



Council Adopted
Strategies and Plans
2023/24 Progress Report



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Acknowledgment of Country

Wyndham City Council recognises Aboriginal and Torres Strait Islander peoples as the first Peoples of Australia. We acknowledge the Wadawurrung and Bunurong Peoples as Traditional Owners of the lands on which Wyndham City operates. The Wadawurrung and Bunurong Peoples have and always will belong to the Werribee Yalook (river), creeks, stars, hills, and red clay of this Country. We pay respect to their Ancestors and Elders who always have, and always will, care for Country and community today and for future generations.



Introduction

[Council adopted strategies and plans](#) are subject or service specific documents that are developed to support the implementation the Wyndham 2040 Community Vision and the Council Plan. These sit within Council’s Integrated Strategic Planning and Reporting framework.

As of 30 June 2024, Council’ suite of adopted strategies and plans stands at 37 Council. Of these:

Council is required by legislation to have the following:	Accessibility and Inclusion Plan 2023-2025
	Domestic Animal Management Plan 2021-2025
	Gender Equity Action Plan 2021-2025
	Municipal Public Health and Wellbeing Plan 2021-2025
	Road Management Plan 2021-2025
	Road Safety Strategy 2022-2032

The following are under review:	City Forest and Habitat Strategy 2017 – 2040
	Open Space Strategy 2045
	Sports Strategy 2045
	Werribee City Centre Parking Strategy 2019-2024
	Werribee City Centre Structure Plan 2013

The following are at end of life:	Active Wyndham Strategy 2019-2024
	Smart Cities Strategy 2019-2024
	Volunteer Strategy 2019 – 2024

The following will be at end of life along with the current Council Plan 2021-25:	Accessibility and Inclusion Plan 2023-2025
	Affordable Housing Strategy 2022-2025
	Aquatic Strategy 2015-2025
	Coastal and Marine Management Plan 2020-2025
	Domestic Animal Management Plan 2021-2025
	Gambling Harm Prevention Policy Statement 2023-2025
	Gender Equity Action Plan 2021-2025
	Municipal Public Health and Wellbeing Plan 2021-2025
	Reconciliation Action Plan 2023-2025
	Refuse Disposal Facility Strategic Plan 2019-2025
	Resilient Wyndham Strategy 2021-2025
	Road Management Plan 2021-2025
	Women’s Participation in Sport Melbourne’s West 2025
Wyndham Active Transport Strategy 2020-2025	

For a full list see Appendix 1.

The purpose of this report is to inform the community about the implementation of these strategies and plans and highlight some of the work undertaken over the 2023/24 period.

The report is presented against the eight strategic areas of the Council Plan 2021-25.

Further information on the work and performance of Council can also be found within the Annual Report 2023/24.

STRATEGIC AREA 1:

A Healthy, **Accessible and Equitable City**

Wyndham is a City that enhances the wellbeing of its community and provides opportunities for all.





ADOPTED
OCTOBER 2021

Municipal Public Health and Wellbeing Plan 2021-2025

The Wyndham Municipal Public Health and Wellbeing Plan sets out the public health and wellbeing priorities that Council will pursue.

In 2023/24 the focus has been on fostering partnerships and collaborations with stakeholders, using a variety of approaches to progress the Health Plan's outcomes. A full report is available on Council's [website](#). Key highlights include:

Collaborate - Wyndham Health Forum

This forum, held in March 2024, provided an opportunity to bring together stakeholders from the community health sector and Council to:

- reflect on the Health Plan's achievements to date
- consider Health Plan outcomes and identify any outstanding priorities
- identify current actions working towards the Plan's outcomes
- think ahead to the next iteration of the Health Plan (2025-2029)
- share organisational work towards outcomes
- network to hear from one another and explore a range of perspectives
- identify key organisational points of contact

Partner - Western Public Health Unit (WPHU), Western Health

Council is part of the WPHU Population and Preventive Health Reference Committee (PPHRC) whose purpose it is to lead work occurring in the West towards the priorities of their Catchment Plan which are also Wyndham Health Plan priorities of climate change health impacts, healthy eating and supporting smokers and e-cigarette users to quit.

Council is also engaged in three WPHU PPHRC working groups, as follows:

Addressing Outcome 7. We are a zero carbon community consuming locally and responsibly

Action for Climate Transformation in the West Group (ACT-WEST) - working to address the impacts of climate change on health and wellbeing.

Addressing Outcome 13. We can make healthy food choices and have food security

Food and Healthier Eating Action on Systems Action Group (FEaST) - working to enable people to access and enjoy healthier eating and drinking by working across food systems.

Addressing Outcome 15. We support smokers and e-cigarette users who want to quit

Vaping and Tobacco Related Harm (V-Tag) - working to prevent and de-normalise the use of e-cigarettes and reduce vaping and tobacco related harm.

Partner - Jesuit Social Services (JSS), Centre for Just Places

Addressing Outcome 7. We are a zero carbon community consuming locally and responsibly.

Since 2022, Council has collaborated in the project Mobilising Climate Just and Resilient Communities in Melbourne's West which supports the Health Plan principle of health equity, recognising that climate change also interacts with the social and environmental determinants of health to exacerbate and create new forms of health inequity. The project produced a [Collaborative Action Plan for climate justice in Melbourne's West](#) in 2023. This Collaborative Action Plan identifies the causes of social, economic, and health inequities and how they are exacerbated by climate change, impacting climate justice. The resource provides the framework to work collaboratively with our partners in seeking to prevent and minimise climate impacts in the west.

In 2024, the project reconvened with a view to designing practical place-based projects that would respond to the focus areas of the framework and engage local communities. Council has contributed to three workshops to progress proposals.

Partner – Sustain-The Australian Food Network

Addressing Outcome 13. We can make healthy food choices and have food security.

City of Wyndham Food Systems Capacity Building Project. From July 2022 to August 2023, Council worked with Sustain to explore food system capacity building in Wyndham. The project developed an action-learning model to encourage food systems thinking and practice across council. Issues related to the local food system compromise community wellbeing and ecological sustainability. In 2024, the recommendations of the Sustain report are being worked through including implementation of the Community Garden policy and exploring options to fund and establish new community gardens.

This project recognised the need for greater community capacity, knowledge, skills and resilience to meet healthy eating challenges, especially in a year of increased cost of living. Support for community gardens and community gardeners and organisations increases access to fresh produce, opportunities for connection and improved mental wellbeing, all contributing to this outcome. Providing support and increased collaboration between food relief agencies also increases access to food for our most vulnerable households.





ADOPTED
SEPTEMBER 2023

Accessibility and Inclusion Plan 2023-2025

The vision for the Accessibility and Inclusion Plan builds on previous work undertaken and it reflects that: "People with disability, our families and/or carers experience dignity, respect and inclusive access to opportunities and services. Our voice is respected, we have control over our lives, and disability pride and diversity are celebrated."

The Wyndham Accessibility and Inclusion Plan 2023-2025 was official endorsed by Council on 26 September 2023.

Key Achievements for the Accessibility and Inclusion Plan are:

- The LearnWest Project is all about celebrating the joy of learning throughout life, fostering social connections, bridging generations, boosting health, and unlocking economic opportunities. A Wyndham Disability Network guest speaker shared his lived experience about his challenges with lifelong learning.
- In April 2024, in conjunction with World Autism Day the Wyndham Libraries launched the Hidden Disabilities Sunflower initiative. The idea is to provide a way for people to discreetly show their hidden disability and for staff to recognise it so they can offer a person the support they require. The hidden disability sunflower is fast becoming a globally recognised symbol used in public spaces, on transport, work and shops to give the wearer an opportunity to get a helping hand or further

understanding of their routines outside of their homes. Anyone with a hidden disability, their carer or a loved one can wear a Sunflower product as a discreet way to show that they have a hidden disability.

- About 44 per cent of Australian adults have low literacy, and struggle with a range of everyday reading tasks. Carefully honed messages may be completely out of reach for nearly half the Aussie population. Council departments participated in an Access English Insights on Literacy for communications professionals' workshops to assist in developing better messaging to our community.
- Events were held across multiple locations to raise awareness of the United Nation's International campaign 16 days activism against gender-based violence, that takes place each year from 25 November (International Day for the Elimination of violence against women) until 10 December (International Human Rights Day). A key event was a Lunch and Learn session to build awareness of Family Violence for women and people with disability.
- In March 2023, Wyndham Park was transformed into a glowing wonderland for the Council event 'LIT'. For the first time a sensory friendly night was held to cater for people a disability.



ADOPTED
DECEMBER 2019

Active Wyndham Strategy 2019 - 2024

Wyndham has several sport and recreation strategies for the community. The overarching strategy is the Active Wyndham Strategy with a suite of strategies and policies which sit under this strategy and support the delivery of outcomes including:

- Aquatic Strategy 2015-2025
- Cricket and Australian Rules Football Strategy 2013-2023
- Skate, BMX, and Bike Strategy 2013-2023
- Sports Strategy 2045
- Women's Participation in Sport and Active Recreation in Melbourne's West: Action Plan for Change 2020-2025.

Highlights from 2023/24 include:

1. Councils highly regarded 'Active Kids' program provided teaching resources and a kid's passport to learn the basic principles of healthy eating and physical activity whilst also connecting the community to physical activity opportunities. During the 2023 school year, 21 schools delivered the program to 169 classes and over 4,200 kids.
2. The 'Active Kinders' program connected over 2,500 kindergarten children and their families to class-based resources aimed at encouraging greater physical activity. A further 3,172 children participated in the Active Kinders Weekly Mini Movers Sessions, which provides free activity sessions for children.
3. Council again delivered a suite of programs to over 4,250 people, aimed at encouraging greater physical activity. Programs included beginner running courses, and women and girls' specific programs during 'This Girl Can' week in October 2023.
4. The new Point Cook Baseball and Softball Club was established in May 2024 at the recently completed Brookdale Road Reserve (Point Cook). This club will provide opportunities for the local community to participate in both Baseball and Softball.
5. The Sport4All disability inclusion program engaged 28 local sporting clubs and organisations and 14 schools to upskill volunteers and teachers on how to include more children and adults with disability in mainstream sporting opportunities and physical activity.
6. Delivery of the capital works program continued to provide new and improved places for the community to be active. Projects delivered included the completion of the Davis Creek Active Path (Tarneit), the Glen Devon Bike Skills Track (Werribee), Werribee Bowls Green redevelopment, and installation of an additional cricket wicket at Alcock Road Reserve (Truganina). Construction has also commenced at Galvin Park Sexton Pavilion (Werribee), Lawrie Emmins Reserve Gateway and Youth Precinct (Laverton North).
7. Construction continues on the completion of the pavilion at Brookdale Road Reserve (Point Cook) and Webster Street Reserve (Point Cook). Active open space construction commenced at Polly Parade Reserve (Tarneit North). Detailed design was completed for Holyoake Parade (Manor Lakes North Reserve) and Fortitude Drive Reserve with construction of these sites set to begin in the 2024/25 financial year.
8. Several sportsground lighting projects progressed to maximise the capacity of existing sports fields in Wyndham. Installations at Williams Landing Reserve Oval, Galvin Park Oval 1 (Werribee), Saltwater Tennis Courts 5-8, Saltwater Soccer Pitch 1 (Point Cook) were completed. Construction has been awarded and will be completed for Mainview Boulevard Reserve Oval 1 (Truganina) and Goddard Street Reserve Oval 1 and 2 (Tarneit) in the 2024/25 financial year.
9. The Wyndham Sports Strategy review (Active Wyndham Infrastructure Plan) was undertaken and will align with the review of the Active Wyndham Strategy in the 2024/25 financial year. Future active open spaces identified in the Sports Strategy review will commence concept planning in the 2024/25 financial year.



