

Proposed 2026-27 Annual Action Plan – Year 2

1. Healthy Communities

1.1: Strengthen community connection

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
1.1.2 Support opportunities to promote First Nations reconciliation.	1.1.2.1. Work collaboratively across Council to promote and support the process of reconciliation.	Major Initiative Commence development of Council's new Reconciliation Action Plan
1.1.2 Support opportunities to promote First Nations reconciliation.	1.1.2.2. 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.	see 1.1.2.1
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.	1.1.5.1. Work collaboratively across Council to support older people.	See 1.1.7
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.	1.1.5.2. Support programs and events that respond to the needs of older people.	Develop a service delivery model based on the recommendations coming out of the review of the Community Support Service.
1.1.6 Partner with young people, families, schools, and service providers to co-design initiatives that respond to their needs and aspirations.	1.1.6.2. Support programs and events that respond to the needs of young people.	See also 1.1.7
1.1.7 Provide and support safe, inclusive and accessible services, programs, facilities and public spaces.	1.1.7.1. 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)	See also 1.1.7
1.1.7 Provide and support safe, inclusive and accessible services, programs, facilities and public spaces.		Major Initiative Adoption and implementation of a Sports and Recreation Allocations, Fees and Charges Policy.

1.2: Reduce harm and build a safer community

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
1.2.2 Prevent and respond to family violence by promoting gender equity and advocating for local access to services.	1.2.2.2. Map existing family violence services to assist planning and advocacy. (DAP)	Major Initiative Identify service gaps in Hobsons Bay and where Council's resources including advocacy can respond to the challenges facing victim survivors in Hobsons Bay.
1.2.2 Prevent and respond to family violence by promoting gender equity and advocating for local access to services.	1.2.2.1. Promote and support positive gender representation, respectful relationships, and the consideration of people of all genders in Council's operations.	See 1.1.7

1.3: Promote physical and mental wellbeing

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
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 equitable access to health and community services.	1.3.1.3. Foster opportunities to partner with health and community services and community organisations to provide a more integrated local service system. (DAP)	Major Initiative Develop a Co-location Policy and process to support external partners that deliver services to young people to co-locate at Council facilities.
1.3.2 Deliver and support equitable and inclusive programming of open space, libraries, community hubs, arts, and sport and recreation facilities to promote wellbeing.		See 1.1.7
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.	1.3.2.3. Deliver diverse and responsive community programs and activities in Council facilities. (DAP)	See 1.1.7 and 3.4.2
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.	1.3.2.4. Support community groups and organisations to provide community programs and activities in Council facilities.	see 3.4.2
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.	1.3.2.1. Pursue opportunities to activate sport and recreation facilities and open spaces to increase participation with a focus on priority populations. (DAP)	See 1.1.7
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.	1.3.3.1. Engage priority populations in the planning of facility upgrades.	see 2.4.1.2.
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.		Invest in new library furniture and layouts to provide more welcoming spaces
1.3.4 Support healthy eating and access to nutritious food through policy development, advocacy, education, and capacity-building community initiatives.	1.3.4.2. Support healthy and fresh food initiatives such as community gardens, local food programs, cooking programs, and food-sharing opportunities.	Develop a Community Garden Framework and Guidelines

2. Sustainable Environment

2.1: Respond effectively to climate change by reducing Council emissions and managing risk

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
2.1.1 Reduce Council's gross greenhouse gas emissions related to energy use across its buildings and facilities portfolio.		Deliver energy efficient upgrades and improvements to Council owned facilities as part of scheduled renewal works. (Capital Works)

2.2: Support the community to respond to climate change

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
2.2.1 Provide education, advice and support to the community to reduce emissions and respond to a changing climate.		See 2.3.2
2.2.3 Increase the tree canopy to increase natural shade and reduce the urban heat island effect.		Develop a Tree Planting Policy to take to Council

2.3: Promote and deliver recycling and waste management services that divert waste from landfill

