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# ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

Southern Grampians Shire Council acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the Gunditjmara, Tjap Wurrung and Bunganditj people, the traditional custodians of the lands where we live and work.

We pay our respects to ancestors and Elders, past and present.

Southern Grampians Shire Council is committed to honouring Australian Aboriginal and Torres Strait Islander people's unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.



# 1 HERITAGE STRATEGY EXECUTIVE SUMMARY

### 1.1 WHY PREPARE A HERITAGE STRATEGY?

Understanding our heritage helps us to understand who we are and where we have come from, as individuals and as a community. Buildings, gardens, trees, objects, collections, memorials, ruins, archaeological and sacred sites all contribute to our sense of place and belonging.

Heritage assets which help shape the character and identity of a place can be easily lost or undermined if the value of the place is not understood, recorded and protected.

Southern Grampians Shire comprises a rich and wide-ranging cultural heritage which is reflected in its places and expressed and celebrated through traditions, artworks and stories.

The significance of the Shire's heritage is recognised on national, state and local registers and is the focus of a growing tourism sector.

Southern Grampians Shire Council is committed to supporting the conservation of its heritage. This strategy will guide future work towards this objective.

### 1.2 THE PURPOSE OF A HERITAGE STRATEGY

The purpose of a Heritage Strategy is to set out a whole-of-Council work plan to guide the ongoing documentation, preservation, management and promotion of heritage within the shire.

The preparation of this strategy has provided Council the opportunity to:

- consult with the community and local heritage advocates
- · reflect on its achievements to date
- examine how current systems and practices can be improved
- identify opportunities to collaborate / and or partner with the community, Traditional Owner groups, stakeholders and neighbouring municipalities, and
- prioritise work to be done in the future.

The Heritage Strategy will assist Council to meet its obligations under the *Planning and Environment Act 1987*, Southern Grampians Planning Scheme and the *Aboriginal Heritage Act 2006*. It has been prepared in accordance with Heritage Victoria's 'Municipal Heritage Strategies: A guide for Councils toolkit' (2012).



Coleraine

### 1.3 A NOTE ON THE USE OF THE TERM 'CULTURAL HERITAGE'

The Australia ICOMOS Charter for the Conservation of Places of Cultural Significance, known as the Burra Charter<sup>1</sup> uses the term 'cultural heritage' to define places of heritage significance generally, however, the charter is associated most strongly with post-European settlement history.

Recently, the term 'cultural heritage' has come to be associated more closely with Aboriginal cultural heritage and the term 'historic heritage' is sometimes used for non-Indigenous heritage places and objects.

The Southern Grampians Shire Heritage Strategy uses the term cultural heritage to refer to all places of cultural heritage significance – both Indigenous and non-Indigenous.

# 2 BACKGROUND AND CONTEXT

### 2.1 SOUTHERN GRAMPIANS SHIRE

Southern Grampians Shire Council (SGSC) was formed in 1994 via the amalgamation of the former Shires of Dundas, Mount Rouse, Wannon and the City of Hamilton. It covers an area of 6,655 square kilometres and supports a population of almost 16,000 people.

The natural landscape of the Shire has significant environmental and heritage value. The Grampians National Park (Gariwerd) is identified on the National Heritage List. Other features of renown include ancient volcanoes and lava flows, waterways and waterfalls and undulating pastoral land dotted with majestic River Red Gum (*Eucalyptus camaldulensis*).

The Shire encompasses the traditional lands of the Gunditjmara, Tjap Wurrung and Bunganditj people. Surviving archaeological sites, including rock paintings, stone arrangements, quarries, fish and eel traps, scarred trees and burial grounds, reveal an Aboriginal occupation dating back at least 40,000 years<sup>1</sup>.

The arrival of European settlers from the late 1830s resulted in the forced removal of Aboriginal people from their land. The fertile grasslands of the 'Western District' was laid claim by 'squatters' who established vast pastoral leaseholds for grazing stock.

Hamilton, the Shire's principal retail and service centre, was established on high ground above the Grange Burn from 1839. The township was set out in a grid layout in 1850, formally gazetted in May 1851, with the first land sales occurring soon after in October 1851<sup>2</sup>.

The urban growth of Hamilton is described as 'remarkable for the steadiness of its development', which is reflected in the architectural legacy of various economic and agricultural 'boom' periods, from the mid nineteenth to the late twentieth century. Significant heritage places include its collection of churches, Victorian and Edwardian villas, Art Deco commercial buildings, interwar bungalows and William Guilfoyle designed Botanic Gardens³.

