

Priority area	Strategy	Actions	Implementation year/s	Responsible team
Social inclusion and connection	Celebrate the diversity of our community and actively work to reduce inequalities among groups including older people, under represented cultural groups, people identifying as LGBTIQ+, people with disability, carers and First Nations People.	Share information with older people through a range of channels including the Ageing Well in Nillumbik newsletter, community information sessions, service providers and networks.	Years 1-4	Community Support Services
		Support carers of older people to be able to access a range of relevant information and resources on supports and services.	Year 1-4	Community Support Services
		Provide education and information to older people and their families relating to ageing.	Year 1-4	Community Support Services
		Explore, develop, pilot and deliver programs that promote digital literacy for older people.	Year 1	Community Support Services
		Support digital literacy by providing access to devices and learning opportunities.	Year 1	Community Support Services
		Provide opportunities for social connection through intergenerational projects.	Year 1	Community Support Services
		Promote volunteering for Community Transport Program.	Years 1-4	Community Support Services
		Move first time parent groups into council facilities including the Hurstbridge Hub and Edendale farm.	Year 1	Maternal and Child Health
		Facilitate NillumbiQ* youth queer research project and recommendations for future investment into LGBTQIA+ young people.	Year 1	Youth Development
		Establish a LGBTQIA+ youth support or social group for Nillumbik.	Year 2	Youth Development

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		Identify and work with Culturally and Linguistically (CALD) groups to strengthen community connections.	Year 1-4	Community Development
		Support Hurstbridge Hub Landscaping Upgrade (accessibility upgrades).	Year 1	Community Development
		Prepare an Access, Equity and Inclusion Policy.	Year 1	Social Planning and Equity
		Map cause days across the organisation to ensure alignment with strategic documents.	Years 1	Social Planning and Equity
		Develop a directions paper for LGBTQIA+ inclusion outlining resources and priorities for Council action.	Years 1	Social Planning and Equity
		Work across Council and with partners to promote/celebrate LGBTQIA+ inclusion events such as: <ul style="list-style-type: none"> - IDAHOBIT - Midsumma festival 	Years 1 – 4	Social Planning and Equity
		Advise and support key staff to provide more accessible and inclusive communications for people with disability.	Year 1	Communications and Engagement
		Record evidence of accredited access assessments at (key stages) of projects.	Year 1	Major Projects
		Support Volunteer Managers of Council programs with training and resources to increase opportunities for people with disability.	Year 1	All, Disability Inclusion and Volunteering
		Develop the A-Z Event Planning Guide to support staff and community, while outlining access and inclusion requirements.	Year 1	Events, Disability Inclusion and Volunteering, Youth and Community Development, Community Support Services

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		Work with Living & Learning Nillumbik to provide training and referral opportunities for carers to enter, re-enter and sustain employment.	Year 1-2	Disability Inclusion and Volunteering, Living & Learning Nillumbik
		Partner with the local community to promote and deliver annual International Day of People with Disability Grants.	Ongoing	Disability Inclusion and Volunteering
		Profile and promote local events, programs and opportunities of interest and benefit to people with disability, their carers and disability services providers via the Inclusion Network.	Ongoing	Disability Inclusion and Volunteering
		Work in partnership with organisations and community groups to store adaptive bikes and trikes so people with disability who need them can enjoy access to Nillumbik's trail network.	Ongoing	Disability Inclusion and Volunteering, Community Support Services
	Create inclusive environments for people to engage in sport, recreation, learning, community groups and education across all stages and experiences of life.	Improve accessibility of business support and education programs by providing translations, utilising accessible sites for events and consider age ranges in planning of initiatives.	Ongoing	Economic Development and Tourism
		Increase the offering of pre-accredited programs leading to employment or further education.	Year 1-3	Living & Learning Nillumbik
		Deliver programs to improve digital literacy and support broad digital inclusion in the community, such as BeConnected.	Year 1	Living & Learning Nillumbik, Neighbourhood House Team
		<p>Manage TAC L2P Nillumbik Program</p> <ul style="list-style-type: none"> • Provision of youth mentoring program to help young people attain their mandatory 120 supervised drive hours. • Support volunteer drivers to mentor young people become safer drivers, get their licence to enable them to get safely and easily to their 	Years 1-4	Youth Development

