



Bioregional
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better way to live

City of Fremantle
One Planet Living[®] Progress Report
2019
Bioregional Review

March 2020

Introduction

Please note that, while this is a standalone document, it is designed to be read in conjunction with the City of Fremantle's internal One Planet Annual Review 2018/19.

With a commitment to One Planet Living® since 2014, the City of Fremantle has been a leader in sustainability for many years. In 2015, it became the world's second One Planet City with the City Council's One Planet Action Plan peer-reviewed by Bioregional and recognised as demonstrating Global Leadership in One Planet Living®.

One Planet Living® (OPL), a framework by Bioregional, is a way to make it easy and attractive for all of us to lead happy and healthy lives within the environmental limits of our planet. Unlike certification schemes, it is a simple framework that enables everyone – from the general public to professionals – to collaborate on a sustainability strategy by drawing on their insights, skills and experience. It is based on ten guiding principles of sustainability which we can be used to create holistic, joined-up solutions. Many of these principles relate to planetary boundaries (e.g. carbon dioxide emissions), many of which we have already passed and need to take urgent action on. Others refer to social issues that need tackling such as encouraging personal wellbeing and community spirit and reducing local and global inequalities.



One Planet Living's ten principles

Comment from the Peer Reviewer

When starting this review in early 2020 it seemed that 2019 would most likely be remembered as the year the world truly woke up to the climate and ecological emergency – though the global pandemic has clearly changed that. Nonetheless it is important to remember how Extinction Rebellion protests and school strikers pushed climate change up the political and media agenda, and how the fires in Australia and floods in the Philippines viscerally depicted the reality of the climate crisis.

Nor should COVID-19 be seen as separate from our ecological crisis, as it has become increasingly clear that our encroachment into natural ecosystems is increasing the likelihood of humans contracting novel viruses. So we enter the 2020s with growing public awareness of the threat and an impassioned grassroots movement determined to make change.

Now as we slowly start to restart the global economy, the world is looking for leaders to show us real-life scalable solutions for a sustainable future based on a resilient local economy. The City of Fremantle is primed to play this role, having already declared a climate and biodiversity emergency, and looks to rebuild as sustainable as possible.

Five years of One Planet Living

Since 2015, the City of Fremantle has been embedding One Planet Living in its operations and the wider community – working towards a happier, healthier future for all within the limits of the planet.

And 2019 has seen continued progress in reducing its direct carbon emissions and water consumption, with efficiency measures being the main driver behind a 40% reduction in emissions from electricity compared to 2016. Alongside, the City of Fremantle has also instigated innovative and award-winning policies to influence wider social and environmental change.

It's pioneering the 'Freo Alternative' - planning legislation that allows landowners to increase housing density if the proposal meets certain requirements including; smaller housing size, fewer parking spaces and higher energy-efficiency performance.

This legislation is in line with what we have seen work at One Planet Living communities globally - increased housing density with reduced parking spaces as a mechanism to finance enhanced build quality for sustainability. Providing legislation to explicitly support this is a great achievement.

Reconciliation with Indigenous people is another area where Fremantle continues to lead. The rebranding of the traditional Australia Day festival as a 'One Day in Fremantle' Festival in 2017 was controversial and attracted considerable criticism. Yet a number of City Councils have since taken a similar approach and it has helped spark a much-needed discussion in Australia concerning the hugely negative impact of European colonisation on the Indigenous people. The City have backed up this position by publishing their comprehensive Walyalap Reconciliation Action Plan in 2019 after a long, well-attended, consultation process.

Bold choices for a better future

These are just two examples of how the City of Fremantle is taking bold decisions to put itself on a path to a more sustainable future. Yet the scale of change required means the City must ensure that all policies, initiatives and communications are aligned with its sustainable One Planet Living vision. Sustainability needs to be integrated into all decision-making processes and made the *raison d'être* of the City.

This is a huge challenge, and one that needs to be replicated globally. But the City of Fremantle has already demonstrated their willingness to be a leader and if it can rise to this challenge it will be a ground-breaking example of how a City administration can focus its resources on facilitating a City's transition to a sustainable future.