A network of smaller agricultural settlements emerged following the aggregation of larger landholdings via the closer settlement and (later) solider settlement schemes. The towns of Balmoral, Branxholme, Cavendish, Coleraine, Dunkeld, Glenthompson, Penshurst and Tarrington continue to perform important service and social functions for a dispersed rural population. They provide local hubs for education, health, commercial, religious and sporting activities.

<sup>3</sup> Ibid, 1991, 13.



<sup>1</sup> Department of Environment and Heritage, Australian Heritage Database: Grampians National Park, http://www.environment.gov.au; Glenelg; Glenelg Aboriginal Partnership Agreement, 'Historical Setting', 2011, pp. 19-25.

<sup>2</sup> Timothy Hubbard, Hamilton Conservation Study, 1991, pg 13, 22.

### 2.2 LEGISLATIVE CONTEXT

The management of cultural heritage, including heritage places and archaeological sites, at local, state and national levels is legislated by the following:

### 2.2.1 National

- Aboriginal and Torres Strait Islander Heritage Protection Act 1987
- Environment Protection and Biodiversity Conservation Act 1999

### 2.2.2 State

- Planning and Environment Act 1987
- Heritage Act 1995
- Heritage Act 2017
- Aboriginal Heritage Act 2006
- Aboriginal Heritage Amendment Act 2016
- Aboriginal Heritage Regulations 2018

### 2.2.3 Local

• Southern Grampians Planning Scheme

### 2.2.4 Other key policy documents

The Australia ICOMOS Charter for the Conservation of Places of Cultural Significance (2013), known as the Burra Charter, provides best-practice guidance for the identification, conservation and management of cultural heritage in Australia.

The Victoria Planning Provisions *Planning Practice Note 1 Applying the Heritage Overlay* (2018) details the purpose and operation of the Heritage Overlay in all planning schemes in Victoria.

Hamilton Botanic Gardens



### 2.3 LOCAL POLICY CONTEXT

Southern Grampians is responsible for protecting and managing heritage through the implementation of local heritage policy and controls via the planning scheme and asset management systems.

The following policy and strategic material guide heritage matters in the Shire:

- Southern Grampians Planning Scheme
- Council Plan 2017-2021
- Arts and Cultural Strategic Plan 2014
- Sustainability Strategy 2010-2020
- Tourism Strategy 2010-2020
- Coleraine Mechanic's Institute



Glenthompson Brickworks

### 2.3.1 Southern Grampians Planning Scheme

The Municipal Strategic Statement for Southern Grampians Shire (at Clause 21.05-2) describes its cultural heritage legacy as comprising: 'an outstanding array of European and Aboriginal heritage features, including some of the State's most important places of cultural heritage significance'.

Clause 21.05-2 includes the following key objective:

The conservation, protection and maintenance of these places have social, community, and cultural significance to the Shire's towns and rural areas, and economic benefit for their attraction to tourists.

The following Southern Grampians Planning Scheme provisions assist decision making in relation to heritage matters:

- State Policy at Clause 12.04 'Significant Environments and Landscapes' & Clause 15.03 'Heritage'
- Local Policy at Clause 21.05 'Built Environment and Heritage' & Clause 21.07-2 'Tourism'
- Planning Scheme Overlays:
  - Heritage Overlay at Clause 43.01, includes 537 places and three precincts of local heritage significance identified on the schedule to the Heritage Overlay.
  - Victorian Heritage Register includes twenty-one places of State significance identified on the schedule to the Heritage Overlay.
  - Significant Landscape Overlay at Clause 42.02 includes six schedules to the overlay.

### 2.3.2 Council Plan 2017 - 2020

The Council Plan lists the vision, values and aspirations of Southern Grampians Shire Council and includes the following key strategic directions for supporting and promoting the Shire's heritage:

### Theme 1: A Growing, Diverse and Inclusive Community

Encourage and support a more diverse, multicultural community, including recognising and celebrating our cultural heritage.

### Theme 3: Develop and Maintain Attractive and Vibrant Council Owned and Managed Open Spaces and Streetscapes

Maintain, promote and celebrate the heritage value of built infrastructure in all towns.

### 2.3.3 Other plans

The importance of conserving, supporting and promoting cultural heritage is variously outlined in Council's *Arts and Cultural Strategic Plan, Sustainability Strategy* and *Tourism Strategy*. These plans include objectives to further develop heritage tourism, conserve natural environments and support cultural practices and traditions.





