

Bayside Biodiversity Action Plan

June 2018-2027



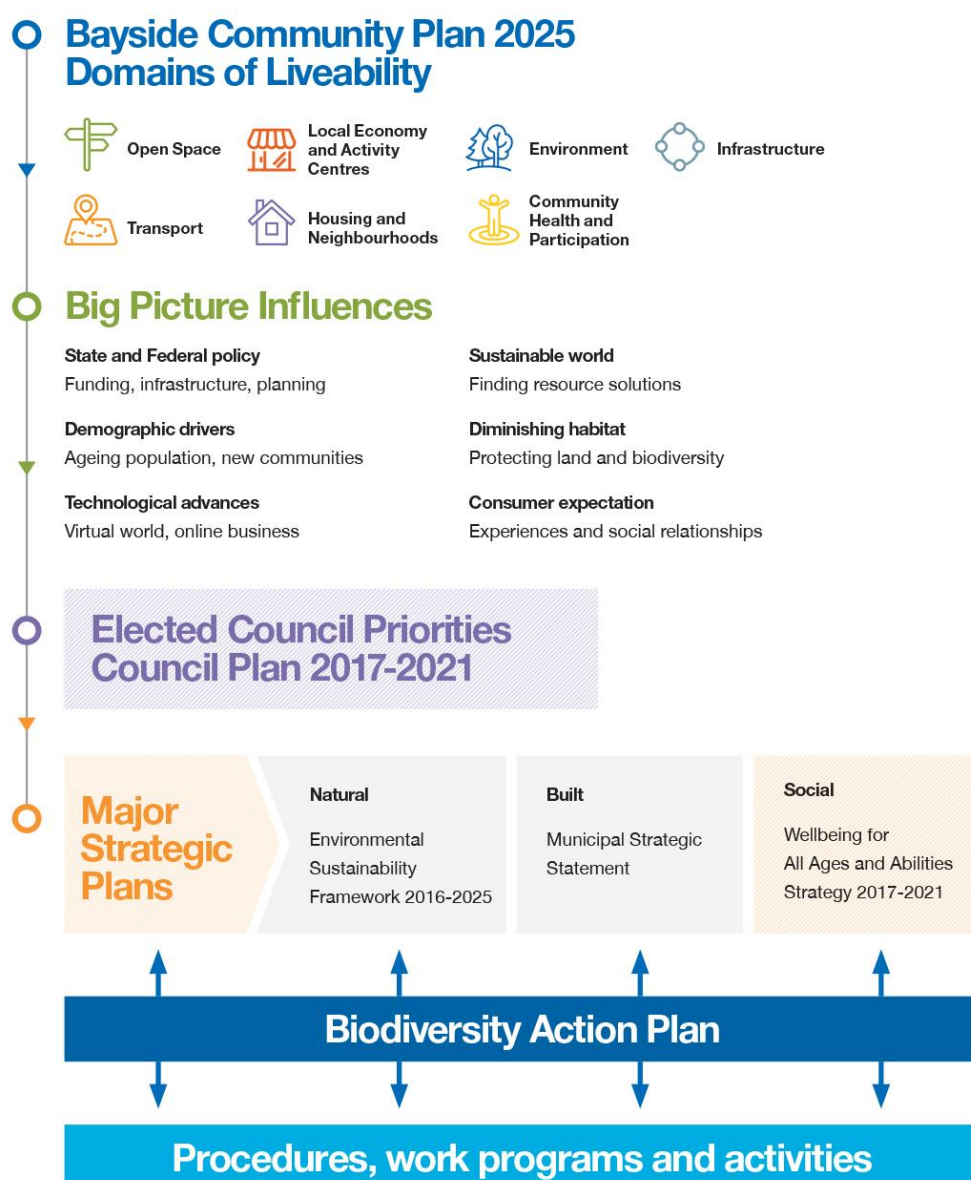
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1 Introduction

The decline in Australia's biodiversity is considered to be one of the key environmental issues of our time. Bayside City Council is committed to maintaining natural biodiversity assets and increasing conservation effort within its unique natural areas.

This Biodiversity Action Plan fits within Council's Better Place Strategic Planning Framework. The Biodiversity Action Plan provides a clear line of sight between the long-term aspirations of the community reflected in the *Community Plan 2025*, Council's priorities in the *Council Plan 2017-2021*, the goals and themes of the *Environmental Sustainability Framework 2016-2025*, and the objectives of the *Municipal Strategic Statement*.



One of the key actions in the *Environmental Sustainability Framework 2016-2025* is to develop this Bayside Biodiversity Action Plan using a whole of ecosystem approach, and addressing a number of issues including:

- Measurement of municipal wide vegetation cover (net loss/gain);
- Maximising conservation of habitat diversity and connectivity;
- Promotion of indigenous plants and increasing biodiversity and ecosystem health on public and private land;
- Raising awareness of biodiversity with Council and the community through education;
- Measuring the quality and extent of existing flora and fauna and changes to these over time;
- Increasing tree canopy cover to reduce heat island effects, provide shade and improve overall amenity;
- Addressing weeds, controlling introduced species and pest animal issues; and
- Developing a monitoring and data collection system.

This Bayside Biodiversity Action Plan (the Plan) provides specific actions to implement the strategic objectives of the *Environmental Sustainability Framework 2016-2025* and other issues raised through consultation with the Bayside community along with the recommendations presented in Ecology Australia's (2017a) *Ecological data review for the Bayside City Council Municipality*.

A Biodiversity Working Group will be established with representatives from various Council departments to monitor and review the implementation of this Plan.

1.1 Review and Monitoring Actions

The priority of actions will be reviewed annually with consideration of the relevant organisational objectives. The Plan identifies lead departments responsible for implementing the specific actions. The implementation of actions and performance against this plan will be regularly monitored and reported through Council's established reporting processes. The Plan is considered a dynamic document and will need to remain flexible and adaptable to change.

2 Protecting biodiversity

As defined by the Victorian State Government's publication *Protecting Victoria's Environment - Biodiversity 2037* (DELWP 2017a):

Biodiversity is all components of the living world: the number and variety of native plants, animals and other living things across our land, rivers, coast and ocean. It includes the variety of their genetic information, their habitats and their relationship to the ecosystems within which they live.

2.1 The importance of conserving biodiversity

Biodiversity is a vital resource and it is essential to acknowledge its importance to our lives currently and historically. This includes both its intrinsic value (i.e. species are worth protecting regardless of their value to humans) along with the range of benefits that it produces:

- Supply of ecosystem services – water, nutrients, climate change mitigation, pollination
- Life resources – food, medicine, energy, raw materials and indigenous cultural practices
- Improved mental and physical health and well-being
- Landscape distinctiveness and cultural heritage
- Direct economic benefits from biodiversity resources and added value through local economic activity and tourism
- Educational, recreational and amenity resources

2.2 Australia's commitment to biodiversity preservation

Australia's Biodiversity Conservation Strategy 2010-2030 (Natural Resource Management Ministerial Council 2010) is the guiding framework for governments to conserve our national biodiversity to 2030. *The Strategy* acknowledges that humans directly and indirectly depend on living systems for their health and well-being (through food, fibre, materials and energy), and recognises that our ecosystems continue to decline and become vulnerable to collapse due to a range of threats (e.g. loss, degradation and fragmentation of habitat, invasive species, unsustainable use, changes to water and fire regimes and climate change).

