringwood and work in partnership to develop flood mitigation solutions for central Croydon.	<ul style="list-style-type: none"> •
2.9.3 Continue to use the Built Environment Sustainability Scorecard (BESS) to improve sustainability outcomes in future residential development.	
2.9.4 Review, update and implement Council's Water Sensitive Cities Strategy.	
2.9.5 Research appropriate tree and vegetation species mixes for Maroondah that can provide the desired biodiversity and liveability services tailored to different locations and are suited for the predicted future climate.	
2.9.6 Prepare and implement a series of Biolink Action Plans that implement the Maroondah Habitat Connectivity Study.	
Key Direction 2.10	
Work in partnership to reduce Maroondah's greenhouse gas emissions and foster a culture of sustainable living within the community.	
2.10.1 Continue membership of the Eastern Alliance for Greenhouse Action and participate in the Climate Change Adaptation Roadmap review.	<ul style="list-style-type: none"> •
2.10.2 Through the Victorian Energy Collaboration (VECO) project, continue to power Council-owned infrastructure with 100% renewable energy to reduce our carbon emissions and maintain Council's status as a Carbon Neutral organisation.	<ul style="list-style-type: none"> •
2.10.3 Deliver a Sustainability Symposium to share, discuss and celebrate best practice in sustainability and build community connections that generate ideas for local action.	<ul style="list-style-type: none"> •
2.10.4 Continue to be a member of the Eastern Alliance of Sustainable Learning to boost education about sustainability, environment and indigenous culture in education settings and foster leadership and citizenship by children and young people.	
2.10.5 Implement Council's <i>Waste, Litter and Resource Recovery Strategy 2020-2030</i> .	
2.10.6 Seek funding to implement the VicRoads shared street lighting underway.	
2.10.7 Promote opportunities to assist Maroondah businesses to switch to renewable energy sources through programs such as group power purchasing agreements and solar PV installation, as well as implementing energy, water and waste efficiency programs.	
2.10.8 Work in partnership with the Eastern Alliance for Greenhouse Action to continue participation in the Solar Savers Project.	



Safe Communities

Community safety/perception of safety

Actions	Major initiatives
Key Direction 3.1	
Work in partnership to promote community safety and implement initiatives and practices aimed at improving the actual and perceived safety of the community.	
3.1.1 Undertake education and proactive activities in line with Council’s Community Local Law 2023.	•
3.1.2 Work in partnership to deliver the ‘Reignite Croydon Lighting Project’ which aims to add light, vibrancy and laneway improvement works to enhance perceptions of safety for pedestrians navigating the area at night.	•
3.1.3 Facilitate the Maroondah Liveability Safety and Amenity Advisory Committee to provide advice and input to Council on a range of issues and projects.	
Key Direction 3.2	
Plan and advocate for the application of crime prevention and community safety principles that facilitate safe places and spaces.	
3.2.1 Continue to implement Crime Prevention through Environmental Design (CPTED) principles which include enhanced lighting, improved infrastructure, responsive removal of graffiti, landscape modification and activating public spaces.	•
3.2.2 Continue the installation of additional street lighting in accordance with the Public Lighting Policy to improve lighting in local streets.	
Key Direction 3.3	
Promote and facilitate safer cultures, spaces and settings relating to issues of gambling, alcohol and other drugs.	
3.3.1 Deliver the EV’s Hangout drop-in program to provide a safe and inclusive space for young people to socialise, connect with youth workers and access support services.	•
3.3.2 Work in partnership with peak sporting bodies, recreation facilities, allied health and sporting clubs to deliver positive cultural change initiatives.	•