# 3 REVIEW OF ACHIEVEMENTS AND IDENTIFICATION OF CHALLENGES & OPPORTUNITIES

Above: Dunkeld Railway Station – Off the Rails Gallery – Restoration works by Vic Track 2016

### 3.1 HERITAGE ACHIEVEMENTS

This section provides an overview of achievements in the areas of heritage assessment, protection, management and promotion, which have been implemented by Council in partnership with the community, stakeholders and government agencies.

### 3.1.1 Studies and strategies

The Shire has prepared studies and strategies to identify, protect and guide decision making for heritage places and support heritage tourism. These include:

- City of Hamilton Conservation Study, Timothy Hubbard Pty Ltd, 1991 includes 355 heritage place datasheets, 6 conservation area (precinct) data sheets and building and heritage design guidelines.
- Southern Grampians Shire Heritage Study, Timothy Hubbard and Annabel Neylon, 2004 includes a Thematic Environmental History prepared for the municipality and 470 heritage place datasheets.
- Heritage citation reports from the 1991 and 2004 heritage studies recorded in Heritage Victoria's HERMES database.
- Master plans for key recreation and cultural sites including *Hamilton Botanic Gardens Conservation Management Plan* (1994) and *Hamilton Botanic Gardens Masterplan* (2015); Penshurst Botanic Gardens Masterplan (2017); Mt Rouse Lookout (1994) and Nigretta; and Wannon Falls Scenic Reserve (2005).
- South West Landscape Assessment (2012) and Grampians Landscape Assessment (ongoing).

### 3.1.2 Southern Grampians Planning Scheme

The following studies, polices and protection measures have been implemented into the Southern Grampians Planning Scheme:

- Amendment C6 & C18 implementing of findings of *Hamilton Conservation Study* (1991) and *Southern Grampians Heritage Study* (2004).
- Applying the Significant Landscape Overlay (SLO) to the following sites:
  - Coleraine Landscape Area (including Points Reserve Arboretum) (SLO1).
  - Mount Rouse and Crater Reserve (SLO2).
  - Nigretta Falls Reserve (SLO3).
  - Wannon Falls Reserve (SLO4).
  - Koroite Homestead (original site) and Buvelot tree & waterpool (SLO5).
  - Harmans Valley (SLO6).
- Amendment C23 including Heritage Overlay mapping corrections.
- Amendment C25 insertion of local heritage policy at Clause 21.05 (Built Environment and Heritage) and at Clause 21.07-2 (Tourism) and implement findings of the Hamilton Structure Plan, CBD Guidelines and Tarrington and Dunkeld Structure Plans.
- Amendment C36 revises and updates the content of the existing Significant Landscape Overlay Schedule 6 (SLO6) to Harmans Valley.

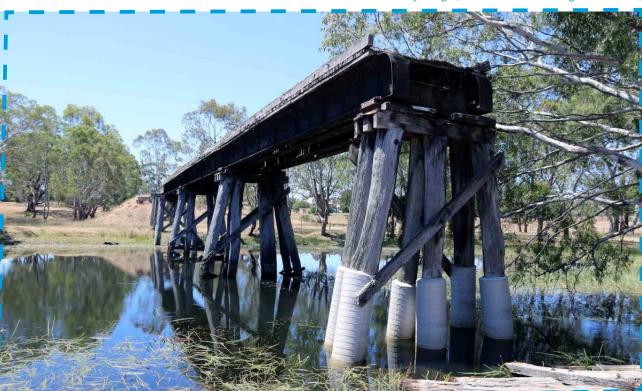


Harman's Valley Lava Flow - The Warrnambool Standard

### 3.1.3 Supporting and promoting heritage

The following highlights some of the key projects and activities undertaken to support and promote heritage in the Shire:

- Heritage Maintenance and Restoration Fund comprising \$10,000 annually awarded to individuals and groups completing works to heritage properties.
- Heritage Advisory Service free, practical assistance to owners and managers of heritage places on private and public land.
- Greater Grants program contributing funding for heritage initiatives including interpretive signage and heritage walking trails.
- Promotion of Shire's heritage as part of *Visit Greater Hamilton* tourism campaign profiling nine local histories in township brochures.
- Promotion of cultural activities as part of *Visit Greater Hamilton* seasonal events calendar.
- Supporting local museums such as Hamilton Mechanics' Institute, Sir Reginald Ansett Museum, Hamilton Pastoral Museum via the *Historical Societies & Museums Policy*.
- Storing, managing, documenting and interpreting items held by the Hamilton Art Gallery as part of the Southern Grampians Shire Art and Culture Collection.
- Participation in the 'Community heritage collections: a regional development resource' (Enting 2010).
- Participation in the Aboriginal Victoria Aboriginal Heritage Sensitivity Mapping pilot program.
- Hosting cultural activities and commemorating significant sites and events as part of the Southern Grampians Shire Reconciliation Festival.
- Heritage Victoria 'Living Heritage Grant' of \$160,000 awarded to Friends of Botanic Gardens (supported by SGS) for Thomson Memorial Fountain, Hamilton Botanic Gardens



