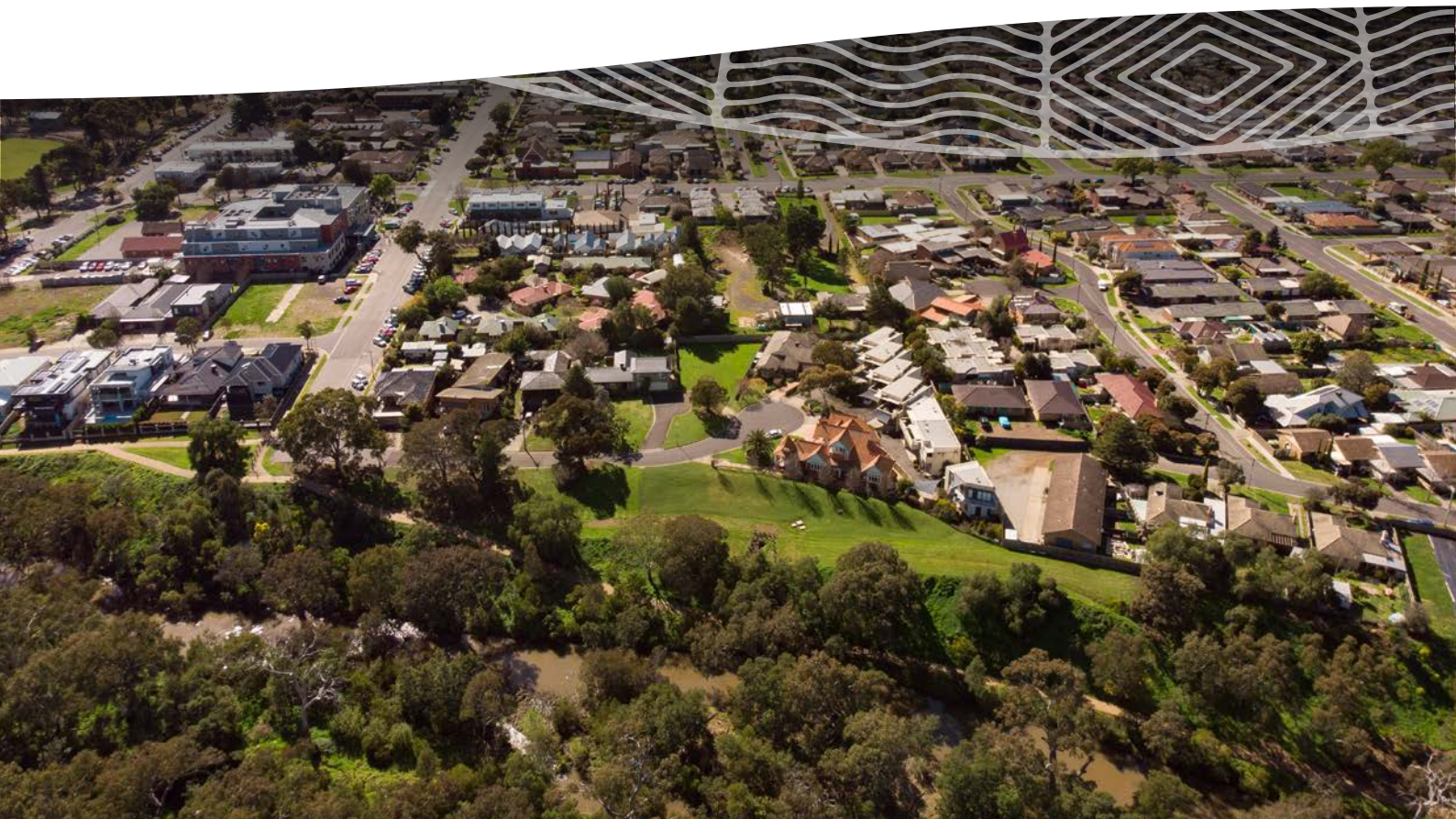




Council Adopted
Strategies and Plans
2024/25 Progress Report



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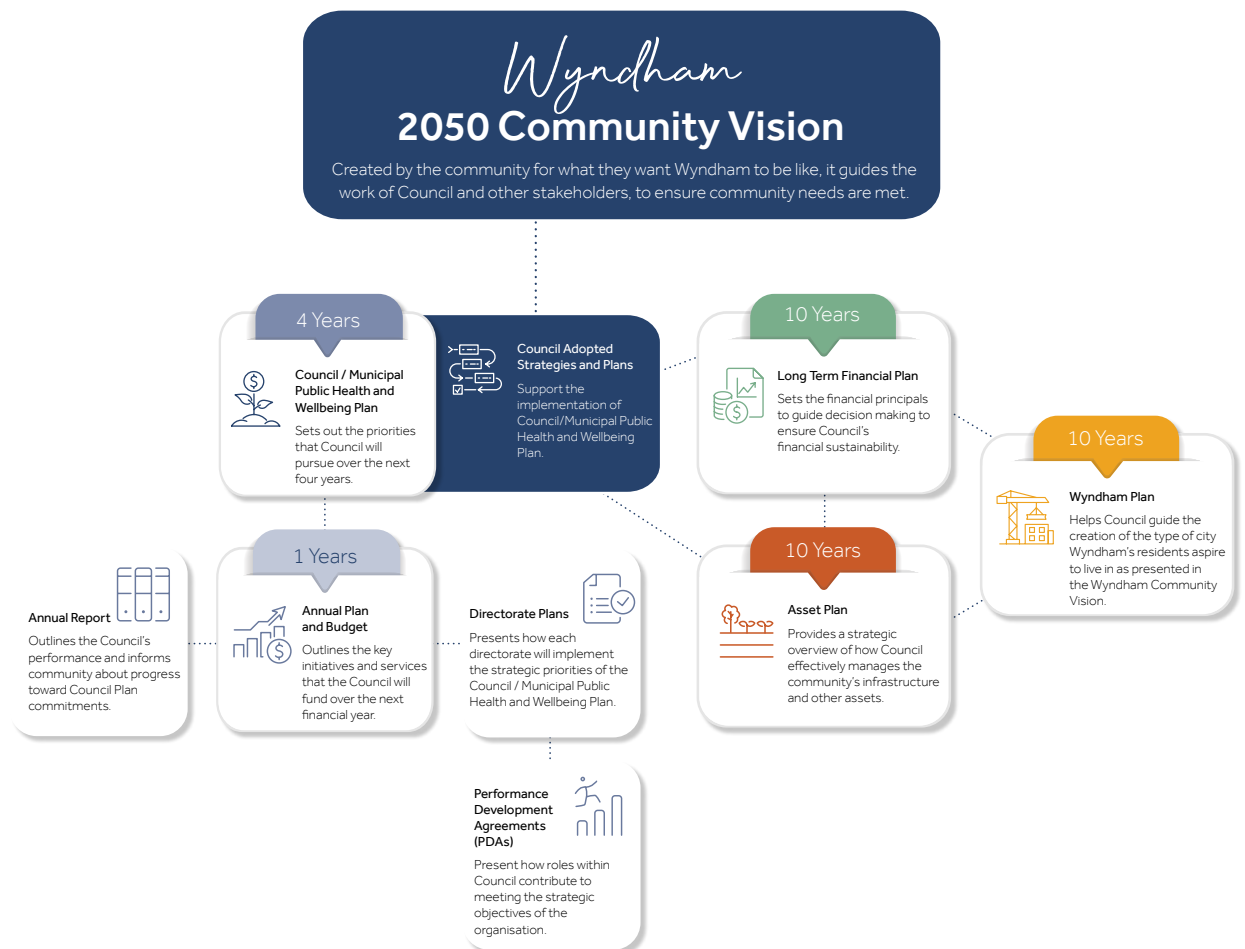


Acknowledgment of Country

Wyndham City Council recognises Aboriginal and Torres Strait Islander peoples as the first Peoples of Australia. We acknowledge the Wadawurrung and Bunurong Peoples as Traditional Owners of the lands on which Wyndham City operates. The Wadawurrung and Bunurong Peoples have and always will belong to the Werribee Yalook (river), creeks, stars, hills, and red clay of this Country. We pay respect to their Ancestors and Elders who always have, and always will, care for Country and community today and for future generations.

Introduction

Council adopted strategies and plans are subject or service specific documents developed to support the implementation the Wyndham Community Vision and the Council Plan. They sit within Council's Integrated Strategic Planning and Reporting framework.



During 2024/25 Council implemented actions from a suite of 32 adopted Strategies and Plans.

This report aims to keep the community informed about the progress of these strategies and plans, against the eight strategic areas of the Council Plan 2021-25.

Further information on the work and performance of Council can also be found within the Annual Report 2024/25.

Council Adopted Strategies and Plans, as per Council Plan 2021-25 Strategic Area

Status on 30 June 2025

A Healthy, Accessible and Equitable City

Municipal Public Health and Wellbeing Plan 2021-25*	Closed
Accessibility and Inclusion Plan 2023-2025*	Closed
Active Wyndham Strategy (Sport & Recreation)	Implementation
Domestic Animal Management Plan 2021-2025*	Implementation (closes 31 December 2025)

A Welcoming and Inclusive City

Affordable Housing Strategy 2022-2025	Closed
Gambling Harm Minimisation Policy Statement 2023-2025	Closed
Innovate Reconciliation Action Plan 2023-2025	Closed
Lifecourse Framework 2022-2026	Implementation
Public Art Plan 2022-2032	Implementation

A Liveable City

Road Management Plan 2021-2025*	Closed
Road Safety Strategy 2022-2032	Implementation
Wyndham Active Transport Strategy 2020-2025	Closed
Wyndham Integrated Transport Strategy 2023-2028	Implementation
The Wyndham Plan	Implementation

A Green City

City Forest and Habitat Strategy 2017-2040	Closed
Coastal and Marine Management Plan 2020-2025	Implementation
Dog Off Lead Plan 2022-2027	Implementation
Open Space Strategy 2045	Implementation
Play Space Strategy 2030	Implementation
Refuse Disposal Facility Strategic Plan 2019-2025	Closed
Resilient Wyndham 2021-2025	Closed

An Economically Prosperous City

Economic Development Strategy 2022-2026	Implementation
Visitor Economy Strategy 2023-2029	Implementation
Werribee City Centre Structure Plan 2025-2035	Implementation

A Thriving City

Learning Community Strategy 2024-2029	Implementation
Library Service Strategy 2018-2040	Implementation

Community As An Active Partner

Wyndham Advocacy Strategy 2024-2026	Implementation
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Delivering Public Value and Excellence

Asset Plan 2025-2035*	Implementation
Gender Equity Action Plan 2021-2025*	Closed

*Legislated Plan. Plans that are required by legislation will be reviewed and presented at a Council Meeting for adoption in early 2025/26.

STRATEGIC AREA 1:

A Healthy, **Accessible and Equitable City**

Wyndham is a City that enhances the wellbeing of its community and provides opportunities for all.





ADOPTED
OCTOBER 2021

Municipal Public Health and Wellbeing Plan 2021-2025

The Municipal Public Health and Wellbeing Plan (MPHWP) 2021-2025 was developed and delivered in partnership with the Department of Health and other Wyndham health service providers, in accordance with section 26 of the Public Health and Wellbeing Act 2008.

Health equity has been an important driving principle in supporting the community post pandemic to recover and thrive.

The 2021-2025 MPHWP was structured around four themes: Thriving, Liveable, Safe and Healthy. This was the final year of the MPHWP 2021-2025 and a [full overview of outcomes can be viewed on Council's website](#). Below are some highlights for 2024/25.

Thriving Wyndham

Wellbeing is the idea that we can judge a society by how much the people are thriving, in turn influenced by where we live. Social exclusion and discrimination are damaging to the functioning of our community.

Civic engagement includes residents' participation in public decision-making, volunteering and otherwise contributing to the wellbeing of the community.

Over the course of the year:

- The 2025 Volunteer Expo delivered by Council, attracted 49 volunteer-involving organisations and 403 residents interested in exploring opportunities, of which 147 people signed up to volunteer in Wyndham while at the expo

Council supported gender equality by:

- Celebrating International Women's Day in March 2025, with a series of free events and activities
- Delivering programs to increase participation of girls and women in sport and recreation

Liveable Wyndham

When the environment supports quality of life, health and wellbeing for the people who live, work or visit, it is liveable. The influence of place includes the availability and accessibility of places to pursue healthy recreation and enjoy a pleasant and safe housing and urban environment.

- Council opened the Lollypop Creek Community Centre in Werribee (\$13.7 million) to serve as a central hub for Wyndham's growing population.
- In 2025, Jamieson Way Community Centre (Point Cook) stage 1 works were completed, expanding the facilities with a third kindergarten room, larger kindergarten outdoor play area, new multipurpose meeting spaces, upgraded staff facilities, new Maternal and Child Health consulting rooms, new reception area and community kitchen.
- Also in 2025, a new flexible outdoor activation space became available for community use at Penrose Place, Tarneit.

Safe Wyndham

Our safety and success depends on the success of all others. Council works together with our partners Victoria Police to ensure the justice needs of the community including Wyndham's' community safety needs. People feel safe when they are included.

- In 2024, Council participated in The Safe Spaces project to help women from diverse backgrounds in Wyndham, Melton and Monash to feel safe. Wyndham residents identified racism and vilification, feeling unsafe at night and youth gathering in groups as safety concerns, adding to our understanding of why some public spaces seem unsafe. This knowledge helped to:
 - identify women's awareness of the problems in public places
 - understand women's experience of safety in and around these places
 - examine different strategies to improve safety in public places

Overall, the project helped to build the confidence of the women who took part. The project produced three useful toolkits for local councils to use in safety and inclusion for women.

- Council participated in World Elder Abuse Awareness Day in May 2025 - Beyond Age: Changing the Conversation About Ageing.

Healthy Wyndham

Public health initiatives seek to encourage healthy living. The ideal food system is one that is healthy, fair and sustainable for human and environmental health.

- Working with Sustain, Council established the Wyndham Food Collective with local food producers to further support collaboration, networking and integration across the local food sector. Providing support and increasing collaboration between food relief agencies also increases access to food for our most vulnerable households.
- Lack of access to healthy, affordable, and culturally appropriate food contributes to food insecurity and low consumption of fruit and vegetables in Wyndham. With VicHealth Healthy Communities funding, Council is working to support residents' access to affordable, nutritious, and environmentally sustainable food. 'Connecting Local Food to Families' is a collective impact project in partnership with the Western Public Health Unit (WPHU), The Community Grocer, and Melton, Brimbank, Hobson's Bay and Melbourne City Councils. The project aims to strengthen community fresh food access by creating an innovative, financially sustainable and scalable approach to local food access and security.
- During Summer 2025, Council provided a program of free activities such as football, dance, basketball and hockey for children 3-18 years as part of our Active Holiday program.

The MPHWP 2021-25 has now concluded. To advance and elevate the importance of health and wellbeing for our community the 2025-29 MPHWP has been integrated within the Council Plan 2025-29, adopted by Council on 24 June 2025.





ADOPTED
SEPTEMBER 2023

Accessibility and Inclusion Plan 2023-2025

The Accessibility and Inclusion Plan 2023-2025 articulates Council's commitment to improving accessibility and inclusion for people with a disability in our municipality. The Plan was developed in consultation with service providers and the community, including people with lived experience of disability and their carers. The Plan was adopted by Council in September 2023, in accordance with section 38 of the Disability Act 2006.

