HOBSONS BAY CITY COUNCIL

DRAFT Health, Wellbeing and Safety Plan 2025-29

(as the Municipal Public Health and Wellbeing Plan)

For public exhibition

October 2025

Acknowledgement of Country

We acknowledge the Bunurong People of the Kulin Nation as the Traditional Owners of the lands, rivers and coastal areas in Hobsons Bay. We recognise the First Nations peoples' relationship to this land and offer our respect to their Elders past and present.

How to read this plan

The Health, Wellbeing and Safety Plan 2025-29 should be read alongside the Hobsons Bay Council Plan 2025-29. Together, these plans detail how Council will work towards the community aspirations outlined in the Community Vision.

When reading this plan, you can use the contents page to go to the sections that interest you most or jump straight to page XX to see a summary of the plan on one page.

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1. Introduction

Councillors' message

<To be provided in final version>

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About Hobsons Bay City Council

The unique municipality

The Yalukit Willam clan of the Bunurong People were the first people who lived in the area now known as Hobsons Bay and had strong connections to land and sea. A number of sites of significance to the Aboriginal community are located throughout the municipality, particularly along the coastal trail.

Hobsons Bay is situated at the northern end of Port Phillip Bay, about 10 km west of central Melbourne and includes the suburbs of Altona, Altona Meadows, Altona North, Brooklyn, Laverton, Newport, Seabrook, Seaholme, South Kingsville, Spotswood, Williamstown and Williamstown North. Each suburb has its own unique character, from the historic seaport of Williamstown with its range of heritage buildings, to the more recently developed residential areas of Altona Meadows and Seabrook.

Hobsons Bay covers an area of about 64.20 km2 and has more than 20 km of coastline. It is also home to significant coastal wetlands, five creek systems, remnant native grasslands, and important flora and fauna habitats, which make up 24 per cent of the city's total land area.

Hobsons Bay has a range of major industrial complexes, which contribute significantly to the economy of Victoria. It has good access to regional transport facilities such as the West Gate Freeway, the Western Ring Road, CityLink, the National Rail Line, and the ports and airports of Melbourne and Avalon.

These features contribute to the city's culture, which is strongly linked to its maritime heritage, rich natural environment, industry and lifestyle.

Your councillors

Council is elected to provide good governance in its municipal district for the benefit and wellbeing of its community. On 26 October 2024, the residents and ratepayers of Hobsons Bay elected this Council for a four-year term. Seven councillors were elected to a new single-councillor ward structure.



Altona ward
Mayor
Cr Daria Kellander



Altona North ward
Deputy Mayor
Cr Rayane Hawli



Altona Meadows ward
Cr Diana Grima



Spotswood ward
Cr Kristin Bishop



Williamstown North ward
Cr Michael Disbury



Laverton ward
Cr Paddy Keys-Macpherson



Williamstown ward
Cr Lisa Bentley



Our community

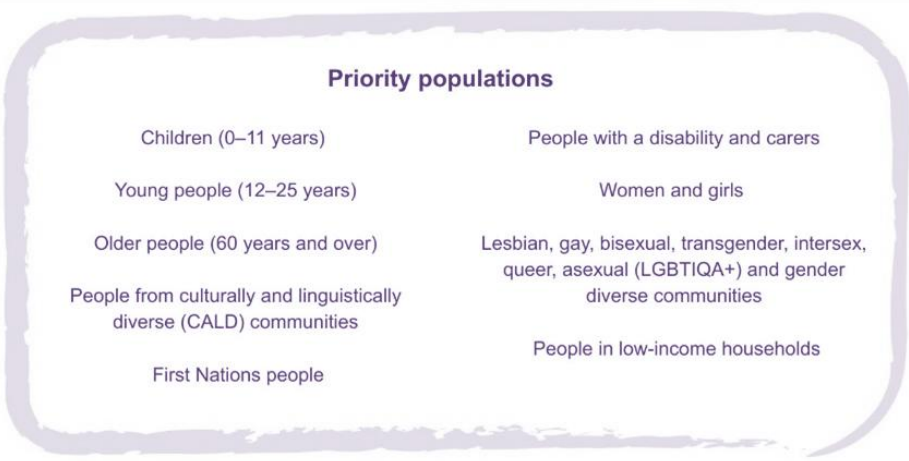
In 2024, Hobsons Bay had an estimated resident population of 95,633, which is forecast to increase to 113,134 by 2046. The proudly diverse community speaks more than 80 languages and practises more than 40 faiths.

95,633 residents in 2024	Australian Bureau of Statistics (2023-24), *Regional population*.
Hobsons Bay will grow by 10,000 residents in the next 10 years. Over half this growth will be residents aged over 60 years	.id Consulting (2024), *Hobsons Bay population and household forecasts, National Forecasting Program*.
0.7% of residents identify as First Nations (0.7% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
30.1% of residents were born overseas (35.7% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
13.4% of residents are carers (12.6% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
21.3% of residents live with a disability (21.4% Greater Melbourne)	Victorian Department of Health (2024), *Victorian Population Health Survey 2023,* unpublished.
13.3% of residents identify as LGBTIQA+ (11% Victoria)	Victorian Department of Health (2024), *Victorian Population Health Survey 2023,* unpublished.
25% lone person households (24% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
13.2% of residents live in low-income households (13.4% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
47.8% of residents report very good or excellent health (39.6% Greater Melbourne)	Victorian Department of Health (2024), *Victorian Population Health Survey 2023,* unpublished.
21.5% of residents are aged 0-17 years (21.5% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
20.5% of residents are aged 18-34 years (25.0% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
41.8% of residents are aged 35-64 years (38.5% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*
16.1% of residents are aged 65+ years (15.0% Greater Melbourne)	Australian Bureau of Statistics (ABS), *2021 Census of Population and Housing.*

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Priority populations

Recognising the principle of equity, this plan considers the distinct needs of our priority populations – those groups in the community who are more likely to experience social and economic barriers that contribute to poorer health and social outcomes.



Nine priority populations are identified in this plan. Each of these groups contribute to the diversity and vibrancy of the Hobsons Bay community. People may identify with multiple priority groups throughout their lives. We acknowledge that the experience of people who identify with any particular group/s varies from person to person.

Some health, wellbeing and safety information for each group is highlighted below:

Children (0-11 years)

- 9.3 per cent of Hobsons Bay children have one or more long-term health conditions.
- Asthma is the most prevalent long-term health condition.
- In 2020-21, the rate of emergency department presentations for mental and behavioural conditions in Hobsons Bay children aged 0-14 was 33 per cent higher than the Greater Melbourne average.
- One in five Hobsons Bay children are vulnerable in one or more key development area, e.g. physical health and wellbeing, emotional maturity, language and cognitive skills. This varies across the municipality from 13 to 24.8 per cent.
- 50 per cent of all Hobsons Bay NDIS participants are aged 0-14 years.

Young people (12-25 years)

- 21.1 per cent of Hobsons Bay young people have one or more long-term conditions.
- Most prevalent long-term health conditions are asthma and mental health conditions, both occurring at higher rates than the Greater Melbourne average.
- Victorians aged 18-24 reported the highest rate of loneliness out of all adult age groups.
- Young people in Hobsons Bay experience psychological distress at higher rates, compared to western Melbourne and Victoria.
- 7.9 per cent of local young people aged 15-24 years are not engaged in education or employment, compared with the Greater Melbourne average of 7 per cent.
- Across Victoria, young adults aged 18-24 years included the highest proportion of LGBTIQA+ people (12.2%), more than four times higher than people aged 45-54 (3.8%) and nearly ten times higher than for people aged 85+ (1.3%).

Older people (60+ years)

- 63.9 per cent of Hobsons Bay people aged 65+ have one or more long-term conditions.
- The most prevalent long-term health conditions in older people are arthritis, diabetes and heart disease.
- Older people aged 65+ in Hobsons Bay make up almost half of low-income households, 26 per cent live alone and 58.5 per cent are dependent on the age pension.
- The rate of disability increases in people as they age, with 9.9 per cent of Hobsons Bay residents aged 65-69 needing assistance with daily living, with that rate jumping to 59.2 per cent in people aged 85+.
- It is estimated that one in six older Australians experience elder abuse in any given year.

