

City of Ballarat Health and Wellbeing Plan 2021 - 2031

Second year review – October 2023

The second year review of the [City of Ballarat Health and Wellbeing Plan 2021-2031](#) (H&WP) outlines work completed under the six health priority areas, using case studies to outline more detail of key projects:

- Tackling climate change and its impact on health
- Preventing all forms of violence
- Increasing healthy eating
- Increasing active living
- Improving mental wellbeing
- Reducing harm from smoking, gambling, alcohol, and other drugs

Following the first year review, and discussion with local Department of Health and Human Services representatives, the City of Ballarat decided to report on the Health and Wellbeing Plan at strategy level rather than develop an action plan. The main reasons for this change were to reduce the duplication of reporting across different plans, and support staff resourcing for implementation of projects. So the review also includes a table of actions completed against each of the 52 strategies and shows the linkage of these actions to the health priorities.

The City of Ballarat are part of the state-wide **VicHealth Local Government Partnership** to improve the health and wellbeing of children and young people, a project which has had significant influence over the development and implementation of the H&WP. VicHealth and associated partners have developed a range of best practice health promotion modules, with actions supporting delivery of the H&WP, many of which are featured within the case studies for each health priority area.

In October 2022, Council endorsed an [Inclusion Framework 2022-26](#) and five associated plans including:

- **LGBTIQ+ Inclusion Plan 2022-26**
- **Intercultural Plan 2022-26**
- **Disability Access and Inclusion Plan 2022-26**
- **Youth Strategy 2022-26**
- **Ageing Well in Ballarat Strategy 2022-26**

The plans, along with the **Gender Equality Action Plan 2021-25**, **Municipal Early Years Plan 2022-26** and **Reconciliation Action Plan (currently being drafted)** all align with the key priority groups identified within the H&WP, and all have identified actions which expand on the H&WP strategies. Other plans and strategies of council which have recently been drafted or endorsed will also contribute significantly to addressing H&WP strategies and improve community health and wellbeing outcomes. These include the **Libraries and Learning Strategy 2022-27**, **Community Infrastructure Plan 2022-2037**, **Sustainable Subdivision Framework 2023**, the **Ballarat Housing Strategy 2023-41** and associated discussion papers including **Diverse and Affordable Housing**.

The review has shown extensive work is continuing across multiple council units to address the strategies outlined in the H&WP. The following case studies and additional actions detail some of the key projects which were undertaken in the past 12 months and align closely to the six health priority areas.

There will be no changes to the plan for the next year. In October 2024 the plan will be evaluated comparing data at baseline to updated data on health and social indicators. The evaluation report will inform staff and community for engagement in early 2025 to determine if the plan requires updating.

Tackling climate change and its impact on health

Case Study: Youth-led Sustainable Solutions



Background

The youth-led Sustainable Solutions project extended from April to August 2023 and was implemented as part of the VicHealth Local Government Partnership to co-design social connection opportunities with young people, with a focus on local sustainability solutions.

Project Description

Issues of mental wellbeing and responses to climate change have consistently been raised by children and young people through City of Ballarat consultations including Ballarat: Our Future and for the Youth Strategy. This project supported years 5 and 6 students from St James' Parish School to build resilience and leadership skills through direct training and self-directed, action-based learning to design solutions to environmental issues. [Link to video of the project](#)

The youth-led Sustainable Solutions project was a collaboration with Sustainability Victoria's Resource Smart Schools program and community experts to expand student's knowledge of sustainability, particularly issues associated with waste, water, energy, and biodiversity. Educators from Eureka Centre's School Program were also key partners supporting students to learn about civic engagement, ways to effect social change, and how to apply this to design local sustainability solutions. Students participated in eight workshops over five months, working in groups to engage with local experts and take a lead in developing solutions to local issues. The students then pitched their ideas (listed below) at a final event held at the Eureka Centre in front of family, friends, and partner representatives.