The vision for the Accessibility and Inclusion Plan builds on earlier work undertaken and it reflects that: *"People with disability, our families and/or carers experience dignity, respect and inclusive access to opportunities and services. Our voice is respected, we have control over our lives, and disability pride and diversity are celebrated."*

Annual highlights included:

- The Wyndham Disability Services Network (WDSN) Local Area Co-ordinator Brotherhood of St Lawrence (BSL) is a key partner in the work of the Wyndham Accessibility and Inclusion Plan 2023-2025, chairing the network, enabling greater clarity and communication between service providers and the local area co-ordinator.
- Community engagement to refresh the Wyndham Community 2050 Vision included a workshop for people with the lived experience to help and contribute towards recommendations on how Council balances its resources to make it fair for all. Feedback helped shape Council's major long-term plans.
- In November 2024, the Hidden Disability Sunflower initiative was launched at the Werribee Visitor Information Centre, with training provided to all staff, ensuring better support for people with a disability.
- Tenants Victoria presented to the WDSN in the final meeting for 2024. Network members learned about navigating the private residential housing system, tenants' rights and where to go for further assistance to help their clients.
- A Playground Chat Board was installed at Hoppers Junction, creating a small network of accessible experiences featuring icons unique to the area (train station and local shops). The installation encourages people to stop and chat. A first of its kind in Wyndham, in collaboration with Noahs Ark Inc and local traders, making the space more accessible for people of all abilities.
- Story boards were introduced at Council's major events to support people who may need a visual representation and may need visual representation of the event. This assists attendees to better understand what will happen, making a more pleasant and less anxiety prone event experience.
- In partnership with WDSN, Council delivered the Wyndham Disability Expo on 29 May 2025. Around 300 people attended and connected with the 60 stallholders and services, who had a shared commitment to empowering people with a lived experience of disability and their carers. Sixty-seven people took part in small workshops throughout the day including with the Brotherhood of St Laurence, Whole Body

Nutrition, Carer's Victoria, Australian Human Right Commission and Paralympic Swimmer Matthew Haanappel.

- On 5 December 2024, Council commemorated International Day of People with a Disability with award-winning musician, writer, and passionate disability advocate, Eliza Hull, with around 100 attendees. This United Nations (UN) International Day is celebrated to highlight the contributions, achievements, and leadership of people with lived experience of a disability. The event fosters greater awareness, understanding, acceptance and inclusion in our community. The theme for 2024 was "Amplifying the leadership of persons with disabilities for an inclusive and sustainable future." Local stallholders with lived experience, as well as carers, showcased their incredible work and creative talents.
- In 2024, for the 16 Days of Activism Against Gender Based Violence 2024, the Western Region Preventing Violence Together (PVT) partnership together with Women with Disabilities Victoria hosted a roundtable discussion on Taking Action Against Technology-Related Abuse.

- In April 2025, the WDSN and Wyndham Family Violence Network invited Women Disability Victoria to conduct a training session titled Introduction to Preventing Violence Against Women and Gender Diverse People with Disabilities. 50 participants attended the session which focused on; Understanding disability and ableism; Prevalence and impacts of violence against women with disabilities; How gender and disability inequality intersect to drive violence; Essential actions for preventing violence against women with disabilities.

The Accessibility and Inclusion Plan 2023-2025 has now been completed. As it is a legislated requirement for Council to have an Accessibility and Inclusion Plan, a new plan will be developed in 2025/26 in consultation with the community.



ADOPTED
DECEMBER 2019

Active Wyndham Strategy

The Wyndham community continues to place high value on physical activity and healthy lifestyles, forming a strong foundation to base progress on the delivery of initiatives across the suite of strategies and policies which sit under the overarching Active Wyndham Strategy.

Council provides a diverse network of facilities for the community to participate in sport and physical activity. Each week 4,995 hours of use are programmed across these facilities, the equivalent of 259,740 hours per year and an increase of 9% on 2023/24. While the majority of programmed hours are allocated to community sporting clubs for organised sport, Council facilitated growing interest from social and community groups for allocations to deliver modified and/or less formal participation opportunities for their immediate communities (Tennis Ball Cricket Competitions, Social Soccer etc). Council will continue to look for ways to ensure facility access for these programs, as they enable a broader range of residents to be active.

Visitation to Wyndham's major leisure facilities, AquaPulse, Eagle Stadium and Werribee Outdoor Pool, exceeded 2.278 million in 2024/25. Membership uptake reached its highest level ever, as did WynSwim enrolment - reflecting the importance of these facilities to the health and wellbeing of Wyndham residents. WynActive, who operate the facilities, partnered with Council via funding from the Victorian Government's Change Our Game initiative, to deliver the WynActive Girls Can program which supported close to 100 local women to increase activity levels through programs and services across their facilities, have fun and forge meaningful connections within the WynActive community.

Council's flagship programs 'Active Kids' and 'Active Kinders' were delivered to over 2,880 and 2,594 children respectively, providing education within primary school and kindergarten settings on physical activity and healthy eating and linking families with local opportunities to be active. The partnership with Leisure Networks to facilitate the MiniMovers program was consolidated, providing free weekly activity sessions for Wyndham Kindergarten children to develop physical literacy and fundamental movement skills using a variety of fun sports and games.

The popular 'Active Holidays' program was delivered during each school holiday period, offering free and low-cost physical activities for 4,467 children and families to try new activities. This program is an effective way for Council to support sport and recreation service providers operating across Wyndham to connect with local residents.

Delivery of the capital works program continued to provide new and improved places for the community to be active. Construction commenced on three new sports reserves in Polly Parade (Tarneit), Holyoake Parade (Manor Lakes) and Fortitude Drive (Truganina) – these reserves, once complete will provide a much-needed capacity uplift, supporting additional activity levels. Community pavilions at each site are funded to progress in 2025/26.

Works were undertaken across several existing reserves, including completion of redevelopments at the Galvin Park AFL/Cricket Pavilion and Galvin Park Tennis Courts (Werribee), a new Gateway Youth Precinct delivered at Lawrie Emmins Reserve (Laverton North) and construction commencing on the expansion of Jamieson Way Reserve (Point Cook).

Sportsground lighting projects also progressed to maximise the capacity of existing sportsfields in Wyndham. Installations were completed at Webster Street Reserve Pitch 3 & 4 (Point Cook), Mossfiel Reserve Netball Courts 5 & 6 (Hoppers Crossing) and Wyndham Vale North Reserve Pitch 1-3 (Wyndham Vale). Project planning and design work progressed on installations funded for 2025/26 including Glen Orden Reserve Oval 1, Glen Orden BMX Track (Werribee) and Williams Landing Tennis Court 5 & 6.

A great deal of momentum was generated on the delivery of the Tarneit Indoor Sports Facility. Council has allocated funding for design across 2024/25 and 2025/26, with progress in 2024/25 involving the delivery of a community consultation exercise to validate the proposed facility mix and staging methodology, a tender process to appoint a Lead Design Consultant for the project and commencement of the Concept Design phase. Over the next 12 months the design of the facility will proceed to detailed design alongside advocacy for external funding contributions to the project.

A review was undertaken on the sport and recreation strategies that had, or will soon, reach the end of their lifecycle. These strategies included:

- *Active Wyndham Strategy (2020 – 2024)*
- *Cricket and Australian Rules Football Strategy (2012 – 2022)*
- *Wyndham Sports Strategy 2045 (2017 - 2022)*
- *Skate, BMX and Bike Strategy (2013 - 2023)*
- *Hard to Locate Sports Strategy (2017 – 2022)*
- *Aquatic Strategy (2015 – 2025)*
- *Women's Participation in Sport and Active Recreation in Melbourne's West: Action Plan for Change (2020-2025)*

The review identified that 73% of actions were achieved, 22% remained relevant but were yet to be delivered (primarily due to the timing of the opportunity) and 5% of actions would likely need to be abandoned due to affordability, viability or being the responsibility of others. An outcomes-based assessment of the *Active Wyndham Strategy* highlighted expansion of the facility network and consistent participation growth across facility usage and 'Active Wyndham' programs during the life of the strategy. Stable community satisfaction ratings and strong state/federal grant support for infrastructure projects were also features. The next iteration of the strategy suite will be streamlined, with an updated *Active Wyndham Strategy* to be the sole overarching sport and physical activity strategy going forward.





ADOPTED
OCTOBER 2021

Domestic Animal Management Plan 2021-2025

The Domestic Animal Management Plan (DAMP) outlines the services, programs and policies to address the administration of the Act and the management of dogs and cats in the community, in accordance with the *Domestic Animals Act 1994 Section 68a*.

Highlights and focus areas for 2024/25, include:

- The pet registration renewal process has been completed, with 98% of registered pet owners renewing their pets' registration. Rangers will continue to cross-reference remaining unregistered pets to ensure Council's database is up to date for accurate pet identification.
- Domestic Animal businesses, including boarding kennels and pet shops, were audited in April 2025. One business was found to be non-compliant with the Code of Practice, resulting in an infringement notice and a works order being issued. Council will continue to monitor this business and provide support to help them achieve full compliance.
- Dog barking complaints have decreased from 215 in 2023/24 to 162 complaints in 2024/25.
- Observations in the specifics of the complaints and duration of the dog barking suggest that as more residents work from home, tolerance for daytime noise particularly barking from neighbouring dogs, can be lower. This shift can lead to a mismatch between residents' expectations and what Council is legislatively able to address. Residents are encouraged to speak directly with their neighbours to resolve noise concerns amicably. If this is not possible or unsuccessful, Council will step in to assist where appropriate under current legislation.
- Reports of dog attacks have seen a slight decrease, with 257 incidents reported in 2024/25 compared to 268 in 2023/24. While this reduction is encouraging, a concerning trend has emerged, with some incidents being posted on social media, instead of being formally reported to Council.
- The Council plays a crucial role in promoting community safety by investigating dog attacks to ensure the circumstances leading to the incident are not repeated. This includes providing education and guidance to dog owners. To effectively address these incidents and prevent future occurrences, it is essential that dog attacks are reported directly to the Council.

- There are currently nine declared Dangerous Dogs and 19 declared Menacing Dogs within the municipality. A dog may be classified as Dangerous if it is used as a guard dog or, like Menacing Dogs, if it displays threatening or aggressive behaviour toward people or other animals. A strict regime is monitored with these dogs for housing and ensuring identification. Due to the stricter housing and control requirements for these dogs, and to maintain ongoing community safety, five declared dog owners are being issued summonses for failing to renew their dogs' registrations.
- Cat management remains a key focus in the final year of the current DAMP, alongside the development of our own Cat Management Strategy, which aligns with the State Government's newly released framework. The goal is to reduce the number of semi-owned cats causing nuisance in the community and, in turn, limit the number of these cats being surrendered or trapped and handed to the local pound.
- Cat trespassing and nuisance complaints have slightly decreased from 93 complaints in 2023/24 to 64 in 2024/25. The cat trapping program recommenced in June with an increase in requests for trapping services expected.
- Council continues to work closely with rescue groups to address emerging issues surrounding cat overpopulation. In the 2024/25 financial year, 121 cats and kittens were desexed, microchipped, vaccinated, and successfully rehomed through rescue organisations. This initiative plays a key role in reducing the number of animals entering shelters and pounds.
- Council also provides programs, in line with current legislation, to support residents who wish to take responsibility for stray cats. Residents are encouraged to confine these cats to their property to help minimise potential nuisance to neighbours.

As the current DAMP concludes in December 2025, the focus has shifted to completing the community consultation phase for the 2026–2030 DAMP. This consultation period ended on 31 May 2025, with a total of 1,028 responses received from the community. Feedback covered a range of topics, including:

- Registration and identification of dogs and cats
- Nuisance issues related to dogs and cats
- Dog attacks
- Dangerous, menacing, and restricted breed dogs
- Over-population and euthanasia rates

Over 70% of respondents reported owning more than one dog, with cost identified as the primary barrier preventing some owners from registering or desexing their pets. Feedback from the consultation highlights a strong interest in increased desexing incentives to help offset the cost, making it easier for pet owners to qualify for the lower registration fee.

Trespassing cats and cats roaming after curfew are reported as impacting respondents' households. Additionally, dogs off-leash and owners not picking up after their pets are also significant concerns for residents.

The responses gathered from the DAMP survey will provide valuable insight into the views and concerns of stakeholders and the broader community, helping us identify emerging issues. Based on this input, a draft DAMP 2026–2030 will be prepared and released for further community consultation before the final plan is submitted.

STRATEGIC AREA 2:

A Welcoming and Inclusive City

Wyndham is an inclusive, safe, welcoming and family-friendly municipality which celebrates our heritage and diverse cultures.





ADOPTED
JUNE 2022

Affordable Housing Strategy 2022-2025

Council's vision for Affordable Housing is 'A safe, connected and inclusive community with affordable, appropriate quality housing to meet the community's diverse and changing needs.'

This is Council's first Affordable Housing strategy, developed to set a firm foundation to better facilitate social and affordable housing in Wyndham.

Key achievements for 2024/25 include:

- In February 2025, Council opened discussions with the Victorian Planning Authority (VPA) to advocate for affordable housing to be a key objective when undertaking precinct structure planning. The VPA are currently reviewing ten existing Precinct Structure Plans (PSPs) across Melbourne's greenfield growth areas to increase affordable housing. Council has advocated strongly for Wyndham to be one of those ten.
- Council provides Local Area Coordination of the Health, Homelessness and Housing (H3) Alliance funded by Homes Victoria. Working closely with the Alliance, Council continues to support households in need and those at risk of homelessness.
- The Council for Homelessness Persons (CHP) online training package was rolled out to Council's Community Connectors staff, Libraries, Community Centres, Local Laws, and local traders to provide strategies and resources for interactions with our homeless community.
- Council initiated the H3 Alliance Rough Sleeper Outreach program to support increased identification of people in the community who were homeless or at risk of homelessness.

The Strategy has been instrumental in supporting social housing development in Wyndham such as the Unison Housing development at Cottrell Street (apartments) and the Haven Home Safe development at Stewart Drive, Werribee (town houses).

Key achievements over the life of the strategy include:

- Promoting greater understanding of social and affordable housing needs through the successful Wyndham Affordable Housing Forum 2022. The Forum launched the strategy, promoting Wyndham's broader housing needs, especially for greater diversity of housing stock and the need for smaller homes, more 1 and 2 bedroom homes.
- Strengthened and continuing advocacy to State and Federal governments for greater investment in social and affordable housing in Wyndham, representing the needs of our community via pre-budget state treasury submissions.
- Improved housing outcomes for older women through support for Women's Housing Limited regarding a social housing development in Truganina for women. For Homelessness Week 2023, Council screened the documentary 'Under Cover' to raise awareness that women are now the fastest-growing demographic experiencing homelessness.
- Submission to the Commonwealth Issues Paper for a National Housing and Homelessness Plan, a key part of the government's housing reform agenda. The plan includes a focus on building new homes and supporting affordable housing initiatives.
- Council carried a motion in 2023 to consider affordable housing when making decisions on Council land and property assets including land rights.
- Support for Melbourne City Mission's Youth Housing Initiative (2024-2028) in Werribee and Point Cook with three housing and homelessness support models for young peoples' particular needs in learning to be fully independent.
- In 2022-2024, Council conducted a major review of the Wyndham Planning Scheme. As part of that review, the Affordable Housing Strategy became a reference document within the planning scheme, incorporating objectives to facilitate affordable housing in Wyndham.

This Strategy concluded on 30 June 2025.



ADOPTED
DECEMBER 2023

Gambling Harm Prevention Policy Statement 2023-2025

Council has a longstanding commitment to reduce gambling harms, especially from Electronic Gaming Machines (EGMs) which cost the community financially and have devastating impacts on the health and wellbeing of individuals, families and businesses.

Council's policy position is founded on a public health approach to gambling related harms. In line with evidence-based research this approach recognises that gambling harm is caused by a complex interplay of individual, socio-cultural, environmental, commercial, and political determinants of health and wellbeing.