Culturally and linguistically diverse communities

- Access to health and community services can be more difficult for people who don't speak, read, write or understand English well.
- The top three health conditions are arthritis (8.1%), diabetes (7.3%) and mental health condition (5.3%).
- Women and young people from migrant and refugee backgrounds face challenges finding and maintaining employment, including language and communication barriers, complex systems and poor support, and difficulties gaining work experience.
- The language groups in Hobsons Bay with the lowest English proficiency are Korean (55%) Vietnamese (27%) and Mandarin (24%).
- Hobsons Bay residents speaking a language other than English are less likely than English-only-speaking residents to be employed and are more likely to live in low-income households.
- People that speak a language other than English (but are not of northern European or North American origin) are the most likely to experience racism in Victoria.

First Nations People

- The median age of First Nations people in Hobsons Bay is 30 compared with 39 for the total population.
- First Nations residents are more likely to have a long-term health condition (40%), compared to non-First Nation residents (32%).
- The most prevalent long-term health conditions are mental health (17%), asthma (13%) and arthritis (7%).
- Almost two in five First Nations Victorians experience high or very high psychological distress.
- Almost half of First Nations Victorians report living with disability.
- Everyday racism is estimated to impact up to two thirds of First Nations Australians.

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People with a disability and their carers

- 6.6 per cent of Hobsons Bay residents live with a severe or profound disability compared to the Victorian average of 6.1 per cent.
- Top three health conditions are arthritis (16%), mental health (13%) and diabetes (10%). Carers are also more likely to have a mental health condition.
- One in two households with at least one person with a disability were in the lowest income group (50%), compared to just one in six households where no-one had a disability (16%).
- The Australian Human Rights Commission receives more complaints about disability discrimination than about any other form of discrimination.
- Almost 40 per cent of carers nationwide have a disability themselves.
- Carers are less likely to be in the labour force and are more likely to have a lower income than those not providing any unpaid care.

Women and girls

- Women are around three times as likely to be the victim-survivors of family violence than men.
- Hobsons Bay women are more likely than men to live in the lowest income households (29% compared to 22%).
- Hobsons Bay women are more likely than men to provide care to someone with a disability, long term illness or old age (15.6% compared to 11.1%).
- Hobsons Bay women are more likely than men to do 15 or more hours of unpaid domestic work per week (15.6% compared to 28.5%).
- The most prevalent long-term health conditions are mental health conditions (10%), arthritis (10%) and asthma (9%), which are all more prevalent than for males.

LGBTIQA+ communities

- A Victorian study found 58 per cent of LGBTIQA+ Victorians faced discrimination based on their sexual orientation, while 77.7 per cent were treated unfairly due to their gender identity.
- State and national data show people within LGBTIQA+ communities are more likely to attempt self-harm and experience family violence.
- Lesbian, gay or bisexual people drink alcohol at riskier levels, exceeding lifetime risk guidelines (by 1.5 times) and monthly single occasion guidelines (by 1.4 times), compared to the broader population.

Low-income households

- Almost half (47%) of people in low-income households have at least one long-term health condition, compared to people living in other households (29%).
- Older people (aged 60 years or more) make up 48.9 per cent of low-income households but just 21.4 per cent of the total population.

See references in Appendix E.

2. About the Health, Wellbeing and Safety Plan

2.1 Purpose Statement

The *Public Health and Wellbeing Act 2008* sets out Council's responsibility to protect and improve health and wellbeing outcomes for the community. All councils are required to prepare and report on a Municipal Public Health and Wellbeing Plan. In response to strong input from the community, we have also included a focus on safety – hence the Hobsons Bay City Council Health, Wellbeing and Safety Plan 2025-2029.

When developing this plan, we also focused on:

- responding to the Victorian Government health and wellbeing priorities
- addressing the health impacts of climate change
- responding to the rising incidence of family violence and considering preventative measures
- meeting the needs of our most vulnerable community members by integrating Council's social policy framework, A Fair Hobsons Bay for All 2024-28, including the Disability Action Plan (DAP).
- Meeting the standards and requirements of the *Gender Equality Act 2020.*

2.2 Our commitment to strong governance and culture

Hobsons Bay City Council is committed to strong governance and culture, ensuring we run effectively, transparently, and accountably while serving the best interests of our community.



Figure X Image: Working model from the Rebuilding Culture and Governance Integrated Action Plan (2025)

2.2.3 Our commitment to strong partnerships

Council's role in health, wellbeing and safety

Council has a responsibility under the *Public Health and Wellbeing Act 2008* to protect and improve health and wellbeing of the community. The plan outlines how Council will do this over the coming four years.

Council plays four key roles in promoting the health, wellbeing and safety of the community:



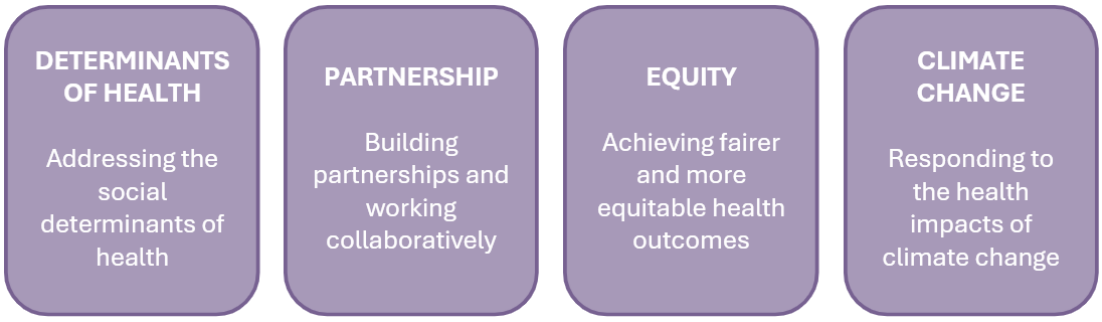
We deliver essential services that meet community needs and enhance everyday life in Hobsons Bay.

We collaborate with various stakeholders to ensure that the benefits of all projects and services are shared widely and sustained over time.

We share valuable information to build knowledge, promote wellbeing, and keep the community well-informed.

We represent Hobsons Bays' interests, collaborating with other levels of government and investors to secure additional support and resources for our area.

We undertake these roles with consideration of the following principles:



These principles guide the development and implementation of health, wellbeing and safety initiatives:

- We consider the broader factors influencing health including income, secure housing, the built environment, and employment.

- We acknowledge and embrace the need to work in partnership to address the community's needs and aspirations regarding health, wellbeing, and safety.We acknowledge that some groups in the community experience greater barriers to safety, good health, and wellbeing, and commit to implementing the plan with consideration of the distinct needs of these priority populations.
- Finally, we consider the significant implications of climate change on the health and wellbeing of the Hobsons Bay community, and consider how we may assist the community to address those challenges.

2.2 Strategic context

2.2.1 The Integrated Planning and Reporting Framework

The Integrated Planning and Reporting Framework provides the strategic direction and activities required to ensure Council's work is informed, well considered, and aligned across the diversity of responsibilities and services that we offer the community. In line with our commitment to strong governance, the framework sets the systems and processes to ensure decision making – both day-to-day and in the Council chamber – deliver the best outcomes for our community.

