

City of Kingston

Municipal Public Health and Wellbeing Plan 2021-25 Year 3 Action Plan 2023-24

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

This Year 3 Action Plan combines Council's social action plans into one. It brings together actions for different population groups and priorities of our community to help Kingston be a connected, resilient and sustainable community.

It is important to note that the Year 3 Action Plan is not an exhaustive list of every health and wellbeing action that Council delivers. Health and wellbeing actions are embedded in the day-to-day operations of many Council departments and their partners. As such, the actions in the Year 3 Action Plan are either new, high profile/impact or have a signature budget. Whilst actions are listed in the goal and objective related to their main purpose, they may also contribute positive health outcomes in other goals and objectives.

Intersectional approach

The preparation of the MPHWP 2021-2025 included research and analysis of health data through an intersectional lens.

The action plan overall takes a whole of community and life course approach. However, to address issues of inequity, recognised through this intersectional analysis, certain population groups are identified for particular actions.

Intersectionality refers to the way that different characteristics of a person can potentially expose them to multiple layers of discrimination and marginalisation¹.

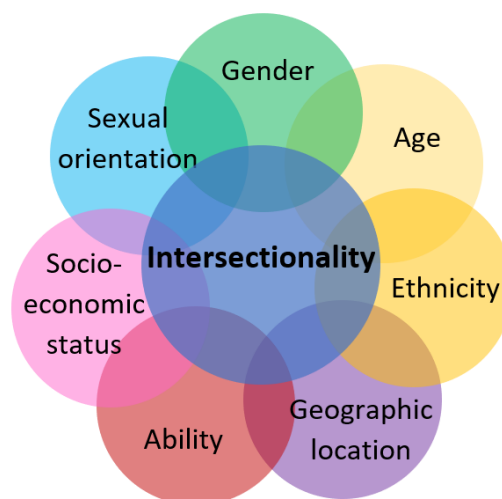
Aspects of a person's identity can include social characteristics such as age, gender identity, ethnicity, mental health and socioeconomic status. This can then lead to inequities such as poorer access to services and health outcomes.

The intersectional lens and inequities experienced by different population groups will be factored into the planning and delivery of the actions. This enables specific approaches to be implemented to ensure barriers are reduced and equitable access for participation is provided.

The font of target groups appearing often in the action plan are presented in the following colours: **Aboriginal & Torres Strait Islander people**, **Children**, **LGBTQIA+**, **Low income**, **Men**, **Multicultural people**, **Older people**, **People with disabilities**, **Young people** and **Women**.

Monitoring and reporting

Yearly reviewing and reporting on the progress of the actions in this Action Plan will be implemented. Outputs and outcomes will be reviewed to understand where change in our community has been made under the MPHWP objectives. We will learn from our successes and challenges experienced and adapt our actions in the next year's Action Plan to respond to emerging community needs.



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

Goal 1. A healthy and well community

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

1.1 Increase participation in physical activity

Actions	Lead Department	Partner	Target groups for addressing equity and inclusion
1.1.1 Support groups to provide physical activity opportunities to the community, such as new walking groups and activity classes.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Better Health Network Heart Foundation Active Kingston Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> Older people Men Low income
1.1.2 Support Kingston’s sporting clubs to participate in the ‘Healthy Sports Clubs Framework’ in partnership with the Better Health Network.	<ul style="list-style-type: none"> Better Health Network 	<ul style="list-style-type: none"> Active Kingston Inclusive Communities Sporting Clubs and Associations 	<ul style="list-style-type: none"> Young people Women People living with mental ill-health LGBTQIA+ People with disabilities
1.1.3 Promote health and wellbeing messages and local activities linked to significant health weeks such as ‘Ride to School Day’ and ‘Men’s Health Week’ through Council’s media channels.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Women’s Health in the South East Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> Men Women
1.1.4 Support young children to develop bike skills through an expanded bike education program for kindergartens (VicHealth Local Government Partnership).	<ul style="list-style-type: none"> Infrastructure 		<ul style="list-style-type: none"> Children
1.1.5 Provide bike education and refresher programs for older people to increase their cycling participation.	<ul style="list-style-type: none"> Infrastructure 		<ul style="list-style-type: none"> Older people
1.1.6 Improve club capacity to provide a welcoming and inclusive environment for women and girls (VicHealth Local Government Partnership).	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Active Kingston Better Health Network 	<ul style="list-style-type: none"> Women
1.1.7 Investigate partnership opportunities with ReLink to improve physical and mental health and social connection for diverse groups.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> ReLink Active Kingston 	<ul style="list-style-type: none"> Young People Older people

1.1.8 Increase and promote local sport and recreation activities to young people (VicHealth Local Government Partnership and VicHealth JumpStart project).	<ul style="list-style-type: none"> Youth Services 	<ul style="list-style-type: none"> Better Health Network Inclusive Communities Active Kingston 	<ul style="list-style-type: none"> Young People
1.1.9 Engage with Proud 2 Play to explore opportunities to deliver local events such as Come and Try or Park Life.	<ul style="list-style-type: none"> Active Kingston 	<ul style="list-style-type: none"> Inclusive Communities Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> LGBTQIA+

