



## Appendix 3

# Climate Emergency Action Plan 2023 – 2025

The actions below have been developed following targeted staff engagement with all relevant teams across the organisation. Staff engagement focused on:

- continuing the climate action we've embedded into Council's operations and building momentum of the organisation's climate action to date;
- driving progress toward our Climate Emergency Response goals and emissions reductions target;
- aligning with the 2021-2025 Council Plan strategies; and
- using Council's limited resources wisely.

The development of the action plan has involved impact versus effort analysis, including consideration of financial and staff resources required to deliver, as well as the extent to which the action will help us progress toward our climate emergency mitigation, adaptation and mobilisation goals. Each action includes a description of the resources required for delivery; the majority of the action plan can be delivered within existing resources and actions subject to funding are highlighted red. It is important to note that while actions marked with an asterisk can be delivered within existing resources, we recognise that we can increase our impact with further investment and so additional funding sources are noted. Some work on the tabled actions is already underway, and a new two-year action plan will be developed to commence in the 2025-26 financial year.

## GOAL 1 – OUR ORGANISATION IS CARBON NEUTRAL

#	RESOURCES	RESOURCES	DELIVERY
1	<b>Maintain Council's Climate Active carbon neutral accreditation for corporate operations.</b>	Existing resources* We'll explore different funding models to secure additional funding to enable higher quality carbon offset units to be purchased	<b>Lead:</b> Climate Action <b>Partners:</b> Waste Management Management Accounting
2	<b>Develop and implement a Waste and Circular Economy Action Plan, with a focus on reducing emissions associated with waste and transitioning to a circular economy.</b>		
2.1	Increase the diversion of food and garden waste materials from landfill through education and engagement and apply a gender equity lens to our approach.	Existing resources	<b>Lead:</b> Waste Management <b>Partner:</b> Climate Action Economic Development
2.2	Continue to explore landfill flare optimisation and opportunities to generate electricity from the landfill gas.	Existing resources	<b>Lead:</b> Climate Action <b>Partner:</b> Waste Management
2.3	Increase the use of recycled materials in Council capital projects, including trials of local recycled materials in road projects.	Existing resources* We'll seek external funding opportunities to enable even greater uptake in Council projects	<b>Lead:</b> Climate Action <b>Partners:</b> Assets and Engineering Project Management Office Social Infrastructure and Open Space Planning
2.4	Engage with community and businesses to identify and support circular economy opportunities and apply a gender equity lens to our approach.	Existing resources	<b>Lead:</b> Climate Action <b>Partners:</b> Economic Development Waste Management
3	<b>Establish a community carbon offset demonstration site on Council owned land at Lake Modewarre.</b>	Existing resources	<b>Lead:</b> Environment <b>Partner:</b> Climate Action
4	<b>Support trials and implementation of the Barwon South West Climate Alliance local offset program.</b>	Existing resources* In-kind support to this program can be delivered within existing resources. Financial contribution to support trials is subject to a future budget bid.	<b>Lead:</b> Climate Action

## GOAL 2 – OUR ORGANISATION GENERATES, STORES AND USES RENEWABLE ENERGY

#	RESOURCES	RESOURCES	DELIVERY
<b>5</b>	<b>Continue to reduce emissions from and build resilience of Council facilities.</b>	<b>Subject to funding</b> Annual business case submitted to Council's budget process for measures with a return on investment.	<b>Lead:</b> Climate Action <b>Partners:</b> Project Management Office Asset Management Facilities Management
5.1	Deliver energy efficiency and electrification upgrades to Council facilities to reduce energy consumption and transition away from gas.		
5.2	Increase solar generation and battery storage capacity on Council facilities.		
5.3	Build climate resilience of Council facilities through upgrades that reduce vulnerability to extreme weather.		
<b>6</b>	<b>Continue the transition of Council's fleet to electric vehicles (EV) and capitalise on external funding opportunities to increase fleet and public EV charging infrastructure.</b>		
6.1	Transition light fleet to only hybrid or electric vehicles; transition small plant to electric where feasible and trial electric heavy plant as they become available.	Existing resources	<b>Lead:</b> Fleet Management <b>Partner:</b> Climate Action
6.2	Target funding programs and partnerships to facilitate more public EV charging infrastructure.	<b>Subject to external funding</b>	<b>Lead:</b> Climate Action
<b>7</b>	<b>Continue to consider climate mitigation and adaptation in precinct planning in Macmillan Street Precinct, Deans Marsh Recreation Reserve and 2 Fraser Avenue.</b>	Existing resources	<b>Lead:</b> Social Infrastructure and Open Space Planning <b>Partner:</b> Climate Action