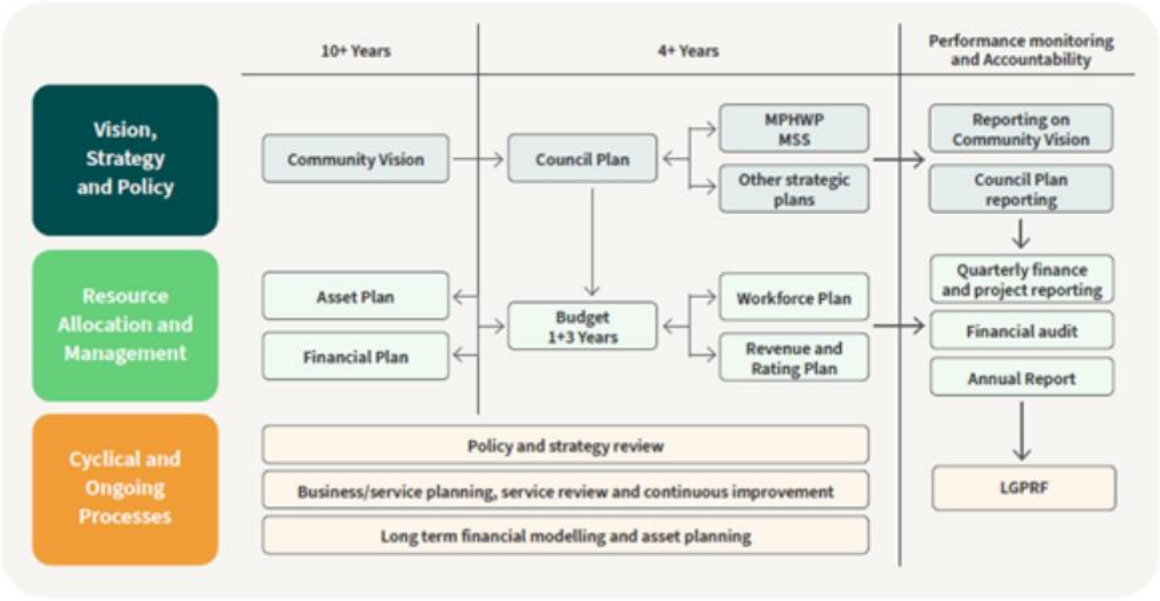


Image: Hobsons Bay Integrated Planning and Reporting Framework 2021-2025

The draft Health, Wellbeing and Safety Plan 2025-29 aligns to the draft Hobsons Bay Council Plan 2025-29, forming the first theme of the Council Plan: Health Community. It is also aligned to the Asset Plan 2025-35 and the Financial Plan 2025-35.

2.2.1 Community Vision 2040

As part of the development of the Council Plan 2025-29, the deliberative engagement process re-visited the Community Vision 2030 to ensure the direction and aspirations of the community in the current and future context were being met.



2.2.2 Alignment with other Council plans and strategies

The Health, Wellbeing and Safety Plan is one of Council's key strategic documents. Council's work is driven by the Community Vision which describes the aspirations of the community for Hobsons Bay by 2040. The Council Plan and this plan together outline how Council will work towards the Community Vision over the coming four years. The long-term Financial Plan, Revenue and Rating Plan, the Budget, the Asset Plan and the Workforce Plan are the supporting plans that outline how Council will allocate and manage the resources required to implement the actions outlined in the Community Vision, Council Plan and this Plan.

Integration of the Disability Action Plan

The Disability Act 2006 requires Council to prepare a Disability Action Plan and to report on progress annually. The Disability Action Plan outlines how Council will reduce barriers and promote inclusion of people with disability in accessing services, programs, initiatives and employment.

This plan integrates A Fair Hobsons Bay for All, Council's integrated social policy framework (inclusive of the Disability Action Plan). This decision reflects the commitment of Council to elevate equity and inclusion to be a key element of its higher profile strategic documents. It also reflects that disability access and inclusion requires a whole-of-Council approach.

Disability Action Plan actions are denoted by the letters **DAP** in brackets. The alignment of this plan's DAP actions to the outcomes framework of the state disability plan is outlined in Appendix C.

Actions in the Health, Wellbeing and Safety Plan align with and expand upon the relevant themes, goals and actions of the Council Plan.

Unsurprisingly, many Health, Wellbeing and Safety Plan actions sit within the 'Healthy Community' theme, with fewer actions in the remaining three themes.

2.3 An informed plan for our future

2.3.1 The legislative requirements

In accordance with the legislative requirements of the *Local Government Act 2020*, the Council Plan, Municipal Public Health and Wellbeing Plan, and other strategic documents were developed through community consultation and a deliberative engagement process. The requirements of this process must follow Council's Community Engagement Policy (2023).

2.3.2 Community engagement

How the plan was developed

1. An in-depth analysis of health and social data was undertaken to identify issues impacting the Hobsons Bay community. This has been documented in the Health Profile 2025 (see the link in Appendix D).
2. To better understand these issues and identify others, we asked for community input.

   Broad community engagement was conducted via online surveys and community drop-in sessions. A total of 1,063 participants provided their feedback.

   The findings of the health and social data analysis, and the broad community engagement were further explored by a group of 36 community members selected to broadly represent the demographics of the Hobsons Bay community. This group met three times to provide specific feedback on a range of topics relevant to the Council Plan, the Health, Wellbeing and Safety Plan and other important strategic focus areas of Council.
3. Themes, goals and actions were then drafted considering the inputs received. These were presented to Council staff across three staff workshops and were modified each time to reflect feedback.
4. Health and wellbeing stakeholders were engaged via an initial workshop to provide input into priorities and potential actions. These stakeholders were then invited to provide feedback on draft themes, goals, and actions at a second workshop following staff engagement.
5. Public exhibition of the plan allowed for final community review prior to adoption by Council.



FigureX The plan was developed via an iterative process involving community, Council staff and health and wellbeing stakeholders

Further details on the community engagement process can be found in the Council Plan 2025-29, the Community Engagement Summary Report and the Health and Wellbeing Stakeholders Workshop Outcomes report <add link> (see links to these documents in Appendix D).

What did community and stakeholders tell us?

Broad community engagement results identified the following as priority health and wellbeing issues (in order of importance):

Council staff workshops	Broad community engagement	Community representative workshops	Health and wellbeing stakeholders
• Connected community • Homelessness • First Nations engagement • Inclusion and accessibility • Food security • Community capacity building • Mental health • Substance abuse • Increased support for key groups • Violence • Cost of living • Social media • Advocacy	• Feeling safe in your community • Social and community connections • Access to mental health and wellbeing support advice • Affordable and healthy food • Access to physical health and wellbeing support • Family violence • Homelessness/rough sleeping • Health impacts of climate change • Alcohol and other drugs • Tobacco and vaping	• Safety in the home • Social connection • Active living • Mental health	• Community connections and mental wellbeing • Preventing family violence • Healthy eating • Active living • Access to housing and preventing homelessness • Harm from alcohol and drugs • Early childhood development • Sexual and reproductive health • Health impacts of climate change • Harm from tobacco/vaping • Reducing injury • Antimicrobial resistance across human and animal health

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There was strong agreement across all forums that the following issues were priorities for the Hobsons Bay community:



Figure X Priorities identified through engagement

Community members, Council staff, and stakeholders were asked to suggest strategies to address priority health issues. There was again broad agreement on the types of strategies that could be employed across multiple priority areas:

Safe, inclusive and accessible community infrastructure and open space	Support for community-led initiatives	Development of strategic positions
Improved service access	Education and awareness-raising	Collaborative cross-sector partnerships
Promotion of services	Capacity-building initiatives	Use of planning and regulatory powers
Advocacy	Diverse, inclusive and accessible programs	Considering distinct needs of priority populations

2.3.3 Gender Impact Assessment

As per the requirements of the *Gender Equality Act 2020*, Council is required to prepare a Gender Impact Assessment (GIA) for all new and updated programs, policies and services that have a direct and significant public impact. Through the development of this plan a 'gender lens' has been applied to

ensure that the impact of gender norms, behaviours and roles are considered, and a broad range of genders and population groups have been consulted.