Council Plan (2021-2025) Year 3 Annual Action Plan

Progress the development of the Kingston Play Spaces and Active Recreation Strategy (2023-30), including implementing a program of playground renewals to ensure quality spaces for our community.	<ul style="list-style-type: none"> Active Kingston 		<ul style="list-style-type: none"> Children Young people Older people People with disabilities Women
Develop the detailed design for the new Aquatic facility and commence procurement for the construction contract, ensuring the future health and wellbeing of our community.	<ul style="list-style-type: none"> Active Kingston 	<ul style="list-style-type: none"> Inclusive Communities Community reference group 	
Finalise the Walking and Cycling Plan to set the program of works for future years to develop and advance walking and cycling as a means of travel in the City of Kingston.	<ul style="list-style-type: none"> Infrastructure 		<ul style="list-style-type: none"> Children Young people Older people Low income People with disabilities Women
Provide bike education facilitator training to Kingston school staff to support bike education programs throughout Kingston.	<ul style="list-style-type: none"> Infrastructure 	<ul style="list-style-type: none"> Kingston school staff 	<ul style="list-style-type: none"> Children

1.2 Increase healthy eating

Actions	Lead	Partner	Target groups
1.2.1 Work with Neighbourhood Houses, Community Centres and welfare organisations to deliver healthy eating workshops.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Community Centres & Neighbourhood Houses Community welfare organisations 	<ul style="list-style-type: none"> Multicultural people Low income
1.2.2 Support Council teams to embed healthy food and drink policies in Council operated places, programs and activities.	<ul style="list-style-type: none"> Better Health Network 	<ul style="list-style-type: none"> Inclusive Communities Arts, Events & Libraries Family, Youth & Children's Services Procurement and Contracts Governance 	
1.2.3 Provide healthy food options at Council run After School Hours Care programs, guided by the Vic Kids Eat Well program.	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Inclusive Communities Better Health Network 	<ul style="list-style-type: none"> Children
1.2.4 Provide first foods professional development for Maternal and Child Health nurses (VicHealth Local Government Partnership).	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Children
1.2.5 Provide community programs about cooking on a budget to support people to eat well while the cost of living is high.	<ul style="list-style-type: none"> Better Health Network 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Low income

1.3 Improve mental wellbeing

Action	Lead	Partner	Target groups
1.3.1 Support the community focused Kingston Mental Health Working Group with relevant stakeholders to foster effective partnerships and collaboration and improve support service pathways.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Family, Youth & Children's Services Derrimut Weelam Gathering Place Uniting (Mental Health Hub Cheltenham) Brotherhood of St Laurence (NDIS Area Coordinator) Danny Frawley Centre at St Kilda FC Better Health Network 	<ul style="list-style-type: none"> People living with mental ill-health Children Young people Older People Carers

		<ul style="list-style-type: none"> • Family Life / School Focused Youth Service • Alfred Carers • A Path to Follow Inc • Southeast Suicide Prevention Network • Victoria Police • EACH • Community Centres & Neighbourhood Houses • Bayside Glen Eira Kingston Local Learning and Employment Network 	
1.3.2 Provide mental health and wellbeing education and training to diverse community groups, including mental health first aid.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Derrimut Weelam Gathering Place • Mental Health Working Group • Sporting clubs and Associations • Women's Health in the South East • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • People living with mental ill-health • Young people • Older people • Women • Men • Multicultural people • Aboriginal & Torres Strait Islander people
1.3.3 Scope opportunities to partner with Reclink to improve mental health and social connection through the provision of targeted sport, recreation and art activities for diverse community groups.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Reclink • Active Kingston • Family Life 	<ul style="list-style-type: none"> • Young People • Older people
1.3.4 Recruit LGBTQIA+ representatives to the community focused Kingston Mental Health Working Group.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • LGBTQIA+
1.3.5 Provide training and/or resources to community centres, neighbourhood houses and sporting clubs to prevent/reduce mental health issues related to violence and discrimination against LGBTQIA+ people.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Community Centres & Neighbourhood Houses • Sporting Clubs and Associations 	<ul style="list-style-type: none"> • LGBTQIA+