**GOAL 3 – OUR ORGANISATION IS ADAPTING WELL TO THE CHANGING CLIMATE**

#	RESOURCES	RESOURCES	DELIVERY
<b>8</b>	<b>Implement Council's Climate Adaptation Framework.</b>	Existing resources	
8.1	Undertake climate risk assessments on Council assets, infrastructure and services and embed in Council's risk management framework.	Existing resources	<b>Lead:</b> Climate Action <b>Partner:</b> Risk Management
8.2	Establish Executive Management Team as a Climate Resilience Project Control Group and develop a climate resilience screening tool for informed decision making.	Existing Resources	<b>Lead:</b> Climate Action
<b>9</b>	<b>Prioritise consideration of climate risk in the management of Council's storm water infrastructure.</b>	Existing resources	
9.1	Undertake drainage catchment management studies in priority areas.	Existing resources	<b>Lead:</b> Stormwater Infrastructure <b>Partner:</b> Climate Action
9.2	Deliver the Jan Juc Creek Daylighting Stage 2 and Winchelsea Greening and Stormwater Improvements Integrated Water Management projects.	External grant funding secured (DEECA)	<b>Lead:</b> Stormwater Infrastructure <b>Partner:</b> Climate Action
<b>10</b>	<b>Continue to deliver Council's emergency management and bushfire programs to build community resilience to increasing frequency and intensity of extreme weather.</b>	Existing resources	<b>Lead:</b> Community Emergency Management <b>Partner:</b> Climate Action
10.1	Conduct a gender and equity impact assessment on Councils emergency management and bush fire programs.	Existing resources	<b>Lead:</b> Community Emergency Management <b>Partner:</b> Community Health and Development
<b>11</b>	<b>Manage Council reserves to improve resilience to climate change, including retention of native vegetation, plant species selection and location, protection of threatened species habitat and ongoing pest, plant and animal management.</b>	Existing resources	<b>Lead:</b> Environment <b>Partner:</b> Climate Action
<b>12</b>	<b>Implement the Open Space Landscape Standards for Developers and Council's Open Space Strategy with a focus on climate consideration.</b>	Existing resources	<b>Lead:</b> Social Infrastructure and Open Space Planning <b>Partner:</b> Climate Action
<b>13</b>	<b>Continue Council's street tree program to reduce urban heat, including expanding to Torquay North and Old Torquay.</b>	Existing resources	<b>Lead:</b> Social Infrastructure and Open Space Planning <b>Partner:</b> Climate Action

## GOAL 4 – OUR ORGANISATION IS WORKING WITH LOCAL REGISTERED ABORIGINAL PARTIES AND FIRST NATIONS ON CLIMATE CHANGE

#	ACTION DESCRIPTION	RESOURCES	DELIVERY
14	Continue to educate staff on Registered Aboriginal Parties Healthy Country Plans, the links between climate change and threats to culture, and implement Council's Reconciliation Action Plan.	Existing resources	<b>Lead:</b> Community Health and Development <b>Partner:</b> Climate Action
15	Support Wadawurrung and Eastern Maar Healthy Country Plan priorities.		
15.1	Protect cultural sites from the impacts of climate change.	Subject to funding	In partnership with Wadawurrung Traditional Owners Aboriginal Corporation and Eastern Maar Aboriginal Corporation <b>Lead:</b> Project based <b>Partners:</b> Environment, Community Health and Development, Climate Action
15.2	Identify opportunities to pilot cultural burning and land co-management opportunities with Registered Aboriginal Parties	Subject to funding And RAP capacity	In partnership with Wadawurrung Traditional Owners Aboriginal Corporation and Eastern Maar Aboriginal Corporation <b>Lead:</b> Land Managers <b>Partners:</b> Environment, Community Emergency Management, Community Health and Development, Climate Action

## GOAL 5 – OUR ORGANISATION FACILITATES AND EMPOWERS COMMUNITY RESPONSES TO THE CLIMATE EMERGENCY

#	ACTION DESCRIPTION	RESOURCES	DELIVERY
16	<b>Support community renewable energy opportunities, including electrification, solar, batteries and microgrids, and target Federal and State funding programs.</b>	Existing resources* We'll seek external funding opportunities to bolster these activities	<b>Lead:</b> Climate Action
17	<b>Develop a community mobilisation program to coordinate community climate action efforts.</b>	Existing resources	<b>Lead:</b> Climate Action
17.1	Conduct a gender and equity impact assessment on community mobilisation and community led climate action initiatives	Existing resources	<b>Lead:</b> Community Emergency Management <b>Partner:</b> Community Health and Development
17.2	Progress net zero transition pathways in the community.	Existing resources* We'll seek external funding opportunities to bolster these activities	<b>Lead:</b> Climate Action
18	<b>Continue to support community climate action through engagement, seed funding and capacity building.</b>		
18.1	Deliver the Climate Emergency Pitch Fest grants annually.	Existing resources	<b>Lead:</b> Climate Action <b>Partner:</b> Community Health and Development
18.2	Promote and deliver community leadership programs which emphasise and encourage climate action.	Existing resources	<b>Lead:</b> Climate Action <b>Partner:</b> Community Health and Development
18.3	Engage with children and families on climate through Council's Early Years Programs.	Existing resources	<b>Lead:</b> Early Years/Child and Family Health <b>Partner:</b> Climate Action
18.4	Continue the Surf Coast Youth for Climate program and pursue opportunities to empower youth to take climate action.	<b>Subject to funding</b> We'll continue to seek State Government Engage funding to support the continued delivery of this successful program	<b>Lead:</b> Youth Development <b>Partner:</b> Climate Action
19	<b>Continue to support and collaborate for environmentally sustainable business practices on the Surf Coast and foster an entrepreneurial mindset toward sustainability.</b>	Existing resources	<b>Lead:</b> Economic Development <b>Partner:</b> Climate Action
20	<b>Support regional integrated transport initiatives, including development of regional trail strategy and implementation of the G21 Integrated Transport Strategy.</b>	Existing resources	<b>Lead:</b> Strategic Initiatives <b>Partner:</b> Climate Action