The themes and goals included in the plan account for people of different genders, particularly in relation to advocacy, programs, education, and awareness. More specifically, the themes and goals have been developed to ensure that they address the broad needs of different genders by:

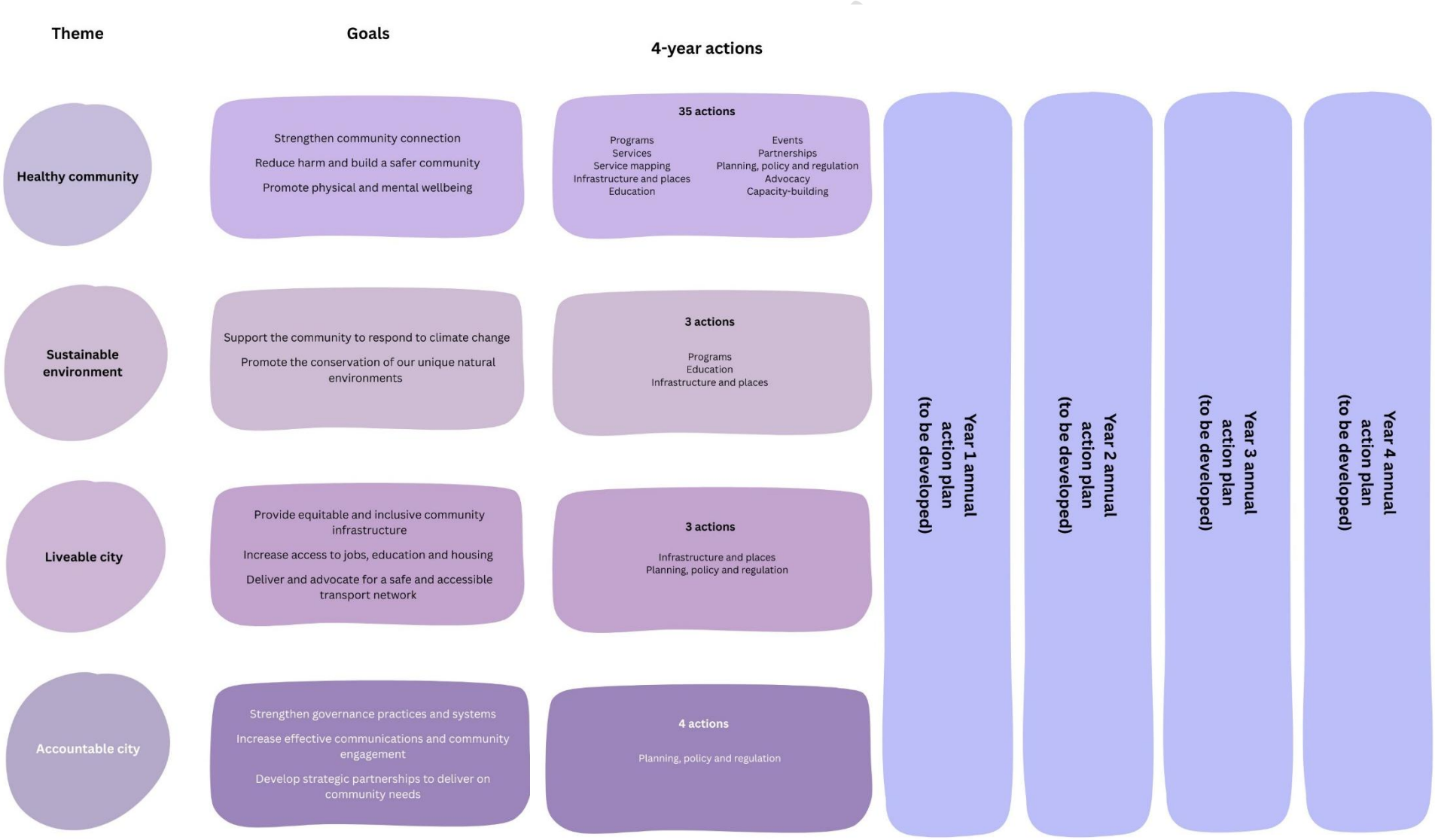
- considering the priorities that ranked highest for women, young people, and people with a disability, including health and wellbeing community services, services for children, youth and/or families, and sporting facilities
- considering community safety as a health and wellbeing outcome including both safety in the home as well as in the community
- creating better social and community connection opportunities to address mental health issues, and raise awareness and understanding around family violence
- supporting health and wellbeing through the built environment and open space to improve, maintain or expand public open space and facilities.

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3. The Hobsons Bay Health, Wellbeing and Safety Plan 2025-2029

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3.1 Plan on a page



3.3 The Health Wellbeing and Safety Plan 2025-29

Theme 1 – Healthy community

A healthy community can only be created where people are strongly connected and supported. They also need the skills and resources to meet their needs, easy access to required services, and access to safe and healthy environments in which they live, work, study and play.

Health and social data shows us that many in the Hobsons Bay community enjoy good or very good health. To maintain this, and to see improvements in health across the community over the next four years, Council will focus on the following health-related goals:

- Creating strong community connections to reduce social isolation and improve support networks.
- Reducing harm from alcohol, gambling, tobacco and vaping and other drugs, and promoting a sense of community safety, with a focus on prevention and early intervention approaches.
- Promoting improvements in physical and mental health with a focus on active living, healthy eating and supporting positive mental health outcomes.

Key outcome indicators

Greater proportion of adults, adolescents and children with very good or excellent self-rated health.

Lower proportion of adults experiencing loneliness.

Lower proportion of adults and adolescents smoking and vaping daily.

Lower rate of incidents of family violence.

Lower proportion of adults at risk of harm from alcohol-related disease or injury.

Lower proportion of adults and adolescents with psychological distress.

Lower proportion of adults, adolescents and children with one or more long-term health conditions.

Higher proportion of adults, adolescents and children who consume sufficient fruit and vegetables.

Our services

Aged and Disability Services

Early Years

Maternal and Child Health

Immunisations

Youth Services

Libraries

Community Centres and Hubs

Community Development and Social Planning

Public Health

Sport and Recreation

"It is really important to me to have liveable, walkable and safe outdoor areas for my family."

Community member

"[We need] services for various groups within our community which may be disadvantaged or where services are lacking."

Community member

n Goal 1.1 Strengthen community connections

- **Volunteering** – in Hobsons Bay, one in eight people aged 15+ do voluntary work for an organisation or group, similar to the rate for Greater Melbourne. However, rates are lower for people with a disability (6 per cent), people born overseas (10) and people living in low-income households (10).
    - Source: ABS, Census of Population and Housing 2021.
- **Loneliness** – in Hobsons Bay, slightly fewer residents experience loneliness (22 per cent), compared to the Greater Melbourne average (24). Victorian data shows that one in three young adults experience loneliness, with Greater Melbourne data showing that women are more likely to experience loneliness than men.
    - Source: Department of Health, Victorian Population Health Survey 2023
- **Life satisfaction** - in Hobsons Bay, fewer residents have very high life satisfaction, compared to the Greater Melbourne (23.9 per cent compared to 25.1 per cent). When combined with people reporting high life satisfaction, the results were almost identical (76.5 compare to 76.4).
    - Source: Department of Health, Victorian Population Health Survey 2023

Goal 1.2 Reduce harm and build a safer community

- **Gambling** – in Hobsons Bay, more than $50 million was lost on electronic gaming machines in 2024-25, which is an average of $137,500 per day.
    - Source: Victorian Gambling and Casino Control Commission (2025)
- **Alcohol** – in Hobsons Bay, a higher proportion of adult residents are at increased risk of alcohol-related disease or injury, compared to Greater Melbourne (12.5 per cent compared to 11.8 per cent).
    - Source: Department of Health, Victorian Population Health Survey 2023
- **Smoking** – in Hobsons Bay, about one in 10 people smoke (slightly below the Greater Melbourne average) and one in 20 people vape (slightly above the Greater Melbourne average). In Greater Melbourne, men are more likely to smoke or vape, compared to women (22 per cent compared to 15 per cent).
    - Source: Department of Health, Victorian Population Health Survey 2023
- **Family violence** – in Hobsons Bay, there were 1,077 family violence incidents in 2024, a 12 per cent increase on the previous year. In Victoria, women account for three-quarters of all victims of family violence, while children are a witness or victim in 30 per cent of cases.
    - Source: Crime Statistics Agency (2024)

Goal 1.3 Promote physical and mental wellbeing

- **Mental health condition** – in Hobsons Bay, women are significantly more likely to have been diagnosed with a mental health condition (1,005 per 10,000 population), compared to men (662 per 10,000 population).
    - Source: ABS, Census of Population and Housing 2021.
- **Sedentary behaviour** – in Hobsons Bay, almost half of the adults sit for six or more hours on an average weekday (49 per cent), higher than the rate for Greater Melbourne (46). In Greater Melbourne, men are more likely to sit for six or more hours, compared to women (47 per cent compared to 44 per cent)
    - Source: Department of Health, Victorian Population Health Survey 2023
- **Physical activity** – in Hobsons Bay, four in 10 adults meet physical activity guidelines (i.e. at least 150 minutes of moderate to vigorous physical activity per week), higher than the rate for Greater Melbourne (35 per cent). In Greater Melbourne, women are less likely to meet the guidelines, compared to men (33 per cent compared to 37 per cent).
    - Source: Department of Health, Victorian Population Health Survey 2023
- **Soft drinks** – in Hobsons Bay, one in three residents consume sugar-sweetened beverages daily or several times per week, almost identical to Greater Melbourne. In Greater Melbourne, men consume at substantially higher rates, compared to women (41 per cent compared to 27per cent).
    - Source: Department of Health, Victorian Population Health Survey 2023
- **Fruit and vegetables** – in western Melbourne, the proportion of children (aged four to 12 years) eating the recommended daily serve of fruit fell from 81 per cent in 2013 to 69 per cent in 2023. At the same time, just 3.2 per cent of children eat the recommended daily serve of vegetables, albeit higher than the Victorian rate (2.7 per cent).
    - Source: Department of Education 2023, Victorian Child Health and Wellbeing Survey.