The Gambling Harm Policy Statement works in tandem with the decision-making criteria set out in the Wyndham Planning Scheme (Clause 52.28) relating to EGM applications. The Policy Statement articulates Council's intent in relation to the provision of EGMs from a public health and wellbeing perspective.

Objectives of the Gambling Harm Prevention Policy Statement revolve around four themes:

1. Partner

Partner with community in preventing and minimising gambling harms and promoting health and wellbeing.

- Council's website is regularly updated to provide community with information on Gambler's Help and family violence support services to assist anyone impacted by gambling harm.
- Council provides regularly updated lists of services and facilities offering alternatives to gambling.
- Council supports and promotes Gambling Harm Awareness Week each year.

- In 2023-2024, ReSpin Gambling Awareness speaker presented to the Indian Club 60 women's group on the broader harms caused by gambling on family members.
- In 2024, Council promoted the 'You're meant to lose more than you win. Know what's behind the game' campaign to encourage gamblers to reassess their chances of winning. The campaign explained how:
 - gambling products work
 - hard it is to know the real chance of winning
 - complex gambling products can be
 - misconceptions that knowledge and skill can change the outcome

2. Advocate

Advocate in collaboration with partners including community for systemic and legislative change to address gambling harm.

Governments at all levels have responsibility for gambling policy and strategy. Council is a member of:

- The Alliance for Gambling Reform (AGR, \$25,000 each year), a national advocacy organisation working to reduce gambling harm in Australia. Council partners with the AGR in its advocacy to reduce the gambling harm, and to change the laws and rules governing the gambling industry.
- The Victorian Local Governance Association (VLGA) Local Government Working Group on Gambling (LGWGOG) provides opportunities for councillors and council officers from VLGA member councils to meet and learn about current gambling harm prevention research and the policy and regulatory environments.

- Council has supported both organisation (AGR and VLGA) submissions to policy review such as the Department of Justice and Community Safety, Gaming Machine Monitoring Licence Review. The submissions upheld the need for:
 - availability of transparent information to assist venues in their duty of care for customers in line with their operating licence
 - real-time reporting to allow immediate response to any outstanding issues.

3. Lead

Continue to be a state-wide leader and innovator in reducing gambling harm.

- Council regularly promotes a wide variety of non-gambling events, activities and programs. This includes the many free family events that are also alcohol free.
 - Council's Community Care and Connections team prepared a list of alternate venues and places for social outings, such as Lunch with a Bunch.
 - Council is committed to supporting the community with activities in non-gaming venues
 - Council does not host activities, programs and social outings in venues that have gambling machines.
 - Council does not permit access to online gambling for Council staff at organisational internet access points.

4. Evidence

Demonstrate Council's commitment to protecting those most at risk of gambling related harms through its statutory roles in assessing social and economic impacts of gambling.

- Council is required to assess the social and economic impacts of EGM applications through the *Gambling Regulation Act 2003* and the Gaming Policy at Clause 52.28 of the Wyndham Planning Scheme.
- There were no applications for new or additional gaming machines during the term of the Policy Statement.

This Gambling Harm Minimisation Policy Statement concluded on 30 June 2025.



ADOPTED
JULY 2023

Innovate Reconciliation Action Plan 2023-2025

Wyndham's Innovate Reconciliation Action Plan (RAP) 2023-2025 recognises Council's commitment as an organisation to strengthen and develop relationships with Aboriginal and Torres Strait Islander peoples through the developing and piloting of innovative strategies, that empower First Nations peoples.

Over the second year of the RAP, Council has been implementing actions with key partners. 2024/25 highlights, under each of the four themes are:

Relationships

Council, Department of Energy, Environment and Climate Action (DEECA) Officers and Wadawurrung Traditional Owners have visited multiple private and crown land properties to discuss the potential for future cultural management of the Western Grassland Reserve. Council coordinated access for Wadawurrung Traditional Owner's to collect seed from a significant Red Box tree located on a private property. The Wadawurrung plan to germinate these seeds in their nursery and plant them in their own revegetation projects. This remnant old-growth tree is the only known Red Box present within the Western Grassland Reserve.

Respect

Council celebrated NAIDOC Week with a community event in recognition and celebration of First Nations cultures, histories, and achievements. This year's theme 'Keep the Fire Burning! Blak, Loud and Proud', celebrates the unyielding spirit of First Nations communities and invites all to stand in solidarity, amplifying the voices that have long been silenced.

The event featured a flag raising, Welcome to Country, Smoking Ceremony and a yidiki performance by Bunurong Traditional owners, Uncle Shane Clarke and Josh West. The large audience in attendance then had morning tea as they heard a musical performance by First Nations singer Madi Colville Walker whose powerful vocals captivated all.

A day of reflection and learning that commemorates

the Stolen Generations was hosted to recognise National Sorry Day on 26 May 2025. The community was invited to gather at the Civic Centre for a morning of First Nations cultural commemoration with a flag raising, smoking ceremony and music performance by First Nations artist.

Opportunities

Treaty in the Park drew just over 2,000 community members and was a celebration of First Nations culture, art, food and music, delivered as a new joint initiative between the First Peoples' Assembly of Victoria and Council. The event also provided an opportunity for the community to learn more about and get involved in Victoria's journey towards Treaty.

Truth Telling

Council's Youth Services launched their Yarning Circle at a Young Mob YouthFest event, which attracted over 40 local First Nations young people to the centre to yarn with local elders and other senior First Nation residents. The Young Mob group now meets weekly at Youth Services as a regular drop-in program for local First Nations young people aged between 16 and 25 years.

The Wyndham Reconciliation Advisory Committee (WRAC) meets quarterly to monitor progress on implementation of the RAP and provide advice to Council on how reconciliation is being and can be advanced in Wyndham.

This Plan concluded on 30 June 2025. The WRAC will continue to meet.



ADOPTED
SEPTEMBER 2022

Lifecourse Framework 2022-2026

The Lifecourse Framework guides age-specific Council services. This means emphasising service delivery at various life transition points, rather than set age groups, to achieve the best outcomes at different life stages.

This involves Council's work in urban planning and community infrastructure planning, environment, fostering partnerships, engaging in advocacy and direct service delivery.

Key achievements in 2024/25 include:

- Sons & Daughters of the West – Community health programs delivered in partnership with Western Leisure Services and the Western Bulldogs Community Foundation. Two, 10-week programs were delivered for men and women, focusing on health and social connection with physical fitness. The program is tailored to the needs and ability levels of the participants and held at Eagle Stadium, Werribee.
- Around 150 community members completed the two programs, celebrating with a graduation event where they received certificates of participation. Popular sessions included cooking and nutrition, and 'What's in Your Backyard'. Graduation speakers from local groups, services and organisations, offered the participants further opportunities to continue their engagement.
- Building Blocks Community Leadership Program, 2025 – A free 12-week community leadership program for aspiring community leaders across Wyndham. The 2025 program theme targeted bringing communities together in new and emerging estates. The program features Community Development approaches; Information on grant application; Community engagement principles; Community governance and other community topics. At the end of the program, the 22 participants were divided into smaller working groups of 4-5 to work with program mentors to plan, deliver and evaluate a small community project aimed at bringing community members together. Each small group received grant funding to deliver their community project. Projects included:
 - 'Welcome to Harpley' in the Lollypop Creek Community (Werribee)
 - 'A Taste of Harmony' in the Saltwater Community (Point Cook)
 - 'Dianella Family Event' in Tarneit West
 - 'Many Cultures One Community' in Truganina and;
 - 'Mambourin Cultural Neighbourhood Expo' in the Mambourin Community.
- Accessibility and Inclusion - Improving accessibility to events was a focus for Council's major events in 2024/25. Findings from the below trials will help to improve accessibility at future events:
 - Sensory Spaces at all major events, providing a space for people to self-regulate
 - Participation in the Hidden Disabilities Sunflower Initiative and training for staff
 - Social Stories/story boards to assist with event preparation
 - Travellers Aid support staff and equipment at the State Rose and Garden Show
 - Free golf buggy shuttles at Treaty in the Park
- The Werribee Library has reopened after a temporary closure for upgrades as part of the Wyndham Cultural Centre upgrade project. The library now features a refreshed layout, new paint, upgraded air conditioning, and improved toilet facilities. The entrance has been relocated to Wedge Street, and the returns chute is now more accessible.
- The Werribee and Surrounds Visitor Shuttle Bus was a free, trial bus service that operated on select dates from April 4 to June 23, 2025. It aimed to connect Werribee Train Station with key attractions in Werribee South and Werribee Park, including the Werribee Open Range Zoo. The shuttle bus service was designed to provide visitors with convenient transportation to popular destinations in the area, encouraging exploration and tourism.

Key initiatives by Cohort

Early Years - Wyndham families have access to services that support the capacity of the family through a range of targeted and integrated programs that respond to local community needs.

- Best Start, Best Life Kinder reforms - Council assessed market capacity to meet the kinder reforms and continues collaborative work with the Department of Education (DE) to update Wyndham's Kindergarten Infrastructure and Services Plan (KISP). DE aims to complete KISP reviews for all local governments by the end of 2025 to reflect the level of expansion required in each local area. Full reform rollout is expected in 2036. Council's localised planning has already helped support decisions on State capital funding and the timing of kindergarten builds across Wyndham for the next five years, for Council-owned sites and other providers.
- Sleep and Settle Outreach Program – This successful program operates with the co-location of General Practitioners, NINO Early Learning Centre and Utopia services. The approach enhances family engagement through accessible support, strengthening community connections with Maternal Child Health services including support for families from refugee and asylum seeker backgrounds.
- Children's Week Picnic 2024 - Wyndham's longest running annual community event took place on 26 October 2024 with over 8,500 attendees. This free event is for children aged 0-12 years with a focus on education and learning. Many Council services were represented including libraries, early years, sports and recreation, arts and culture, and youth services.
- Active Kinder Program 2025 – For children enrolled in 3 and 4-year-old kinder, Active Kinder encourages healthy and active habits in young children. The program resources help teachers to create healthy and active environments for the children. Outdoor activities children can try out 'Mini Movers' sessions delivered free across the municipality. In school holidays an 'Active Kinders Day' is held where children can try a range of activities at a local reserve. Over 3,500 children took part.
- Refugee Family Fun Day 2024 – This event provides refugee and asylum seeker families with information on Council and other local support services. Evaluation of the event provided valuable insights that will help to inform new priorities in working with refugee and multicultural families.

Middle Years - Wyndham's middle years children are valued members of the Wyndham community and have access to and participate in quality services related to education, health and wellbeing, and social inclusion. Parents, carers and families can access the services they need to support the development of their middle years children.

- Creative Writing Competition Awards Night, November 2024 – Wyndham Libraries hosted the Imagination Creation Writing Competition Awards Night. 29 talented young writers came to the Hoppers Crossing Library to accept awards. Over 100 people attended the event, including proud family members, friends, and guest authors/judges Nova Weetman and Margaret Campbell. 559 entries were received from across Victoria. Of the 35 shortlisted entries, 27 were written by young Wyndham residents.
- Pop Up Library – The Pop-Up Library van connects Wyndham's schools and kindergartens with valuable library resources, especially on the outskirts where physical library branches are far away. Regularly visiting schools and kindergartens, the van provides easy access to books and other resources, supporting learning and fostering a love of reading from an early age. The van also helps families to join Wyndham Libraries and access all that modern libraries have to offer.
- Wyndham Active Holidays program – Council partners with local community organisations to provide this free program of sport and physical activity sessions for kinder and school aged children during the school holidays.
- Tuning into Kids – A Tuning into Kids and a new Multicultural program were delivered in partnership with Wyndham Community Education Centre, in which interpreters were used to deliver to eight mothers from a Karen background. This program was highly successful and showed great outcomes reported by parents in the program.

Youth - Wyndham's young people are engaged, empowered and connected members of the Wyndham community. They have access to a range of recreational, educational and employment opportunities which support their development and wellbeing.

- Mental Health Event - A collaboration between MacKillop College, Rotary Club and Wyndham Youth Services the event was delivered to around 60 school students who heard from psychologists about mental health and wellbeing. The Youth Response Mobilisation Team has developed 14 partnerships with public and private schools and

school principals within Wyndham, with the aim of developing partnerships to co-locate and share facilities with local schools and higher education to better engage with young people.

- Lawrie Emmins Reserve Skate Park - The Skate and Youth Precinct was completed and opened at Lawrie Emmins Reserve, Laverton North. The precinct includes a large plaza with shade and seating, BBQ and picnic facilities, skate park for skate, scooter and BMX, outdoor bouldering climbing wall, outdoor basketball, netball and multi-use courts, outdoor exercise equipment, irrigated lawn areas, public toilets and car parking.
- Opportunity Wyndham 2024 - Opportunity Wyndham collaborates with a range of service providers to deliver education and employment interventions for young people aged 15 to 25. Council collaborated with The Huddle to deliver their Game Changers program, supporting young people to develop transferable employment skills through group projects. At the final pitch event participants presented ideas on increasing the activation of Chirnside Park for young people with a panel of specialists providing feedback and encouragement. Seven young people were offered employment at The Huddle following the event.
- In May 2025, Opportunity Wyndham engaged with local employers to fund paid work experiences for young people. It was an opportunity for employers to experience the talent pool for their vacancies and for young people to gain skills and experience, with the prospect of longer-term employment outcomes.
- Park Lounge event, February 2025 - Celebrating our LGBTQIA+ community as part of the greater Midsumma Festival program at Kelly Park, Werribee. Whilst Park Lounge is an intergenerational event, we have seen an increase in attendance from young people in recent years as a safe place where they can be themselves.

Older People - Wyndham City is committed to creating a community in which older people are respected, can actively contribute and participate, and feel safe. Older people in Wyndham will have access to an integrated system of local supports and services that meet their needs and support ageing in place.

- Seniors Park @ Hoppers Crossing – Equipment at Central Park, Hoppers Crossing is designed to help Seniors maintain their strength, flexibility, balance and coordination. Council engaged a team of Seniors Exercise Park Volunteer Buddies, to provide training through the National Ageing and Research Institute, supporting safe use of the equipment. This year, the Volunteer Buddies worked 216 volunteer hours, providing opportunities for 70 individuals aged 65+ years to be more physically active and socially connected. There were 662 attendances across 90 individual sessions.

- World Elder Abuse Awareness Campaign 2025 - Delivered as part of the state-wide Beyond Age initiative, the campaign helps to raise awareness of elder abuse. Council, together with Seniors Rights Victoria delivered an educational workshop with the Master Movers Seniors Group at Victoria University Health and Fitness Centre. Participants explored the links between ageism and elder abuse, discussed rights-based advocacy, and received information on help seeking.
- Council also invited people to bring photos of themselves when younger and a current photo, as well as the one piece of advice they would give their younger selves. These photos and quotes were framed and displayed at participating Community Centres from 12 - 26 June 2025. Events like these demonstrate how we can collectively uphold our values of respect, inclusion and community wellbeing.
- Volunteering Opportunities - Council offers a wide range of volunteering opportunities for seniors, with meaningful ways to stay active and involved in the community. Using existing skills or exploring new interests, seniors can build confidence, learn new things, and contribute to their community in meaningful ways, staying connected and engaged. Programs seniors can get involved in include facilitating English Conversation classes, Table Tennis, Walking Football, Bingo, Citizenship Ceremonies, and activities supporting users at the Seniors Exercise Park.
- Through volunteering, seniors can make new friends, enjoy being part of a team, and experience the reward of helping others. Their contributions help strengthen the community and make a real difference for themselves and for others.
- Senior Sessions @ Library, October 2024 - Wyndham Libraries together with Services Australia and IPC Health presented a series of talks on Superannuation, Age Pensions, and Aged Care. Fifty six senior residents attended, describing the talks as informative, accessible, and highly relevant to their needs.