1.4 Reduce harm from alcohol and other drugs, smoking and gambling

Actions	Lead	Partner	Target groups
1.4.1 Lead localised Kingston advocacy campaigns aligned with the Alliance for Gambling Reform advocacy agenda to prevent and reduce gambling harm.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Alliance for Gambling Reform 	<ul style="list-style-type: none"> People experiencing harm from gambling
1.4.2 Increase awareness and knowledge in the community about gambling harm and the affects it has on the community by supporting local organisations and providing customised education.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Arts, Events & Libraries Community Centres & Neighbourhood Houses Gambler's Help Southern 	<ul style="list-style-type: none"> Multicultural people Young people Older people Low income People experiencing harm from gambling
1.4.3 Develop partnerships with and provide support to organisations, services and the community to address the impacts of gambling harm in Kingston and improve pathways to gambling support services.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Gambler's Help Southern 	<ul style="list-style-type: none"> People experiencing harm from gambling
1.4.4 Promote information about Council's Alcohol-Free Zones and partner agency health messages to reduce harmful alcohol and drug use through Council's media channels.	<ul style="list-style-type: none"> Compliance & Amenity 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Family, Youth & Children's Services 	<ul style="list-style-type: none"> Young people Multicultural people
1.4.5 Educate the community about smoking/vaping laws and no-smoking /no vaping areas through Council's media channels and local signage to reduce tobacco-related harm.	<ul style="list-style-type: none"> Compliance & Amenity 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	
1.4.6 Amplify anti-smoking campaigns with a focus on vaping and young people (VicHealth Local Government Partnership).	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Family, Youth & Children's Services Better Health Network VicHealth South East Public Health Unit 	<ul style="list-style-type: none"> Young people Children
1.4.7 Provide additional education to businesses on Vape products to reduce sales to minors.	<ul style="list-style-type: none"> City Economy and Innovation 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Businesses
1.4.8 Educate school age children about vaping / being vape free and being a safe pedestrian to reduce vaping rates and exposure to secondhand vaping.	<ul style="list-style-type: none"> Infrastructure 	<ul style="list-style-type: none"> Secondary schools Better Health Network 	<ul style="list-style-type: none"> Young people Children
1.4.9 Update smokefree / no-smoking signage to include vapefree/no-vaping	<ul style="list-style-type: none"> Compliance & Amenity 	<ul style="list-style-type: none"> Inclusive Communities 	

Council Plan (2021-2025) Year 3 Annual Action Plan

Work with community groups and sporting clubs to reduce reliance on funding or support received from the gambling industry, as per the Gambling Action Plan (2021-25).	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Better Health Network 	<ul style="list-style-type: none"> Community groups Sporting clubs and Associations
--	---	---	---

Goal 2. A safe and secure community

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

2.1 Improve safety in the home and community

Actions	Lead	Partner	Target groups
2.1.1 Raise awareness about safety in the community through promotion and provision of information related to scams, vehicle security, home safety, business safety and online safety.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Community Centres & Neighbourhood Houses Arts, Events & Libraries Customer Service Neighbourhood Watch Victoria Police 	<ul style="list-style-type: none"> Older people Multicultural people People with disabilities Aboriginal & Torres Strait Islander people Young people
2.1.2 Support services to prevent, respond and recover from crime and emergencies through the Community Safety Advisory Committee and delivery of Council emergency management activities.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Emergency Management Compliance & Amenity State Emergency Service (SES) Fire Rescue Victoria (FRV) Country Fire Authority (CFA) Ambulance Victoria & St John Ambulance Lifesaving Victoria VicRoads Victoria Police Department of Justice & Community Safety (DoJ&CS) 	

2.1.3 Partner with Victoria Police and other stakeholders to coordinate responses to safety concerns in Kingston.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Victoria Police Other partners as relevant 	
2.1.4 Provide effective animal management services to enable our community to have safe interactions with animals in the community.	<ul style="list-style-type: none"> Compliance & Amenity 		
2.1.5 Review Council's processes and procedures for pool regulation and enforcement.	<ul style="list-style-type: none"> Municipal Building Surveyors Department 		
2.1.6 Explore Council's risk mitigation for water safety on the foreshore and the feasibility of paid lifeguards in the summer.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Infrastructure Lifesaving Victoria 	

2.2 Improve feelings of safety in the home and community

Actions	Lead	Partner	Target groups
2.2.1 Design public spaces using safer design principles in Council planning (such as visible sightlines and passive surveillance) to promote personal safety and public confidence in neighbourhoods.	<ul style="list-style-type: none"> Open Space Active Kingston 	<ul style="list-style-type: none"> Infrastructure City Works 	
2.2.2 Advocate for the use of safer design principles in private developments and all public spaces of major projects (Level Crossing Removal, Suburban Rail Loop and Chain of Parks) delivered by Council and State Government.	<ul style="list-style-type: none"> City Strategy 	<ul style="list-style-type: none"> Open Space 	
2.2.3 Maintain public spaces to enhance feelings of safety through graffiti prevention and removal.	<ul style="list-style-type: none"> City Works 	<ul style="list-style-type: none"> Infrastructure Open Space Inclusive Communities 	<ul style="list-style-type: none"> Women People with disabilities LGBTQIA+ Students
2.2.4 Prioritise locations that are affected by crime and anti-social behaviour for public art installations through the implementation of Kingston's Public Art Policy.	<ul style="list-style-type: none"> Arts, Events & Libraries 	<ul style="list-style-type: none"> Inclusive Communities City Works 	
2.2.5 Implement Kingston's CCTV camera program in compliance with legislation and Council Policy.	<ul style="list-style-type: none"> City Works 	<ul style="list-style-type: none"> Inclusive Communities 	
2.2.6 Develop the design of the new Aquatic and Leisure Centre for Kingston to create a safe and welcoming atmosphere.	<ul style="list-style-type: none"> Active Kingston 	<ul style="list-style-type: none"> Inclusive Communities Community Reference Group 	