**GOAL 5 – OUR ORGANISATION FACILITATES AND EMPOWERS COMMUNITY RESPONSES TO THE CLIMATE EMERGENCY (CONT)**

#	ACTION DESCRIPTION	RESOURCES	DELIVERY
20.1	Implement Council's Safer Cycling Strategy to reduce vehicle emissions and encourage active transport.	Existing resources	<b>Lead:</b> Design and Traffic <b>Partner:</b> Climate Action, Strategic Initiatives
<b>21</b>	<b>Strengthen Council's planning controls to better address climate change.</b>		
21.1	Implement the planning scheme review (planning scheme amendment) with a priority focus on better addressing climate change.	Subject to funding	<b>Lead:</b> Strategic Planning <b>Partners:</b> Statutory Planning
21.2	Continue membership with the Council Alliance for Sustainable Built Environment.	Subject to funding	<b>Lead:</b> Strategic Planning <b>Partners:</b> Statutory Planning, Climate Action
21.3	Opt into the State's Environmentally Sustainable Development Policy once gazetted and contribute to shared ESD Officer resource to support its implementation.	Subject to a future budget bid	<b>Lead:</b> Strategic Planning <b>Partners:</b> Statutory Planning, Climate Action

## GOAL 6 – OUR ORGANISATION IS A CLIMATE EMERGENCY LEADER

#	ACTION DESCRIPTION	RESOURCES	DELIVERY
<b>22</b>	<b>Strengthen corporate policies, processes and understanding to ensure climate is a priority consideration in the delivery of Council projects.</b>		
22.1	Review and update the Sustainable Council Facilities Policy to ensure environmentally sustainable design is embedded in Council facility projects.	Existing resources*	<b>Lead:</b> Climate Action <b>Partners:</b> Asset Management Facilities Management Project Management Office Social Infrastructure and Open Space Planning
22.2	Implement Council's Environmental Management System to meet our General Environment Duty as outlined in the Environment Protection Act 2017.	Existing resources	<b>Lead:</b> Environment and Sustainability <b>Partners:</b> Organisational wide
22.3	Include a representative from the Climate Action Unit as technical advisor in the Project Steering Group for all relevant projects.	Existing resources*	<b>Lead:</b> Project Management Office <b>Partners:</b> Climate Action Relevant project sponsors
22.4	Incorporate climate considerations into end-to-end Project Management Office framework expansion (from feasibility through to benefits realisation).	Existing resources* 2023-24 Budget bid for additional staff resources in Sustainability Unit to better service this action	<b>Lead:</b> Project Management Office <b>Partners:</b> Climate Action Relevant project sponsors
22.5	Incorporate climate considerations into asset management prediction/criticality modelling.	Existing resources	<b>Lead:</b> Asset Management, Social Infrastructure and Open Space Planning <b>Partner:</b> Climate Action
22.6	Incorporate updated climate data in the implementation of the Enterprise Risk Framework.	Existing resources	<b>Lead:</b> Risk and Compliance <b>Partner:</b> Climate Action
22.7	Strengthen Council's Procurement Plan and templates to elevate the priority of environmental sustainability and climate action.	Existing resources	<b>Lead:</b> Procurement <b>Partner:</b> Climate Action
22.8	Include requirements for climate consideration in community projects and in lease and licensed property agreements at Council facilities.	Existing resources	<b>Lead:</b> Community Projects and Partnerships <b>Partner:</b> Climate Action

## GOAL 6 – OUR ORGANISATION IS A CLIMATE EMERGENCY LEADER (CONT)

#	ACTION DESCRIPTION	RESOURCES	DELIVERY
22.9	Build climate action into organisational work plans to clearly outline key actions and priorities for all parts of Council.	Existing resources	<b>Lead:</b> Climate Action <b>Partner:</b> Governance
<b>23</b>	<b>Continue to advocate to Federal and State Government, relevant agencies and stakeholders for strong climate action.</b>	Existing resources	<b>Lead:</b> Climate Action <b>Partner:</b> Strategic Projects and Partnerships
<b>24</b>	<b>Continue membership and participation in the Barwon South West Climate Alliance.</b>	Existing resources	<b>Lead:</b> Climate Action
<b>25</b>	<b>Establish new/improved measures of success for the Surf Coast economy that address climate change and environmental sustainability.</b>	Existing resources	<b>Lead:</b> Economic Development <b>Partner:</b> Climate Action
<b>26</b>	<b>Include climate/environmental sustainability factors in the upcoming review of Council's investment strategy.</b>	Existing resources	<b>Lead:</b> Financial accounting <b>Support:</b> Climate Action