The Strategy concludes that our actions have had serious and lasting impacts on many species and ecosystems, and that we have altered our environment to the extent that we can no longer take for granted its ability to support our physical, economic and social needs. To address these issues, *the Strategy* acknowledges that we need to do more, now, to conserve Australia's biodiversity. Individually and collectively we can, and must, find ways of living sustainably and without destroying the biodiversity around us, for future generations.

2.3 Bayside's biodiversity

Open spaces in urban areas have a very important function for biodiversity as they can be some of the few remaining places where a variety of ecosystems are able to continue to exist. These areas provide a reminiscent glimpse of the vegetation that would have covered a municipality prior to European settlement.

Bayside has 77.09 hectares of open space specifically managed for conservation, comprising 56.72 hectares along 17 kms of foreshore and 20.37 hectares in the eight inland reserves. These include:

Foreshore reserves

Beaumaris Foreshore – north
Black Rock – south
Brighton Dunes
Picnic Point
Red Bluff
Ricketts Point Hinterland (landside) and Foreshore
Sandringham Foreshore – south

Inland reserves

Balcombe Park
Bay Road Heathland Sanctuary
Cheltenham Park Flora and Fauna Reserve
Donald MacDonald Reserve
George Street Reserve
Gramatan Avenue Heathland Sanctuary
Long Hollow Heathland
Highett Grassy Woodland Reserve

These areas provide examples of vulnerable and endangered *Ecological Vegetation Classes*, and habitat for rare or threatened flora and fauna species, much of which continue to decline in extent, condition and population size in the greater Melbourne region and beyond.

The Department of Environment, Land, Water and Planning (DELWP) has developed a Strategic Biodiversity Score model that highlights locations of importance for Victoria's biodiversity relative to other locations across the landscape. Within Bayside, several of the larger inland and foreshore conservation reserves have a Strategic Biodiversity Score of over 90% – indicating they are highly significant, with great biodiversity value. These areas include: Beaumaris Foreshore (97%), Brighton Dunes Foreshore (93%), Picnic Point Foreshore (83%-98%), Red Bluff Foreshore (91%), Ricketts Point Foreshore (96%), and Bay Road Heathland Sanctuary (100%). To maintain these high Strategic Biodiversity Scores, appropriate management of biodiversity values is required now and into the future. Necessary management actions include weed control, restricting dogs from high biodiversity areas such as heathland reserves and Ricketts Point foreshore and improving buffers and wildlife corridors across the municipality.

The Bayside municipality is located within the Sandbelt region of south-eastern Melbourne, which is part of the Brighton Coastal Plain geomorphological unit - a broad coastal plain or low plateau of sandy soil 30 to 40 m above sea level that extends from Brighton to Springvale. The vegetation of the

foreshore was, and largely still is dominated by Coastal Headland Scrub, Coastal Dune Scrub, Coastal Dune Grassland, or Coast Banksia Woodland Ecological Vegetation Classes (EVCs). Without exception, the foreshore is the most defining feature of Bayside's character, which covers a total of 99 hectares (including public and private land) along the Port Phillip Bay coastline.

Inland from the coast, the land would have been dominated by Heathy Woodland, Sand Heathland, Damp Sands Herb-rich Woodland and Grassy Woodland EVCs prior to European settlement. These areas have largely been converted to residential land with only a small number of bushland remnants remaining to provide habitat for the only surviving heathland and woodland remnants in the municipality where they were once abundant.

The 115-hectare Ricketts Point Marine Sanctuary located off Beaumaris is part of a system of 13 Marine National Parks and 11 smaller Marine Sanctuaries created in November 2002 by the Victorian Government to ensure that representative samples of Victoria's diverse marine environment are conserved for future generations. It protects a range of marine life and is highly valued for its diverse marine life, fish nurseries, and migrant and resident bird populations.

Port Phillip Bay is relatively healthy, however water quality fluctuates with rainfall and the impact of polluted waterways or outlets that discharge into the Bay. Elster Creek is the only substantial waterway in Bayside and provides important habitat for the range of flora and fauna, despite being highly modified from its natural form, containing sections of concrete channel and underground pipe.

Bayside also has significant coastal cliffs in the Beaumaris area where many fossils dated to six million years ago have been found, including various molluscs and the bones of whales, sharks, rays, dolphins, birds and marsupials.

In addition to public open space, the private and public golf courses that enhance the character of Bayside also comprise areas of indigenous vegetation that provide habitat, seed collection banks, educational resources and wildlife corridors through the municipality. Tree-lined streets and established gardens (some of which are native) also contribute to the landscape character and biodiversity values of Bayside. Biennial monitoring of trees indicate that Bayside comprises approximately 45,000 native and non-native street trees, plus approximately 15,000 trees in parks and reserves.

2.4 Bayside City Council management responsibilities

The Bayside foreshore is subject to management and control by a number of authorities, encompassing a diverse range of interest groups and stakeholders. For the stretch of foreshore between North Road and South Road, Brighton, the foreshore is freehold land owned and managed by Council. For the remainder of the foreshore, Council has the primary responsibility as the nominated Committee of Management on behalf of the Crown. It is therefore required to coordinate action in accordance with State policy direction, whilst at the same time support local area needs and aspirations. The *Bayside Coastal Management Plan 2014* identifies the highly complex and diverse qualities of the foreshore. It identifies eleven specific precincts along the foreshore; each with important physical, environmental, recreational, cultural and aesthetic values.

To maintain and improve the important vegetation and habitat values in 14 of the terrestrial conservation reserves, they are managed in accordance with the *Bayside Native Vegetation Works Programs* (NVWP, Ecology Australia 2008, 2012, 2013).

In remnant bushland reserves, conservation of indigenous vegetation is the primary management objective. Bushland reserves are managed to achieve maximum diversity of indigenous floral species and minimum weed species. Controlled ecological burning is used as a management tool to maintain, regenerate and increase heathland species diversity, creating a mosaic of heathland ages and providing habitat for native fauna. Each bushland is assessed regularly through the implementation of the NVWP. Burning regimes (including timing and frequency) is guided by advice contained in the Ecological Burning Regime report (Ecology Australia 2015) based on the specific requirements of the particular vegetation found at each site. Council will also manage regeneration of indigenous vegetation after wildfire as if it were an ecological burn site, to the extent possible within available resources (i.e. dependent on the extent of the area burnt).

Planning for the future management of Highett Grassy Woodland Reserve is still in progress. Steps are being taken to progress the development of a Highett Grassy Woodland master plan and management plan for the proposed three hectares of open space site with important remnant eucalypts. Council also undertakes biennial tree assessments to record and monitor tree health.