Why is this important? (infographics)

Volunteering – in Hobsons Bay, one in eight people aged 15+ do voluntary work for an organisation or group, similar to the rate for Greater Melbourne. However, rates are lower for people with a disability (6 per cent), people born overseas (10 per cent) and people living in low-income households (10 per cent). Source: ABS, Census of Population and Housing 2021.

- **Loneliness** – in Hobsons Bay, slightly fewer residents experience loneliness (22 per cent), compared to the Greater Melbourne average (24). Victorian data shows that one in three young adults experience loneliness, with Greater Melbourne data showing women are more likely to experience loneliness than men. Source: Department of Health, Victorian Population Health Survey 2023
- **Priority populations -** Around 40 per cent of LGBTIQA+ people report social exclusion. Source: Private Lives 3: The health and wellbeing of LGBTIQ people in Australia.
- **Priority populations –** People with a disability, their carers, people that identify as LGBTIQA+ and First Nations people experience higher rates of psychological distress and mental health conditions. Source: Department of Health, Victorian Population Health Survey 2023
- **Mental health condition** – in Hobsons Bay, women are significantly more likely to have been diagnosed with a mental health condition (1,005 per 10,000 population), compared to men (662 per 10,000 population). Source: ABS, Census of Population and Housing 2021.
- **Life satisfaction** - in Hobsons Bay, fewer residents have very high life satisfaction, compared to the Greater Melbourne (23.9 per cent compared to 25.1 per cent). When combined with people reporting high life satisfaction, the results were almost identical (76.5 per cent compared to 76.4 per cent). Source: Department of Health, Victorian Population Health Survey 2023
- **Multiculturalism –** In Hobsons Bay, a slightly greater proportion of residents agree that multiculturalism makes life in the area better, compared to the Victorian average (67.3per cent compared to vs 66.5 per cent). Source: Department of Health, Victorian Population Health Survey 2023
- **Obesity -** Over half the population (18 years and over) of Hobsons Bay is overweight or obese, a rate similar to the Greater Melbourne average (52 per cent compared to 52.3 per cent). Source: Department of Health, Victorian Population Health Survey 2023
- **Alcohol -** Hobsons Bay has a slightly higher rate of people at risk of alcohol related disease or injury, compared to Greater Melbourne (12.5 per cent compared to 11.8 per cent). Greater Melbourne data shows men have more than double the rate of risk of harm from alcohol than women (16.5 per cent compared to 7.4 per cent). Source: Department of Health, Victorian Population Health Survey 2023
- **Vaping -** In 2019, only 9.6 per cent of people aged 14 to 17 in Australia had ever used e-cigarettes; this percentage had nearly tripled by 2022–23 to 28 per cent. Source: National Drug Strategy Household Survey 2022–23.
- **Smoking and vaping –** The rate of smoking and/or vaping in Hobsons Bay is similar to the Greater Melbourne average (18.4 per cent compared to 18.5 per cent) Source: Department of Health, Victorian Population Health Survey 2023

- **Gambling –** In Australia, more than one in four young people (18-24 years) reported experiencing at least one type of gambling harm. Source: Victorian population gambling and health study 2023
- **Gambling** – in 2024-25, more than $50 million was lost on electronic gaming machines, at an average of $137,500 per day. Source: Victorian Gambling and Casino Control Commission (2025)
- **Physical activity –** More people in Hobsons Bay are sufficiently physically active compared to the Greater Melbourne average (39.4 per cent compared to 34.8 per cent), although this does mean that three in five adults are not meeting physical activity guidelines. Source: Department of Health, Victorian Population Health Survey 2023
- **Long-term health conditions:** One in three Hobsons Bay residents have one or more long-term health conditions, a rate slightly higher than the Greater Melbourne average (33.3 per cent compared to 31.6 per cent) Source: ABS, Census of Population and Housing 2021.
- **Mental health conditions:** One in 10 Hobsons Bay residents has been diagnosed with a mental health condition, similar to the Greater Melbourne rate (10.1 per cent compared to 9.9 per cent). Source: ABS, Census of Population and Housing 2021.

Healthy community			
Council Plan action	**HWSP Action**	**Council role**	**Implementation measure/s**
Goal 1.1: Strengthen community connection			
1.1.1 Deliver health and wellbeing initiatives that enable social connection.	1. Develop and support arts, cultural, sport, recreation and social activities to promote social connection for the diverse Hobsons Bay community (including priority populations). **(DAP)** 2. Investigate how under-utilised infrastructure could be used to provide opportunities for social connection.	Provide Partner	a) Number of programs/events delivered. b) Participant satisfaction and impact of programs/events.
1.1.2 Support opportunities to promote First Nations reconciliation.	1. Work collaboratively across Council to promote and support the process of reconciliation. 2. Engage with First Nations people and organisations to support the understanding, preservation and acknowledgement of cultural heritage and appropriate land management practices in Hobsons Bay. 3. Support programs and events that recognise and support First Nations and diverse communities.	Provide Partner	a) Cultural and community development programs/events delivered to support reconciliation and First Nations people. b) Engagement with Traditional Owners
1.1.3 Recognise, support and celebrate the diversity of Hobsons Bay.	1. Support events and programs that celebrate diversity and provide an opportunity for learning and promote a shared community identity **(DAP)** 2. Deliver accessible and inclusive media and communication materials that reflect and celebrate Hobsons Bay's diverse community (including priority populations). **(DAP)**	Provide Partner Educate	a) Number of programs/events delivered and supported. b) Participant satisfaction and impact of programs/events.
1.1.4 Foster partnerships with community groups and organisations that support community connection, wellbeing and capacity building.	1. Support community groups and organisations to create opportunities for social connection, intergenerational and cross-cultural activities, and community capacity-building through grants and non-monetary means.	Provide Partner Educate	a) Organisations and partners that Council has worked with and/or supported. b) Number and value of community grants awarded.

	2. Build the capacity of priority populations and local community organisations to increase the diversity of community leadership in Hobsons Bay. **(DAP)**		a) Participant satisfaction and impact of programs/events.
1.1.5 Work in partnership with older people, community organisations, service providers, and other stakeholders to provide and support programs, services, and initiatives that respond to their needs and aspirations.	1. Work collaboratively across Council to support older people. 2. Support programs and events that respond to the needs of older people.	Provide Partner Advocate Educate	a) Clients report that services helped them live safely and independently at home b) Deliver and embed service-improvement initiatives that lift client participation and experience, and improve value for money.
1.1.6 Partner with young people, families, schools, and service providers to co-design initiatives that respond to their needs and aspirations.	1. Work collaboratively across Council to support young people. 2. Support programs and events that respond to the needs of young people.	Provide Partner Advocate Educate	a) Organisations and partners that Council has worked with and/or supported. b) Participation and reach of programs to engage young people.
1.1.7 Provide and support safe, inclusive and accessible services, programs, facilities and public spaces.	1. Work collaboratively across Council to ensure that services, programs, events, and infrastructure are safe, welcoming, accessible, and responsive to the needs of our diverse community (including priority populations). **(DAP)** 2. Improve the promotion of Council and community activities, programs, and services to ensure that the community can easily find information on relevant services and activities. **(DAP)**	Provide Partner Educate	a) List of changes made to services, programs, events and/or infrastructure to make them more accessible and responsive. • LGPRF indicators as specified in the Council Plan
Goal 1.2: Reduce harm and build a safer community			
1.2.1 Support and deliver harm prevention initiatives to reduce harm from gambling, tobacco,	1. Implement a range of approaches to reduce harm, including policy development, service delivery, infrastructure provision and management, advocacy, and the use of contractual levers.	Provide Partner Educate	a) List of initiatives Council has delivered or supported.

