Glen Eira City Council

Biodiversity Plan 2025–2029

City of GLEN EIRA

GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

ACKNOWLEDGEMENT OF COUNTRY

Glen Eira City Council acknowledges the Boon Wurrung/ Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past and present. We acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community. We support the Uluru Statement from the Heart and are committed to a *Reconciliation Action Plan* which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

Glen Eira resides on country that always was, and always will be, Aboriginal land.

CONTENTS

ACKNOWLEDGEMENT OF COUNTRY 2

MESSAGE FROM THE MAYOR 4

FOREWORD FROM THE CHIEF EXECUTIVE OFFICER 5

PURPOSE OF THIS PLAN 6

KEY CHALLENGES AND OPPORTUNITIES BEING ADDRESSED 16

LEGISLATION 18

APPENDIX 1: ANNUAL ACTION PLAN 2025–2026 19

THE *GLEN EIRA CITY COUNCIL BIODIVERSITY PLAN 2025–2029* WAS ENDORSED BY GLEN EIRA CITY COUNCIL AT ITS ORDINARY COUNCIL MEETING ON 30 JUNE 2025.

COVER IMAGE: MALLANBOOL RESERVE, MURRUMBEENA.

MESSAGE FROM THE MAYOR

When we talk about what makes Glen Eira such a great place to live, it's not just the houses, roads and footpaths — it's the leafy streets, the sound of birds in our parks, the plants in our gardens, and the connection we feel to the natural world around us.

Through *Our Place, Our Plan*, you told us that protecting local biodiversity matters. You want our green spaces to thrive, our local species to be looked after, and more opportunities to connect with nature — not just for today, but for the future.

This *Biodiversity Plan* is Council's response to that. It's our first one, and it sets out the practical steps we'll take to help Glen Eira's natural environment not only survive, but flourish. We're planting more local species, supporting community gardens, and creating spaces where birds, insects, and wildlife can call home. Just as importantly, we're supporting our community — schools, families, volunteers and local groups — to get involved and take action.

The *Plan* also reflects our ongoing commitment to working with Traditional Owners, whose knowledge and care for Country continue to guide our understanding of the land we live on.

Finally, I'd like to thank everyone who has contributed to the development of this *Plan*. This is a shared journey. Every new tree planted, every bit of litter picked up, every native garden created — it all adds up. Together, we can make Glen Eira greener, healthier and more liveable for everyone.

Cr Simone Zmood

Glen Eira Mayor

FOREWORD FROM THE CHIEF EXECUTIVE OFFICER

Our first *Biodiversity Plan* is a big step forward for Glen Eira — and one we're proud to share with our community. It brings together years of feedback, research and local knowledge into a clear and practical plan for how we'll care for our environment over the next four years.

We know biodiversity loss is a growing global issue — and while Glen Eira is an urban area, we still have a vital role to play. Our local plants, animals and ecosystems are under pressure from climate change, development and pollution. But with the right action, we can protect what's left, restore what we've lost, and support a more resilient and connected environment.

This *Plan* lays out the actions Council will take — from improving habitat in our parks and reserves, to planting more trees, and supporting threatened species that rely on our open spaces. We'll also be working with our community through events, workshops and citizen science programs — making it easier for everyone to get involved and make a difference.

Importantly, we'll continue to build strong partnerships — with Traditional Owners, local schools, residents and regional councils — because biodiversity doesn't stop with Council.

The *Biodiversity Plan* reflects who we are as a community — informed, connected, and committed to creating a more sustainable and liveable City. I look forward to seeing the positive impact this work will have across Glen Eira — now and into the future.

Rebecca McKenzie

Chief Executive Officer

PURPOSE OF THIS PLAN

Our world is changing. It is now widely accepted that the loss of biodiversity is one of the greatest challenges to maintaining human health and community wellbeing.

Australia is known for its iconic native plant and animal species, many of which can be found nowhere else in the world. However, a large number of these species are in decline, from a range of threats that include climate change, habitat loss, introduced species and many others. Glen Eira is no exception, as extensive development and urbanisation over the last two centuries have eliminated much of the natural habitat that our native species rely on.

However, despite these impacts Glen Eira retains significant biodiversity values. Our municipality is home to at least 139 species of vertebrates (animals with a backbone), over 150 species of plant and an unknown number of invertebrates. These include the critically endangered swift parrot, Murray River turtle, intermediate egret and Studley Park gum, and the nationally endangered gang gang cockatoo. Another 64 threatened species live in our neighbouring municipalities, which can benefit from the creation and restoration of habitat in Glen Eira.

The *Biodiversity Plan* sets out a series of actions to be undertaken by Council over the next four years, to preserve Glen Eira's local biodiversity, enhance its capacity to adapt to a changing climate and contribute to the broader biodiversity values of our region.

The *Plan* will also build on our ongoing partnerships with Traditional Owners to inform our actions and support their goals of Caring for Country, and our collaboration with the diverse community of Glen Eira to foster a deeper connection between communities and people.

The framework for the plan has been informed by the expectations and aspirations of our community, and through engagement with First Nations, external experts and Council officers.

