



GLEN EIRA
CITY COUNCIL

- BENTLEIGH
- BENTLEIGH EAST
- BRIGHTON EAST
- CARNEGIE
- CAULFIELD
- ELSTERNWICK
- GARDENVALE
- GLEN HUNTLY
- MCKINNON
- MURRUMBEENA
- ORMOND
- ST KILDA EAST

GLEN EIRA COUNCIL PLAN ANNUAL ACTION PLAN 2024–2025



GLEN EIRA INTRODUCTION

The Glen Eira Council Plan 2021–2025

The *Council Plan 2021–2025* (the *Council Plan*) is Council's overarching strategic plan outlining the goals it seeks to achieve over the next four years. It shapes how resources will be allocated and how Council will measure and report on its progress and achievements.

The *Council Plan* responds directly to the vision established for the community through the *Glen Eira 2040 Community Vision* and reflects the contributions made by the Glen Eira community throughout the engagement process. It is a Plan for everyone in the Glen Eira community and considers the needs and aspirations of all people who live, work and play here.

There are **five strategic directions** which will guide Council's efforts — they are key focus areas for Council over the next four years. The Council plan strategic directions are supported by **Tier One** and **Tier Two** strategies.

> **Tier One** strategies have broad organisational or community impact and contain high level directions that explain a strategic approach Council is taking. They help explain how Council expects to deliver on the overarching outcomes in the *Council Plan* and typically have other supporting strategies or plans sitting underneath them.

> **Tier Two** strategies are guided by outcomes or actions identified in a Tier One strategy. They tend to have a narrower, more targeted focus and concentrate on one issue or Council service in more detail or may have a more localised place-based focus


To ensure Council tracks its progress and provides transparent reporting to the community, an *Annual Action Plan* has been established, which will be monitored and reported quarterly.

The Annual Action Plan 2024–2025

Our *Annual Action Plan* outlines the specific actions we will take during 2024–25 to progress our strategic priorities. This is the final year of the *Council Plan 2021–25 (Plan)*, so this will see the completion of the four-year *Plan*.

Reporting on Council's progress against these actions will be provided to the community quarterly in November 2024, February and May 2025.

The highest priority *Council Plan* actions that are most significant to progress our *Council Plan* are our **major initiatives**.

These have been marked within the action plan with the symbol .



01 **STRATEGIC DIRECTION**
Well informed and transparent decisions and highly valued services



02 **STRATEGIC DIRECTION**
Access to well designed and maintained open spaces and places



03 **STRATEGIC DIRECTION**
A liveable and well planned City



04 **STRATEGIC DIRECTION**
A green and sustainable community



05 **STRATEGIC DIRECTION**
A healthy, inclusive and resilient community

01

We build trust through engaging with our community, delivering quality services and making evidence-based decisions.

**WELL INFORMED AND
TRANSPARENT DECISIONS
AND HIGHLY VALUED
SERVICES**



SUPPORTING STRATEGIES

TIER ONE — [COMMUNITY ENGAGEMENT STRATEGY 2022–2026](#)

TIER TWO — [SMART CITIES ROADMAP, GLEN EIRA PROPERTY STRATEGY](#)


STRATEGIC PRIORITY		ACTION		DELIVERABLE
1.1	Ensure our community engagement is accessible and transparent.	1.1.1	Engage with our Community Voice Panel on a quarterly basis to ensure a representative segment of our community is engaged in Council decision making.	Community Voice Panel of at least 400 local people receive quarterly surveys.
		1.1.2	Finalise a <i>Community Engagement Framework</i> to replace the <i>Community Engagement Strategy 2022–2026</i> .	<i>Community Engagement Framework</i> is developed in partnership with our Community Engagement Advisory Committee. <i>Community Engagement Framework</i> adopted by Council.
1.2	Proactively communicate with the community about changes that impact them and genuinely listen to their feedback.	1.2.1	Review our <i>Annual Report</i> and <i>Quarterly Service Performance Reports (QSPR)</i> to improve accountability and transparency.	Reviews completed and improvements implemented in relation to the <i>Annual Report</i> and <i>QSPR</i> . <i>QSPR</i> published (four times per year). <i>Local Government Performance Reporting Framework (LGPRF)</i> results published in <i>Annual Report</i> . <i>Annual Report</i> presented to Council and published on website.
		1.2.2	Establish reporting of our climate and response strategies to demonstrate our progress in reducing community and Council greenhouse gas emissions.	Reporting on Council and community emissions on the Council website.