Ben Gill, One Planet Living Technical Manager

A peer-review not an audit

This review is not an audit and is not intended to be. The aim is to provide a peer review of the City Council's own internal review and:

- critique the council's self-assessment of the One Planet Living® Goals
- identify and highlight where there are positive trends and where targets are being achieved
- suggest ways for the council to improve performance where it is not meeting its targets.

Peer review summary

This is the fourth peer review of Fremantle City Council's annual progress report in delivering its One Planet Action Plan, though the first year (2016) primarily focused on baseline setting. Bioregional uses a simple 'traffic-light' approach to review progress in meeting targets.

	Substantially/entirely completed, or high degree of certainty over delivery
	Likely on track for a long-term target
	Substantially incomplete, behind schedule or doubt over delivery

The specific highlights from 2019 include:

- Completion and adoption of the Walyalup Reconciliation Action Plan (see page 5)
- Launching of the award winning Freo Alternative planning mechanism (see page 5)
- Starting of construction on the sustainable designed Civic Centre (see page 5)
- Construction of the 6MW solar plant targeted for 2020
- Roll out of the Food Organic Garden Organic (FOGO) waste collection to over 10,000 houses.
- A new local development on City Council land, [East Village on Knutsford](#), was recognised as a Global Leader in One Planet Living. The approximately 100 units will be zero carbon and water efficient from day one and include a range of measures to encourage sustainable living including: a community-hub, food growing space and multifunctional car-ports to encourage lower car ownership.

This is an impressive list of individual achievements, but just as important is the City Council's commitment to challenging the status quo where this is conflicting with social or environmental benefits. For example, establishing the 'One Day in Fremantle' event as opposed to a traditional Australia Day celebration. Other important initiatives include:

- Ongoing support for the RENew Nexus project, the first trial in Australia that allows peer-to-peer trading of renewable energy
- Planning innovation to encourage sustainable developments, both in legislation and individual projects
- Ongoing commitment to sustainability performance accounting for 10% of the selection criteria for over 50% of the City Council's tenders.

Recommended focus areas in 2020

Real change can only come about when sustainable behaviour becomes the new normal. The City Council can help drive this agenda by engaging with existing networks (e.g. businesses, schools and community groups) to encourage them to work together to enable Fremantle to become the first city where sustainable choices are the default choices. Specific opportunities include:

- As both the Community Strategic Plan and One Planet Living Strategy will be refreshed these can be more explicitly linked. This would position the City Council as a facilitator, supporting the local community transition to a more sustainable future, while giving the community greater ownership of the initiative
- The Living Smart workshops, community workshops to empower people to live more sustainable lives, have been very successful, though refreshing the format and approach and broadening the audience may help to keep them relevant
- Transport and food make huge contributions to an individual's carbon footprint. The City Council could benefit from reviewing its existing plans and strategies to ensure that they are all aligned with enabling sustainable choices in these key areas.




Overall, we are impressed by the progress made and initiatives started this year and look forward to seeing further achievements throughout 2020.

Summary of progress 2019

The table below gives an overview of the performance in the last year and indication of whether there has been significant improvement or not. This highlights that progress has been made in all areas.

Significant progress on 2017 in line with target	
Improved performance and progress	
Performance worse than 2017	