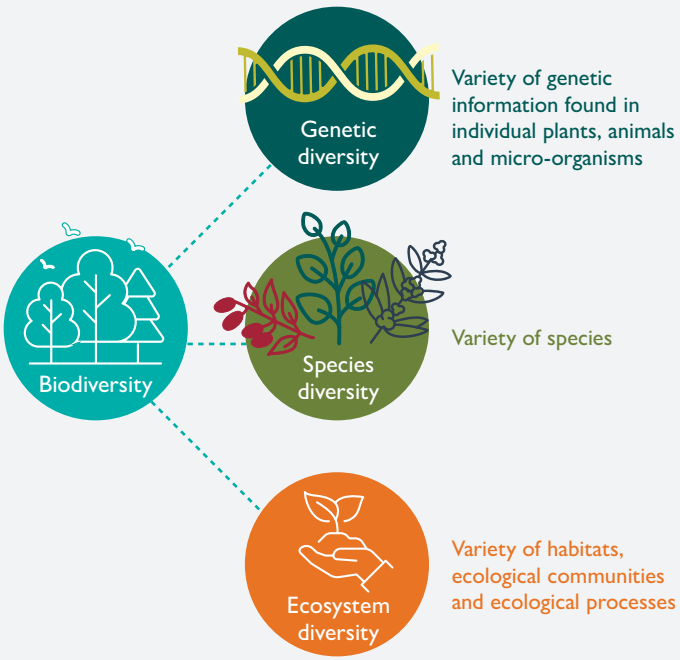


Figure 1: levels of biodiversity

Why is it important to protect biodiversity?

Each ecosystem has a unique mix of biodiversity which keeps it in balance and able to support life, including humans.

Biodiversity is a crucial component of delivering 'ecosystem services' that are vital for our environment, health and wellbeing. These ecosystem services are often impossible to replace and deliver benefits that are crucial for sustaining life on Earth. These include — but are not limited to:

- keeping air and water clean
- keeping soils fertile and suitable for growing food
- pollinating crops
- storing vast amounts of carbon
- providing resilience to insect pests, erosion, storms, and extreme heat
- maintaining cultural heritage and connection to Country
- providing recreation and enjoyment for the community
- supporting community wellbeing by helping people connect to nature.

Figure 2: pre-1750 Ecological Vegetation Classes showing main vegetation class as Grassy Woodland (orange) supported by areas of Heathy Woodlands (red) from NatureKit Victoria.

Biodiversity in Glen Eira — what are we protecting?

Glen Eira is the land of the Wurundjeri Woi Wurrung, Bunurong and Boonwurrung peoples of the Eastern Kulin Nation. Pre-colonisation this land was mostly covered in a dense grassy, flat woodland dominated by River Red-gum (known as Grassy Woodland). Along waterways like Elster Creek were low-lying areas of clay, silt and sand with Swamp Gum and thickets of Swamp Paperbark (known as Swamp Scrub). On low rises of sand and gravel, Coast Manna-gum was found with a dense shrubby understorey (known as Heathy Woodland). This is typical of the Sandbelt region of Southeastern Melbourne.

When this land was colonised by the British, most of these ecosystems were heavily modified. However not all of them have been lost, and Glen Eira retains significant biodiversity, including over 290 species of plants and animals and several individual specimens with high biodiversity value. A significant eucalypt in Brighton Cemetery (Figure 3) for example, stands as a reminder of the major changes the land has undergone. The tree has provisionally been identified as a critically endangered Studley Park Gum. Additional research is required to confirm this identification. Regardless, the tree is a magnificent specimen tree and an important part of Glen Eira's natural heritage, as it may pre-date colonisation.

An analysis of species records in Glen Eira has identified eight hotspots where there is a high concentration of biodiversity values (Figure 4). To be classed as a hotspot:

> A site must have substantially more indigenous plants and animals than other areas in Glen Eira.

> The organisms must be self-sustaining and be able to fulfil natural ecological functions (in other words, while it is possible to create a hotspot by transplanting significant species, there must be enough of these endangered plants or animals to form a self-sustaining community).

> For native wildlife, a site has to provide habitat that isn't readily available outside the hotspots and there should be some evidence (or at least the potential) for it to provide habitat for animals that aren't already well adapted to urban environments such as Magpies or Common Brushtail Possums.

Figure 3: Significant eucalypt at Brighton Cemetery.