**ADOPTED
OCTOBER 2021**

Domestic Animal Management Plan 2021-2025

The Domestic Animal Management Plan outlines the services, programs and policies to address the administration of the Act and the management of dogs and cats in the community, in accordance with the Domestic Animals Act 1994 Section 68a.

Key actions completed include:

- The Register to Reunite program continued to demonstrate the benefits of pet registration with an average of 420 new pet registrations each month. Of the pets that were impounded, 82 per cent of dogs were microchipped, and a further 29 per cent of dogs registered at time of impound. Eleven per cent of cats were microchipped with 4 per cent of impounded cats being registered at time of impound.
- Cat and dog nuisance complaints increased by 82 per cent from 117 complaints to 213 complaints. Cat nuisance complaints have increased by 48 per cent from 62 complaints to 92 complaints. These increases can be attributed to the population growth of the municipality.
- Dog attacks continue to be reported within the relevant time of the incident occurring. The availability of contact both during and after hours for reporting incidents and the ability lodge complaints with Council as soon as possible has seen the reporting time decrease.
- Off lead complaints have increased by 7 percent from 123 off lead complaints to 132 complaints. A total of 1,695 off lead patrols in vulnerable areas were conducted to identify and provide education/information to owners of dogs being walked off leash outside off leash areas.
- Council's desexing incentive continues to be of benefit to dog and cat owners, providing a \$50 discount towards the cost of desexing their pet at participating veterinary clinics. The animal management team continue to work with rescue groups to reduce over population and euthanasia rates. A total of 198 cats and kittens were released to rescue groups to be rehomed.
- Council has continued strong compliance regime regarding the housing of all dangerous, menacing, and restricted breed dogs. There are currently 33 declared dogs in the municipality, with four owners identified as non-compliant and referred for the appropriate enforcement action.

STRATEGIC AREA 2:

A Welcoming and Inclusive City

Wyndham is an inclusive, safe, welcoming and family-friendly municipality which celebrates our heritage and diverse cultures.





ADOPTED
JUNE 2022

Affordable Housing Strategy 2022-2025

Council's vision for the Affordable Housing is 'A safe, connected and inclusive community with affordable, appropriate quality housing to meet the community's diverse and changing needs.'

The Strategy's goals are to:

- Increase the supply and diversity of affordable rental housing and affordable homes for purchase.
- Pursue the development of high-density housing in Activity Centres near train stations.
- Respond to the consequences of the COVID-19 pandemic with safeguards for householders at-risk of homelessness (i.e. early intervention support to maintain tenancy).
- Develop strategic partnerships with governments, private sector housing developers and community housing organisations to grow affordable housing solutions.

The following key strategic actions were progressed or completed.

1. Lead and influence change by facilitating and building strategic partnerships

- Advocate for increased policy interventions.
 - This advocacy was included in the pre-budget State Government submission and highlighted in a presentation at the Office of Suburban Development workshop.
 - Council provided a submission to the Commonwealth Issues Paper to develop a National Housing and Homelessness Plan.

The Wyndham Submission highlighted the lack of emergency accommodation in Wyndham, the need for more social and affordable housing and the need for better planning controls to encourage housing diversity among other things.

- Support partnerships
 - Council regularly engages with Homes Victoria to guide investment in social and affordable housing in Wyndham. This includes participation on a working group which is pursuing a joint pilot project to bring additional social housing and community health services to Wyndham.
 - Council provided letters of support to Homes Victoria on behalf of Melbourne City Mission (MCM) to ensure the needs of young people are recognised in State Government housing policy.
- Advocacy to improve older women's housing outcomes in Wyndham
 - Council supported Women's Housing Ltd with their social housing development for older women at Allura Estate in Truganina, through community engagement for better understanding of the acute housing needs of older women in Wyndham.
 - During Homelessness Week 2023, the Health, Homelessness and Housing (H3) Alliance and Neighbourhood Houses raised awareness of homelessness issues for women aged over

- 55 via a presentation of the Under Cover documentary followed by a panel discussion.
- Wyndham Youth Services Counselling and Mental Health team facilitate regular reporting on youth homelessness in Wyndham through the H3 Alliance. This is vital information to address the pressing need for specialist support for young people experiencing homelessness.
- Young clients are being referred to H3 Alliance for the Melbourne City Mission Youth Housing Initiative from 2024 in Werribee and Point Cook. These initiatives recognise the special support needs of young people in becoming independent, who may not have had a traditional home background and may be leaving in-state care.
- Improve rooming house regulation and standards
 - In supporting increased identification of rooming houses in Wyndham, Council adopted an Agreed Rooming House Definition approved by the Department of Transport and Planning. The definition gives Council the means to identify and designate rooming houses in Wyndham that need to be registered.

2. Increased and coordinated advocacy to State and Federal Governments

- Successful Council advocacy to Victorian Government for standardised policy in the Housing Diversity and Affordable Housing requirements by the Victorian Planning Authority. The outcome was that following the 2022 Inquiry into Apartment Design Standards, the State Government supported all 35 recommendations. The Victorian Housing Statement allocated \$3.5 million to action recommendations and update the Better Apartment Design Standards.
- Commonwealth housing policy is rapidly evolving. At present it is a matter of keeping informed of changes including any funding opportunities. Homes Victoria is working closely with the Commonwealth to secure further funding and meet targets under the National Housing Accord. Council works to increase social and affordable housing options in Wyndham because those options are so few. Through the Victorian Housing Statement, the State Government is very focused on Public Housing High-Rise Redevelopment in Melbourne. We need to ensure that Wyndham's social housing needs are not neglected.

3. Update the Wyndham Planning Scheme to emphasise affordable housing

- Strengthen the Planning System and secure Affordable Housing outcomes in new developments.
 - Amendment C269 Wyndham Planning Scheme (WPS) Review was endorsed at the April 2024 Council Meeting and with the Minister for Planning.

- This review recommends the insertion of the Wyndham Affordable Housing Strategy 2022-2025 as a background document (Schedule to Clause 72.08 – Background Documents), and as a policy document (Clause 16.01-1L Housing Location).
- The objectives and strategies outlined in the Wyndham Affordable Housing Strategy 2022-2025 (Clause 16.01-2L – Housing affordability) are to be inserted as a new local housing affordability policy.
- The Wyndham Planning Scheme strategic direction to be updated to better articulate outcomes and directions from the Wyndham Affordable Housing Strategy 2022-2025 to increase social and affordable housing in Wyndham (Clause 02.03 – Strategic Direction).
- Secure affordable housing outcomes in new developments
 - An aspect of the WPS review was to negotiate Affordable Housing agreements with landowners. The WPS will be updated under the review to reflect Council's strategy and approach to facilitating housing affordability outcomes via agreement.

4. Encourage urban consolidation and emphasise delivery of apartments and town houses

- Continue to promote housing diversity and encourage apartments and town houses close to public transport and services.
 - This is Council's default policy position as articulated in the Council's Affordable Housing Strategy, the Wyndham Plan, Housing and Neighbourhood Character Strategy. These policies guide decision making at Council's Planning Committee Meetings.

5. Build back better in pandemic recovery through improved and equitable service and support

- Investment Advocacy
 - Council continues to provide Local Area Coordination of the H3 Strategic Partnership Group (SPG), working together to deliver and improve housing services and options in Wyndham. The H3 Alliance has successfully advocated for and achieved ongoing health, housing and homelessness services across Wyndham, including the building of social housing and a youth foyer.
 - Council is represented on the Inter-council Affordable Housing Forum (ICAHF) which includes around 200 planners from across Victoria as well as Homes Victoria and the Municipal Association of Victoria. The forum is an information sharing and learning opportunity, meeting every two months. It helps Council to keep abreast of work in other municipalities and policy development at local, state and federal levels. Forum participants also regularly contribute to joint advocacy for example, spearheaded by the MAV.



ADOPTED
DECEMBER 2023

Gambling Harm Prevention Policy Statement 2023-2025

Council has a longstanding commitment to reduce the harms of gambling, especially electronic gaming machines. Council recognises that the cost of problem gambling to the community is not just a financial one, but also one that has devastating impacts on the health and wellbeing of individuals, families and businesses.

The issues of gambling are a whole-of community responsibility, and Council continues to work with residents, service agencies, and other stakeholders to improve the health and wellbeing of our community. Council has been a member of the Alliance for Gambling Reform since 2017, supporting commitment in our role of harm prevention. The public health approach to gambling demonstrated through this policy is consistent with Council's role to protect, improve and promote public health and wellbeing, as required under the Victorian Public Health and Wellbeing Act 2008.

In Wyndham there are 903 electronic gaming machines (EGMs) across 13 venues.

Wyndham residents lost over \$125.2 million using EGMs day in the 2023-2024 financial year, which equates to over \$343,049 per day. This ranks as seventh highest in losses, per municipality, in the State of Victoria.

The table below outlines the Losses from EGMs in Wyndham, for the past 6 years, 2018-19 to 2023-24

Year Total losses	\$
2023 – 2024	125,213,060
2022 – 2023	124,903,632
2021 - 2022	87,520,355
2020 - 2019	75,755,562
2019 - 2020	106,057,102
2018 - 2019	105,458,372

This current iteration of the Wyndham Gambling Harm Prevention Policy Statement 2023-2025 builds on the achievements of Council's three previous position statements; the Gambling Harm Minimisation Policy and Action Plan 2018-2022, the Wyndham Responsible Gambling Strategy 2012-2014 and the Electronic Gaming Machine Policy

adopted in 2010.