A management plan for Elsternwick Park North (Elsternwick Golf Course) will also need to be prepared, following the Council resolution in March 2018 to return this site to an urban forest, once golf activities are discontinued from 1 July 2018.

Two fauna surveys carried out in Bayside in 1996 and in 2011 included recommendations regarding management of indigenous vegetation, however there has not been an overarching or coordinated approach to manage biodiversity in Bayside on a municipal-wide level.

The *Bushland Strategy* was originally developed in 2002 to establish management objectives for Bayside's bushland network of seven heathland reserves. The intent of this *Biodiversity Action Plan* is to replace the *Bushland Strategy* to guide the strategic management actions required to maintain and enhance the important biodiversity values throughout the entire municipality. All management actions will be undertaken in a way that is sensitive to Aboriginal cultural heritage, and representatives from local indigenous groups will be involved as required.



3 Action Plan

The actions in this Plan address Council's biodiversity goals:

- Biodiversity conservation and protection;
- Integrating biodiversity and natural resource management;
- Managing threatening processes;
- Improving our knowledge; and
- Community involvement.

Each action has been assigned a priority, output and lead department/organisation responsible for implementing the action. These will be monitored, reported upon, and internally reviewed on an annual basis with consideration of the works undertaken and the relevant objectives. To measure the effectiveness of this plan at protecting and promoting Bayside's biodiversity, each action item has been assigned an output to measure their progress and success.

Priority (high, medium or low) is based on:

- Prioritising actions which are likely to return the most effective and efficient gains to biodiversity
- Prior investment into the action
- Whether the action relies on another action occurring first
- Recommended timeframe for the action
 - High = short-term, approximately 0-4 years;
 - Medium = medium term, approximately 4-7 years; and
 - Low = longer term, approximately 8-10 years.

Development of this Action Plan has included stakeholder workshops and document reviews by:

- Council staff;
- Relevant Open Space Service Provider staff;
- Parks Victoria; and
- Local 'Friends' and other environmental groups.

All actions in this Plan are to ensure that best practice methods and standards are followed and based on scientific data, analysis and research.

3.1 Abbreviations

BCC	Bayside City Council
DELWP	Department of Environment, Land, Water and Planning
EPA	Environment Protection Authority

FG	Friends Groups
OSSP	Open Space Service Provider
GIS	Geographic Information System



3.2 Understanding Bayside's biodiversity values for conservation, protection and management

3.2.1 Identify areas of important biological diversity and threatening processes

No.	Actions	Comments	Output	Priority	Responsibility	Costs	Council Budget
1	Update the Bayside Native Vegetation Works Program on a 10 yearly basis.	<p>Update Bayside Native Vegetation Works Program - Stage 1, mapping of Ecological Vegetation Classes and vegetation quality zonation including Habitat Hectare assessments (Ecology Australia 2008), and Stage 2, management plan for each bushland reserve (Ecology Australia 2011).</p> <p>Incorporate Highett Grassy Woodland Reserve into the revised Native Vegetation Works Program.</p>	<p>Updated mapping completed by Dec 2020.</p> <p>Updated management plan by Dec 2021.</p> <p>Highett Grassy Woodland Reserve included into updated mapping and management plan.</p>	High	BCC	Up to \$150,000	Subject to budget consideration
2	Update the Bayside Fauna Survey on a 10 yearly basis.	<p>Update the <i>Bayside Fauna Survey 2011-2012: Reserve fauna habitat assessment and management recommendations</i> (Practical Ecology 2012) report. Results of the fauna surveys should feed into the updated Native Vegetation Works Program (Stage 2).</p> <p>Include targeted Water Rat/Rakali population surveys for comparison with data recorded in 2006 (Biosis 2006).</p> <p>Future reviews to include consultation with relevant Friends groups/members.</p>	Surveys and updated report completed by Dec 2021.	High	BCC	Up to \$150,000	Subject to budget consideration
3	Assist volunteers with collation of flora and fauna data collected.	Develop a citizen science program to increase biodiversity data collection.	A system in place for public to submit biodiversity data to Council by 2022.	Medium	BCC	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Costs	Council Budget
		Develop technological aids to help record, validate and enter flora and fauna data into a Council database, and if permitted, the Victorian Biodiversity Atlas.					
4	Develop a GIS layer of biodiversity values on public and (where possible) private land.	Use existing and updated information to show vegetation remnants, as well as habitat and riparian corridors, stormwater treatment areas and areas that could benefit from habitat enhancement works. Consult with relevant Friends groups/members for access to existing data already gathered.	GIS layer developed by Dec 2019, and updated each year to encompass new information	High	BCC	Officer time	N/A
5	Maintain and update the flora and fauna species list for the Council area by building upon the <i>Ecological data review for the Bayside City Council Municipality</i> (Ecology Australia 2017a).	Investigate systems for biodiversity data capture, storage and display that encompasses the Victorian Biodiversity Atlas (DELWP 2017b). Create an easy to use database (or similar) to collate information and develop a GIS display of species records. Provide support and funding for local naturalists to enter their data into the Victorian Biodiversity Atlas (DELWP 2017b) which will also easily feed into the Bayside specific database. Investigate the potential for a program to engage TAFE/University students studying ecology to implement species data entry.	Database created and up to date (updated on a quarterly basis as a minimum). Funding and support initiatives provided to local naturalists to enter their data.	High	BCC	Up to \$100,000	Subject to budget consideration
6	Assess the population status of locally, regionally and/or state significant rare or threatened species.	Engage ecological experts to conduct a population study to determine the species most at risk of local extinction as well as the most appropriate forms of management to minimise the risk. Utilise volunteers, bush crew staff and other contractors as appropriate to document known populations of significant species that are at risk of population decline and local extinction.	Populations documented every five years (if funding permits) at the most appropriate survey time 2020.	High	BCC, OSSP, FG and local naturalists	Up to \$100,000	Subject to budget consideration

No.	Actions	Comments	Output	Priority	Responsibility	Costs	Council Budget
7	Identify opportunities for the establishment of habitat corridors and/or islands to link important conservation areas.	Undertake a desktop review of conservation areas, fauna surveys, tree cover, etc. to determine where additional plantings could increase the connectivity of remnant vegetation areas within the municipality.	Investigation undertaken by 2020.	High	BCC	Officer time	N/A
8	Implement the recommendations for further biodiversity survey work in the <i>Ecological data review for the Bayside City Council Municipality</i> (Ecology Australia 2017a).	<p>Undertake surveys for flora and fauna groups where data is currently limited in conservation reserves and key wetlands and waterways, including: fungi and bryophytes, frogs, fish, reptiles and macroinvertebrates. Data collected to be provided to Council and submitted to the Victorian Biodiversity Atlas (VBA).</p> <p>Establish relationship with local groups or organisations (e.g. Marine Care Ricketts Point Inc.) to enable sharing data of records of marine flora and fauna species.</p> <p>Engage experts, Open Space Service Provider, the community and students to assist with surveys and data entry.</p>	Surveys undertaken and data provided to Council and entered into VBA by 2024.	Medium	BCC, FG, OSSP	Officer time (linked to outcomes of Action 2)	N/A
9	Support the creation of a passive open space/environmentally focussed reserve in the area of Elsternwick Park North that is currently occupied by the golf course	<p>Following the Special Council Meeting on 28 March 2018, the following resolution was passed in relation to the future of Elsternwick Park Golf Course:</p> <p>That Council:</p> <ol style="list-style-type: none"> discontinues golf at Elsternwick Park from 1 July 2018; supports the creation of a passive open space/environmentally focussed reserve in the area of 	Following 1 July 2018 undertake initial Ecological Assessments (including Tree Assessments/Risk Assessments to identify possible habitat	High	BCC, OSSP, FG City of Port Phillip City of Glen Eira Melbourne Water Other key community	Pending final scope of work to be developed.	Subject to budget consideration