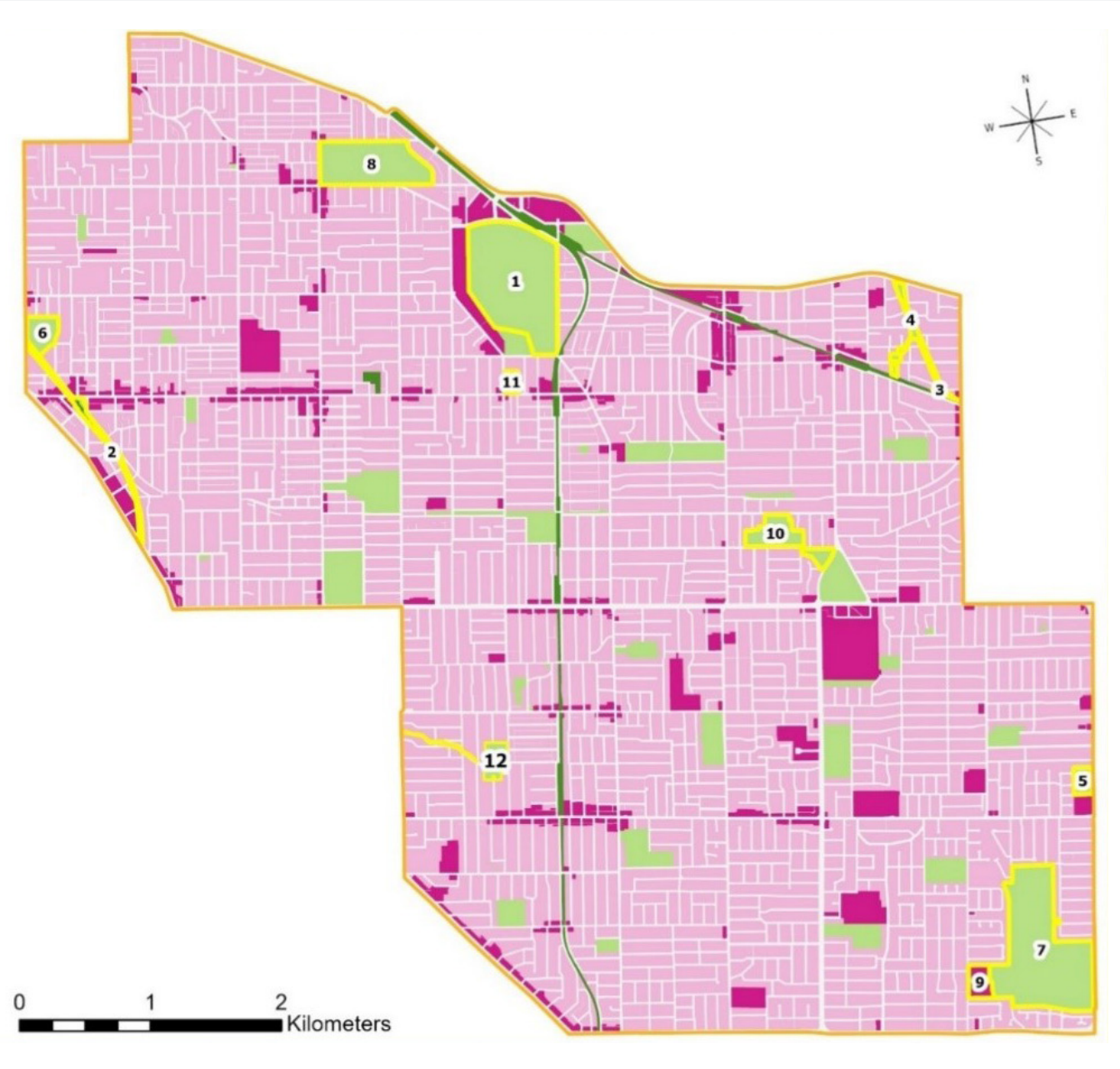


Figure 4: Sites of high biodiversity in Glen Eira.

City of Glen Eira

Biodiversity Hotspots (1-8), Other important biodiversity sites (9-11), Other potential biodiversity hotspot / important biodiversity site (12)

General landuses

Parks and open spaces

Rail reserves

Residential areas

Streetscapes

Other areas (eg. commercial/ industrial precincts and medical facilities)

Biodiversity Hotspots

1 Caulfield Racecourse Reserve
2 Sandringham Railway Line Verge, Elsternwick
3 Boyd Park Sanctuary, Murrumbeena
4 Boyd Park, Murrumbeena (remainder)
5 Moorabbin Reservoir, Bentleigh East
6 Rippon Lea Lake and Surrounds
7 Yarra Yarra Golf Course, Bentleigh East
8 Caulfield Park

Other important biodiversity sites

9 East Bentleigh Primary School and Moorleigh Community Village
10 Packer Park and Mallanbool Reserve
11 Booran Reserve

Other potential hotspot / important biodiversity site

12 Allnutt Park and Elster Creek Trail

Biodiversity hotspots in Glen Eira

1. Caulfield Racecourse Reserve

This site is highly biodiverse for Glen Eira. The reserve comprises two central lakes and their surroundings, which support locally rare, indigenous wetland plants and waterbirds — many of them unique in Glen Eira. There are six Coast Manna-gums (now rare in Glen Eira) around the stables southeast of the racetrack. Scattered grain from horse feed supports many other birds, which in turn provide prey for raptors. The vegetation in and around the southern lake is a close reproduction of a natural wetland. The northern lake is less naturalistic because of the species and cultivars planted there and the steep banks around much of the circumference.

Landowner: Crown Land, managed by the Caulfield Racecourse Reserve Trust

2. Sandringham railway line verge, Elsternwick

This site comprises segments of the railway corridor between Hotham Street and Riddell Parade, with a gap from the Glen Huntly Road bridge to Stanley Street (around Elsternwick station). It is one of the top three sites in Glen Eira for wild indigenous plant species. To support wild plant populations and recreate habitat, there has been extensive planting of indigenous species. It provides habitat for skinks and Spotted Pardalotes that are very scarce elsewhere in Glen Eira.

Landowner: Vic Track

3. Boyd Park Sanctuary, Murrumbeena

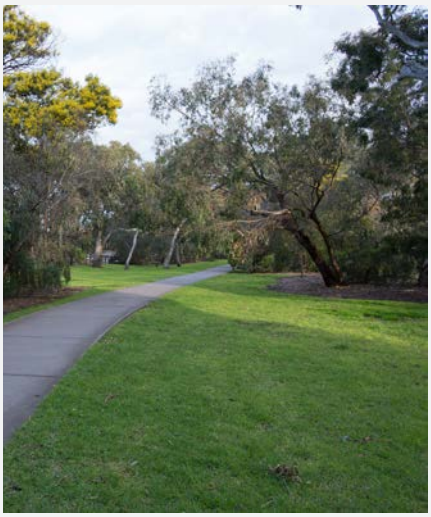
At the southern end of Boyd Park is a fenced off sanctuary with more remnant plants than the rest of the park. It has been cleared more than once in the past, yet species from pre-colonisation remain. Indigenous species of shrubs, trees and groundcovers have been replanted over many years to support the wild plant populations in providing wildlife habitat and a wildflower display in spring. Significant species include River Red-gums, Yellow-tailed Black-cockatoos, Tawny Frogmouths and Brown Thornbills.