Promoting gender equality and preventing family and gender-based violence

Actions	Major initiatives
<p>Key Direction 3.4</p> <p>Work in partnership to promote gender equality and inclusion in Maroondah to facilitate fairness of opportunity, safe environments and respectful relationships that reduce all forms of family and gender-based violence and discrimination.</p>	
<p>3.4.1 Support the implementation the <i>Gender Equality Act 2020</i>, including the <i>Maroondah Gender Equality Action Plan 2021-2025</i>.</p>	<p>•</p>
<p>3.4.2 Work in partnership to develop and support opportunities to promote gender equity and prevent family and gender-based violence, including the Free From Violence local government program.</p>	<p>•</p>
<p>3.4.3 Develop methodology to conduct Gender Impact Assessments on policies, programs and services, and build the capacity of employees to undertake assessments.</p>	
<p>3.4.4 Work in partnership with agencies including Orange Door, Eastern Community Legal Centre and the Proactive Policing Unit to support referral pathways and opportunities for early intervention for people experiencing family violence including elder abuse.</p>	
<p>3.4.5 Work with partners of Together for Equality and Respect (TFER) to develop and implement primary prevention initiatives that address gender-based violence and promote gender equality.</p>	
<p>3.4.6 Work in partnership with service providers and local schools to establish and deliver the Love Bites respectful relationships pilot program.</p>	

Elder abuse

Actions	Major initiatives
<p>Key Direction 3.5</p> <p>Advocate and support initiatives for the prevention of all forms of elder abuse.</p>	
<p>3.5.1 Work in partnership to deliver a range of programs and initiatives that aim to promote community awareness about elder abuse.</p>	<p>•</p>
<p>3.5.2 Continue to ensure Council staff are trained in minimising signs of elder abuse and can respond appropriately.</p>	

Child protection

Actions	Major initiatives
<p>Key Direction 3.6</p> <p>Promote a culture of child safety that is prevention focussed and proactive, encourages the empowerment of children and young people, and supports all people in the community to safely disclose risks of harm to children and young people, and to respond effectively to allegations of child abuse.</p>	
<p>3.6.1 Continue Council’s ongoing commitment to the Victorian Child Safe Standards and continue to meet all legislative requirements.</p>	<p>•</p>
<p>3.6.2 Work in partnership to provide the ‘body safety education for parents and carers’ seminar.</p>	

Road safety

Actions	Major initiatives
<p>Key Direction 3.7</p> <p>Work in partnership to advocate for road safety infrastructure and promote road safety through education and training.</p>	
<p>3.7.1 Work in partnership to coordinate road safety initiatives through the RoadSafe Eastern Metro Network.</p>	<p>•</p>

Emergency management

Actions	Major initiatives
<p>Key Direction 3.8</p> <p>Work in partnership to utilise existing community resources and strengths to build resilience and preparedness and reduce vulnerability.</p>	
<p>3.8.1 Explore the development of resilience-based practices to enhance community cohesion and emergency preparedness.</p>	<p>•</p>
<p>3.8.2 Continue partnerships with Red Cross, Victoria Police and other emergency services to implement local processes for identification of, emergency planning with, and potential referral of marginalised people not receiving services.</p>	
<p>3.8.3 Identify and advocate for external funding to undertake research to better equip Council with the knowledge and tools to build disaster resilience.</p>	
<p>3.8.4 Maintain membership with the Eastern Metropolitan Councils Emergency Management Partnership to work together to meet the emergency management needs of the community.</p>	

Emergency management

Actions	Major initiatives
Key Direction 3.9 Provide leadership in community-centred response, relief, recovery and regeneration arising from disruptions and emergencies, including those resulting from climate change.	
3.9.1 Work in partnership with local emergency service organisations and agencies to ensure the municipal emergency response, relief and recovery arrangements for Maroondah can be activated in the event of an emergency, incorporating best practice approaches to community-centred relief and recovery planning including ongoing community engagement to ensure services continue to meet community needs.	<ul style="list-style-type: none"> •
3.9.2 Provide support to community relief agencies through the Maroondah Emergency Relief Network and explore opportunities to enhance future relief and recovery efforts.	<ul style="list-style-type: none"> •
3.9.3 Continue to undertake continuous learning and after-action debriefs to inform our emergency management responses to be better prepared for the future.	