No.	Actions	Comments	Output	Priority	Responsibility	Costs	Council Budget
		<p>Elsternwick Park North that is currently occupied by the golf course;</p> <p>3. develops a management and maintenance plan to make the site accessible for public use;</p> <p>4. commences work to develop a plan to implement a passive open space/environmentally focussed reserve by engaging with key stakeholders including Melbourne Water, City of Port Phillip, City of Glen Eira and negotiate funding arrangements and partnerships regarding planning, capital works improvements and ongoing site management and maintenance; and</p> <p>5. engages with key community groups to seek feedback on the concept plans once a redevelopment concept plan is developed for a passive open space/environmentally focussed reserve in the area of Elsternwick Park North.</p>	<p>trees, existing fauna and flora species.</p> <p>Draft management plan prepared for discussion with the community.</p>		groups as identified through the process.		

3.2.2 Improve the protection of biodiversity

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
10	Investigate Bayside's Planning Scheme controls that protect biodiversity values and determine if improvements are warranted.	Review the planning controls to determine if biodiversity values are being adequately protected and consider whether an Environmental Significance Overlay is warranted for some key areas. A review of the zones and overlays can be incorporated into the next Biodiversity Action Plan.	Investigation undertaken and recommendations considered by 2022.	High	BCC	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
		Review the standard conditions of consent and development conditions to ensure biodiversity issues are included and enforced.					
11	Ensure enforcement and auditing of the Vegetation Protection Overlay (VPO).	Investigate setting up a 'bond' payment scheme for street trees as part of the Asset Protection Bond to ensure vegetation removal and plantings are undertaken as permitted, and undertake audits to monitor this. Currently no bond is enforceable for trees on public land as part of the Planning permit conditions	Investigation undertaken. Audits of 50% of permit applicants undertaken. Bond payments scheme initiated for trees in front of development sites (not only in the VPO3 area) by 2022. Bond payment scheme for replacement trees.	Medium	BCC	Officer time	N/A
12	Undertake a review of vegetation removal within the municipality (rate and distribution) to audit tree canopy decline over time.	Review aerial photography and street view imagery to identify and investigate changes to native tree canopy cover.	Review and investigations undertaken by 2023.	Medium	BCC	Officer time	N/A

3.3 Managing biodiversity and threatening processes

3.3.1 Effectively manage biodiversity in conservation reserves

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
13	Continue management works as outlined in the various management plans prepared for the	Management works to include protection of conservation areas, supplementary plantings, habitat augmentation, control of threats, as documented in: <i>Bayside Native Vegetation Works Program – Stage 1</i> (Ecology Australia 2008 and future reviews)	Outcomes and timeframes specified in the management plans achieved.	High	BCC, OSSP	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
	municipality, as well as updated versions.	<p><i>Bayside Native Vegetation Works Program – Stage 2</i> (Ecology Australia 2013 and future reviews)</p> <p><i>Ricketts Point Coastline, Beaumaris: Native Vegetation Works Program</i> (Ecology Australia 2012)</p> <p><i>Highett Plains Grassy Woodland - Conservation Management Plan</i> – currently still in draft (Ecology Australia 2017c)</p> <p><i>Bayside Fauna Survey 2011-2012: Reserve fauna habitat assessment and management recommendations</i> (Practical Ecology 2012)</p> <p><i>Burning regime advice for Bayside City Council's inland reserves</i> (Ecology Australia 2015)</p> <p><i>Ecological data review for the Bayside City Council Municipality</i> (Ecology Australia 2017a)</p> <p><i>Ecological implications of proposed hydrological changes at Long Hollow Heathland Reserve, Beaumaris</i> (Ecology Australia 2017b)</p> <p><i>Survey for the Rakali <i>Hydromys chrysogaster</i>, within Bayside City Council, Victoria</i> (Biosis 2006).</p>					
14	Develop and implement a significant plant species management strategy to minimise the risk of local extinction for locally, regionally and state significant/rare plant species.	<p>After completion of the population study for locally, regionally and state significant/rare plant species (Action 6), develop a management strategy to ensure their long-term protection and successful recruitment. The outcomes of this strategy should be included in updated versions of the Native Vegetation Works program.</p> <p>Where appropriate, management actions should promote the planting of locally, regionally and/or state</p>	<p>Research completed and management strategy for significant/rare species developed and implemented by 2023.</p> <p>Monitor the success of any reintroduction or planting programs.</p>	Medium	BCC	Officer time (linked to outcome of Action 6)	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
		significant/rare species that are known to occur within the municipality. Include an investigation (or contribution to research) into the apparent decline and lack of recruitment of Coast Banksia <i>Banksia integrifolia</i> across the foreshore.	Investigation completed and report prepared by 2023.				
15	Commence groundwater and vegetation monitoring at Long Hollow Heathland and Balcombe Park for future investigation into hydrological changes.	As these are reserves which were historically wetter, inputting water with low nutrient levels may be beneficial to the vegetation. If opportunities to increase water flows into these reserves arise, ground water and vegetation monitoring data will be required to determine the potential impacts. See also the investigation into <i>Ecological implications of proposed hydrological changes at Long Hollow Heathland Reserve, Beaumaris</i> (Ecology Australia 2017b).	Ground water and vegetation monitoring program established and implemented by 2023. Investigation into changed hydrology impacts undertaken if opportunity presents itself.	Medium	BCC	Up to \$150,000	Subject to budget consideration
16	Continue to support Friends Groups by providing equipment, materials and knowledge to promote and conserve biodiversity.	Inform Friends Groups of funding opportunities and assistance. Support community groups in areas with high biodiversity values, and encourage the formation of new groups as necessary. Promote 'biodiversity champions' to the wider community.	Number of community groups focused on biodiversity conservation. Number of public articles / social media promoting 'biodiversity champions'.	High	BCC	Officer time	N/A
17	Investigate opportunities of areas suitable for the expansion of the conservation reserve system.	Use data and information available to identify key bushland areas for potential conservation or rehabilitation work, and possible elevation of reservation status.	Review of bushland areas that could be better protected and managed for conservation undertaken by 2024.	Medium	BCC	Officer time	N/A