ADOPTED
SEPTEMBER 2022

Wyndham Public Art Plan 2022-2032

*Image: Mooroop
Yarkeen by Tommy
Day / Jirri Jirri*

The integration of cultural knowledge, local identity, and community participation ensures that public art continues to enhance the city's spaces and reflect its people. These efforts position Wyndham as a leader in inclusive and place-based public art practice.

Through consultation, artist development, strategic communication, and education initiatives, Council is delivering on the pillars of its 10-Year Public Art Plan.

1. Consultation

A strong thread of community and stakeholder consultation is evident across recent projects:

- Penrose Promenade Community Centre (Tarneit): Artist Camila Paz undertook creative workshops with local children, parents, and community members to shape the design of Threads of Belonging and Whispers of the Land. This enabled deep engagement with the community and helped reflect its stories and diversity in the mural's design.

- Lollypop Creek Community Centre (Werribee): Wadawurrung artist Chloe Chatterton worked closely with the Wadawurrung Traditional Owners Aboriginal Corporation (WTOAC) to develop Delema (to embrace), ensuring cultural authenticity and respectful representation.
- Mooroop Yarkeen Presentation: Council presented the story behind Tommy Day's mural to the Werribee Business and Tourism Association, gaining support from local business owners to act as ambassadors for public art.
- Greening the Pipeline project: Stakeholders such as Bunurong Land Council, and Melbourne Water were consulted to ensure relevance to local heritage, landscape, and social identity.

This genuine and ongoing engagement across projects demonstrates Council's commitment to listening to its community and reflecting its diversity and values in public artworks.

2. Artist Development

Artist growth and support were central to several projects:

- Sasha Heath (Hello Tomato): Selected for Wings Over Saltwater Wetlands via a competitive Expression of Interest (EOI) for local artists, this commission allowed Sasha to gain visibility and experience through a Level 1 public mural.
- 2025 LIT commission by local artist Ariadne Concha, now in its 4th year the commission opportunity exposes artist' work to crowds of over 75,000 people across the event period.
- Camila Paz: Commissioned for her first major mural project at Penrose Promenade Community Centre (Tarneit), Camila was supported by mural production partner MAMAM, providing her with professional skills in large-scale mural execution.
- Georgia MacGuire and Madi Mercer: First Nations artists were commissioned for major works at Truganina, Bembit Bag-rook (Tarneit), and Koomail Tardy (Truganina) Community Centres. Their participation helped embed cultural knowledge and practice while supporting the growth of their careers.
- Light Box Program: An open expression of interest process resulted in selection of Safa El Samad, MeiMei Hodgkinson, and Nicholas Burrige, encouraging experimentation and providing emerging artists a platform in high-visibility public spaces.

This approach ensures a balanced representation of established, emerging, and culturally significant artists, nurturing talent through supported commissions and capacity-building partnerships.

3. Communication

Effective communication strategies are being employed to share public art stories and engage communities:

- Light Box Program: Public launch across multiple venues (libraries, community centres) brings attention to rotating artworks and provides a dynamic experience of art at night.
- Online updates and artist attributions: Consistent artist credits (e.g., Sasha Heath, Kait James) and installation timelines keep the public informed and connected to the artists' work.

- Business and community presentations: Events like the Mooroop Yarkeen presentation to Wyndham Business Association and Community Centre based organisations enhance understanding of public art's value and grow community pride.
- Greening the Pipeline Launch: Communicating opening events helps generate excitement and visibility for projects such as Narrarrang Ngarri by Kait James.

A stronger dedicated communications platform is emerging that celebrates new commissions and communicates project progress to stakeholders and residents.

4. Education & Engagement

Public art is increasingly being used as a tool for learning, cultural connection, and creative participation:

- Penrose Promenade Workshops: Participatory artmaking with community members shaped both the mural content and artist understanding, laying the foundation for future engagement models.
- Skills development workshop offered to creatives include upskilling in grant writing, applying for artists' residencies and turning creative skills into thriving small businesses.
- First Nations Storytelling: Artworks like Sit and listen to the singing of the birds by Madi Mercer offer cultural narratives for children and families, sparking curiosity and intergenerational dialogue.
- School Involvement: The restoration of Libby McKinnon's mosaic (originally co-created with The Boardwalk Primary School students) reconnects young people with public art and community identity.
- Light Box Program: By illuminating community hubs, the program encourages casual engagement with art in everyday environments, especially after hours.
- Diverse Mediums: From large murals and mosaics to 3D installations and suspended sculptures, the range of mediums expands how public art is encountered and understood.

These approaches are helping build a community of public art champions and increasing the accessibility and relevance of public art to Wyndham's diverse population.

STRATEGIC AREA 3:

A Liveable **City**

Wyndham has great places and spaces that can be enjoyed by all and growth is sustainable.





ADOPTED
DECEMBER 2021

Road Management Plan 2021-2025

The Road Management Plan (RMP) guides road and footpath maintenance, aiming to ensure that Council's assets are safe.

The RMP provides standards and guidance as to when roads and footpaths should be inspected for defects, what should be considered a defect and how long it will take Council to respond to a defect once it is aware of it.

Inspections are carried out year-round on the municipal road network and rehabilitation lists are developed for each financial year to guide programs across several areas including road resurfacing, footpath reinstatement and renewal, line marking and crack sealing. The road reconstruction list is on [Council's website](#).

This financial year has seen 2,585kms of path inspected (requiring 75,330 entries), 5,000m² of path repairs and 9,984m² of path renewals.

The 2021-2025 RMP has now concluded. As it is a legislated requirement for Council to have a RMP, the next plan will be adopted in the 2025/26 financial year.



ADOPTED
SEPTEMBER 2022

Road Safety Strategy 2022-2032

The Road Safety Strategy confirms a road safety vision for our city which aims to reduce transport related serious injury and fatality. It is founded on the Safe Systems philosophy.

The following actions have been implemented this year:

- Ongoing liaison with schools to implement measures to improve road safety such as installation of wombat crossings which reduce traffic speed and prioritise pedestrians and kiss and go pick up/drop off trials at schools to assist in addressing traffic congestion and provide more efficient parking provision.
- 40km/h school speed limits were introduced at:
 - Wimba Primary School (Tarneit)
 - Barayip Primary School (Tarneit)
 - Nangiloc Crescent near Corpus Christi Primary School (Werribee)
 - Barrabool Boulevard near the Mambourin Campus of The Good News School (Mambourin)
 - Tylden Way near Dohertys Creek P-9 College (Truganina)
 - Tulse Avenue near Riverwalk Primary School (Werribee)
- 40km/h LED signs were also installed on Tarneit Road near The Good News School (Tarneit)
- Speed limit reductions were introduced on key roads including Boardwalk Boulevard (Point Cook), Sneydes Road (Point Cook) and Sewells Road (Tarneit) to improve road safety. Officers have also progressed the required approvals for reduced speed limits on Synnot Street (Werribee) and Hacketts Road (Point Cook) which will be implemented in 25/26.
- Traffic calming measures have been installed on local streets including Wattle Avenue (Werribee), Salisbury Street (Werribee), Westmeadows Lane (Truganina) and Sanctuary Lakes South Boulevard (Point Cook)
- Raised platforms were installed on the approach to the Tarneit/Bethany Road (Tarneit) intersection to improve road safety. The project was funded by the Federal Government Blackspot funding program.
- Successfully secured a grant from the TAC to purchase an additional Variable Message sign to display key road safety messages across the city.



ADOPTED
JUNE 2020

Wyndham Active Transport Strategy 2020-2025

The Wyndham Active Transport Strategy aims to turn walking and cycling into a genuine transport mode of choice for residents going about their daily business. The Strategy provides Council with a strategic direction for an active transport network that is accessible, integrated, comfortable, attractive and safer for people of all ages and abilities.

Objective 1: The Network. *Achieve an integrated active transport network that will enable users to move around the network according to their needs*

- The **Neighbourhood Path Connections** (Footpaths) component of the Active Transport Program is concentrating on constructing new footpaths within a defined precinct area, with Bellbridge precinct in Hoppers Crossing the focus for 2024/25.
- The **Higher Order Paths** (Shared Use Paths and Trail Paths) component has replaced the existing gravel path with a concrete Shared Use Path (SUP) along Skeleton Creek Trail (Point Cook). Missing SUP links have been completed along Davis Creek near Medallion Boulevard (Tarneit), and the Laverton Creek connection to the Federation Trail.

Objective 4: Education, Promotion & Communication.

Wyndham Residents have access to information on smarter, healthier, more environmentally sustainable travel choices through education, promotion and communication.

Wyndham's Active Travel to School Program

engaged and supported a variety of activities, including:

- Active Travel to School program support for the following schools: Saltwater P-9, Dohertys Creek, Riverwalk, Truganina South, Truganina P-9, Lollypop Creek, Stella Maris, Nearnung and Wyndham Vale Primary School
- Schools undertaking Ride 2 School Day and Walk Safely to School Day
- Collaborated and supported the Wyndham Park Community Shed to deliver the Gear Up! Program at Walcom Ngarrwa, and Dr Cranky with the Breaks Program at Nearnung.
- New Junior Active Travel Leaders (JATL) appointed at Wyndham Vale Primary School and Nearnung Primary School in Tarneit for 2025.

An interactive online map was developed and is available on [Council's website](#). The map will be continually updated as more existing shared paths are added, and new shared paths are constructed.

The Wyndham Active Transport Strategy 2020-2025 has now concluded.



ADOPTED
FEBRUARY 2023

Wyndham Integrated Transport Strategy 2023-2028

The Wyndham Integrated Transport Strategy (WITS) aims to guide Council's approach to the most pressing concern for residents in Wyndham – transport and traffic.

Actions to support the strategy are represented by these eight key areas of focus.

1. Land Use and Transport Integration
2. Active Transport (Actions delivered as part of The Wyndham Active Transport Strategy)
3. Public Transport
4. Freight
5. Transport Network
6. Other Transport Modes
7. Education, Promotion and Communication
8. Technology and Innovation

Activities over the last year that support the key areas of focus, include the following:

Working with Major Roads Project Victoria, Department of Transport and Planning (DTP), and the Level Crossing Removal Authority on the following projects located in Wyndham:

- Ison Road (Werribee)
- West Tarneit Station (Tarneit)

- Ballan Road intersection upgrade project (Wyndham Vale)
- Boundary/Derrimut Road intersection upgrade (Tarneit)
- The Wyndham Traffic Management Action Plan (managed by DTP)
- Planning for two new bus route connections between Harpley Estate (Werribee) and Wyndham Vale Station, and between Tarneit Station and Laverton North.

Successful advocacy resulting in funding announcements has occurred on the following major transport projects in Wyndham:

- Werribee Main Road – Princes Freeway Interchange Upgrade
- Wyndham Ring Road (Westlink Stage 2). The Federal Government funding of \$85 million will allow works to commence on the Ison Road overpass by building a new bridge over the Werribee River to connect Armstrong Road and Hobbs Road in Wyndham Vale to Sayers Road in Tarneit.



ADOPTED
OCTOBER 2023

The Wyndham Plan

The Wyndham Plan guides the creation of the type of city Wyndham's residents aspire to live in as represented in the Wyndham Community Vision and was adopted by Council in October 2023.

The Wyndham Plan provides a strategic planning framework that will guide Wyndham's growth from a current dispersed population of approximately 333,000 people (2025) towards a more integrated, sustainable and vibrant city of 500,000 people by

2050. The Wyndham Plan's strategic framework is designed to respond to emerging issues for managing land use and development to better connect people and places and create more time for life.

The long-term framework for the future development of Wyndham is outlined in the following Strategic Framework Plan:

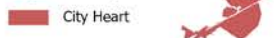
Wyndham City

Strategic Framework Plan

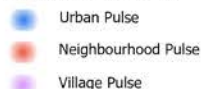
Legend

The Wyndham Plan Delivering 6 Big Ideas for Wyndham 2040

1. Wyndham City Heart

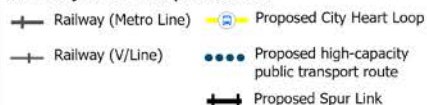


2. Wyndham City Pulses



*Note: Point Cook South has not yet been planned and is subject to a Precinct Structure Plan process that has not yet commenced. Size and scale of this Neighbourhood Pulse will be determined through that future process with community input.

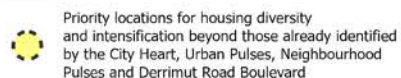
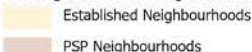
3. The Wyndham Transport Network



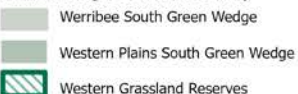
4. The Derrimut Road Boulevard



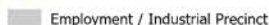
5. Living Residential Neighbourhoods



6. Green Lungs, Coast and Country



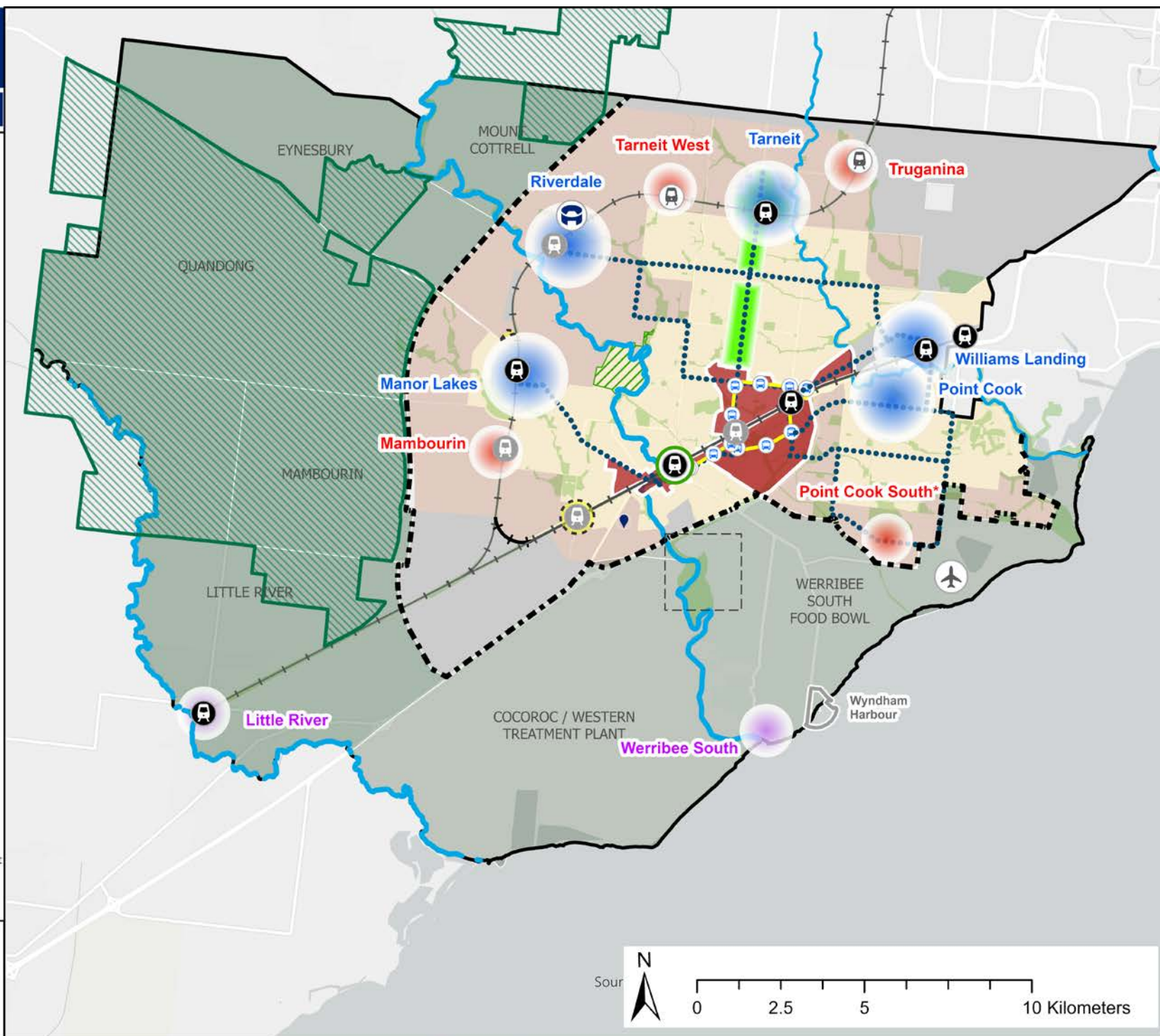
Existing & Future Railway Stations



29/04/2025



Disclaimer: This graphic is suitable for information only. Wyndham City Council accepts no responsibility for accuracy or contents for displayed data.