Cavendish Railway Bridge (Abandoned but not forgotten website)



Southern Grampians Shire works actively to protect and promote cultural heritage, as demonstrated by the list of achievements previously outlined in section 3.1.

Reflecting on its achievements and looking to the future, Council has identified challenges and opportunities for improved heritage outcomes.

### 3.2.1 Southern Grampians Planning Scheme Review 2018

A recent review of the Southern Grampians Planning Scheme highlighted several measures for improving statutory management processes and supporting land owners, occupiers and custodians. These include:

- Review Heritage Overlay (HO) mapping to ensure appropriate curtilage for significant buildings identified in the HO are covered.
- Review Hamilton CBD precinct (HO346) to confirm extent of registration and contributory and non-contributory places, having regard to changes that have occurred since 1991.
- Develop Heritage Design Guidelines for heritage precinct and individual places to assist landowners and planners to design and assess changes.
- Develop guidelines to address design and access requirements to heritage buildings to meet Building Regulations.
- Investigate requirements for increased protection of Aboriginal cultural heritage sites in association with Aboriginal Victoria and Gunditj Mirring Registered Aboriginal Party.

### 3.2.2 Update, review and make available heritage material

The Hamilton Conservation Study (1991) and Southern Grampians Shire Heritage Study (2004) comprise valuable heritage material, including heritage citation reports and two extensive Thematic Environmental Histories.

These documents are not readily available on Council's web page and there is an opportunity to link place citation reports to Councils online mapping system – to provide targeted information about places on the Heritage Overlay.

Improved access to this material would greatly assist land owners, occupants and custodians in understanding heritage values and guide decision making.

The 'Heritage' section of Council's webpage can also be improved by providing links to the following material:

- Services & assistance: Heritage Advisory Service & Heritage Restoration Fund grant scheme.
- Heritage planning resources: hyperlink to SGPS Heritage Overlay, Victorian Heritage Database, digitised heritage citation reports for individual and precinct HOs, guidelines.
- Heritage material: digital copies of relevant heritage studies, Botanic Gardens plans, local history resources, technical conservation manuals (link to HV & National Trust website).

### 3.2.3 Management of Council Heritage Assets

Council owns and manages assets that are identified on the Heritage Overlay or may have local heritage significance. These include heritage buildings, monuments, bridges, kerbs and channelling, street trees and street furniture.

The allocation of funding for routine maintenance of Council owned heritage assets will enable the ongoing use and enjoyment of these places for and by the community.

The Heritage Advisor and Planning Officers are well placed to assist asset managers in managing heritage places and supporting positive conservation outcomes, through policy development, heritage advice and identifying funding opportunities.



Hamilton History Centre



### 3.2.4 Forming partnerships and encouraging community advocacy

The formation of a Heritage Advisory Committee comprising Council staff, representatives of local heritage groups / organisations and the community should be investigated. The committee can provide community and stakeholder input and advocacy regarding heritage matters. The role and responsibilities of a committee may include:

- Promote local cultural collections, historical societies, museums and interpretive centres through coordinated online and print material.
- Develop community heritage forum / symposium or local heritage awards in association with neighbouring municipalities, Performing Arts Centre, Hamilton Art Gallery, local historical societies and museums to support and celebrate local cultural achievements.
- Develop activities as part of national, state-wide or local events including NAIDOC Week, National Reconciliation Week, National Trust (Vic) Heritage Festival, commemorations and cultural festivals.

Ongoing engagement with the Gunditj Mirring Registered Aboriginal Party, and Traditional Owners is essential in the early planning phase of Council projects to ensure that Aboriginal cultural heritage places are respected and protected.

Council should continue to partner with Gunditj Mirring Registered Aboriginal Party to build greater community awareness about Aboriginal cultural heritage and history in the Shire and region, by:

- Developing cultural heritage trails and installing cultural heritage markers at significant sites.
- Continue to facilitate cultural heritage activities for SGS Reconciliation Festival and National Heritage Week.
- Investigate requirements for increased protection of Aboriginal cultural heritage sites in Shire in association with Aboriginal Victoria and Gunditj Mirring Registered Aboriginal Party.
- Investigate the need for improved storage facilities and cataloguing of cultural artefacts, and possible exhibition opportunities with Traditional Owners.