	Activities and performance in 2019	Yr on yr progress
Zero carbon energy	<ul style="list-style-type: none"> Corporate CO2e emissions decreased 25% from baseline 6 MW solar farm progressing and household solar installations continuing to increase 	
Zero waste	<ul style="list-style-type: none"> Roll out of FOGO waste collection to a further 11,000 houses Independent analysis shows Fremantle outperforms average for the Perth region in almost all metrics 	
Materials and products	<ul style="list-style-type: none"> Paper use fell nearly 2/3rds – saving close to 5 tonnes of paper Freo Alternative - planning policy for sustainable communities Over 50% of tenders have a sustainability criterion e.g. recycled content of construction materials used 	
Travel and transport	<ul style="list-style-type: none"> Launch of Bike Plan for the city Improved cycling facilities in new building for staff 	
Local and sustainable food	<ul style="list-style-type: none"> Food purchased for meals at the council offices is 100% local and majority organic Continued programme of events promoting healthy food choices to Council staff and the community 	
Sustainable water	<ul style="list-style-type: none"> 10% decrease in Council's scheme water use 25% reduction in per capita water use from baseline year Waterwise status retained 	
Land and nature	<ul style="list-style-type: none"> Over 25,000 trees and plants planted Verge preparation programme supported 38 individuals to plant the public verges adjoining their house Grant secured to support conservation by 'Friends' groups 	
Culture and community	<ul style="list-style-type: none"> Survey of Living Smart participants shows significant behaviour change, OPL presentations to 300 people Four cultural facilities financially supported for construction, renovations, feasibility studies and celebrations. 	
Equity and local economy	<ul style="list-style-type: none"> 18 months of consultation with 100s of people leading to adoption of Walyalup Reconciliation Action Plan (page 5). New small business support initiative 	
Health and happiness	<ul style="list-style-type: none"> Ongoing Health and Wellbeing programme for employees Leisure centre visits risen by 8% since baseline Adoption of Age-Friendly City Plan 	

	<p>The Freo Alternative</p> <p>This new planning legislation allows landowners of urban infill sites to increase the housing density of their proposals as long as they meet certain requirements, including:</p> <ul style="list-style-type: none"> • maximum floor area of 120m² per dwelling • minimum of 30m² of outdoor living area per dwelling, with 70% of development site to be open space • higher than standard energy efficiency ratings • at least one mature tree to be retained or planted • a maximum of one parking bay per dwelling <p>This is an excellent approach to increasing housing density and improving building standards.</p>
	<p>New Civic Centre</p> <p>New civic centre and library broke ground in April 2019, it will include:</p> <ul style="list-style-type: none"> • 240kW of rooftop solar photovoltaic panels; • Passive design including; shaded façade, automatically opening windows with AC in fan only mode when they are open, LEDs throughout • Bicycle racks and lockers for 10% of staff, • Water efficient toilets, taps and showers • Paints, adhesives, and carpets selected with low volatile organic compounds
	<p>Walyalup Reconciliation Action Plan (RAP)</p> <p>After 18 months of engagement, the City of Fremantle Walyalup Reconciliation Action Plan was adopted in June. The RAP is a three-year plan to be reported on annually. Based on recommendation from Reconciliation Australia the Council decided to begin with a Stretch RAP (aiming for the 3rd of 4 levels).</p> <p>Diverse input from over 100 people has been summarised into a practical plan for Reconciliation, focused around Relationships, Respect, Opportunity and Governance. The plan contains 15 strategic actions with 74 deliverables to and acknowledge the negative impact of European colonisation on the Indigenous people, while engage better with Aboriginal and Torres Strait Islander people, to advance values of inclusiveness and equality.</p>

Zero carbon energy

	Outcome	Target / Indicator	Baseline	2019
Corporate	The City of Fremantle will maintain its pledge of carbon neutrality for corporate emissions to 2020 and have in place a plan to power all buildings with 100% renewable energy by 2025	CO2e emissions	2016 (re-baselined): 5,820 tonnes CO2e	4,408 CO2e – 25% lower than baseline
Community	The City of Fremantle will support the community to access a range of green power purchase options, renewable energy and energy-efficiency measures with a goal of Fremantle's buildings becoming zero carbon by 2025.	Increase household solar installations	2016: 389 installations, total of 4,722 since 2001 ¹	Approx. further 300 installations – 20% of dwellings

Building carbon emissions are well-managed with data on refrigerant gases now captured. Energy efficiency measures and renewable energy installations have ensured that overall emissions continued to fall, with 3.5% of electricity being delivered by onsite PV and total electricity emissions now 40% lower than in 2016. Offsets are purchased for all remaining emissions.

The 6MW solar farm, which will produce enough electricity for around 10% of the houses in Fremantle, edges closer with construction scheduled to start in 2020. The City Council supported the installation of close to 60kWp of PV on community buildings and completed the first RENEW Nexus trial, which enables peer-to-peer trading of renewable energy, with a second extended trail having already commenced. The East Village on Knutsford development, promoted by the City Council was recognised as a Global Leader in OPL, in part for its clear zero-carbon commitment.