This current policy statement continues to seek to minimise the impact of gambling on the Wyndham community; facilitate transparent and consistent responses to applications to relevant statutory authorities and work in partnership with service providers and residents to minimise gambling associated harm and advocate for policy and legislative change. The Policy objectives are:

1. Partner

Partner with community in preventing and minimising gambling harms and promoting health and wellbeing.

2. Advocate

Advocate in collaboration with partners including community for systemic and legislative change to address gambling harm.

3. Lead

Continue to be a state-wide leader and innovator in reducing gambling harm.

4. Evidence

Demonstrate Council's commitment to protecting those most at risk of gambling related harms through its statutory roles in assessing social and economic impacts of gambling.

Since the adoption of the current Gambling Harm Policy Statement, Council has supported both the Victorian Local Governance Association and Alliance for Gambling Reform submissions to the Department of Justice and Community Safety on *Gaming Machine Monitoring Licence Review*. The transparent and immediate availability of information more properly enables venues to enact on their duty of care for consumers in line with their operating licence. Real-time reporting allows for an immediate response to any outstanding issues. As Local Government is continually responding to the impact of gambling harm on the community, there are decisions and policy choices that can be better supported with an increase in real time data being captured from EGMs and distributed.



ADOPTED
JULY 2023

Innovate Reconciliation Action Plan 2023-2025

Wyndham's Innovate Reconciliation Action Plan (RAP) 2023-2025 recognises Council's commitment as an organisation, to strengthen and develop relationships with Aboriginal and Torres Strait Islander peoples, through the developing and piloting of innovative strategies, that empower First Nations peoples.

Council has been working to create, develop and implement the strategy actions in this first year of the RAP, with 55 actions completed this year, representing a significant progress towards advancing Reconciliation. Highlights include:

First Nations Days of Significance

On Sunday 26 May 2024, Council commemorated National Sorry Day with a community event to recognise the strength of Stolen Generation survivors. The event featured a flag raising and smoking ceremony, reflections, and stories told by special guest Jillian West who spoke of the important role we all play in advancing reconciliation. The event also included a musical performance by First Nations artist and social historian Jessie Lloyd who performed a collection of indigenous songs.

Following National Sorry Day, National Reconciliation Week commenced. This year's National Reconciliation Week theme 'Now More Than Ever' is an important reminder that now more than ever the work to achieve reconciliation must continue. It also highlights the importance of learning and listening about our shared histories and cultures as part of the reconciliation journey.

Between May 27 - June 3 2024, this week was observed with a series of impactful and engaging activities and events held across Wyndham including the launch event with special guests and performances, the First Nations Art Tour, First Nations stories in Rhyme Time and Story Time and Tree Planting on Bunurong Country in Tarneit. These activities provided an opportunity to reflect on the contributions we are each making towards reconciliation, the achievements of Council and the important work we must continue to do as part of Council's Reconciliation Action Plan.

Engagement with Traditional Owners on revegetation works along Werribee River

Council's conservation team have been inducted by the Wadawurrung Traditional Owners Corporation and Bunurong Land Council for revegetation operations on Tarneit Islands and Bungeys Hole Islands along the Werribee River. Revegetation works at these locations have commenced and are underway.

K Road Cliffs Interpretive Signage

In consultation with the Bunurong Land Council Aboriginal Corporation, interpretive signage has been designed for the K Road Cliffs. The signs will be installed as part of site upgrade works in 2024.

Werribee South Beach Master Plan Cultural Heritage Management Plan

Work is underway to develop a Cultural Heritage Management Plan (CHMP) for the site. The CHMP will identify Aboriginal cultural sites and values to be protected or explored through interpretive opportunities and future upgrade works.

Greening the Pipeline

The Public Art Commission for Zone 5 West of Greening the Pipeline has been awarded to Wadawurrung artist Kait James. The development of the commission involved consultation with the RAP, Bunurong Land Council and included a strong emphasis on the First Nations histories of place and care for country.

Davis Creek Active Path Project

The Werribee River interpretative trail project has commenced with acknowledgement of country signage to be placed at various locations along both banks of the Werribee River in Werribee. Initial meetings to discuss this project have been held with Traditional Owners and Council will continue to seek Traditional Owners' involvement in the design and location of the signs.

First Nations art at Truganina Community Centre

Traditional Owners have also been engaged to inform language used in the Truganina Community Centre. Public art by an Aboriginal artist adorns the upper façade of the building as a statement piece. The building officially opened in May 2024.



ADOPTED
SEPTEMBER 2022

Lifecourse Framework 2022-2026

The Lifecourse Framework provides a structure for considering the changing needs of residents throughout their lives and ensures that Council and its partners are focused on the development of projects and initiatives that are inclusive of all ages and life stages.

Key Achievements for the Lifecourse Framework for this year include the following initiatives:

- Youth Services successfully appointed a First Nation's engagement worker who has focused on relationship building and determining the needs and interests of First Nation's young people in Wyndham. A Yarning Circle Network group has been established partnering with the Department of Education.
- The 19th annual Early Years Matters Conference featured an array of influential, and inspiring keynote speakers and workshops. This year, early and middle years professionals were invited to learn the art of navigating transitions in early years, and discover how to teach for success, transform perspectives, and triumph over challenges.
- Current development of the Design Principles guidelines for community spaces is underway with the engagement period complete. The guidelines aim to create spaces that offer services that help everyone in the community to be healthy and happy. Building design plays a big role in making sure everyone has a great experience, whilst getting the services they need.
- The Maternal and Child Health service has introduced a QR code-enabled poster to obtain feedback from participants across Sleep and Settling, First Time Parent Groups, and Lactation services. This initiative underscores Council's commitment to fostering continuous improvement and ensuring the delivery of high-quality care to all families.
- The Seniors Expo was held on the 28 November 2023 at Encore. This free community event showcased 54 services and supports for older residents and their carers in Wyndham. More than 850 people attended the Expo, with 90 per cent rating their overall experience as being good to excellent, 82 per cent reported that they walked away with new information, 86 per cent felt they had a better understanding of services and supports available because of their attendance.

In terms of the service providers who made up the Expo, 96 per cent rated their experience as excellent and the best they had attended.

- Council has established alternative Maternal Child Health services at Long Day Care centres in Point Cook, a GP clinic in Tarneit, Utopia, and IPC, with full staffing levels, providing much needed additional capacity to service families in Wyndham.
- Council's Virtual connection project has engaged 10 older residents with the aim of battling isolation of residents that cannot attend face to face programs. Activities include access to apps, games and puzzles, with participants completing a diary of how they can use the devices to stay connected.
- Council has signed up to the 'Racism - It Stops with Me' campaign which is part of a national anti-racism strategy. Council continued to celebrate the stories of those who reside in Wyndham to build awareness of diversity, celebrate the history of Wyndham and actively address racism.
- 2023 marked the first year that Council staff attended and supported the annual Walk Against Family Violence as part of the United Nation's International campaign 16 days of activism against gender-based violence, that takes place each year from 25 November (International Day for the Elimination of violence against women) until 10 December (International Human Rights Day) events. Staff and local family violence organisations came together to take part of a drone photo to spell out: UNITE to put a stance against gender-based violence.
- Adoption of the Public Toilet Policy in July 2023 - The Public Toilet Policy provides a framework for decision making around public toilet provision in the open space and public realm network. This policy links to the strategic statement on the lifecourse framework that states that places and spaces in Wyndham are easy to access and multipurpose to encourage participation of community members regardless of their life stage. No toilet provision in certain places means that certain cohorts are unable to use spaces, this policy promotes a standard for design that is accessible to all and emphasises the importance of the public toilet's location, siting, and orientation to maximise community safety outcomes.



ADOPTED
SEPTEMBER 2022

Wyndham Public Art Plan 2022-2032

*Image: Mooroop
Yarkeen by Tommy
Day / Jirri Jirri*

Public art plays an important part enhancing a city's identity, contributes to cultural life and is central to the ongoing development of Wyndham as a vibrant, creative, and engaged City.

The Wyndham Public Art Plan 2022-2032 aims to support the development of an ambitious world class public art program and collection for the coming decade. The Plan demonstrates Council's commitment to developing and delivering groundbreaking public art for the people of Wyndham.

Highlights for the year include:

- Completion of 41-foot mural, Mooroop Yarkeen by Tom Day/Djirri Djirri on Hunter Building, Werribee. Recognition with a Maggolee Award from Reconciliation Victoria and awarded a finalist in National Local Government Awards.
- Presentation of HOME, a temporary installation by Ian Strange and Common Collective which presented works by 45 local artists in a heritage house in Werribee.
- Commissions across new community centres by First Nations artists including print works by artists Deanne Gilson, Marlene Gilson, Ellie Franks, and Edwina Green and 3d and vinyl commissions by artists Madi Mercer and Mandi Barton.
- Completion of Convergence by Lisa Waup - a 60-metre-long feature of the prominent roof design of Truganina Community Centre.
- Final design stages of works by Kent Morris and Georgia McGuire for Lollipop Creek and Truganina Community Centres.
- First Nations artist Kait James appointed on Greening the Pipeline Point 5 West commission.
- Level 1 mural site identified at Saltwater Swim School Point Cook and temporary commission at Penrose Place Food Park, Tarneit.
- Restoration of Libby McKinnon's Point Cook Boulevard mosaic.
- Werribee Public Art Walking Tour established.

STRATEGIC AREA 3:

A Liveable **City**

Wyndham has great places and spaces that can be enjoyed by all and growth is sustainable.





ADOPTED
DECEMBER 2021

Road Management Plan 2021-2025

The Road Management Plan (RMP) guides road and footpath maintenance, aiming to ensure that Council's assets are safe.

The RMP provides standards and guidance as to when roads and footpaths should be inspected for defects, what should be considered a defect and how long it will take Council to respond to a defect once it is aware of it.

The program of works for 2023/24 was completed including:

- 6.1 kilometres of roads [resurfaced](#)
- 205.1 kilometres of crack sealing completed
- 7.4 kilometres of footpaths repaired *
- 301 kilometres roads graded
- 22,826 kilometres roads swept
- 840 completed proactive works on roads
- 9,830 completed repair (reactive) works on roads

- 225 traffic management improvements completed
- 5,020 signs replaced
- 10,670 requests completed for road maintenance and cleansing
- \$140 Million - Value of gifted road assets handed over to Council from Developers for future care and maintenance

**Footpath repaired assumes average bay is 1.5m x 1.5m and includes footpath reinstatement and footpath renewal*

Rehabilitation lists are currently being developed for the new financial year to guide [program development](#) across a number of areas including road resurfacing, footpath reinstatement and renewal, line marking and crack sealing.



