



Integrated Council Plan

2025-2029

Including the Municipal Public Health and Wellbeing
Plan 2025-2029

Adopted 16 June 2025

Contents

| | |
|---|----|
| Acknowledgement of Traditional Owners | 3 |
| Message from the Mayor..... | 4 |
| Introduction | 5 |
| Background Information..... | 5 |
| Where are we | 5 |
| Our community | 6 |
| Who we are | 10 |
| Role of Council..... | 11 |
| An Integrated Approach | 15 |
| Shaping Whitehorse | 15 |
| Whitehorse Community Vision 2040..... | 18 |
| Health and Wellbeing Strategies | 19 |
| How to read this document | 24 |
| Council Plan 2025-2029 - Our Priorities..... | 25 |
| Strategic Direction 1: Community | 26 |
| Strategic Direction 2: Built..... | 28 |
| Strategic Direction 3: Economy | 30 |
| Strategic Direction 4: Natural | 32 |
| Strategic Direction 5: Governance..... | 34 |
| Monitoring and Reporting | 36 |
| Appendices..... | 37 |
| Appendix 1: How this plan was developed..... | 37 |
| Appendix 2: Endorsed Policies, Strategies and Plans | 41 |
| Appendix 3: Our Regulatory Framework..... | 44 |
| Appendix 4: Development of Health and Wellbeing Partnership Strategies | 47 |
| Appendix 5: Alignment with Victorian Health and Wellbeing Plan Priorities 2023-2027 | 52 |

Acknowledgement of Traditional Owners

Whitehorse City Council acknowledges the Wurundjeri Woi-wurrung people of the Kulin Nation as the Traditional Owners of the land on which Whitehorse City Council is situated and we pay our respect to Elders past, present and emerging.



Message from the Mayor

On behalf of Whitehorse City Council, I am proud to present our *Integrated Council Plan 2025–2029*.

Our Integrated Council Plan is a shared roadmap for the future and will guide our program of work for the next four years. It represents a new direction for Council as we embrace change and seek to create a resilient and future-ready organisation.

Through the implementation of our Integrated Council Plan, we aim to create a city where everyone can live, work, learn, and thrive. The Plan builds on the foundations of the Whitehorse 2040 Community Vision, developed by our Community Panel in 2020, and the work we've achieved together over the past four years. This Plan integrates the Municipal Public Health and Wellbeing Plan, a first for Whitehorse, ensuring community health and wellbeing is a key part of our strategic approach. The Councillors and I have listened to our community and have worked together to shape a fresh, dynamic and practical vision for the future of Whitehorse. Drawing on our knowledge, passion, and commitment, the Plan reflects what we have heard from the community and delivers on these priorities in a responsible and sustainable way.

Every four years we review the Plan, including our long-term goals, and the actions we will take to get there. This Plan will guide and support our aspiration to be a vibrant, connected and resilient city where everyone belongs.

Our Plan is built around five new Strategic Directions:

- **Community:** We aim to foster a connected, inclusive, safe and active community where everyone feels a sense of belonging.
- **Built:** We aspire to develop safe, accessible, and attractive public spaces and infrastructure that meet community needs and adapt to growth.
- **Economy:** We are prioritising a resilient and dynamic economy, with support for local businesses, diverse opportunities, and job and investment attraction.
- **Natural:** We are committed to protecting natural areas, promoting environmental sustainability, building climate resilience, and managing waste responsibly.
- **Governance:** Strong governance will be achieved through transparent, accountable management and the efficient and financially sustainable delivery of valuable core services.

We will continue to engage meaningfully with our community, to ensure our services, programs and infrastructure meet their evolving needs.

On behalf of my fellow Councillors, I thank the community for their continued engagement and support. We look forward to working in partnership to create a future where Whitehorse continues to be a place we are all proud to call home.

Cr Andrew Davenport
Mayor, Whitehorse City Council
For the year 2024-2025

Introduction

Background Information

Where are we

Nestled just 15 kilometres east of Melbourne's central business district, the City of Whitehorse spans 64 square kilometres of vibrant urban landscape. Our thriving municipality is home to over 178,369 residents, creating a dynamic community at the doorstep of Victoria's capital.

Whitehorse boasts one of Melbourne's most culturally diverse communities, with nearly half of residents (44.9%) born overseas according to the 2021 census. The multicultural character of Whitehorse is evident in everyday life, with 44.3% of residents speaking languages beyond English. Walking through Whitehorse, you might hear conversations in Mandarin, Cantonese, Greek, Vietnamese, or Hindi—the area's most common languages.

Whitehorse City Council delivers high-quality services across multiple sectors. These include community services, environmental initiatives, responsive customer service, health and wellbeing services, as well as planning and building activities.

Council manages over 631 hectares of open space, creating an urban oasis within metropolitan Melbourne. Residents enjoy access to bushland reserves, well-maintained parks, formal gardens, and an extensive network of recreational trails. Council's commitment to preserving tree-lined streetscapes has fostered a pleasant urban environment where nature and city life coexist.

Our community

Population overview

All data is from the Australian Bureau of Statistics, Census of Population and Housing 2021 unless specified otherwise.

Place of birth (44.9% born overseas compared to Greater Melbourne 35.7%)

| Birthplace | Whitehorse % | Greater Melbourne % |
|----------------|--------------|---------------------|
| China | 13.0 | 3.4 |
| India | 3.9 | 4.9 |
| Malaysia | 3.3 | 1.2 |
| United Kingdom | 2.6 | 3.3 |
| Hong Kong | 1.6 | 0.5 |
| Vietnam | 1.6 | 1.8 |
| Sri Lanka | 1.5 | 1.3 |
| New Zealand | 1.0 | 1.7 |
| Greece | 0.9 | 0.9 |
| Philippines | 0.8 | 1.2 |

Aboriginal or Torres Straight Islanders (523 residents or 0.3% compared to 0.7% for Greater Melbourne)

Languages spoken at home (44.3% Non-English used at home compared to 34.1% for Greater Melbourne)

| Language (excludes English) | Whitehorse % | Greater Melbourne % |
|-----------------------------|--------------|---------------------|
| Mandarin | 16.2 | 4.3 |
| Cantonese | 5.5 | 1.6 |
| Greek | 2.3 | 2.1 |
| Vietnamese | 1.4 | 2.3 |
| Hindi | 1.3 | 1.3 |
| Sinhalese | 1.0 | 1.0 |
| Italian | 1.0 | 1.7 |
| Korean | 0.8 | 0.3 |
| Persian | 0.8 | 0.4 |
| Punjabi | 0.7 | 2.0 |

Ages

| Age group (years) | Whitehorse % | Greater Melbourne % |
|-------------------|--------------|---------------------|
| 0 to 4 | 4.6 | 5.9 |
| 5 to 11 | 7.8 | 8.7 |
| 12 to 17 | 7.0 | 6.9 |
| 18 to 24 | 9.9 | 8.9 |
| 25 to 34 | 14.0 | 16.0 |
| 35 to 49 | 20.5 | 21.5 |
| 50 to 59 | 12.4 | 11.9 |
| 60 to 69 | 10.1 | 9.5 |
| 70 to 84 | 10.5 | 8.6 |
| 85 and over | 3.2 | 2.0 |

Disability

14.9% of people in Whitehorse had a self-reported disability, compared to 19.9% for Victoria (Victorian Population Health Survey 2023).

Employment & Education

- Students / Tertiary qualifications
 - o 27.6% attending an education institution compared to 26.1% for Greater Melbourne
 - o 41.7% of people aged 15 and over have a Bachelor or Higher degree qualification compared to 32.8% for Greater Melbourne
- Income (medium weekly income = \$1,841 compared to \$1,901 for Greater Melbourne)
- Local Businesses operating (19,243 in 2024, Australian Bureau of Statistics, Counts of Australian Businesses, including Entries and Exits)
Unemployment (4.2% - 2024 September Qtr., Department of Employment, Small Area Labour Markets)
- Those who work in municipality (26.7% live and work in the area, 69.5% live in the area, but work outside)

Industry types

| Industry sector | Whitehorse % | Greater Melbourne % |
|--|--------------|---------------------|
| Agriculture, Forestry and Fishing | 0.3 | 0.6 |
| Mining | 0.1 | 0.2 |
| Manufacturing | 5.3 | 6.9 |
| Electricity, Gas, Water and Waste Services | 1.0 | 1.0 |
| Construction | 6.7 | 9.3 |
| Wholesale trade | 3.1 | 3.0 |
| Retail Trade | 9.6 | 9.4 |
| Accommodation and Food Services | 6.8 | 6.1 |

| Industry sector | Whitehorse % | Greater Melbourne % |
|---|--------------|---------------------|
| Transport, Postal and Warehousing | 3.1 | 4.9 |
| Information Media and Telecommunications | 2.1 | 1.8 |
| Financial and Insurance Services | 6.0 | 4.7 |
| Rental, Hiring and Real Estate Services | 1.8 | 1.6 |
| Professional, Scientific and Technical Services | 11.7 | 9.6 |
| Administrative and Support Services | 3.2 | 3.2 |
| Public Administration and Safety | 5.0 | 5.4 |
| Education and Training | 10.3 | 8.8 |
| Health Care and Social Assistance | 14.6 | 13.5 |
| Arts and Recreation Services | 1.7 | 1.8 |
| Other Services | 3.3 | 3.4 |

Local jobs 84,600 jobs in 2023 (National Institute of Economic and Industry Research, 2024)

Household

Family composition

| Households by type | Whitehorse % | Greater Melbourne % |
|-------------------------------|--------------|---------------------|
| Couples with children | 33.1 | 33.1 |
| Couples without children | 23.8 | 23.5 |
| One-parent families | 9.7 | 10.2 |
| Other families | 1.4 | 1.2 |
| Group household | 4.6 | 4.1 |
| Lone person | 24.4 | 23.7 |
| Visitor only / Not classified | 3 | 4.1 |

Housing tenure

| Tenure type | Whitehorse % | Greater Melbourne % |
|--------------------------|--------------|---------------------|
| Fully owned | 34.8 | 28.7 |
| Mortgage | 30.8 | 35.6 |
| Renting - Total | 28.4 | 29.2 |
| Renting - Social housing | 2.2 | 2.3 |
| Renting - Private | 26.1 | 26.8 |
| Renting - Not stated | 0.2 | 0.1 |

- Rental stress (32.6% compared to 30.9% for Greater Melbourne)
- Mortgage stress (19.7% compared to 16.8% for Greater Melbourne)
- Homelessness (1,491 homeless people in Whitehorse, including 785 living in boarding houses, 366 living in crowded or severely crowded housing and 244 living in supported accommodation for the homeless)

Health and Wellbeing

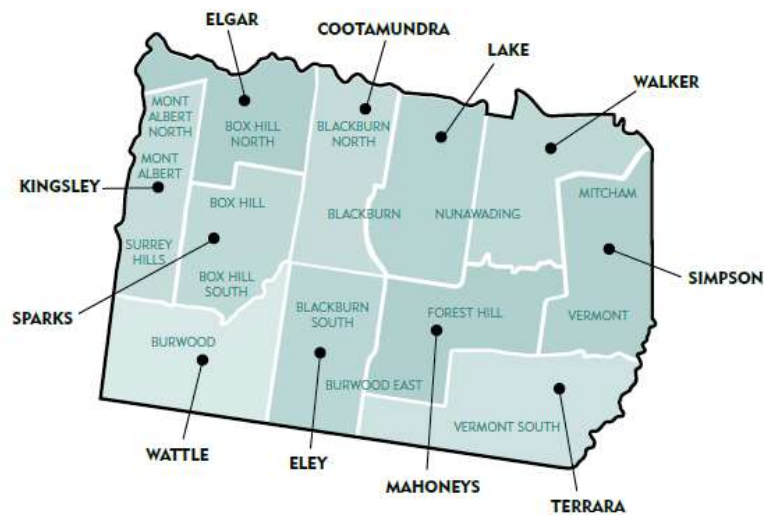
- Exercise / physical activity - 33.1% of adults in Whitehorse usually spend eight or more hours sitting on an average weekday, compared to 27.9% for Victoria (*Victorian Population Health Survey 2023*)
- Obesity - 17.9% of people are obese in Whitehorse, compared to 23% for Victoria (*Victorian Population Health Survey 2023*)
- Smoking/vaping - 12.2% of people in Whitehorse smoke tobacco or vape, compared to 18.5% for Victoria (*Victorian Population Health Survey 2023*)
- Food security - 7.7% of people in Whitehorse experienced food insecurity in the last year, compared to 8.0% for Victoria (*Victorian Population Health Survey 2023*)
- Takeaway food - 1,109.3m average distance to closest fast-food outlet compared to 1,045.2m average distance to closest healthy food outlet (supermarket or greengrocer) (*Australian Urban Observatory, 2021*)
- Mental health - 14.9% of people in Whitehorse have high/very high levels of psychological distress, compared to 19.1% for Victoria (*Victorian Population Health Survey 2023*)
- Violence against women & Gender Equality - 837.5 incidents of family violence per 100,000 of the population, compared to 1,418.1 for Victoria (*Crime Statistics Agency, June 2024*)