Issue	Idea
Too much waste in schools	Produce a song aimed at students 'Do the Right Thing'
Litter in Ballarat	Produce an education book about reducing waste for each school in Ballarat
Saving Bees	Design and produce a 'Bee Friendly' tag for plant nurseries to promote to consumers to buy bee friendly plants
Recycle Plastic	Collect bottle tops and design a product for Zero Plastics
Energy Waste	Black out hour website for schools
Recycling batteries	Battery bins in Ballarat schools
Rubbish at the Yarrowee Creek	Rubbish collection festival with local schools – repurpose rubbish into artworks
Reducing the number of cars on the roads in Ballarat	Bike safety
Water Waste	A water saving board game – with board pieces made of recycled plastics by Zero Plastics
Planting trees	Make a video to encourage more tree planting

Project Outcomes

The project delivered the following outcomes:

- Developed children's knowledge of sustainability within the areas of waste, water, energy and biodiversity
- Developed children's knowledge of civic engagement and social change
- Built connections between students, council staff and community organisations
- Improved student leadership and cohesion
- Improved student relationships through support and encouragement
- Increased understanding and skills for students to lead change and contribute to their community

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Additional relevant actions:

- [Ballarat Net Zero Emissions Plan](#) adopted October 2022 outlines an aspirational community-wide target of net zero emissions by 2030 with a focus on businesses, homes, new developments, transport and waste.
- [Carbon Neutrality and 100% Renewables Action Plan](#) – progress report in Feb 2022 shows annual emissions will reduce by 15,000 tonnes carbon dioxide equivalent by 2025, mainly due to a decrease in electricity used by City of Ballarat facilities, implementation of LED streetlights and methane recovery at the landfill.
- [Sustainable Subdivisions Framework](#) adopted in March 2023 provides planners with a basis for measuring and achieving stronger sustainable outcomes for subdivisions.
- [Environmentally Sustainable Design guidelines](#) adopted March 2023 – development proposals are required to achieve minimum scores for energy performance, water resources, indoor environmental quality and stormwater management.
- [Biodiversity Vision and Commitment](#) adopted Nov 2022 with engagement for and development of a Biodiversity Strategy to be adopted 2024
- Planted around 2000 young trees, smaller plants and ground covers or grasses, all grown in Ballarat's Indigenous nursery.
- [Ballarat Integrated Transport Plan](#) and [Ballarat Cycling Action Plan 2017-25](#) – Significant investment into cycle and walking paths with a focus on linking pathways and improving connectivity across the city, to major activity centres and public transport.
- Supporting primary schools with [Active 2 School](#), Tag On, ReCranked in Schools and Bike Ed programs
- Significant advocacy and engagement to improve the [Ballarat Bus Network](#)
- Maintenance and upgrades of bus stops and improving accessibility.
- Support of local climate action and sustainability group BREAZE
- [Engagement and preparation for delivery of FOGO waste system](#), curb-side glass collection and the State Government Container Deposit Scheme
- Supporting local businesses with [circular economy](#) projects
- Supporting businesses to prepare for the [single use plastics ban](#) from Feb 2023

Preventing all forms of violence

Case Study: Fair Access Policy



Background

The [Fair Access Policy Roadmap](#), released by the Office for Women in Sport in partnership with Sport and Recreation Victoria and VicHealth, aims to develop a state-wide foundation to improve the access to, and use of, community sports infrastructure for women and girls. Six Fair Access Principles have been developed to guide local governments and other public land management groups seeking more in-depth support throughout this journey. The roadmap features three key phases: education, readiness and progress. It is designed for local governments, sport and recreation organisations and other groups which manage publicly owned community sports infrastructure.

The Fair Access Targets are as follows:

From 1 July 2024 - Victorian government funding criteria for community sport infrastructure to require gender equitable access and use policies.

By 1 October 2024 - All local governments in Victoria have gender equitable access and use policies in place for community sports infrastructure.

By 1 July 2027 - More women and girls report equitable access to community sports infrastructure and improved experiences participating in community sport.

Project Description

In preparation for compliance with the roadmap, officers from Engaged Communities, Recreation Services, Property Services and Facilities Management, and People and Culture have worked through the methodology of the development of this policy. Through this research and consultation, it was determined that a City of Ballarat Fair Access Policy be developed including the identification of relevant plans, strategies, and policies and an initial assessment of the need and priority for gender impact assessments to be completed for these documents.