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		<p>place of work, study, sport or for social reasons.</p> <ul style="list-style-type: none"> • Provide opportunities for older and or retired adults to connect to their community, providing them a sense of purpose while mentoring a young person without the usual family supports. 		
		<p>Deliver Festive Program which includes:</p> <ul style="list-style-type: none"> • Establishment of Festive Folk Group • Delivery of Festive Fund placemaking Grants 	Year 1-4	Youth, Communities and Place
		Develop 2022 Community Training Calendar.	Year 1-4	Community Development
		Support OM:NI to run their “Getting On with Life” men’s health event.	Year 1	Community Development
		Create a model that supports Community Champions across the townships.	Years 1-4	Living & Learning Nillumbik
		Deliver the annual diversARTy art exhibition to represent the diverse community of artists who connect through a variety of art programs across Living & Learning sites.	Years 1-4	Living & Learning Nillumbik
		Support carers in the community through social connection opportunities, sharing of resources, access to training sessions and upskilling.	Years 1–4	Living & Learning Nillumbik
		Deliver the Creative Collective Youth Art Competition annually including showcasing artwork at a local exhibition event.	Years 1-4	Youth Development
		Coordinate the Nillumbik Youth Council as a formal advisory Committee of Council.	Years 1-4	Youth Development
		Coordinate the Nillumbeats FReeZA Program and delivery of youth led events and activities.	Years 1-4	Youth Development
		Map and develop community place making projects:	Years 1 -4	Place Activation

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		<ul style="list-style-type: none"> • Arthurs Creek Activation • Wattle Glen • Wadambuk Activation • Strathewen Place Study • DC Activity Centre Activation • Eltham Activity Centre Activation 		
		Create a video explaining the benefits of belonging and connecting to community groups in the shire	Year 1	Community Development
		Facilitate monthly Community Connect Network Meetings	Year 1-4	Community Development
		Promote the Community and Services Directory	Year 1-4	Community Development
		Facilitate coffee and chat sessions with the community	Year 1-4	Community Development
		Map Community Connectors/Leaders across the shire as part of the broader Social Connectors Program and Place Audits	Year 1-4	Community Development
		Develop a Community Toolkit to support the establishment of new community groups	Year 1	Community Development
		Support Wadambuk to develop a sustainable model	Years 1-4	Community Development
		Support local disability groups to apply for grants to relaunch following COVID lockdowns.	Year 1	Arts and Cultural Development, Disability Inclusion and Volunteering
		Work with the Arts Team to assess grant applications from local artists who meet access and inclusion criteria.	Year 1	Arts and Cultural Development, Disability Inclusion and Volunteering
		In partnership with Disability Inclusion, develop a joint community wide event calendar to ensure	Years 1 – 4	Community Development, Events

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		recreation and events are accessible to all abilities and life stages.		
		Facilitate Children's Week to identify and promote opportunities for children's voices to be captured and heard in the community.	Year 1	Early Years
		Support the referral of vulnerable families to Supported Playgroup (SPG) to promote positive wellbeing in children.	Ongoing	Early Years
	Ensure all children have a healthy and strong start to life by delivering and strengthening services, programs, facilities and infrastructure, which promotes optimal health and wellbeing	Explore short term and long term opportunities for a Youth Hub in Nillumbik <ul style="list-style-type: none"> • Year 1 – Issues and options paper • Year 2-4 – Project planning and explore grant funding opportunities 	Years 1-4	Youth, Communities and Place
		Facilitate the Best Start program to support inclusion and access of children in universal and support services.	Ongoing	Early Years
		Work with and support Services to plan for rollout of 3-year-old kindergarten reform across Nillumbik Shire for 2023 – 2029.	Year 1-4	Early Years
		Review and monitor the Preschool Central Registration program and policies to ensure eligible children have fair and transparent access to funded kindergarten programs.	Year 1-4	Early Years
	Support the Nillumbik Youth Council to develop and implement a Youth Strategy.	Support the implementation and Facilitation of the Youth Strategy 21-25.	Year 1-4	Youth, Communities and Place
	Support, promote and celebrate inclusive and impactful environmental and	Create and support a range of volunteer activities through the Living & Learning Centres.	Years 1 – 4	Living & Learning Nillumbik