Landowner: Glen Eira City Council

4. Boyd Park, Murrumbeena (excluding the sanctuary)

Boyd Park is a typical urban park with lawns and gardens, largely modified since colonisation. However, it has several significant species including old River Red-gums (one estimated to be a century old), a colony of Trim Greenhoods, and small numbers of indigenous plants that have survived clearing and since recolonised. To support remnant indigenous plants, there has been extensive replanting of indigenous species in mulched garden beds in recent years. The tree canopy in Boyd Park is considered important native habitat for birds that are uncommon in most of Glen Eira, including the critically endangered migratory Swift Parrot.

Landowner: Glen Eira City Council



5. Moorabbin Reservoir

Despite extensive landscape modification, the Moorabbin Reservoir has a substantially greater diversity of wild, indigenous flora, that are thriving better than anywhere else in Glen Eira. During the reservoir's construction, almost all pre-existing vegetation was destroyed and the grounds were planted with a mix of introduced pines, Australian native trees and shrubs. In recent years, planting has focused on largely indigenous species. Despite the alterations to the land and its vegetation, a remarkable number of indigenous plant species have recolonised, dominating the understorey. The site is the only known occurrences in Glen Eira of Sandhill Sword-sedge, owing to a windblown dune that was present pre-colonisation.

Landowner: Southeast Water

6. Rippon Lea Estate lake and surrounds

Rippon Lea Estate comprises 14 acres of garden that have many important habitat features: a large lake fringed by rushes and lawn, an expansive canopy that includes Australian tree species, dense shrub cover, connection to an existing wildlife corridor (along the verge of the Sandringham railway line), and complimentary habitats nearby at Elsternwick Golf Course, Yalukit Willam Nature Reserve and Elsternwick Park. The lake provides habitat for the Southern Shortfin Eel which come all the way from the Coral Sea (Queensland). The eels once navigated from Port Phillip Bay to the lake using natural creeks and streams — now they use underwater drains and pipes. Duckweed and tiny duckweed grow in the lake, which is uncommon in metropolitan Melbourne. This brings in waterbirds — at times, hundreds of them. The Eastern Spinebill and the native Blue-banded Bee can be found in the surrounding vegetation.

Landowner: National Trust of Australia — Victoria

7. Yarra Yarra Golf Course

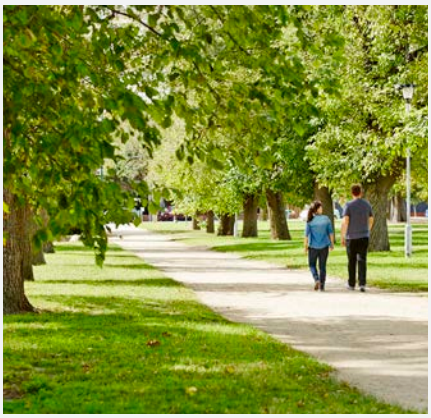
Available data suggests the Yarra Yarra Golf Course has the most diverse birdlife in Glen Eira. Its diverse habitats attract many different groups of birds. The lake attracts waterbirds; tree cover and dense shrubbery attract forest and woodland birds; reseeding of the lawn attracts seedeaters; and the open areas of the landscape attract raptors. The close proximity to Karkarook Park and several other golf courses allows many bird species to fulfil their habitat needs by moving between these sites. Significant species include the vulnerable Hardhead Duck, the Nankeen Night-heron and the critically endangered migratory Swift Parrot.

Landowner: Private property

8. Caulfield Park

Caulfield Park is a large park with a lake and a diverse range of planted trees from around the world. There are no remnants of pre-colonisation vegetation. The trees provide habitat for common urban wildlife, such as possums and magpies. The large eucalypts distributed widely around the park provide food for insects and certain indigenous birds, particularly parrots and honeyeaters. A few trees contain hollows that provide nest sites for parrots like Sulphur-crested Cockatoos and roost sites for native microbats. These habitats are improving as the eucalypts age. An aviary garden includes some indigenous plant species in a setting that may occasionally attract indigenous birds, such as Brown Thornbills, that are otherwise scarce in the park. The lake is also a significant habitat for waterbirds, like Nankeen Night-herons, Little Black Cormorants and Australasian Grebes. Some of these birds are attracted by food spread by park visitors which poses a health risk to birds and contributes to nutrient pollution in the lake.

Landowner: Glen Eira City Council



What role does the Glen Eira community play in protecting biodiversity?

While many of our current biodiversity hotspots are on public land, the species that utilise these parks and reserves are dependent on surrounding areas for food, shelter and resources, and as corridors they can use to travel between larger blocks of habitat. Even a small block of land can provide a crucial stepping stone for these native species, which can involve anything from planting indigenous plants to building a frog pond or installing a 'hotel' for native bees.

This is especially important because our native species don't recognise the borders of Glen Eira. In many cases the birds and other animals that utilise these hotspots and smaller sites will on their way to or from hotspots in other local government areas (see Figure 5).

Between September and December 2023, Glen Eira City Council engaged with the community to learn what biodiversity means to them, and source their input and feedback on actions that can be taken to protect it. Of those surveyed, 90 per cent of respondents strongly agreed that protecting and promoting biodiversity in Glen Eira is important to them and provided a range of suggestions for how Council and the community to work together. These suggestions included:

> Supporting the planting of native vegetation on private and public land, including the transformation of nature strips and other grassy areas with indigenous ground covers and understory vegetation, and participation in community and school plantings.