ADOPTED
SEPTEMBER 2022

Road Safety Strategy 2022- 2032

The Road Safety Strategy envisions that everyone who travels on our roads and paths will arrive safely at their destination. The aim of the strategy is to reduce road trauma to ensure that everybody can participate in all that Wyndham has to offer and travel home safely.

To achieve this vision, the strategy has the following objectives:

Be Safe – Ensure everyone is safe and feels safe, on and around our roads and paths.

10 Year Reduction – Measures to significantly reduce the number of lives lost on our roads over the next 10 years (by 50%) and progressively reduce serious injuries by 2030.

A Culture of Safety – Embed a culture of road safety within the Wyndham community. This has included Council's work to improve safety for pedestrians through the delivery of Council's Active Transport Program.

Deliver Initiatives – Deliver a suite of initiatives aligned with the Safe System approach that have both immediate and longer-term benefits. This included undertaking speed limit reviews for various roads and the implementation of traffic calming at locations where ongoing speeding is an issue.

The following was achieved this year:

Grants

Federal Blackspot funding was received to upgrade the Tarneit Rd/Bethany Rd intersection. The project has delivered raised safety platforms on the road

and modification to left turn traffic signal phasing to allow pedestrians to have a head start. Both of these changes improve safety at the intersection.

Improvement of road safety in school precincts through the:

- Installation of 9 new school crossings
- Ongoing operation of a Variable Message Signs (VMS) trailer to promote safer driving behaviour in school precincts (education around school speed zones)
- Trial of drop off and pick up zone and other innovative treatments in school precincts

Received approvals to implement speed reductions in various school precincts in Wyndham:

- Canvas Street, Truganina (installed Jan 2024 along with a new school crossing)
- Elementary Road, Mambourin (installed Jan 2024 along with a new school crossing)
- Para Road, Tarneit (installed Jan 2024 along with a new school crossing)
- Tuition Drive, Tarneit (installed Jan 2024 along with a new school crossing)
- Hercules Drive, Truganina (installed Jan 2024 along with a new school crossing)
- Everton Drive, Truganina (installed Jan 2024 along with a new school crossing)
- Frome Crescent, Werribee (installed Jan 2024 along with a new school crossing)



ADOPTED
JUNE 2020

Wyndham Active Transport Strategy 2020-2025

The Wyndham Active Transport Strategy aims to turn walking and cycling into a genuine transport mode of choice for residents going about their daily business. The strategy provides Council with a strategic direction for an active transport network that is accessible, integrated, comfortable, attractive and safer for people of all ages and abilities.

Objective 1: The Network. Achieve an integrated active transport network that will enable users to move around the network according to their needs.

- The Neighbourhood Path Connections component of the Active Transport Program completed 23 new footpaths in the Cambridge Precinct, Hoppers Crossing. The first package of 14 new footpaths have also been completed within the Bellbridge Precinct, Hoppers Crossing.
- The Active Transport Program includes a component known as 'Higher Order Paths', which works towards completing trails and Shared User Path (SUP) gaps in our network. As part of this component, construction has commenced on a missing section of the Laverton Creek SUP that will connect the existing path to the Federation Trail. The background work to enable the upgrade of an existing gravel SUP to a concrete path along Skeleton Creek, Sanctuary Lakes was completed.

Objective 2: Infrastructure. Active Transport Infrastructure meets the needs of all people within Wyndham.

- Solar lighting was installed along the main SUP within the Cambridge Reserve, Hoppers Crossing that connects key destinations. Solar lights were also installed along a section of SUP located on

the east side of Point Cook Road, opposite Lumen Christi School.

Objective 3: Key Infrastructure Projects. Enhance existing projects to position Wyndham as the active transport leader of Victoria

- Engaged with the following State Government major projects, Ison Road Rail Overpass, Tarneit West Station and the Ballan Road intersection upgrade, to identify the active transport components that need to be considered in the project scope.

Objective 4: Education, Promotion and Communication. Wyndham Residents have access to information on smarter, healthier, more environmentally sustainable travel choices through education, promotion and communication.

- Council's Active Travel to School Program engaged and supported a variety of activities, including students participating in Ride2School Day at 5 schools (Riverwalk Primary School, Wyndham Vale Primary School, Dohertys Creek P-9 College, Lollypop Creek Primary and Saltwater P-9 College). Supported Truganina South Primary School's Active Travel Day, and Saltwater P-9 College 'Walk Safely to School' Day. Promoting active travel was undertaken with 3 schools through artworks created by students, one was in collaboration with IPC Health. Launched a Junior Active Travel Program at Wyndham Vale Primary School and Riverwalk Primary School.



ADOPTED
FEBRUARY 2023

Wyndham Integrated Transport Strategy 2023-2028

The Wyndham Integrated Transport Strategy (WITS) aims to guide Council's approach to the most pressing concern for residents in Wyndham – transport and traffic, across 8 areas of focus as follows:

1. Land Use and Transport Integration
2. Active Transport (Actions are delivered as part of The Wyndham Active Transport Strategy)
3. Public Transport
4. Freight
5. Transport Network
6. Other Transport Modes
7. Education, Promotion and Communication
8. Technology and Innovation

In 2023/24 Council undertook the following actions:

- Engaged with the following State Government major projects, Ison Road Rail Overpass, Tarneit West railway station, Boundary Road/Derrimut Road intersection upgrade and the Ballan Road intersection upgrade (at McGrath Road/Greens Road), to identify the local transport issues that need to be considered in the project scope.
- Project managed the Wattle Avenue study funded by State Government to reduce traffic impacts in the precinct. Community engagement closed on the 30 June 2024 and a review of the responses and proposed traffic management treatments is currently underway.
- Commenced engagement with State Government Department of Transport and Planning on the Wyndham Traffic Management Action Plan. The State Government stated that the purpose of the study is to 'identify new ways to get people where they need to be sooner' when the funding was announced. Engagement is ongoing with the Department of Transport and Planning.
- Participation in the Municipal Association of Victoria led Freight Policy Reference Group, and

in the Rail Freight Alliance. The aim is to provide local transport input and knowledge that supports improved freight networks for Wyndham.

- Participation in the development of the Tarneit Major Town Centre Urban Design Framework
- Council adopted the Electric Vehicle Policy on in April 2024. The Policy provides detail regarding the monitoring of charging infrastructure and usage and should be referred to directly. This addresses the WITS Action 8.3: Monitor how electric vehicle charging infrastructure and usage develops within the municipality and seek the best transport outcomes now and in the future
- The adoption of Council's [Electric Vehicle Policy](#) in April 2024 supports Council to monitor how electric vehicle charging infrastructure and usage develops within the municipality and seeks the best transport outcomes, for now and into the future.

Transport advocacy success includes the following 2024/25 State Government Budget commitments:

- \$39.7m allocated towards new and modified bus routes between Tarneit and Laverton North and \$21.5m for a new bus connection between Harley Estate and Cornerstone Estate communities in Werribee, and the Wyndham Vale Station
- \$4.5m allocated to a Williams Landing Station upgrade, which includes a new bike cage on the Wallace Avenue side of the station
- \$60m contribution towards the construction of the Ison Road extension
- \$20 million allocated to deliver roads and other enabling infrastructure to unlock government owned land in East Werribee/ Point Cook Southwest precinct



ADOPTED
OCTOBER 2023

The Wyndham Plan

The Wyndham Plan aims to create the type of city Wyndham's residents aspire to live in as articulated in the Wyndham 2040 Community Vision.

It involves delivering outcomes spatially on the ground. It is about encouraging development in locations that are well supported by infrastructure and services.

This needs to be supported by an integrated local and regional transport network that provides better access to jobs, shopping areas, community services, and open space - boosting the quality of life for people of all ages.

An important focus of The Wyndham Plan is to better connect people and places within Wyndham to provide more time for life.

The Wyndham Plan was adopted by Council in October 2023. Actions completed to date include:

- A Planning Scheme Amendment C266wynd was considered by Council at the 27 February 2024 Council Meeting. It aims to update the Wyndham Municipal Planning Strategy (MPS) to incorporate The Wyndham Plan. This Planning Scheme Amendment has been authorised by the Minister for Planning and is progressing.
- The establishment of policy to support delivery of The Wyndham Plan is progressing and will include:
 - An Electric Vehicle policy was adopted in April 2024. This policy defines Council's role in the electric vehicle transition and supports the ability to monitor how electric vehicle charging infrastructure and usage develops within the municipality, to enable the best transport outcomes now and in the future.
 - A Place of Assembly and Place of Worship policy (currently in progress)
 - A municipal wide urban design policy (scoping exercise commenced)

STRATEGIC AREA 4:

A Green **City**

Wyndham is an environmentally sustainable place where natural environments are protected.





ADOPTED
JULY 2017

City Forest and Habitat Strategy 2017–2040

This strategy aims for Wyndham to be a vibrant living ecosystem with shade and green spaces that support healthy communities and resilient, connected, natural environments.

In 2023/24 implementation of this Strategy included the following highlights:

- Free Tree Giveaway – this program promoted urban greening in the private realm by gifting 1,000 trees to local residents. It also supported local nurseries and provided economic development opportunities within Wyndham.
- The Planting of over 17,000 trees as part of the 2023/24 planting season. Tree planting events provide community with opportunities to get involved with plantings in parks and open space.
- Continued management of the Western Grassland Reserve via Council's administration of the \$1.6 million Land Protection Grant Scheme. This resulted in 1,225ha of weed management activities, flora surveys across 1,347ha, the planting of 23,000 native plants and implementation of 24 new land management agreements across the reserve.
- In partnership with the Department of Energy, Environment and Climate Action (DEECA) and the Grassy Plains Network, Council facilitated the Western Grassland Reserve Management workshop to determine best approaches to proactively protect the small patches of surviving grasslands which are under threat.
- To keep these legacy grasslands alive in Victoria, our leaders need to step up and protect them.