Hamilton Racecourse Stand



### **4 ACTION PLAN**

The strategy aims to achieve the following key objectives through the implementation of the Action Plan:

- Recognise the diverse cultural heritage of the Shire and ensure an inclusive approach to understanding the heritage values of its people, places, traditions and objects.
- Identify, document, protect and manage the significant value of places with cultural heritage value in the Shire.
- Support and assist landowners and custodians in the management and maintenance of heritage places.
- Promote and encourage an appreciation of the Shire's heritage through celebrations, awards, events, publications and interpretive material.
- Ensure up-to-date information about heritage places, groups and activities can be easily accessed on-line and in hardcopy.
- Ensure Council strategies, documents and plans have regard for heritage matters.

Permewan's Sheds Hamilton – demolished 2018



### **ACTION PLAN > SOUTHERN GRAMPIANS HERITAGE STRATEGY**

Objective	Action	Responsibility Lead unit / Officer	Timeframe	Progress / Outcome
Update, review and make available heritage material.	<ul> <li>Further develop 'Heritage' section of Council webpage with relevant information about:</li> <li>Services &amp; assistance: Heritage Advisory Service &amp; Heritage Restoration Fund grant scheme.</li> <li>Heritage planning resources: hyperlink to SGPS Heritage Overlay, Victorian Heritage Database, digitised heritage citation reports for individual and precinct HOs, guidelines.</li> <li>Heritage material: digital copies of relevant heritage studies, Botanic Gardens plans, local history resources, technical conservation manuals (link to HV &amp; National Trust website).</li> </ul>	Planning Unit Heritage Advisor	Short term / ongoing	
	<ul> <li>Ensure local library branches hold either digital or hard copies of:</li> <li>Local municipal heritage studies.</li> <li>Local historical and genealogical publications: district towns &amp; settlements, Aboriginal cultural heritage material.</li> <li>'What House is That' (Heritage Victoria 2007).</li> <li>Brochures prepared by Planning Unit regarding Heritage Overlay &amp; heritage planning in Southern Grampians Shire.</li> </ul>	Library	Short Term	
	Prepare Southern Grampians Shire Heritage Design Guidelines.  Prepare Statements of Significance and Descriptions for Hamilton heritage precincts.  Develop guidelines to address design and access requirements to heritage buildings to meet Building Regulations.	Heritage Advisor Heritage Advisor Building Unit Access Officer	Medium Term	
	Progress the South West Landscape Assessment and Grampians Landscape Assessment studies.	Planning Unit	Medium Term	
	Investigate developing an Incorporated Document for permit exemptions for minor works for HO places and non-contributory places in precincts.	Heritage Advisor Planning Unit	Ongoing	
	Review Heritage Overlay schedule and mapping to identify errors.  Maintain inventory of errors to inform future heritage 'corrections' amendment.  Review local heritage policy content at Clause 21.05 (Built Environment and Heritage) in Southern Grampians Planning Scheme in conjunction with next Planning Scheme Review process.	Heritage Advisor	Ongoing	

Objective	Action	Responsibility Lead unit / Officer	Timeframe	Progress / Outcome
	Audit HERMES entries for all places on Heritage Overlay and undertake further assessment work to ensure complete entries.	Heritage Advisor	Short term / ongoing	
	Ensure HERMES entries for HO places are linked to Victorian Heritage Database.	GIS Officer		
	Update Exponaire mapping system with link to citation reports / Hermes entry for places identified on the Heritage Overlay.			
	Review Thematic Environmental Histories and heritage studies (1991 & 2004) and undertake gap analysis to identify priority places for future assessment.	Consultant	Medium Term	
	Investigate undertaking shire-wide heritage gap study (as per priority places list).	Consultant / Planning Unit		
Regional Council Partnerships	Partner with neighbouring Councils to:  Develop regional interpretation strategy to interpret, celebrate and promote heritage at a regional scale (Great South Coast Partnership members, regional Registered Aboriginal Parties, Tourism Victoria).	Economic Development & Tourism	Long Term	
	<ul> <li>Seek joint-funding to implement recommendations for protecting significant landscapes outlined in South West Landscape Assessment (2012).</li> </ul>	Planning Unit		