vaping, alcohol and other drugs.	2. Implement the Gambling Harm Prevention Policy Statement 2023. 3. Implement the Alcohol Harm Prevention Policy (in development).	Advocate	b) Implementation and evaluation of the impact of the Gambling Harm Prevention Policy Statement and the Alcohol Harm Prevention Policy (subject to adoption).
1.2.2 Prevent and respond to family violence by promoting gender equity and advocating for local access to services.	1. Promote and support positive gender representation, respectful relationships, and the consideration of people of all genders in Council's operations. 2. Map existing family violence services to assist planning and advocacy. **(DAP)**	Provide Partner Educate Advocate	a) Number of Gender Impact Assessments developed. b) Mapping of existing services to assist engagement, partnership, and advocacy activities.
1.2.3 Provide public places and infrastructure that enhance perceptions of safety, and strengthen partnerships to deliver community safety initiatives.	1. Consider crime prevention through environmental design (CPTED) principles when planning and delivering open space and activity centre projects. 2. Advocate and partner with relevant organisations and agencies to address community safety issues. 3. Provide programs and initiatives that promote a sense of safety.	Partner Advocate Educate	a) Number of open space and activity centre projects that have been subject to a CPTED review. b) List of partners that Council has worked with and/or supported.
Goal 1.3: Promote physical and mental wellbeing			
1.3.1 Apply a life-course approach to identify service gaps, guide future life-stage action plans, and strengthen advocacy and partnerships to improve	1. Partner with other agencies to undertake a mapping exercise of existing services and to identify service gaps. **(DAP)** 2. Deliver coordinated advocacy for local service needs. **(DAP)**	Provide Partner Educate Advocate	a) Complete life-course service reviews and partner mapping; implement the recommendations; submit consolidated lists of system improvements, advocacy actions and partner organisations.

equitable access to health and community services.	1. Foster opportunities to partner with health and community services and community organisations to provide a more integrated local service system. **(DAP)** 2. Develop, implement and review coordinated processes within Council to support residents experiencing or at risk of homelessness, to access available services and support.		• LGPRF indicators as specified in the Council Plan.
1.3.2 Deliver and support equitable and inclusive programming of open spaces, libraries, community hubs, arts, and sport and recreation facilities to promote wellbeing.	1. Pursue opportunities to activate sport and recreation facilities and open spaces to increase participation with a focus on priority populations. **(DAP)** 2. Provide support and training to front-line staff on inclusive practice and assisting people in crisis. 3. Deliver diverse and responsive community programs and activities in Council facilities. **(DAP)** 4. Support community groups and organisations to provide community programs and activities in Council facilities.	Provide Partner Educate	a) Number of programs/events delivered or supported. b) Number of community groups and organisations providing programs in Council facilities. • LGPRF indicators as specified in the Council Plan.
1.3.3 Upgrade community facilities such as libraries, community hubs, sport and recreation facilities when aligned to feasible strategy to increase participation in physical and mental activities with a focus on attracting under-represented cohorts.	1. Engage priority populations in the planning of facility upgrades. 2. Work with partners to support increased participation of priority populations.	Provide	a) Number of community facilities that have been upgraded to promote greater participation. b) Increased participation and reach of active and engaging programs for physical and mental health and wellbeing.
1.3.4 Support healthy eating and access to nutritious food through policy development, advocacy, education, and capacity-building community initiatives.	1. Promote healthy eating and access to nutritious food through policy development, advocacy, and procurement. 2. Support healthy and fresh food initiatives such as community gardens, local food programs, cooking programs, and food-sharing opportunities.	Provide Partner Educate Advocate	a) Community partnerships delivered and supported.

1.3.5 Support and deliver services and initiatives that support mental health.	1. Undertake a mapping of mental health services to assist planning and advocacy. **(DAP)** 2. Identify, plan, and deliver initiatives to address the social determinants of mental health. **(DAP)**	Provide Partner	a) Number of programs/events, initiatives and/or services delivered and/or supported. b) List of partners that Council has worked with and/or supported.

DAP = Disability Action Plan action
^ See section 2.2.3 for role definitions
LGPRF = Local Government Planning and Reporting Framework measures

Theme 2 – Sustainable environment

Climate change is one of the most significant public health challenges facing communities in the 21st century. There are many impacts of climate change on health, and these will be experienced more significantly by some groups in the community.

From a health perspective, Council plays a role in ensuring built and natural environments are resistant to climate change as well as supporting the community to respond to the challenges of a changing climate. For the next four years, Council will focus on the following health-related priorities:

- Supporting the community to live more sustainably, respond to climate-related emergencies, and reduce the impact of climate change on health, with a focus on population groups that may be more vulnerable to the health impacts of climate change.
- Protecting and promoting our natural spaces that are so important for active living, social connection, and mental health.

"We are very concerned about the health of the environment and how that impacts our health. One thing we'd love to have more of is (native) trees in the parks and along main roads to improve air quality"

Community member

"Climate change places the community in danger in so many ways – extreme heat, flash flooding, coastal inundation, food insecurity and cost rises. We need to urgently build resilience both in public places and households."

Community member

Key outcome indicators

Reduction in overall waste generated.

Reduction in waste sent to landfill.

Reduction in contamination in mixed recycling, food and garden and glass bins.

Community satisfaction with waste services.

Community satisfaction with environmental sustainability initiatives and services

Our Services

Environment and sustainability

Waste and recycling

Open space, parks and conservation

Why is this important? (infographics)

- **Populations most affected –** Some groups of people are more vulnerable to the health impacts of climate change including: children and young people; pregnant women; older people; people experiencing homelessness or living in inappropriate housing; people experiencing financial hardship; First Nations communities; people with a disability or chronic health conditions; culturally and linguistically diverse communities and new migrants; people living alone; outdoor workers; and people without access to reliable transport.
- **Hot weather –** In Greater Melbourne, the number of days over 35°C are expected to increase from the current average of 8.3 per year to between 13 and 21 days per year by the 2050s. Source: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6)
- **Tree canopy –** In Hobsons Bay, tree canopy is just six per cent, substantially lower than Greater Melbourne (15 per cent) and Melbourne's eastern suburbs (26). Source: Hurley et al (2019) Melbourne Urban Vegetation Cover: 2018 Western Region
- **Climate resilience -** In Hobsons Bay, Williamstown (69.3) and Altona Meadows (62.3) have the highest Climate Resilience Index Scores (out of 100). Brooklyn (42.1), Williamstown North (43.0) and Seabrook (46.9) have the lowest scores. Source: Tract and OneMap (2024) Climate Resilience Index
- **Impact of extreme weather -** Extreme weather events such as floods, droughts and bushfires can lead to psychological distress, including PTSD, anxiety, depression, vicarious trauma, substance abuse and suicidal ideation. Source: Victorian Department of Health, Tackling climate change and its impacts on health through municipal public health and wellbeing planning: Guidance for local government 2024
- **Impact of climate-related events -** There is also an association between an increase in the frequency and severity of events such as bushfires, floods and droughts due to climate change, and an increase in family violence. Source: Victorian Department of Health, Tackling climate change and its impacts on health through municipal public health and wellbeing planning: Guidance for local government 2024
- **Impact of extreme weather -** It is estimated there may be an extra 402 deaths per year in Victoria by 2050 due to heatwaves if no adaptation measures are taken. Source: Victorian Department of Health, Tackling climate change and its impacts on health through municipal public health and wellbeing planning: Guidance for local government 2024

Sustainable environment			
Council Plan action	**HWSP Action**	**Council role**	**Implementation measure/s**
Goal 2.1: Respond effectively to climate change by reducing Council emissions and managing risk			
No health, wellbeing and safety actions related to this goal			
Goal 2.2: Support the community to respond to climate change			
2.2.1 Provide education, advice and support to the community to reduce emissions and respond to a changing climate.	1. Support and deliver programs and activities to reduce and prevent the health impacts of climate change within priority populations. **(DAP)** 2. Provide educational resources for priority populations to prepare for and manage emergency situations relating to climate change. **(DAP)**	Provide Educate	a) Number of programs/events delivered. b) Reach of communication and education materials.
Goal 2.3: Promote and deliver recycling and waste management services that divert waste from landfill			
No health, wellbeing and safety actions related to this goal			
Goal 2.4: Promote the conservation of our unique natural environments			
2.4.1 In partnership with relevant groups and organisations, promote and protect the city's unique local environments including coastal areas, wetlands and grasslands.	1. Implement the Biodiversity Strategy 2024-34, Council's key strategic document to guide the preservation and enhancement of biodiversity in Hobsons Bay. 2. Promote and protect natural spaces for active and passive recreation, connection to nature, and improved mental health.	Provide Partner Educate	a) Number of initiatives delivered from the Biodiversity Strategy. b) Number of upgrade initiatives delivered from key conservation reserve master plans.