3.3.2 Effectively manage biodiversity on other public land and promote in private land

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
18	Undertake supplementary plantings and habitat augmentation works to improve wildlife corridors on public land (e.g. parks, areas of foreshore, roadsides, and libraries).	<p>Implement the management recommendations of Action 7 to promote strategically designed wildlife corridors.</p> <p>Utilise dense shrubby species to provide habitat for smaller birds that are outcompeted by aggressive Noisy Miners and Common Mynas.</p> <p>Install nesting boxes for bats, possums and birds. Ensure regular monitoring and maintenance to prevent occupancy by undesirable pest species.</p>	<p>Wildlife corridors planted with appropriate habitat trees/shrubs/ground layers by 2021.</p> <p>Number of nesting boxes installed.</p>	High	BCC	Officer time	N/A
19	Increase the use of indigenous species used in street trees and nature strip plantings.	<p>Where possible, indigenous trees (of local provenance) should be used for street tree plantings. Non-indigenous <i>Eucalyptus</i> and <i>Corymbia</i> tree species should not be used unless planting sites are appropriate and size of nature strips are not prohibitive. Exotic trees should only be used when keeping in line with the amenity of existing street trees (e.g. deciduous tree lined streets).</p> <p>Increase the number of street trees planted, particularly within wildlife corridors or adjoining conservation reserves, and vacant nature strips.</p> <p>Use indigenous ground storey species for road infrastructure plantings (e.g. roundabouts, median strips).</p> <p>Plantings should be consistent with <i>Bayside's Street and Park Tree Management Policy</i>, the <i>Street and Park Tree Selection Guide 2016</i> and <i>Nature Strip Planting Policy and Planting Guidelines</i>.</p>	<p>Number of indigenous species used for street tree plantings in VPO3 areas and identified wildlife corridors.</p> <p>All vacant planting sites investigated for suitability of indigenous street tree plantings.</p> <p>Indigenous ground storey species used for the majority of roadside amenity plantings.</p>	High	BCC	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
20	Create a display indigenous garden and promote the Gardens for Wildlife program to increase habitat availability across the municipality.	<p>Create a signposted display indigenous garden at a frequently visited location (e.g. Council offices, Libraries, Highbett Grassy Woodland Reserve) to promote the beauty of indigenous plants and encourage residents to join the Gardens for Wildlife movement.</p> <p>Encourage residents to plant indigenous species into their gardens through initiatives such as “Gardens for Wildlife”. Target residents immediately adjoining reserves and along wildlife corridors. This could be through biodiversity education, advertising fliers, articles in local newspapers/newsletters, incentives such as indigenous plant give-aways/rate rebates.</p>	<p>Display garden designed, implemented and maintained by 2020.</p> <p>Program implemented and uptake by residents increased.</p>	High	BCC	Up to \$150,000	Subject to budget consideration
21	Ensure nursery stock is genetically diverse and material is sourced responsibly.	<p>To ensure genetic diversity of nursery stock, source seed/cuttings from locations within and beyond the Bayside municipality, and collect material responsibly (i.e. not over-collecting from any particular plant/population/reserve).</p> <p>Establish ‘seed orchards’ that make for easy seed collection, protect the seed-load within conservation reserves, augment fauna habitat, and increase genetic diversity and resilience. Parent plant sources must be documented and from a variety of locations within and beyond Bayside.</p>	<p>Propagation material sources documented and audited.</p> <p>Less than 10% of propagation material collected from any one plant or population.</p> <p>Seed orchards established and maintained.</p>	High	OSSP	Officer time	N/A
22	Monitor and review management practices during review of Open Space Service Providers contract, and include an annual target for revegetation	<p>Develop best practice management standards as appropriate (e.g. ecological burning, revegetation, wash-down to minimise spread of weeds and pathogens such as Phytophthora and Chytrid fungus, use of herbicides).</p> <p>Develop measurable annual targets for revegetation, indigenous street plantings, and habitat augmentation</p>	<p>Management Practices reviewed and standards developed as required.</p> <p>Targets developed and implemented.</p>	High	BCC, OSSP	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
	and habitat increase across the municipality.	(e.g. plantings of dense shrubs) along wildlife corridors and adjoining areas of native vegetation. This should target Council managed areas outside of the conservation reserves, such as libraries, sports facilities, median strips, etc. The strategy can include the establishment of 'seed orchards' as per Action 20.					
23	Continue to actively discourage tree vandalism and prosecute offenders.	Take all steps possible to prosecute tree vandalism which is an issue along the foreshore. Install large signage at incidents of tree vandalism to block views and notify the public that tree vandals have operated in this area. Keep signage in place for minimum 5 years. Educate residents of the biodiversity values and landslip protections that foreshore vegetation provides.	Signage installed at all incidents of tree vandalism, signage remains in place for 5 years. Reduced incidence of tree vandalism.	High	BCC	Officer time	N/A
24	Discourage residential garden expansion into public land.	Rehabilitate areas where private gardens have expanded into public land, particularly into areas of native vegetation (e.g. Ricketts Point Hinterland). Educate residents and prosecute if garden expansions continue.	Number of gardens documented as expanding into public land.	High	BCC	Officer time	N/A
25	Review and update the <i>Significant Tree Register</i> and <i>Significant Trees Management Policy</i> .	Undertake tree assessments and review Significant Tree Register every 3-5 years. Regularly review and update the <i>Significant Trees Management Policy</i> to update the number of Significant Trees documented and improve their protection. Include a review of the assessment criteria of assessing significant trees and the information stored on the database. Investigate measures to limit the removal and impacts to healthy trees and significant trees on both public	<i>Significant Trees Management Policy</i> updated every 3-5 years. Planning controls investigated to protect Significant Trees. Include significant street and park trees are included on the Significant Tree Register as required.	Medium	BCC	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
		and private land (e.g. City of Whitehorse's Clause 22.04 Tree Conservation).	Significant tree policy managed by Amenity Protection Investigation Arborists.				
26	Review mechanical beach cleaning within sensitive foreshore environments.	<p>Unless beach sands are polluted with a build-up of litter and become a safety/health issue, aim to reduce mechanical beach cleaning in sensitive areas. Seaweed is a natural part of the environment and should only be removed if contaminated with litter.</p> <p>Review the beach cleaning contract to include an assessment of environmentally sensitive sites where the use of heavy machinery should be minimised to reduce compaction of beach sand. Consider the use of hand cleaning in areas of sensitive foredune vegetation.</p> <p>Ensure that machinery does not disturb native vegetation such as Hairy Spinifex <i>Spinifex sericeus</i> growing on the foreshore.</p>	<p>Mechanical beach cleaning undertaken in response to build up of litter rather than a regular planned action in identified sensitive areas.</p> <p>No removal of seaweed unless contaminated with litter.</p> <p>No removal of native vegetation.</p>	Medium	BCC	Officer time	N/A
27	Undertake an investigation to determine if street lighting adjacent to bushland reserves and foreshore carparks is impacting on indigenous wildlife.	<p>Assessment to include determining if street lighting is impacting on indigenous wildlife within or adjoining areas supporting remnant vegetation or notable fauna habitat.</p> <p>The investigation should address the installation of wildlife sensitive street lighting near bushland remnants to minimise disruption to roosting birds and foraging nocturnal animals (e.g. bats, possums, owls), and buffering of lights with strategically placed tree plantings.</p> <p>Consider the need to develop a street lighting policy for areas adjacent to high biodiversity sites as part of the next Biodiversity Action Plan.</p>	<p>Assessment undertaken prior to development of street lighting policy.</p> <p>Development of policy incorporated into next Biodiversity Action Plan.</p>	Medium	BCC	Up to \$50,000	Subject to budget consideration