Coleraine Racecourse Stand



Objective	Action	Responsibility Lead unit / Officer	Timeframe	Progress / Outcome
Traditional Owner Partnerships	Ensure engagement with Gunditj Mirring Registered Aboriginal Party (and other relevant Traditional Owners) in early planning phase for Council projects which may impact on cultural heritage or significant sites.	All of Council	Ongoing	
	Continue to partner with Gunditj Mirring Registered Aboriginal Party to build greater community awareness about Aboriginal cultural heritage and history in Shire, by:  Developing cultural heritage trails and installing cultural heritage markers at significant sites.  Continue to facilitate cultural heritage activities for SGS Reconciliation Festival and National Heritage Week.	Events & Tourism  Community  Development  Heritage Advisor	Ongoing	
	Investigate requirements for increased protection of Aboriginal cultural heritage sites in the Shire in association with Aboriginal Victoria and Gunditj Mirring Registered Aboriginal Party.	Planning Unit	Medium Term	
Care of Council Assets	Ensure Council owned heritage assets are identified in asset management plans/policies and subject to an audit as per recommendations outlined in <i>Victorian Government Asset Management:</i> Conducting A Heritage Audit (2015).	Assets Heritage Advisor	Short term	
	Establish a Significant Tree Register to ensure important specimen trees, street trees and Avenues of Honour are identified, documented and included in asset management regime.	Parks & Gardens Planning Unit Heritage Advisor	Short Term	
	Prepare Conservation Management Plans (CMP) for Council owned buildings identified on the SGPS Heritage Overlay as per Heritage Council of Victoria: Conservation Management Plans: Managing Heritage Places A Guide (2010).	Assets Heritage Advisor	Medium / long term	
	Ensure resource allocation for routine maintenance of Council owned heritage places (in accordance with best practice heritage management principles).	Assets Heritage Advisor	Ongoing	
	Continue to implement key conservation and management actions outlined in <i>Hamilton Botanic Gardens Masterplan</i> (2015) with regard for <i>Hamilton Botanic Gardens Conservation Management Plan</i> (1994).	Parks & Gardens Heritage Advisor	Ongoing	
	Continue to support and promote horticultural collections on public and private land, including: Penshurst Botanic Gardens, Peter Francis Points Arboretum and Dunkeld Arboretum.	Parks & Gardens	Ongoing	

Objective	Action	Responsibility Lead unit / Officer	Timeframe	Progress / Outcome
Community Partnerships	Investigate establishing a Heritage Advisory Committee to encourage community input and advocacy regarding heritage matters and to develop and promote heritage initiatives. Responsibilities may include:	Heritage Advisor Planning Unit	Medium term	
	<ul> <li>Promoting local cultural collections, historical societies, museums and interpretive centres through coordinated online and print material.</li> </ul>			
	<ul> <li>Developing community heritage forum or local heritage awards in association with Performing Arts Centre, Hamilton Art Gallery, local historical societies and museums to support and celebrate local cultural achievements.</li> </ul>			
	<ul> <li>Developing activities as part of national, state- wide or local events including NAIDOC Week, National Reconciliation Week, National Trust (Vic) Heritage Festival, commemorations and cultural festivals.</li> </ul>			
Promotion of heritage	Increase the promotion of Shire's heritage tourism sites and activities, including regular profile in <i>Greater Hamilton Events</i> seasonal guide.	Economic Development & Tourism	Ongoing	
Support for heritage conservation	Continue to administer the Heritage Advisory Service and Heritage Restoration Grant scheme.	Heritage Advisor	Ongoing	
	Investigate implementing 'Main Street' heritage streetscape initiative.	Heritage Advisor Planning Unit	Long term	







# 5 IMPLEMENTATION MONITORING AND REVIEW

The Southern Grampians Shire Heritage Strategy is a whole-of-Council work plan that sets out a list of actions to increase knowledge, foster partnerships and support improved heritage systems and work practices.

The implementation of the strategy requires:

- Adoption of the Heritage Strategy by Council.
- Insertion of strategy actions into unit and officer work plans over the next four years.
- Allocation of resources to implement strategy actions (subject to future operation budgets).

The Heritage Strategy also requires monitoring to ensure that items set out in the Action Plan are implemented in accordance with the timeline. This can be recorded in the following way:

- Annual report to Council that provides a summary and review of actions undertaken to date.
- Strategy and associated Action Plan reviewed every four years and 'progress / outcome' column of plan annotated to record action status.
- Ongoing consultation with Council staff, stakeholders and community.



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