The Wyndham Plan embraces six big ideas:



- 1. The Wyndham City Heart** (central urban location of Wyndham to deliver jobs, housing, services, and facilities) to transform Wyndham from a 2-hour to a 20-minute city.



- 2. Wyndham City Pulses** (major activity centres, neighborhood centres and rural villages located at the center of communities) to deliver 20-minute neighbourhoods.



- 3. Wyndham Transport Network** (to better connect people and places).



- 4. Derrimut Road Boulevard** (proposed as the City's iconic boulevard concept to integrate transport and development and connect the central parts of Wyndham).



- 5. Liveable Residential Neighbourhoods** (to deliver quality residential development and link people to the places they need).



- 6. Green Lungs, Coast and Country** (to celebrate and connect people with Wyndham's rural areas and natural environment).

The first step in implementing The Wyndham Plan is to update the Wyndham Planning Scheme, specifically the Municipal Planning Strategy (MPS), to introduce the above key concepts and include The Wyndham Plan as a background document in the Wyndham Planning Scheme. This is currently being progressed through Wyndham Planning Scheme Amendment C266wynd which was publicly exhibited in July 2024 and will be the subject of a review at Planning Panel in August 2025.

The next step is to prepare what The Wyndham Plan has described as Place Intervention Logics (PILs) for each of the Wyndham City Heart, Urban Pulses, Village Pulses and the proposed Derrimut Road Boulevard including their surrounding catchments. PILs are local area framework plans for catchments of approximately 50,000 to 100,000 people. They encompass a wider area than a typical Precinct Structure Plan, activity centre structure plan or urban design framework plan. PILs will be developed through consultation with local communities, landowners, and key stakeholders.

A pilot Place Intervention Logic (PIL) is currently in the process of being developed for the catchment of the Tarneit Urban Pulse. The timing of reporting it to Council and putting it on community consultation will coincide with the timing (post August 2025) of the Panel Hearing for Wyndham Planning Scheme Amendment C266wynd (Implementation of The Wyndham Plan into the Municipal Planning Strategy).

Development of the Tarneit Place Intervention Logic (PIL) will build an understanding of the characteristics, issues, challenges and opportunities within Tarneit and identify improvements and specific actions to be implemented over an immediate, long-term or ongoing basis.

PILs will be prepared for other Urban Pulses and for Village Pulses following the completion of the initial pilot project PIL. The program for future PILs will be determined following the completion of the pilot Tarneit PIL.

STRATEGIC AREA 4:

A Green **City**

Wyndham is an environmentally sustainable place
where natural environments are protected.





ADOPTED
JULY 2017

City Forest and Habitat Strategy 2017 - 2040

The community sees Wyndham as a vibrant city featuring shaded areas and green spaces that foster healthy communities and natural environments. This strategy outlines a framework to create a resilient urban forest and interconnected natural habitat that benefits both residents and local biodiversity.

A review of the strategy was completed in December 2024 to align targets for 2030 with other high level Council Plans, such as The Wyndham Plan. The update allows for a better and more consistent approach to planning and delivery for Council's urban forest and biodiversity assets.

Implementation highlights for 2024/25 are:

- Wyndham's Biodiversity Policy update, which was endorsed in December 2024.
- The 2024 Wyndham Canopy Coverage update revealed encouraging progress, with a 2.2% increase in open space tree canopy and 1.65% increase along streets since 2017.
- 7,100 new trees were planted during the 2025 season, helping Wyndham move closer to our target of 25% canopy cover. These trees now line our streets, green our major roads, and enhance our open spaces.
- Two successful community tree planting days, National Tree Day and 'Trees for a Cooler Greener West', saw over 6,000 trees planted by 200 passionate local volunteers.
- In partnership with Wadawurrung Traditional Owners, 5,000 trees were planted back into Country. The Wadawurrung Traditional Owners Aboriginal Corporation also propagated 6,000 tube stock for community events, deepening our relationship with Traditional Owners.
- To ensure climate resilience, six new tree species were trialled across Wyndham, supporting tree diversity and defending against pests and disease.
- Developed a new '[Indigenous Plants of Wyndham](#)' resource booklet for the community.
- Prepared detailed designs for Stage 1 of the Werribee River Interpretive Trail, which will provide visitors with new ways to connect with the river and increasing nature connection and awareness along one of Wyndham's key waterways.
- Council ran community environmental events through the Green Living Series, including a Mount Rothwell Spotlight tour, Nature Journalling workshops, grassland walk and talks, school holidays Bird Watching tours and more. We also celebrated 10 years of the Green Living Series with an event featuring Gardening Australia's Hannah Maloney.
- In partnership with Zoos Victoria, delivered the Love Your Locals program to seven Wyndham schools, to help local students learn more about our local endangered animals.
- Through ongoing delivery of the Habitat Heroes program, 59 households and five schools received support to establish habitat gardens, helping to support local flora and fauna.
- Attended numerous local events with our environmentally themed Green Living Stall, including the State Rose and Garden Show, Children's Week Picnic, Heritage Orchard Fruit Tree Festival, Lollypop Creek Community Centre Open Day and more.
- The Weed Expo in Little River supported 100 rural residents in controlling weeds and improving biodiversity on private land.
- Partnered with environmental consultant Environmental Evolution, the Grassy Plains Network, and the National Parks Association to co-develop a grassland education unit for schools. A Grassland Guardians pilot program is currently being delivered in two Wyndham schools.
- Through the Land Protection Grant Scheme, 580ha of weed control was conducted through 45 landholder agreements.



ADOPTED
JUNE 2020

Coastal and Marine Management Plan 2020-2025

The Coastal and Marine Management Plan provides a framework for the improved access and development of the Wyndham coastline. The Plan embodies sustainable land management principles including the use of sea level rise modelling, mapping of significant vegetation species within the marine environment and along the coastal edge to guide future precinct planning. The plan also outlines a range of coastal tourism and land use development opportunities with the potential to attract more visitors to Wyndham.

2024/25 highlights include:

- Working with the Department of Energy, Environment and Climate Action (DEECA) to develop a Coastal Hazard Assessment for the western side of Port Phillip Bay under the Adapt West Project.
- A Marine and Coastal Consent Application (MACA) is under review by DEECA for permission to construct Stage 1 of the Werribee South Beach Master Plan. DEECA consent was also recently provided to construct erosion fencing to protect dune habitat areas, as outlined under the Werribee South Beach Master Plan.
- Council has been successful in attracting a \$1M grant from the Department of Transport under the Growing Suburbs Fund for Stage 1 works at Werribee South Beach. A grant application lodged with the Victorian Fisheries Authority for \$100,000 is also pending.
- Construction works at K Road Cliffs are complete and open to the public. Works included the cliff top walk, viewing platforms, the staircase leading to the Werribee River and new picnic facilities.

The Coastal and Marine Management Plan 2020-2025 has now concluded. A new 5-year implementation plan will be presented in 2025/26 to extend the Management Plan out to 2030.



ADOPTED
FEBRUARY 2022

Dog Off-Leash Plan 2022-2027

The Wyndham Dog Off-Leash Plan aims to ensure off-leash areas are evenly distributed and accessible for all dog owners and provide open space for people and dogs to socialise and exercise safely.

Highlights from the Plan for this year include:

- Delivery of new fenced dog off-leash areas at Cambridge Reserve in Hoppers Crossing and Alcock Road Reserve in Truganina, to better serve existing communities.
- Delivery of fenced dog off-leash areas by Developers at Cosmopolitan Drive in Wyndham Vale, Manor Lakes Boulevard in Manor Lakes, and Keewong Road in Tarneit to service growing communities.
- Installation of solar lighting at the fenced dog off-leash area at Saltwater Reserve in Point Cook, to increase the useability of the space into the darker early evening and morning hours.
- Construction of new double gated entries at the Perennial Drive/Forsyth Park fenced dog off-leash area in Truganina to enhance safety and bring this facility in line with Council's standards.
- Upgrade works to provide safer entry and exist points at the dog off-leash beach at Werribee South Beach including fencing, gates and educational material for dog owners.



ADOPTED
JANUARY 2016

Open Space Strategy 2045

This Strategy guides the provision of Council owned and/or managed open spaces including parks, sportsgrounds, trails, and natural areas for the existing Wyndham community while also guiding the planning for future growth by anticipating the needs of the growing Wyndham population.

Highlights for the year include:

- The District Park Upgrade at Rosslare Court Reserve in Hoppers Crossing which now includes a new district level play space, two picnic areas, a BBQ, a public toilet and indented on-street parking.
- Greening the Pipeline (GtP) Zone 5 West works along the heritage listed Main Outfall Sewer in Truganina have been completed. Works included a new Boulder Amphitheatre & Event Space, Narrarrang Ngarri traditional owner artwork by Kait James, a Community & Education Node Lookout and an upgraded shared path connection (Federation Trail), associated landscaping and tree planting. The project was opened at a community festival on the 5th of April.
- A new Youth Space has been completed at Lawrie Emmins Reserve in Laverton North. It includes a skate park, basketball and netball courts, bouldering wall, exercise equipment, public toilets, shelters and picnic areas.
- Works are underway on the District Park Upgrade of Possy Newland Reserve in Little River, with the play space being installed, and works on the adjacent hard court and youth space commencing in 2025/26.
- New public toilets have been delivered at Principal Drive Park in Wyndham Vale and Delaney Boulevard Park in Williams Landing. Works are also underway on the public toilets planned for Spearmint Drive Park (Manor Lakes), Hodgson Avenue Park (Tarneit) and Everton Road Park (Truganina).
- A Concept Plan has been finalised for improved Werribee River Access at Bungies Hole in Chirnside Park (Werribee). Proposed improvements include new stairs and ramps to the grassy lawn and sandy beach areas at the water's edge and a new wooden fishing platform. Implementation in future years will be in partnership with Melbourne Water.
- A Concept Plan and Feasibility Report have been finalised for Open Space Improvements at the Davis Creek Confluence of the Werribee River in Tarneit. The plan outlines the preferred location of a future pedestrian crossing of the Davis Creek, improved on-water access to the Werribee River and the parameters for an adjacent local park upgrade. The works are subject to funding applications and partnerships in future years.



ADOPTED
MAY 2018

Play Space Strategy 2030

This strategy aims to ensure that existing play spaces are upgraded to include facilities that cater for and challenge a wide age group of all abilities. The strategy provides for nature-based play opportunities and enhanced tree planting to encourage the visitation and use of our play spaces.

The District Play Space Upgrade:

- The play space at Strand Reserve in Point Cook was upgraded to make it more fun, inclusive, and welcoming for everyone. The improvements include new play equipment, a new swing set, and soft rubber surfacing to keep kids safe. We also added extra play features for children of all ages and abilities. To freshen up the space, we repainted the lookout tower, replaced the old timber decking with safer, low-maintenance materials, and gave the surrounding garden beds a lift to improve the look and feel of the whole area.

The Local Playground and Park Upgrades completed this financial year were:

- Latham Street Reserve, Werribee – upgrade of play space including a swing, a track ride, and a multi-play unit to provide a broader range of recreational opportunities for the public. Also included was the upgrade of the existing fitness equipment and mulching of garden beds.
- Cambridge Crescent Reserve, Werribee – expansion and enhancement of the existing playground area including a new combination play unit, swings, see-saw and climbing units.

- Hemsley Promenade, Point Cook – renewal of exercise equipment stations to cater to a wider range of fitness levels.
- Parkwood Terrace Reserve, Point Cook – upgrade of the existing playground area and surrounding landscape to create a more enjoyable play environment and enhance the park's overall usability and visual appeal.
- Kiah Reserve, Hoppers Crossing – A brand-new playground with fun equipment, a swing set, and soft rubber surfacing has been installed to create a safer and more enjoyable space for kids to play. We also replaced the old fence to improve safety and give the park a fresh look. New seating was also added throughout the area to make it more comfortable and accessible for everyone to enjoy.
- Pierbrook Avenue Park, Manor Lakes – the park was upgraded with a brand-new playground, including a fun play unit, swing set, soft rubber surfacing, and other features to encourage active play for kids. The gardens were also improved, with new plants, fresh mulch, and improved irrigation. The lawn in the kickabout area was upgraded, making the whole park more inviting, enjoyable, and easier to care for.



ADOPTED
JULY 2019

Refuse Disposal Facility Strategic Plan 2019-2025

The Wyndham Landfill and Resource Recovery Centre (formerly the Refuse Disposal Facility) is a key Council asset and is one of four major metropolitan landfills licensed to accept putrescible waste, such as household kerbside waste.

To continue operating as a landfill, Council is legislated to design and construct cells in accordance with the criteria determined by the Environmental Protection Authority (EPA) to address issues such as the protection of groundwater, containment of leachate and supervision during construction.