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
28	Ensure asset management projects and maintenance practices consider biodiversity.	Review asset management procedures and consider developing best practice management standards to ensure maintenance works do not negatively impact environmentally sensitive areas, and instead promote indigenous biodiversity. Develop a biodiversity induction for all staff and contractors working in areas containing important biodiversity.	Asset management procedures reviewed and best practice standards developed. Staff and contractors inducted.	Medium	BCC	Officer time	N/A
29	Expand future reviews of this Biodiversity Action Plan to include private property.	Pursue extending future reviews of this Biodiversity Action Plan to include private land. This will allow further provision of recommendations regarding wildlife corridors, increasing habitat on private property and mitigating negative impacts to biodiversity from private land.	Next review of this Biodiversity Action Plan includes both public and private land.	Low	BCC	Up to \$100,000	Subject to budget consideration

3.3.3 Weeds, over-abundant native species, pest animals, pathogens

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
30	Undertake weed and pest animal management as detailed in the <i>Bayside Native Vegetation Works Programs</i> (Ecology Australia 2008, 2012, 2013) and Bayside Fauna Survey (Practical Ecology 2012).	This includes: <ul style="list-style-type: none"> Exotic species that are not considered native to Victoria; and Non-indigenous native species. That is, Victorian native plant species that are not considered indigenous in a particular vegetation type (e.g. such as Coast Tea-tree <i>Leptospermum laevigatum</i> and Coast Wattle <i>Acacia longifolia</i> subsp. <i>sophorae</i> inland from the foreshore). Weed and pest animal mapping should be reviewed every 10 years to assess the progress and determine if	Weed and pest animal works implemented as per Ecology Australia 2008, 2012, 2013. Mapping and management recommendations updated every 10 years.	High	OSSP, BCC	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
		<p>additional resources are required. This will also allow for new infestation to be identified.</p> <p>Consider extending weed mapping and management to other publicly managed areas containing significant remnant vegetation/habitat (e.g. foreshore slopes outside conservation reserves).</p> <p>Follow weed control works up with revegetation as appropriate. Some situations may warrant leaving killed weed shrubs in situ as habitat for small birds or replacement with indigenous shrub species.</p> <p>Undertake fox, cat, rabbit and rodent control where feasible. Make sure baiting doesn't impact Water Rat/Rakali, other indigenous fauna or domestic animals. Ensure that bins are emptied on a regular basis.</p>					
31	Manage over abundant indigenous plant species such as Dodder-laurel parasitic climbers and Bracken fern.	Manage as per the existing management plans (Ecology Australia 2012, 2013), and monitor effectiveness of management. Review and map infestations every 10 years.	Existing documented infestations managed.	Medium	OSSP	Officer time	N/A
32	Provide protective habitat for smaller birds that can be driven away by territorial Noisy Miners and Common Mynas.	Plant clusters of dense indigenous shrubs in areas where aggressive Noisy Miners and Common Mynas are outcompeting smaller native birds.	Habitat plantings undertaken.	Medium	BCC, OSSP	Officer time	N/A
33	Issue clean-up notices to properties containing large	Any property containing Regionally Controlled or State Prohibited weeds as listed under the Catchment and Land Protection Act 1994 should be issued with a	Clean-up notices issued as necessary.	Low	BCC	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
	populations of noxious weeds.	clean-up notice letter. Enforcement actions should be pursued for any refusal to comply.					

3.3.4 Fire management to maintain heathland diversity

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
34	<p>Implement the recommendations of the <i>Burning regime advice for Bayside City Council's inland reserves</i> report (Ecology Australia 2015).</p> <p>This applies to the following remnant bushland areas:</p> <ul style="list-style-type: none"> Balcombe Park, Beaumaris Bay Road Heathland Sanctuary, Sandringham Cheltenham Park, Cheltenham Donald MacDonald 	<p>This includes trialling the suggested burn procedures, increasing the yearly burn target to 4000 m² to achieve a 20 year burn program, and consideration of revegetating burnt sites with the former heathland canopy dominant species that have largely disappeared (Prickly and Heath Tea-tree <i>Leptospermum myrsinoides</i>, <i>L. continentale</i>, Scrub/Green She-oak <i>Allocasuarina paludosa/paradoxa</i>, Silver Banksia <i>Banksia marginata</i>, and/or Eucalypts – where appropriate.</p> <p>To achieve this, additional staffing and funding resources will be required to complete burn preparation works, conduct the burn safely and effectively, and undertake adequate follow up control after the burn.</p> <p>Engage with the local volunteers to share knowledge and resources before, during and after each burn.</p> <p>Ensure an Ecological Burn Plan (EBP) is developed for every controlled burn within a bushland reserve that includes the following:</p> <p><u>Pre-burn</u>: the extent, conservation and reservation of the vegetation type to be burnt; the extent, conservation and reservation status of rare or threatened species occurring in the area to be burned; the extent of different successional stages of the</p>	<p>4000 m² of ecological burns achieved each year.</p> <p>Trial of suggested burn procedure undertaken.</p> <p>No Coast Tea-Tree (<i>#Leptospermum laevigatum</i>) seedlings over 2 years old in burnt areas.</p> <p>Former heathland canopy dominants (see species examples listed under Comments) revegetated within 2 years of each burn, where appropriate. Density and number to be determined on a site by site basis.</p> <p>Ecological Burn Plans developed for each controlled burn</p>	High	BCC	Up to \$50,000	Subject to budget consideration