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	community volunteering in the community.			
		Actively recruit young people as volunteers Nillumbeats FReeZa committee.	Years 1-4	Youth, Communities and Place
		Support Council volunteer programs with new strategic document (eg. Volunteering in Nillumbik Framework) to guide impactful and inclusive volunteer participation in line with Council Plans.	Year 1	Disability Inclusion and Volunteering
		Promote the benefits of volunteering and local pathways through communications.	Year 1	Disability Inclusion and Volunteering
		Support best practice volunteer management in the community by promoting participation in the Banyule Nillumbik Managers of Volunteers Network (BNMVN) and other volunteer management resources.	Year 1	Disability Inclusion and Volunteering
		Celebrate volunteer involvement with recognition events, engagement, and impact story-telling.	Year 1	Disability Inclusion and Volunteering
		Ensure volunteer outcomes and impacts are aligned with and reported to Council Plan objectives.	Year 1	Disability Inclusion and Volunteering
	Celebrate the rich history, cultures and achievements of First Nations People.	Work across Council and with partners to celebrate events related to Reconciliation such as: <ul style="list-style-type: none"> - NAIDOC - Reconciliation Week - Aboriginal and Torres Strait Islander children's day - Wurundjeri week 	Years 1 – 4	Social Planning and Equity
		Deliver cultural awareness training across the organisation	Years 1 – 4	Social Planning and Equity
		Coordinate Monthly cultural consultation meetings with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation	Years 1 – 4	Social Planning and Equity

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	Strengthen our commitment to Reconciliation with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and First Nations People, through the development of a Reconciliation Action Plan.	Establish a Reconciliation Advisory Committee	Years 1 – 4	Social Planning and Equity
Community and climate resilience	Support the community to be prepared for, stay connected and build resilience before and during emergencies, disaster and extreme weather events, with particular regard for vulnerable communities including older people, people with disability, First Nations People, people experiencing family violence, disadvantaged families and those living in geographically isolated areas.	Deliver an annual community safety information session to assist older people to plan and prepare for disasters and critical incidents.	Year 1-4	Community Support Services
		Develop and distribute an emergency management toolkit created to support older people and people with a disability.	Year 1-4	Community Support Services

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		Conduct a mapping exercise to identify community leaders and connectors in high-bushfire risk communities.	Year 1	Emergency Management
		Support the delivery of the 2022 Place Shapers Program with a focus on bushfire affected areas.	Year 1	Youth, Communities and Place
		Support the delivery of person-centred emergency preparedness planning workshops to Nillumbik NDIS Providers.	Year 1	Disability Inclusion and Volunteering
		Support the delivery of person-centred emergency preparedness workshops for the community – specifically targeting people with a disability, older people, their family and carers and anyone needing additional support in an emergency.	Year 1	Community Support Services
		Deliver the 2022 Bushfire Preparedness and Community Resilience Grants.	Year 1	Emergency Management
		Coordinate Local Services Network Meeting and annual forum.	Years 1-4	Community Development
		Work with disability support services and community groups to promote accessible emergency preparedness resources to people with disability, carers and families.	Year 1-2	Disability Inclusion and Volunteering
	Engage with the community to raise awareness of climate change impacts on health, and actions that can be taken to stay healthy and well in a changing climate.	Provide the community with information on fire preparedness & heat health to raise awareness of proactive actions that can be taken to help stay healthy and well.	Year 1-4	Community Support Services
		Develop a Climate Action Plan.	Year 1	Environment and Biodiversity
		Oversee the implementation of the Nillumbik Council Climate Action Plan 2022-2032.	Years 2-4	Environment and Biodiversity