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STRATEGIC PRIORITY		ACTION		DELIVERABLE
		1.2.3	Improve accessibility to our key strategies and plans by providing Easy Read and accessible formats.	All new Tier One and Two strategies/plans approved are published in Easy Read and accessible formats.
1.3	Consider a broad base of evidence before making decisions.	1.3.1	Implement a 3D modelling program to enable visualisation of planned changes and the impact of proposed developments on the surrounding community to better inform decisions around planning for future growth.	Public interface for the 3D model is published on Council website to enable viewing.
1.4	Provide value-for-money, responsive and innovative services.	1.4.1	Develop and implement a service planning program to ensure our services meet current and future community needs.	Four service plans developed.
		1.4.2	Implement the <i>Customer Experience Framework</i> to establish and measure our performance against agreed service standards.	Establish and report on performance against agreed service standards for three business units.
1.5	Put in place robust and transparent planning to ensure our organisation is sustainable now and into the future.	1.5.1	Develop a new integrated <i>Council Plan</i> and <i>Community Wellbeing Plan</i> for 2025–29.	Community engagement program delivered at minimum 'involve' level of IAP2 spectrum. Integrated <i>Council and Community Wellbeing Plan</i> adopted before 31 October 2025.
		1.5.2 	Fulfil the requirements under the <i>Local Government Act 2020</i> for the 2024 Council elections and support the successful induction of a new Councillor group and the development of a new <i>Council Plan</i> .	The 2024 Council election process is successfully conducted.

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WELL INFORMED AND TRANSPARENT DECISIONS AND HIGHLY VALUED SERVICES



STRATEGIC PRIORITY		ACTION		DELIVERABLE
		1.5.3	Advocate to other levels of government to secure support for endorsed policy positions and/or funding to support priorities for the Glen Eira community.	Federal election advocacy campaign implemented. Advocate for projects informed by community priorities within each federal electorate to a value of at least \$5million.

02

Our public open spaces and places support a healthy and connected community and contribute to a more sustainable and vibrant City.



ACCESS TO WELL DESIGNED AND MAINTAINED OPEN SPACES AND PLACES



SUPPORTING STRATEGIES

TIER ONE — [OPEN SPACE STRATEGY REFRESH 2020](#), [URBAN FOREST STRATEGY](#)

TIER TWO — [GLEN EIRA PLACEMAKING STRATEGY 2023–2027](#), [PAVILION REDEVELOPMENT STRATEGY](#), [PARK MASTERPLANS](#), [GLEN EIRA PUBLIC TOILET PLAN 2022–2027](#), [TENNIS STRATEGY](#), [ACTIVE RECREATION ACTION PLAN](#)



STRATEGIC PRIORITY		ACTION		DELIVERABLE
2.1	Increase the quantity and quality of public open spaces for our residents.	2.1.1	Design a pedestrian friendly entrance and carpark improvements as part of <i>Mackie Reserve Masterplan</i> .	Concept design completed.
		2.1.2 	Design and reconstruct Lord Reserve Oval three to ensure it is fit for current and future use.	Upgrades to oval completed.
		2.1.3	Complete the construction of Bentleigh Reserve netball and multi-purpose court.	Completed design and construction of netball and multi-purpose court.
2.2	Develop, improve and maintain the amenity of our public places and precincts.	2.2.1 	Complete the redevelopment of Carnegie Memorial Swimming Pool and open to the public.	Carnegie Memorial Swimming Pool open by January 2025.
		2.2.2	Develop a long-term asset plan for the maintenance and renewal of our open space amenities, which will include all parks infrastructure and green assets.	<i>Open Space Asset Renewal Plan</i> developed and implementation commenced.