Council Plan (2021-2025) Year 3 Annual Action Plan

Promote the Park and Stride Program and Parking Around Our School Maps to address congestion and safety around schools.	<ul style="list-style-type: none"> • Infrastructure 	<ul style="list-style-type: none"> • Better Health Network 	<ul style="list-style-type: none"> • Children
Promote and deliver inclusive and appropriate aquatic education and 'Learn to Swim' programs across our diverse and multicultural community to reduce drownings and support health and wellbeing outcomes.	<ul style="list-style-type: none"> • Active Kingston 		<ul style="list-style-type: none"> • Children

2.3 Reduce the prevalence of family violence

Actions	Lead	Partner	Target groups
2.3.1 Improve community understanding of family violence, prevention and support through workshops, events and promotional campaigns (such as the Kingston Women of the Year Awards, International Women's Day civic event, 16 Days of Activism Against Gender-Based Violence and promoting healthy masculinities through programs such as Modelling Respect and Equality).	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Arts, Events & Libraries • Open Space • AccessCare • Active Kingston • Family, Youth & Children's Services • Kingston Prevention of Family Violence Working Group • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Young people
2.3.2 Provide training to build knowledge and capacity of community, organisations and businesses to increase understanding about family violence and gender equity, and support people who have experienced family violence, including children.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • AccessCare • Active Kingston • Open Space • Family, Youth & Children's Services • Kingston Prevention of Family Violence Working Group • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Young people • Men

<p>2.3.3 Provide training to build knowledge and capacity of staff to increase understanding about family violence and gender equity, and support people who have experienced family violence, including children.</p>	<ul style="list-style-type: none"> • People Support • Inclusive Communities 	<ul style="list-style-type: none"> • Family Violence Staff Support Officers 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Young people • Men
<p>2.3.4 Increase awareness of community members and staff who work with older people about recognising, preventing and responding to elder abuse through education, information provision and staff training.</p>	<ul style="list-style-type: none"> • Inclusive Communities • AccessCare 	<ul style="list-style-type: none"> • Peninsula Community Legal Centre • Department of Families, Fairness & Housing (Commissioner for Senior Victorians) • Respect Victoria • Seniors Rights Victoria • Kingston Prevention of Family Violence Working Group • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Older people
<p>2.3.5 Foster strong collaboration with local and regional strategic partners and networks, including coordination of the Kingston Prevention of Family Violence Working Group as a key advisory and consultation mechanism of Council.</p>	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Community partners and organisations • Kingston Prevention of Family Violence Working Group • In Touch Multicultural Centre Against Family Violence • Bayside Peninsula Integrated Family Violence Partnership • Better Health Network / Division of Family Violence 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Young people

<p>2.3.6 Advocate for policy, legislative and institutional reform to support gender equality, family violence prevention and sexual and reproductive health. Such as advocating for reproductive rights, childcare accessibility, preventing violence against sex industry workers and support for children as victims of family violence.</p>	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Family, Youth & Children's Services • Kingston Prevention of Family Violence Working Group • Community partners and organisations 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Young people
<p>2.3.7 Advocate for and support increased services for community members at risk of choosing to use violence, to receive education and interventions that promote respectful relationships and help prevent (re)offending.</p>	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Family, Youth & Children's Services • Kingston Prevention of Family Violence Working Group • Community partners and organisations 	<ul style="list-style-type: none"> • People at risk of perpetrating violence
<p>2.3.8 Research how Council can support family violence victim survivors, including children, to feel safe, connected, heard and empowered. Such as through opportunities to share their stories in Council and community activities.</p>	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Teams engaged with community • Family Violence Staff Support Officer network • Council Advisory Committees • Emerge Women & Children's Support Network • South Eastern Centre Against Sexual Assault • Community Centres & Neighbourhood Houses • Kingston Prevention of Family Violence Working Group 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Young people
<p>2.3.9 Deliver place-based programs, projects, interventions and other initiatives in places identified as higher risk for violence and harassment (such as public messaging on signs, bins and public toilets, and targeted programs).</p>	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Arts, Events & Libraries • Open Space • City Works • Family, Youth & Children's Services 	<ul style="list-style-type: none"> • Women • People with disabilities • LGBTQIA+

		<ul style="list-style-type: none"> • Community partners and organisations • Community Centres & Neighbourhood Houses 	
--	--	--	--

Council Plan (2021-2025) Year 3 Annual Action Plan

Deliver 16 Days of Activism Against Family Violence community awareness campaign.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Arts, Events & Libraries • Open Space • AccessCare • Active Kingston • Family, Youth & Children's Services • Kingston Prevention of Family Violence Working Group • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Young people
---	---	---	---