Comment: The City Council has demonstrated clear commitment to reducing its own emissions and supporting renewable energy in the community. Once the solar farm is completed, local PV generation will meet the demand of close to 30% of dwellings. We recommend that the City look to purchase green electricity as opposed to offset.

¹ NB: The original figure was calculated based on post code area, the data is now collected directly from the electricity provider. This is more accurate but prevents direct year on year comparison

Zero waste

	Outcome	Target / Indicator	Baseline	2019
Corporate	The City of Fremantle aims to reduce its corporate waste by 25% by 2020 and increase its co-mingled recycling and organic waste diversion from landfill to at least 70% in all Council buildings and facilities by 2020.	25% total waste reduction	Total waste: 343 t, 19 kg/employee/week (2010)	No survey this year (2017 total waste 122 t, 12.8 kg/week)
		Recycling rate: 70%	TBC	No survey this year (2017 80%)
Community	The City of Fremantle will: <ul style="list-style-type: none"> support the community to reduce waste generation by 10% against 2015 levels by 2020 embark on a city-wide education campaign and waste reduction strategy by 2017 with a goal of a 70% recycling rate by 2020. 	10% total waste reduction	2015: 12,000 tonnes, e.g. 395 kg/capita	12,600 tonnes 408 kg/capita (10% increase on 2018)
		Recycling rate: 70%	63% (2015)	66.2% (5% improvement)

Analysis by Department for Water and Environmental Regulation (DWER) shows that Fremantle performs better than the average for the Perth and Peel region in almost all metrics, including kerbside recycling rate and average per capita waste production. Unfortunately, total and per capita waste increased in 2019, though the recycling rate improved. The City Council rolled out the Food Organic Garden Organic (FOGO) waste service to approximately 11,000 residential households, which should help improve performance. A reuse centre was also opened at the recycling centre. The annual waste audit in the City Council Main Administration building was not conducted for the second consecutive year, while the City Council is in a temporary office.

Comment: The DWER suggests that Fremantle is performing well at a local level, and this will be further supported by the City Council's FOGO service. The Living Smart workshops encourage behaviour change, but only reach a small number of people – it may be beneficial to identify other avenues to reach a wider audience with the waste reduction, and sustainability in general, message. This may stop waste generation growing.

Materials and products

	Outcome	Target / Indicator	Baseline	2019
Corporate	The City of Fremantle will implement its sustainable procurement procedure for assessing suppliers against relevant sustainability criteria, and it will implement the Sustainable Events Policy to minimise the impact of events. Through the Going Digital project, we will reduce our pages printed by 90% by 2020, based on 2017 levels.	% of tenders covered by policy	None	> \$50,000 over 55% of tenders
		90% reduction in paper use	2765 reams A4, 110 reams A3 (2017)	1000 reams A4, 45 A3 2/3 rd reduction
Community	The City of Fremantle will encourage and enable the community to achieve high levels of sustainable material use through a range of activities including the opening of a community reuse store at the Fremantle Recycling Centre. The City Council will continue to review and update development policy to show alignment with best practice building standards.	Number / success of initiatives	e.g. 10 responsible cafés (2015)	e.g. Freo Alternative policy

The City Council has continued with the policy that sustainability performance accounts for a minimum 10% of the selection criteria for all tenders above \$50,000, covering over 55% of council procurement. To encourage a positive response the tenders often provide examples of sustainability initiatives that could be pursued, such as incorporating recycled material into construction materials. Paper consumption has fallen by roughly 2/3rds through the Going Digital project and the City Council is aiming for a 90% reduction.

The City Council continues to encourage sustainable construction and refined the Sustainable Building Policy, while approving WA's first timber framed office building. The award-winning Freo Alternative planning policy was also launched – see page 5.

Comment: The City Council has put in place some excellent initiatives this year. We recommend that it shares its learning from the sustainability tendering process as widely as possible, and looks to ensure that the Sustainable Building Policy and approvals process encourages reduced use of cement in construction.