Digital safety

Actions	Major initiatives
Key Direction 3.10 Work in partnership to raise awareness of digital safety to minimise harm and promote safe online behaviours and interactions.	
3.10.1 Work in partnership to deliver Porn is not the Norm project which supports young people with autism, their families, carers and professionals to understand the intersection between pornography and autism.	<ul style="list-style-type: none"> •
3.10.2 Investigate partnership opportunities to provide digital safety education and raise awareness of cyber security scams.	



Social Inclusion

Accessibility

Actions	Major initiatives
Key Direction 4.1	
Promote, provide and improve community infrastructure, services and events that are accessible for all people.	
4.1.1 Continue to incorporate universal design principles into infrastructure planning, upgrades and maintenance to improve mobility and accessibility.	•
4.1.2 Continue to provide the MaroondahConnect helpline to actively assist people to connect to practical and psychosocial supports and services relevant to their individual needs.	•
4.1.3 Continue to enhance the inclusivity and accessibility of Council in-person and online services, particularly for those who are experiencing vulnerability or disadvantage.	•
4.1.4 Develop a Maroondah Public Toilet Strategy and Action Plan.	•
4.1.5 Facilitate the Maroondah Access Equity and Inclusion Advisory Committee to provide advice and input to Council on a range of issues and projects.	
4.1.6 Continue to consider multipurpose sports pavilions with spaces that can be used for non-sporting activities and cultural groups.	
4.1.7 Continue to ensure Council's print and online communications keep our community informed and engaged.	
4.1.8 Explore effective ways of increasing access and affordability for arts and cultural groups to develop and present work in Council's Cultural Facilities.	
4.1.9 Continue to advise and support diverse local artists and organisations to develop and promote their arts and cultural activities/programs in Maroondah.	
4.1.10 Explore opportunities to utilise artificial intelligence to improve accessibility in service provision.	

Equity

Actions	Major initiatives
Key Direction 4.2 Promote and create opportunities for equity across all abilities, ages, cultures, genders, languages, religions, sexualities and socio-economic groups.	
4.2.1 Continue to require that Community Sports Infrastructure Fund applications include a gender self-assessment tool and action plan.	•
4.2.2 Continue to ensure that Council's publications and materials reflect and celebrate our diverse community.	•
4.2.3 Strengthen collaboration with diverse communities to encourage all older people to participate in healthy ageing opportunities.	
4.2.4 Continue to promote gender equity, encourage diversity in representation and participation; and women's active citizenship as a signatory to the Local Government Women's Charter.	

Community participation

Actions	Major initiatives
Key Direction 4.3 Work in partnership to create opportunities for community participation and social connection for all people.	
4.3.1 Coordinate a series of community events that bring the community together with a diverse program of entertainment and activities for people of all ages and interests, including Maroondah Festival, Celebrate Maroondah, Australia Day and Carols.	•
4.3.2 To strengthen community health and wellbeing outcomes, conduct a review of Council's Community Grants Program, including Small Equipment, Community Development, Emergency Relief as well as Arts and Culture.	•
4.3.3 In partnership with VicHealth and Swinburne University of Technology, develop a framework to guide intergenerational best-practice in collaboration with young people and senior community members.	•
4.3.4 Develop inclusive intergenerational activities, exhibitions and creative projects, spaces and events to enhance wellbeing through engagement in meaningful social inclusion opportunities, including GenConnect.	
4.3.5 Facilitate the delivery of events and activities for children, young people and their families that promote community connection and a sense of belonging, including intergenerational and intercultural initiatives.	
4.3.6 Encourage senior residents to remain active and engage meaningfully in their community through seniors community events and outings.	
4.3.7 Coordinate Council's Community Grants Program	
4.3.8 Increase public access and engagement with Maroondah arts and cultural activities including through digital technologies and public display.	
4.3.9 Continue to utilise Best Practice methods to ensure our community engagement is meaningful, accountable, responsive and equitable.	
4.3.10 Continue to review Council's Community Engagement Toolkit to continue to inform and engage in the effective practice of seeking community input in Council activities.	