Goal 3. A kind and connected community

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

3.1 Increase participation in community activities and volunteering

Actions	Lead	Partner	Target groups
3.1.1 Support the delivery of programs to address the needs of multicultural residents including English classes, employment and career counselling, family violence support, housing advice and L2P driving program.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • South East Community Links • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Multicultural people
3.1.2 Support volunteering in the local community through provision of volunteer training, building capacity of	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • Multicultural people • Older people • Young people

community groups and matching skilled volunteers to support groups.			<ul style="list-style-type: none"> • People with disabilities
3.1.3 Explore the need for a Kingston Volunteer Network to bring together agencies to collectively address declining volunteering rates and explore volunteering opportunities for people from diverse community groups and under-represented groups.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Community Centres & Neighbourhood Houses • Community partners and organisations 	<ul style="list-style-type: none"> • People with disabilities
3.1.4 Improve processes and training for Council volunteers to meet Child Safe Standards requirements.	<ul style="list-style-type: none"> • People Support 	<ul style="list-style-type: none"> • Family, Youth & Children's Services 	<ul style="list-style-type: none"> • Council volunteers
3.1.5 Share information about opportunities for people with a disability to engage in arts, culture, recreation and leisure programs through Council's networks and media channels.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Active Kingston • Advocacy, Communications & Engagement • Arts, Events & Libraries • Family, Youth & Children's Services • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • People with disabilities
3.1.6 Encourage the participation of people from diverse backgrounds and under-represented groups on Councils Advisory Committees through targeted promotional campaigns and networking with community groups and local services.	<ul style="list-style-type: none"> • Inclusive Communities • Governance 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Access and Equity Advisory Committee 	<ul style="list-style-type: none"> • Multicultural people • Older people • Young people • People with disabilities • LGBTQIA+ • Aboriginal & Torres Strait Islander people
3.1.7 Promote and participate in the annual Pride March.	<ul style="list-style-type: none"> • People Support 	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • LGBTQIA+
3.1.8 Support all community groups and organisations to apply for Council grants through inclusive promotion of available grants and applicant support that reduces barriers to applying.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • Community groups and organisations • Multicultural people • People with disabilities • LGBTQIA+ • Aboriginal & Torres Strait Islander people
3.1.9 Provide information about available grant opportunities to support community groups and organisations to obtain	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • Community groups and organisations

appropriate funding for initiatives that improve health, safety and inclusion in Kingston.			
3.1.10 Acknowledge the contributions of volunteers in Kingston through the City of Kingston Awards programs and Kingston Women of the Year Awards.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Arts, Events & Libraries Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people People with disabilities LGBTQIA+ Multicultural people Older people Women Men Young people

Council Plan (2021-2025) Year 3 Annual Action Plan

Establish an LGBTQIA+ community reference group as a part of the Access and Equity Advisory Committee to provide advice to Council on inclusive practices.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> LGBTQIA+
Develop and commence implementation of a community leadership program to enhance leadership skills of women and people from diverse backgrounds.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Governance Local Government Victoria Municipal Association of Victoria Safe and Equal Victorian Local Governance Association 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people People with disabilities LGBTQIA+ Multicultural people Older people Women Young people
Implement the Community Grants Review to increase access and equity for the community.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Community groups and organisations
Deliver the Council Community Panel engagement program to improve opportunities for deliberative consultation and ensure a wide range of views are considered in key Council decisions. The program will include a pool of 200 members, a representative 45-member panel and will be available for other key projects to draw on members as needed.	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 		<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people People with disabilities LGBTQIA+ Multicultural people Older people Women Men Young people

3.2 Reduce social isolation and loneliness

Actions	Lead	Partner	Target groups
3.2.1 Strategically review and plan for community groups with ageing volunteers who are less able to support group operations.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Older people
3.2.2 Promote Kingston Libraries as a safe place for people to 'be' and connect with their community.	<ul style="list-style-type: none"> Arts, Events & Libraries 		<ul style="list-style-type: none"> People who are lonely People with disabilities Older people Families Young people
3.2.3 Provide spaces and opportunities for young people to meet and form friendships and connections through programs such as the FreeZa Committee and Aspendale Youth Cove.	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> Young people
3.2.4 Facilitate the weekly Queer in Kingston support group to provide social support to young people who may identify as same sex attracted, gender diverse or questioning their sexuality and gender.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people LGBTQIA+
3.2.5 Create stronger connection with the LGBTQIA+ 55+ community through the annual Seniors Festival.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> AccessCare Arts, Events & Libraries Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> LGBTQIA+ Older people
3.2.6 Collaborate with local organisations to review and plan service delivery resulting from the Aged Care Reforms to provide a complimentary spectrum of services for the local community.	<ul style="list-style-type: none"> AccessCare 	<ul style="list-style-type: none"> Better Health Network Aged care service providers 	<ul style="list-style-type: none"> Older people

3.3 Reduce discrimination

Action	Lead	Partner	Target groups
3.3.1 Improve Kingston's recruitment procedures and processes to minimise bias and create more equal opportunities.	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Multicultural people LGBTQIA+ People with disabilities Older people
3.3.2 Contribute to a more inclusive work environment through training and celebration of key days, such as Cultural	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Multicultural people LGBTQIA+