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ACCESS TO WELL DESIGNED AND MAINTAINED OPEN SPACES AND PLACES



STRATEGIC PRIORITY		ACTION		DELIVERABLE
2.3	Provide improved access to a mix of passive and active spaces that are inclusive, fit for purpose, flexible and adaptable to meet the needs of our diverse community, now and into the future.	2.3.1 	Tender for and commence construction on the Packer Park Pavilion upgrade to better meet the needs of local sporting clubs and the community.	Construction commenced.
		2.3.2	Resurface the Velodrome track at Packer Park.	Complete resurfacing works.
		2.3.2 	Engage with sporting clubs to gain input into design plans for the Mackie Road Pavilion enhancements.	Complete detailed design stage.
		2.3.4	Upgrade sportsground lighting at Lord Reserve, Carnegie, Koornang Park, Carnegie and Murrumbeena Park.	Lighting upgrades completed.
2.4	Seek innovative approaches to increasing access to open space through partnerships and multipurpose design and find ways to unlock access to open space owned by others.	2.4.1	Advocate for public use or access of any proposed facilities stemming from the Caulfield Racecourse Reserve Trust's <i>Strategic Management Plan (SMP)</i> .	Meetings with the Trust and Melbourne Racing Club (MRC) to increase accessibility. Advocacy and response to proposals stemming from the <i>SMP</i> to ensure community use and publicly accessible open space is maintained or improved.
		2.4.2	Complete landscape development for Tranmere Avenue and Hewitts Road, Carnegie land purchased from Local Crossing Removal Project to improve connections to the Djerring Trail.	Plans developed and work programmed to align with budget allocation.

03

Our planning aims to balance population growth with enhancing the unique character and heritage of our City.

**A LIVEABLE
AND WELL
PLANNED CITY**



SUPPORTING STRATEGIES

TIER ONE — [GLEN EIRA CITY PLAN — ACTIVITY CENTRE, HOUSING AND LOCAL ECONOMY STRATEGY \(2020\)](#), [GLEN EIRA HOUSING STRATEGY](#), [INTEGRATED TRANSPORT STRATEGY 2018–2031](#)

TIER TWO — [GLEN EIRA PLACEMAKING STRATEGY 2023–2027](#), [BENTLEIGH STRUCTURE PLAN](#), [CARNEGIE STRUCTURE PLAN 2022](#), [CAULFIELD STRUCTURE PLAN 2022](#), [ELSTERNWICK STRUCTURE PLAN 2023](#), [GLEN HUNTLY STRUCTURE PLAN 2021–2036](#), [GLEN EIRA PUBLIC TOILET PLAN 2022–2027](#), [ECONOMIC DEVELOPMENT ACTION PLAN 2024–2026](#)

STRATEGIC PRIORITY		ACTION		DELIVERABLE
3.1	Actively progress our planning priorities to manage growth and maintain the character and heritage of our City.	3.1.1	Amend the planning scheme to recognise the heritage overlay to places of local significance identified in the Caulfield South Heritage Review.	Planning Scheme Amendment authorised and exhibited.
		3.1.2	Amend the planning scheme to recognise the objectives of the <i>Elsternwick Structure Plan</i> .	Planning Scheme Amendment authorised, exhibited and scheduled for Independent Planning Panel.
		3.1.3	Amend the planning scheme to recognise the objectives of the <i>Bentleigh Structure Plan</i> .	Planning Scheme Amendment authorised and exhibited.
3.2	Plan for diverse housing options to meet community needs now and into the future.	3.2.1	Advocate for Victorian and Federal Government investment in social and affordable housing to meet community need and ease housing stress.	Advocacy campaign developed with minimum of four campaigns implemented.
		3.2.2	Implement the <i>Glen Eira Housing Strategy</i> into the planning scheme.	Planning Scheme Amendment authorised and exhibited.