A draft City of Ballarat Fair Access Policy and community engagement plan has been developed including an inward facing action plan to support the implementation of the policy.

Outcomes

- Working group support and collaboration
- Development of draft Fair Access Policy
- Development of a Fair Access Policy community engagement plan
- Development of internal facing Fair Access Policy Action Plan.

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Additional relevant actions:

- Implement the [Gender Equality Action Plan 2021-25](#) including providing professional development opportunities for female staff, providing gender impact reporting and increasing the visibility of women and people of diverse genders in leadership roles
- Supporting staff to undertake Gender Impact Assessments for new and updated policies, strategies and programs
- Implement actions associated with the 16 Days of Activism Against Gender-based violence in partnership with Women's Health Grampians and Zonta Ballarat
- Celebrate [International Women's Day](#) with a breakfast and guest speakers, and public story time at Parent Place and the Town Hall library
- Support for community requiring emergency animal housing and retrieval
- Deliver the [Empowering Communities grant program](#) which includes 10 recipients sharing in over \$500,000 of funding, some programs include Accessibility for all – Safety and respect for women with disabilities in Ballarat (WHG), Connect, Nurture, Grow (BRMC) and Send, Snap Solve to tackle discrimination in Ballarat (Tiny Pride).
- [City of Ballarat Inclusion Framework 2022-26](#) adopted Oct 2022, sets out a roadmap for how City of Ballarat will work to promote inclusion.
- Active Women and Girls Strategy 2018 – ongoing actions from this strategy include the focus on [upgrading sports and recreational facilities to support women and girls](#) including toilets, change rooms and safety lighting
- Early years services – provided family violence screening and support through MCH service and promoted family violence support services through Parent Place and supported playgroup programs
- [Social Policy Position statement on Preventing Family Violence](#)

Increasing healthy eating

Case Study:
Eat Well Feel Good Ballarat



Background

Eat Well Feel Good Ballarat (EWFG) is a partnership between the City of Ballarat and Ballarat Community Health that aims to increase the awareness and purchase of healthier food and drinks at council managed facilities and partnered sports clubs. Between 2021-2023, EWFG was implemented at Selkirk Stadium and Eureka Pool which formed part of an action within the VicHealth Local Government Partnership project to improve the health and wellbeing of children and young people.

EWFG Outdoor Pools

The Health Promotion Officer worked with Aquatic Centre staff to create a healthy food environment at the Eureka Outdoor Pool. Initial community surveys before the changes were made, identified the barriers and enablers to healthy eating:

- 53% of respondents rated the variety of general food options as low
- 78% wanted to see more healthy food and drink options added to the menu.

The engagement also identified that the previous signage about healthy food "did not make sense". To mitigate this, City of Ballarat worked with Mt Clear PS students to develop new branding materials, to engage with children using the kiosk and highlight the healthy options. New branding was showcased across the kiosk facility including painting of the facility and improved signage. Training was provided for all outdoor pool staff through the induction process, the fridge was restocked and displayed with more healthy options, wraps and rolls were ordered for all school groups and healthy ice-cream alternatives were made available.

Project Outcomes

- There were 168 **fewer** litres of high sugar (red) drinks, 388 **more** litres of moderate sugar (amber) drinks and 175 **more** litres of low or no sugar (green) drinks sold in 2022-23
- The 2022-23 pool season saw healthier (green) food options made available for the first time, including an **increase** of lower sugar or fat (amber) foods and a **reduction** in high sugar or fat (red) food options provided.

EWFG Selkirk Stadium

The City of Ballarat, Ballarat Community Health and Basketball Ballarat collaborated with staff from Selkirk Stadium's café to introduce healthier options and to create consistent marketing materials to promote the new, healthy products. This initiative also incorporated a healthy rewards scheme where sports clubs using Selkirk Stadium were given vouchers to the healthy options at the café as sports rewards.