DAP = Disability Action Plan action
^ See section 2.2.3 for role definitions
LGPRF = Local Government Planning and Reporting Framework measures

Theme 3 – Liveable city

The places where we live, work, play and connect with others, have a direct impact on our health, wellbeing and safety. A liveable city is one where people have equitable access to housing, jobs, education, transport, and recreation, while also fostering social connection through inclusive public spaces, arts, culture and events.

From a health perspective, Council plays a role in shaping built environments that are safe, inclusive and supportive of community life. Over the next four years, Council will focus on the following health-related priorities:

- Ensuring community facilities, infrastructure and open spaces are accessible, inclusive and responsive to community needs.
- Improving transport networks to support active and safe movement across the city.
- Planning for appropriate housing for a changing demographic.

Key outcome indicators

Increased community satisfaction with recreational facilities.

Increased community satisfaction with the appearance of public areas.

Increased community satisfaction with local streets and footpaths.

Our Services

Economic development and tourism
Arts and culture
Strategic land use planning
Statutory planning
Planning and building compliance
Capital works
Engineering services
Traffic and transport
Asset management and maintenance

"Ensure good urban and building design as our city increases in density and population, e.g. short distances and easy access to open spaces and community facilities including shops"

Community member

Why is this important? (infographics)

- **Housing affordability –** In Hobsons Bay, only 30.9 per cent of homes sold in 2024 were affordable for a moderate-income household. For low-income households, only 5.4 per cent were affordable. Source: .id (informed decisions), Affordability Monitor Hobsons Bay City.
- **Housing affordability –** In Hobsons Bay, 85.5 per cent of rental properties listed in 2024 were affordable for a moderate-income household. For low-income households, only 39 per cent were affordable. Source: .id (informed decisions), Affordability Monitor Hobsons Bay City.
- **Housing affordability -** In 2021, 9 per cent of households with a mortgage were experiencing housing stress in Hobsons Bay compared to 24.1 per cent of rental households. Source: Australian Bureau of Statistics, Australian Census of Population and Housing 2021.
- **Unemployment –** In the March 2025 quarter, the unemployment rate in Hobsons Bay was 3.3 per cent compared with an average of 4.5 per cent for Greater Melbourne. Source: Australian Bureau of Statistics, **Labour force survey** catalogue number 6202.0, and Department of Employment, Small Area Labour Markets
- **Travel for work –** 71.2 per cent of Hobsons Bay residents travel outside of the municipality for work. Source: Australian Bureau of Statistics, Australian Census of Population and Housing 2021.
- **Travel for work –** Driving a private car is the most common method of travel to work for Hobsons Bay residents. Australian Bureau of Statistics, Australian Census of Population and Housing 2016 and 2021.
- **Active transport –** There are more than 50km of shared off-road trails in Hobsons Bay for cycling, running and walking.
- **Community facilities –** Council owns 28 community centres, three fitness centres, four libraries, 59 sporting pavilions and 15 kindergartens. Source: Hobsons Bay Asset Plan 2022-2032.
- **Open space –** 87 per cent of housing lots in Hobsons Bay are within a 400m walking distance to open space, compared with a target of 95 per cent. Source: Hobsons Bay Open Space Strategy 2018-2028.

Liveable city			
Council Plan action	**HWSP Action**	**Council role**	**Implementation measure/s**
Goal 3.1: Provide equitable and inclusive community infrastructure			
3.1.3 Provide accessible and well-maintained community facilities that meet community expectations and needs.	1. Assess whether community facilities meet the needs of priority populations and the broader community, considering changing demographics and community expectations. **(DAP)**	Provide Partner	a) Number of community facilities that have been subject to accessibility improvements via upgrades. b) Change in asset renewal gap for building assets.
Goal 3.2: Increase access to jobs, education and housing			
3.2.5 Develop and implement a Housing Strategy to reflect supply forecasts and review the Neighbourhood Character Study.	1. Ensure that priority populations are engaged in the development of the Housing Strategy. **(DAP)**	Provide	a) Housing Strategy developed and adopted. b) Neighbourhood Character Study completed.
Goal 3.3: Deliver and advocate for a safe and accessible transport network			
3.3.1 Review and implement the Integrated Transport Strategy and deliver infrastructure to improve movement and accessibility outcomes across the municipality.	1. Deliver active transport initiatives in line with the Integrated Transport Strategy. **(DAP)**	Provide	a) Integrated Transport Strategy reviewed and adopted b) Number of actions from the Integrated Transport Strategy completed or under way. c) LGPRF indicators as specified in the Council Plan
Goal 3.4: Foster community through events and arts			
No health, wellbeing and safety actions related to this goal			

DAP = Disability Action Plan action
^ See section 2.2.3 for role definitions
LGPRF = Local Government Planning and Reporting Framework measures

Theme 4 – Accountable Council

An accountable council is one that operates with transparency, integrity and responsiveness, ensuring decision-making processes are open and inclusive. Building trust with the community requires clear communication, responsible use of resources, and genuine opportunities for residents to participate in shaping the services and policies that affect their lives. Council is committed to providing strong, strategic leadership and delivering services that are transparent, sustainable and equitable.

From a health, wellbeing and safety perspective, Council will focus on the following health-related priorities:

- Embedding gender equity and inclusive practice across Council's plans, policies, services and programs.
- Improving communication and engagement to ensure all community members can easily engage with Council.
- Working in partnership with other levels of government, health and community services and community groups to deliver health, wellbeing and safety outcomes.

"[The part of the Council Plan process that I am most excited about is] accountability and a community focus."

Council staff member

"[The part of the Council Plan process that I am most excited about is] the recognition of [the] importance of services for our most vulnerable communities."

Council staff member

Key outcome indicators

Increased community satisfaction with how Council informs the community.

Increased community satisfaction with Council consultation and engagement.

Increased community satisfaction with emergency and disaster management.

Increased community satisfaction with decisions made in the interest of the community.

Improved partnership development and maturity

Our services

Governance and Council Support
Corporate Services
Finance and Revenue Management
Communications and Community Engagement
Emergency Management
Local Laws and Compliance

Why is this important? (infographics)

- **Gender and violence -** More than 60 per cent of Victorian women have experienced some type of gendered violence and have felt at risk at work. Source: Victoria Trades Hall Council, Stop gendered violence at work: women's rights at work report.
- **Gender and physical activity -** Older women are less likely to play sport. For Victorian women aged over 65, 6.3 per cent take part in sport activities three times a week. For men aged over 65 in Victoria, it is 17.2 per cent. Source: Australian Sports Commission, AusPlay Data Porta
- **Gender and poverty -** Older women without children are the fastest growing group of people experiencing poverty, with 38.7 per cent living below the poverty line. Source: CPA Australia, 2020, Security in old age for older single women without children.
- **Gender and disaster:** Evidence shows women have more of the emotional and psychological burden during and after disasters. They are more often expected to sacrifice their paid work to take on more unpaid caregiving for vulnerable family members and children. Gendered violence also increases in the aftermath of disasters. Source: Department of Families, Fairness and Housing, 2023, Our Equal State Victoria's gender equality strategy and action plan 2023-2027.
- **Civic engagement:** Civic engagement tends to be higher among people with higher education, higher income, and other social advantages. Because of this, the wellbeing benefits of participation are not evenly distributed. Source: POLIS: The Centre for Social Policy Research, 2025, Trends in Civic Engagement in Australia.
- **Community engagement:** In 2023-2024, Hobsons Bay City Council was rated 53/100 regarding community satisfaction with community consultation and engagement, similar to the average of all Victorian councils (54/100). Source: State Government of Victoria, Know Your Council comparison dashboard.
- **Council decisions:** In 2023-2024, Hobsons Bay City Council was rated 55/100 regarding community satisfaction with Council decisions, similar to the average of all Victorian councils (53/100). Source: State Government of Victoria, Know Your Council comparison dashboard.