Infrastructure

- Sports fields (53)
- Km of footpath (1,180km on road footpaths + 82km of park paths)
- Total parks (349, approximately 609.95 hectares of land area)
- Bushland area (134 hectares)
- Bike and shared paths (28km)
- Playgrounds (176)
- Hectares of open space (705 – 10.8% of the municipality)
- Leisure facilities (9)
- Arts and community facilities (15)

Who we are

Elected by the community, Whitehorse City Council is the decision-making body that sets the strategic direction of the municipality, in response to the needs of the people living, working, studying and playing in the municipality. The City of Whitehorse is divided into eleven wards consisting of one elected representative for each ward. These are detailed below;



The current group of Councillors was elected to Council in 2024 for a four-year term. Together, they are responsible for developing policy, identifying service standards and monitoring performance in response to the priorities expressed by the local community. The Mayor of Whitehorse is elected by the Councillors to serve as the principal ambassador for the City for a 12-month term.

Councillor Group

- Wattle Ward – Mayor Cr Andrew Davenport
- Simpson Ward – Deputy Mayor Cr Prue Cutts
- Cootamundra Ward – Cr Kieran Simpson
- Eley Ward – Cr Daniel Griffiths
- Elgar Ward – Cr Blair Barker
- Kingsley Ward – Cr Kirsten Langford
- Lake Ward – Cr Hayley Weller
- Mahoneys Ward – Cr Jason Martin
- Sparks Ward – Cr Peter Allan
- Terrara Ward – Cr Jarrod Gunn
- Walker Ward – Cr Ben Stennett

Executive Leadership Team

- CEO – Simon Mc Millan
- Director Community Services – Lisa Letic
- Director Infrastructure – Steven White
- Director Corporate Services – Stuart Cann
- Director Planning – Jeff Green
- Executive Manager Transformation – Siobhan Sullivan

Role of Council

As per the *Local Government Act 2020*, the role of a Council is to provide good governance for its municipal community. This means acting in the best interests of the community by making decisions that promote social, economic, and environmental sustainability. Council serves to ensure its municipality runs effectively, sustainably, and in line with the needs and expectations of its community.

Key Roles and Responsibilities of Council:

1. Strategic Leadership
 - Develop and adopt a Council Plan that sets long-term goals.
 - Ensure financial and resource planning aligns with community needs.
2. Policy Development and Decision-Making
 - Make local laws and policies that reflect community priorities.
 - Oversee service delivery and infrastructure management.
3. Community Engagement
 - Foster meaningful engagement with residents.
 - Ensure transparency in decision-making processes.
4. Advocacy
 - Represent community interests to other levels of government.
 - Seek funding and partnerships to support local initiatives.
5. Stewardship of Resources
 - Ensure the Council's financial sustainability.
 - Efficiently manage public assets and services.
6. Accountability and Transparency
 - Report to the community on performance and governance.
 - Uphold the principle of ethical conduct.

Council provides numerous services to the Whitehorse community, along with the delivery of key projects and programs to maintain and enhance the City.

Council Services for the community

Council delivers over 100 legislated and non-legislated services for the Whitehorse community.

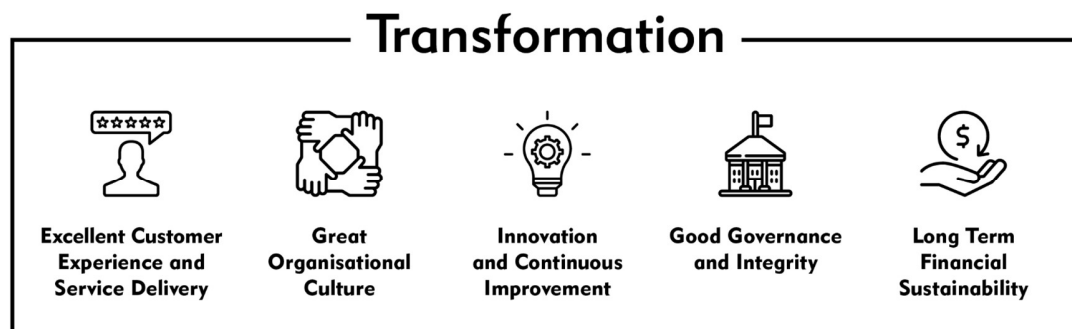
| | | |
|--|--|---|
| Pet registration and education | Road and footpath | Immunisation |
| Libraries | management | School crossing supervision |
| Building permits and services | Drain management | Youth services |
| Land use planning inc. permit | Traffic signs, line marking and roadside | Food and health business registrations and regulation |
| Leisure facilities | Local laws education and enforcement | Business support and education |
| Sports pavilions | Community publications | Placemaking |
| Sports fields | Customer service | Business networking opportunities |
| Parks, gardens, and playgrounds | Gender equity and violence against women program | Positive ageing |
| Tree management and maintenance | Graffiti removal and prevention | Childcare |
| Arts and culture programs | Parking management | Property and leasing |
| Festivals and events | Watts & Harrow Streets car parks | Animal management |
| Heritage programs, historical societies | Environmental sustainability education and initiatives | Community hubs / houses |
| Community safety and crime prevention programs | Sustainable transport planning | Community halls |
| Street lighting and signage | Active transport | Asset protection |
| Waste, green waste and recycling – kerbside bins | Infrastructure planning and facility management | City cleansing and city maintenance |
| On call kerbside hard waste | Facilities for community meeting spaces | Advocacy |
| Whitehorse Recycling and Waste Centre | Community grant program | Municipal health partnerships |
| Street sweeping | Volunteering programs and opportunities | |
| | Maternal and child health | |

Each community-facing service is supported by a range of internal corporate Council services that are enablers of community service delivery.

Council Transformation

The Whitehorse community is changing and growing, which means Council needs to adapt and respond. Council is transforming to ensure it continues to meet the needs and expectations of its community. The transformation program is designed to achieve five objectives (outlined in the figure below) by creating sustainable changes such as:

- balance investment decision-making with long-term financial sustainability.
- systematically review all of Council's services over time.
- expand our Continuous Improvement Program and approach to deliver sustained financial and customer benefits.
- invest in technology and systems to improve customer experience; and
- build and sustain a great organisational culture that puts community at the heart of what we do.



Whitehorse Manningham Libraries



Whitehorse Manningham Libraries (WML) is a shared service collaboration between Whitehorse City Council and Manningham City Council for the delivery of public library services across the two municipalities.

WML offers welcoming, inclusive spaces along with diverse collections, information, and programs designed to inspire imagination, support lifelong learning, foster connection, and promote community wellbeing at every stage of life. Services are provided through eight library branches—four in each municipality—as well as through outreach initiatives and digital platforms.

In partnership with member councils and a range of organisations, WML connects communities with resources, services, and programs that contribute to community resilience, social cohesion, and improved outcomes in learning, health, and wellbeing.

More information about Whitehorse Manningham Libraries is available at www.wml.vic.gov.au

Eastern Region Group of Councils



Comprising the Mayors, Deputy Mayors and CEOs of Knox, Manningham, Maroondah, Whitehorse and Yarra Ranges, the ERG is a catalyst for collaboration on regional priorities through advocacy, integrated planning, shared services and joint procurement. The group continues to strengthen each year, building stronger relationships across member councils and with stakeholders to benefit the region's communities.

Council actively collaborates with local government peak bodies, industry groups, issue-based groups and regionally to improve community outcomes.

As a member of the Eastern Region Group of Councils (ERG) we can amplify our Council's voice and impact, be more efficient and effective, and improve community access to infrastructure and services across the region.

Whitehorse City Council participates fully in priority projects to address the common challenges detailed in the ERG [Strategic Plan](#).

We are committed to working with ERG members to undertake the foundational work required to develop opportunities for shared services, joint procurement and the shared use of community infrastructure.

More information about the ERG is available at www.easternregiongroup.org.au

An Integrated Approach

Council Plan integration with Municipal Public Health and Wellbeing Plan (MPHWP)

As per the *Local Government Act 2020*, a Council Plan describes the strategic direction of Council, including its strategic objectives and strategies for at least the next four financial years. The *Municipal Public Health and Wellbeing Act 2008* (Vic) also requires Council to prepare a MPHWP every four years. It is a municipal-wide plan that works in partnership with community stakeholders and health service providers.

The key expectation of Councils in undertaking integrated Council planning is that it considers the outcomes of public feedback. All parts of the plan should be linked and interdependent. This helps guide how resources are used, supports decision making, and ensures we can track our progress and be accountable in a transparent way.

An innovation for the next four years 2025-2029, is the integration of the Council Plan with the MPHWP, called the 'Integrated Council Plan'. Integrating these two plans is allowable under S27 of the *Public Health and Wellbeing Act 2008*. Some additional legislative requirements of the MPHWP include developing health priorities, respond to climate change and family violence prevention and doing so through partnership work.

Benefits of integrating these plans include:

- elevating the importance and impact of community health and wellbeing
- streamlining planning and reporting processes and artifacts (which has both efficiency benefits and community benefits)
- elevating partnership work within the community.

Council will ultimately adopt one Integrated Council Plan (inclusive of the MPHWP), and the community partners linked within the MPHWP components of the Plan will be engaged via a MPHWP Steering Committee to help monitor progress of the plan.

A key improvement of this 2025-2029 Plan is the development of two annual action plans that will supplement the broader Integrated Council Plan. These two plans, the Council Plan Annual Action Plan and the MPHWP Annual Action Plan, will be developed each year over the four-year period. The latter will be focused on highlighting initiatives delivered in partnership with Council's health and wellbeing partners. Any linkage through the Integrated Council Plan strategic hierarchy will be indicated with a heart icon ♥.

This will provide a more adaptable and responsive platform for Council to take action and plan the annual budget, whilst keeping track of progress toward long-term strategic directions and Community Vision.

Shaping Whitehorse

Shaping Whitehorse is the name for the community engagement process used to help shape the 2025-2029 key strategic plans as per the *Local Government Act 2020*. This process included both broad and deliberative community engagement and plays an important legislative role in helping Council review and create key strategic documents, such as:

- The Whitehorse 2040 Community Vision
- Integrated Council Plan 2025-2029, including the Municipal Public Health and Wellbeing Plan
- Budget 2025/26
- Revenue and Rating Plan
- Long-term Financial Plan
- 10-year Asset Plan

These plans affect everybody in Whitehorse and guide the day-to-day and long-term decisions of Council. Shaping Whitehorse is Council's commitment to make sure the community has a real say in how these key strategic documents are created and reviewed.