Project Outcomes

- Five initiatives were piloted at Selkirk Stadium: i) marketing collateral and campaign; ii) launch event for media and stakeholders; iii) introduction of fresh and nutritious menu items; iv) healthy sports rewards; v) changes to drinks fridge to promote water and other healthier options
- A comparison of sales data since the start of the project showed:
 - fruit sales increased by 45%
 - fruit salad sales increased by 25%
- Survey responses showed 45% of people who noticed the Eat Well Feel Good branding at the café agreed that it either increased their knowledge of foods available or influenced their purchase.

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Additional relevant actions:

- Early Years team implemented the [INFANT program](#) in conjunction with BCH to support new parents with healthy eating and active play
- Started the [Ballarat Local Food Coalition](#), held a forum, meetings, a farm tour and developing an action plan
- Developed a [Harmful Industries Declaration](#) for the Community Impact Grant program to ensure funded clubs align with City of Ballarat health and wellbeing priorities, and are not sponsored by businesses associated with fast food, sugary drinks, alcohol, tobacco, vaping or gambling
- Worked in partnership with the Food Access Network to support community members with food security enquiries
- [Social Policy Position statement on Access to Food](#)

Increasing active living

Case Study: Active 2 School



Background

Councils play an important role in designing, maintaining and improving walking and bike riding paths around neighbourhoods, and in supporting a wide range of sport and recreation opportunities. The number of children walking or riding to school has dropped significantly in recent years which increases car traffic around schools and reduces the opportunity for children to be active.

Project Description

The City of Ballarat partnered with Bicycle Network, Road Safe Central Highlands and Y Ballarat to implement initiatives that promote walking and cycling to school within the Ballarat primary school community through Active 2 School, Tag On in Schools, and ReCranked in Schools programs. By developing and fostering a culture of healthy, active travel in young people, the Active 2 School program has the potential to drive generational change towards a safer, more sustainable transport network in Ballarat.

Active 2 School

The project started with a survey to primary schools to outline their current active travel initiatives and resources. The results showed which schools had a commitment to walking and cycling and where there were opportunities to create change. Caledonian and Newington Primary Schools showed great commitment through their current learning environment and support networks around promoting walking and cycling. The following initiatives were then implemented:

- Recruited a student leadership group to provide input and advocacy for the program
- Conducted a baseline review from students, parents and teachers to identify barriers and enablers to active transport

- With support from the students, implemented a number of behaviour change initiatives including:
 - Active travel maps
 - Footpath decals
 - Walk to school events
 - Bicycle education training for teachers
 - Bicycle maintenance workshops.

Additionally, through a partnership approach the City of Ballarat worked with Bicycle Network to implement active travel maps at the following schools: Dana St PS, Lucas PS, St Columba's PS and Yuille Park Community College.

Tag on in Schools

The City of Ballarat has partnered with primary schools to install and support the implementation of the Tag On system. This system allows students to 'tag on' once they get to school with their personal fob, record their mode of transport to school, collect house points (if travelling by active transport modes), which then generates an email to their parent or guardian to alert them of their arrival. This added element of safety and incentive has proved a positive influence encouraging children to choose active modes of travel to school and reduced barriers around safety. Currently three schools have implemented this system: Delacombe PS, Magpie PS and Newington PS.

Project Outcomes

- 20 active travel leaders recruited to support Active 2 School implementation
- [Active 2 School website](#), [video](#) and interactive map developed
- Increased awareness of opportunities for walking and cycling to school amongst the Ballarat primary school community
- 248 students currently participating in Tag On in Schools initiative
- Supporting delivery of ReCranked in Schools, a Y Ballarat program engaging students in an 8 week bicycle maintenance and recycling program.