Sense of belonging

Actions	Major initiatives
Key Direction 4.4	
Encourage and promote opportunities for all people to develop a strong sense of belonging to their local community.	
4.4.1 Work in partnership to explore opportunities to connect residents within local neighbourhoods including social neighbourhood planning as part of Liveable Neighbourhoods.	<ul style="list-style-type: none"> •
4.4.2 Continue to foster a sense of place in commercial centres by improving amenity, facilitating activation and promotion.	
4.4.3 Explore, celebrate and promote local histories, cultural heritage and connection to place across Maroondah.	

Community Infrastructure

Actions	Major initiatives
Key Direction 4.5	
Plan, provide and promote opportunities and places for social connection and cultural vibrancy through community infrastructure and activation across Maroondah.	
4.5.1 Work in partnership to undertake the staged redevelopment of the Croydon Community Wellbeing Precinct to deliver new community hubs that meet the needs of all ages, abilities and backgrounds.	<ul style="list-style-type: none"> •
4.5.2 Implement place activation; including installations, events, parklets and pop-up parks, to improve amenity and commercial viability, add vitality and create local places for people to be, enjoy and connect.	<ul style="list-style-type: none"> •
4.5.3 Design the Karralyka redevelopment, and undertake staged redevelopment works.	<ul style="list-style-type: none"> •
4.5.4 Work in partnership with a broad range of service providers and agencies, to develop and deliver services and cultural experiences in the Croydon Community Wellbeing Precinct.	
4.5.5 Continue to advocate for external funding to redevelop and enhance Karralyka, as well as external funding to implement the Wyreena MasterPlan.	
4.5.6 Provide safe and accessible community infrastructure to promote shopping centre activation through enhanced outdoor dining opportunities.	
4.5.7 Incorporate public art and creative elements into key infrastructure developments such as children’s and families infrastructure, public transport infrastructure and multi-level carparks.	
4.5.8 Seek funding opportunities and partnerships to support activation of empty spaces and regeneration of disused and derelict spaces.	

Marginalised communities

Actions	Major initiatives
Key Direction 4.6	
Work in partnership to advocate for and support marginalised and disadvantaged communities and community members.	
4.6.1 Continue to work with Maroondah Community Assist to support the community.	<ul style="list-style-type: none"> •
4.6.2 Seek and engage with opportunities for greater service integration, collaboration, service innovation and capacity building, to improve outcomes for children, young people and families experiencing disadvantage or marginalisation.	

Volunteering

Actions	Major initiatives
Key Directions 4.7 Work in partnership to support, empower and connect organisations and groups that involve volunteers.	
4.7.1 Work in partnership with Eastern Volunteers and volunteer-involving organisations to strengthen capacity, membership and good governance.	•

Volunteering

Actions	Major initiatives
Key Direction 4.8 Promote diverse and attractive opportunities and empower local volunteers.	
4.8.1 Work in partnership to foster volunteerism and create and promote meaningful and accessible volunteer opportunities, including supporting services provided by Eastern Volunteers.	•
4.8.2 Facilitate volunteer recognition events and activities to recognise Council volunteers and volunteers in community organisations.	
4.8.3 Explore opportunities for more volunteering positions within Council and support Council volunteers.	
4.8.4 Implement key recommendations from the external review of Council's current Volunteer and Placements processes.	

Digital inclusion

Actions	Major initiatives
Key Directions 4.9 Work in partnership to enable access to digital environments and build confidence in digital literacy.	
4.9.1 Ensure Council continues to share important information from reputable community and government organisations to provide timely and accurate health and wellbeing updates.	•
4.9.2 Expand learning opportunities for older residents to encourage confident participation in digital social technology.	•
4.9.3 According to demand, encourage Kerrabee clients to participate in a Social Technology Project, to loan technology devices and learn how to connect with Kerrabee's online Virtual Engagement Recreation Activity (VERA) programs from home.	