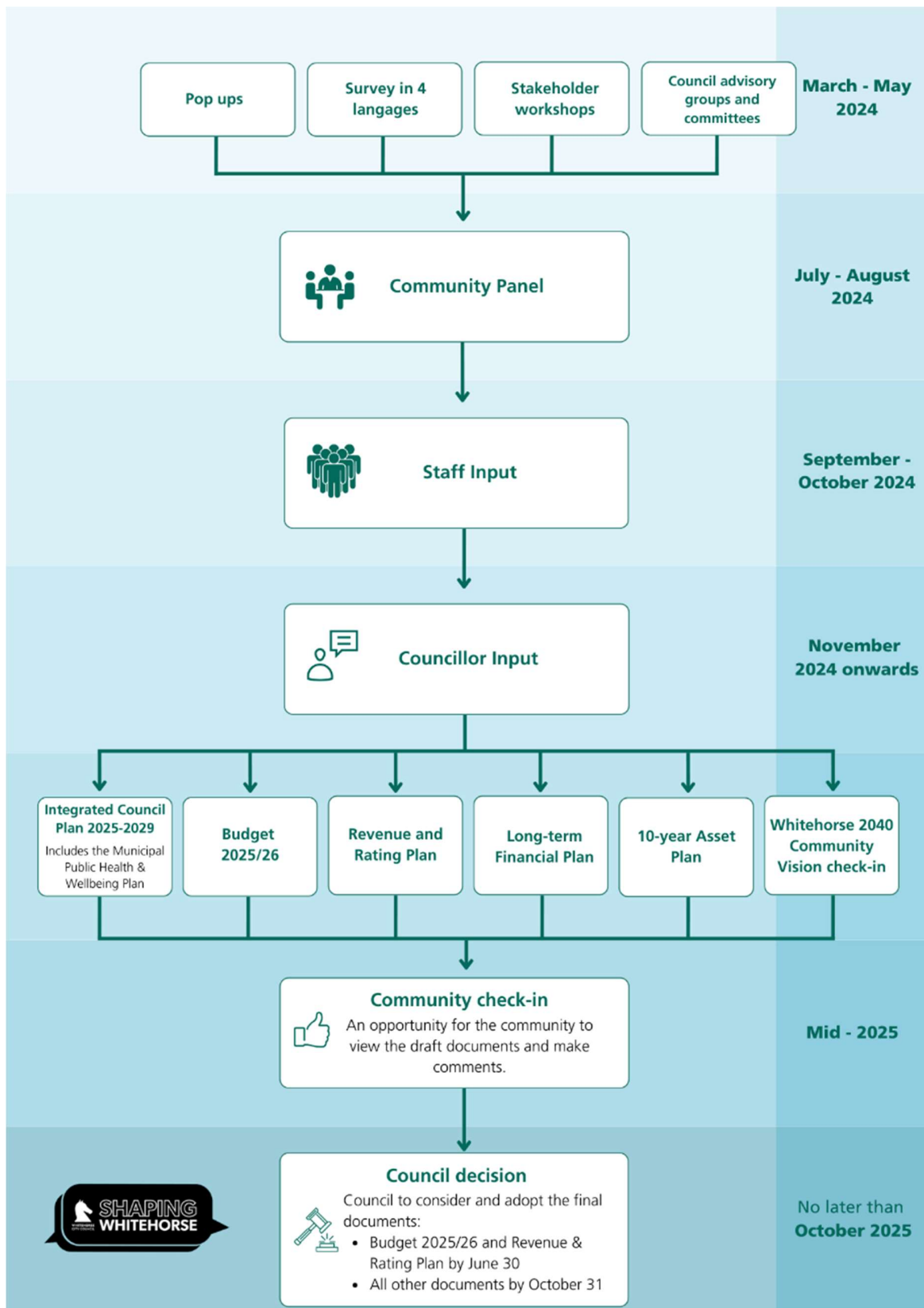
The Shaping Whitehorse community engagement was split into two key stages; broad community engagement followed by the formation of a community panel. The process sought to capture diverse and broad feedback from our community, which would then be refined into a set of recommendations by the community panel.

Broad community engagement involved seven weeks of broad community engagement, from Monday 18 March to Sunday 5 May 2024

- Approximately 1,431 people provided input
- 10 community pop-up engagements
- More than 170 participants across numerous stakeholder workshops and sessions
- Survey produced in 4 languages
- 429 survey responses
- 4500+ YourSay Shaping Whitehorse project website clicks

The **Shaping Whitehorse Community Panel** consisted of community members that broadly represented the wider Whitehorse community. The Panel's role was to review the Stage 1 broad community feedback, as well as other research to develop recommendations to help inform Council's key plans for the next four years.

- 36 community panel members
- Representation from every suburb in Whitehorse
- 47% female and 53% male
- 44% 18-49yrs and 56% 50+ yrs
- 50% of the panel were born outside Australia
- 4 business owners



Whitehorse Community Vision 2040

“Whitehorse is a resilient community where everyone belongs.

We are active citizens who value our natural environment, history and diversity.

We embrace sustainability and innovation.

We are dynamic. We learn, grow and thrive.”



The Whitehorse 2040 Community Vision was originally developed by the community in 2021 - people who work, live, study, or own a business across Whitehorse, to reflect the community's aspirations and priorities for the next 20 years. The Vision was developed with the Shaping Whitehorse Community Panel. The extensive process comprised of a broad community engagement. The results of this went to a deliberative panel that demographically represents the community of Whitehorse.

Our 2024 Shaping Whitehorse community engagement showed Council that the community felt that the vision still represented the aspirations for the future, with an overwhelming majority of responses of 74% of community members indicating it did.

The overarching Vision Statement is underpinned by themes and key priorities to achieve our desired long-term future:

- Theme 1: Diverse and Inclusive Community
- Theme 2: Movement and Public Spaces
- Theme 3: Innovation and Creativity
- Theme 4: Employment, Education and Skill Development
- Theme 5: Sustainable Climate and Environmental Care
- Theme 6: Whitehorse is an Empowered and Collaborative Community
- Theme 7: Health and Wellbeing

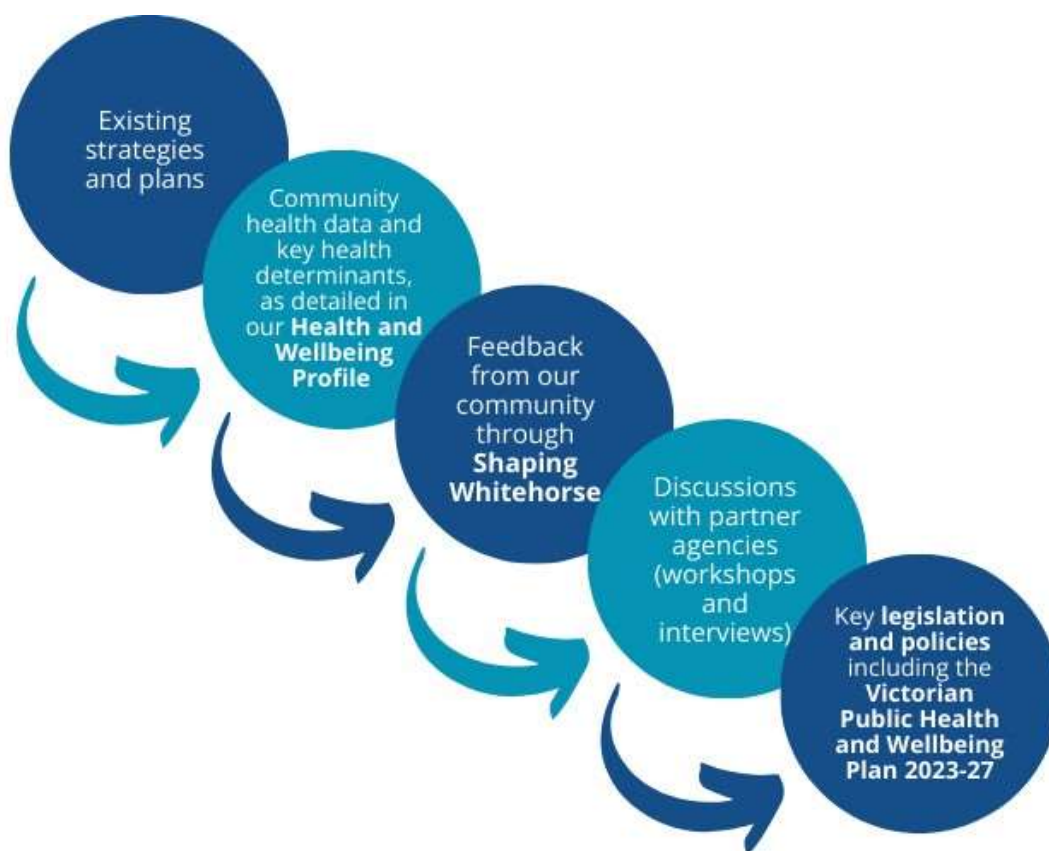
When creating the Integrated Council Plan 2025-2029, we made sure to connect the Whitehorse 2040 Community Vision to our new Strategic Directions. This helps both the Council and the community clearly see how we're working together to achieve the Vision.

Health and Wellbeing Strategies

At Whitehorse City Council, we care about the health and wellbeing of our community. Previous Municipal Public Health and Wellbeing Plans (MPHWP) were created as a standalone document, however this time around it is incorporated into our Council Plan, ensuring that public health and wellbeing remain a priority in everything we do.

Our Whitehorse Integrated Council Plan 2025-2029 reflects our dedication to enhancing community health and wellbeing. By integrating the MPHWP with the Council Plan, we strengthen our commitment to working alongside our community and key stakeholders to support a healthier, happier Whitehorse.

To shape our MPHWP, we draw on a range of valuable insights and directives, including:



Through this process, which is described more fully in Appendix 4 and Appendix 5, we have identified five key focus areas for the next four years:

| | | |
|---|---|--|
| 1 | <ul style="list-style-type: none"> Between 2024 and 2041, the number of people aged over 65 in Whitehorse will increase by approximately 6,920 people. New migrants and refugees face well known language and cultural barriers to social inclusion More than one in six people with disability experience social isolation. 36% of LGBTQ+ Victorians have faced social exclusion. The prevalence of loneliness was twice as high among young adults than older people in Victoria in 2023: 32% of 18-24 year-olds compared with 16% of people 65 or older. | <p>Strategy</p> <p>Foster social connections and a sense of belonging</p> |
| 2 | <ul style="list-style-type: none"> Carers have the lowest wellbeing of any group and are 40% more likely to suffer from a chronic health condition. Only 5.5% of Whitehorse residents meet the Australian guidelines for daily vegetable intake 66.0 % of people in Whitehorse did not obtain sufficient exercise for good health 17.9% of 15–17 year-olds and 38.0% of 18–24 year-olds had used vaping devices Between 2016 and 2050 the prevalence of dementia in Whitehorse is expected to almost double from 3,767 to 7,444. | <p>Strategy</p> <p>Support community initiatives to promote health & prevent disease</p> |
| 3 | <ul style="list-style-type: none"> In Whitehorse 1,524 incidents of family violence were recorded in 2023/2024. 71% of victims were female compared to 29% males. 353 people sought assistance from Homelessness Services and 105 presented to emergency departments because of family violence. 601 people accessed Specialist Family Violence Services It is estimated that Australian children are present in between 36 – 59 per cent of family violence incidents In Australia in the past year around 1 in 6 (15%) of older people living in the community had experienced elder abuse. | <p>Strategy</p> <p>Prevent and respond to family violence (including elder abuse)</p> |
| 4 | <ul style="list-style-type: none"> In Whitehorse in 2023, 15% of adults reported high or very high levels of psychological distress, 20% were lonely and 17% had sought professional help for a mental health related problem in the last year. Young females aged 18-24 years experienced the highest psychological distress levels of any age group or sex in 2023 at 41.6 percent (high or very high) In the Shaping Whitehorse community survey (n=346) 24% of people continue to experience negative impacts from the COVID-19 pandemic. | <p>Strategy</p> <p>Partner to enhance mental health and build resilience</p> |
| 5 | <ul style="list-style-type: none"> Climate change due to greenhouse gas emissions, is causing a rise in average global temperatures and disruption of ecosystems. Whitehorse faces climate hazards such as extreme heat & higher intensity rainfall. It is predicted that Whitehorse will experience temperatures greater than 35°C, on average, 16 days/year by 2050 (compared to 11 days/year now). People aged 65 and over are the most hospitalised group for heat related injuries. Males in the age groups 25-44 & 45-64 years are twice as likely than females to be hospitalised due to extreme heat. | <p>Strategy</p> <p>Partner with the community to achieve positive environmental & health outcomes that reduce climate change impacts</p> |

We recognise that achieving these goals requires collaboration. That's why we're committed to working closely with our community, other levels of government, and local partners. Together we can address broader challenges and implement evidence-based initiatives that make a real difference.