Travel and transport

	Outcome	Target / Indicator	Baseline	2019
Corporate	The City Council will increase staff sustainable transport use by 30% by 2020, from a 2010 baseline.	Commuting modes	2010: 85% private 15% sustainable	2018: 39% by sustainable modes
	The City Council will also reduce corporate transport emissions by at least 30% by 2020, (2010 baseline).	Tonnes CO ₂ e	2016 – 773t CO ₂ e ² 2018 – 840t CO ₂ e	790 t CO ₂ e, 5% reduction on 2018
Community	The City of Fremantle will encourage and enable the community to reduce emissions from transport by at least 30% by 2020 in line with the sustainable carbon footprint target	Community commuting mode	2011: 54% car, 27% 'sustainable' 2016: 56% car 29% 'sustainable'	13% increase in bike journeys entering /leaving the city

Although no staff travel survey was undertaken the City Council continues to support staff in making sustainable transport choices. Initiatives have included; cycle facilities in the new building, trial of electric scooters and participation in cycle events. It has also added to further hybrid vehicles to the fleet. The City Council's Bike Plan was launched setting priorities for bike infrastructure projects, programmes and promotional activities for the next 5 years. Planning for upgrades to three key intersections is already underway along with existing work on bike awareness zones and lane extensions. The City Council is also working with Main Roads WA and the Department of Transport to ensure that decisions concerning connections to Fremantle also promote sustainable transport options.

Comment: The City Council's fleet accounts for a little under 20% of its carbon footprint, but unlike building energy use there has not been a significant reduction, despite the addition of hybrid vehicles. Across Fremantle as a whole transport is a major contributor to carbon emissions. The City Council has a challenging role trying to ensure state and national decisions promote sustainable transport, while engaging with residents and enabling change at the local level. To drive change locally the City Council needs to ensure that all opportunities; planning, engagement, strategic plans, are promoting and enabling alternatives to the individual private car.

² Revised figures based on more detailed assessment of usage

Local and sustainable food

	Outcome	Target / Indicator	Baseline	2019
Corporate	The City of Fremantle will ensure that 100% of food purchased by Council is sourced from local suppliers and includes both healthy and vegetarian options. In line with our Fair Trade City status, only Fair Trade tea and coffee will be purchased for staff. The City will support community actions to increase local and sustainable food purchase and achieve better nutrition.	Local and organic percentage	Unknown	100% local, approx. 60% organic (always offer vegetarian option)
Community	The City of Fremantle will support community actions to increase local and sustainable food purchase and production, community and edible verge gardening and healthy food choices.	Number of community events	N/A	One four-week programme
		% of houses within 400m of community garden	2017: 26%	Unknown

The City Council's strong sustainable sourcing policy remains in place ensuring that all food purchased for meals at the council offices continues to be 100% local and mostly organic, with vegetarian options. All food purchased for the Councillors, the majority of the City Council's food purchases, are 100% organic.

The main community-facing activity was a four-week programme, open to all, run by Foodbank WA, which covered; healthy eating, meal planning and food safety.

Comment: As highlighted EAT-Lancet Commission's report, a shift towards more plant-based diets would have both huge health and environmental benefits. An overhaul of our farming systems and diet is integral to meeting global carbon and biodiversity targets. Fremantle has a vibrant food culture, and fairly uniquely for Australia has a vibrant vegetarian and vegan scene. This creates a unique opportunity to engage with local stakeholders and really promote the beneficial impacts of plant-based diets, and help start a discussion that needs to be held across Australia.

Sustainable water

	Outcome	Target / Indicator	Baseline (2010)	2019
Corporate	The City of Fremantle will measure its annual water use and set targets for absolute reduction in line with best practice benchmarks, or at least 50% against 2010 levels by 2020.	Mains water use (m ³) – 50% reduction	122,500 m ³ 2018: 140,000 m ³ ³	124,500m ³ – 10% decrease on 2018
		Groundwater use (m ³) – 10% reduction	708,500 m ³	665,000 m ³ 6% reduction
Community	The City of Fremantle will encourage and enable the community to achieve a 10% per capita reduction in potable water use by 2020 from a 2010 baseline level.	Mains water use (m ³ , or kL/ person/ year)	4.1 mi m ³ 154 m ³ / person/ year	3.9 mi m ³ , 116.5m ³ /person /year