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		Fund the Australian Energy Foundation to provide on-demand free tailored energy-efficiency advice to local residents to help them keep their homes thermally comfortable and minimise heating and cooling costs.	Year 1	Environment and Biodiversity
		Explore opportunities and programs to address climate anxiety in young people.	Year 2	Youth Development
		Establish an internal climate and health working group.	Year 1	Social Planning and Equity
	Build capacity of community to lead and deliver climate action and other community resilience initiatives.	Subject to Council endorsement, continue to Fund an external provider to run a program of Practically Green events that encourage community climate-action.	Years 1 - 2	Environment and Biodiversity
		Promote Nillumbik's Open Spaces and Trails through tourism promotions.	Years 1 - 4	Economic Development and Tourism
	Promote connection and engagement with the natural environment.	Deliver a Community Energy training program to enhance community leadership skills in the transition to a zero carbon economy	Year 1	Living & Learning Nillumbik
		Deliver a Spring Outdoors program that provides opportunities for social connection through nature and the outdoors.	Year 1	Environment and Biodiversity
		Co-deliver the Nillumbik Gardens for Wildlife Program.	Years 1 - 4	Environment and Biodiversity
		Promote volunteering opportunities in the community gardens at Panton Hill and Eltham.	Years 1 - 4	Living & Learning Nillumbik
		Develop workshops that encourage community to connect and explore the natural environment.	Year 1 - 2	Edendale
		Develop more self-guided exploration activities of the natural Environment at Edendale.	Year 1 - 2	Edendale

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		Raise awareness around native species both flora and fauna in Edendale and surrounds.	Year 1 - 2	Edendale
	Continue to support the community to recover from the impacts of the COVID-19 pandemic, and respond to new threats to public health.	Provide COVID-19 business support.	Years 1 - 4	Economic Development and Tourism
		Facilitate programs, workshops and events to enable social connection and alleviate the social isolation as a result of COVID19.	Years 1 - 4	Living & Learning Nillumbik
		Prepare a final report for Council on the Pandemic Recovery Plan implementation outcomes.	Year 1	Social Planning and Equity
		Chair the COVID-19 taskforce	Year 1	Social Planning and Equity
	Deliver initiatives to promote positive mental health and wellbeing through Maternal and Child Health, positive ageing, disability support, volunteering, Living & Learning, Youth, community development and sport and recreation.	Continue to strengthen partnerships between Maternal and Child Health and mental health support services.	Years 1 - 4	Maternal Child Health
		Provide information on mental health support and provide relevant referrals.	Years 1 – 4	Living & Learning Nillumbik
		Nillumbik Parenting Hub program including: <ul style="list-style-type: none"> • Parenting series sessions throughout the year on range of topics. • Updating resources and information on parenting Hub portal. • Partnership with BNLLLEN to deliver the Real Industry Job Interviews (RIJI) Program and Job Readiness program to local high schools. 	Years 1-4	Youth Development

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		Delivery of the Daily Grind – Youth employment program.	Year 1-4	Living & Learning Nillumbik
Gender equality and prevention of family violence	Promote gender equality in the workforce through the development and implementation of the Gender Equality Action Plan	Support the development and implementation of the GEAP.	Years 1 – 4	Social Planning and Equity
		Deliver the Gender Equity Advocates program.	Years 1 – 4	Social Planning and Equity
	Undertake Gender Impact Assessments to ensure our policies, programs and services are gender equitable, accessible and inclusive.	Implement Gender Impact Assessments.	Years 1 – 4	Social Planning and Equity
		Facilitate early years Policy support towards the Gender Equality implementation and community of practice.	Years 1 – 4	Social Planning and Equity
	In partnership with local organisations, businesses and community members, raise awareness of gender equity and respectful relationships.	Deliver Women in Business events.	Years 1- 2	Economic Development and Tourism
		Coordinate and deliver the This Girl Can Initiative.	Years 1 – 4	Recreation & Leisure
		Deliver the annual Young Women Leadership Awards to amplify the achievements of young woman in our community.	Year 1-4	Youth Development
		Coordinate and deliver the 2022 Women’s Leadership Program.	Year 1	Community Development