In 2025 Council is hosting a newly formed MPHWP Steering Committee: a new strategic group to meet twice yearly and guide the implementation of collaborative health and wellbeing initiatives for Whitehorse. Membership will include organisations we will partner with to implement the MPHWP.

Each year, our MPHWP Annual Action Plan outlines how organisations and stakeholders contribute to these health and wellbeing priorities. By working together, we can create a thriving, connected, and resilient Whitehorse community.

Measures to prevent and respond to family violence

At Whitehorse City Council, we are committed to creating a safe and supportive community for everyone. In line with the *Public Health and Wellbeing Act 2008*, we take important steps to help prevent family violence, support those affected, and report on our efforts to the Department of Health every two years.

Violence against women, including family violence and elder abuse, is preventable. As a workplace, service provider, connector, and community leader, Council has an important role to play in prevention, as well as response.

Working together with our community, we will act at all levels — from individual and relationship to organisational and society as a whole — to foster awareness, collaboration, and meaningful change, so that Whitehorse is safer, more equal and respectful for everyone.

For 2025-2029 our focus will be to:

- Partner in the regional prevention strategy (Together for Equality and Respect).
- Participate in the Regional Family Violence Partnership.
- Educate Council staff to respond to family violence including customer services and outdoor workers.
- Inform Council staff of Council's Family Violence Resources Kit, supports and entitlements for leave.
- Train Maternal Child Health (MCH) services in Multi-Agency Referral and Assessment Management (MARAM) framework and practice to respond to clients at risk or experiencing family violence.
- Lead local prevention and health promotion initiatives, for example in community settings, in collaboration with regional or Victorian projects.
- Implement a whole of service gender equality framework in MCH and in future, Early Years services.
- Fund community organisations through the Community Grants Program to deliver prevention initiatives.
- Support regional initiatives to increase access for young people who experience family violence.
- Strategically engage with multi-cultural communities.

- Implement requirements of the Gender Equality Act, that is, the Council Gender Equality Action Plan and Gender Impact Assessments.
- Apply a gender lens to policies, programs, communications and services.
- Apply a gender lens to planning of facilities and open space, as well as in urban design.

Climate change and health

Under the Victorian *Climate Change Act 2017*, local governments are required to consider climate change when developing a Municipal Public Health and Wellbeing Plan (MPHWP).

Taking action on climate change isn't just good for the environment — it also benefits our mental and physical health. Simple changes, such as eating more fresh and local produce, reducing packaged foods, driving less, spending time in nature, and choosing to walk or cycle more often, can all contribute to a healthier, more sustainable lifestyle.

At Whitehorse City Council, we recognise the important role we play in addressing climate change and that by working together as a community, we can create a healthier future for both our people and our planet. Council's adopted [Climate Response Strategy 2023-2030](#) and [Climate Response Plan 2023-2026](#) outline our response and aligns with the Objectives of the MPHWP.

CASE STUDY: Healthy me, healthy planet

Whitehorse Manningham Libraries and Whitehorse City Council joined forces with Deakin University's Health Nature Sustainability Research Group in 2021-2022. The aim was to design, deliver and evaluate 'Healthy me, healthy planet', an evidence-informed program promoting the health co-benefits of climate action. Evaluation found the program enhanced participants' health and wellbeing and their environmental knowledge and attitudes. It increased participants' confidence to make healthy lifestyle changes and motivation to promote the health co-benefits of climate action. It also showed that libraries are effective venues for health promotion due to their trusted, supportive position and strong community networks.

Reference: State of Victoria (2024). Tackling climate change and its impacts on health through municipal public health and wellbeing planning – Guidance for local government 2024, Department of Health, Melbourne. Page 40. Access at [Tackling climate change and its impacts on health through municipal public health and wellbeing planning: Guidance for local government](#)

How climate change is affecting our community

Climate change is already having an impact on our municipality, and some of the biggest challenges for our community's health include:

- Sports fields becoming too dry or too wet, making them unusable
- Less green space and declining vegetation
- Changes in pests and diseases
- Damage to our beloved environmental sites
- Increased pressure on emergency services
- More heat-related illnesses and deaths
- Disruptions to food production and supply chains

Looking ahead, extreme heat days (above 35°C) in Whitehorse are predicted to rise from 11 to 16 days per year by 2050.

This is especially concerning because Whitehorse has a higher proportion of older residents than the Victorian average, and older people are more vulnerable to extreme heat. Plus, where you live matters — denser residential and industrial areas tend to get much hotter, making it even more important to increase greenery and reduce hard surfaces to help keep everyone cool and healthy.

Whitehorse Climate Response Strategy 2023-2030

To combat the loss of vegetation and large shade trees on private land due to development, we're continuing to expand our urban forest on public land and improve plant and wildlife biodiversity across the municipality.


We're committed to delivering services and infrastructure in a way that tackles climate change and keeps Whitehorse resilient. That means making sure our assets can withstand changing conditions while also supporting and empowering our community to take action. We'll work together with residents, businesses, and other stakeholders to create meaningful change — and we'll continue advocating for strong climate action at the State and Federal levels.



Our community has shown strong support for climate action, and in response, Council declared a Climate Emergency on 12 September 2022 — joining over 100 Australian councils that have done the same.

How to read this document

This document refers to five key documents; the Community Vision, the Integrated Council Plan which includes the Municipal Health and Wellbeing Plan, and the Annual Action Plans for both the Council Plan and the Municipal Public Health and Wellbeing Plan.

| Community Vision | | |
|------------------|------------------|--|
| YEAR 10 | Whitehorse 2040 | Describes the community's aspirational vision for the future of the municipality |
| | Vision Statement | The community's 'call to action' guiding all Council planning |

| Integrated Council Plan | | |
|-------------------------|---|---|
| 4 YEAR | Council Plan | The Council Plan outlines how the Council will deliver actions and initiatives for the Community, that help us get closer to realising the Community Vision. |
| | Strategic Direction | Strategic Directions describe Council's desired medium to long-term future. |
| | Objectives | Objectives describe where we want to be in four years, and help us to set goals aligned to our strategic direction. |
| | Strategies | Strategies describe how Council will progress towards the Objectives. |
| | Major Initiatives | Major initiatives are important projects that will deliver on Council's Objectives and Strategies. |
| | Indicators | Indicators help to describe Council's progress toward achieving the Objectives. |
| | Municipal Public Health and Wellbeing Plan | The Health and Wellbeing Plan outlines how the Council will protect, improve and promote public health and wellbeing within the municipality. |
| | Partnerships | The Health and Wellbeing Plan is integrated into the Council Plan as both seek to deliver similar outcomes for our community and strengthen our commitment to work alongside our community and key stakeholders to support a healthier, happier Whitehorse. |
| | <p>The  symbol throughout this plan denotes which strategies Council will deliver in partnership to address our City's health and wellbeing.</p> | |
| | | |






| Annual Action Plans | | |
|---------------------|---|---|
| 1 YEAR | Council Plan Action Plan | MPHWP Action Plan |
| | The 12-month action plan, created each year for the four years, lists the priority projects Council will deliver in response to the Objectives and Strategies. Where an action also contributes to a Major Initiative, it will be identified with this symbol  . | The 12-month action plan, created each year for the four years, lists the priority projects Council will deliver in partnership with Health and Wellbeing partners to make progress toward the identified Objectives and Strategies which have a heart symbol  . |

Council Plan 2025-2029 - Our Priorities

Whitehorse City Council's Council Plan 2025-2029 fulfils the legislative requirements under section 90 of the *Local Government Act 2020*. It integrates the Municipal Public Health and Wellbeing Plan under section 26 of the *Public Health and Wellbeing Act 2008* (Vic), subject to the Secretary of Health approval under section 27 of the *Public Health and Wellbeing Act 2008* (Vic). Our detailed plan below describes the objectives, strategies and major initiatives we are aiming to deliver over the next 4 years in response to the Community Vision.

Plan on a page

The table below provides a high-level summary of the Strategic Directions and Objectives of Council for the next four years. The sections following the table explain each objective in more detail.

| Strategic Directions | Objectives |
|--|---|
| Community  | In four years, we aspire to have: <ul style="list-style-type: none"> • An involved and connected community ♥ • A community that fosters social inclusion, cohesion and respect • A healthy and active community ♥ • A community where people feel safe |
| Built  | In four years, we aspire to have: <ul style="list-style-type: none"> • Safe and accessible public places • Community facilities and shared spaces that are well used • Sustainable planning and infrastructure to respond to population change • A desirable and well-presented City |
| Economy  | In four years, we aspire to have: <ul style="list-style-type: none"> • A thriving local economy • Local businesses supported through change • Diverse education, employment & volunteering opportunities • A City that attracts investment and jobs |
| Natural  | In four years, we aspire to have: <ul style="list-style-type: none"> • Enhanced and protected natural and green spaces • An environmentally sustainable and climate resilient City ♥ • A Council that responsibly and sustainably manages waste |
| Governance  | In four years, we aspire to have: <ul style="list-style-type: none"> • An open, transparent, accountable and responsible Council • A Council that delivers core services that are fit for purpose and good value • A Council that actively engages with the community for genuine feedback and input • A Council that is well governed, efficient and financially sustainable |

♥ denotes a linkage to the Municipal Public Health and Wellbeing focus areas



Strategic Direction 1: Community

Community is about making sure people can easily meet and connect with others and feel they belong. It's about being active, having fun, making people feel welcome and respected.

We foster these connections through recognising our shared experiences and unique differences. Our community thrives when people feel safe, healthy, and valued. Through partnerships and thoughtful initiatives, we build connection, promote wellbeing, and create the foundation for a city where everyone can participate, contribute, and find their place.

Objectives and Strategies

These are our strategic priorities for 2025-2029

Objective 1.1 An involved and connected community ♥

Strategies:

- Facilitate opportunities for groups and individuals to connect
- Provide festivals, events and programs
- Foster social connections and a sense of belonging ♥
- Provide accessible information about Community services, activities and programs

Objective 1.2: A community that fosters social inclusion, cohesion and respect

Strategies:

- Provide welcoming and inclusive spaces for our community
- Deliver initiatives to promote respect and promote the value of community diversity

Objective 1.3: A healthy and active community ♥

Strategies:

- Support community initiatives to promote health and prevent disease ♥
- Prevent and respond to family violence (including elder abuse) ♥
- Partner to enhance mental health and build resilience ♥

Objective 1.4: A community where people feel safe

Strategies:

- Partner with local agencies to improve perceptions of community safety

Deliver assets to support a safer community

How we will monitor our progress

| STRATEGIC INDICATORS |
|--|
| Maintain or increase satisfaction with community and cultural activities |
| Maintain or increase satisfaction with Arts and Libraries |
| Maintain or increase participation and attendance of Council run programs and events |
| Increased social inclusion, cohesion and respect through participation in Council programs |
| Maintain the provision of development workshops for sports clubs |
| Improve health and wellbeing through Council run programs |
| Maintain or increase participation in Maternal and Child Health Services |
| Maintain or increase sport and recreation participation |
| Maintain or increase proactive patrols initiated by Officers |
| Improve perceptions and feelings of safety within the community |

Major Initiative focus area:

| |
|---|
| Enhance safety and perceptions of community safety in public places |
|---|

What our community said through Shaping Whitehorse

The community values sports, events, festivals and open spaces as ways to connect with one another.