Water is an issue of huge importance in Western Australia and the City Council acknowledged this by achieving Waterwise Council Status in 2017. But Fremantle has old infrastructure that is prone to leaks and requires upgrading. So, while the City Council water consumption is on a downward trend, leaks remain an issue - though they are increasingly being dealt with in a timely fashion. Groundwater use remains within the allocation from the state and is being used to treat an increasing area of greenspace. The City Council is planning strategically for the eventuality that its water allocation is reduced in coming years due to climate induced water shortages. Strategies being implemented include hydro-zoning of planting and replacement of irrigation infrastructure.

Fremantle's total water use is unchanged on 2018 but with a 2.5% reduction in per capita water use, bringing the total per capita reduction from 2010 to 25%. The City Council continues to provide water efficiency advice and guidance.

Comment: This year there has been clear progress on managing the City's mains and groundwater use. It is acknowledged that the City has aging infrastructure and a requirement to provide greenspaces that are fit for purpose (e.g. turfed sports pitches). Nonetheless the critical nature of water means continued progress is required in this area.

³ Revised figure based on more accurate data.

Land and nature

Outcome (no differentiation between corporate and community)	Target / Indicator	Baseline	2019
The City of Fremantle will contribute to increasing levels of biodiversity and space for wildlife through measures carried out on local government owned properties or through staff time or financial support for appropriate conservation groups or community initiatives.	Public open space per resident	3.5 ha/1,000 residents	Verge preparation programme
The City of Fremantle will contribute to increasing levels of biodiversity and space for wildlife through their own strategies, guidelines and practices. The City of Fremantle will progressively increase tree planting across the city to achieve a minimum 20% canopy coverage. The City will deliver the outcomes of the Greening Fremantle: Strategy 2020 and Urban Forest Plan.	20% tree canopy cover	12-13% (2016)	25,000 plants and trees planted
	Develop clear plan	2016: None 2017: plan developed	Implementation ongoing

The significant erosion to Port Beach, exacerbated by the 2019 winter storms, has necessarily drawn significant resources to stabilise the erosion. In spite of this the City Council continues to participate in a range of regional and international programmes including the [Perth NRM](#) Coastal and Marine programme and [Biophilic Cities](#) network. Additionally, a grant was secured to support 'Friends' groups supporting nature and conservation efforts and the City Council supported 38 individuals, by readying the land and delivering mulch, to develop their verge gardens. At a strategic level, it's continued its feral pest programme to control rabbits, cats and foxes as well as proposing a further local law concerning pet cats, outlining the number that can be owned and prohibited areas, to reduce their impact on indigenous biodiversity.

Comment: The City Council continues to protect conservation through its own actions as well as encourage and enable residents to do the same. The commitment to become a truly biophilic city is impressive and will require ongoing action and engagement with residents to bring to make reality.

Culture and community

Outcome (no differentiation between corporate and community)	Target / Indicator	Baseline	2019
The City of Fremantle will promote an understanding of the One Planet Council program with its staff and commit to supporting community projects and targets based on increasing the number of community and / or sustainability projects and / or the level of support (financial or staff time) by 2020.	Number of attendees at cultural events	2017: 200,000	Eight OPL presentations to > 300 people Events attendance approx. 115,000
The City of Fremantle will promote an understanding of the One Planet Council program with the community and commit to enabling at least 3,000 people per year to engage in One Planet Living related activities (10% of population) - including community and cultural events.	Number of people	140 people at 6 one-off events, 24/week at two weekly events	47 people attend Living Smart, 38 Verge preparation, 35,000 visit 'My Say Freo'

Fremantle's five major cultural festivals continue to attract impressive numbers. Its rebranding of Australia Day celebrations as 'One Day in Fremantle' helped spark a much-needed discussion about Australia's colonial past (see intro). The City Council's Living Smart workshops, which promote a culture of sustainability in the community, continue to be impactful attracting 47 people with roughly 95% of participants claiming they have since changed behaviour concerning waste, approximately 70% concerning energy and water and 60% concerning transport decisions.