- During Biodiversity Month (September 2023), Council hosted the Love Your Locals program, Native Bee Workshop, Beach Ramble, the Hidden Life of Bats workshop, and a Mount Rothwell spotlight tour.
- Five schools across Wyndham participated in the Habitat Heroes for Schools program which established biodiversity and habitat areas within the schools' grounds.
- The annual World Environment Day, Open Garden Day, Native Pasture Establishment workshop, and the always popular Habitat Heroes Program for residents were all delivered in 2023/24.
- Community education and awareness raising activities were undertaken at the following events:
 - Environmentally focused 'Green Living' stall at the Tarneit Firefly Markets
 - State Rose and Garden Show
 - Winter Street Party
 - Children's Week Picnic.
 - Little River Community Day

A review of the City Forest and Habitat Strategy 2017-2040 has been undertaken throughout 2023/24. An updated draft report has been prepared and is currently being reviewed by Council officers. The aim of the updated document will be to ensure Council's urban tree and habitat strategy aligns with the targets and objectives as set out in the Resilient Wyndham strategy which is Council's overarching sustainability document.



ADOPTED
JUNE 2020

Coastal and Marine Management Plan 2020-2025

The Coastal and Marine Management Plan provides a framework for the improved access and development of the Wyndham coastline. The Plan embodies sustainable land management principles including the use of sea level rise projection mapping and mapping of significant vegetation species within the marine environment and along the coastal edge to guide future precinct planning. The plan also outlines a range of coastal tourism and land use development opportunities with the potential to attract more visitors to Wyndham.

Wyndham Bay Trail

Construction (led by Parks Victoria) of the Boardwalk between Sanctuary Lakes and Saltwater Coast in Point Cook was completed. New wayfinding signage has been installed to support public use of the improved local walking and cycling path networks.

Werribee South Beach Master Plan

Detailed designs for the Werribee South Beach Master Plan were developed and a Cultural Heritage Management Plan is being prepared to allow construction to commence.

Wyndham City has adopted the Werribee South Beach Master Plan, which will transform Werribee South Beach into a new, welcoming and fun place by implementing a range of visitor, amenity and access upgrades. Key features of the plan include:

- Wyndham Bay Trail improvements, including an elevated boardwalk that will be setback from the Beach Road edge and a shared user path between Grahams Wetland Reserve and Wyndham Harbour
- New solar lighting along the length of the Werribee South Bay Trail
- A new wetland deck overlooking the Werribee River
- A new fishing deck and seating area

- An upgraded and expanded playground
- Additional BBQ and picnic facilities
- New public toilets with facilities for people living with disabilities and accessible beach matting to the main beach shoreline

Works will be staged, with stage one to include the Bay Trail improvements, wetland deck, new fishing platform and the dog off-lead beach.

A Cultural Heritage Management Plan is being developed for the site. The CHMP will identify Aboriginal cultural sites and values to be protected or explored through interpretive opportunities and future upgrade works.

K Road Cliffs Master Plan in Werribee South

Tender for construction of stage one was awarded and construction has commenced. Works will be completed in early 2025.

Stage one of the [Master Plan](#) includes:

- Major drainage works to reduce erosion of the K Road Cliffs
- A new cliff-top walking path running the length of the K Road Cliffs with two viewing platforms overlooking the Werribee River
- A staircase leading down to riverbank with terraced seating, new picnic shelter and seating
- Rock beaching along riverbank to make it more accessible for fishing
- Safety fencing and car parking

These works aim to boost tourism and visitor appeal by improving pedestrian access and walkability while also reducing further erosion and protecting the distinctive cliff geology. Interpretive signage has been developed in consultation with the Bunurong Land Council to tell the story of the site from an Aboriginal perspective.



ADOPTED
FEBRUARY 2022

Dog Off Lead Plan 2022-2027

The Dog Off Lead Plan ensures that off-leash areas are evenly distributed throughout Wyndham, and that they are accessible for all dog owners, providing open space for people and dogs to socialise and exercise safely.

Implementation of year three of the Wyndham Dog Off-leash Plan has seen:

- Levittown Rise Park, Werribee construction completed, and park opened in September 2023
- Williams Landing Reserve, Williams Landing completed in December 2023
- The Strand, Point Cook completed with only turf establishment required prior to the park opening to the public in September 2024

Community consultation was completed, and designs are being refined for tender of the 2024/25 off-leash facilities at:

- Cambridge Reserve, Hoppers Crossing and
- Alcock Road Reserve, Truganina.

A State Government grant for \$350,000 has been secured from the Department of Energy, Environment and Climate Action, for delivery of the Cambridge Reserve, Hoppers Crossing fenced dog off-leash facility.



CLOSED

Flood Management Plan 2018-2023

The overarching goal of this plan was to contribute to reducing the risk and impacts of flooding on local communities. It identified flooding hotspots and flood risks as well as achievable actions to improve flood management in the municipality.

The flood management plan was a collaboration between Wyndham City, Melbourne Water and the Victoria State Emergency Service.

This plan has been evaluated and closed, with ongoing works incorporated into Council operations.

For Council this includes a project to be delivered in partnership with Melbourne Water to undertake a municipal wide flood mapping study which takes a holistic approach to understanding the full extent of flooding across both Melbourne Water's and Council's drainage networks including planning for

the impacts of climate change. Council share of funding has been costed into the Drainage Renewal capital works program. This project expected to carry on through to the 2025/6 financial year, at which time arrangements for the planning scheme amendment will be confirmed.

Council awaits the outcomes of the Victorian Parliament's Inquiry into the 2022 Flood Event in Victoria and any changes to government policy, flood mitigation strategies and the Victorian planning framework that may result in changes to Council policy.

Council continues to work closely with Southern Rural Water on flooding issues in Werribee South and identifying hotspots and flood risks.



ADOPTED
JANUARY 2016

Open Space Strategy 2045

This strategy guides the provision of Council owned and/or managed open spaces including parks, sportsgrounds, trails and natural areas for the existing Wyndham community while also guiding the planning for future growth by anticipating the needs of the growing Wyndham population.

This year design and construction has targeted:

- Rosslare Court Reserve in Hoppers Crossing. Construction of Stage 1 works is underway.
- Riverbend Historical Park in Werribee. Concept design work and cultural heritage investigations continue. Community consultation on the draft design is expected in late 2024.
- Doherty's House Café in Tarneit. The planning permit was lodged, and an Expression of Interest advertised for a Café operator.
- Public Toilet Policy implementation 2023/24. Community engagement has concluded and tender for construction is underway on proposed year one sites at Loyola Road Reserve in Werribee, Principal Drive Park in Wyndham Vale and Delaney

Boulevard Park in Williams Landing. Delivery of a public toilet at Conquest Drive Park, Werribee has been postponed to a future year due to the community feedback received.

This strategy was adopted in 2016 and has been reviewed to ensure it continues to align with the needs of Wyndham's growing communities. The review identified the need to update the strategy in the future to better address contemporary open space planning themes, and to streamline open space delivery across the municipality. A key to the ensuring the update of this strategy, is ensuring the policy framework supporting it is development. To date this has included the development of the following new policies:

- Wyndham Public Toilet Policy – Adopted July 2023
- Open Space Public Lighting Policy – Adopted August 2023
- Community Garden Policy – Adopted July 2024
- Adopt-A-Park Policy – Adopted July 2024



ADOPTED
MAY 2018

Play Space Strategy 2030

This strategy aims to ensure that existing play spaces are upgraded to include facilities that cater for and challenge a wide age group of all abilities. The strategy provides for nature-based play opportunities and enhanced tree planting to encourage the visitation and use of our play spaces.

Local playground and park upgrades completed in 2023/24 included:

- [Times Square Reserve Point Cook](#) - Opened October 2023
- [Brougham Avenue Reserve Wyndham Vale](#) - Opened October 2023
- [Thames Boulevard Reserve Hoppers Crossing](#) - Opened December 2023
- Southampton Drive Reserve Point Cook – Opened March 2024

District level park upgrades included:

- [Aquarius Street Park Truganina](#), included additional play equipment, public toilets and landscaping - Opened November 2023

- [Rosslare Court Reserve Hoppers Crossing](#). This project has two stages of work.
- Stage 1: Play space, public toilet and on street carparking – construction in progress.
- Stage 2: Multi-play and park improvements (multi-play area and open lawn space) – in detailed design

Design and community engagement is progressing on parks planned for upgrades in 2024/25 and beyond including:

- [Possy Newland Reserve Little River](#) – delivery of a new playground, hard court upgrade, and a youth shed/shipping container.
- Riverbend Historical Park, Werribee – delivery of a picnic area, public toilet, and floating Pontoon (in collaboration with Melbourne Water) with a future car park and district play space subject to the acquisition of additional land.



ADOPTED
JULY 2019

Refuse Disposal Facility Strategic Plan 2019-2025

The Refuse Disposal Facility (RDF) is a key asset Council owns and operates. The RDF is one of four major metropolitan landfills licensed to accept household kerbside waste and food waste.

To continue operating as a landfill, Council is legislated to design and construct cells in accordance with criteria determined by the Environment Protection Authority (EPA) to address issues such as protection of groundwater, containment of leachate and supervision during construction.

All planned works for the 2023/24 financial year were completed and significant progress was made on a number of major projects including awarding the contract for:

- the construction of Cell 7. Construction commenced in July 2024.
- the interim capping of Cell 4 West, which involves closing off or covering the designated area within the RDF.

The leachate management and storm water projects are in the final stages of detailed design and will go to market in the 2024/25 financial year.

Targeted resource recovery initiatives within the RDF and kerbside service operations are being explored to increase the diversion of material away from landfill. A business case for the potential implementation of a universal Food Organics / Green Organics service is currently under development.

An external review of the RDF Strategic Plan 2019-2025 was completed. The review was presented to Council on 26 March 2024 and noted that market conditions have had a major impact on the current viability of several key actions in the strategy, including the design and construction of the Waste Baling and Resource Recovery facility. These actions have been placed on hold with the plan now focusing on targeted resource recovery initiatives both within the RDF and kerbside service areas.



ADOPTED
JUNE 2021

Resilient Wyndham Strategy 2021 – 2025

This strategy guides Wyndham's long-term resilience and aims to guide and manage the way Wyndham adapts, survives, and thrives in the face of events such as extreme weather, natural disasters, pandemics, cyber-security attacks and economic downturns. Resilience is about being prepared for the unexpected.

Providing a four-year vision to 2025, the Resilient Wyndham strategy includes an annual action plan with targets and actions to help strengthen Wyndham's resilience and ability to better prepare for future shocks and stresses. A mid-term evaluation of the strategy was undertaken to highlight the most significant changes provided by Resilient Wyndham and set the direction for what comes next.