Residents want Council to help strengthen these connections by bringing different community groups together and ensuring everyone — especially those born overseas — feels included and has opportunities for cultural exchange.

Easy access to information about community services and activities is also essential for fostering a more inclusive and connected community.

Having a connected community is important for everyone's mental health ...I would like council to... continue to provide workshops and other meetings at the local libraries, sports facilities and arts facilities. Council generally does a good job with these things.

[50-59 yrs old, Female, Born in Australia]

Low cost, all ages/abilities sports plus lots of amenities (including sun/rain shelters) in public open spaces so people can have more social time in outdoor places.

[50-59 yrs old, Female, Born overseas]

Social engagement is key for mental health and meaningful events, activities and sports that speak to the multicultural nature of Whitehorse are key.

[35-49 yrs old, Female, Born overseas]

Community courses, outdoor places to sit & walk/play sport. Kids activities. Markets. Pet day/expo.

[35-49 yrs old, Female, Born in Australia]



Strategic Direction 2: Built

The spaces we create shape how we live, move, and interact. Our built environment reflects our values of accessibility, safety, and sustainability. Through thoughtful design, we craft public spaces that invite activity and connection while providing infrastructure that makes daily movement easier for everyone. We focus on doing the basics well, like fixing roads, filling potholes, and maintaining footpaths, while preserving important open spaces where everyone can feel safe.

We look beyond today, planning for growing populations and changing needs, creating versatile facilities that serve multiple purposes, are highly used and adapt over time. The character of our neighbourhoods, the functionality of our shared spaces, and the resilience of our infrastructure all contribute to a city that works for its people now and into the future.

Objectives and Strategies

These are our strategic priorities for 2025-2029

Objective 2.1 Safe and accessible public places

- Plan for and provide safe and easy to access public spaces through better design
- Plan for and deliver transport infrastructure that supports safe and active transport uptake
- Promote local opportunities to encourage active transport throughout the City

Objective 2.2 Well used community facilities and shared spaces

- Plan for and deliver spaces to support a range of activities
- Plan for and provide suitable and accessible recreation spaces for all

Objective 2.3 Sustainable planning and infrastructure to respond to population change

- Advocate and plan for open spaces to meet increasing demand
- Plan and advocate for future infrastructure that meets community need
- Plan for emergency management and safety for an increased population and greater density living
- Improve waterway management and minimise the impacts of flooding

Objective 2.4 A desirable and well-presented City

- Deliver works that maintain and improve the look and feel of our City
- Deliver programs and services to the community that support a clean City

How we will monitor our progress

| INDICATOR |
|---|
| Maintain or increase satisfaction with recreational facilities |
| Maintain and increase the amount of new and improved public lighting |
| Maintain or increase compliance with Council's Road Management Plan |
| Maintain or improve condition of Council's path and cycleway infrastructure |
| Maintain or increase utilisation of Council run sport/leisure facilities |
| Maintain or increase utilisation of Council run arts facilities |
| Maintain or improve Council planning decisions upheld at VCAT |
| Maintain or improve local road condition |
| Continue to deliver the annual Capital Works Program |
| Maintain or decrease in time taken to decide planning applications |
| Maintain or increase satisfaction with appearance of public places |
| Maintain or improve responsiveness to dumped rubbish requests |
| Maintain or increase satisfaction with appearance of local roads |

Major Initiative focus area:

| |
|--|
| Plan and advocate for sustainable population growth |
| Uplift public infrastructure and open spaces to meet community needs |
| Facilitate active transport options across the City |

What our community said through Shaping Whitehorse

The community values open green spaces and safe, accessible travel — whether by car, foot, or bike — along with opportunities for active transport.

Residents are feeling the effects of increased development, including congestion and wear on roads and pathways. They prioritise well-maintained roads, footpaths, and bike paths to ensure safe and active transportation.

Safe, well-kept community facilities are also essential to support Whitehorse's diverse activities. Ensuring fair access for all groups will help maximise their use and benefit the entire community.

All our parks need updated...Need more BBQ facilities and seating like Halliday park. It is a beautiful serene space. Very happy with the beautiful walking track south east water is making just now...

[60-69 yrs old, Female, Born overseas]

Consider another community hub, similar to Nunawading Community Hub but where younger people would feel more welcome - consult young people to gauge what they want and what they envisage a safe space looks like...Better lighting along all park paths, particularly near transport stops to make the community feel safer...

[50-59 yrs old, Female, Born in Australia]



Strategic Direction 3: Economy

A thriving economy creates opportunity, fosters innovation, and builds prosperity. Local businesses and industry form the backbone of our economic landscape — they create jobs, provide essential services, and give our area its unique character. We understand that economic health requires both stability and adaptability, supporting established businesses while nurturing new ventures and encouraging investments. Through education, employment pathways, and strategic investment, we contribute to an economy that's resilient to change and accessible to everyone. When we strengthen our local economy, we create a community where people can live, work, study, volunteer and fulfil their aspirations close to home. This is how we position ourselves to thrive in tomorrow's economy.

Objectives and Strategies

These are our strategic priorities for 2025-2029

Objective 3.1: A thriving local economy

Provide support and enable partnership opportunities for businesses and business associations

Enable and support the creation of clean, safe and welcoming places to shop, access services, do business, exchange and visit, and promote the benefits of shopping and supporting local

Plan for a strong tourist and visitor economy

Objective 3.2 Local businesses supported through change

Provide innovative and responsive support to local businesses to navigate disruption

Work collaboratively with, and advocate to the State Government for local business and groups affected by disruption

Objective 3.3: Diverse education, employment & volunteering opportunities

Support and partner with local organisations to promote local education, employment and volunteering opportunities.

Promote lifelong learning through our libraries and community spaces

Objective 3.4 A City that attracts investment and jobs

Facilitate strategic investment in activity centres, industrial and commercial areas

Support placemaking and activation

Advocate to attract jobs and investment in Whitehorse

How we will monitor our progress

| INDICATOR |
|---|
| Maintain or increase engagement with local businesses and trader groups |
| Maintain or increase support for businesses through economic development events |
| Maintain or increase the proportion of goods and services purchased locally |
| Maintain or increase support offered to businesses experiencing change |
| Maintain or increase volunteers at Council |
| Maintain or increase work experience opportunities offered by Council |
| Maintain or increase an active Library Service |
| Increase promotion, uptake and satisfaction of Council's Business Permit Assist service |

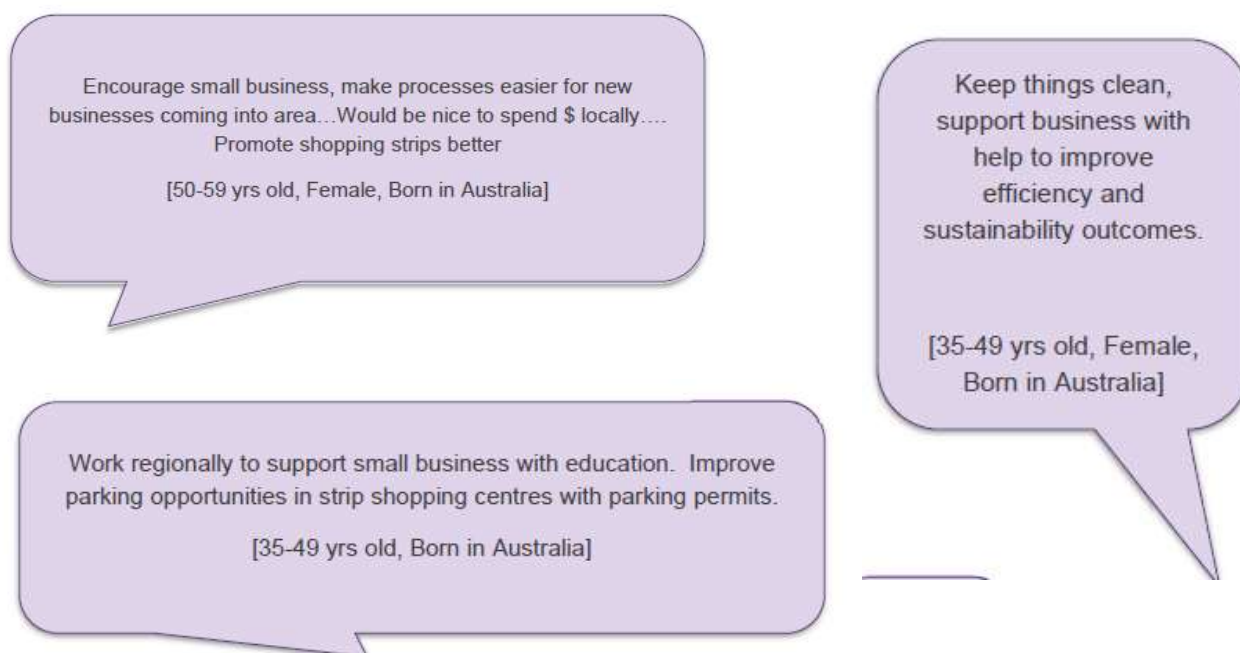
Major Initiative focus areas:

| |
|---|
| Support investment and development of local business and industry |
| Improve local employment opportunities and pathways |

What our community said through Shaping Whitehorse

The Whitehorse community values its libraries and wants more free programs, especially for young people and families, to help people connect in these spaces.

Residents are eager to support local retail businesses but believe improvements in their appearance and variety of offerings are needed. They also see a role for the Council in promoting local assets and encouraging community involvement through volunteering and lifelong learning opportunities.





Strategic Direction 4: Natural

Our natural spaces provide more than beauty — they sustain life, clean our air, cool our streets, and nourish our wellbeing. We recognise that healthy ecosystems and biodiversity are essential partners in creating a liveable city, which becomes increasingly important with a growing population. Trees, waterways, parks, and wildlife corridors form a green network that supports both nature and people. We face environmental challenges that require both immediate action and long-term planning. By protecting and enhancing our natural environment, we create a more climate resilient, sustainable city where both community and nature can flourish together for generations to come.

Objectives and Strategies

These are our strategic priorities for 2025-2029

Objective 4.1 Enhanced and protected natural and green spaces

- Plan for and use existing corridors and wildlife paths to connect open space
- Deliver bushland conservation and plant more trees and plants
- Improve parks, open space, and waterways for community and wildlife (urban forest)
- Provide well maintained open space, encouraging community involvement and connection

Objective 4.2 An environmentally sustainable and climate resilient City ♥

- Take local action to address current and future climate challenges
- Partner with the community to achieve positive environmental and health outcomes that reduce climate change impacts ♥
- Plan for and deliver sustainable and climate resilient infrastructure

Objective 4.3 A Council that responsibly and sustainably manages waste

- Work with partners to increase resource recovery and reduce waste to landfill
- Educate the community and deliver programs about the circular economy principles of reduce, reuse, repair and recycle

How we will monitor our progress

| INDICATOR |
|--|
| Increase number of plants and trees planted |
| Maintain or increase survival rate of trees planted by Council |
| Maintain and increase public open space |
| Maintain or increase satisfaction for Environmental Sustainability |
| Increase kerbside collection waste diverted from landfill |
| Maintain or increase satisfaction with Waste Management |

Major Initiative focus areas:

| |
|--|
| Expand and improve urban green infrastructure across the City |
| Advance environmental sustainability and cleanliness initiatives |

What our community said through Shaping Whitehorse

The Whitehorse community deeply values its local environment, especially trees, and wants the Council to take stronger action on sustainable waste management.

Residents strongly support protecting trees and enhancing green spaces, recognising their benefits for both the environment and community well-being. They expect the Council to improve recycling and waste management efforts. Additionally, they appreciate initiatives like regular park clean-ups, which help foster a sense of responsibility and connection to nature.

More trees are always the answer - we need to look after our surroundings much better. I am proud that we recycle our food now...