Homelessness

Actions	Major initiatives
Key Directions 4.10 Work in partnership to support community members experiencing or at risk of homelessness, and promote pathways out of homelessness.	
4.10.1 Implement the Protocol for Assisting People Sleeping Rough in Public Places, ensuring a human rights focus.	•
4.10.2 Continue to work with and support local agencies that assist people experiencing or at risk of homelessness in Maroondah.	



Embracing Diversity

Intersectionality

Actions	Major initiatives
Key Direction 5.1	
Understand, respond to and advocate for intersectional needs of all communities, with a focus on reducing discrimination and barriers; promoting equality and respect, and inclusive service delivery.	
5.1.1 Work in partnership to support and promote a range of awareness events that reflect the intersectional needs, diversity and priorities of our community.	•
5.1.2 Promote consideration of intersectional needs of the community through Council policy and strategy development.	

Disability

Actions	Major initiatives
Key Direction 5.2	
Facilitate and advocate equal opportunity for people of all abilities, their families and their carers to actively and fully participate in the life of our community.	
5.2.1 Work in partnership to develop initiatives that improve social and community inclusion and participation for people with a disability and their carers.	•
5.2.2 Implement the <i>Disability Action Plan 2022-2026</i>	•
5.2.3 Support Maroondah residents to understand and navigate the NDIS through Council’s dedicated NDIS Coordinator.	
5.2.4 In partnership with Monkami, continue to implement the ‘Happy Days’ disability inclusion program through Maroondah Occasional Care.	
5.2.5 Facilitate the Disability Advisory Committee.	

Culturally and Linguistically Diverse communities

Actions	Major initiatives
<p>Key Direction 5.3</p> <p>Work in partnership to understand and support the needs of culturally and linguistically diverse communities to actively and fully participate in the life of our community, including refugees, new arrivals, migrants and interfaith communities.</p>	
5.3.1 Work in partnership with culturally and linguistically diverse key stakeholders to identify, develop and deliver targeted culturally appropriate initiatives that address specific needs and builds a sense of belonging, inclusion and connection.	•
5.3.2 Work in partnership with agencies and community leaders to support translation services for CALD groups, understand local challenges and ensure distribution of key information to local communities.	•
5.3.3 Finalise the review of the Migrant Resource Directory.	•
5.3.4 Contribute to community connectedness through support for inter-generational and inter-cultural activities and projects.	
5.3.5 Continue to work in partnership to prevent racism and support people experiencing racism.	
5.3.6 Work in partnership to continue providing a parent and infant support education parent group and playgroup for refugee and migrant families in Maroondah and provide support to families accessing Early Start Kindergarten.	

First Peoples

Actions	Major initiatives
<p>Key Direction 5.4</p> <p>Work collaboratively to celebrate, promote, recognise and integrate the culture of First Peoples to facilitate equity, respect, understanding and reconciliation.</p>	
5.4.1 Celebrate and recognise First Peoples' culture through a diverse range of cultural activities and arts expressions through events such as Reconciliation Week and NAIDOC Week and services for children and young people.	•
5.4.2 Work in partnership to develop and implement a new Maroondah Reconciliation Plan.	•
5.4.3 Continue to partner with Mullum Mullum Indigenous Gathering Place and other key First Peoples' organisations to create new opportunities for inclusion, connection and participation in the community.	•
5.4.4 Partner with Traditional Owner groups, Mullum Mullum Indigenous Gathering Place, artists and cultural leaders to develop and promote projects and initiatives which increase awareness and valuing of First Peoples' heritage and culture.	
5.4.5 Continue to acknowledge, respect and promote First Peoples culture and history in Maroondah.	