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		Work across Council and with partners to deliver International Women's Day events.	Years 1 – 4	Social Planning and Equity
		Run an annual Women with Disabilities Preventing Violence Against Women Workshop to support local prevention initiatives.	Year 1	Community Support Services, Disability Inclusion and Volunteering
		Establish a Community of Practice – Gender Equity in Early Years and offer ongoing GE professional support opportunities.	Years 1-2	Early Years
	Increase the promotion of gender equity and prevention of violence against women messages through communications and social marketing.	Social media campaign targeted at Youth during 16 days of activism.	Year 1-4	Youth Development
		Work across Council and with partners to deliver 16 Days of Activism events and grants.	Years 1 – 4	Social Planning and Equity
		Apply a gender lens over Edendale's communications and Social Media posts.	Year 1-2	Edendale
		Convene the Banyule Nillumbik Family Violence Network.	Years 1 – 4	Social Planning and Equity
	Strengthen Council and sector response to family violence and violence against women, including supporting people who experience family violence.	Work across Council and with partners to deliver Week without Violence events.	Years 1 – 4	Social Planning and Equity
		Deliver training for Councillors on primary prevention and family violence.	Years 1 – 4	Social Planning and Equity

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		Deliver an information session held around World Elder Abuse Awareness Day (WEAAD).	Years 1 - 4	Community Support Services
		Deliver elder abuse training to all Council staff and volunteers.	Years 1 - 4	Community Support Services
	Raise community awareness and enhance community resilience around elder abuse.	Develop a resource kit for community to access information and advice on elder abuse.	Years 1 - 4	Community Support Services
		Deliver an event, workshop or information session for older people to improve their sexual and reproductive health literacy.	Year 1-4	Community Support Services
Physical activity	Connect people with physical activity opportunities through community settings including Living & Learning Centres, leisure centres, recreational trails and sports clubs.	Promote cultural and recreational activities in tourism promotions.	Years 1-4	Economic Development and Tourism
		Coordinate and deliver the Eltham Fun Run Walk in partnership with and supporting the Pat Cronin Foundation.	Years 1 – 3	Recreation and Leisure
		Deliver the Active Movers classes at Eltham Leisure Centre, Diamond Valley Sports and Fitness Centre and Diamond Creek Community Centre.	Years 1 - 3	Recreation and Leisure
		Deliver activities and events during Seniors Festival across all Nillumbik Leisure Facilities.	Year 1	Recreation and Leisure
		Deliver the Tiger Paws program to all eligible schools across the three year contract period to impart important physical and mental health messages to young students.	Years 1 – 3	Recreation and Leisure

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		Deliver the High School Relentless programs at leisure facilities.	Year 1	Recreation and Leisure
		Facilitate exercise based community programs.	Years 1 – 4	Living & Learning Nillumbik, Neighbourhood Houses
		Provide Skate and BMX workshops and events throughout the year.	Year 1 - 4	Youth Development
		Advocate for increased investment into BMX and MTB opportunities for young people Audit and needs analysis Year 1	Year 1-4	Youth Development
		Explore opportunities to provide a portable Marveloo (toilet facilities including ceiling hoist and an adult-sized change table) so people with severe disabilities can participate in community events.	Year 1	Disability Inclusion and Volunteering, Events
		Implement a program of before work / after work wellness sessions at Edendale for Nillumbik Shire Council staff (e.g. Yoga, Meditation).	Year 1&2	Edendale
		Explore Volunteer Dog Walking program in Nillumbik.	Year 1	Community Support Services
	Promote sustainable and active transport options.	Promote the Diamond Creek trail as a mode of active transport.	Year 1-2	Recreation & Leisure
		Engage and partner with local riding and walking groups through Edendale.	Year 1-2	Edendale
	Create environments that encourage walking and cycling.	Conduct walk audits with the Positive Ageing Advisory Committee to improve walkability in the Shire.	Year 2	Community Support Services
	Encourage active and non-structured recreation in the natural environment, parks, open spaces and the trails network.	Promote the importance of active play in all Early Years services.	Years 1 – 4	Early Years