[35-49 yrs old, Female, Born in Australia]

...Plant additional trees in parks and gardens; Enhance Cycling paths, including providing designated mountain bike paths...

[35-49 yrs old, Born in Australia]

We need more proactive action from Council on this...100% of any planting should be natives, and there needs to be an immediate ban on removing older trees from properties without planting twice as many trees to cater for the loss of canopy, making the area hotter than it should be.

[35-49 yrs old, Male, Born in Australia]



Strategic Direction 5: Governance

Good governance is the foundation that supports everything we do as a Council. It means making decisions openly, managing resources wisely, and always being accountable to the community we serve. We understand that effective governance requires both listening and acting. Hearing diverse community voices and translating that feedback into meaningful outcomes. Services that are accessible, adaptable, and deliver real value reflect our commitment to continuous improvement. Through responsible and sustainable financial management and strong advocacy, we secure the resources for today and the future, needed to fulfil community priorities. Good governance isn't just about following rules. It's about earning trust through actions that consistently put community interest first.

Objectives and Strategies

These are our strategic priorities for 2025-2029

Objective 5.1 An open, transparent, accountable and responsible Council

Deliver clear and transparent reporting and communications

Objective 5.2 A Council that delivers core services that are fit for purpose and good value

Improve internal processes to enhance customer experience

Provide easy access to Council services

Evaluate Council Services to meet the changing needs of the community

Objective 5.3 A Council that actively engages with the community for genuine feedback and input

Provide tailored approaches to community engagement to listen and respond to a variety of community voices

Provide updates to the community on how their feedback has contributed to Council decisions (close the loop)

Objective 5.4 A Council that is well governed, efficient and financially sustainable

Continuously improve the way Council operates

Advocate for sustainable and equitable funding that supports community priorities

How we will monitor our progress

| INDICATOR |
|--|
| Reduce Council decisions made at meetings closed to the public |
| Maintain or increase satisfaction with informing the community |
| Maintain or increase the number of service reviews completed |
| Maintain or increase satisfaction with Council's value for money |
| Maintain or increase satisfaction with customer service |
| Maintain or increase satisfaction with community consultation and engagement |
| Maintain or increase satisfaction with Council decisions |

| INDICATOR |
|--|
| Maintain or increase Community engagement contribution |
| Maintain or increase Councillor attendance at council meetings |
| Increase Financial benefits from the Transformation Program |
| Maintain or reduce number of VAGO Financial Sustainability Indicators assessed as high risk. |
| Maintain or increase the number and value of reportable benefits delivered to the community through transformative initiatives |

Major Initiative focus areas:

| |
|--|
| Enable transparency and responsible Council governance |
| Deliver core services that provide value and adapt to changing community needs |

What our community said through Shaping Whitehorse

The community wants to collaborate with the Council and have more opportunities to be consulted, especially for marginalised groups. They also want to know how their input influences decisions.

Whitehorse residents are passionate about their community and want their ideas to be genuinely heard and considered. They regularly share feedback through surveys and engagements.

When it comes to Council operations, residents strongly advocate for greater transparency, better communication, and more meaningful engagement. They want clear evidence of how their feedback is used and expect the Council to "close the loop" by reporting back on consultation outcomes.

Key priorities also include improving customer service accessibility and timeliness, ensuring information reaches all community members, including new arrivals.

I have always found the staff at the council very helpful and friendly. I have no idea how you manage finances, it certainly is not evident by the state of the streets and footpaths. [70-84 yrs old, Female, Born in Australia]

...Work to access harder to reach communities, CALD (culturally and linguistically diverse), youth, people with a disability, indigenous etc. Amplify marginalised voices, prioritise consulting these communities. Listen to the community, implement the community's vision and ideas.

[35-49 yrs old, Male, Born in Australia]

...We have so many surveys to fill out but where does the information go? There doesn't seem to be a process or a place on the website of the outcomes of so many surveys...

[50-59 yrs old, Female, Born in Australia]

Greater transparency and earlier consultation before activities are underway. Before rezoning or big developments are announced take communities on the journey...

[35-49 yrs old, Male, Born in Australia]

Monitoring and Reporting

To facilitate transparency and accountability, the actions listed in both the Council Plan Action Plan and the MPHWP Action Plan will be reported back to the Community on a quarterly basis in the Whitehorse Quarterly Performance Report (QPR). Strategic Indicators will be reported on in the Quarter 2 QPR and in the Annual Report. While the Annual Report is prepared at the conclusion of each financial year and available online after formal Council adoption, each QPR is made available on Council's website after being presented to Council for each quarter of the financial year. You can find all of Council's Quarterly Performance Reports here: <https://www.whitehorse.vic.gov.au/about-council/what-we-do/publications/corporate-documents/performance-reports>

To support the development and evaluation of the MPHWP Action Plan, Council has established a MPHWP Steering Committee that will meet twice yearly and guide the implementation of collaborative health and wellbeing initiatives for Whitehorse specifically for the MPHWP Action Plan. Membership includes Whitehorse Officers and organisations we partner with to implement the MPHWP.

Integrated Council Plan: Monitoring and Reporting



Note: The Quarterly Performance Report and Annual Report both contain reporting information on more areas than those listed above.

Appendices

Appendix 1: How this plan was developed

Whitehorse City Council engagement policy

The *Local Government Act 2020* specifies that a Council must adopt and maintain a community engagement policy that gives effect to the following community engagement principles:

- a community engagement process must have a clearly defined objective and scope
- participants in community engagement must have access to objective, relevant and timely information to inform their participation
- participants in community engagement must be representative of the persons and groups affected by the matter that is the subject of the community engagement
- participants in community engagement are entitled to reasonable support to enable meaningful and informed engagement
- participants in community engagement are informed of the ways in which the community engagement process will influence Council decision making.

The Act specifies that the community vision, council plan, financial plan and asset plan must be developed or reviewed in accordance with its deliberative engagement practices.

Council values everyone's participation and wants to hear different opinions, thoughts and views so that Council can make informed decision that impact the community. This policy sets out Council's commitment and approach to engagement including legislative requirements.

Community engagement is about harnessing a range and diversity of views and opinions, experience and expertise within our community to help Council make better, more informed decisions.

Deliberative engagement

Deliberative engagement is a particular approach to involving people in decision-making. It is different from other forms of engagement in that it is about giving participants time to consider and discuss an issue in depth before they come to a considered view. Deliberation is one form of 'high influence' community engagement. The expectation is that Council will implement the recommendations to the greatest extent possible. However, it does not replace or take away from the decision-making powers of elected representatives. Council will undertake deliberative engagement:

1. Where it is a legislative requirement (including Community Vision, Council Plan, Municipal Public Health and Wellbeing Plan, Long Term Financial Plan and Asset Plan).
2. Where Council resolves that it wants its decision-making on a matter or initiative to be informed by this model of community engagement.
3. Where the matter has a certain level of complexity and/or significance to the community.

Shaping Whitehorse Engagement Process

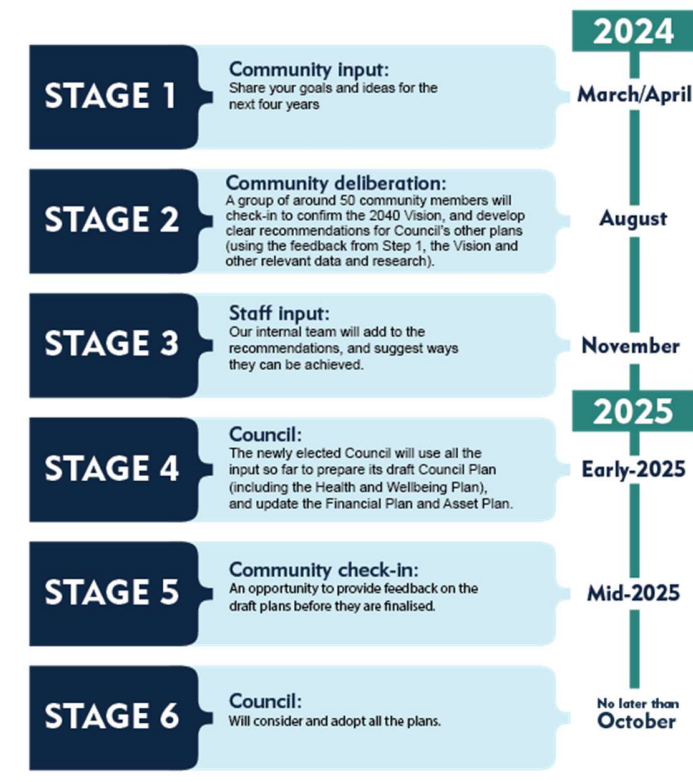
The diagram below describes the process Council has undertaken deliver the Shaping Whitehorse Community Engagement approach. This engagement program provided important Community, Staff and Councillor inputs to inform the development of Council's key strategic documents, leveraging the planned deliberative engagement:

- Integrated Council Plan 2025-2029, including the Municipal Health and Wellbeing Plan
- Budget 2025/26
- Revenue and Rating Plan
- Long-Term Financial Plan
- 10-Year Asset Plan
- Whitehorse 2040 Community Vision check-in.

In line with the *Local Government Act 2020* and Council's Engagement Policy, the Shaping Whitehorse community engagement program ran from March 2024 to October 2025, with the whole process running from March 2024 to June 2025. It included six key stages designed to give the community and stakeholders the opportunity to provide input and to make sure local priorities and needs are heard and reflected in the strategic plans.

You can find out more in the Shaping Whitehorse Broad Engagement Findings Report (July 2024) and the Panel Recommendations Report (September 2024) on the Shaping Whitehorse project webpage:

www.yoursay.whitehorse.vic.gov.au/shaping-whitehorse



Shaping Whitehorse Community consultation

Visit Council's Shaping Whitehorse Your Say page here for more detailed information and access to the reports mentioned in this plan: <https://yoursay.whitehorse.vic.gov.au/shaping-whitehorse>

Stage 1 Broad Engagement

Stage 1 engagement process ran from Monday 18 March to Sunday 5 May 2024. The primary objectives of Stage 1 were to gather stakeholder and community feedback on:

- Priorities for the next four years across five themes: A strong and connected community; Suitable buildings and spaces; Local business, jobs and learning; A healthy natural environment, and How Council works
- Managing and prioritising community assets
- Health and wellbeing challenges and improvement opportunities
- Whitehorse 2040 Vision- does it still reflect the community's aspirations for the future?

To achieve broad reach and participation, comprehensive community engagement was undertaken. This included a variety of methods including:

- Online and hard copy surveys available in English, Simplified Chinese, Greek, and Vietnamese
- 10 pop-ups at various locations across Whitehorse
- Stakeholder workshops and interviews conducted with external organisations, staff, and local health and wellbeing service providers
- Interactive sessions with existing community groups, including advisory committees and community forums
- Written submissions received from residents or resident groups
- Council staff information sessions

Extensive promotion of the engagement activities was carried out to support Stage 1 including website project pages, social and digital media posts (including WeChat in Mandarin/Cantonese), Google Ads, articles in the Whitehorse News (hard copy and e-newsletters), YourSay Newsletters, dedicated email marketing, community development newsletters and signage and displays at various community locations.

The Stage 1 engagement reached over 1,400 stakeholders from the Whitehorse community, including residents and special interest groups. The findings from Stage 1 are presented in the Stage 1 findings report and were used to inform the subsequent stages of the Shaping Whitehorse process.

Stage 2 Shaping Whitehorse Community Panel

Stage 2 involved the establishment of the Shaping Whitehorse Community Panel, a group of community members selected to represent the wider Whitehorse community.

The Community Panel's two main goals were to review the Whitehorse 2040 Community Vision and focus on the key areas of importance based on stage 1 feedback to help inform the Integrated Council Plan 2025-2029, Budget, Financial Plan and Asset Plan.