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
	<p>Reserve, Beaumaris</p> <ul style="list-style-type: none"> George Street Reserve, Sandringham Gramatan Avenue Heathland Sanctuary, Beaumaris Long Hollow Heathland, Beaumaris 	<p>vegetation to be burnt; specific values within the burn area; land tenure and status; and burn objectives.</p> <p><u>Post-burn</u>: extent of the burn; an indication of burn intensity; and achievement of the objectives.</p>					
35	Monitor the effectiveness of the ecological burns and adapt management accordingly.	Develop a monitoring program to monitor the effectiveness of the ecological burns with vegetation surveys conducted before and for multiple years after each burn.	Monitoring program developed.	High	BCC, OSSP	Officer time	N/A
36	<p>Manage post-fire access (for either controlled ecological burn or wildfire) to maximise regeneration success.</p> <p>NOTE: Whilst largely applicable to Council's remnant bushland reserves (listed above), this may also apply to other areas of</p>	<p>Access paths through bushland areas may be altered following fire (either controlled or wildfire) depending on the nature of the burn and subsequent regeneration.</p> <p>Council will:</p> <ul style="list-style-type: none"> Develop clear path identification and implicit 'no-go' areas beyond those paths. Specify any changes in pre-fire and post-fire access paths in the development of the EBP. Some sites may be too small to re-open or locate pathways through and this will be 	Pathways identified in individual Ecological Burn Plans.		BCC, OSSP	Officer time	N/A

No.	Actions	Comments	Output	Priority	Responsibility	Cost	Council Budget
	<p>vegetation in the event of wildfire in higher quality foreshore and bushland areas.</p> <p>In relation to wildfire, Council will continue to liaise and comply with the Melbourne Fire Brigade's (MFB) annual review and recommendations regarding fire work plans for all bushland reserves and associated firebreaks in accordance with Council's Open Space Service Contract.</p>	<p>noted in the EBP. Where possible access paths will be retained but may be altered according to the significance and location of regenerating species. This to be determined during subsequent vegetation assessments.</p> <ul style="list-style-type: none"> Fence all burn sites (both ecological and wildlife) for a minimum of three years with an assessment of vegetation at six months and three years. Provide signage on the site explaining the purpose of the fence. After three years, assessment of the burn site and access paths (existing and proposed) will be carried out by independent botanical consultants, including reassessment of the original burn objectives set out in the EBP, review of visual audits and photo-monitoring and habitat hectare assessment. The Director Environment, Recreation and Infrastructure will consider the advice of the consultant and determine whether or not to remove the fence. <p>Re-establish secondary pathways should the independent botanical assessment indicate that this is appropriate.</p>	<p>Fencing of each ecological burn and wildfire site following fire.</p> <p>Signage installed.</p> <p>Vegetation assessments completed.</p>				

3.3.5 Domestic animals

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
37	Review dog restrictions to increase protection of significant biodiversity values from wildlife predation and disturbance, and nutrient enrichment of vegetation (from faeces).	<p>To protect seabirds and other wildlife from disturbance by dogs, review the dog restrictions adjacent to the Ricketts Point Marine Sanctuary (Fourth Street to the Beaumaris Sea Scouts) in conjunction with Parks Victoria.</p> <p>Aim to ensure a consistent approach between Parks Victoria and Bayside City Council to increase protection of significant biodiversity values from wildlife predation and disturbance, and nutrient enrichment of vegetation from faeces.</p> <p>Make Ricketts Point Hinterland 'on-leash', in line with the other inland conservation reserves. Identify other areas of biodiversity value that required dog-restrictions to protect wildlife and vegetation.</p> <p>Pending outcomes of the review, install signage to clearly designate dogs on-leash, off-leash and prohibited areas.</p> <p>Undertake more bylaw patrols in prohibited/on-leash areas to educate the public and enforce dog restrictions.</p>	Dog restriction regulations reviewed in conjunction with Parks Victoria to increase protection of biodiversity values.	High	BCC, Parks Victoria	Up to \$70,000	Subject to budget consideration
38	Review existing cat curfews and improve effectiveness as appropriate.	<p>Promote and enforce the current cat curfew.</p> <p>Prohibit cats from all conservation reserves.</p> <p>Undertake letter drop notifications reminding residents of the cat curfew and the impacts to local wildlife, particularly in areas within 2 km of Water Rat/Rakali populations, conservation/bushland</p>	Letter drop and advertising campaign implemented.	Medium	BCC	Officer time	N/A

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
		reserves, Ricketts Point Marine Sanctuary, the foreshore, and other wildlife hotspots.					
39	Implement the recommendation of the updated Domestic Animal Management Plan.	Ensure that restrictions on dogs and cats are well known by the public with increased signage and information dissemination. Regulations should be improved to benefit biodiversity, particularly around conservation reserves, the marine sanctuary, wildlife corridors and the foreshore.	Recommendations implements as appropriate. Improved public awareness of restrictions.	Medium	BCC	Officer time	N/A

3.3.6 Pollution and litter

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
40	Install and maintain water sensitive urban design treatment areas that treat water and provide biodiversity values.	Minimise and treat storm water run-off where possible, especially in areas adjoining conservation reserves and the bay. Engage with organisations like Melbourne Water to undertake water quality improvement projects such as Water Sensitive Urban Design that also improve habitat for fish, macroinvertebrates and stream side vegetation. If wetlands or water treatment systems are being constructed in the municipality, augment their habitat values for wildlife with suitable indigenous plantings and careful placement of large woody debris.	Where possible, storm water treatment ponds installed and maintained in a way that provides habitat for indigenous plants and animals.	High	BCC, OSSP, Melbourne Water	To be determined site by site Up to \$500,000	Subject to budget consideration
41	Discourage littering, and install and maintain devices to curb the ocean litter problem.	Install and maintain storm water and ocean litter traps. Educate residents and community of their responsibilities with rubbish dumping (including garden waste), and prosecute known offenders.	Litter traps installed and maintained.	High	BCC, Melbourne Water	Officer time	N/A

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
		Improve accessibility of public place recycling facilities to reduce littering.					
42	Target chemical use to direct application methods where possible.	To avoid off-target damage to indigenous plants, implement methods that minimise herbicide use such as drill and fill, cut and paint. Review use of chemicals during Open Space Service Provider contract review.	No incidents of off-target damage. Open Space Service Provider contract reviewed.	High	BCC	Officer time	N/A
43	Ensure appropriate responses to reports of pollution are undertaken.	If suspected pollution sources are identified, contact the appropriate authority and commence monitoring if required.	Incidents reported and monitored if required. .	High	BCC, EPA, Parks Victoria, DELWP	Officer time	N/A

3.3.7 Detrimental and conflicting land uses

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
44	Discourage the creation of cubby houses, squatters' camps, informal tracks and bike jumps in areas of native vegetation.	Bushcrew staff and volunteers must be vigilant at identifying and reporting cubby houses, camps and informal tracks. Clearly demark access tracks with fencing and signage as appropriate to discourage the creation of informal tracks. This is particularly important along foreshore areas. If informal tracks are identified, close off access to the track, rehabilitate them as soon as possible, and install signage to inform the public the track is closed. If cubby houses or camp locations are identified, immediately dismantle and rehabilitate as appropriate. Develop and implement a formal process to rapidly evict squatters including early intervention	Cubby houses and squatters camps dismantled within one month of being identified. Reduced frequency of informal track creation.	Medium	BCC, OSSP, FG	Officer time	N/A

