



Inclusion Action Plan 2026 - 2030

Frankston City Council

This plan has been made for Frankston City Council.
They will be called Council in the plan.

What Council does

Council helps look after the Frankston City area.
It makes the community a good place to live.
Council also listens to people in the community.
They make decisions about local services and how money is spent.
Councillors are people chosen by the community to help make these decisions.

Councils do many things, like:

- Pick up rubbish and recycling
- Look after parks, playgrounds, roads, and footpaths
- Run libraries, community centres and services
- Support children, families, and older people
- Help plan new buildings
- Organise local events and activities

Council can help people be included by doing things like:

- Providing a service to people that includes everyone
- Doing planning to make sure other people, places and businesses include people
- Paying for different services or projects run by somebody else
- Advocating to other groups or government to support local people

What is the Inclusion Action Plan?

This plan is to make sure everyone is included.

Inclusion means that everyone:

- is welcome
- is respected
- has what they need to be there
- can take part in what is happening

Council has made an Inclusion Action Plan. It says what Council will do in the next 4 years to help include people:

- Who are older: 65+
- Who have disabilities
- Who come from non-English cultural backgrounds
- Who are gay, lesbian, bi-sexual, transgender, queer or questioning, intersex and other gender identities and sexual preferences (LGBTQIA+)
- Who look after someone who has a disability or an older person like a parent or a friend.

This is a short version of the Inclusion Action Plan.



The Inclusion Action Plan

The Plan is made up from hearing what people in the community and people who work at Council have to say. The Plan is based on talking with:

- People who have disabilities,
- People who identify as LGBTQIA+
- People from different cultural backgrounds
- Older people
- People who look after older people or people with disabilities
- People who work at Council

The Plan has 3 goals.



Goal 1: Have good services that are inclusive and accessible for everyone and help people to participate fully in community life.



Goal 2: Work with others in Council and in the community to make inclusion better.



Goal 3: Make sure the way Council works is inclusive, staff are trained well and Council have the tools to include everyone.

For each goal in the Plan, Council has objectives they will do. Objectives are the things the Council want to do over the next four years.

Work with groups and networks. This helps build strong partnerships. This helps include people from different communities.

Make the information easy to understand and make sure Council services are easy to use for everyone.

Help people from different backgrounds access Council services and make services more welcoming.

Have more community events and celebrations that everyone can come to and feel comfortable at. Have more events that celebrate our diverse community.

Show more images of and tell more stories about different kinds of people in Council information and communication.

Be leaders and help community groups to be inclusive.

Speak up to governments and organisations to help change rules and policies and ask for funding to make systems better for everyone.

Work more with local groups.

Use fair and inclusive hiring practices for staff and volunteers. Make sure everyone has a fair chance to apply to work at Council.

Work together across Council teams to use the same approach to make sure services are inclusive and easy to use.

Give staff training and chances to learn to improve inclusive ways of working.

Make Council buildings better for everyone to get into and use.

Make information and communications for staff clear and easy to use.

There are many actions under each objective. Actions are tasks that Council will do over the next four years.

The infographic features a dark purple background. A large, vibrant, multi-colored brushstroke, composed of many fine, overlapping lines in shades of red, orange, yellow, and blue, sweeps diagonally across the middle of the page. Several solid purple circles of varying sizes are scattered around and overlapping this brushstroke. Each circle contains a white text statement. In the bottom right corner, there is a faint, large-scale abstract shape in a slightly darker shade of purple.

Different people at Council will be responsible for different actions.

Some actions will involve everyone at Council.

Some actions will be for specific people or teams.

Some actions will support all groups in the plan.

Some actions will focus on a particular group.