The Panel:

- Was open to residents and business owners in Whitehorse aged 18 years or over
- 133 people applied
- A panel of 36 people were appointed using independent stratified sampling to broadly reflect the Whitehorse community based on age, gender, residential suburb, birthplace, and business owner/operator status

Deliberative Engagement Approach:

- The Panel was given a specific 'remit': *"What should Council prioritise for 2025-2029 to best meet community needs, stay financially sustainable and continue to work towards the community's 2040 Vision?"*

Panel Process and Inputs:

- The Panel met four times; three times in-person and once online
- They received a range of information including a panel handbook, reports (including the Stage 1 engagement findings), pre-recorded and live presentations, copies of Council's current strategic documents, fact sheets, and responses to their questions
- The sessions involved brainstorming, ideas generation, Q&A, group discussions, and deliberation on priorities and trade-offs
- The Panel ultimately developed and voted on recommendations. A supermajority of 80% or above was required for a recommendation to be considered an official recommendation.

Outcomes and Recommendations:

- the Whitehorse 2040 Community Vision remained valid; no changes required
- The Panel developed 24 recommendations to inform Council's development of the 2025-2029 Council Plan, with 21 recommendations across the five Strategic Directions and three specifically relating to Health and Wellbeing priorities.
- They also reviewed the current Guiding Principles for Sustainable Financial and Asset Management Decisions and developed two recommendations for improvement that achieved supermajority support.

The recommendations from the Panel reflect broad community sentiment and have been used in the design of Council's key strategic and resource plans, including the Integrated Council Plan 2025-2029. Council also committed to reporting back to the Panel on how their recommendations were considered.

Appendix 2: Endorsed Policies, Strategies and Plans

Below is a list of endorsed Policies, Strategies and Plans to support the delivery of Council's services and initiatives over the 2025-2029 Integrated Council Plan period, identifying which Strategic Direction (SD) they most support.

*Under Review at time of publishing

#Under Development at time of publishing

^State Government requirement, not Council endorsed

| | SD 1 Community | SD 2 Built | SD 3 Economy | SD 4 Natural | SD 5 Governance |
|---|-------------------|---------------|-----------------|-----------------|--------------------|
| Advocacy Framework 2024 | | | | | • |
| Affordable Housing Policy 2023 | • | • | | | |
| Asset Management Policy 2023 | • | • | | • | • |
| Asset Management Improvement Plan 2023* | | • | | | |
| Asset Plan 2022-2032* | | • | | | • |
| Audit and Risk Committee Charter 2023 | | | | | • |
| Box Hill Integrated Transport Strategy 2020 | | • | | | |
| Building over easement policy 2007 | | • | | | |
| Burwood Heights Activity Centre Structure Plan 2006 | • | • | • | | |
| Business Continuity Plan 2021 * | | | | | • |
| CEO Employment and Remuneration Policy 2023 | | | | | • |
| Child Safety and Wellbeing Policy 2023* | • | | | | |
| Climate Response Strategy 2023 | | | | • | |
| Climate Response Plan 2023-2026 | | • | | • | |
| Collections Policy 2017-2025 | | | | | • |
| Community Engagement Policy 2025-2029 | | | | | • |
| Community Grants Policy 2022 | • | | | | • |
| Community Vision 2040 | • | • | • | • | • |
| Community Road Safety Strategy 2013* | | • | | | |
| Complaints & Feedback Policy 2025 | | | | | • |
| Council Property Lease & Licence 2012* | | | | | • |
| Model Councillor Code of Conduct 2024 ^ | | | | | • |
| Crisis Management Plan 2021 * | | | | | • |
| Customer Charter 2014* | | | | | • |
| Cycling Strategy 2016* | • | • | | | |
| Development Contributions Plan 2023 | | • | | | • |
| Disability Action Plan 2022-2026 | • | | | | |

| | SD 1 Community | SD 2 Built | SD 3 Economy | SD 4 Natural | SD 5 Governance |
|--|-------------------|---------------|-----------------|-----------------|--------------------|
| Discontinuance of Roads Policy 2024 | | • | | | |
| Domestic Animal Management Plan 2021-2025* | • | | | | • |
| Election Period Policy 2024 | | | | | • |
| Electric Line Clearance Management Plan July 2023 – July 2024 | | • | | • | |
| Family Violence Prevention Action Plan 2021-2025 | • | | | | |
| Gender Equality Action Plan 2022 | • | | | | |
| Health Privacy Policy 2024 | • | | | | |
| Heritage Framework Plan 2020 | | • | | | |
| Indoor Sport Plan 2014* | • | • | | | |
| Integrated Transport Strategy 2011* | | • | | | |
| Integrated Water Management Strategy 2022 – 2042 | | | | • | |
| Interactions with Developers and Lobbyist Policy 2023 | | • | | | • |
| Investment & Economic Development Strategy 2024 -2028 | | | • | | |
| Live Streaming and Publishing Recordings of Council Meetings Policy 2022 | | | | | • |
| Long Term Financial Plan 2021-2031 (including deliberative engagement) | | | | | • |
| Melbourne East Regional Sport and Recreation Strategy 2022 | • | • | | | |
| Nunawading Megamile Major Activity Centre and Mitcham Neighbourhood Activity Centre Structure Plan 2008* | | • | | | |
| Open Space Strategy# | | | | • | |
| Pavilion Development Policy 2019* | | • | | | |
| Planning Scheme 2023 | | • | | | |
| Privacy Policy 2024 | | | | | • |
| Public interest Disclosure Guidelines 2023 | | | | | • |
| Public Transparency Policy 2021 | | | | | • |
| Rates Hardship Assistance Policy 2020* | | | | | • |
| Reconciliation Action Plan# | • | | | | |
| Records Management Policy 2024 | | | | | • |
| Recreation Strategy 2016* | • | | | | |
| Residential Parking Permit Policy 2022 | | | | | • |
| Responsible Gambling Policy 2011* | • | | | | |

| | SD 1 Community | SD 2 Built | SD 3 Economy | SD 4 Natural | SD 5 Governance |
|---|-------------------|---------------|-----------------|-----------------|--------------------|
| Revenue and Rating Plan 2023-2027 | | | | | • |
| Road Management Plan 2021* | | • | | | |
| Significant Hedge Maintenance Policy 2024 | | | | • | |
| Social and Community Infrastructure Plan# | • | • | | | |
| Social Enterprise Policy 2023 | • | | • | | • |
| Social Media Strategy | | | | | • |
| Stormwater Drainage Policy No 1 Outfall Draining Policy 2010 | | • | | • | |
| Stormwater Drainage Policy No 2 On Site Detention Policy 2010 | | • | | • | |
| Strategic Property Framework# | • | • | • | • | • |
| Tally-Ho Structure Plan# | | • | | | |
| Urban Forest Strategy and Action Plan 2021 - 2031 | | | | • | |
| Volunteer Policy 2024 | • | | • | | • |
| Waste Management Strategy (Rubbish to Resource!) 2018 – 2028 | | | | • | |

Note: Council also has a set of internal policies, strategies and plans that are not listed in this document that would contribute to SD5 Governance.

Appendix 3: Our Regulatory Framework

Local Government Act 2020

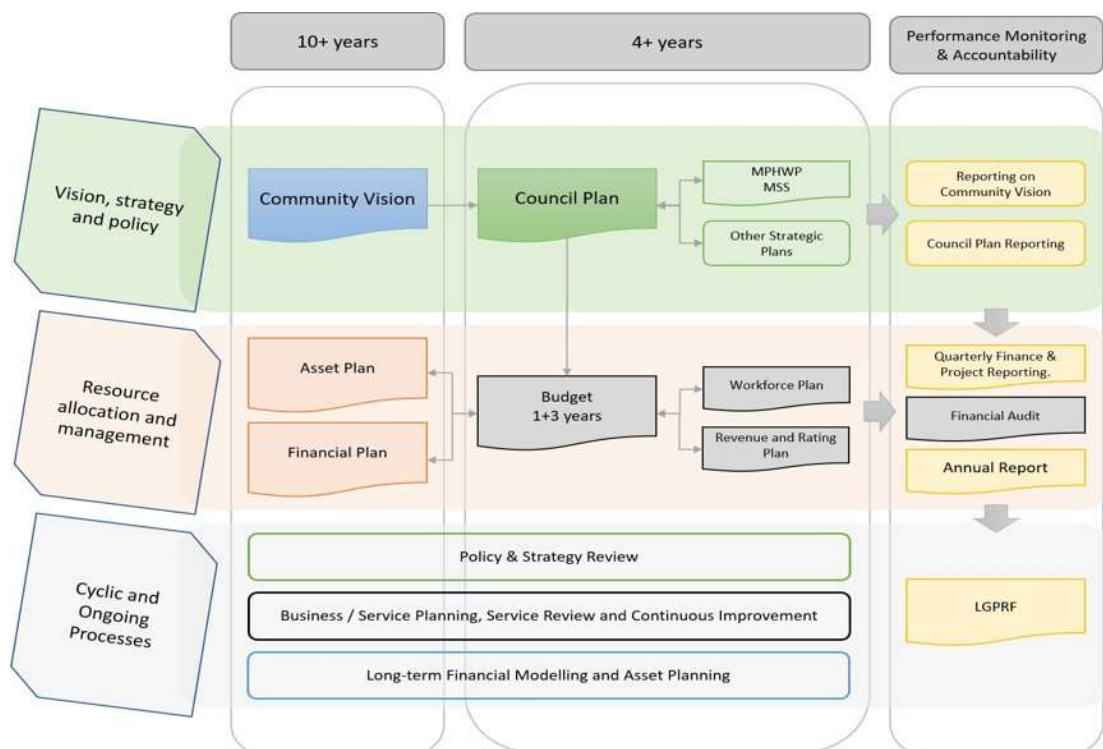
S90 (1) A Council must prepare and adopt a Council Plan for a period of at least the next 4 financial years after a general election in accordance with its deliberative engagement practices.

The Act, S90 (2), stipulates that the Council Plan must include a number of key elements, including the strategic direction of Council; strategic objectives for achieving the strategic direction; strategies for achieving the objectives for a period of at least 4 years; strategic indicators for monitoring the achievement of the objectives; and a description of Council's initiatives and priorities.

Strategic Integrated Planning & Reporting Framework

The *Local Government Act 2020* details a principles-based approach to planning and financial management. When creating Council's key strategic documents, budgets, and annual reports, the Act sets out strategic planning principles for Victorian councils, emphasising a flexible, integrated approach to planning, monitoring, and performance reporting.

Each of Council's key strategic documents and reports have different deadlines for development, review, and approval. However, they are all connected, with community engagement playing a central role. To help understand these relationships, the visual below illustrates the key strategic documents within Council's Integrated Strategic Planning and Reporting Framework (ISPRF):



International Legislation

Universal Declaration of Human Rights and International Covenant of Civil and Political Rights

Australia is a signatory to both the Universal Declaration of Human Rights (1978) and the International Covenant of Civil and Political Rights. Australia is committed to the protection and promotion of human rights for not only all Australians, but for all humankind.

Australia became a signatory to the United Nations Convention on the Rights of Persons with Disabilities in 2008.

Federal Legislation

The Racial Discrimination Act (1975)

The Racial Discrimination Act (1975) focuses on the elimination of all forms of discrimination on the basis of a person's race, colour or national ethnic origin. Councils, as well as all members of the Australian community are obliged to eliminate discrimination under this Act.

Sex Discrimination Act (1984)

The Sex Discrimination Act (1984) makes it against the law to discriminate on the basis of sex, marital or relationship status, and pregnancy. It also protects against sexual harassment. The Act was amended in 2013 to make discrimination on the basis of a person's sexual orientation, gender identity and intersex status against the law.

Disability Acts

The Disability Discrimination Act 1992 and the Victorian Disability Act 2006 provide the framework for addressing barriers experienced by people with disability through the development of Council's Disability Action Plan. This legislation states:

Disability Act 2006 – Section 38

The Victorian Disability Act 2006 requires all public bodies including local government to develop a Disability Action Plan which identified the following four key areas that must be addressed:

- a. Reducing barriers to persons with a disability accessing goods, services and facilities
- b. Reducing barriers to persons with a disability obtaining and maintaining employment
- c. Promoting inclusion and participation in the community of persons with a disability
- d. Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

Councils are required to report the outcomes of the Disability Action Plan in their Annual Report.