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Additional relevant actions:

- [Ballarat Aquatic and Lifestyle Centre](#) had 616,000 people attending in 12 months plus 42 schools enrolled in Active Schools Learn to Swim program.
- Selection of upgrades to sporting facilities including:
 - [Alfredton Recreation Reserve](#) – council contribution \$1.26M, female friendly player and umpire change rooms, a kitchen/kiosk, public toilets, undercover viewing area, five new cricket practice nets, electronic scoreboard, extra parking
 - [Wendouree West Recreation Reserve](#) – council contribution \$1.885M – sports pavilion, female friendly changerooms, community spaces, street soccer zone
 - [Victoria Park community sports pavilion](#) – council contribution \$5.2M, female friendly changerooms, office space, storage, community kitchen and canteen, umpires change rooms, publicly accessible toilets, spectator seating, paths and landscaping
 - Works in progress - [Pleasant Street Reserve, Cricket nets at Victoria Park, North Ballarat female friendly facilities project](#)
- [Lake Wendouree and Victoria Park link lighting project](#) – 225 lights to be installed around the 6km walking track of Lake Wendouree plus additional linking lights to Victoria Park
- [Social Policy Position statement on Promoting Active Living](#)

Improving mental wellbeing

Case Study: Development of an Inclusion Framework



Background

Some groups in our community face greater challenges than others to learn, work, voice their opinions and participate fully in life. They are also more likely to experience discrimination and exclusion, leading to poorer individual health and social outcomes. Inclusion in community, work, learning and decision making is vital to good mental wellbeing.

Project Description

The development of an Inclusion Framework provided a roadmap for how the City of Ballarat would work to achieve their vision for inclusion and describes a coordinated approach across the organisation. The Inclusion Framework was informed by the engagement processes utilised in the development of the Community Vision and Council Plan and also in conjunction with the review and development of a number of plans for Council's priority groups.

The implementation of the Inclusion Framework has been supported by the Inclusive Ballarat Reference Group, comprised of officers that lead the implementation of priority group plans listed below. The Reference Group meets monthly to enhance the organisation's whole of community and whole of organisation approach and work on collaborative actions that results in more efficient use of Council resources and more effective organisational and community outcomes.

The Inclusion framework outlines how City of Ballarat will work to promote inclusion. There are five different elements in this framework:

- **Vision:** this is the Ballarat we hope to achieve by creating an inclusive organisation and city
- **Principles:** foundational ideas that shape our decision-making for our inclusion work
- **Areas for action:** key areas of focus for our inclusion work for the next four years
- **Priority groups:** groups that can face greater challenges in participating fully and equally in life
- **Priority-specific plans:** plans that outline specifically what we will do to promote inclusion for each of the priority groups.

Project Outcomes

The key outcomes are the adoption of the Inclusion Framework and associated plans by Council. The development of the plans in conjunction with one another has ensured consistency across the organisation, enhanced key community concerns and facilitated a collaborative approach to realising community benefits.

- **City of Ballarat Inclusion Framework 2022–26**
- **Municipal Early Years Plan 2022–26**
- **Ageing Well Strategy 2022–26**
- **Youth Strategy 2022–26**
- **Gender Equity Action Plan 2021–25**
- **LGBTIQA+ Inclusion Plan 2022–26**
- **Disability Access and Inclusion Plan 2022–26**
- **Intercultural Plan 2022–26**
- **Reconciliation Action Plan (draft)**

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Additional relevant actions:

- The mental health education and youth suicide prevention program [Live4Life](#) was launched in 8 secondary schools, reducing barriers for young people seeking help, City of Ballarat is the lead agency.
- Development of a [Sensory Friendly Stay and Play Zone](#) at the Inclusive Play Space at Victoria Park
- Development of an [Assistant Dog Relief Area](#) for the CBD
- Community Infrastructure Plan 2022-37 and [major projects](#) including expansion of the central library, Eastwood Community Hub, Sebastopol Community Hub, and Alfredton Community Hub
- [Ballarat Creative City Strategy](#) reported an estimated 169,000 community members attended City of Ballarat events in past year, the city produced 132 events featuring local creative practitioners, indigenous programming featured in 27% of events.
- The [Art Gallery of Ballarat](#) delivered 86 public programs, celebrated the work of more than 55 local artists and welcomed more than 10,000 students through the education program.
- The [Eureka Centre](#) hosted nearly 6000 students at onsite Education Programs
- Developed the [Ballarat Housing Strategy 2023-41 \(draft\)](#) and discussion paper on Diverse and Affordable Housing
- [Social Policy Position statements on Mental Health and Wellbeing and Affordable Housing](#)

Reducing harm from smoking, gambling, alcohol and other drugs

Case Study: Gambling Harm Prevention



Background

Gambling has the potential to generate negative social and economic impacts for the player, their family and friends, and the wider community. Gambling-related harm can include financial loss, relationship breakdown, intimate partner violence, increased prevalence of anxiety and depression, emotional or psychological distress, issues with work or study, criminal activity, reduced health and wellbeing, and suicide.