Year 3 highlights include:

Our People – Healthy, connected and inclusive

- The Wyndham Park Community Centre [Tool Library](#) was launched in May 2024 providing a variety of DIY, gardening, camping and cooking tools for loan for a small annual membership fee. This project is run by volunteers, increasing social connections, encouraging skills development and helping community members save money by participating in the share economy.
- Delivery of the [Green Living Program](#) including 177 community events across the themes of biodiversity, sustainable food, home gardening, energy saving, and recycling and waste minimisation.
- Community strengthening workshops were delivered for community members involved in community groups and programs. This included training in empowering and attracting volunteers, grant writing, governance for committees, and identifying family violence.

Our Environment – Flourishing natural spaces

- Council to continued work with other agencies in delivering greening projects (trees, vegetation) that are passively irrigated by stormwater. This included 17,440 street trees being planted across the municipality in street scapes and open space.

We are Ready – Disaster aware

- The People's Panel was engaged to review and update Council's emergency preparedness [brochures](#) and communication, with a particular focus on culturally and linguistically diverse community engagement and inclusion.

Our Places – Resilient and sustainable

- Council adopted an [electric vehicle policy](#) to define Council's role in the electric vehicle transition.
- [Electric vehicle charging](#) stations were installed at the Civic Centre and a range of community centre to support the transition of Council's fleet and the community to zero emission vehicles.
- Council achieved Climate Active carbon neutrality accreditation for its operations, excluding the RDF.

Our Future – Walking our talk

- [SPARK Innovation Hub](#) delivered business development masterclasses for its member businesses and founders, as well as providing mentoring opportunities from a select panel arranged to support this initiative.
- Broader business promotion activities were also supported including the "Winning Business with Wyndham" workshop and a revamp of the local business [directory](#).

STRATEGIC AREA 5 :

An Economically **Prosperous City**

Wyndham is an attractive place
to visit and invest in.





ADOPTED
NOVEMBER 2022

Economic Development Strategy 2022–2026

The Economic Development Strategy presents the vision, attitudes, and aspirations of Wyndham's growing and diverse community and Council's commitment to deliver actions, as well as invest in new opportunities and big ideas in partnership with the public and private sectors, industry, business, and cross Council collaborations through:

Business Engagement and Connection:

Strengthen connections with government, industry and community to foster new opportunities for investment and growth.

Entrepreneurship and Innovation: Develop a diverse, robust, and resilient local economy underpinned by businesses responsive to local, national and global influences.

Investment: Attract and facilitate new job creation investment and enable national and international trade.

Highlights and achievements included:

Celebrating excellence

- The production of a series of hallmark business events to enhance knowledge, entrepreneurship and innovation and celebrate business excellence:
- The annual Wyndham Business Awards which attracted 175 applications, united 350 guests and awarded business excellence across 12 categories. Starting 2024, the Awards application and judging process will transition to a new digital platform to drive operational efficiencies.
- The November Business Networking event which connected 150 businesses, fostering crucial synergies for future growth.
- The delivery of a Women in Business Luncheon

on International Women's Day (March 2024) which engaged 200 attendees from diverse backgrounds and businesses. Inspired by Dr. Morley Muse, a local luminary in STEM, the event invested in local procurement of women-led businesses (florals, gifts, printing) and performing artist.

- The delivery of [WYNnovation 2024](#) – The Festival of Human Connection —a week-long celebration igniting innovation, creativity, connection and inclusivity drawing 450 leaders from diverse sectors to participate in the masterclass, summit and pitch finale; with practical insights, tips and resources available in a free digital eBook: Build a better business.

Incubating innovation

- At our Spark Innovation Hub, 20 startups thrived, supported by strategic partnerships with Deakin Digital Futures Network, with pioneering research in Wyndham's entrepreneurial ecosystem and Women in STEM to fuel future skills, jobs and employment.
- A substantial renovation of the SPARK building expanded capacity to accommodate 55 workstations, and investment in digital infrastructure to enhance operational efficiency.
- SPARK's impact extended beyond infrastructure and research, evidenced by member achievements such as winning the WYNnovation Pitch Competition and securing multiple finalist positions in the Wyndham Business Awards. A member survey reported significant gains in skill sets, business credibility, expanded networks, and increased revenues, underpinning SPARK's role in fostering entrepreneurial success and community engagement within Wyndham.

Facilitating growth

- From February to June 2024, Wyndham's Innovation Business Growth Programs supported 20 local businesses, joining an alumni of 123 graduates since 2018.
- Throughout the year, Wyndham hosted 13 impactful business training sessions, with 842 registrations and 338 attendees. Achieving an 86% satisfaction, 85% expectations met, 100% recommend these workshops, which covered essential topics from social media, personal brand, grants and tenders - to sales and business growth on platforms like Google, LinkedIn and TikTok.
- Led more than 280 personalised business engagements and business enquiries from homebased start-ups to major investors and global brands and facilitating 996 small business permits for new entrepreneurs across Wyndham.

Future planning

- Our Annual Business Confidence Survey aims to assist Council to be responsive to evolving business needs in an uncertain economic climate. In 2024 the survey found that:
 - 37 per cent of respondents have medium confidence in their business growth prospects over the next 12 months.
 - 36 per cent of respondents are expecting their workforce to grow
 - 46 per cent of businesses reported that they are projected to achieve an increase in sales revenue

- 98 per cent of business owners are committed to continue their business in Wyndham, with 71 per cent likely to invest in their operations over the coming year
- Review of our Small Business Entrepreneurship and Innovation Fund (SBEIF), to ensure it is meeting the purpose; to develop innovation, encourage collaboration and build entrepreneurship capacity that generates long term business sustainability and regional growth containment.
- Economic Development Strategy mid-term review and refresh to ensure the action plan continues to meet Council and industry outcomes.
- New initiatives like the [Love Your Local Campaign](#) and Proudly Wyndham Business Expo were introduced to strengthen local support for Wyndham businesses.
- Continued advocating for and collaborating with the State Government to prioritise the East Werribee Precinct development, following the release of the [East Werribee Opportunity Statement](#).

More information on Wyndham's business support programs is available on Council's [website](#).





ADOPTED
DECEMBER 2023

Visitor Economy Strategy 2024–2028

The Visitor Economy Strategy 2024-2028 was endorsed by Council 19 December 2023 and provides direction for Council and industry to work together to foster a sustainable and prosperous visitor economy. The overarching objectives for enhancing Wyndham's Visitor Economy are:

- Grow visitation to Werribee and surrounds
- Grow visitor yield and dispersal
- Improve the visitor experience
- Build a sustainable and resilient tourism economy

The successful delivery of this strategy will be achieved by working with industry stakeholders, tourism operators, business units across council, in alignment with Victoria's Visitor Economy Master Plan.

Highlights from work completed in year one includes:

Strategic Direction 1: Grow Wyndham's tourism events portfolio

Work has progressed in relation to:

- Review, strengthen and leverage long-standing sponsorship agreements which provide visitor economy outcomes for Wyndham.
- Scoping of a sponsorship framework with a set of principles to ensure funds are allocated to events that attract visitors, favourably position Wyndham as a must visit destination and generate an economic benefit.
- Scoping of the Tourism Event Attraction Prospectus to showcase Wyndham's potential to event organisers and to raise the profile of event locations with a specific focus on amplifying awareness of Wyndham's secondary event locations.

Strategic Direction 2: Invest in Wyndham's nature-based assets and First Peoples' experiences

2.3.1 Develop First Nations led cultural tourism product.

Works include the delivery and promotion of the Moorap Yarkeen mural and early works on the development of a First Nations produced event on Werribee River.

Strategic Direction 3: Improve visitor dispersal across Wyndham

3.1.1 Undertake visitor journey market research

The visitor journey research has been completed. Its main finding was that research participants indicated that they might have been encouraged to do more in the region if the following was available:

- itineraries (41%),
- travel packages (23%), and
- a shuttle bus (18%).

The research validates some of the initiatives already planned or underway including the shuttle bus trial and itineraries developed.

3.2.1 Improve transport connectivity and amenity between, and at key destinations: Assess feasibility of a hop-on hop-off Shuttle Bus Service taking visitors to and from accommodation, visitor attractions.

The feasibility of a hop-on, hop-off shuttle bus has been scoped and a 12-week trial is proposed for Spring/Summer 2024.

3.3.1 Develop, implement and evaluate dedicated marketing campaigns to drive top of mind awareness, to position the region as a destination of choice vs competitor set to increase visitation, dispersal and spend.

In 2023/24 the Delightful 'Lil Detour campaign results were exceptionally strong including:

- 73,617 website visits
- 59,107 users
- 352,463 reach of social media ads and 35,951 link clicks
- Highest performing segment was Family Travellers
- Highest performing ad was related to Food and Wine

Strategic Direction 4: Develop Wyndham's secondary tourism destinations

4.3.1 Amplify and develop awareness of Wyndham's Arts and Culture.

Two key areas of marketing and promotion this year have included the Moorap Yarkeen mural and public art walking tour.



Werribee City Centre Plan

The **Werribee City Centre Structure Plan** was adopted by Council in 2013 and the **Werribee City Centre Parking Strategy** was adopted by Council in 2019. Both strategies were reviewed and merged in 2023/24 to form the draft Werribee City Centre Plan.

Initiative 3.1: Update the vision, structure plan and planning scheme provisions for the Werribee City Centre to guide and drive further economic, social and cultural growth through the completion of the Werribee City Centre Strategic Framework Refresh.

This project was undertaken and included refreshing the Werribee City Centre Structure Plan, Parking Strategy and Wyndham Planning Scheme provisions, as well as preparing a Werribee City Centre Streetscape Framework and Design Manual. Information on the project and the documents prepared is available on Council's [website](#).

This work was informed by multiple forms of community engagement, including a community survey, pop-up and drop-in information sessions, community workshops, a stakeholder information session and letter/email submissions. Traditional owners, State Government departments and service authorities were also engaged for their input as part of the process.

Based on community feedback we:

- Refreshed the City Centre vision highlighting Werribee's strengths and role as part of the 'heart' of Wyndham
- Expanded the boundary of the City Centre to include important landmarks like the Werribee Racecourse and Eagle Stadium
- We fine-tuned planning controls so new City Centre buildings integrate well with residential areas, heritage assets, streetscapes and parks, for improved amenity
- We updated existing strategies to make the City Centre even more accessible, attractive, vibrant and community focused
- We created the new draft Streetscape Framework and Design Manual to guide the streetscape upgrades desired by the community.