> Increasing awareness of biodiversity and cultural values through working with Traditional Owners, biodiversity education and training, and working with our community to collect vital biodiversity data through citizen science programs.

> Informing people how they can support native species around their homes through actions such as providing clean water sources for birds, improving waste management and avoiding the use of harmful pesticides, herbicides and other chemicals.

> Supporting residents to reduce the risks posed by non-native species by informing them how to take steps such as creating cat enclosures on their properties and undergoing responsible pet ownership training aimed at protecting local wildlife.

Working in partnership with our community to improve understanding of the value of biodiversity is important. Our diverse community has a critical role to play in terms of on ground action, increasing awareness and supporting local initiatives.

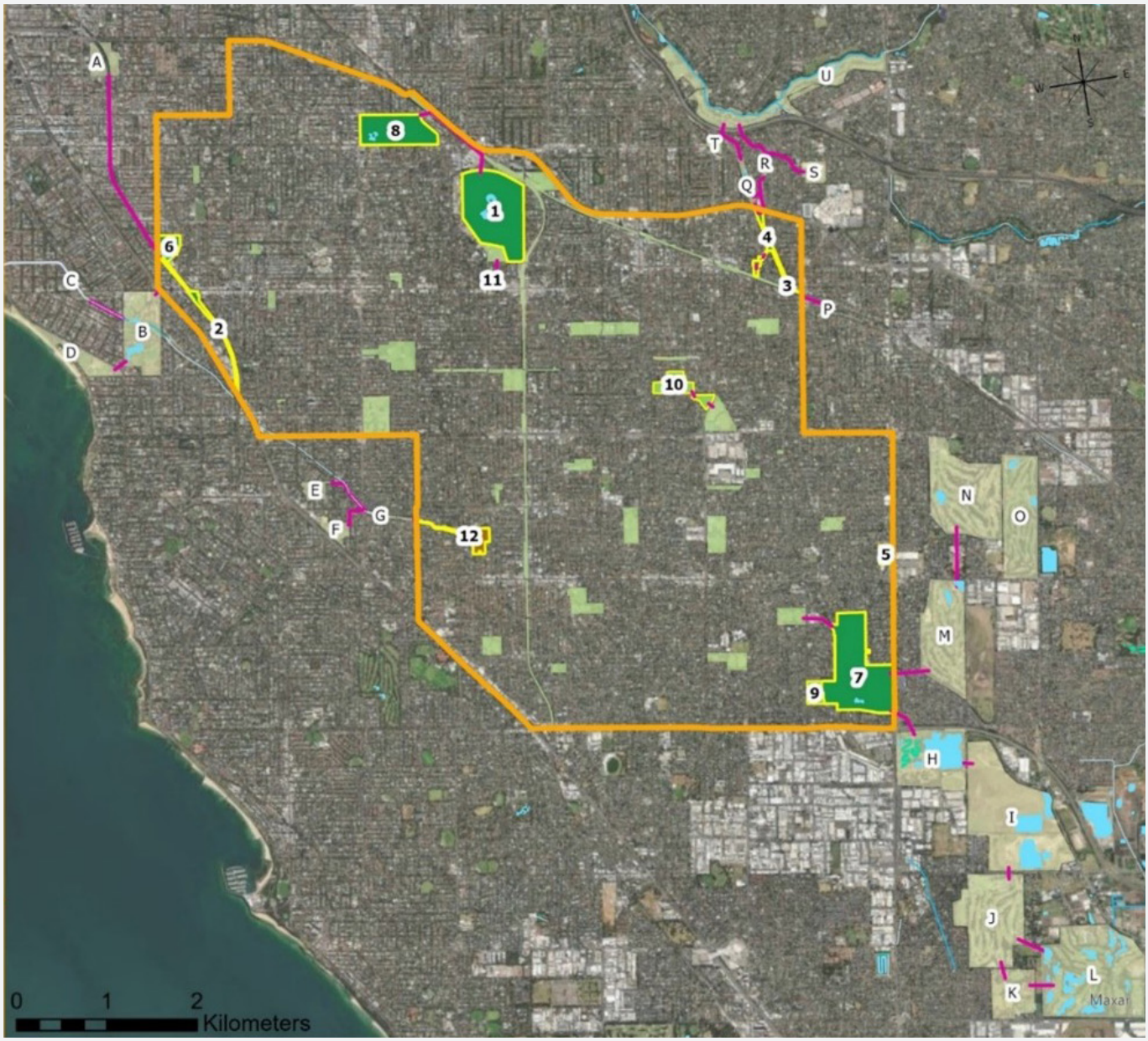


Figure 5: Sites of high biodiversity in the region (outside of Glen Eira)

KEY CHALLENGES AND OPPORTUNITIES BEING ADDRESSED

The biodiversity of Glen Eira faces many challenges. The most significant of these are:

Climate change

The changes in our local and regional climate lead to a complex range of threats to our local biodiversity and challenge us in our efforts to protect it.

The most direct impact of climate change on our biodiversity values will come from rising temperatures and changes in rainfall, which are already occurring across southeastern Australia, place additional stress on plants and animals that are naturally adapted to a cooler and less variable climate.

These changes also impact the timing of natural cycles such as the flowering of plants, emergence of pollinator insects, and the migration of local bird species, often in ways that are unpredictable or move these natural cycles out of sync with one another. For example: the warming climate is causing many native bird species to start nesting earlier and is also affecting the dates when the native plant species they rely on lower and set seed. But there is no guarantee that the new dates will line up in the same way as they do now (or in a way that will enable the birds to continue to use the plants when they need to).