Disability Discrimination Act 1992 – Section 61

This broad rights-based legislation aims to eliminate as far as possible discrimination towards people with disability. The action plan must include provisions relating to:

- a. The devising of policies and programs to achieve the objects of this Act; and
- b. The communication of these policies and programs to persons within the action planner; and

- c. The review of practices within the action planner with a view to the identification of any discriminatory practices; and
- d. The setting of goals and targets, where these may reasonably be determined against which the success of the plan in achieving the objects of the Act may be assessed; and
- e. The means, other than those referred to in paragraph(d), of evaluating the policies and programs referred to in paragraph (a); and
- f. The appointment of persons within the action planner to implement the provisions referred to in paragraphs (a) to (e) (inclusive).

Victorian Legislation

Victorian Charter of Human Rights and Responsibilities Act (2006)

Victoria's Charter of Human Rights and Responsibilities Act 2006 describes the twenty fundamental rights contained in the legislation promote and protect the freedom, respect, equality and dignity of all people in Victoria. The Charter requires that all levels of government and other public bodies comply with these rights and consider the relevant human rights contained in the legislation when developing laws, policies and when making decisions.

Child Wellbeing and Safety Act 2005: Child Safety Standards

To help ensure the safety of children Victoria introduced compulsory minimum standards (under the *Child Wellbeing and Safety Act 2005*) that apply to organisations providing services for children. These were implemented in Council services from January 2016.

Multi-Agency Risk Assessment Management (MARAM) Framework

Established in law under *Part 11 of the Family Violence Protection Act 2008* the MARAM Framework outlines and underpins the necessary policies, practice and procedural considerations required for Information Sharing Entities, including Councils, to align with to be compliant with the legislated requirements for information sharing about family violence and child safety: *Part 5A of the Family Violence Protection Act (FVPA) 2008* and the *Family Violence Protection (Information Sharing and Risk Management) Regulations 2019* and *41ZA of the Child Wellbeing and Safety Act*.

Climate Change Act 2017

The *Climate Change Act 2017* recognises that Victoria's climate is changing and requires certain decision-makers to have regard to climate change and to consider its potential impacts and contributions to greenhouse gas emissions. Local government is identified as a decision-maker that must consider climate change when preparing a municipal public health and wellbeing plan.

Gender Equality Act 2020

Under the *Gender Equality Act 2020* Whitehorse City Council is a defined public entity. The Act requires defined public entities to promote gender equity in the workplace and when developing policies and programs and delivering services to the public.

Appendix 4: Development of Health and Wellbeing Partnership Strategies

Overview

Councils are required to develop a Municipal Public Health and Wellbeing Plan every four years. Because it is a municipal-wide plan, the Public Health and Wellbeing Act 2008 requires that Council must:

2(c) provide for the involvement of people in the local community in the development, implementation and evaluation of the public health and wellbeing plan.

2(d) specify how the Council will work in partnership with the Department and other agencies undertaking public health initiatives, projects and programs to accomplish the goals and strategies identified in the public health and wellbeing plan.

Whitehorse City Council has ensured the involvement of our broad community and the organisations we will be working with to achieve the MPHWP objectives (goals and strategies) through:

- Broad community engagement and community panel deliberation as part of Shaping Whitehorse
- Engaging partners and stakeholders in community needs and priority identification

The steps Council has undertaken and the outcomes of these processes are described below.

Key steps

1. Community engagement

Stage 1 of the Shaping Whitehorse program gave the community the opportunity to provide input to ensure local priorities and needs are heard and reflected through the strategic plans under development. It involved seven weeks of broad community engagement from Monday 18 March to Sunday 5 May 2024. Approximately 1,431 people provided input including feedback about health and wellbeing around a number of topics.

| Engagement topic |
|--|
| Internet access |
| Asking for help from neighbours |
| Sense of belonging in local community |
| Recognition of First Nations people |
| Awareness of what’s happening in neighbourhood |
| Access to Council support and services |
| Experiences of racism |
| Awareness of support services |

| Engagement topic |
|---|
| Council understanding of the needs of the community |
| Contributing to Council decision making |
| Ongoing effects of the COVID-19 pandemic |
| Experiences of volunteering |
| Main health and wellbeing challenges in the community |

Shaping Whitehorse identified two major themes around health and wellbeing and the relationship between them – **social needs** and the **natural environment**.

Details of findings are available on the Shaping Whitehorse webpage:

<https://yoursay.whitehorse.vic.gov.au/shaping-whitehorse>

2. Municipal profile and Victorian priorities

Council prepared a municipal [Health and Wellbeing Profile 2024](#) which enabled us to assess where our community health challenges aligned with the Victorian Health and Wellbeing Plan 2023-2027 priorities, as well as areas that were of particular significance to Whitehorse. See Appendix 5.

From this assessment we identified 11 draft health and wellbeing priorities for Whitehorse under consideration for the 2025-2029 Municipal Public Health and Wellbeing Plan (MPHWP).

3. Partner/stakeholder engagement

In March 2024, we held Health and Wellbeing Partnership workshops (and interviews for those unable to attend workshops) with local health and wellbeing providers to explore these priority areas further. A total of 33 people participated representing 25 local organisations.

| Partnership Workshops | Interviews |
|-------------------------------------|--|
| Avenue Neighbourhood House | Victoria Police |
| Bennettswood Neighbourhood House | Network of Inner East Community Houses |
| Blackburn North Neighbourhood House | Eastern Community Legal Centre |
| Box Hill South Neighbourhood House | Centre for Holistic Health |
| Burke and Beyond | Women's Health East |
| EACH | Eastern Health |
| Eastern Alcohol and Drug Service | Crossways |
| Eastern Health | Eastern Melbourne Primary Health Network |
| Family Access Network | |

| Partnership Workshops | Interviews |
|---|------------|
| Health Ability | |
| Migrant Information Centre East Melbourne | |
| Nadrasca | |
| North East Public Health Unit | |
| Scope Australia | |
| Sexual Health Victoria | |
| Turning Point | |
| Whitehorse Manningham Library | |

A further 40 people attended the Interfaith Forum early May 2024, adding the perspectives of diverse communities in Whitehorse and nominating priority areas of focus.

From the workshops, forum and interviews we identified what the priority focus areas for collaboration could be for the next four years. and potential strategies to address them.

4. Community deliberation

The Shaping Whitehorse Deliberative Panel in August 2024 considered the outcomes of these partnership discussions, alongside the findings of Council's broad community engagement, to inform recommendations to Council for the Integrated Council Plan 2025-2029 that includes the MPHWP. The key health and wellbeing issues arising from Panel recommendations were:

- Community connections, loneliness
- Youth development
- Intergenerational approach
- Benefits of volunteering
- Financial literacy to assist with cost of living
- Ageing population challenges
- Impacts of major projects
- Link between open space and physical and mental wellbeing
- Access to information for services, volunteering opportunities and health and wellbeing information

5. Priority identification

We analysed and distilled all these important inputs into eight priority areas for health and wellbeing. We called these Key Strategic Partnership (KSP) opportunities, outlined below:

1. Cost-of-living pressures (including financial literacy and affordable housing)

2. Social isolation and inclusion, loneliness
3. Resilience and overall wellbeing (mental health)
4. Access to fresh food
5. Youth development and mental wellbeing (employment, volunteering, social media, anxiety, harms from vaping and AOD)
6. Access to, and increasing, physical activity
7. Family violence including elder abuse (legislative must do)
8. Tackling climate change and health impacts (legislative must consider) and addressing climate change justice

The second stage of sector engagement as a part of the development of Whitehorse's Integrated Council Plan involved a follow up workshop in November 2024 to look at Health and Wellbeing Partnership Priorities. The aim was to narrow down and locate the four to five key areas of **partnership** to best improve the health and wellbeing of Whitehorse over the next four years.

Nineteen representatives of 12 organisations participated in the workshop. Sixteen additional people were registered and did not attend on the day.

| Partnership Priorities Workshop |
|--|
| Alkira |
| Burke and Beyond |
| Eastern Health |
| Family Access Network |
| Headspace |
| healthAbility |
| Mind |
| Mitcham Community House |
| Eastern Melbourne Primary Health Network |
| North East Public Health Unit |
| Victoria Police |
| Whitehorse Manningham Libraries |

In the Partnership Priorities Workshop, we narrowed the eight KSPs down to four areas that Council and partners **together** could make the most impact over the next four years:

1. Social isolation, inclusion and loneliness
2. Family violence
3. Resilience and overall wellbeing
4. Youth development (mental wellbeing, vaping)

Following on from the workshop, the Integrated Council Plan Project Working Group reviewed the identified priorities for partnership efforts in light of other proposed strategies of the Integrated Council Plan (Council's strategies) and developed five Key Health and Wellbeing Strategies:

1. Foster social connections and a sense of belonging
2. Support community initiatives to promote health & prevent disease (e.g. loneliness, nutritious food access, active living, vaping)
3. Prevent and respond to family violence (including elder abuse)
4. Enhance mental health and build resilience
5. Activate the community to achieve positive environmental, health, waste and climate change outcomes

(Consideration of gender impact assessment findings and identification of population cohorts will be undertaken during development of the annual action plan.)

6. Council review and adoption

The draft Integrated Council Plan 2025-2029 Objectives and Strategies (include the MPHWP), were reviewed by Council in February 2025, with some changes to the MPHWP Key Health and Wellbeing Strategies to now read:

1. Foster social connections and a sense of belonging
2. Support community initiatives to promote health & prevent disease
3. Prevent and respond to family violence (including elder abuse)
4. Partner to enhance mental health and build resilience
5. Partner with the community to achieve positive environmental, health and climate change outcomes

These Objectives and Strategies along with identification of Major Initiatives and key actions, were supported by Council in March 2025. Following on will be a period of community feedback with a projected adoption of the Integrated Council Plan by Council by the end of June 2025.

Appendix 5: Alignment with Victorian Health and Wellbeing Plan Priorities 2023-2027

In the first phase of development of health and wellbeing key strategies for Whitehorse we considered the priorities of the Victorian Health and Wellbeing Plan 2023-2027 and what the local health data documented in the [Whitehorse Health and Wellbeing Profile 2024](#) tells us. Eleven priority areas emerged for Whitehorse.

| Aligned Victorian priority | Our focus* |
|---|---|
| 1. Reducing harm from tobacco and e-cigarette use | Vaping/e-cigarettes |
| 2. Improving wellbeing (mental health) | Gambling, loneliness, dementia, neurodiversity, disengagement, anxiety/depression, caring |
| 3. Increasing healthy eating | Vegetable intake, food security (access to fresh food) |
| 4. Increasing active living | Daily exercise, sedentary jobs |
| 5. Reducing harm from alcohol and drug use | Alcohol, pharmaceuticals |
| 6. Tackling climate change and its impact on health | Heatwaves, air quality, new threats |
| 7. Preventing all forms of violence | Family violence |
| 8. Reducing injury | Falls in the home |
| Other local priorities | |
| 9. Access to affordable housing | Social housing, rental stress |
| 10. Discrimination due to age, race, gender, sexual identity, ability | Social cohesion, gender equality |
| 11. Social inclusion and connection | Digital access, engagement in local community, inclusive employment |

*Different approaches are used to address whole population or specific cohorts of people – including for example: age or gender as well as the needs of groups who experience discrimination or disadvantage (people on low incomes, unemployed; people with a disability; the LGBTIQ+ community; people of CALD, carers).

For further detail about Whitehorse City Council's alignment with the Victorian Health and Wellbeing Priority Areas 2023-2027 search '**Areas of Alignment with Victorian Health and Wellbeing Priority Areas 2023-2027**' on Council's website. This supplement will be published alongside the Integrated Council Plan 2025-2029.