03

Our planning aims to balance population growth with enhancing the unique character and heritage of our City.

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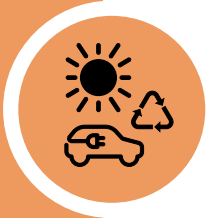
STRATEGIC PRIORITY		ACTION		DELIVERABLE
3.3	Advocate for a transport network that provides safe, accessible and sustainable transport options for our community.	3.3.1	Finalise the <i>Integrated Transport Strategy</i> refresh.	Revised <i>Integrated Transport Strategy 2018–2031</i> endorsed.
		3.3.2	Construction of new Pedestrian Operated Signals on Kooyong Road between Sycamore and Carlingford Streets, Caulfield South to improve safety for pedestrians. ¹	Pedestrian operated signals constructed and operational.
3.4	Support and facilitate local job creation by enhancing our activity centres to be thriving and vibrant hubs.	3.4.1	Develop and approve the <i>Economic Development Action Plan 2024–26</i> .	<i>Economic Development Action Plan 2024–26</i> approved.

¹ This project was budgeted for in our capital works program 2023-24, but will be completed in 2024–25.

04

Our actions and priorities aim to protect our community from the worst impacts of climate change.


A GREEN AND SUSTAINABLE COMMUNITY



SUPPORTING STRATEGIES

TIER ONE — [OUR CLIMATE EMERGENCY RESPONSE STRATEGY 2021–2025](#) | [DHUMBALI WURRUNGI-BIIK PARBIN-ATA, INTEGRATED TRANSPORT STRATEGY 2018–2031](#), [URBAN FOREST STRATEGY](#)

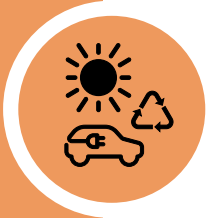
TIER TWO — [GLEN EIRA INTEGRATED WATER MANAGEMENT PLAN](#) | [DHUMBALI WURNEE'T GADHABA, CIRCULAR ECONOMY PLAN 2022–2026](#)



STRATEGIC PRIORITY		ACTION		DELIVERABLE
4.1	We will embed climate change action in everything that we do to support the transition towards zero net emissions from Council by 2025.	4.1.1 	Complete the transition plan for Council facilities to get off gas to reduce emissions from Council operations.	<i>Getting Off Gas Plan</i> completed and the electrification of five minor Council facilities.
		4.1.2	Develop an <i>Integrated Stormwater Management Strategy</i> .	Integration of <i>Elster Creek Flood Management Plan</i> actions into Councils <i>Integrated Stormwater Management Strategy</i> .
		4.1.3	Review the net zero emission (purchasing of carbon offsets) target to move towards direct and actionable emissions outcomes to assist Council to achieve a zero emission profile (no purchasing of carbon offsets).	Alternative direct action emissions reduction pathway <i>Plan</i> developed.
4.2	We will create opportunities for our community to act on climate change to progress towards zero net emissions by 2030.	4.2.1	Engage with residents through programs and activities that promote climate change action.	Delivery of <i>Sustainability Champions</i> program. Engage a minimum of 1,000 Glen Eira residents in events and activities that promote climate change action.
		4.2.2	Develop partnerships with State and Federal Governments to promote and implement best practice Circular Economy practices.	Finalise and communicate Council's advocacy position in relation to Waste Reforms.

04

Our actions and priorities aim to protect our community from the worst impacts of climate change.