The overall level of community support for the Werribee City Centre Plan Refresh documents was found to be positive, as represented by the high percentage of 4 and 5 star rating responses. The detailed comments received provided valuable insights and identified opportunities to improve the Plan.

The draft refreshed Plans are being finalised in response to the community feedback received and the Plans will be presented to Council for adoption in August 2024.

STRATEGIC AREA 6:

A Thriving City

Wyndham is a City of choice and opportunity.





ADOPTED
APRIL 2023

Learning Community Strategy 2024-2029

The new Learning Community Strategy 2024-2029 was endorsed by Council on 23 April 2024.

Wyndham's Learning Community Strategy 2018-2023 was completed with learnings and [community engagement](#) incorporated into the development of the new strategy and action plan.

The purpose of the Learning Community Strategy is to provide a strategic and integrated framework for the creation of a community of lifelong learning. It is used as the basis for Council to advocate, facilitate, explore, initiate, and deliver on Wyndham's learning goals. It clearly defines Council's role in improving learning outcomes.

The Strategy identifies four areas of focus for strengthening learning in Wyndham.

- First Nations 1st
- Learning to Learn and Foundation Skills
- Employability, Work Skills and Building Careers
- Leadership and new Learning

Council has been preparing for and delivering the following signature learning events:

Wyndham Learning Festival - Wyndham's largest annual learning event, focusing on promoting and celebrating learning across life. The [Wyndham Learning Festival](#) is led by Wyndham Community and Education Centre (Wyndham CEC) with support from Council.

Wyntalks - provide thought leadership through a number of events each year to explore future practice in learning and the new media revolution.

Annual Principals' Breakfast - provides the opportunity to discuss issues impacting schools and learning across Wyndham and to build constructive relationships with principals in the municipality.

WYNNovation - celebrates business, innovation, and all forms of entrepreneurship through an action-packed month of [events](#) in May 2024.



ADOPTED
FEBRUARY 2018

Library Service Strategy 2018-2040

The Library Service Strategy 2018-2040 provides a strategic, integrated framework and direction for Council's ongoing provision of contemporary library services and facilities. It aims to ensure that Wyndham's libraries are at the forefront of new library development in technology, collections, infrastructure, and service provision.

The associated Libraries Action Plan 2023-2028 identifies priority actions listed against the seven major service elements in the strategy as follows:

1. Community-centred collections
2. Learning and cultural programs
3. Technology access for all
4. Flexible multi-purpose places and spaces
5. Strategic library planning
6. Excellent customer experiences
7. Partnership and collaboration

Service usage highlights for the year include:

- 20 per cent increase in visits to libraries, with 923,651 people
- 23 per cent increase in attendees at a library program, with 117,859 participants at events or activities delivered by Libraries.
- An increase of 16,809 active new members
- A 77 per cent increase in Wi-Fi sessions (200,709) provided to the community.



ADOPTED
OCTOBER 2019

Wyndham Volunteer Strategy 2019 – 2024

The Wyndham Volunteer Strategy recognises, strengthens, and promotes accessible volunteering for all in Wyndham. It sets out actions that Council will undertake, in partnership with others, to strengthen the local volunteering sector and increase the numbers of volunteers in Wyndham. It has five key focus areas as follows:

1. Engaging, recognising, and supporting volunteers
2. Being flexible and inclusive of diversity
3. Training and development
4. Communication and collaboration
5. Driving good practice and delivering outcomes

In the final year of the strategy, highlights included:

- Delivery of the annual Wyndham [Volunteer Expo](#) in May 2024 which attracted 98 stallholders from 49 Wyndham based volunteer-involving organisations and over 400 Wyndham residents. Of those who attended, 88 per cent left their details with at least one organisation and, to date, 114 new volunteers were recruited to these organisations. The stall holders (98%) were extremely satisfied with the opportunity to promote their organisations, appreciating Council's investment in their future.
- Council's Volunteer Recognition and Appreciation plan, which includes years of service awards, participation in international volunteer day and national volunteer week activities.
- Capacity building [sessions](#) for both volunteers and volunteer-involving organisations

- Monthly volunteer spotlights have also continued to be promoted in Wyndham News, social media and the Council's [website](#)
- Promoting volunteering to new members of the community through Wyndham Citizenship Ceremonies and digital signage

Council celebrated and recognised its volunteers during National Volunteer Week, from 20 to 26 May 2024, with the theme 'Something for Everyone'. Volunteering flags were displayed around Wyndham throughout the month of May and there was promotion of National Volunteer Week through Council social media and other news formats to celebrate volunteers from across the community.

Over the life of the strategy, Council:

- assisted over 1,200 local residents find out about volunteering in Wyndham through the annual Volunteering Expo.
- provided capacity building to over 1,400 attendees at training sessions.
- directly supported over 300 organisations and reached over 100,000 residents with volunteer related articles via Council communication tools.

This strategy has now been completed and an overview of all achievements is available on Council's [website](#).

STRATEGIC AREA 7:

Community as an *Active Partner*

Council is well governed and works with the community to make informed decisions.





ADOPTED
MARCH 2024

Advocacy Strategy 2024 - 2026

Council provides a range of services to the local community, but there are many issues and opportunities that impact our residents that are dependent on support from other levels of government. Council advocates to other tiers of government on behalf of the community, and in partnership with the community, to secure investment in services, infrastructure and policies that support our fast-growing community.

Wyndham's new Advocacy Strategy 2024-26 was endorsed by Council in March 2024. The Strategy provides a framework for how Council will advocate including how it will allocate resources for advocacy activities, sets clear objectives, and assess advocacy priorities. The strategy also outlines a process for monitoring and evaluating the effectiveness of our advocacy efforts.

The new Advocacy Strategy has been recognised for its excellence and innovation, winning the National Growth Areas Alliance Advocacy Award in June 2024.

Stakeholder engagement and Government relations

Council engaged and met with local Members of Parliament (MPs) over the course of the 2023/24 financial year to discuss local and emerging issues.

Council also continues to work with the State Government Department of Skills, Industry and

Regions and Victorian Planning Authority to activate East Werribee Employment Precinct.

Council is working with State Government Departments, local stakeholders (Victoria Police, Not-for-Profit organisations, local area health services, schools, and community leaders) to raise awareness and support young people at risk. Council is also working with the Department of Education and the Victorian School Buildings Authority to identify opportunities to co-invest in shared use community infrastructure.

Advocacy Plans

Advocacy plans are being developed that outline how Wyndham will advocate for our advocacy priorities including specific actions to be undertaken, identifying the key decision makers, the required resources and the timeframes for advocacy. The Advocacy Plans will also outline a review process to determine success and opportunities for improvement.

Our advocacy priorities are identified in Wyndham's adopted strategies and plans, including (but not limited to) the Wyndham Integrated Transport Strategy, Wyndham Active Transport Strategy, Affordable Housing Strategy, Open Space Strategy and Learning Community Strategy.

Other highlights:

1. Submitted motions for the Municipal Association of Victoria (MAV) State Conference which were endorsed. Council requested that the State Government:

- development of a policy to guide how Councils and State Government can partner to share community facilities. The policy would explore including this in planning for new schools, where suitable and appropriate, to open outdoor sports facilities, indoor facilities, open space, and performing arts facilities for community use beyond school-only use outside of hours.
- commit funding to support the development and operation of shared use community infrastructure on school sites, including:
 - early learning centres,
 - sports courts and facilities,
 - Community hubs' that provide meeting rooms, or
 - health services.

2. The Victorian Government invest in increasing the capacity, regularity, and reliability of Melbourne's bus network by implementing the recommendations of the Infrastructure Victoria report, 'Fast, frequent, fair How buses can better connect Melbourne'.

- Participating in joint advocacy opportunities with key stakeholders including LeadWest committee and officer meetings, organising a round table meeting with the Treasurer and other MPs.
- Continued to build our partnerships with local MPs by responding to a substantial number of constituent queries and issues.

Funding commitments

Council's advocacy efforts and close relationships with local State MPs has helped secure funding for several priority projects in the 2024/25 State Budget. These include:

- Funding for a new Point Cook South Specialist School, \$68.9m to acquire land in Wyndham Vale and \$48.2 million for upgrades to Alamanda K-9
- \$20 million to deliver roads and other enabling infrastructure in East Werribee/ Point Cook Southwest precinct.
- \$6.6 million for Victoria Police to continue the Youth Crime Prevention and Early Intervention Project in Brimbank and Wyndham

In addition, funding was secured from the Growth Areas Infrastructure Contribution (GAIC) fund including:

- \$60 million for the Ison Road Overpass, and
- \$4.5 million upgrades to Williams Landing Railway Station including a lift to provide access to Wallace Ave and construction of a new secure bicycle parking facility in Point Cook.

STRATEGIC AREA 8:

Delivering Public Value and Excellence

Council is a financially responsible, high performing, accountable organisation that is responsive to the needs of the community.





ADOPTED
JUNE 2022

Asset Plan 2022 – 2032

The purpose of the Asset Plan is to provide a strategic overview of how Council effectively manages the community's infrastructure and other assets to an agreed standard of service. The plan outlines what needs to be invested in each major asset class in order to meet these defined service standards over the next ten years.

This Asset Plan comprises information for each of Council's five major asset classes including:

1. Transport
2. Stormwater
3. Facilities
4. Open Space
5. Plant and Equipment

Key highlights progressed against relevant 2023/24 actions include:

Improve organisational service planning consistency to future forecast operational and capital financial requirements, and infrastructure needs, to better inform Asset Plan lifecycle modelling.

Works are progressing in the asset planning domain to develop advanced models for asset life cycle modelling.

Develop a strategic asset management improvement plan.

This is in progress and expected to be completed by 2025.

Selective CCTV survey of older pipes (minimum 5% of the network per annum) to further inform the modelling scenarios.

Council has commenced CCTV inspection of pits and pipes in older suburbs to enhance stormwater modelling capabilities.

A plan that takes into account impacts of climate change and future development with increased runoff into the network needs to be developed to better understand network capacity.

Council is working on a plan with Melbourne Water to investigate the effects of climate change on our drainage assets.

Reforecast facility renewal with fit for purpose modelling included.

A specialised model has been built with Fit For Purpose data and condition data for facility assets. This model is undergoing further enhancements through the integration of up-to-date condition data for facilities.

Develop service plans to more accurately model upgrades and the impacts of changing service delivery models on facilities.

Council is progressively conducting detailed service planning on each of its prioritised ageing infrastructure sites to better plan for upgrades. Work is also being done to specifically assess the viability of its ageing kindergartens to meet the needs of the community into the future in light of the Best Start, Best Life reforms.