Whilst there are many different forms of gambling, a significant source of financial loss and harm in Ballarat comes from Electronic Gaming Machines (EGMs), also known as poker machines (pokies). It is also the form of gambling over which Council has the greatest influence through its statutory roles and decision-making processes. Whilst the state-controlled nature of gambling regulation leaves Council with minimal regulatory influence, the City of Ballarat is committed to reducing the harms that result from gambling where possible.

Project Description

In 2022, City of Ballarat adopted a Gambling Harm Minimisation Policy which identifies a 'whole of Council' approach to minimising gambling-related harm in the community. The scope of the policy relates to Council roles as a planner and regulator, community partner and advocate.

Council has an opportunity to influence community health and wellbeing outcomes through the Community Impact Grants Scheme hence has developed a Harmful Industries declaration to ensure council grants are allocated to clubs and projects which align with health and wellbeing priorities of council, this includes sponsorship from gambling venues, and businesses gaining significant income from alcohol, tobacco, vaping and fast food businesses.

The City of Ballarat are key partners in the Ballarat Gambling Harm Prevention Taskforce which has initiated and promoted the Ballarat Gambling Harm Prevention Taskforce Facebook page and plans annual events for Gambling Harm Awareness week.

The Sebastopol Library implemented the Libraries After Dark program focusing on engaging at-risk communities and those most vulnerable to social isolation in free community evening activities, as an alternative to gambling venues.

The City of Ballarat work with key stakeholders to provide understanding and knowledge around gaming machine use, what community can do to help reduce the harms associated with gambling and support stakeholders to implement alternative activities. Two data reports are prepared each year detailing losses on gaming machines which are uploaded onto the Council website for community information.

Outcomes

- Development of a Gaming Machine application fact sheet
- Undertake six monthly pulse checks relating to gaming machine spending within the local government area and share findings with internal staff and community stakeholders
- Implementation of Harmful Industries declaration.
- Host a Gambling Harm Awareness Week event in partnership with Ballarat Gambling Harm Prevention Taskforce
- Ongoing funding sourced for extended opening hours after the success of the Libraries After Dark program at Sebastopol Library. This program provided the following outcomes:
 - Some individuals definitely attended the library as an alternative to gambling venues and these individuals had also disclosed that they were in the recovery phase of gambling addiction
 - Best attended programs were social connections programs, where conversation and recreation were the focus
 - Increased knowledge of the harms associated with gambling by staff involved with the program.

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Additional relevant actions:

- Developed a [Harmful Industries Declaration](#) for the Community Impact Grant program to ensure funded clubs align with City of Ballarat health and wellbeing priorities, and are not sponsored by businesses associated with fast food, sugary drinks, alcohol, tobacco, vaping or gambling
- Arranged a series of [vaping education webinars](#) for parents and school staff.
- City of Ballarat Alcohol Profile drafted.
- Analyse drug and alcohol use through data collected from the National Wastewater Drug Monitoring program.
- [Gambling Harm Minimisation Policy and local gambling data](#)
- [Social Policy Position statements on Preventing Gambling Harm and Alcohol and other Drugs](#)