Other potential impacts of climate change on our biodiversity, some of which are already taking place, include:

> loss of groundwater-dependent and fire/drought-sensitive habitats

> tree canopy dieback from increased heatwaves and drought

> shifts and/or reductions in the range of species

> changes in animal behaviour, such as shade-seeking, wing fanning, burrowing, forming clusters or altering nest structure

> reduced breeding opportunities for wetland birds

> shifts in sex percentages in population in reptiles caused by temperatures affecting sex selection

> mass death events or population crashes. These have already been observed in other locations in Greater Melbourne, such as the mass deaths of grey-headed flying-foxes during heatwaves.

Modification of habitat due to urbanisation and redevelopment

Almost two-thirds of Glen Eira is covered by private homes and gardens, and a further fifth is covered by streetscapes. As land is urbanised, it naturally reduces the available habitat for various plants and animals and forces them to move elsewhere.

In addition all flowing water in Glen Eira has been placed underground. Despite this modification the waterways retain their cultural value. They are also key to the protection of biodiversity as they are connected to wider catchments. For example litter and other pollutants that wash into Glen Eira's storm water system will be transported downstream to other ecosystems outside of Glen Eira with high biodiversity value, such as Port Phillip Bay.

Habitat fragmentation and isolation

Many of Glen Eira's biodiversity hotspots and other important biodiversity areas are broken up into isolated patches. Across Glen Eira, available habitats have minimal connections to each other and are often disrupted by obstacles like highways, roads, fences, or other developments. This habitat fragmentation isolates wildlife, preventing native animals from traveling long distances between ecosystems. The presence of such barriers, along with the lack of corridors and connecting habitats, limits

Glen Eira's biodiversity from exchanging species and genetic material with neighbouring councils. Similarly, fragmentation by roads also puts wildlife at risk of car strike.

Pest species

There are at least 22 declared noxious weed and pest animal species in Glen Eira, and many more weeds and introduced animals have been recorded. Common weeds include Drooping Prickly-pear, Agapanthus, Pampas, Lily-of-the-Valley and Lantana. Animals like the common Myna and Red fox threaten local species, as do indigenous species such as noisy miners which are well-adapted to urban areas and outcompete other small bird species.

Domestic pets

While they are indispensable companions for people, pets can also affect native wildlife. Outdoor cats contribute to small vertebrate animal deaths, particularly around residential gardens at night. Dogs that are off leash in public parks can often access fragile habitats such as lakes and planted garden beds, disturbing the sensitive fauna and flora within.

Inappropriate land management practices

The destruction of native vegetation can occur during construction and development, through damage or outright removal of trees or work that encroaches onto habitat. Other actions that negatively affect local species include:

> over spraying of pesticides

> mulching over sensitive ground flora

> other actions that contribute to the pollution of land and waterways and accumulate in food chain and poisoned the prey species.

For example, use of Second-Generation Anticoagulant Rodenticides (SGARs) commonly used to kill the rats and mice which are responsible for killing of owls and raptors.

Complex interactions between these threats and challenges

In addition to their individual impacts, these threats often interact in complex ways that add to the challenge of protecting our local biodiversity.

Issues posed by development and urbanisation also impact Glen Eira's canopy cover and are a key driver behind the ongoing risk to loss in our canopy cover. In addition to providing critical habitat, large canopy trees are a vital source of shade that protects our community and ecosystems from increasing heat. As a result of this urban heat island effect, Glen Eira is already predominantly eight to 12 degrees hotter than surrounding non-urban areas, a figure which is likely to continue to increase as canopy cover is lost — at the same time as our community and ecosystems are under increasing heat stress due to climate change.

The best way to counter the urban heat island effect will be to plant a mixture of exotic and native trees based on the environmental elements of individual planting sites. By doing this it ensures that the trees that are planted will provide maximum canopy and shade during the hottest months of the year.

Balancing these competing needs will require ongoing research, to ensure that locations with the highest heat risk receive as much shade as possible while those with the greatest biodiversity value are planted with locally sourced native vegetation.

LEGISLATION

Environmental Protection and Biodiversity Conservation Act 1999: This *Act* provides a legal framework to protect and manage unique plants, animals, habitats and places, including creating and updating lists of nationally threatened species, listed ecological communities and significant migratory species.

For more information on the *Act* visit www.legislation.gov.au/C2004A00485/latest/versions

To view approved lists under the *Act* visit: www.dcceew.gov.au/environment/epbc/our-role/approved-lists

Flora and Fauna Guarantee Act 1988: This *Act* was introduced "to guarantee that all taxa of Victoria's flora and fauna, other than taxa specified in the Excluded List, can persist and improve in the wild and retain their capacity to adapt to environmental change."

For more information visit www.legislation.vic.gov.au/in-force/acts/flora-and-fauna-guarantee-act-1988/048

Local Government Act 2020: This *Act* requires councils to follow the *Planning and Environment Act 1987* while performing a function or duty or exercising a power under this *Act*. The *Local Government Act 2020* also strengthens the mandate for councils to act on climate change, by reinforcing the role of a Council in providing good governance for the benefit and wellbeing of its community. "Councils are required to promote the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks."

For more details visit www.legislation.vic.gov.au/as-made/acts/local-government-act-2020

Planning and Environment Act 1987: This *Act* establishes objectives for planning in Victoria that are relevant to biodiversity, sustainable land use and development, the protection of biodiversity and natural resources and the maintenance of ecological processes.