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
2.3.1 Develop and implement the new Waste and Recycling Strategy (2025) incorporating confirmation of service levels, community education, and enforcement.		See 2.3.2
2.3.2 Provide education and support to residents and businesses to support effective use of kerbside collection bins and reduction of waste to landfill.		Deliver program of education, campaigns and events to support improved use of the kerbside waste and recycling bins.
2.3.4 Pursue use of sustainable materials within infrastructure projects to facilitate greater uptake of recycling of waste products.		Deliver a pilot project trialling the use of permeable material in kerbs and channels (Capital Works)

2.4: Promote the conservation of our unique natural environments

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
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.	2.4.1.2. Promote and protect natural spaces for active and passive recreation, connection to nature, and improved mental health.	Delivery of our Biodiversity Strategy and Conservation Upgrade Program through the Capital Works program will progress this action
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.		see 2.4.1.2.
2.4.2 Strengthen and embed land-contamination management practices.		Endorsement and implementation of the Contaminated Land Framework

3. Liveable City

3.1: Provide equitable and inclusive community infrastructure

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
3.1.1. Review under-utilised Council properties, buildings and land to identify possible disposal, investment or activation opportunities to meet community need.		see 3.4.2
3.1.2 Renew and upgrade key activity centres to deliver accessible, safe and welcoming streetscapes that reflect suburb identities.		Delivery of our Activity Centre Improvement Program through the Capital Works program will progress this action

3.2: Increase access to jobs, education and housing

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
3.2.1 Deliver a kindergarten upgrade program to meet increased demand.		See 4.1.7
3.2.7 Develop and implement the Hobsons Bay Tourism Strategy.		Develop the Hobsons Bay Tourism and Visitor Economy Strategy.

3.3: Deliver and advocate for a safe and accessible transport network

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
3.3.1 Review and implement the Integrated Transport Strategy and deliver infrastructure to improve movement and accessibility outcomes across the municipality.	3.3.1.1. Deliver active transport initiatives in line with the Integrated Transport Strategy. (DAP)	Major Initiative Commence construction work for Kororoit Creek Shared Trail stages 4 and 5, Altona North, Construction [Capital works]
3.3.2 Develop and implement a Parking Management Action Plan.		Commence development of a Parking Management Action Plan

3.4: Foster community through events and arts

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
3.4.1 Develop and implement a Heritage Strategy to protect, manage and celebrate our diverse heritage.		See 3.4.4
3.4.2 Develop and implement the Hobsons Bay Creative City Arts and Culture Strategy, incorporating the Public Art Strategy.		Complete the development of Council's new Creative City Arts and Culture Plan
3.4.3 Develop and implement a creative program that supports community wellbeing and connection and employment opportunities for artists.		see 3.4.2
3.4.4 Provide and support an events and festivals program that showcases the unique features of Hobsons Bay and responds to and celebrates community.		Lead the development of an Events and Festival Plan

4. Accountable Council

4.1: Strengthen governance practices and systems

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
4.1.3 Conduct a review of Council policies and deliver a rolling program of updates.		Commence implementation of Hobsons Bay City Council's new policy architecture, beginning with priority documents identified in 2025-26
4.1.4 Embed best-practice governance and compliance across all Council regulatory, governance and corporate services.		Develop a Good Governance training framework and commence delivery
4.1.7 Strengthen Council's commitment to child safety by embedding the Child Safe Standards across policies, services, and facilities, and building staff capability.		Commence asset upgrade to respond to the State Government's requirement for delivery of three-year-old kindergarten

4.2: Increase staff satisfaction and safety

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
4.2.1 Implement the actions from the Integrated Action Plan (2025) relating to valuing people, sound governance and trust and integrity.		Major Initiative Implement a Hobsons Bay City Council staff engagement and culture survey
4.2.2 Establish an Employee Value Proposition to retain and attract high-performing talent.		Major Initiative Refresh Hobsons Bay City Council organisational values

4.3: Improve the financial performance of Council

Council Plan Action	HWSP Action	Proposed 2026-27 Annual Action
4.3.1 Deliver a comprehensive program of service reviews to improve efficiency and public value and clearly communicate the outcomes.		Review funding models for community centres and neighbourhood houses
4.3.2 Deliver digital transformation initiatives and monitor for continual improvement to increase efficiency.		Major Initiative Deliver key digital improvement projects
4.3.3 Reduce the asset renewal gap.		Undertake scheduled Building Condition Audit with consideration of sustainability, and user requirements