Selection of work completed against H&WP strategies 2022-2023

Strategies	Work completed or in progress in past 12 months	Health Priorities					
		Climate Change & its Impact on health	Prevention of Violence	Healthy Eating	Active Living	Mental Wellbeing	Smoking Gambling Alcohol & Drugs
Active transport							
1.1 Increasing opportunities for walking and bike riding	Active 2 School, Tag On, ReCranked in Schools, Bike Ed Footpath maintenance and linkages						
1.2 Advocating improved public transport services and access	Ballarat Bus Network advocacy						
1.3 Connecting pedestrian and cycling routes to key destinations and public transport	Cycling infrastructure investment Lake Wendouree lighting project and linkage to Victoria Park						
1.4 Enhancing safety, amenity and accessibility for pedestrians and cyclists, and at bus shelters	Bus shelter maintenance, upgrades and renewals Tree planting, cycle storage						
Community participation		CC	PV	HE	AL	MW	SGAD
2.1 Building a proud and inclusive community	Inclusion Framework and associated plans BALC engagement for priority groups						
2.2 Embedding primary prevention for mentally healthy communities	Parent Place and Parent Place outreach Sons and Daughters of the west programs						
2.3 Improving young people’s resilience and connection	Live4Life program in 8 secondary schools Youth team programs, awards and events						
2.4 Facilitating more solutions shaped by young people	Sustainability in Schools program Youth consultants used for youth strategy						
2.5 Improving everyday creativity opportunities for more residents	Started disability audit of council creative programs Support and promote creative opportunities through Creative City Strategy, Art Gallery and Events						
2.6 Providing equitable and accessible community facilities, services and events	Disability audit to inform community infrastructure guidelines						
2.7 Embedding deliberative practice into Council engagement with the community, with a particular focus on priority groups	Supporting council teams with community engagement particularly through advisory groups and priority group networks.						

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2.8 Building community capacity and opportunities for participation	Deliver Community Impact Grants program - \$300K Deliver Empowering Communities program - \$500K						
2.9 Supporting the community to share and promote sustainable practices	Support climate change and sustainability group BREAZE Support businesses with ASPIRE program and circular economy work						
Community safety		CC	PV	HE	AL	MW	SGAD
3.1 Addressing family violence through a primary prevention approach	Support with Gender Impact Assessments Gender equity work within the organisation						
3.2 Partnering with stakeholders to develop programs which increase community inclusion and cultural safety	Empowering Communities grant program - \$500K – in partnership with the Ballarat Empowering Communities Local Action Group						
3.3 Using evidence and engagement practices to inform the delivery of key safety projects	Empowering Communities grant program City Safe Taxi Rank						
3.4 Partnering with stakeholders to undertake emergency management planning	Emergency Management planning and prevention work within the LGA and upskilling of staff for response and recovery						
3.5 Supporting businesses to provide an environmentally safe and compliant service for customers	Environmental health officers work with businesses to ensure compliance with legislation and safety for customers						
Employment		CC	PV	HE	AL	MW	SGAD
4.1 Encouraging local economy investment	Support of local businesses via multiple teams, Economic Development, Marketing, Events						
4.2 Supporting the development of employment pathways in the community and at the City of Ballarat	Actively supporting young people with placements and apprenticeships.						
4.3 Supporting the development of community wealth-building through grant programs and procurement	Inclusion of local criteria in procurement policy Supporting local organisations through community partnership grants						
4.4 Actively seeking to increase the number of creative industry professionals	Actively promoting and creating opportunities for the local creative industry professionals						
Food		CC	PV	HE	AL	MW	SGAD
5.1 Creating better food systems through Council policy	Participating in the local food environment policy index project with Deakin University						
5.2 Protecting the community from harmful food and drink industries	Developing a Harmful Industries declaration for the community Impact Grant program						
5.3 Enhancing the skills required to grow and prepare healthy foods	Supporting community gardens and local cooking programs through grant funding						
5.4 Protecting and promoting the local food system	Creating a Local Food Coalition Supporting farmers markets and local grower groups						