Planned works completed for the 2024/25 financial year included:

- The construction of Cell 7
- The final capping of Cell 4 East
- The interim capping of Cell 4 West
- Infrastructure upgrades to increase resource recovery throughout the site
- The replacement of key plant and equipment

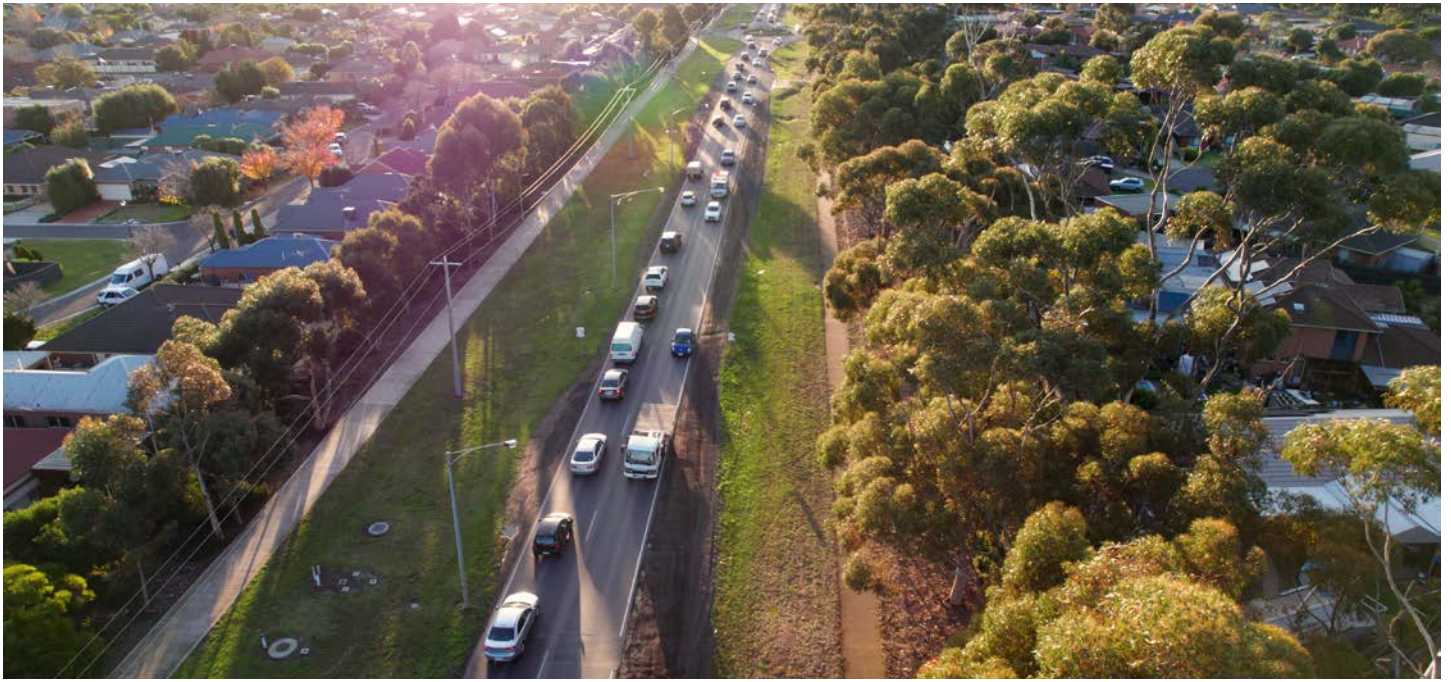
Significant progress was made on other major projects including:

- The interim capping of Cell 5
- The completion of early works for the new Leachate Ponds project
- Contract award for the new Leachate Ponds project
- Staged delivery of the Stormwater Management Infrastructure program

This year has also seen the progression of several long-term strategic initiatives including the adoption of the Universal Food Organics / Green Organics (FOGO) service which will see every household in Wyndham receive a new bin to divert food and garden organics away from landfill in early 2026, which will supplement those who already use the FOGO service.

Work continued on developing trials for recycling hubs (commencing late 2025) which will see a broader range of recycling options for residents, supplementing the popular hard / green waste service and tip vouchers.

This strategy has now concluded.



ADOPTED
JUNE 2021

Resilient Wyndham Strategy 2021–2025

Resilient Wyndham 2021–2025 guides Wyndham's long-term resilience and aims to manage the way Wyndham adapts, survives, and thrives in the face of events such as extreme weather, natural disasters, pandemics, cyber-security attacks and economic downturns.

The strategy included an annual action plan with targets to help strengthen Wyndham's resilience and ability to better prepare for future shocks and stresses. Eighty five per cent of Year 4 actions were either completed or progressed.

Year 4 highlights include:

Our People – Health, connected and inclusive

- Establishment of the Wyndham Food Collective and an internal staff food systems network to improve food security outcomes for Wyndham.
- A new Wyndham Building Blocks Community Leadership Program focused on mobilising community leaders around Activating New Neighbourhoods.
- Successful delivery of library programs that build social connection between and amongst different cohorts in Wyndham, including youth, elderly, families and new migrants.
- Wyndham continues to contribute to the My Smart Garden cross-council collaboration. This quarter also saw a collaboration with the environment team with the release of the 'Habitat Gardens in Wyndham' YouTube series, which celebrates one of My Smart Garden's main themes, Habitat, while also promoting Wyndham's Habitat Heroes program.

Our Environment – Flourishing Natural Spaces

- Construction of the Arndell Park Stormwater Harvesting System.
- Finalisation of the Adopt-A-Park Policy to encourage interested Community members and groups to take a stewardship approach to Wyndham's open spaces.
- Small-scale revegetation works occurred along the Werribee South Foreshore in 2024. In addition, advanced planning for trialling a fenced area for revegetation purposes along the Werribee South Foreshore is progressing.
- Consultant engaged to commence urban heat mapping across Wyndham to identify hot spots.
- Continued implementation of climate risk mitigation including supporting the implementation of the Wyndham Sustainable Infrastructure Framework on capital works related to buildings.

We are Ready – Disaster aware

- Disaster-proofing your business training was delivered for local businesses to learn how to do business better before, during and after disasters.
- The Adaptation Game (TAG) has been customised for Wyndham. Seven members of staff have completed facilitator training and are preparing for community roll out sessions soon.
- Wyndham is working with the Jesuit Social Services Centre for Just Places and Western Public Health Unit on the Lessons in Resilience project. This project aims to understand how local community service and health organisations adapted their services and operations to meet

community needs during disaster and extreme weather events (including, flooding, extreme heat and the Covid19 pandemic) to gather lessons in resilience.

Our Places – Resilient and sustainable

- Introducing Wyndham's Sustainable Infrastructure Framework, including climate risk assessment for all council building development and renewal.
- Continued effort to reduce emissions at Wyndham through:
 - Completion of the Virtual Energy Network study
 - Delivery of electric vehicle charging infrastructure at the Operations Depot
 - New solar PV system installed and commissioned at Wyndham Cultural Centre
 - Planning for large solar system at Eagle Stadium, to be delivered in 25/26
- Contributed to Council Alliance for a Sustainable Built Environment's (CASBE) proactive advocacy for a safe environment through the Position Paper Planning for Sustainable and Resilient Communities 2025 and beyond, as part of advocacy to the update of Plan for Victoria.
- Communication plans are being developed for delivery of Food and Organic Waste (FOGO) bins to households in February 2026 and to educate residents on their use.

Our Future – Walking our talk

- Delivery of programs to build on staff understanding and apply city and climate resilience thinking to their work across Council's operations and services.
- Embedding local, social and sustainable procurement goals into council procurement processes.
- Staff training on city resilience theory and application was delivered, increasing staff ability and enthusiasm to apply a resilience lens to work across Wyndham's operations and services.

Key achievements in delivery of the entire Resilient Wyndham 2021 – 2025 strategy include:

Our People – Health, connected and inclusive

- The establishment of the My Smart Garden program within Wyndham
- The establishment of the Wyndham Seed Library and Wyndham Park Tool Library
- The Community Building Blocks Program focusing on resilience
- The Pandemic Response Office CALD community outreach and biocultural workers program

Our Environment – Flourishing Natural Spaces

- Significant progress in increasing tree canopy, successful community gardening and tree planting programs.
- The continued delivery of the Green Living Series.

We are Ready – Disaster aware

- Community preparedness exercises including Exercise Walkaway, Coffee with a Cop, and the Are you Ready program

Our Places – Resilient and sustainable

- Achieving Carbon Neutrality in 2023
- The provision of cyber security and business continuity training for Wyndham business.
- One of the largest rollouts of commercial scale rooftop solar by local government within Australia
- Changing over many streetlights within Wyndham to low energy options
- Increasing the energy efficiency and climate resilience of Council's facilities and buildings
- Commencing transitioning Council's vehicle fleet to zero-emission vehicles.
- With final commissioning and testing underway, the following projects will reach completion in July 2025
 - Installation of 24 alternate current (AC) electric vehicle (EV) chargers across the Wyndham Council depot site, and a DC mobile fast charger installed for fleet vehicle charging. Future proofing works have also been undertaken onsite to provide for expansion opportunities as the fleet grows.
 - Installation of two alternate current (AC) electric vehicle (EV) chargers at Jamieson Way Community Centre.

Our Future – Walking our talk

- The establishment of the SPARK Innovation business hub in Werribee

Resilient Wyndham 2021-2025 has now concluded.

STRATEGIC AREA 5 :

An Economically **Prosperous City**

Wyndham is an attractive place
to visit and invest in.





ADOPTED
NOVEMBER 2022

Economic Development Strategy 2022–2026

Wyndham's economic development program delivered high-impact initiatives that strengthened the local economy and showcased Wyndham on a national stage.

Business Engagement and Connection

In September 2024, Wyndham's **28th Annual Business Awards** attracted 168 applications, united 350 guests and awarded business excellence across 12 categories. The top four award categories entered were Small Business, New and Emerging, Micro Business and Excellence in Customer Experience.

In October 2024, Wyndham won the National Economic Development Awards for Excellence in Strategic Thinking for **WYNnovation 2024: The Festival of Human Connection**. This award recognises best practice strategies where economic development outcomes are at the heart of the approach adopted. Council was also a finalist in another category; Economic Development Initiatives - Regions Over 15,000 Residents for the Innovate Business Growth Program.

The inaugural **Proudly Wyndham Business Expo** on 28 November 2024, sponsored by RMIT University with event partners Committee for Wyndham, Tarneit Business Association and supported by Asian Business Association of Wyndham, Wyndham Biznet, Truganina Business Association, Werribee Business & Tourism Association, was attended by more than 500 businesses and featured 60 local B2B (business-to-business) exhibitors, 8 expert-led workshops and the Marli Marli Business Lounge by local First Nation's small business Marli Marli, attracting more than 200 SMEs (Small to Medium Enterprises) curious to learn, innovate and grow. The big day was followed

by an end-of-year celebration with 150 guests from Wyndham's broader business community fostering crucial synergies for connection and entrepreneurial growth. Expo business participant survey noted 81% of expectations were met, 91% would recommend and 92% confirmed expo added value to their business. To watch the Business Expo highlights video, key workshop takeaways and full exhibitor listing, [visit Proudly Wyndham Business Expo](#)

Love Your Local Campaign launched in July 2024 continued to be rolled out across multiple marketing and communication channels achieving a total reach of 1.027 million. The online business directory promoting local service and product providers to support local procurement saw a 50% increase of listings from June 2024. To date, 59 diverse local businesses have participated in the campaign highlighting their stories and their #loveyourlocalwyndham favourites.

On International Women's Day (IWD) 7 March 2025, 200 attendees marched forward in culture, creativity and business for the **Women in Business Cocktail Evening** at the historic Mansion Hotel Werribee. For the first time, Council's IWD Women in Business featured in the PayPal Melbourne Fashion Festival Independent Program 2025. Post event attendee survey confirmed 91% were satisfied with the event; 87% of expectations were met; 91% would recommend the event.

The **2025 Business Confidence Survey** reveals a slightly optimistic however still challenging landscape for Wyndham businesses. Confidence in the future growth is modestly optimistic with majority of business reporting low to medium confidence levels.

Sales and profitability trends show mixed signals with half expected to register revenue growth, yet profitability is under pressure with more businesses forecasting decline. There is a slight optimism in hiring intention with a quarter planning to increase their workforce in the coming year. Investment intentions are split, with 40% likely to invest in their operations in the coming year. Almost 60% of local businesses intend to keep operating in Wyndham. Businesses are finding that taxation, wage cost and the economic climate in general are the main barriers hindering their growth prospects. Compared to 2024, the survey, which was conducted between May and June 2025, highlights a more resilient business community that is seeking greater support, stability, and opportunities to grow.

Entrepreneurship and Innovation

May 2025 saw our award-winning **WYNnovation 2025** return, and brought the spirit of innovation to life in Wyndham City, engaging more than 450 business leaders, entrepreneurs, and creatives through a series of impactful events under the theme *"Making the Future Happen Now."* The WYNnovation Summit, proudly supported by Victoria University featured inspiring speakers including futurist Simon Waller, Winitha Bonney OAM, and Daniel Flynn founder of Thankyou, while showcasing local world-class innovators like Greenleaf Cosmetics, All Green Nursery & Garden, and InflaMed.

For the first time, a diverse range of independently led events extended WYNnovation's reach and impact into the broader community including Student Mentoring with Wyndham Entrepreneurs at Wyndham Tech School, Third Culture supported by Workforce Australia, Wyndham Biznet Association, and an Intro to CSIRO for Ag (Agriculture) & Food Startups at the CSIRO Food Innovation Centre. At the Wyndham Leaders Workshop held at Ironbark Fields Tarneit, 40 local decision-makers contributed to shaping Wyndham's next economic development strategy.

The festival's Pitch Competition, which attracted 34 applications and festival-first \$32K prize pool and a first of its kind partnership with DELL Technologies, focused on bold cleantech, health and mobility innovations for Wyndham, awarding top prizes to AI Mily, RegenX and Tala Thrive. The prize pool also included Entrepreneur-in-Residence membership at SPARK Business & Innovation Hub for winners.

Council's Economic Development full team is now operating out of **Spark Business & Innovation Hub**. Since December 2024, it has been thriving with new activity, improved facilities, new signage and name refresh to enhance visibility, positioning, increased capacity, member services and new collaborations. SPARK's occupancy rate in June 2025 is 90% (up from 40% in January) with 43 members from 31 businesses spanning across multimedia, education

and training, healthcare, finance, property, business services, consulting, data analytics and Wyndham's six local business networks and associations. SPARK welcomed a high-level delegation from Kaifeng Province, China in April with a focus on advancing shared capabilities, knowledge exchange and future cooperation.

A groundbreaking partnership between Council and RMIT University was launched in June 2025, **WyndhamAI for Business 2025-26** program at the new Business & Innovation Studio at SPARK. The innovative subsidised program between Council, RMIT and participating businesses aims to drive new learning and growth opportunities for local businesses and the region. Beyond the program, businesses will have access to the Business & Technology Studio to provide on-going support of their AI journey, including connecting to the wider RMIT innovation eco-system.

From June 2024 to date, Wyndham has hosted 17 impactful **business training sessions** attended by 590 local businesses. Up 112% from annual target of 8 business workshops. Across the year, 89% of participants were satisfied with the business training, 90% of expectations were met and 96% would recommend to others.

More than 100 personalised business engagements and enquiries were undertaken from homebased start-ups to major investors and global brands. Up 282% from annual target of 100 business engagements, with 976 small business enquiries and 395 permits facilitated across Wyndham.

Investment

Local spend by Wyndham residents between May 2024 to May 2025 increased by 3.9% to \$7.8B with the biggest growth in discretionary retail, food retailing, tourism and entertainment. The highest percentage increase - and double metro Victoria - was in the fitness category with 17% increase.

The **Agribusiness Research Report and Draft Framework** has been completed to support the future of Wyndham's agribusiness sector. Recommendations and actions from the framework will be considered.

Continued advocacy and contribution to the planning of the **East Werribee Precinct** development through State Government's Department of Transport and Planning led forums, workshops and stakeholder reference group.



ADOPTED
DECEMBER 2023

Visitor Economy Strategy 2024-2028

The Visitor Economy Strategy provides direction for Council and industry to work together to foster a sustainable and prosperous visitor economy. The overarching objectives for enhancing Wyndham's Visitor Economy are:

- Grow visitation to Werribee and surrounds
- Grow visitor yield and dispersal
- Improve the visitor experience
- Build a sustainable and resilient tourism economy

The successful delivery of this strategy will be achieved by working with industry stakeholders, tourism operators, business units across council, in alignment with Victoria's Visitor Economy Master Plan.

Highlights from work completed include:

1.2.2 Conduct annual and / or by exception ad-hoc industry familiarisations (famils) to showcase Wyndham's 'tourism event' potential to 'tourism event' operators

With the opening of the world-class elephant trail at the Werribee Open Zoo in March 2025 this provided the opportunity to conduct familiarisation with industry operators. More than 50 tourism attendees heard from the Zoo Director Mark Pilgrim and had a guided walk through the trail.

This event was a great opportunity for industry to connect. A key highlight was profiling the City's newest attractions to businesses within the Werribee City Centre, building connections between Werribee Park Precinct and the city centre. This in turn will help grow visitor yield and dispersal and improve the visitor experience.