Diversity Week, IDAHOBIT, NAIDOC Week, Wear it Purple day and International Day of People with a Disability.			<ul style="list-style-type: none"> • Aboriginal & Torres Strait Islander people • People with disabilities
3.3.3 Advocate for asylum seekers by supporting the Back Your Neighbour campaign to deliver advocacy activities for people seeking asylum to access vital health and welfare services.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • Multicultural people
3.3.4 Continue work to attain Rainbow Tick accreditation to provide a safe and inclusive workplace and services for the LGBTQIA+ community.	<ul style="list-style-type: none"> • People Support 	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • LGBTQIA+
3.3.5 Finalise locations and LGBTQIA+ awareness days to fly the rainbow flag at Council buildings.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • LGBTQIA+
3.3.6 Provide and promote LGBTQIA+ educational resources to increase community awareness and inclusion.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • LGBTQIA+
3.3.7 Implement Council's Gender Equality Action Plan to address systemic barriers that create gender inequality.	<ul style="list-style-type: none"> • People Support 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Inclusive Communities • Governance • Customer Experience • Information Services and Strategy 	<ul style="list-style-type: none"> • Women • Men • Non-binary people
3.3.8 Promote information and education resources about The Voice Referendum and Treaty to increase community awareness and understanding.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people

Council Plan (2021-2025) Year 3 Annual Action Plan

Implement the Innovate Reconciliation Action Plan (2022 – 2024) to advance reconciliation.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • People Support • Advocacy, Communications & Engagement • Open Space • Arts, Events & Libraries • Procurement and Contracts • Family, Youth & Children's Services 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people
Develop the All-Abilities Plan through a co-design process, to improve access and inclusion for people with a disability.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • People with disabilities

3.4 Increase inclusion, respect and belonging

Actions	Lead	Partner	Target groups
3.4.1 Build the capacity of representatives from diverse faith communities to promote inclusion, respect and belonging in the community through participation on Kingston's Interfaith Network.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Multicultural people Faith groups
3.4.2 Support, deliver and promote events focused on awareness and celebration of our diverse community to increase knowledge about all cultures, faiths, human rights and discrimination (such as Cultural Diversity Week, IDAHOBIT, NAIDOC Week, LGBTQIA+ discrimination, International Day of People with a Disability, Kingston Women of the Year Awards and the Spring Fair).	<ul style="list-style-type: none"> Inclusive Communities People Support 	<ul style="list-style-type: none"> Arts, Events & Libraries Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> Multicultural people LGBTQIA+ Faith groups Aboriginal and Torres Strait Islander people People with disabilities Women
3.4.3 Include images of people from diverse backgrounds in a positive way in Council documents and promotional materials to foster respect and inclusion in the community.	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Older people Multicultural people LGBTQIA+ Faith groups Aboriginal and Torres Strait Islander people People with disabilities
3.4.4 Develop a young women's leadership program for young leaders to support inclusion and belonging of young people from diverse backgrounds in community life.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Multicultural people Young women LGBTQIA+
3.4.5 Facilitate a local Aboriginal and Torres Strait Islander Elders program at the Derrimut Weelam Gathering Place to promote social connection and belonging.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Derrimut Weelam Gathering Place 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people
3.4.6 Engage with international students through tertiary institutions to encourage greater participation in community life and awareness of community responsibilities.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> International students
3.4.7 Investigate information needs and gaps of newly arrived residents, including international students, regarding community responsibilities and life in Australia.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Newly arrived residents

3.4.8 Develop a business awards program recognising employment initiatives to improve diversity and inclusion outcomes.	<ul style="list-style-type: none"> • City Economy & Innovation 	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Businesses
---	---	---	--

Council Plan (2021-2025) Year 3 Annual Action Plan

Deliver and support events that promote awareness and celebration of Kingston's diverse communities, including the 'Dialogues' workshop program.	<ul style="list-style-type: none"> • Arts, Events & Libraries 		<ul style="list-style-type: none"> • Multicultural people • LGBTQIA+ • Faith groups • Aboriginal and Torres Strait Islander people • People with disabilities • Women
Increase opportunities for people with a disability to engage in arts and culture programs, fostering an innovative, inclusive and diverse community.	<ul style="list-style-type: none"> • Arts, Events & Libraries 		<ul style="list-style-type: none"> • People with disabilities
Continue to support the Derrimut Weelam Gathering Place to develop new programs to increase community engagement.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people
Prioritise female participation in sport and access to facilities, grounds and match times, through the 'Change of Our Game' initiative.	<ul style="list-style-type: none"> • Active Kingston 	<ul style="list-style-type: none"> • Better Health Network 	<ul style="list-style-type: none"> • Girls • Women
Continue to explore opportunities for the procurement of goods, services and works that provide community benefit through the engagement of Aboriginal and Torres Strait Islander businesses, social benefit providers and/or other social enterprises.	<ul style="list-style-type: none"> • Procurement and Contracts 		<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • Women • Multicultural people