Reforecast open space renewal funding following a detailed audit of open space assets and their condition.

Open space assets are currently undergoing condition assessments, with the collected data earmarked for enhancing models. Further enhancements to the model are also underway as we determine the optimal level at which to model the assets.

The actions as part of the current Asset Plan, will be reviewed and redeveloped in conjunction with Council's high level strategic documents for 2025-29.



ADOPTED
MARCH 2022

Gender Equality Action Plan 2021 - 2025

The Gender Equality Action Plan outlines a range of strategies and measures that will be implemented to support greater gender equality in our workplaces, based on a comprehensive assessment of our existing strengths and challenges.

The Plan recognises there are still opportunities to learn, build on our accomplishments and embed the principles of gender equality in our everyday ways of working. Gender equality, and our broader diversity and inclusion objectives, continue to be prioritised. Gender Impact Assessments (GIAs) are being conducted for all new and revised projects, programmes and policies. The GIAs ensure that a gender and intersectional lens is placed over the project being undertaken. GIAs will become a part of our organisation's culture when beginning any work and will force a change where needed to ensure everyone has equitable access.

Achievements from the Year 2 Action Plan include:

Indicator 1: Gender composition of all levels of the workforce

Action: Promote flexible modes of employment to people of all genders and at all levels

Council continues to promote flexible working arrangements with 1 out of 3 employees requesting and utilising some form of flexible working. Senior job-sharing roles have been trialled successfully and the results will serve as examples others may emulate.

Organisation wide training continues to build on our inclusive workforce aspiration and ensure we demonstrate equitable employment outcomes.

Councillor training has been organised to assist Councillors understand what inclusive and equitable behaviour looks like.

Employee induction has been modified to include an explanation of our various internal employee inclusion groups as well as detailing the requirements of the GEAP (Gender Equality Action Plan) and GIA's (Gender Impact Assessments)

Indicator 2: Gender composition of governing bodies (Councillors)

Action: *Improve data collection regarding Councillor information, particularly intersectional data*

Technology updates have been implemented to establish a more comprehensive data capture capacity for Councillor intersectional information as part of the next Councillors onboarding process at the end of the 2024.

Indicator 3: Gender pay equity

Action: *Better understand the gender pay gap, including its effect on superannuation, and make progress on closing it*

Council completed an in-depth review of the Gender Pay Gap. The results indicated the pay gap at Council is not a traditional one (where men are paid more than women for the same job). Instead, the pay gap at Council, derives primarily from the incidence and value of overtime and allowances attracted in outdoor roles, which have traditionally attracted men. The findings of this review will be utilised to create further actions to bring the gender pay gap closer to zero.

Indicator 4: Workplace sexual harassment

Action: *Strengthen prevention practices as well as organisation approach to reporting and response systems regarding sexual harassment*

Council continues to promote healthy workplace behaviours and interactions. Council has implemented and made mandatory sexual harassment training, along with quarterly communications from the CEO outlining acceptable behaviours, how to navigate the complaint system and how we can assist anyone who feels they have been sexually harassed.

Indicator 5: Recruitment and promotion

Action: *Apply an intersectional gender lens to recruitment policy and process*

Council has updated the recruitment policy to ensure equitable practices and outcomes by placing a gender lens across all job advertisements.

Indicator 6: Leave and flexibility

Action: *Ensure parental leave conditions are best practice within the public sector and support people of all genders*

Council has embedded gender neutral and more equitable parental leave access into our Enterprise Bargaining Agreement (EBA), updated all related policies and communicated this throughout the organisation. The incidence of male staff accessing this leave is increasing.

Action: Strengthen organisational approach and communications around responding to family violence

Council has ingrained in policy and guidelines Domestic Violence Leave for employees and information on how Council can assist employees experiencing family violence can be more easily found on Councils intranet.

Indicator 7: Gendered workforce segregation

Action: *Identify gender segregated work areas and promote gender equitable and inclusive practices to increase gender diversity of team members*

Council continues to work with areas that have been identified as displaying a gender imbalance. Gender imbalance in certain roles can occur for many reasons, some being from non-organisational sources of influence and social contract, where large parts of society find it more acceptable to see one gender over the other in certain roles. Long term actions are being put into place to assist in combatting the imbalance. This is a long-term solution that will take time to equate to real change.

Council also acts above and beyond the committed indicators. Often using the Days of Significance to further educate staff on diversity, equity and inclusion. Online learning modules have also been updated to include mandatory training for employees to assist in ensuring behaviours at work match expectations. Employee attendance and emersion in allinclusive offerings has been high and positive feedback received.



ADOPTED
JUNE 2019

Smart Cities Strategy 2019-2024

The Smart City Strategy builds on the foundations and vision set by Wyndham 2040, on how smart technology, data and innovation will be planned and deployed and how our City will respond to market, and consumer led change.

The Strategy outlines approaches and prioritisations to city-based problems and local challenges, including issues surrounding transport and congestion, the environment and more broadly, how the city functions and operates.

Council set out an ambitious target of projects for year five of this strategy and have implemented all projects including:

Digital Twin – Stage 1

A digital twin is an emerging geospatial technology which aims to replicate features of the real world in a digital 3D mapping solution. Through the integration of 3D models, live and integration into other third-party data sources like data.vic.gov.au, the platform provides a space for enhanced decision making and visual representation of different scenarios.

The first release of the digital twin project is complete, including the 3D Urban design tool. Stage one of the digital twin project has included:

- 3D Capture of city heart, completed in May
- Loading of this 3D content, with classification of different building types
- Functions such as shadow and line of sight analysis
- The models have also been loaded into a specialised software used by Urban Planning.
- Investigating opportunities to integrate with the [Digital Twin Victoria](#) (DVT) platform.
- Exploratory work to embed 3D model capture into Council's town planning and capital works processes. A trial was conducted for the new Ironbark training facility in Tarneit.

A formal release of the project will occur in 2024/25.

Geographic Information System (GIS)

GIS is Councils corporate mapping system. It allows council officers to view analyse relevant spatial/ mapping data in the city such as new assets, planned developments and community facilities.

Recent upgrades have been completed, adding new features like walkability analysis, improved system performance and the ability for Council officers to more easily find relevant data in the system through smart search functions.

Spatial Portal/Data Dictionary Search Tool

Council has over 1200 different GIS layers within its mapping system with features such as assets, parks, buildings and utilities. This project enables these layers to be searched and location providing a more efficient and user-friendly system to users.

Analytics Based Street Sweeper Project

The analytics-based street sweeper project utilised AI technology to classify deciduous trees and then predict areas where greater expected leaf fall based on tree species and size. This model was cross-referenced with existing customer calls and stormwater pits to assess model accuracy, with an intention to then be able to deploy street sweepers to troublesome areas.

The project represents smarter thinking, driving better community outcomes with existing assets through the use of technology and data.

Transport Dashboard

Transport has routinely been identified as a critical issue for our community.

The transport dashboard project is in testing phase and will leverage the integration of data across a range of sources into a unified dashboard tool. The dashboard will provide the capability to view live traffic conditions, historical road use and other transport related metrics to better understand this key issue and inform future decision making. In addition, resources have been deployed for Council's Systems project and security upgrades to legacy servers.

Appendix 1

Denotes that the Strategy is at end of life in 2024.

Denotes that the Strategy was under review on 30 June 2024.

Denotes that the strategy or plan is required by legislation

End of Council Term

End of Council Plan

	Current Strategy/Plan	Owner	Expiry Date	2024	2025	2026-2029	2030-2045
1.	Accessibility and Inclusion Plan 2023-2025	City Life				2025	
2.	Active Wyndham Strategy 2019-2024	City Life		2024			
3.	Advocacy Strategy	CEO's Office				2026	
4.	Affordable Housing Strategy 2022-2025	City Life				2025	
5.	Aquatic Strategy 2015-2025	City Life				2025	
6.	City Forest and Habitat Strategy 2017 – 2040	City Operations			Due for review	2025	2040
7.	Coastal and Marine Management Plan 2020-2025	City Operations				2025	
8.	Cricket and Australian Rules Football 2013 -2023	City Life	2023				
9.	Dog Off Lead Plan 2022-2027	City Operations				2027	
10.	Domestic Animal Management Plan 2021-2025	City Operations				2025	
11.	Economic Development Strategy 2022-2026	City Planning and Liveability				2026	
12.	Gambling Harm Prevention Policy Statement 2023-2025	City Life				2025	
13.	Gender Equity Action Plan 2021-2025	Corporate Services				2025	
14.	Hard to Locate Sports Strategy 2017-2022	City Life	2022				
15.	Learning Community Strategy 2024-2029	City Life				2029	
16.	Library Service Strategy 2018-2040	City Life				Due for review 2029	2040
17.	Lifecourse Framework 2022-2026	City Life				2026	
18.	Municipal Public Health and Wellbeing Plan 2021-2025	City Life				2025	
18.	Open Space Strategy 2045	City Operations	Under Review				2045
20.	Play Space Strategy 2030	City Operations					2030
21.	Public Art Plan 2022-2032	City Planning and Liveability					2032
22.	Reconciliation Action Plan 2023-2025	City Life				2025	
23.	Refuse Disposal Facility Strategic Plan 2019-2025	City Operations				2025	
14.	Resilient Wyndham Strategy 2021-2025	City Planning and Liveability				2025	
25.	Road Management Plan 2021-2025	City Operations				2025	
26.	Road Safety Strategy 2022-2032	City Planning and Liveability					2032
27.	Skate, BMX and Bike Strategy 2013-2023	City Life	2023				
27.	Smart Cities Strategy	City Planning and Liveability		2024			
29.	Sports Strategy 2045	City Life	Under Review				2045
30.	The Wyndham Plan 2023-2040	City Planning and Liveability					2040
31.	Werribee City Centre Parking Strategy 2019-2024	City Planning and Liveability	Under Review	2024			
32.	Werribee City Centre Structure Plan 2013	City Planning and Liveability	Under Review				
33.	Women's Participation in Sport Melbourne's West 2025	City Life				2025	
34.	Wyndham Active Transport Strategy 2020-2025	City Planning and Liveability				2025	
35.	Wyndham Integrated Transport Strategy 2023-2028	City Planning and Liveability				2028	
36.	Wyndham Visitor Economy Strategy 2024-2028	Corporate Services				2028	
37.	Wyndham Volunteer Strategy 2019 - 2024	City Life		2024			



FURTHER INFORMATION

For more information or to receive a copy of this document in an alternate format, please contact:

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