3.2.1 Improve transport connectivity and amenity between, and at key destinations

Assess feasibility of a hop-on hop-off Shuttle Bus Service taking visitors to and from accommodation, visitor attractions and key locations including Werribee Station. Evaluate learnings from the Quest Hotels shuttle bus pilot

To make the most of the new elephant enclosure and the April school holidays, the **pilot hop-on hop-off shuttle bus** initiative was implemented 5 April to

23 June 2025. Connecting visitors from Werribee Station to major attractions in Werribee South, the project aims to encourage visitors to stay longer and explore more attractions. Initial results indicate an unmet need, visitor and operator appeal. The results will inform a business case to consider a permanent roll-out.

3.3.1 Develop, implement and evaluate dedicated Marketing campaigns to drive top of mind awareness, to position the region as a destination of choice vs competitor set to increase visitation, dispersal and spend

The overarching Delightful Lil' Detour campaign that ran from September 2024 to May 2025 delivered exceptional results and amplified the free shuttle bus, the new elephant trail including:

- 278,786 website sessions (+24.3%)
- 29,464 average monthly website sessions
- 24,283 Average monthly users
- 46,998 Visit Werribee website referrals to tourism operator websites
- 874,910 reach of social media advertising including 127,620 link clicks

Working closely with the Zoos Victoria to promote the new elephant trail, '**Elephants Now Roaming**' campaign that included flags and banners across Wyndham, Werribee City Centre digital and billboard signage, content across Visit Werribee digital channels. Werribee City Centre a *Find the Elephant* competition was implemented with decals on the pavement and shop windows, digital and billboard signage. Content was also incorporated into the Delightful Lil' Detour advertising achieving

- 105,221 Reach
- 277,842 Impressions
- 7,109 landing page views
- 137, 591 reach billboard on the Princes Freewa

A feature in the May | June edition of Wyndham News with a reach of 113,000 households, also supported this action.



ADOPTED
AUGUST 2024

Werribee City Centre Plan 2025-2035

The refreshed Werribee City Centre Structure Plan was adopted by Council in August 2024.

One of the 'Big Moves' in the Plan was 'Streetscape & Movement Upgrades'. This is the systematic upgrade and enhancement of the grid of streets within the Werribee Activity Centre Boundary as beautiful, functional spaces that people love spending time in. A Werribee City Centre Streetscape Framework & Design Manual was adopted by Council in 2024 to guide this work.

Stage 1 of the Streetscape Upgrades was Wyndham Park Carpark. Construction of Wyndham Park Carpark was completed in November 2024 and opened for community use. The new car park has 83 parking spaces (33 more spaces than the previous gravel car park) providing enhanced access and convenience for the community. The upgrade includes four accessible parking spaces, new lighting, improved footpaths, and attractive landscaping, all aimed at making the car park safer and more inviting for everyone. The car park offers free three-hour parking and enhances the functionality of Wyndham Park. It will encourage more visitors to the Werribee City Centre and support major events.

Stage 2 of the Streetscape Upgrades is Duncans Rd (between Watton St and Synnot St). In 2024/25, the design and documentation of this project was completed. This work included consultation with the landowners and businesses in Duncans Rd. Construction is planned for 2025/26, with funding for the works included in the 2025/26 Annual Plan and Budget.

Stage 3 of the Streetscape Upgrades is the Central Watton St Precinct (between Duncans Rd and Wedge St). In 2024/25 concept design work was commenced. It is planned to engage with the community for feedback on the Stage 3 concept designs in 2025/26.

Victorian State Government funding was awarded in 2024/25 for the design and installation of 5 raised pedestrian crossings in the Werribee City Centre. The Safer Local Roads & Streets Program grant will see pedestrian crossings installed or improved in Watton St (x2), Duncans Rd, Cherry St and Comben Dr. Design work is underway, and construction is planned for 2025/26.

Another Big Move in the Structure Plan is 'Refining Planning Scheme Controls'. During 2024/25 the planning scheme controls for new development, land use and parking were refined and adopted by Council. The refinements are designed to achieve:

- Development outcomes aligned with the vision for the City Centre
- Clearer design requirements and assessment criteria for an improved planning process
- Improved development feasibility
- Appropriate protection of public open space
- Improved transition to surrounding residential areas
- Improved built form massing, setbacks, overshadowing, overlooking and wind management
- Modernised parking provision requirements.

Planning Scheme Amendment documentation has been prepared to enable a public process to be undertaken towards incorporating the refined controls into the Wyndham Planning Scheme. This process is planned for 2025/26.

STRATEGIC AREA 6:

A Thriving **City**

Wyndham is a City of choice and opportunity.





ADOPTED
APRIL 2023

Learning Community Strategy 2024-2029

Wyndham's Learning Community Strategy (LCS) provides a strategic and integrated framework for the creation of a community of lifelong learning. It is used as the basis for Council to lead, advocate, influence, facilitate, deliver, innovate, and celebrate Wyndham's learning goals. It clearly defines Council's role in improving learning outcomes.

Highlights for 2024/25 included:

Pillar 1 - First Nations 1st - Wyndham advanced reconciliation and cultural awareness through collaborative initiatives with First Nations communities. Key actions included:

- Engagement with the Wyndham Reconciliation Advisory Committee, the development of project briefs for cultural values assessments and discussions commenced with Traditional Owner groups, and staff cultural awareness training including the launch of the *Deadly Induction Program* for First Nations staff.
- The community were engaged through our WynTalk entitled Journey to Reconciliation: Finding Our Voice with Uncle Charles Pakana - a meaningful yarning session that invited deep reflection on First Nations identity, truth-telling, and cultural heritage.
- Schools were engaged through the Principal's Breakfast with a First Nations theme spotlighting

First Nations services and supports, and the Indigital Schools Masterclass, while libraries promoted First Nations culture through themed programs.

- Fostering of culturally safe learning spaces across Wyndham through libraries collections, artwork and naming of community spaces.
- These efforts supported cultural learning, strengthened community connections, and elevated First Nations voices in Wyndham.

Pillar 2 - Learning to Learn and Foundation Skills –

This includes the support of lifelong learning through:

- Extensive literacy, numeracy, and digital programs, early years initiatives, and innovative learning models. Wyndham Libraries delivered over 3,000 training sessions, including AUSLAN-integrated programs and literacy workshops.
- The Sharing Stories project promoted early literacy among vulnerable families.
- An Intergenerational Learning Report informed future educational planning, fostering inclusive and community-based learning approaches.
- Continued promotion of the benefits of reading to children through the vast range of programs offered in libraries and community centres.
- Weekly library programming has provided the opportunity for children and young people to engage in STEAM activities.

Pillar 3 – Employability, Work Skills, and Building Careers

The strengthening of employability, skills development, and inclusive economic growth through collaboration with education, industry, and community stakeholders. Key initiatives included:

- Wyndham's largest learning event, the Wyndham Learning Festival with the theme *Empowering Communities Through Lifelong Learning*, was held 1-7 September 2024 and engaged thousands of learners by showcasing over 90 learning events.
- Successful delivery of the 2025 Education Roundtable provided the attendees of educators, policymakers, industry leaders and community partners the opportunity to harness the power of collective knowledge and experience. Presentations exploring key priority themes identified in feedback gathered at last year's Education Roundtable included: "Leveraging Artificial Intelligence for Positive Educational Outcomes" by Wyndham Tech School; "Supporting Mental Health for Adolescents" by Youth Services, Wyndham City Council; "Addressing Teacher Shortages in Wyndham" from the Wyndham Principal's Network; "Career Pathways Initiatives" delivered by the Gordon Skills and Jobs Centre and "Inclusive Education: Learning Opportunities for Marginalised Groups in Wyndham" provided by AMES Australia.
- Efforts supporting disability inclusion through mock interviews and accessibility initiatives.
- Local career pathways were promoted via business expos and training.
- Programs like WYNnovation and the Spark Hub empowered startups and SMEs, addressing future skills needs and supporting workforce diversity.
- Planning for the 10-year celebration of the Wyndham Learning Festival taking place 1-7 September 2025 including hosting two Event Host Information Sessions delivered in May 2025 aimed at providing new and returning potential event hosts with support to get involved in the festival.

Pillar 4 – Leadership and New Learning – Wyndham fostered a culture of lifelong learning, civic engagement, and inclusion through storytelling, place-based learning, and global partnerships.

- 2025 Principal's Breakfast with the theme *"Changing Employability skills needs; matching industry needs with skills development"*, hosted at the Wyndham Tech School.
- Celebration and promotion of lifelong learning through the promotion of diverse learner stories. Discover the stories showcasing the impact of lifelong learning, fostering social connections, bridging generations, boosting health and unlocking economic opportunities.
- Community stories were shared during Adult Learners Week and Cultural Diversity Week
- Youth and civic participation programs empowered future leaders.
- Wyndham actively participated in national and international networks like the Australian Learning Communities Network, UNESCO's Global Network of Learning Cities, and PASCAL, promoting sustainability, education for sustainable development and inclusive learning.
- Production of a quality video to highlight achievements of Wyndham as a UNESCO Learning.
- Events such as the STEM Conference, Coding Champs, and Seniors Festival engaged all ages
- Council led The Library of Stories and Allies for Reconciliation, which deepened cultural understanding and community connection.
- The Learning Community Strategy 2024-2029 **Action Plan** for 2025 was distributed in January 2025, arising from the input provided by key stakeholders at the Annual Forum held in October 2024.
- Hosted an Australian Learning Communities Network Online Learning Forum: *Capturing the Learner's Voice*.

Wyndham's work as a UNESCO learning city will continue under the Learning Community Strategy 2024-2029. Action Plans are re-calibrated each year to reflect current learning priorities, and to set realistic goals to be achieved. Each calendar year a report of achievements arising from The Strategy is produced. Update one, highlighting achievements from 2024 is available on [Council's website](#).



ADOPTED
FEBRUARY 2018

Library Service Strategy 2018-2040

The Library Service Strategy (Libraries Action Plan 2023–2028) serves as a strategic roadmap guiding the development, delivery, and continuous improvement of library services across the municipality.

Based on community consultation and aligned with Wyndham's broader strategic vision, the plan aims to ensure that library services remain inclusive, accessible, innovative, and responsive to the evolving needs of the community. There is a strong focus on fostering lifelong learning, digital inclusion, and community connection.

The 2024/25 reporting period reflects the second year of the 2023-28 Action Plan and highlights the progress made towards achieving these goals.

1. Community-Centred Collections

Wyndham Libraries aims to develop and manage library content and collections which meet the information, education, recreation and cultural needs of the community, foster a love of reading, and support the development of lifelong learning.

Our collections continue to reflect the diverse needs and interests of Wyndham's growing population with high levels of community engagement with our collections. Over the reporting period:

- 1.5 million physical items have been borrowed
- 234,000 digital items have been borrowed
- 94% of junior items have been borrowed at least once
- 54% of junior collections were out on loan as of June 2025

Digital Local History - Council continues to make significant progress in preserving and sharing local history assets and stories with the community. A key development has been the improved accessibility of local history stories through the new Portfolio platform, now integrated with the Library Catalogue. Featuring a dedicated landing page, a homepage link, and enhanced visual presentation, the platform offers a more engaging and user-friendly experience. Further enhancements are currently underway to expand and refine this offering.

In support of this work, Council appointed a dedicated 'Digital Local History Librarian'. This role focuses on the ongoing development, curation, and maintenance of the Digital Local History Collection, ensuring its long-term sustainability and growth. Work is also progressing on the creation of collection guidelines and scope, alongside an audit and clean-up of existing data to ensure it aligns with quality standards and collection objectives.

The growing interest in Wyndham's rich local history is evident, with the new website recording over 4,500 views in the 12 months to April 2025 – a strong indicator of community engagement and the value of these digital resources.

2. Learning and Cultural Programs

Wyndham Libraries aims to develop and deliver targeted activities that use library resources, collections and spaces to:

- build literacy, language, employability and lifelong learning skills in the community

- encourage social inclusion and connection
- improve personal development and wellbeing
- engage, connect, inform and inspire
- enrich the lives of community members

Council libraries are hubs of learning and creativity for all ages. Library programs such as Rhyme Time, Bilingual Story Time, and the Art Swap Challenge foster literacy, creativity, and intergenerational connection. Feedback from families and participants consistently highlights the value of these experiences.

Throughout the 2024/25 reporting period, the library's programming has continued to attract high levels of community participation:

- 121,529 community members attending the libraries' programs across all age groups
- 429 participants engaging with digital literacy programs (up from 98 last year)
- 3,000+ training sessions delivered for the community
- 2,089 attendees reached through the Sharing Stories early literacy project
- 79 Read with Me sessions delivered supporting nearly 200 primary-school aged children with their reading fluency and comprehension

All library programs were evaluated at the end of the year through community surveys and programs and events are planned to align with the library strategic plans. Continuous improvement is done on an ongoing basis and program timetables are adjusted and updated term by term.

Libraries continue to play a key role in supporting the wellbeing of adult residents through targeted programs, partnerships, and services. In October 2024, **Libraries partnered with Services Australia and IPC Health** to deliver a series of presentations on Superannuation, Age Pensions, and Aged Care. These sessions provided valuable, practical information to older members of the community. Participants described the sessions as informative, accessible, and highly relevant to their needs.

In 2025, Point Cook Library hosted a successful cross-generational Art Swap Challenge, where pairs painted together, swapping canvases every five minutes to create two unique artworks. The event encouraged creativity, learning, and connection across generations, with 40 participants including parents and children, siblings, friends, and couples. Feedback highlighted the joy of bonding, communication, and shared creativity. This successful cross-generational event is being planned at other library locations.

The Library Youth Collaborative (LYC) provides young people the opportunity to volunteer and utilise co-design principles to plan and deliver library programs for their age group. In October 2024, the LYC delivered a new, co-designed Halloween event for local young people. This event enabled social connection, increased knowledge and experience about event planning and promotion for the LYC, and

a free, fun and engaging recreational event for local youth.

Surveys on early years and junior programs that support reading in the home were held across the service late 2024. Feedback from the Rhyme Time survey – What does this program mean to you? Included comments such as "Social interactions for child and parents. Learning to sing and read to child at home" and "Rhyme Time has provided learning for my baby, learning to read and play".

The Sharing Stories project – The 'Help your child learn from birth' pilot project continued in 2024/25, with the aim of supporting early literacy and oral language development for vulnerable families in Wyndham with children aged 0-5 years. Council's library team collaborated with a range of partners supporting vulnerable families across Wyndham. These sessions provided a token for a free 'book', practical tips on how to share stories with your child from birth, and a Rhyme Time or Baby Time program (similar to the regular sessions run at the libraries each week). This project was developed in 2022, in response to data indicating that Wyndham has the largest number of children developmentally at risk in metro Melbourne. The need for the project was also supported by emerging research on the detrimental impact of COVID 19 restrictions on the development of children in this age group and subsequent school readiness. So far, the project has reached 2,089 attendees across 97 outreach and library visits.

Read with Me sessions – Libraries one-on-one, online reading support program delivered over 79 sessions with almost 200 children participating in the program. Customer feedback shows the program strongly improved confidence for children reading in the home. One caregiver stated that 'we get to share with the family because we get to listen to the story and talk about the books and read them afterwards'.

3. Technology Access for All

Aim: Wyndham Libraries will:

- provide free to the community use of computers, the internet and other technological equipment and applications to allow users to access library and public information and resources.
- support library users to build their confidence and skills in efficiently using digital technology and effectively using digital information and tools.
- be widely recognised as a place where mainstream and new technology is available and accessible to all members of the community.

We continue to invest in technology that empowers our community:

- 35 new public computers installed
- 2.38 million minutes spent on public computers
- 82,197 GB of Wi-Fi data used across 115,083 sessions
- 94.25% of loans made via self-service
- 99.79% system uptime

New portable self-service stations and loanable tablets at Truganina Library are expanding access

and flexibility for all users.