LGBTIQA+ communities

Actions	Major initiatives
Key Direction 5.5 Advocate and promote equity, safety, inclusion and wellbeing for community members of all sexualities.	
5.5.1 Commemorate IDAHOBIT Day (International Day Against Homophobia, Biphobia, Interphobia & Transphobia).	•
5.5.2 Continue to work with the LGBTIQA+ community and stakeholders to explore and deliver initiatives that best support and promote inclusive practice.	
5.5.3 Continue to be an LGBTIQA+ inclusive organisation including providing access to resources and supports.	
5.5.4 Facilitate the LGBTI+ Peer Social Support Group for LGBTI+ residents aged 50+ to connect in a safe and inclusive space, reduce social isolation and loneliness, build friendships, share stories/information and provide education where needed.	

Gender identity

Actions	Major initiatives
Key Direction 5.6 Advocate and promote equity, safety, inclusion and wellbeing for community members of all genders and gender identities.	
5.6.1 Develop LGBTIQA+ inclusive education opportunities for parents and carers around challenging gender stereotypes to encourage community inclusiveness of LGBTIQA+ individuals and communities.	•
5.6.2 Raise awareness of the importance of gender inclusion and challenge gender stereotypes, including through implementing the Gender Inclusive Language Guidelines.	

Needs of different age groups

Actions	Major initiatives
Key Direction 5.7 Children and families – Work in partnership to facilitate the health and wellbeing of all children and their families through meaningful engagement, proactive advocacy, opportunities for participation and access to inclusive local services and spaces.	
5.7.1 Provide universal access to safe, high quality and inclusive Maternal and Child Health services for all Maroondah children from birth to school age, to support parent and carer capacity to nurture and achieve optimal health, development and wellbeing.	•
5.7.2 Develop an implementation plan to establish Maroondah as a Child Friendly City and Community, where the voices, needs, priorities and rights of children and young people are an integral part of public policies, programs and decisions.	•
5.7.3 Provide a range of high-quality, innovative education programs and sessions for parents and carers that meet local community needs.	
5.7.4 Deliver mental health and wellbeing programs to increase the knowledge and capabilities of children, young people, families and educators, in managing mental health and wellbeing.	
5.7.5 Explore new initiatives and opportunities to actively increase the profile of children aged 0-12 years as valued and equal members of the Maroondah community.	

Needs of different age groups

Actions	Major initiatives
Key Direction 5.8	
Young people - Work in partnership to raise the wellbeing of Maroondah's young people to be healthy, connected, engaged and prepared.	
5.8.1 Continue to deliver the Maroondah Youth Wellbeing Advocates program to promote genuine engagement between Council and Maroondah's young people on matters that affect them and their communities, with a focus on youth wellbeing.	<ul style="list-style-type: none"> •
5.8.2 Deliver the SWAT (Student Wellbeing Action Teams) program to upskill and empower young people to be able to create meaningful change and increase the wellbeing of other young people in Maroondah.	<ul style="list-style-type: none"> •
5.8.3 Using the VicHealth Local Government Partnership funding, provide opportunities for young people to lead creative engagement projects at Maroondah Federation Estate during 2023/24.	<ul style="list-style-type: none"> •
5.8.4 Provide targeted information and personal development opportunities on key life, wellbeing and coping skills for children and young people.	
5.8.5 Facilitate professional networking opportunities for youth service providers and school staff to help them to connect, share information and collectively improve outcomes for young people in Maroondah.	
5.8.6 Provide a range of engaging and interactive online services and resources to support young people and their families to easily access and engage with information, services, and opportunities such as ConnectUs online service directory.	
5.8.7 Develop and improve MCH services including supported playgroups and parent groups for young parents under 25 years to enhance engagement and develop better outcomes for children 0-5 years and their families.	
5.8.8 Continue to coordinate and facilitate the state-wide local government Middle Years and Transitions Network, for representatives who work in the middle years and transitions space and/or are committed to advocating for a stronger focus within their Council.	
5.8.9 Advocate for high-quality, accessible youth mental health services to be physically located in Maroondah.	
Key Direction 5.9	
Older residents/seniors - Work in partnership to encourage positive ageing by optimising opportunities for participation, health and security to enhance the quality of life as people age in our community.	
5.9.1 Deliver initiatives to support social connection, mental health and wellbeing as well as physical health, for older community members.	<ul style="list-style-type: none"> •
5.9.2 Facilitate opportunities for new skills development, reablement or capacity building of seniors to maximise safe independence at home and in their community.	<ul style="list-style-type: none"> •
5.9.3 Continue to promote a collaborative all-ages ageism program to address negative stereotyping and showcase 'any age' messages.	<ul style="list-style-type: none"> •
5.9.4 Facilitate programs aimed at improving the actual and perceived safety of Maroondah's ageing population such as the Maroondah Police Seniors Register.	
5.9.5 Provide advocacy and support to residents to navigate relevant aged care support systems.	
5.9.6 Continue to maintain accreditation in the World Health Organisation Global Network of Age-friendly Cities to demonstrate an ongoing commitment to healthy ageing.	
5.9.7 In the context of the current Federal Government aged care reforms, conduct a review to ensure the relevance to community of Council's aged and disability services into the future.	