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
		<p>and response from the Department of Human Services.</p> <p>Unpermitted clearing of native vegetation to create camps, cubby houses, informal tracks, etc. is in breach of the <i>Planning and Environment Act 1987</i> and should be halted immediately.</p> <p>Promote environmental education in local schools to discourage the creation of cubby houses and bike tracks.</p>					
45	Protect tree roots from damage caused by designated and informal tracks.	Exposed tree roots caused by tracks should be assessed by an Arborist and managed according to their recommendations (e.g. recover with soil).	All tracks assessed by a Council Arborist and recommendations implemented.	Medium	BCC	Officer time	N/A
46	Investigate the need to buffer noise pollution with supplementary plantings near conservation reserves.	Investigation to address traffic noise around conservation reserves that may disturb wildlife and reduce amenity values to park users. Buffer plantings undertaken as necessary.	Noise pollution investigation and buffer plantings undertaken as necessary.	Low	BCC	Officer time	N/A

3.3.8 Climate change adaptation

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
47	Address climate change related issues when developing Council policies and plans.	Always consider the recent and well supported scientific evidence when addressing issues related to climate change (e.g. sea-level rise, droughts, floods, heatwaves). When addressing climate change related issues, consider the impacts to biodiversity and ways to minimise the threats.	All actions incorporate well supported scientific evidence and incorporate biodiversity values.	High	BCC	Officer time	N/A

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
48	Increase tree plantings to improve shade supply and reduce the heat island effect.	<p>Incorporate this action with the wildlife corridor plantings and street tree plantings recommended in Actions 17 and 18.</p> <p>Ensure that indigenous trees are used as a priority to integrate opportunities to enhance biodiversity values with climate change adaptation works.</p> <p>Reducing the heat island effect will benefit the community, particularly children, the elderly, and lower socio-economic members of the community that may be more susceptible to the impacts of climate change and heat exhaustion.</p>	Tree canopy cover increases.	Low	BCC	Officer time	N/A

3.4 Improving our biodiversity knowledge

3.4.1 Increase public awareness and involvement

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
49	Hold regular biodiversity activities for all abilities.	Increase awareness of importance of nature and of protecting biodiversity by holding regular (monthly) bushwalks/workshops led by staff/volunteers with ecological knowledge. These can include wildflower walks, spotlighting events, workshops to create bird boxes and insect hotels, etc.	Increase in number of public, across all age groups, participating in Council run biodiversity related activities.	High	BCC	Officer time	N/A
50	Create easily accessible resources on Bayside's biodiversity to promote community participation and education.	<p>Ensure libraries have a biodiversity resources section including back issues of the Banksia Bulletin and regularly published articles in Council network newspapers outlining biodiversity issues and actions.</p> <p>Improve public access to biodiversity information on Council's website by providing a front page for the environment/biodiversity section that includes an</p>	Increased ease of access to biodiversity resources and increase the quality of information provided online.	High	BCC	Officer time	N/A

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
		<p>overview of the ecological values, what Council is doing to protect and enhance biodiversity and links to relevant flora, fauna, indigenous garden pages, etc. In the longer-term better biodiversity related information should include ways to promote biodiversity protection on private land e.g. planting guides, and an online plant identification facility with key identification features and photographs/botanical illustrations (similar to that developed by Yarra Ranges Shire Council).</p> <p>Create a calendar of events to target education and awareness efforts throughout the year such as Threatened Species Day, Biodiversity Month, National Tree Day, Council Open Days, etc.</p> <p>Develop a restricted access database for nursery staff to track populations used for collection of propagation material.</p>	<p>Number of media types used, adverts released, hits on biodiversity web pages.</p> <p>Calendar of events developed and public notified through website, social media and advertising.</p>				
51	Promote biodiversity education in schools and kindergartens.	Support kindergarten and school group education to promote biodiversity, undertake land care works such as weed removal and revegetation, monitor water quality and survey for frogs and macroinvertebrates, inform of the impacts of litter and undertake litter beach clean ups, etc.	Increase distribution of educational information and participation of schools and kindergartens in biodiversity related activities.	Medium	BCC	Officer time	N/A

3.4.2 Incorporating biodiversity values within Council

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
52	Ensure biodiversity 'best practice' principals are embedded into	Induct staff and contractors of the importance of preserving biodiversity, the impacts their works may cause, alternatives that minimise damage and procedures and policies to ensure accidental damage	Biodiversity issues included in new staff induction presentations.	High	BCC, OSSP	Officer time	N/A

No.	Actions	Comments	Indicator	Priority	Responsibility	Cost	Council Budget
	Council's Project Management Framework.	does not occur. This includes impacts to native vegetation, wetlands and waterways and other habitat, as well as hydrology issues at Long Hollow Heathland and Balcombe Park. Develop approvals practice notes and provide training for staff assessing permit applications to remove native vegetation, and including consideration of significant species and habitat linkages.	Number of incidents of damage to biodiversity values by trained and untrained staff.				
53	Increase opportunities to provide biodiversity input when reviewing and developing municipal plans, internal policies and procedures, and contracts for Open Space Service Providers.	When municipal plans/policies/procedures are being reviewed or developed, ensure that biodiversity issues and threatening process are addressed and incorporated in their preparation.	Number of plans/policies/procedures reviewed and developed incorporating input from environment staff.	High	BCC,	Officer time	N/A
54	Establish a Biodiversity Working Group to facilitate a training and awareness program from Council staff, contractors and environmental volunteers.	Biodiversity Working Group will be used to initiate training ideas and programs for greater awareness of biodiversity issues and biodiversity knowledge. It should include Bayside City Council strategic planners, investigative arborists, open space and local laws representatives, as well as external representative(s) from the Bayside Environmental Friends Network.	Number of sessions held.	Medium	BCC	Officer time	N/A

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Photographs by Pauline Reynolds and Kim Croker

6 Glossary

Biodiversity	Biodiversity is all components of the living world: the number and variety of native plants, animals and other living things across our land, rivers, coast and ocean. It includes the variety of their genetic information, their habitats and their relationship to the ecosystems within which they live.
Ecological Vegetation Class (EVC)	A vegetation classification described through a combination of its floristic composition, life form and ecological characteristics, and its association with particular environmental attributes. EVCs may include one or more floristic communities that occur across a biogeographic range, and have similar habitat and ecological processes operating
Exotic	Plants, animals, fungi and other organisms that have been introduced (deliberately or accidentally) to Australia or a given area after European settlement
Exotic vegetation	Vegetation comprised wholly or substantially of exotic species
GIS	Geographic Information System. A digital platform for creating, analysing and viewing maps and other spatially referenced data
Indigenous	Plant and animal species found naturally in pre-European Australia
Indigenous vegetation	Vegetation native to Australia or native to a specific geographic region
Introduced	Deliberately or accidentally brought to Australia or part of Australia, usually by human agency
Native vegetation	Species occurring naturally in Australia as part of the pre-European flora or fauna
Non-indigenous native	Victorian native plant species that are not considered indigenous in a particular vegetation type
Vegetation community	Term for interacting plant populations forming vegetation. A vegetation community in formal classifications may have characteristic plant species, composition and structure