4. Multi-Purpose Places and Spaces

Aim: Wyndham Libraries will provide functional, safe, flexible, stimulating and accessible physical spaces that meet the recreational, educational, social and information needs of library users of all ages and interests.

Our libraries are welcoming, inclusive, and evolving spaces.

- 956,000 visits to libraries
- New programs launched at Truganina Community Centre and Library Lounge
- Hoppers Crossing Library reopened with two new bookable community rooms
- Accessibility review completed (implementation deferred due to budget constraints)

Although plans for a 24/7 open library trial were paused due to safety and budget concerns, we remain committed to exploring innovative service models.

5. Strategic Library Planning

Aim: Wyndham Libraries will align its strategic planning with the communities' vision for the City, reflect community needs and aspirations and engage the community in shaping library services.

The Library Outreach team is committed to delivering sustainable library outreach programs that extend Library services into the community through the Pop-Up Library Van. Continuous improvement is considered on an ongoing basis for the Pop-up Library Van. During the past year, several enhancements have been implemented on the Van to improve staff safety and efficiency, including the installation of three additional steps for easier and safer access to the van and the introduction of a motorised awning, which eliminates the need for manual winding. In early 2025, the team trialed a new timetable, replacing regular afternoon programs which were not as well attended as the morning sessions, with ad-hoc outreach visits. Regular morning programs across a range of community centres remain.

6. Excellent Customer Service Experience

Aim: Wyndham Libraries will meet and exceed customer needs through a customer-centric service model, service redesign and digital innovation.

We introduced a new customer experience survey at self-service points, with 96.92% satisfaction from over 6,200 responses. This feedback helps us continuously improve our services.

In 2024/25, the library membership campaign was conducted in June, via social media, to raise awareness of the various Library services, particularly to non-users. The campaign is expected to reach thousands of Wyndham residents.

Outreach to areas beyond physical libraries via the Pop-Up Library Van resulted in just under 100 new members signing up from the van and 87 at the Saltwater Community Centre where a Library bookshelf and kiosk is located.

7. Partnerships and Outreach

Aim: Wyndham Libraries will continue to work strategically with partners to improve service scope and reach, improve service quality, reduce service duplication and use public resources for maximum impact.

We are reaching more people through strategic partnerships and outreach.

- 131 Wyndham readers joined the statewide Warm Winter Read – the highest in Victoria!
- Pop-Up Library Van visited 4 kindergartens, engaging 150+ people
- Outreach efforts led to 100+ new memberships

Our outreach ensures library services reach all corners of Wyndham, especially underserved areas.

Pop Up Library van visits Kindergartens

The primary goal of the Library Outreach team is to provide service to those communities that are on the fringes of Wyndham, where physical library branches are not easily accessible. With this in mind, in early 2025 the team created a list of 12 to 15 council kindergartens located in these fringe areas and arranged meetings with educators to discuss the needs of their communities. Following consultations, site visits were planned, and dates were selected to coincide with times when the maximum number of kinder sessions were being held. On the scheduled days, the team attended close to kindergarten finish times, delivered a Storytime session to the children, and then set up the Pop-Up Library Van outside. This allowed for direct engagement and borrowing opportunities as parents arrived to collect their children. The initiative has received highly positive feedback from both educators and the community, with many expressing that they would not have known about the library service without this collaboration. This partnership highlights the value of targeted outreach and collaboration in expanding the reach and impact of library services.

STRATEGIC AREA 7:

Community as an *Active Partner*

Council is well governed and works with the community to make informed decisions.





ADOPTED
MARCH 2024

Wyndham Advocacy Strategy 2024 - 2026

Council undertakes a range of proactive and reactive activities to demonstrate our commitment to community, and to seek political and funding support to deliver and address the ongoing challenges and opportunities within our municipality.

Advocacy can include researching solutions, creating coalitions of like-minded people, public campaigns to raise awareness, direct representations to elected members of parliament and engagement with public servants within Departments and agencies.

Advocacy is a core part of attracting funding for Council's future capital works program work and contributes to financial sustainability and successful project delivery for our community.

2024/25 Advocacy:

The Wyndham Advocacy Strategy 2024-26 guides Council's advocacy work which includes the methodology around advocating and prioritising projects and forms the basis in which Council engages with State and Federal Governments, their representatives and Departments. It also ensures accountability and transparency in Council's engagement.

This year, Council began a process of prioritising key priorities, utilising the Council-endorsed prioritisation matrix within the Strategy. This work required project and policy priorities to have dedicated Advocacy Plans developed to advance them.

In 2024/25, Council advocated on a range of specific opportunities including Wyndham Ring Road (previously known as Wyndham West Link – Stage 2), Werribee Main Road Interchange, a new aquatic centre for Wyndham, the Outer Metropolitan Ring Road and new train stations along the Regional Rail line.

Council also responded to a multitude of advocacy opportunities including the Werribee By-Election, Federal Election 2025, and the State (Victorian) and Federal Budgets.

Werribee By-Election, February 2025:

The Werribee by-election was held on 8 February 2025. This by-election was the result of the resignation of Treasurer of Victoria and Member for Werribee and represented a critical advocacy event for Council.

Council worked to increase community awareness of the by-election by holding the 'Werribee Votes 2025' forum on 29 January 2025, providing all Werribee candidates with an opportunity to answer questions and talk about their priorities and plans for the future of Werribee. With 12 candidates standing at the close of nominations, 10 candidates accepted this invitation. This was livestreamed exclusively on Facebook and YouTube, with 11.9k and 785 views respectively, as of March 2025.

Wyndham developed a 'Werribee Votes 2025' prospectus document, provided to all candidates, and offered one on one meetings with candidates.

During the by-election, the Victorian and Federal Governments committed \$333.5 million towards the Princes Freeway and Werribee Main Road Interchange Upgrade and the nearby Ballan Road Intersection Upgrade. This represented a significant advocacy win for the Wyndham community.

Federal Election 2025:

The Federal Election was held on 3 May 2025.

Council undertook a bipartisan and political neutral engagement with all parties as part of the formal election campaign. This included the development of prospectus documents of priorities, designed for distribution to candidates across the electorates. Council also provided candidates with the opportunity to answer a questionnaire around their priorities at this Federal Election.

During the Federal Election, the Federal Government committed \$85 million towards the Wyndham Ring Road. Other commitments included \$5 million towards the Saltwater Reserve Pavilion and \$5 million towards the Soldiers Reserve Pavilion.

Engagement with Members of Parliament:

Through 2024/25, Council continued to hold regular engagement with local Members of Parliament. Council provides local MPs and their offices with support for constituent enquiries and issues on Council matters. Some issues raised with Council throughout the year have included road signalisation requests, new signage requests, the work around K-Road cliffs, and support for grant opportunities. Council also assists with media enquiries and formal engagement to State and Federal Government Ministers.

Advocacy Submissions:

Council supported two Engage Victoria submission responses in 2024/25. These were:

- Tarneit West Railway Station
- Infrastructure Victoria – 30 Year Strategy

And submitted Councillor endorsed motions to the following conferences:

- Municipal Association of Victoria (MAV)'s State Council Conference (23 August 2024 and 16 May 2025).
- Australian Local Government Association (ALGA)'s National General Assembly (24–27 June 2025)

Regional Partnerships:

Council engages with regional partners in advancing our priorities, supporting dialogue and information sharing, and securing government interest. Partnerships with other regional partners such as other Local Government areas and regional/aligned membership organisations are critical, to achieve community outcomes, particularly in a highly challenging economic environment. Over the past year, Council worked with the following organisations to advance regional advocacy priorities:

- Committee for Wyndham
- LeadWest
- National Growth Areas Alliance (NGAA)
- Municipal Association of Victoria (MAV)
- Australian Local Government Association (ALGA)
- Victorian Local Governance Association (VLGA)
- City of Greater Geelong
- City of Melton

STRATEGIC AREA 8:

Delivering Public Value and Excellence

Council is a financially responsible, high performing, accountable organisation that is responsive to the needs of the community.





ADOPTED
JUNE 2025

Asset Plan 2025 – 2035

The role of the Asset Plan is to provide a strategic framework for managing Council's infrastructure assets, ensuring long-term sustainability and to guide how Wyndham's assets support the delivery of essential services to the community.

Council plays a vital role in providing and maintaining infrastructure that supports the health, wellbeing, and quality of life of its residents. Wyndham's asset portfolio includes:

- transport infrastructure (roads, footpaths, and kerbs)
- facilities (buildings)
- stormwater systems, and
- open space assets.

Effective and efficient management of these assets is critical to ensuring their long-term sustainability, maintaining appropriate service levels and keeping costs affordable for the community.

Under the *Local Government Act 2020* councils must develop and maintain an Asset Plan covering a minimum 10-year period.

The current Asset Plan for 2025-2035 was adopted on 24 June 2025. It aligns with Council's Long-Term Financial Plan, Community Vision and Council Plan to support responsible asset management. The Plan has been developed considering community feedback through deliberative engagement in accordance with Council's Community Engagement Policy.

Through the 2025 engagement, the community emphasised the importance of maintaining existing assets while expanding infrastructure to meet the needs of a rapidly growing population. In developing the Asset Plan, consideration has been given to the work of the Future Wyndham Community Panel which recommended that Council prioritise the quality and sustainability of assets to make sure they last longer and have fewer maintenance costs into the future. The panel also recommended the

fostering of effective public-private partnerships and holding developers accountable for the delivery of infrastructure on time.

Key considerations in developing and implementing the Asset Plan are:

- Ensuring financial sustainability while meeting community infrastructure needs - managing a multi-billion-dollar asset portfolio within a resource-constrained environment presents financial challenges, particularly with rate capping, rising costs and aging infrastructure. Council must carefully balance maintenance, renewal, and investment in new infrastructure to ensure assets remain fit for purpose while maintaining long-term financial sustainability. Underfunding asset renewal can lead to service decline, while delaying upgrades may result in assets no longer meeting community needs.
- Balancing growth, renewal and maintenance priorities within budget constraints - this Asset Plan aims to ensure the strategic and sustainable management of Wyndham's infrastructure, guided by the Wyndham 2050 Community Vision. Through an integrated approach to asset and financial planning, it will enable Council to deliver the right infrastructure at the right time, balancing community needs with financial sustainability.
- Addressing climate resilience and sustainability in asset planning - this plan will enable Council to prioritise investment, strengthen asset resilience and maintain service delivery, ensuring that Wyndham's infrastructure continues to support both current and future generations.

The Plan also outlines Council's commitment to continuous improvement and reporting through regular reviews, performance tracking and integration with financial planning to ensure infrastructure and services adapt to changing community needs and remain sustainable over the long term.



ADOPTED
MARCH 2022

Gender Equality Action Plan 2021 - 2025

The Gender Equality Action Plan (GEAP) has guided Council's efforts to create a fairer and more inclusive workplace. As this period of the plan comes to an end, Council is reflecting on what we have learned and achieved.

A key achievement is the introduction of **Gender Impact Assessments (GIAs)**. Council is working to apply GIAs to all new and updated external projects, programs, and policies, if they fit the criteria of requirements. These assessments help us look at our work through both a gender and intersectional lens – making sure people of all genders, backgrounds, and experiences have equal access and opportunity. Over time, GIAs will become a normal practice and an essential part of how Council operates, helping to identify and make the changes needed to ensure our work is fair and inclusive for all.

Council have committed to learning, growing, and acting – and we look forward to continuing this important journey.

Indicator 1: Gender composition of all levels of the workforce

Action: Promote flexible modes of employment to people of all genders and at all levels Council

Throughout the lifecycle of the 2021–2025 GEAP, Council has consistently promoted, monitored, and innovatively implemented a range of flexible working arrangements. These efforts are designed to attract a broader and more diverse employee base and to reinforce our position as an employer of choice.

Council's Flexible Working Policy outlines our commitment to supporting various approaches that enable employees to effectively 'get the job done' – recognising that flexibility is key to both productivity and wellbeing.

Indicator 2: Gender composition of governing bodies (Councillors)

Action: Improve data collection regarding Councillor information

Councillors now have the option to opt in and provide additional intersectional data when they begin their roles. This data collection aligns directly with the recommendations of the Commission for Gender Equality in the Public Sector, enabling us to meet enhanced audit and reporting requirements. Importantly, it also supports our ability to identify and better understand trends or anomalies within Council's intersectional data.

Indicator 3: Gender pay equity

Action: *Better understand the gender pay gap, including its effect on superannuation*

Understanding and addressing the Gender Pay Gap within our organisation has remained a key priority throughout the lifecycle of this GEAP. Since its inception, we have conducted comprehensive audits and collated gender pay data every two years. This regular monitoring enables Council to assess the effectiveness of our initiatives aimed at reducing the gender pay gap.

Encouragingly, the Gender Pay Gap has shown a gradual decrease—from 12% at the start of the GEAP to the current 10%. While progress is being made, we recognise that closing the Gender Pay Gap is a long-term commitment. We remain dedicated to achieving a neutral or negligible gap and will continue to implement strategies that support pay equity across the organisation.

Indicator 4: Workplace sexual harassment

Action: *Strengthen prevention practices as well as organisation approach to reporting and response systems regarding sexual harassment*

Council is deeply committed to fostering a safe and respectful workplace by educating all employees on appropriate behaviours. A significant milestone in this effort was the revision of our Organisational Values, which helped strengthen our stance on preventing and addressing sexual harassment.

Internally, Council have implemented consistent training and communications to ensure that all staff understand our values and the standards of behaviour expected of them. We have also prioritised transparency and accessibility in our policies and procedures, ensuring employees are well-informed about how to report any incidents.

Clear guidelines have been developed, and policy updates have been made to support employees in raising concerns confidently and safely. Regular communications from Council's CEO continues to reinforce these expectations and provide guidance on what to do if harassment occurs. Combined with targeted training and consistent messaging, these efforts have proven to be effective in strengthening our organisational culture.

Indicator 5: Recruitment and promotion

Action: *Apply an intersectional gender lens to recruitment policy and process*

Council recognises the need to evolve our recruitment and promotion processes to ensure equity and fairness for all candidates. As part of this commitment, Council have updated our role advertisements, role purpose statements, and interview practices to be more inclusive.

A key improvement has been the introduction of diverse interview panels. Diverse panels bring a range of perspectives, foster innovative thinking, and

support more equitable decision-making.

Indicator 6: Leave and flexibility

Action: *Ensure parental leave conditions are best practice within the public sector and support people of all genders*

Council is committed to ensuring equal access to parental leave for all employees, regardless of gender. Through consistent communication, active promotion, and cultural encouragement, we have seen a significant increase in the uptake of parental leave by male employees - an important step toward normalising shared caregiving responsibilities.

A recent rewrite of our Parental Leave provisions has helped employees better understand their entitlements, while increased leave provisions further support families during this important time.

In addition, we successfully completed a project to obtain Breastfeeding Association Accreditation. This achievement ensures that lactating parents have access to safe, private, and designated spaces to support their breastfeeding journey upon returning to work, should they choose to do so.

Indicator 7: Gendered workforce segregation

Action: *Identify gender segregated work areas and promote gender equitable and inclusive practices to increase gender diversity of team members*

Through our in-depth analysis of the Gender Pay Gap, we identified that the disparity primarily exists within gender-segregated roles/positions that, due to societal and industry trends, tend to attract one gender more than others.

To address this, we are developing a long-term strategy aimed at encouraging greater gender diversity within these roles. This work is complex and influenced by broader societal norms, and we recognise it will take time to shift perceptions and participation patterns.

However, we are optimistic. By deepening our understanding of the factors that influence gendered role preferences, we can begin to implement targeted actions that support a more balanced and equitable workforce across all areas of Council.

This plan has now closed.



FURTHER INFORMATION

For more information or to receive a copy of this document in an alternate format, please contact:

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