For more details visit www.legislation.vic.gov.au/in-force/acts/planning-and-environment-act-1987/156

Wildlife Act 1975: This *Act* and its associated regulations provide a framework for the control, possession, display, breeding, trade and interaction with wildlife, and the rescue and rehabilitation of wildlife by authorised volunteers, wildlife shelters and foster carers. The *Wildlife Regulations 2013* include an offence to damage, disturb or destroy wildlife habitat.

For more details visit www.legislation.vic.gov.au/in-force/acts/wildlife-act-1975/130

APPENDIX 1: ANNUAL ACTION PLAN 2025–2029

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GOAL 1: PRIORITISE THE INCLUSION OF FIRST PEOPLES IN BIODIVERSITY MANAGEMENT					
ACTION	**MEASURE**	**2025–26**	**2026–27**	**2027–28**	**2028–29**
1.1 Engage First Peoples early and continually during the development and implementation of biodiversity plans and actions	> First Nations engaged in the development of management plans and actions > Regular meetings and collaboration with First Nations organisations	✔	✔	✔	✔
1.2 Conduct on-ground biodiversity management in partnership with First Peoples	> Involvement of Traditional Owners and First Nations organisations in the delivery of biodiversity management actions	✔	✔	✔	✔
1.3 Partner with Bunurong Land Council Aboriginal Corporation to map areas of cultural significance in Glen Eira, including identifying potential song lines	> Cultural mapping undertaken by Bunurong Land Council Aboriginal Corporation		✔	✔	✔
1.4 Partner with Bunurong Land Council Aboriginal Corporation to utilise traditional land management techniques in locations with high cultural value	> Training of Council staff in Traditional land management > Two locations are prepared as Cultural Gardens, where Council partners with BLCAC to utilise traditional land management techniques intensively on a small scale to support cultural values			✔	✔
1.5 Utilise Council networks to promote partnerships with Traditional Owners and the use of Traditional land management techniques.	> Other councils or land owners engaged to explore the use of traditional land management to support regional biodiversity	✔	✔	✔	✔

GOAL 2: IMPROVE OUR UNDERSTANDING OF GLEN EIRA'S BIODIVERSITY

ACTION	MEASURE	2025–26	2026–27	2027–28	2028–29
2.1 Conduct surveys of flora, fauna and other significant organisms (e.g. fungi) to improve our knowledge of Glen Eira's biodiversity	> Biodiversity surveys conducted > Data on biodiversity values (e.g. lists of threatened species) is updated using survey results	✔	✔	✔	✔
2.2 Involve our community in biodiversity research and data collection, through citizen science programs	> Citizen science programs identified and promoted > Data collected by citizen scientists is informing biodiversity management.	✔	✔	✔	✔
2.3 Identify locations within Glen Eira where actions will have the maximum impact on local and regional biodiversity	> Improved knowledge of biodiversity 'hotspots' > Identification of biodiversity corridors where biodiversity actions can support species to move across the landscape, by providing food, habitat or shelter	✔	✔		
2.4 Identify flagship species with high biodiversity value which are currently rare or absent in Glen Eira, but can be attracted through effective biodiversity actions	> Flagship species identified > Biodiversity monitoring includes highlighting target species	✔	✔		
2.5 Assess the impacts of artificial light at night (ALAN) on wildlife within and around biodiversity hotspots, other important biodiversity sites and key habitat areas	> Assessment conducted of the impacts of lighting on indigenous wildlife	✔	✔		

GOAL 2: IMPROVE OUR UNDERSTANDING OF GLEN EIRA'S BIODIVERSITY (CONTINUED)					
ACTION	**MEASURE**	**2025–26**	**2026–27**	**2027–28**	**2028–29**
2.6 Investigate the impacts of climate change on Glen Eira's biodiversity, and actions that can be taken in response	> Research conducted into climate impacts, including: • Identification of high value species and other biodiversity values that are vulnerable to climate change • Recommended plant species with a high climate resilience, which can support local biodiversity into the future • Assesment of actions that can be taken in Glen Eira to address regional climate impacts on biodiversity (e.g. protecting habitats that can act as climate refugia)	✔	✔		
2.7 Improve Council's knowledge of the pre-European biodiversity values of Glen Eira to support species reintroduction programs on Council land	> An ecologist is engaged to develop a comprehensive list of plant species that resided in Glen Eira before European settlement in line with identified Ecological Vegetation Classes (EVCs) > An appropriate planting palette is developed to support the reintroduction of indigenous species on public land in Glen Eira	✔	✔		

GOAL 3: MAINTAIN, IMPROVE AND PROTECT GLEN EIRA'S BIODIVERSITY

ACTION	MEASURE	2025–26	2026–27	2027–28	2028–29
3.1 Prepare management plans for locations with high biodiversity significance	> Management plans prepared for locations identified as having high significance		✔	✔	✔
3.2 Update Council's planting program to incorporate biodiversity knowledge	> Council's plant selection criteria are updated to incorporate the latest biodiversity knowledge, and resilience to climate change		✔	✔	
3.3 Increase local biodiversity through targeted planting or other environmental works on Council land	> Planting of indigenous plant species > Creation and enhancement of habitat for significant animal species (e.g. through targeted planting or restoration of aquatic habitat)	✔	✔	✔	✔
3.4 Develop a list of recommendations to reduce the impact of introduced plants and animals on our biodiversity	> Identification of pest species > Recommendations developed > Local nurseries engaged to reduce the sale of noxious and environmental weeds > Education programs conducted to raise community awareness of pest plants and animals (see action 4.6)	✔	✔	✔	✔
3.5 Review and amend strategic and statutory planning processes to ensure they effectively protect and promote biodiversity	> Review conducted of planning processes to ensure they protect cultural and natural values > Planning decisions and commitments are effectively enforced, to protect natural and cultural values > Implementation of any changes that are needed to protect these values (e.g. planning scheme amendment, update to local laws)	✔	✔	✔	✔