Goal 4. A liveable community

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

4.1 Increase preparedness and resilience for the impacts of climate change

Actions	Lead	Partner	Target groups
4.1.1 Progress development of a Climate Adaptation Plan to serve as a guide for supporting Council staff and community members to adapt to the impacts of climate change.	<ul style="list-style-type: none"> City Strategy 	<ul style="list-style-type: none"> Inclusive Communities Infrastructure Open Space 	<ul style="list-style-type: none"> Older people People with disabilities People who are homeless Children under 5 years old People with chronic health conditions
4.1.2 Update planning policies, processes and assessments to improve environmentally sustainable designs in the community.	<ul style="list-style-type: none"> City Development 	<ul style="list-style-type: none"> City Strategy 	<ul style="list-style-type: none"> Developers (public and private)
4.1.3 Support Emergency Relief organisations with networking opportunities.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Low income People who are homeless

Council Plan (2021-2025) Year 3 Annual Action Plan

Deliver targeted education / information sessions in line with the Urban Cooling Strategy (2020 – 2030) to better understand the impacts of climate change on vulnerable residents.	<ul style="list-style-type: none"> City Strategy 	<ul style="list-style-type: none"> Inclusive Communities AccessCare Arts, Events & Libraries 	<ul style="list-style-type: none"> Low income People who are homeless
Participate in the Southeast Council's Climate Change Alliance project to increase community resilience to the impacts of climate change.	<ul style="list-style-type: none"> City Strategy 	<ul style="list-style-type: none"> Inclusive Communities Infrastructure (emergency management) 	<ul style="list-style-type: none"> Older people People with disabilities People who are homeless Children under 5 years old People with chronic health conditions

4.2 Increase the availability of social and affordable housing

Actions	Lead	Partner	Target groups
4.2.1 Deliver the Community Connection Program to connect community members who are homeless or at risk of homelessness with relevant housing programs.	<ul style="list-style-type: none"> AccessCare 		<ul style="list-style-type: none"> People who are homeless
4.2.2 Continue to advocate for and encourage increased contributions to social and affordable housing offerings through negotiations with planning permit applicants.	<ul style="list-style-type: none"> City Development 	<ul style="list-style-type: none"> City Strategy Inclusive Communities Property Services Homes for Victoria Housing associations 	<ul style="list-style-type: none"> Low income People who are homeless

Council Plan (2021-2025) Year 3 Annual Action Plan

Implement the Social and Affordable Housing Strategy and continue to explore housing opportunities with private developers on key government strategies and provide support to the Homes for Homes initiative.	<ul style="list-style-type: none"> City Strategy 	<ul style="list-style-type: none"> Inclusive Communities AccessCare Private developers Homes for Homes 	<ul style="list-style-type: none"> Low income People who are homeless
--	---	--	---

4.3 Increase equitable participation in the workforce and local economy

Actions	Lead	Partner	Target groups
4.3.1 Establish a new partnership with a start-up provider to support local entrepreneurs.	<ul style="list-style-type: none"> City Economy & Innovation 	<ul style="list-style-type: none"> Holmesglen Tafe 	<ul style="list-style-type: none"> Young people
4.3.2 Establish a Kingston employment services providers local network to pursue and enhance regional collaborative opportunities.	<ul style="list-style-type: none"> City Economy & Innovation 	<ul style="list-style-type: none"> Inclusive Communities Wellsprings for Women Outlook Australia Holmesglen Tafe 	<ul style="list-style-type: none"> Multicultural people Unemployed people People with disabilities Young people
4.3.3 Deliver the work ready program to equip young people with skills and knowledge for employment.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people
4.3.4 Deliver the financial literacy program to increase knowledge about how to be financially responsible.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people
4.3.5 Support employment opportunities for people who are unemployed through the Jobs Victoria Advocates Program (particularly people with a disability and people from non-English speaking backgrounds).	<ul style="list-style-type: none"> City Economy & Innovation 	<ul style="list-style-type: none"> Inclusive Communities Wellsprings for Women Brotherhood of St Laurence 	<ul style="list-style-type: none"> People with disabilities Multicultural people

4.3.6 Explore opportunities to build LGBTQIA+ inclusion in workplaces through the Kingston employment services provider local network.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> City Economy & Innovation Wellsprings for Women Outlook Australia Holmesglen Tafe 	<ul style="list-style-type: none"> LGBTQIA+
--	---	--	--

Council Plan (2021-2025) Year 3 Annual Action Plan

Develop a Kingston Economic Development Strategy to provide a long-term vision for sustainable economic growth that supports maintaining and diversifying local jobs.	<ul style="list-style-type: none"> City Economy & Innovation 	<ul style="list-style-type: none"> Inclusive Communities 	
---	---	---	--

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

Actions	Lead	Partner	Target groups
4.4.1 Ensure accessibility is considered in the planning and maintenance of facilities, infrastructure and places to support access for people of all abilities.	<ul style="list-style-type: none"> Infrastructure Open Space Project Management Office Active Kingston 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> People with disabilities Older people
4.4.2 Provide opportunities to promote and deliver inclusive access to sport and recreation facilities.	<ul style="list-style-type: none"> Active Kingston Inclusive Communities 	<ul style="list-style-type: none"> Sports Clubs and Associations Community Centres & Neighbourhood Houses Better Health Network 	<ul style="list-style-type: none"> People with disabilities Older people Multicultural people LGBTQIA+
4.4.3 Identify signage requirements through the Wayfinding Strategy to inform future installations.	<ul style="list-style-type: none"> Open Space 		
4.4.4 Undertake research to identify vulnerable community groups in Kingston and any structural barriers experienced.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Vulnerable people