A GREEN AND SUSTAINABLE COMMUNITY



STRATEGIC PRIORITY		ACTION		DELIVERABLE
4.3	We will increase our tree canopy and expand private and public greening initiatives.	4.3.1 	Develop and implement a car park tree planting and renewal program for Council managed car parks in line with the target set within the <i>Urban Forest Strategy</i> .	Establish 25% canopy cover in Council carparks located in Carnegie Activity Centre, Stanley Street, Elsternwick and Bentleigh Activity Centre.
		4.3.2 	Commence implementation of the <i>Biodiversity Plan</i> .	<i>Biodiversity Plan</i> is adopted by Council implementation commenced.
4.4	We will work with our community to understand the human impacts of climate change and the adaptation strategies that may be required to minimise the social, health and economic impacts.	4.4.1	Deliver innovation and circular economy outcomes through Council's new waste service contracts.	Finalise the procurement for Council's future waste services.
		4.4.2	Collaborate with State Emergency agencies to educate the community about adapting to extreme weather events.	Five engagement activities delivered to at-risk segments of the community. Support provided to community agencies who provide services for at-risk segments of the community, to assist them in building the resilience of the individuals and communities they work with.

05

We support our residents to be healthy, strong and resilient and will embrace and celebrate our diverse community.

**A HEALTHY, INCLUSIVE
AND RESILIENT
COMMUNITY**



SUPPORTING STRATEGIES

TIER ONE — [COMMUNITY WELLBEING PLAN 2021–2025](#)

TIER TWO — [COMMUNITY SAFETY PLAN 2022–2025](#), [GENDER EQUALITY ACTION PLAN 2022–2025](#),
[DOMESTIC ANIMAL MANAGEMENT PLAN 2022–2026](#), [GLEN EIRA PUBLIC TOILET PLAN 2022–2027](#)



STRATEGIC PRIORITY		ACTION		DELIVERABLE
5.1	We will support improved health, wellbeing and resilience of all individuals, families and groups within our community.	5.1.1	Implement the final year of the <i>Community Safety Plan 2022–2025</i> .	Minimum of 90% of actions completed.
		5.1.2	Deliver the <i>Active Communities</i> program in our parks to enhance community physical and mental health.	Minimum of six weeks of free outdoor fitness classes delivered.
5.2	We will embrace diversity and value all people, promoting a society that welcomes and includes everyone.	5.2.1	Develop a <i>Reconciliation Action Plan (RAP) 2024–2026</i> .	<i>RAP 2024–2026</i> developed and submitted to Reconciliation Australia.
		5.2.2	Provide Community Grants to support local not-for-profit organisations that respond to emerging vulnerabilities and promote active participation in community life.	Community Strengthening and Partnership and Events Grants for 2024–25 awarded.
		5.2.3	Deliver the <i>16 Days of Activism</i> campaign to increase awareness in family violence prevention within the community.	Campaign delivered.

05

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A HEALTHY, INCLUSIVE AND RESILIENT COMMUNITY



STRATEGIC PRIORITY		ACTION		DELIVERABLE
5.3	We will support accessible pathways into services, activities and facilities for people of all ages and abilities, particularly those most in need.	5.3.1 	Complete works at Glen Eira Town Hall, Caulfield to improve access for people with disabilities.	Town Hall portico upgraded. Accessible toilet upgraded.
		5.3.2	Provide <i>Everybody Active</i> and <i>Living Stronger</i> programs through our Glen Eira Leisure facilities to improve participation rates for people with disability and older adults.	<i>Everybody Active</i> weekly programs delivered. Weekly <i>Living Stronger</i> exercise program delivered.
		5.3.3	Support vulnerable young people to access social, emotional and financial supports, including access to mental health services and education, employment and training pathways through one:one appointments with Youth Development Officers, workshops and support programs.	250 support consultations delivered.
5.4	We will deliver services, events and programs that recognise and celebrate our broad interests and differences and promote participation for all.	5.4.1 	Deliver events in local areas to provide opportunity for cultural experiences and accessible connections across the community.	Annual events program delivered including eight key events and 80 library programs across the year.
		5.4.2	Deliver and promote programs to celebrate our LGBTQIA+ community in partnership with our Rainbow Pride Advisory Group.	Five social media posts acknowledging LGBTQIA+ significant days to raise awareness and provide links to relevant service providers. Three community activities delivered.
		5.4.3	Deliver events to celebrate people with disabilities.	Glen Eira Leisure <i>International Day of People with a Disability</i> event held.



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Glen Eira City Council

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Online: <https://internet-relay.nrscall.gov.au>
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