Accountable Council			
Council Plan action	**HWSP Action**	**Council role**	**Implementation measure/s**
Goal 4.1: Strengthen governance practices and systems			
4.1.5 Enhance emergency management preparedness and community resilience through updated planning and emergency services coordination.	1. Ensure the needs of priority populations are considered in the development of the updated Emergency Management Plan. **(DAP)**	Provide Partner Educate Advocate	1. Emergency Management Plans and Business Continuity Plans reflect the needs of priority populations.
4.1.6 Strengthen the delivery of the Gender Equality Action Plan by embedding the Gender Impact Assessment process and providing gender equity training for staff.	1. Ensure that intersectionality is considered in Gender Impact Assessments. **(DAP)**	Provide Educate	a) Gender Equality Action Plan implementation milestones achieved. b) Annual Gender Equality Action Plan reporting compliance. c) Number of Gender Impact Assessments completed across all relevant projects. d) Percentage of staff completing gender equality training. e) Gender equality policy compliance monitoring results.
Goal 4.2: Increase staff satisfaction and safety			
No health, wellbeing and safety actions related to this goal			
Goal 4.3: Improve the financial performance of Council			
No health, wellbeing and safety actions related to this goal			
Goal 4.4: Increase effective communications and community engagement			
4.4.1 Develop and implement a Communications Strategy and associated policies with a focus on methods, language,	1. Ensure that the needs of priority populations are considered in the development of the Communications Strategy. **(DAP)**	Provide	1. Additional considerations regarding the needs of priority populations included in strategy and/or other relevant documents.

frequency and closing the loop.			
4.4.2 Review and adopt the Community Engagement Strategy and embed across Council.	1. Ensure the needs of priority populations are considered in the development of the Community Engagement Strategy. **(DAP)**	Provide	1. Additional considerations regarding the needs of priority populations included in strategy and/or other relevant documents.
Goal 4.5: Develop strategic partnerships to deliver on community needs			
4.5.2 Establish a partnerships framework and map existing and new collaborations to achieve the Community Vision.	1. Develop and foster partnerships with health, wellbeing and safety stakeholders. **(DAP)**	Provide Partner	a) Number of new health, wellbeing and safety collaborations.

DAP = Disability Action Plan action
^ See section 2.2.3 for role definitions
LGPRF = Local Government Planning and Reporting Framework measures

4. How the plan will be implemented and reviewed

Implementation

The actions of this plan are intended to be implemented across four years. Each year, annual action plans will be developed which specifically outline the tasks to be undertaken to achieve the action by the end of the four-year period. This plan is a whole-of-Council plan with multiple teams responsible for any specific action. Each year, a review of the plan and achievements of the previous year will be undertaken before the development of the next annual plan.

Addressing health, wellbeing and safety issues requires a partnership approach across different levels of government, health and community services and community groups. Council will maintain ongoing engagement with stakeholders in the development, implementation and review of the annual action plans.

Review

Implementation measures for each action have been identified and listed in the plan. Each year, progress towards those measures will be reviewed and summarised prior to the development of the next annual action plan.

Outcome indicators have also been identified for each theme. These are the long-term outcomes we seek to influence through our work to promote health, wellbeing and safety. Changes in these indicators are unlikely to be achieved over a four-year period and will not occur solely through the actions of Council, but Council plays a key role in the collaborative effort to achieve these long-term outcomes.

Disability Action Plan reporting

Actions designated as Disability Action Plan actions will be reported on annually in the Hobsons Bay City Council Annual Report.

5. Appendices

Appendix A: Legislative requirements

Council has responsibility under the *Public Health and Wellbeing Act 2008* to protect and improve health and wellbeing outcomes for the community. The Act requires Council to develop a Municipal Public Health and Wellbeing Plan every four years that:

- is based upon an examination of data about the health status and health determinants of the community
- involves the local community in the development, implementation and evaluation of the plan
- identifies evidence-based goals and strategies to protect and promote health and wellbeing
- considers the Victorian Public Health and Wellbeing Plan and responds to the Victorian health and wellbeing priorities
- specifies how Council will work in partnership with the Victorian Department of Health and other agencies to meet goals and strategies in the plan
- addresses the health impacts of climate change
- considers how Council can prevent and respond to family violence
- is consistent with the Council Plan and Municipal Strategic Statement
- applies a gender lens to the plan to promote gender equality.

Relevant legislation includes the following:

- *Public Health and Wellbeing Act 2008*
- *Local Government Act 2020*
- *Gender Equality Act 2020*
- *Climate Change Act 2017*
- *Disability Act 2006*

Appendix B: Alignment with Victorian Public Health and Wellbeing Plan 2023-2027

State priorities	Addressed in the Health, Wellbeing and Safety Plan
Improving sexual and reproductive health	
Reducing harm from tobacco and e-cigarette use	●
Improving wellbeing	●
Increasing healthy eating	●
Increasing active living	●
Reducing harm from alcohol and drug use	●
Tackling climate change and its impacts on health	●
Preventing all forms of violence	●
Decreasing antimicrobial resistance across human and animal health	
Reducing harm	

Appendix C: Alignment of Disability Action Plan with state outcomes framework

Pillar and outcomes	Relevant Health, Wellbeing and Safety Plan actions
Inclusive communities **Connection** **Inclusion** **Accessibility** **Mobility**	• Develop and support arts, cultural, sport, recreation and social activities to promote social connection for the diverse Hobsons Bay community (including priority populations). • Work collaboratively across Council to ensure that services, programs, events, and infrastructure are safe, welcoming, accessible, and responsive to the needs of our diverse community (including priority populations). • Pursue opportunities to activate sport and recreation facilities and open space to increase participation with a focus on priority populations. • Assess whether community facilities meet the needs of priority populations and the broader community, considering changing demographics and community expectations. • Ensure that intersectionality is considered in Gender Impact Assessments. • Improve the promotion of Council and community activities, programs, and services to ensure that the community can easily find information on relevant services and activities. • Ensure that the needs of priority populations are considered in the development of the Communications Strategy. • Deliver active transport initiatives in line with the Integrated Transport Strategy.
Health, housing and wellbeing **Housing** **Health** **Wellbeing**	• Ensure that the needs of priority populations are considered in the development of the Housing Strategy. • Partner with other agencies to undertake a mapping exercise of existing services and to identify service gaps. • Deliver coordinated and intentional advocacy for local service needs. • Foster opportunities to partner with health and community services and community organisations to provide a more integrated local service system. • Pursue opportunities to activate sport and recreation facilities and open space to increase participation with a focus on priority populations. • Undertake a mapping of mental health services to assist planning and advocacy. • Identify how Council can address the social determinants of mental health. • Develop and foster partnerships with health, wellbeing and safety stakeholders.

Fairness and safety **Respect** **Safety**	• Deliver accessible and inclusive media and communication materials that reflect and celebrate Hobsons Bay's diverse community (including priority populations). • Map existing family violence services (including specialist services for priority populations) to assist planning and advocacy. • Support and deliver programs and activities to reduce and prevent the health impacts of climate change within priority populations. • Provide educational resources for priority populations to prepare for and manage emergency situations relating to climate change. • Ensure that the needs of priority populations are considered in the development of the updated Emergency Management Plan.
Opportunity and pride **Education and skills** **Employment**	• Build the capacity of priority populations and local community organisations to increase the diversity of community leadership in Hobsons Bay. • Ensure that the needs of priority populations are considered in the development of the Community Engagement Strategy.

State disability plan outcomes framework: **https://www.vic.gov.au/state-disability-plan-midway-report/about-state-disability-plan-outcomes-framework**

Appendix D: Links for further information

Hobsons Bay Health Profile 2025: Summary

Hobsons Bay Health Profile

Council Plan 2025-2029

Community Engagement Summary Report (August 2025)

Health and Wellbeing Stakeholder workshop summary (June 2025)

Appendix E: References

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Further information

For further information regarding this plan please contact the **Community and Council Plan development team** at **cp@hobsonsbay.vic.gov.au**.