GOAL 3: MAINTAIN, IMPROVE AND PROTECT GLEN EIRA'S BIODIVERSITY (CONTINUED)					
ACTION	**MEASURE**	**2025–26**	**2026–27**	**2027–28**	**2028–29**
3.6 Ensure Council plans, policies and strategies make a positive contribution to biodiversity	> Biodiversity is considered during updates and reviews of all plans and strategies		✔	✔	✔
3.7 Collaborate with other councils, levels of government and our community to promote and protect biodiversity	> Partnerships and joint biodiversity initiatives with councils, Victorian and Australian Government agencies, non-government organisations and other stakeholders	✔	✔	✔	✔
3.8 Advocate for stronger biodiversity action by other levels of government	> Development of advocacy priorities > Advocacy conducted to other stakeholders and levels of government, to support these values		✔	✔	✔
3.9 Understanding the data, develop measurable targets for biodiversity improvement	> Development of measurable targets			✔	✔
3.10 Address the impact of actions in Glen Eira that have a negative effect on regional biodiversity (e.g. aquatic pollution flowing into Port Phillip Bay)	> Implementation of *Integrated Water Management Plan*	✔	✔	✔	✔

GOAL 4: ENGAGE WITH OUR COMMUNITY TO ENHANCE AND PROTECT GLEN EIRA'S BIODIVERSITY					
ACTION	**MEASURE**	**2025–26**	**2026–27**	**2027–28**	**2028–29**
4.1 Creatively use the full range of Council communications and engagement channels to educate our community about biodiversity	> Incorporate biodiversity articles and messaging into Council's communications > Review and update Council's website to ensure we are communicating effectively about biodiversity > Incorporate biodiversity messaging into signage and other on-ground communication	✔	✔	✔	✔
4.2 Deliver community engagement programs that generate action to protect and promote biodiversity	> Delivery of events and programs for a diverse range of audiences	✔	✔	✔	✔
4.3 Empower residents to create wildlife-friendly gardens and nature strips	> Develop local planting guide, incorporating up to date information on Glen Eira's biodiversity (see actions 2.3, 2.4, 2.6 and 2.7) > Information provided on other actions that can support local wildlife (e.g. frog ponds and bee hotels)		✔	✔	✔
4.4 Educate our community about the risks and impacts of pest plants and animals, and actions they can take to reduce these	> Education programs conducted to raise community awareness of pest plants and animals (see action 3.4)	✔	✔	✔	✔
4.5 Inform our community of the actions that Council is taking to promote and protect biodiversity	> Regular communications and reporting of Council's biodiversity actions	✔	✔	✔	✔

GOAL 4: ENGAGE WITH OUR COMMUNITY TO ENHANCE AND PROTECT GLEN EIRA'S BIODIVERSITY (CONTINUED)					
ACTION	**MEASURE**	**2025–26**	**2026–27**	**2027–28**	**2028–29**
4.6 Ensure that biodiversity planning, delivery and engagement is inclusive of Glen Eira's diverse community	> Engagement with diverse sectors of the community (based on gender, culture and other aspects of people's lives) to identify their differing perspectives, needs and barriers to action > Development and delivery of targeted programs in collaboration with individuals and organisations representing diverse sectors of the community > Council's biodiversity programs and services are inclusive of the needs of our community, including building the capacity of staff to engage with and support diverse communities	✔	✔	✔	✔
4.7 Support our community to access funding and other support for biodiversity actions and initiatives	> Funding provided to community members and organisations, through Council's *Community Grants* program > Assist community members, businesses and organisations to access biodiversity related rebates, incentives and programs delivered by other levels of government	✔	✔	✔	✔
4.8 Join or create collaborative programs that support residents to protect and enhance biodiversity	> Membership of Gardens for Wildlife > Membership of other collaborative programs that assist residents to support biodiversity (e.g. *My Smart Garden*)	✔	✔	✔	✔

GOAL 4: ENGAGE WITH OUR COMMUNITY TO ENHANCE AND PROTECT GLEN EIRA'S BIODIVERSITY (CONTINUED)					
ACTION	**MEASURE**	**2025–26**	**2026–27**	**2027–28**	**2028–29**
4.9 Engage with schools to educate students and the community about biodiversity	> Schools engaged in developing and delivering education to their students and school community	✔	✔	✔	✔
4.10 Increase opportunities for community led initiatives to enhance biodiversity and other environmental outcomes	> *Volunteering Framework* is extended to support actions within the *Biodiversity Plan* > Council encourages, promotes and supports local initiatives that align with the objectives of the *Biodiversity Plan*		✔	✔	✔
4.11 Partner and collaborate with other councils and landholders to encourage biodiversity outcomes on their land, e.g. Caulfield Racecourse, Rippon Lea Estate, Monash University, VicTrack etc.	> Biodiversity actions taken in collaboration with other landholders		✔	✔	✔
4.12 Engage with communities to encourage their connection to their local biodiversity	> Actions or activities that promote conservation in people's own backyards or neighbourhoods > Targeted engagement in areas that are identified as being of high biodiversity significance (see action 2.3)	✔	✔	✔	✔

GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

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National Relay Service

A phone solution for people who have a hearing or speech impairment. Internet relay users connect to NRS then ask for 03 9524 3333.

TTY dial 13 36 77 or Speak and Listen dial 1300 555 727 then ask for 03 9524 3333. https://internet-relay.nrscall.gov.au

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