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		Work with teams across Council to imbed access and inclusion considerations in recreation and natural spaces as part of development, redevelopment and maintenance, including but not limited of open space, infrastructure and continuous accessible paths of travel.	Ongoing	Infrastructure, Disability Inclusion and Volunteering, Environment Services
	Remove barriers for participation in sport and active recreation for women and girls, people with disability, the LGBTIQ+ community, people from culturally diverse backgrounds, First Nations People and older people.	Deliver the Supported Access Program to support people experiencing disadvantage to access Nillumbik leisure facilities.	Year 1	Recreation & Leisure
		Deliver the All Abilities golf program.	Year 1	Recreation & Leisure
		Implement the physical activity component of the INFANT program.	Year 1	Maternal and Child Health
		Park life LGBTQIA sporting program.	Years 1	Youth Development
		Work with Recreation and Leisure to improve gender equity in sports clubs and facilities.	Years 1 – 4	Social Planning and Equity
Food	Identify opportunities to create and enhance climate resilient local food systems.	Deliver the Future of Agriculture project.	Years 1- 2	Economic Development and Tourism.
		Offer pre-accredited short courses in Urban Food Gardening, Horticulture	Ongoing	Living & Learning Nillumbik
		Manage Councils Sustainable Agriculture Rebate program and Land Management Incentive Program which help incentivise sustainable land management and food system practices	Years 1 - 4	Environment and Biodiversity

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		Support the FOOD flagship initiative	Years 1 – 4	Social Planning and Equity
		Undertake a feasibility study into developing Edendale’s food gardening into a source of food for local food relief	Year 2	Edendale
	Promote and support public and home based food growing.	Support the redevelopment of the Panton Hill Community garden to focus on food production. Engage local volunteers to manage the space.	Years 1 - 4	Living & Learning Nillumbik
		Support Urban Farm opportunities (Fabbros Field)	Years 1-4	Youth, Communities and Place
		Deliver workshops and capacity building training to support young people with home based food growing	Year 2-4	Youth Development
		Support Edible Hub with Food Share and Repair Café Program	Years 1-4	Community Development
		Facilitate Edendale workshops on patch to plate and heathy food choices	Year 1-2	Edendale
		Deliver education programs that encourage people to grow their own produce and develop understanding of food systems and food security.	Year 1 (Roll over from year 4)	Living & Learning Nillumbik
		Improve understanding, skills and engagement with food growing through supporting the community to utilise the seed bank libraries.	Year1 (roll over from Year 4)	Edendale
	In collaboration with local partners, address food insecurity and connect people with food relief.	Complete community mapping to feed into place audits, including groups, resources, essential services and food relief across the shire.	Years 1-4	Community Development
		Address local food security through the implementation of the Community Pantry at Panton Hill.	Years 1-4	Living & Learning Nillumbik

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		Deliver the Smart Farms project.	Year 1	Environment and Biodiversity
		Deliver a 2022 Home Harvest program.	Year 1	Environment and Biodiversity
	Promote healthy food choices in community places and at community events through improved access to nutritious foods, policy and education.	Implement the healthy eating component of the INFANT program.	Year 1	Maternal and Child Health
		Healthy bites nutrition program delivered to local high schools in Nillumbik.	Years 1-4	Youth Development
		Promote the importance of healthy eating and establishing healthy eating habits through all early years services.	Years 1 -4	Early Years
Reducing harm from alcohol, other drugs and gambling	Investigate alcohol and other drug harm in the community to better understand groups which are most impacted such as women and young people.	Develop a directions paper which investigates harm from alcohol and other drugs in Nillumbik and provides priorities for Council action.	Years 1–4	Social Planning and Equity
		Align Edendale event guidelines around the use of alcohol at events with ongoing council work.	Year 1 - 2	Edendale
	Support sporting clubs and other community settings to challenge and change unhealthy alcohol cultures and create safe spaces for children, families and young people.	Explore ways to make Edendale a smoke free site.	Year 1	Edendale
		Deliver a Club Development workshop to Nillumbik community sporting clubs to upskill committee	Year 1	Recreation and Leisure

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		members and volunteers on challenging unhealthy alcohol cultures and minimising harm.		
	Explore opportunities to extend smoke free public areas.	Participate in regional forums and seek opportunities for grant funding to provide alternative activities to gambling.	Years 1 – 4	Social Planning and Equity
	Work with partners to reduce and minimise gambling harm.	Deliver parenting series sessions to support parents to address harmful alcohol use, tobacco and gambling in young people.	Years 1-4	Youth Development

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