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5.5 Improving access to healthy and safe food for vulnerable community members	Participating in the Food Access Network and supporting community members with food insecurity queries						
5.6 Promoting the importance of a healthy diet	Implementing the Eat Well Feel Good program at Selkirk Stadium and Eureka pool Implementing the INFANT program to first time parents						
5.7 Encouraging sustainable practices to reduce food waste	Supporting businesses with the roll out of the single use plastics ban and the introduction of a FOGO system						
5.8 Ensuring food businesses offer safe and suitable food for sale	Environmental health officers support food businesses with advice on compliance						
Health and Social Services		CC	PV	HE	AL	MW	SGAD
6.1 Determining gaps in service delivery and advocating future health and social service needs and investment	Supporting health partners with network coordination and partnership programs						
6.2 Strengthen tobacco control at a local level	Plan for vaping webinars to be delivered to parents and schools						
6.3 Preventing alcohol harm at the local level	Draft an alcohol profile for the City of Ballarat City Safe Taxi Rank						
6.4 Utilising available planning and regulatory controls and promoting programs and information to support people at risk of harmful gambling	Support events for Gambling Harm Awareness week Promote local data on gambling losses Develop a Harmful Industries declaration for the Community Impact Grants program						
6.5 Providing information and support for the community, particularly priority groups, to access services and screening and understand preventative health measures	Promote breast cancer screening services Support at risk groups with specific disease education Early years provide information and education on sun screen, oral health, nutrition and active living for young parents						
6.6 Providing early years services, with focused support for vulnerable families	Provide Best Start and supported play groups for vulnerable families						
6.7 Providing support services for eligible older residents	Support older residents with transition to private home support and meals programs						
Housing		CC	PV	HE	AL	MW	SGAD
7.1 Encouraging housing diversity to ensure appropriate and affordable housing across all life stages	Development of a Diverse and Affordable Housing discussion paper to accompany the Housing Strategy						
7.2 Supporting stakeholders to improve the quality and diversity of affordable housing	Work with state government providers to deliver the Big Housing Build						
7.3 Supporting high quality housing which demonstrates best practice for sustainability, accessibility and healthy by design guidelines	Sustainable Subdivisions Framework adopted. Environmentally Sustainable Design Guidelines adopted.						

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7.4 Prioritising developments in urban areas to ensure greater access to services and transport	Encourage in fill development and secondary dwellings on large blocks through the Housing Strategy						
7.5 Encouraging a compassionate approach to homelessness and supporting connection of those experiencing homelessness to appropriate support and services	Support Uniting Street 2 Home unit with a cohesive response to homelessness enquiries through the homelessness protocol.						
Lifelong learning		CC	PV	HE	AL	MW	SGAD
8.1 Providing community infrastructure to facilitate Council and community learning spaces and hubs	Redevelop Central Library, Eastwood Hub, Sebastopol Hub, Alfredton Hub, Learmonth Community Skills Shed						
8.2 Planning for, delivering and facilitating early years learning and development	Actively planning for future requirements of early years centres, opening of Rowan View Children’s Centre						
8.3 Providing programs to increase digital literacy, support continuous learning and develop cultural understanding	A range of digital literacy, learning and cultural programs offered through the library with 12,900 library program participants.						
8.4 Supporting innovative programs which encourage skill development in young people	Multiple creative and skill development programs available through the youth team and library services.						
8.5 Encouraging participation and engagement in learning opportunities provided by local organisations	Support and promote learning programs offered by local organisations						
Open space and recreation		CC	PV	HE	AL	MW	SGAD
9.1 Increasing inclusive sport and active recreation	BALC has specifically engaged with priority groups to increase inclusivity at the centre.						
9.2 Providing and promoting flexible, diverse and accessible recreation and leisure opportunities	Supporting a range of free recreation programs including Disc Golf, Parkrun, seniors exercise park, fitness parks and walking programs.						
9.3 Planning, providing and maintaining sporting facilities and grounds and playspaces	Actively planning and upgrading a range of sports and recreation reserves and playgrounds including Wendouree West, Alfredton, Pleasant St, Victoria Park, North Ballarat						
9.4 Planning and developing new open space areas	Undertaking engagement for a new open space strategy.						
9.5 Increasing tree planting across the city, with a focus on low socio-economic areas and public areas in the CBD	Planted 2000 young trees, smaller plants and ground covers in the past 12 months, all grown in Ballarat’s Indigenous Nursery.						