Social Harms

Gambling

Actions	Major initiatives
Key Direction 6.1	
Work in partnership to prevent and minimise gambling-related harm in the community through collective advocacy, health promotion and raising awareness around the impacts of harmful gambling behaviours.	
6.1.1 Continue to work in partnership with the Alliance for Gambling Reform to advocate for minimising harm from gambling.	•
6.1.2 Work in partnership to undertake health promotion activities focused on gambling related harm, including promoting Gambling Harm Awareness Week.	
6.1.3 Continue to review electronic gaming machine (EGM) applications to ensure the social and economic impacts are considered.	

Alcohol

Actions	Major initiatives
Key Direction 6.2	
Work in partnership to prevent and minimise alcohol-related harm in the community through joint advocacy, education and promoting safer alcohol cultures and environments.	
6.2.1 Work in partnership to support primary prevention initiatives that address alcohol related harm.	•
6.2.2 Develop a Community Facilities Alcohol Policy to support the creation of family-friendly environments at Council owned facilities, including a focus on primary prevention and education.	•
6.2.3 Continue to provide responses to liquor licence applications in Maroondah to ensure appropriate licence types and density.	

Tobacco

Actions	Major initiatives
Key Direction 6.3 Work in partnership to de-normalise smoking behaviours and reduce smoking-related harm through education, community awareness, regulation and increasing smoke-free public spaces.	
6.3.1 Consider an expansion of smoke-free areas under the Community Local Law 2023.	•
6.3.2 Develop Maroondah Tobacco Policy to reduce uptake of minors smoking and vaping.	•
6.3.3 Implement the Cigarette Sales to Minors test purchasing and education program.	
6.3.4 Monitor future Federal Government policy announcements regarding vaping.	

Illicit drugs

Actions	Major initiatives
Key Direction 6.4 Work in partnership to minimise illicit drug-related harm in the community through advocacy, education, and facilitating safer cultures, spaces and places.	
6.4.1 Support organisations to provide outreach services or facilitate research, or education opportunities that works towards minimising illicit drug related harm in the local community.	•

Excessive screen use

Actions	Major initiatives
Key Direction 6.5 Work in partnership to raise awareness of the health impacts of excessive screen use and promote safe and healthy screen behaviours and interactions.	
6.5.1 Provide information to the community about the risks of excessive screen use.	•



CLASSIC CATCHES



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To contact Council

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- SMS 0480 020 200
- visit our website at www.maroondah.vic.gov.au
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Translating and Interpreter Service


13 14 50

National Relay Service (NRS)

13 36 77

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