Council Plan (2021-2025) Year 3 Annual Action Plan

Commence development of the Community Infrastructure Framework to plan for community needs now and into the future.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Active Kingston Arts, Events & Libraries City Works Family, Youth & Children's Services Infrastructure Open Space 	
---	---	--	--

		<ul style="list-style-type: none"> City Strategy 	
Review Council's early years infrastructure requirements considering Victorian Government announcements.	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Families with pre-school aged children
Enhance community access and shared use of community facilities through implementing the Kingston Community Facilities – Access and Shared Use Policy.	<ul style="list-style-type: none"> Inclusive Communities 		

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

Actions	Lead	Partner	Target groups
4.5.1 Engage with targeted community groups, the Access and Equity Advisory Committee and Interfaith Network to gain information for the draft Open Space Strategy to improve the accessibility and inclusion of outdoor public spaces.	<ul style="list-style-type: none"> Open Space 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Older people Multicultural people People with disabilities LGBTQIA+ Women
4.5.2 Ensure master plans provide for accessible, quality public open spaces for passive and active recreation.	<ul style="list-style-type: none"> Open Space Active Kingston 		<ul style="list-style-type: none"> Older people Multicultural people People with disabilities LGBTQIA+

Council Plan (2021-2025) Year 3 Annual Action Plan

Implement Year One actions of the Kingston Open Space Strategy (2023–33) to ensure accessible, safe and well utilised open spaces in Kingston for our community.	<ul style="list-style-type: none"> Open Space 		<ul style="list-style-type: none"> Older people Multicultural people People with disabilities LGBTQIA+ Women
Continue to investigate opportunities to improve public access and connectivity along the coastline, while recognising and protecting culturally and environmentally sensitive areas.	<ul style="list-style-type: none"> Open Space 		

Goal 5. An informed and empowered community

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

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

Actions	Lead	Partner	Target groups
5.1.1 Redevelop Kingston Youth Services website and social media platforms to ensure it is accessible, secure, and customer focused.	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Young people
5.1.2 Redevelop the Kingston Arts website to ensure it is accessible, secure and customer-focussed.	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Arts, Events & Libraries 	
5.1.3 Redevelop the Kingston Active website to ensure it is accessible, secure and customer-focussed.	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Active Kingston 	
5.1.4 Support community groups through training and information to develop accessible website content for the new integrated community directory.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Community groups
5.1.5 Provide information to the community in a variety of accessible formats to ensure Council communication is accessible and inclusive (such as online, social media, print, translated materials and easy English)	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 		<ul style="list-style-type: none"> Multicultural people People with disabilities Non-digital community members
5.1.6 Investigate opportunities for Council provided information displays at local shopping precincts to promote health and wellbeing information.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement City Economy & Innovation Local Traders Associations Local health providers 	
5.1.7 Provide culturally sensitive health and wellbeing information and service referrals to local Aboriginal and Torres Strait Islander community members.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Derrimut Weelam Gathering Place 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people
5.1.8 Promote the diverse range of programs, services, events and activities provided by Kingston Council in new ways to reach community members that are unaware.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	
5.1.9 Promote LGBTQIA+ inclusive initiatives and support services to the community via Council's networks and media	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement LGBTQIA+ services 	<ul style="list-style-type: none"> LGBTQIA+

channels such as Kingston Your City and Your Voice newsletters.		<ul style="list-style-type: none"> Local health providers Community groups 	
---	--	--	--

Council Plan (2021-2025) Year 3 Annual Action Plan

Translate and convert key printed materials to ensure non-digital community members have access to information	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Multicultural people People with disabilities Non-digital community members
--	---	---	---

5.2 Increase participation in lifelong learning and education

Actions	Lead	Partner	Target groups
5.2.1 Review mix of long day care, sessional and full-day kindergarten programs provided by the Family and Children's Centres to ensure services continue to meet community needs.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Pre-school aged children Families
5.2.2 Support young people to develop soft employability skills through short courses aligned to their interests and hands on experience through Youth Services committees.	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> Young people
5.2.3 Provide programs and information to the community regarding life transitions such as retirement planning, financial literacy, transport and entry into aged care.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Arts, Events & Libraries AccessCare Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> Older people Multicultural people People with disabilities
5.2.4 Develop and promote quarterly What's On guides for Libraries to provide topical and accessible programs that meet community needs.	<ul style="list-style-type: none"> Arts, Events & Libraries 		

Council Plan (2021-2025) Year 3 Annual Action Plan

Provide digital literacy programs with access to computers and iPads to enable people to better access services and connect socially online	<ul style="list-style-type: none"> AccessCare 	<ul style="list-style-type: none"> Arts, Events & Libraries Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> Older people Multicultural people People with disabilities
---	--	--	--