A range of cultural facilities were supported including; a feasibility study for a new Nyoongar Cultural Centre completed, the commencement of a conservation management plan for the historic Round House, and construction starting on the new Civic Centre with a range of sustainability features (see page 5). The city library also celebrated its 70th birthday with talks from Australian authors, sculptures and music.

Comment: The City Council supports a vibrant cultural and community life in Fremantle, and an impressive array of cultural facilities have been financially supported this year. The Living Smart workshops continue to attract interest and drive change, but it may be time to consider how to scale up the reach of these initiatives e.g. engaging with existing networks and institutions, such as business networks and schools.

Equity and local economy

	Outcome	Target / Indicator	Baseline	2019
Corporate	The City of Fremantle will provide a full package of support, training and engagement mechanisms to foster staff development by 2020 and to support equality in the workplace	Number of initiatives	2017: two initiatives	42 'supanova' awards made though STARS programme
Community	The City of Fremantle will provide a broad range of support and incentive mechanisms to foster new and existing local business. It will support the community in its drive towards economic, environmental and social sustainability. It will provide a full package of support, training and engagement mechanisms in accordance with its Economic Development Strategy by 2020.	Maintain % independent shops	2017: About 70%	Approx. 65% in 2018
		<5% retail vacancy rate	2015/16 9.2%	13% in 2018 (though floor area doubled)

The real highlight of the year was the Walyalup Reconciliation Action Plan (RAP) (see page 5), which was the culmination of 18 months of engagement. The RAP was developed in consultation with the RAP Working Group, local Aboriginal community and elders through a series of workshops and meetings facilitated by Kambarang Services. This built on the City Council's policy for respect, recognition and conciliation with the Aboriginal people since 2000. This is the start of an ongoing process to help heal relations in Australia.

No analysis of independent shops was made this year – though hopefully this will be undertaken to highlight how Fremantle is a centre for independent shops. The City Council reiterated its commitment to small businesses by forming the Business Capacity Building programme and signing up to the Small Business Friendly Local Governments initiative.

Comment: Fremantle is a city with a unique independent feel and the City Council is making clear steps to support that. The RAP also demonstrates the City Council's commitment to supporting all citizens. While the City Council continues to support economic growth, it is critical that this growth is ecologically sound. For example, 2019 saw an upswing in building approvals so it is critical that these buildings have minimal impact in construction and operation while facilitating Fremantle's transition to a sustainable future.

Health and happiness

	Outcome	Target / Indicator	Baseline	2019
Corporate	The City of Fremantle will promote and support health and wellbeing in the workplace by providing increased access to opportunities for staff to participate in programs relevant to their needs and will monitor the success of these programs through annual productivity / days lost to sickness / wellness and wellbeing statistics.	Maintain or increase training and wellness programs	Employee engagement 57% (2015) 3 wellness programmes (2016)	Ongoing; flu jabs, therapy dog, cancer checks
Community	The City of Fremantle will promote and support health and wellbeing in the community by providing increased access to opportunities for community members to participate in programs relevant to their needs. The City Council will monitor increase in uptake of relevant health and wellbeing programs on offer through the various City Council and community organisations that offer opportunities.	Increase in leisure centre annual use	460,000 visits (2015/16)	495,00 leisure centre visits

The City Council runs an extensive Health and Wellbeing programme for employees with monthly activities including health checks, nutrition advice, mental health workshops and various fitness courses. Additionally, 2019 saw a specific focus on preparing for the Activity Based Working approach that will be implemented in the new building, staff will not have designated desks, but will be located with relevant project teams. Staff also trialled ergonomic furniture and high spec monitors and IT equipment.

The City Council's Age-Friendly City Plan was adopted and registered with the WHO, and was supported by the Cycling without Age organisation who use [trishaws to give less mobile people the experience of cycling](#). The concept of libraries was also expanded with toys and sports equipment being added to the lending menu.

Comment: The City Council cannot guarantee that its employees or residents will be happy and healthy, but the City Council clearly has excellent policies to support its employees and create a healthy environment for its residents.